

University of North Carolina School of the Arts  
Zoom Teleconference

**COMMITTEE MEMBERS:**

Peter Juran, Chair  
Greer Cawood  
Anna Folwell  
Ches McDowell  
Graydon Pleasants  
Mark Land, ex officio

**COMMITTEE STAFF:**

Rod Isom, Chief Audit, Risk, and Compliance Officer  
David Harrison, Vice Chancellor for Institutional Integrity and General Counsel  
Jim DeCristo, Vice Chancellor for Economic Development and Chief of Staff  
Wendy Emerson, Interim Vice Chancellor for Finance and Administration  
Amanda Balwah, Associate Vice Chancellor for Institutional Integrity and Secretary of the University  
Jarrett Bailey, Staff Council Representative  
Jeff George, Faculty Council Representative

**AGENDA**

**OPEN SESSION**

1. Call to Order and Confirm Quorum.....Chairman Juran
2. Approval of Minutes from the December Meeting..... Chairman Juran
3. Matters of Governance, Risk and Compliance .....Rod Isom & UNCSA Management
  - a) Enterprise Risk Management.....Jim DeCristo
  - b) Information Governance & Security.....Terry Harmon, Chief Information Officer
4. Discussion of External Audits and Reviews (if any).....Rod Isom & UNCSA Management
  - a) Financial Statement Audits.....Wendy Emerson
5. Discussion of Internal Audit's Activity.....Rod Isom & Internal Audit Staff
  - a) IA Operations Update
  - b) Recent Reports and Other Communications
  - c) Audit Plan Project Status and Updates

d) Other Activities and Matters

❖ *Note: Information related to any internal audits or reviews released prior to the meeting will be provided at the meeting.*

*\*\* Action Item*

**CLOSED SESSION**

- 6. Approval of Minutes from the December Meeting, (if any).....Chairman Juran
- 7. Discussion of Special Items, Reviews and Investigations (if any).....Rod Isom and David Harrison
  - a) Anonymous Complaint Update
  - b) Lawsuit Update

**OPEN SESSION**

- 8. Other Business.....Committee Members & Staff
- 9. Adjourn.....Chairman Juran

## **OPEN SESSION MINUTES**

December 1, 2022

University of North Carolina School of the Arts  
SAAB 306

### **TRUSTEES PRESENT**

**\*Denotes voting committee members**

Peter Juran (Chair)\*, Mark Land\*, Anna Folwell\*, Ches McDowell\*, and Graydon Pleasants\*

### **TRUSTEES ABSENT**

Greer Cawood\*  
Ralph Womble\*

### **ADMINISTRATION & STAFF PRESENT**

Rod Isom (Chief Audit Officer); David Harrison (Vice Chancellor for Institutional Integrity and General Counsel); Patrick Sims (Executive Vice Chancellor and Provost); Lissy Garrison (Vice Chancellor for Advancement); Cory Billings (Internal Auditor); Jim DeCristo (Vice Chancellor for Economic Development and Chief of Staff); Amanda Balwah (AVC for Institutional Integrity and Secretary of the University); Terry Harmon (Chief Information Officer); Wendy Emerson (Interim Vice Chancellor for Finance and Administration); Frank Brinkley (Chief, UNCSA Campus Police); Laurel Donley (Assistant Dean of Student Affairs); Mark Noto (Chief Information Security Officer); Claire Machamer (Vice Chancellor for Strategic Communications); Patrice Goldman (Associate General Counsel); Travis Andrews (IT Support); Martha Golden (Faculty Counsel Representative); Jarrett Bailey (Staff Council Representative); Jeff George (Faculty Counsel Representative); Steve Cochrane (Staff Council Chair); Rachel Williams (Dean of Liberal Arts)

### **ADMINISTRATION & STAFF PRESENT VIA ZOOM**

Jayne Grandes (Interim Director of Title IX)

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### **CONVENE OPEN SESSION AND CONFIRM QUORUM**

Committee Chair Peter Juran convened the December 1, 2022 meeting of the University of North Carolina School of the Arts Audit, Risk, and Compliance Committee at 4:03 p.m. A quorum was present.

## **APPROVAL OF OPEN SESSION MINUTES**

**MOTION:** Ches McDowell moved to approve the Audit, Risk and Compliance Committee open session minutes from April 2022 and September 2022 as presented. Graydon Pleasants seconded and the minutes were unanimously approved.

## **ENTERPRISE RISK MANAGEMENT (ERM)**

Jim DeCristo, Chief of Staff, called on Laurel Donley, Assistant Dean of Student Affairs, to provide an update on UNCOSA's Health and Wellness risk priority. UNCOSA instituted a wellness day to address the increased number of students experiencing excessive stress and struggles with mental health. The University has also increased the number of staff members trained to serve as mental health first aid instructors. Ms. Donley shared a list of initiatives for Spring 2023, which includes additional wellness days. She also touched on the Collaborative Scheduling Initiative (CSI) and is looking forward to students having more time to engage in mental wellness activities.

## **INFORMATION GOVERNANCE & SECURITY**

Terry Harmon, Chief Information Officer, introduced Mark Noto, UNCOSA's new Chief Information and Security Office. Mr. Noto comes to UNCOSA with a wealth of experience in various IT leadership roles for the federal government, most notably with the US Department of Energy, National Oceanic and Atmospheric Administration (NOAA), and its Office of Marine and Aviation Operation.

Mr. Harmon went on to report that a Data Governance Committee is in the process of being established for identification and management of valuable data assets.

UNCOSA's IT department has taken another step forward in endpoint security by deploying a system called Admin by Request. Controlling the granting of admin rights is a significant step forward in preventing malware on the university endpoints and has the added benefit of controlling the usage of unlicensed software.

## **CLERY COMPLIANCE AND TITLE IX UPDATE**

The Clery Act requires all colleges and universities that participate in federal financial aid programs to keep and disclose information about crime on and near their respective campuses. Clery Crime statistics for the year 2021 were presented by Frank Brinkley, Chief of UNCOSA's Campus Police. No concerning spikes in crime or numbers outside the ordinary for UNCOSA's campus community were reported.

Jayne Grandes, Interim Director of Title IX, reported that most of the issues and cases she has been working on have been resolved, but there are a number of investigations that are underway and moving forward according to policy.

## **DISCUSSION OF EXTERNAL AUDITS AND REVIEWS**

Wendy Emerson, Interim Vice Chancellor for Finance and Administration, reported that UNCSCA's Financial Statement Audit for fiscal year 2022 was finalized and issued on Wednesday of this week. The audit was completed by the NC Office of the State Auditor. The report will be presented at the next meeting.

UNCSCA's House Corporation, UNCSCA's Program Support Corporation, and the Kenan Institute for the Arts audits were conducted by Bernard Robinson & Company, LLP. All 3 audits were completed with an unqualified opinion, with no findings or issues to report. Ms. Emerson reported that the working relationship with Bernard Robinson was a positive one.

## **DISCUSSION OF INTERNAL AUDIT ACTIVITY**

Rod Isom, Chief Audit, Risk, and Compliance Officer provided an update on internal audit activity. The Investigative Auditor vacancy has been filled by Robert Davis. There are two more positions to be filled.

One project has been completed during the quarter and two projects are in progress. Cyber Security is the next planned audit.

Due to current events and trends, campus safety and mental health are two risk matters that are trending upward and being monitored by Internal Audit. Other elevated risk matters threat assessment preparedness.

## **OTHER BUSINESS**

The Institute of Internal Auditors is currently reviewing standards for revision. The standards will be available for public comment in 2023 and the revised standards will be issued in 2024.

## **CLOSED SESSION**

**MOTION: Mark Land moved that the committee go into closed session to prevent the disclosure of information that is privileged or confidential pursuant to Section 116-40.7 of the North Carolina General Statutes, regarding Internal Auditor's work papers. Ches McDowell seconded and the motion was unanimously approved.**

## **RETURN TO OPEN SESSION AND ADJOURNMENT**

With no further business to discuss, Chairman Juran adjourned the meeting at 4:45 p.m.

Respectfully submitted by:  
Amanda Balwah, University Secretary

**AGENDA ITEM**

ERM Update – faculty and staff retention and recruitment.....presented by Jim DeCristo

**Summary:** Provide an overview of activity to mitigate this risk.

**Action:** This item is for informational purposes only.

**AGENDA ITEM**

IT Security Update.....presented by Terry Harmon

**Summary:**

1. Mark Noto resignation

Mark Noto, the Chief Information Security Officer, announced his resignation effective February 10, 2023. Mark stated that his short tenure and departure is primarily due to personal reasons. Due to the highly competitive job market for this role, UNCSA IT will investigate various options to fulfill its needs.

2. Security Awareness Training

The UNCSA Information Technology (IT) department recently carried out a trial run of security awareness training from January 11 to February 10, 2023. The pilot program consisted of a Security Awareness Foundations course and an interactive game named Spot the Phish Game, which focused on educating users about phishing and other types of social engineering attacks.

Out of 78 participants, 62% successfully completed the training, which we will strive to improve in the future. The feedback we received about the content of the training was largely positive.

Starting on Wednesday, February 15, 2023, all UNCSA employees who haven't already taken the training will be required to complete it. To emphasize the importance of this training, we will communicate with the employees and their managers in a variety of ways to ensure maximum participation.

UNCSA IT views security awareness training as the top priority in our efforts to ensure the campus is protected from external cyber threats. We believe that this training and ongoing cyber security education will play a crucial role in achieving our goal of maximum campus security.

**Action:** This item is for informational purposes only.

**AGENDA ITEM**

Financial Statement Audit .....Wendy Emerson

**Summary:**

The NC Office of the State Auditor conducted the University’s financial statement audit for FY 2022.

- The UNCSA Financial Statement Audit for Fiscal Year 2022 was completed in December. The result of the audit was an unqualified opinion, with no findings or issues to report. This is the fourteenth consecutive year of a clean financial statement audit.

**Action:** This item is for informational purposes only.



# STATE OF NORTH CAROLINA

OFFICE OF THE STATE AUDITOR  
BETH A. WOOD, CPA



## UNIVERSITY OF NORTH CAROLINA SCHOOL OF THE ARTS

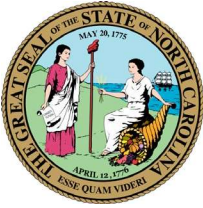
WINSTON-SALEM, NORTH CAROLINA  
FINANCIAL STATEMENT AUDIT REPORT  
FOR THE YEAR ENDED JUNE 30, 2022

A CONSTITUENT INSTITUTION OF THE UNIVERSITY OF NORTH CAROLINA  
SYSTEM AND A COMPONENT UNIT OF THE STATE OF NORTH CAROLINA



**NCOSA**  
The Taxpayers' Watchdog

STATE OF NORTH CAROLINA  
**Office of the State Auditor**



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## AUDITOR'S TRANSMITTAL

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The Honorable Roy Cooper, Governor  
The General Assembly of North Carolina  
Board of Trustees, University of North Carolina School of the Arts

We have completed a financial statement audit of the University of North Carolina School of the Arts for the year ended June 30, 2022, and our audit results are included in this report. You will note from the independent auditor's report that we determined that the financial statements are presented fairly in all material respects.

The results of our tests disclosed no deficiencies in internal control over financial reporting that we consider to be material weaknesses in relation to our audit scope or any instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

North Carolina General Statutes require the State Auditor to make audit reports available to the public. Copies of audit reports issued by the Office of the State Auditor may be obtained through one of the options listed in the back of this report.

A handwritten signature in cursive script that reads 'Beth A. Wood'.

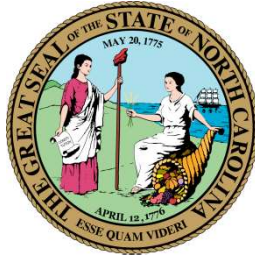
Beth A. Wood, CPA  
State Auditor



**Beth A. Wood, CPA  
State Auditor**

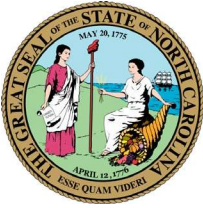
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# **INDEPENDENT AUDITOR'S REPORT**

STATE OF NORTH CAROLINA  
**Office of the State Auditor**



**Beth A. Wood, CPA**  
State Auditor

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## **INDEPENDENT AUDITOR'S REPORT**

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Board of Trustees  
University of North Carolina School of the Arts  
Winston-Salem, North Carolina

### **Report on the Audit of the Financial Statements**

#### *Opinions*

We have audited the financial statements of the University of North Carolina School of the Arts (University), a constituent institution of the multi-campus University of North Carolina System, which is a component unit of the State of North Carolina, and its discretely presented component unit, as of and for the year ended June 30, 2022, and the related notes to the financial statements, which collectively comprise the University's basic financial statements as listed in the table of contents.

In our opinion, based on our audit and the reports of the other auditors, the accompanying financial statements present fairly, in all material respects, the respective financial position of the University of North Carolina School of the Arts, and its discretely presented component unit, as of June 30, 2022, and the respective changes in financial position and, where applicable, cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

We did not audit the following:

- The financial statements of the University of North Carolina School of the Arts Housing Corporation, which represent 2.13 percent and 1.37 percent, respectively, of the assets and revenues of the University.
- The financial statements of the University of North Carolina School of the Arts Program Support Corporation, which represent 0.45 percent and 0.01 percent, respectively, of the assets and revenues of the University.
- The financial statements of the Thomas S. Kenan Institute for the Arts Supporting Organization, which represent 0.57 percent and 1.99 percent, respectively, of the assets and revenues of the University.
- The consolidated financial statements of the University of North Carolina School of the Arts Foundation, Inc., the University's discretely presented component unit.

The financial statements listed above were audited by other auditors whose reports thereon have been furnished to us, and our opinions, insofar as they relate to the amounts included for those entities, are based solely on the reports of the other auditors.

### *Basis for Opinions*

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards* (GAGAS), issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of University of North Carolina School of the Arts and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

### *Responsibilities of Management for the Financial Statements*

The University's management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

### *Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and GAGAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and GAGAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of

expressing an opinion on the effectiveness of the University's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

#### *Required Supplementary Information*

Accounting principles generally accepted in the United States of America require that the Management's Discussion and Analysis and other required supplementary information, as listed in the table of contents, be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

#### **Other Reporting Required by Government Auditing Standards**

In accordance with *Government Auditing Standards*, we have also issued our report dated November 28, 2022 on our consideration of the University's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the University's internal control over financial reporting and compliance.



Beth A. Wood, CPA  
State Auditor

Raleigh, North Carolina

November 28, 2022





# **MANAGEMENT'S DISCUSSION AND ANALYSIS**



UNIVERSITY OF NORTH CAROLINA SCHOOL OF THE ARTS

POWERING CREATIVITY



DANCE DESIGN & PRODUCTION DRAMA FILMMAKING MUSIC LIBERAL ARTS HIGH SCHOOL

**INTRODUCTION**

The University of North Carolina School of the Arts (University) provides the following management discussion and analysis as an overview of the financial position and activities for the fiscal year ended June 30, 2022. Comparative data for the year ended June 30, 2021 is also included. This discussion and analysis, the financial statements, and the notes to the financial statements have been prepared by management, and should be read in conjunction with each other. This discussion and analysis is designed to focus on the institution's current financial activities in comparison with the prior year, resulting changes, and current known facts or conditions.

**USING THE FINANCIAL REPORT**

The University's financial report consists of a series of financial statements, prepared in accordance with standards issued by the Governmental Accounting Standards Board (GASB). These financial statements focus on the financial condition of the University, the results of operations, and cash flows of the University as a whole. The three financial statements presented include: the Statement of Net Position; the Statement of Revenues, Expenses, and Changes in Net Position; and the Statement of Cash Flows.

The Statement of Cash Flows provides information relative to the University's sources and uses of cash for operating activities, noncapital financing activities, capital and related financing activities, and investing activities. The Statement of Cash Flows presents information that allows the reader to evaluate the University's ability to meet its financial obligations on a current basis. For the purpose of this discussion and analysis, we will address the Statement of Net Position, and the Statement of Revenues, Expenses, and Changes in Net Position.

The accompanying Notes to the Financial Statements should be read in conjunction with the financial statements to ascertain a full understanding of the data presented in this report. These disclosures provide information to better understand details, risk, and underlying assumptions associated with amounts reported in the financial statements.

In addition to the University's financial statements and accompanying notes, information for the University's component unit, the University of North Carolina School of the Arts Foundation, Inc. (Foundation) is presented. The Consolidated Statement of Financial Position, Consolidated Statement of Activities, and certain notes for the Foundation are discretely presented alongside the University's financial statements; however, the component unit is not included in management's discussion and analysis. More information describing the relationship between the

University and its discretely presented component unit can be found in Note 1A, Significant Accounting Policies - Financial Reporting Entity.

### STATEMENT OF NET POSITION

The Statement of Net Position presents the readers of the University's financial report with a June 30th snapshot of the University's financial position. The Statement of Net Position includes assets plus deferred outflows of resources, and liabilities plus deferred inflows of resources, with the difference reported as net position. Assets and liabilities are classified as current or noncurrent. Current assets and liabilities include those resources and obligations that pertain to current operating requirements. Noncurrent assets and liabilities include those resources and obligations that pertain to future operating requirements. The Statement of Net Position is one indicator of the University's financial health as it assesses the balance of a University's assets - the resources it can use to provide service and operate the University - against its liabilities - its obligations to pay vendors and others.

Net position is divided into three major categories to show the availability to meet University obligations. The first category, net investment in capital assets, provides the University's equity in property, plant and equipment, net of outstanding liabilities related to those capital assets. The next category is restricted net position, which is divided into two groups, nonexpendable and expendable. Restricted nonexpendable net position consists primarily of the permanent endowment funds that are only available for investment purposes. Restricted expendable net position provides funds that are available for use by the University but must be spent for purposes as determined by donors and/or external entities that have placed time or purpose restrictions on the use of the assets. This category includes restricted funds for endowment investments, capital projects, and other expendable restricted resources. The final category is unrestricted net position, where funds are not subject to external restrictions and are available to the University for any lawful purpose. The University uses these resources to enhance all areas of the University and to support the instructional and public service mission of the University.

#### Condensed Statement of Net Position

	6/30/2022	6/30/2021	Dollar Change	Percent Change
<b>Assets</b>				
Current Assets	\$ 39,428,064.40	\$ 39,519,155.58	\$ (91,091.18)	(0.2%)
Capital Assets, Net	165,536,939.18	152,719,298.44	12,817,640.74	8.4%
Other Noncurrent Assets	54,016,402.20	63,730,218.25	(9,713,816.05)	(15.2%)
Total Assets	<u>258,981,405.78</u>	<u>255,968,672.27</u>	<u>3,012,733.51</u>	<u>1.2%</u>
<b>Total Deferred Outflows of Resources</b>	<u>14,505,741.75</u>	<u>13,933,113.75</u>	<u>572,628.00</u>	<u>4.1%</u>
<b>Liabilities</b>				
Current Liabilities	5,914,740.01	10,359,059.72	(4,444,319.71)	(42.9%)
Long-Term Liabilities, Net	102,147,701.75	107,285,063.49	(5,137,361.74)	(4.8%)
Other Noncurrent Liabilities	149,747.08	175,733.94	(25,986.86)	(14.8%)
Total Liabilities	<u>108,212,188.84</u>	<u>117,819,857.15</u>	<u>(9,607,668.31)</u>	<u>(8.2%)</u>
<b>Total Deferred Inflows of Resources</b>	<u>18,907,132.00</u>	<u>19,826,489.00</u>	<u>(919,357.00)</u>	<u>(4.6%)</u>
<b>Net Position</b>				
Net Investment in Capital Assets	119,881,667.32	117,026,872.31	2,854,795.01	2.4%
Restricted:				
Nonexpendable	26,645,656.32	22,390,695.16	4,254,961.16	19.0%
Expendable	34,690,858.89	32,146,489.75	2,544,369.14	7.9%
Unrestricted	<u>(34,850,355.84)</u>	<u>(39,308,617.35)</u>	<u>4,458,261.51</u>	<u>11.3%</u>
Total Net Position	<u>\$ 146,367,826.69</u>	<u>\$ 132,255,439.87</u>	<u>\$ 14,112,386.82</u>	<u>10.7%</u>

Total assets of the University increased by \$3.0 million, or 1.2% for the fiscal year ended June 30, 2022. Current assets decreased by \$0.09 million, or 0.2%, capital assets, net increased by \$12.8 million or 8.4%, and other noncurrent assets decreased by \$9.7 million, or 15.2%. The largest increase was in capital assets, net, specifically buildings. The increase in buildings is mainly attributable to completion of the New "Artist Village" Residence Hall for undergraduate housing, and Performance Place, which included improvements to Freeman and Catawba Theaters during FY22.

Also, in noncurrent assets, there was a decrease in restricted cash and cash equivalents of \$13.0 million mainly due to the completion of construction of the New Residence Hall "Artist Village" during FY22, offset by an increase in endowment investments of \$3.4 million, mainly due to receipt of additional gifts.

The University recorded deferred outflows for pensions and deferred outflows for other postemployment benefits in the amount of \$4.9 million and \$9.7 million, respectively at June 30, 2022. For more information about the University's deferred outflows related to pensions and other postemployment benefits, refer to Notes 12 and 13 of the Notes to the Financial Statements.

Total liabilities of the University decreased by \$9.6 million or 8.2% for the fiscal year ended June 30, 2022. The decrease was the result of a decrease in current liabilities of \$4.4 million and a decrease in long-term liabilities of \$5.1 million. Current liabilities decreased primarily due to a decrease in accounts payable and contract retainage related to completion of the New Residence Halls "Artist Village". Long-term liabilities decreased due primarily to the net change in net pension and net other postemployment benefits liabilities resulting from changes in actuarial valuations.

The University recorded deferred inflows for pensions and deferred inflows for other postemployment benefits in the amount of \$5.5 million and \$13.4 million, respectively at June 30, 2022. Deferred inflows for pensions increased by \$5.5 million as the result of changes in actuarial assumptions and differences between actual and expected experience. Deferred inflows for other postemployment benefits decreased by \$6.4 million based on the change in the University's proportionate share of the total liability and the difference between the University's contributions and proportional share of contributions. For more information about the University's deferred inflows related to pensions and other postemployment benefits, refer to Note 12 and 13 of the Notes to the Financial Statements.

The University's net position was \$146.4 million at June 30, 2022, an increase of \$14.1 million or 10.7% from the prior year. Nonexpendable restricted net position increased \$4.3 million as a result of endowment gifts received during the period. Expendable restricted net position increased \$2.5 million primarily due to endowment investment returns in fiscal year 2022. Unrestricted net position increased \$4.5 million primarily due to the change in pension and other postemployment benefits balances, and increased operating revenues as discussed below.

### **STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION**

The Statement of Revenues, Expenses, and Changes in Net Position presents the University's revenues earned and expenses incurred during the year. Activities are reported as either operating or nonoperating, and any other revenues earned by the University.

Generally speaking, operating revenues are earned for providing goods and services to the various customers of the University. Operating expenses are those expenses incurred to acquire

or produce the goods and services provided in return for the operating revenues, and to carry out the mission of the University. Nonoperating revenues are revenues received for which goods and services are not provided. State appropriations and federal financial aid awards are included as nonoperating revenues in accordance with GASB guidelines even though these revenues are instrumental to the University's mission and operations. Nonoperating expenses are expenses not directly related to the normal operations of the University (e.g. interest expense and other fees on capital asset related debt) and are netted against nonoperating revenues on the Statement of Revenues, Expenses, and Changes in Net Position. Other revenues include capital contributions and additions to the principal of permanent endowments.

**Condensed Statement of Revenues, Expenses, and Changes in Net Position**

	<u>6/30/2022</u>	<u>6/30/2021</u>	<u>Dollar Change</u>	<u>Percent Change</u>
<b>Operating Revenues</b>				
Student Tuition and Fees, Net	\$ 17,262,162.97	\$ 15,453,191.02	\$ 1,808,971.95	11.7%
Sales and Services, Net	8,093,776.77	6,202,462.78	1,891,313.99	30.5%
Other Operating Revenues	685,778.29	1,227,277.60	(541,499.31)	(44.1%)
Total Operating Revenues	<u>26,041,718.03</u>	<u>22,882,931.40</u>	<u>3,158,786.63</u>	<u>13.8%</u>
Operating Expenses:				
Salaries and Benefits	42,442,016.73	43,785,867.39	(1,343,850.66)	(3.1%)
Supplies and Services	18,273,816.33	15,191,223.12	3,082,593.21	20.3%
Scholarships and Fellowships	3,080,239.29	1,730,314.51	1,349,924.78	78.0%
Utilities	2,159,001.08	1,887,514.96	271,486.12	14.4%
Depreciation	4,699,370.98	4,154,727.01	544,643.97	13.1%
Total Operating Expenses	<u>70,654,444.41</u>	<u>66,749,646.99</u>	<u>3,904,797.42</u>	<u>5.8%</u>
Operating Loss	<u>(44,612,726.38)</u>	<u>(43,866,715.59)</u>	<u>(746,010.79)</u>	<u>1.7%</u>
<b>Nonoperating Revenues (Expenses)</b>				
State Appropriations	37,216,503.00	32,240,042.65	4,976,460.35	15.4%
State Aid - Coronavirus	701,353.76	1,637,204.83	(935,851.07)	(57.2%)
Student Financial Aid	1,875,248.12	1,711,668.67	163,579.45	9.6%
Federal Aid - COVID-19	1,832,815.95	1,275,319.63	557,496.32	43.7%
Noncapital Contributions	6,535,117.33	5,660,406.12	874,711.21	15.5%
Investment Income, Net	1,989,319.22	11,909,467.69	(9,920,148.47)	(83.3%)
Interest and Fees on Debt	(1,651,799.49)	(1,670,562.46)	18,762.97	(1.1%)
Other Nonoperating Revenue (Expenses)	(381,210.25)	371,968.36	(753,178.61)	(202.5%)
Net Nonoperating Revenues	<u>48,117,347.64</u>	<u>53,135,515.49</u>	<u>(5,018,167.85)</u>	<u>(9.4%)</u>
Income Before Other Revenues	<u>3,504,621.26</u>	<u>9,268,799.90</u>	<u>(5,764,178.64)</u>	<u>(62.2%)</u>
Capital Appropriations	45,570.08	1,846,953.39	(1,801,383.31)	(97.5%)
Capital Contributions	6,412,195.48	3,891,318.15	2,520,877.33	64.8%
Additions to Endowments	4,150,000.00	2,701,790.00	1,448,210.00	53.6%
Total Other Revenues	<u>10,607,765.56</u>	<u>8,440,061.54</u>	<u>2,167,704.02</u>	<u>25.7%</u>
Increase in Net Position	14,112,386.82	17,708,861.44	(3,596,474.62)	(20.3%)
Beginning Net Position	<u>132,255,439.87</u>	<u>114,546,578.43</u>	<u>17,708,861.44</u>	<u>15.5%</u>
Ending Net Position	<u>\$ 146,367,826.69</u>	<u>\$ 132,255,439.87</u>	<u>\$ 14,112,386.82</u>	<u>10.7%</u>

Total revenues for the June 30, 2022 fiscal year were \$86.8 million compared to \$86.1 million in the previous year, an increase of \$0.7 million. Some of the highlights of the revenue accounts presented on the Statement of Revenues, Expenses, and Changes in Net Position are as follows:

- Student tuition and fees (net) and sales and services (net) increased by \$1.8 million and \$1.9 million, respectively, primarily as a result of increased enrollment, an increase in

out-of-state tuition rates, and increases in housing and dining revenues resulting from the enrollment increase and resuming on-campus activities.

- State appropriations increased by \$5.0 million as a result of increased funding appropriated by the State in FY22.
- Net investment income decreased by \$9.9 million due to a decrease in unrealized gains and an overall decrease in market conditions as compared to the prior year.
- Capital contributions increased \$2.5 million as a result of increased funding through the State Capital Infrastructure Fund for renovations to the Stevens Center and other projects. Capital appropriations decreased \$1.8 million due to the carryforward of unspent prior year appropriations being classified as state appropriations in the current year instead of capital appropriations as in the prior year.
- Additions to endowments increased \$1.4 million due to the receipt of additional endowment gifts.

Total expenses for the year ended June 30, 2022 were \$72.7 million compared to \$68.4 million in the previous year, an increase of \$4.3 million.

Operating expenses totaled \$70.7 million for the year compared to \$66.7 million from the previous year, a decrease of \$4.0 million. The significant changes include:

- Salaries and benefits decreased \$1.3 million due to a \$2.6 million net decrease in pension and other postemployment benefits expenses resulting from changes in actuarial valuations, offset by the 2.5% salary increase and employee bonus pay appropriated by the State.
- Supplies and services increased \$3.1 million due to the increased costs as a result of the shortages caused by the global pandemic, inflationary pressures, and an increase of on-campus activities.
- Scholarships and fellowships increased by \$1.3 million. This increase was primarily the result of an increase in the Federal Cares Act funding for scholarships and an increase in Foundation Scholarships.

**CAPITAL ASSETS AND DEBT ADMINISTRATION**

The University's capital assets, net of accumulated depreciation at June 30, 2022, was \$165.5 million, an increase of \$12.8 million. This increase represents the net effect of \$16.6 million in additions to construction in progress related to the completed projects discussed below, offset by \$4.7 million in depreciation expense. During the period the University completed construction of the New Residence Hall "Artist Village" (\$39.5 million), and the Performance Place renovation (\$8.9 million).

The University did not take on any new debt during the fiscal year and continued to make required payments. Refer to Note 8 of the Notes to the Financial Statements for more detailed information about the University's debt obligations.





## ECONOMIC OUTLOOK

Although the effects of the global pandemic continued to impact the 2021-2022 academic year, it also provided the opportunity to implement creative solutions, and to continue to deliver world class instruction and support to our highly talented students. The University's senior administration team, employees and students remained dedicated to maintaining in-person instruction, while utilizing technology to continue performing and engaging with guest artists.



The recognition of our excellent academic programs continues to enhance our reputation with our patrons and supporters. During the 2022 fiscal year, UNCSCA was gifted over \$4.1 million towards new and existing endowments.

The University of North Carolina School of the Arts continued to manage and use its resources wisely in fiscal year 2022, due to effective institutional planning and continued support from the State to meet the educational needs of the University. The University's Chancellor and senior administration team remains fully committed to student affordability and prudent use of resources by spending carefully, wisely, and thoughtfully.



The continued receipt of federal and state funds dedicated to assist with the expenses encountered with confronting the coronavirus (COVID-19), allowed the University to continue to allocate its regular state and institutional trust fund resources to strategically support the University's core academic mission.



The University continues to recruit, admit, and retain top-caliber students even as we compete against the most selective public and private performing arts conservatory schools in the country. Like other higher education entities across the nation, university enrollment is trending slightly down. Management continues to maintain a close watch over resources to ensure the ability to respond to unknown internal and external issues and sustain its current high-quality financial position. As fiscal year 2023 progresses, the University will build on its efforts to manage its resources to create unparalleled learning opportunities for our students and to establish strong ties to communities throughout the State and beyond.



# FINANCIAL STATEMENTS

**University of North Carolina School of the Arts**  
**Statement of Net Position**  
**June 30, 2022**

**Exhibit A-1**  
**Page 1 of 2**

**ASSETS**

Current Assets:

Cash and Cash Equivalents	\$ 26,636,674.69
Restricted Cash and Cash Equivalents	12,364,667.61
Receivables, Net (Note 5)	64,995.34
Due from Primary Government	30,326.46
Due from University Component Unit	52,573.00
Inventories	248,765.88
Prepaid Expenses	30,061.42
	<hr/>
Total Current Assets	39,428,064.40

Noncurrent Assets:

Restricted Cash and Cash Equivalents	10,281,964.51
Endowment Investments	43,709,949.69
Net Other Postemployment Benefits Asset	24,488.00
Capital Assets - Nondepreciable (Note 6)	6,166,661.45
Capital Assets - Depreciable, Net (Note 6)	159,370,277.73
	<hr/>
Total Noncurrent Assets	219,553,341.38

Total Assets	<hr/> 258,981,405.78
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**DEFERRED OUTFLOWS OF RESOURCES**

Deferred Outflows Related to Pensions	4,851,939.99
Deferred Outflows Related to Other Postemployment Benefits (Note 13)	9,653,801.76
	<hr/>
Total Deferred Outflows of Resources	14,505,741.75

**LIABILITIES**

Current Liabilities:

Accounts Payable and Accrued Liabilities (Note 7)	2,668,508.78
Unearned Revenue	1,045,889.64
Interest Payable	701,425.00
Long-Term Liabilities - Current Portion (Note 8)	1,498,916.59
	<hr/>
Total Current Liabilities	5,914,740.01

Noncurrent Liabilities:

Funds Held for Others	37,341.61
U.S. Government Grants Refundable	112,405.47
Long-Term Liabilities, Net (Note 8)	102,147,701.75
	<hr/>
Total Noncurrent Liabilities	102,297,448.83
	<hr/>
Total Liabilities	108,212,188.84

**DEFERRED INFLOWS OF RESOURCES**

Deferred Inflows Related to Pensions	5,502,849.00
Deferred Inflows Related to Other Postemployment Benefits (Note 13)	13,404,283.00
	<hr/>
Total Deferred Inflows of Resources	18,907,132.00



**University of North Carolina School of the Arts**  
**Statement of Net Position**  
**June 30, 2022**

**Exhibit A-1**  
**Page 2 of 2**

**NET POSITION**

Net Investment in Capital Assets	119,881,667.32
Restricted:	
Nonexpendable:	
True Endowments	26,645,656.32
Expendable:	
Scholarships, Research, Instruction, and Other	26,420,793.18
Capital Projects	<u>8,270,065.71</u>
Total Restricted-Expendable Net Position	<u>34,690,858.89</u>
Unrestricted	<u>(34,850,355.84)</u>
Total Net Position	<u><u>\$ 146,367,826.69</u></u>

The accompanying notes to the financial statements are an integral part of this statement.

**University of North Carolina School of the Arts  
Statement of Revenues, Expenses, and  
Changes in Net Position  
For the Fiscal Year Ended June 30, 2022**

**Exhibit A-2**

**OPERATING REVENUES**

Student Tuition and Fees, Net (Note 10)	\$ 17,262,162.97
Federal Grants and Contracts	12,576.00
Sales and Services, Net (Note 10)	8,093,776.77
Other Operating Revenues	<u>673,202.29</u>
Total Operating Revenues	<u>26,041,718.03</u>

**OPERATING EXPENSES**

Salaries and Benefits	42,442,016.73
Supplies and Services	18,273,816.33
Scholarships and Fellowships	3,080,239.29
Utilities	2,159,001.08
Depreciation	<u>4,699,370.98</u>
Total Operating Expenses	<u>70,654,444.41</u>
Operating Loss	<u>(44,612,726.38)</u>

**NONOPERATING REVENUES (EXPENSES)**

State Appropriations	37,216,503.00
State Aid - Coronavirus	701,353.76
Student Financial Aid	1,875,248.12
Federal Aid - COVID-19	1,832,815.95
Noncapital Contributions	6,535,117.33
Investment Income (Net of Investment Expense of \$224,888.25)	1,989,319.22
Interest and Fees on Debt	(1,651,799.49)
Other Nonoperating Expenses	<u>(381,210.25)</u>
Net Nonoperating Revenues	<u>48,117,347.64</u>
Income Before Other Revenues	<u>3,504,621.26</u>

Capital Appropriations	45,570.08
Capital Contributions	6,412,195.48
Additions to Endowments	<u>4,150,000.00</u>
Total Other Revenues	<u>10,607,765.56</u>
Increase in Net Position	14,112,386.82

**NET POSITION**

Net Position - July 1, 2021	<u>132,255,439.87</u>
Net Position - June 30, 2022	<u>\$ 146,367,826.69</u>

The accompanying notes to the financial statements are an integral part of this statement.

**University of North Carolina School of the Arts**  
**Statement of Cash Flows**  
**For the Fiscal Year Ended June 30, 2022**

**Exhibit A-3**  
**Page 1 of 2**

**CASH FLOWS FROM OPERATING ACTIVITIES**

Received from Customers	\$ 25,650,363.73
Payments to Employees and Fringe Benefits	(47,530,816.95)
Payments to Vendors and Suppliers	(20,212,086.89)
Payments for Scholarships and Fellowships	(3,080,239.29)
William D. Ford Direct Lending Receipts	7,318,854.00
William D. Ford Direct Lending Disbursements	(7,318,854.00)
Related Activity Agency Disbursements	(25,986.86)
	<u>(45,198,766.26)</u>
Net Cash Used by Operating Activities	<u>(45,198,766.26)</u>

**CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES**

State Appropriations	37,216,503.00
State Aid - Coronavirus	701,353.76
Student Financial Aid	1,875,248.12
Federal Aid - COVID-19	1,832,815.95
Noncapital Contributions	6,790,431.47
Additions to Endowments	4,150,000.00
	<u>52,566,352.30</u>
Total Cash Provided by Noncapital Financing Activities	<u>52,566,352.30</u>

**CASH FLOWS FROM CAPITAL FINANCING AND RELATED FINANCING ACTIVITIES**

Capital Appropriations	45,570.08
Capital Contributions	6,412,195.48
Acquisition and Construction of Capital Assets	(23,341,213.84)
Principal Paid on Capital Debt	(646,501.31)
Interest and Fees Paid on Capital Debt	(1,754,407.26)
	<u>(19,284,356.85)</u>
Net Cash Used by Capital Financing and Related Financing Activities	<u>(19,284,356.85)</u>

**CASH FLOWS FROM INVESTING ACTIVITIES**

Proceeds from Sales and Maturities of Investments	2,472,453.60
Investment Income	75,449.49
Purchase of Investments and Related Fees	(3,933,138.26)
	<u>(1,385,235.17)</u>
Net Cash Used by Investing Activities	<u>(1,385,235.17)</u>
Net Decrease in Cash and Cash Equivalents	(13,302,005.98)
Cash and Cash Equivalents - July 1, 2021	<u>62,585,312.79</u>
Cash and Cash Equivalents - June 30, 2022	<u>\$ 49,283,306.81</u>

**University of North Carolina School of the Arts**  
**Statement of Cash Flows**  
**For the Fiscal Year Ended June 30, 2022**

**Exhibit A-3**  
**Page 2 of 2**

**RECONCILIATION OF OPERATING LOSS TO  
NET CASH USED BY OPERATING ACTIVITIES**

Operating Loss	\$ (44,612,726.38)
Adjustments to Reconcile Operating Loss to Net Cash Used by Operating Activities:	
Depreciation Expense	4,699,370.98
Allowances, Write-Offs, and Amortizations	4,775.48
Other Nonoperating Expenses	(335,567.58)
Changes in Assets and Deferred Outflows of Resources:	
Receivables, Net	(30,281.10)
Inventories	(109,614.08)
Prepaid Items	(1,779.10)
Net Other Postemployment Benefits Asset	52,909.00
Deferred Outflows Related to Pensions	(9,244.00)
Deferred Outflows Related to Other Postemployment Benefits	(563,384.00)
Changes in Liabilities and Deferred Inflows of Resources:	
Accounts Payable and Accrued Liabilities	260,234.69
Funds Held for Others	(25,986.86)
Net Pension Liability	(6,665,864.00)
Net Other Postemployment Benefits Liability	4,521,062.00
Compensated Absences	(141,632.37)
Workers' Compensation Liability	(1,321,681.94)
Deferred Inflows Related to Pensions	5,502,849.00
Deferred Inflows Related to Other Postemployment Benefits	(6,422,206.00)
Net Cash Used by Operating Activities	<u>\$ (45,198,766.26)</u>

**NONCASH INVESTING, CAPITAL, AND FINANCING ACTIVITIES**

Assets Acquired through the Assumption of a Liability	\$ 1,892,585.74
Change in Fair Value of Investments	373,118.67
Loss on Disposal of Capital Assets	(45,642.67)
Amortization of Bond Premiums	(100,690.34)
Decrease in Net Other Postemployment Benefits Liability Related to Noncapital Contributions	(284,408.00)

The accompanying notes to the financial statements are an integral part of this statement.

**University of North Carolina School of the Arts Foundation, Inc.**  
**Consolidated Statement of Financial Position**  
**June 30, 2022**

**Exhibit B-1**

**ASSETS**

Cash and Cash Equivalents	\$ 14,229,496
Investments	82,989,766
Prepaid Expenses and Other Current Assets	101,218
Pledges Receivable, Net	1,368,754
Beneficial Interest in Perpetual Trusts	493,163
Property	47,442
	<hr/>
Total Assets	<u>\$ 99,229,839</u>

**LIABILITIES**

Accounts Payable and Accrued Expenses	56,372
Due to UNCSA	52,573
	<hr/>
Total Liabilities	<u>108,945</u>

**NET ASSETS**

Without Donor Restrictions:	
Unappropriated	1,885,643
Board Appropriated	318,750
With Donor Restrictions	96,916,501
	<hr/>
Total Net Assets	<u>99,120,894</u>
	<hr/>
Total Liabilities and Net Assets	<u>\$ 99,229,839</u>

The accompanying notes to the financial statements are an integral part of this statement.

**University of North Carolina School of the Arts Foundation, Inc.**  
**Consolidated Statement of Activities**  
**For the Fiscal Year Ended June 30, 2022**

**Exhibit B-2**

	Without Donor Restrictions	With Donor Restrictions	Total
<b>REVENUES, GAINS, AND OTHER INCOME</b>			
Gifts and Grants	\$ 528,768	\$ 2,392,935	\$ 2,921,703
Interest and Dividend Income	40,711	-	40,711
Change In Fair Value of Perpetual Trusts	-	(329,379)	(329,379)
Realized and Unrealized Gains (Losses) on Other Investments, Net of Losses and Fees	(431,597)	3,796,960	3,365,363
Other Income	29,119	191,198	220,317
Net Assets Released from Restrictions	6,507,908	(6,507,908)	-
Total Revenues, Gains, and Other Income	<u>6,674,909</u>	<u>(456,194)</u>	<u>6,218,715</u>
<b>EXPENSES</b>			
Program Services:			
Scholarships and Awards	3,070,379	-	3,070,379
School Programs	2,754,022	-	2,754,022
Advancement	572,249	-	572,249
Total Program Services	<u>6,396,650</u>	<u>-</u>	<u>6,396,650</u>
Supporting Services:			
Administrative	621,928	-	621,928
Total Expenses	<u>7,018,578</u>	<u>-</u>	<u>7,018,578</u>
Change in Net Assets Before Transfers	(343,669)	(456,194)	(799,863)
Transfers to UNCSEA	<u>-</u>	<u>(15,994)</u>	<u>(15,994)</u>
Change in Net Assets	(343,669)	(472,188)	(815,857)
<b>NET ASSETS</b>			
Net Assets, Beginning of Year	<u>2,548,062</u>	<u>97,388,689</u>	<u>99,936,751</u>
Net Assets, End of Year	<u>\$ 2,204,393</u>	<u>\$ 96,916,501</u>	<u>\$ 99,120,894</u>

The accompanying notes to the financial statements are an integral part of this statement.



# **NOTES TO THE FINANCIAL STATEMENTS**

**NOTE 1 - SIGNIFICANT ACCOUNTING POLICIES**

**A. Financial Reporting Entity** - The concept underlying the definition of the financial reporting entity is that elected officials are accountable to their constituents for their actions. As required by accounting principles generally accepted in the United States of America (GAAP), the financial reporting entity includes both the primary government and all of its component units. An organization other than a primary government serves as a nucleus for a reporting entity when it issues separate financial statements. The University of North Carolina School of the Arts (University) is a constituent institution of the multi-campus University of North Carolina System, which is a component unit of the State of North Carolina and an integral part of the State's *Annual Comprehensive Financial Report*.

The accompanying financial statements present all funds belonging to the University and its component units. While the Board of Governors of the University of North Carolina System has ultimate responsibility, the Chancellor, the Board of Trustees, and the Board of Trustees of the Endowment Fund have delegated responsibilities for financial accountability of the University's funds. The University's component units are either blended or discretely presented in the University's financial statements. See below for further discussion of the University's component units. Other related foundations and similar nonprofit corporations for which the University is not financially accountable are not part of the accompanying financial statements.

**Blended Component Units** - Although legally separate, the University of North Carolina School of the Arts Housing Corporation (Housing Corporation), the University of North Carolina School of the Arts Program Support Corporation (Program Support Corporation) and the Thomas S. Kenan Institute for the Arts Supporting Organization (Kenan Institute Supporting Organization), component units of the University, are reported as if they were part of the University.

The Housing Corporation is governed by a five-member board. Its purpose is to aid, support, and promote the University, specifically by the ownership of the Center Stage apartment complex at 900 Center Stage Court, Winston-Salem, NC 27127. Because the directors are appointed by the Chancellor and its primary purpose is to benefit the University, its financial statements have been blended with those of the University.

The Program Support Corporation board consists of at least three and no more than 12 appointed directors. Its purpose is to foster, promote, manage, assist, and support the schools of Dance, Design and Production, Drama, Filmmaking, and Music, and any other related activity of the University. Because the directors are appointed by the Chancellor and its primary purpose is to benefit the University, its financial statements have been blended with those of the University.

The Kenan Institute Supporting Organization is a North Carolina nonprofit corporation organized to receive and administer funds exclusively for, and to exclusively support the programs, activities, and administration of, the Thomas S. Kenan Institute for the Arts at the University. The Kenan Institute Supporting Organization is governed by at least five (5) and no more than ten (10) appointed directors. Its purpose includes, but is not limited to receiving, investing, and administering funds for the University to use for its charitable, scientific, and educational purposes. Because the directors are mainly officers of the University and the Kenan Institute Supporting Organization's sole purpose is to provide support to the University and affiliated and associated entities, its financial statements have been blended with those of the University. The Kenan Institute Supporting Organization's



balances were previously reported by the University pending approval by the Internal Revenue Service as a 501(c)(3) tax-exempt organization. As a result, total net position of the University was not restated. See Note 16 for additional information.

Separate financial statements for the Housing Corporation, the Program Support Corporation, and the Kenan Institute Supporting Organization may be obtained from the University Controller's Office, P.O. Box 12189, Winston-Salem, NC 27127, or by calling (336) 631-1247.

Condensed combining information regarding blended component units is provided in Note 16.

**Discretely Presented Component Unit** - The University of North Carolina School of the Arts Foundation, Inc. (Foundation) is a legally separate nonprofit corporation and is reported as a discretely presented component unit based on the nature and significance of its relationship to the University.

The Foundation acts primarily as a fundraising organization to supplement the resources that are available to the University in support of its programs. The Foundation board consists of not less than 12, nor more than 21 members. Although the University does not control the timing or amount of receipts from the Foundation, the majority of resources, or income thereon, that the Foundation holds and invests are restricted to the activities of the University by the donors. Because these restricted resources held by the Foundation can only be used by, or for the benefit of the University, the Foundation is considered a component unit of the University and is reported in separate financial statements because of the difference in its reporting model, as described below.

The Foundation is a private nonprofit organization that reports its financial results under the Financial Accounting Standards Board (FASB) Codification. As such, certain revenue recognition criteria and presentation features are different from the Governmental Accounting Standards Board revenue recognition criteria and presentation features. No modifications have been made to the Foundation's financial information in the University's financial reporting entity for these differences.

During the year ended June 30, 2022, the Foundation distributed \$6,169,947.16 to the University for both restricted and unrestricted purposes. Complete financial statements for the Foundation can be obtained from the University of North Carolina School of the Arts Foundation, Inc., P.O. Box 12189, Winston-Salem, NC 27117.

- B. Basis of Presentation** - The accompanying financial statements are presented in accordance with accounting principles generally accepted in the United States of America as prescribed by the Governmental Accounting Standards Board (GASB). Pursuant to the provisions of GASB Statement No. 34, *Basic Financial Statements - and Management's Discussion and Analysis - for State and Local Governments*, as amended by GASB Statement No. 35, *Basic Financial Statements - and Management's Discussion and Analysis - for Public Colleges and Universities*, and GASB Statement No. 84, *Fiduciary Activities*, the full scope of the University's activities is considered to be a single business-type activity and accordingly, is reported within a single column in the basic financial statements.
- C. Basis of Accounting** - The financial statements of the University have been prepared using the economic resource measurement focus and the accrual basis of accounting. Under the accrual basis, revenues are recognized when earned, and expenses are recorded when an obligation has been incurred, regardless of the timing of the cash flows.

Nonexchange transactions, in which the University receives (or gives) value without directly giving (or receiving) equal value in exchange, include state appropriations, certain grants, and donations. Revenues are recognized, net of estimated uncollectible amounts, as soon as all eligibility requirements imposed by the provider have been met, if probable of collection.

- D. Cash and Cash Equivalents** - This classification includes undeposited receipts, petty cash, cash on deposit with private bank accounts, and deposits held by the State Treasurer in the Short-Term Investment Fund (STIF). The STIF maintained by the State Treasurer has the general characteristics of a demand deposit account in that participants may deposit and withdraw cash at any time without prior notice or penalty.
- E. Investments** - To the extent available, investments are recorded at fair value based on quoted market prices in active markets on a trade-date basis. Additional information regarding the fair value measurement of investments is disclosed in Note 3. Because of the inherent uncertainty in the use of estimates, values that are based on estimates may differ from the values that would have been used had a ready market existed for the investments. The net change in the value of investments is recognized as a component of investment income.

Endowment investments include the principal amount of gifts and bequests that, according to donor restrictions, must be held in perpetuity or for a specified period of time, along with any accumulated investment earnings on such amounts.

- F. Receivables** - Receivables consist of tuition and fees charged to students and charges for auxiliary enterprises' sales and services. Receivables are recorded net of estimated uncollectible amounts.
- G. Inventories** - Inventories, consisting of expendable supplies, are valued at cost using the last invoice cost method. Merchandise for resale is valued at the lower of cost or market using the retail inventory method.
- H. Capital Assets** - Capital assets are stated at cost at date of acquisition or acquisition value at date of donation in the case of gifts. Donated capital assets acquired prior to July 1, 2015 are stated at fair value as of the date of donation. The value of assets constructed includes all material direct and indirect construction costs.

The University capitalizes assets that have a value or cost of \$5,000 or greater at the date of acquisition and an estimated useful life of more than one year.

Depreciation is computed using the straight-line method over the estimated useful lives of the assets in the following manner:

<u>Asset Class</u>	<u>Estimated Useful Life</u>
Buildings	10-50 years
Machinery and Equipment	2-50 years
General Infrastructure	10-50 years

- I. Restricted Assets** - Certain resources are reported as restricted assets because restrictions on asset use change the nature or normal understanding of the availability of the asset. Resources that are not available for current operations and are reported as

restricted include resources restricted for the acquisition or construction of capital assets, unspent debt proceeds, and endowment and other restricted investments.

- J. Accounting and Reporting of Fiduciary Activities** - Pursuant to the provisions of GASB Statement No. 84, *Fiduciary Activities*, custodial funds that are normally expected to be received and disbursed within a 3-month period or otherwise do not meet the fiduciary activity criteria defined by GASB Statement No. 84 continue to be reported in the Statement of Net Position as funds held for others and as operating activities in the Statement of Cash Flows.

There are no other trust or custodial funds meeting the criteria of a fiduciary activity that are required to be reported in separate fiduciary fund financial statements.

- K. Noncurrent Long-Term Liabilities** - Noncurrent long-term liabilities include principal amounts of long-term debt and other long-term liabilities that will not be paid within the next fiscal year. Debt is defined as a liability that arises from a contractual obligation to pay cash (or other assets that may be used in lieu of cash) in one or more payments to settle an amount that is fixed at the date the contractual obligation is established. Long-term debt includes: revenue bonds payable, certificates of participation, and notes from direct borrowings. Other long-term liabilities include: compensated absences, net pension liability, net other postemployment benefits (OPEB) liability, and workers' compensation.

Revenue bonds payable are reported net of unamortized premiums. The University amortizes bond premiums over the life of the bonds using the straight-line method that approximates the effective interest method. Issuance costs are expensed in the reporting period in which they are incurred.

The net pension liability represents the University's proportionate share of the collective net pension liability reported in the State of North Carolina's 2021 *Annual Comprehensive Financial Report*. This liability represents the University's portion of the collective total pension liability less the fiduciary net position of the Teachers' and State Employees' Retirement System. See Note 12 for further information regarding the University's policies for recognizing liabilities, expenses, deferred outflows of resources, and deferred inflows of resources related to pensions.

The net OPEB liability represents the University's proportionate share of the collective net OPEB liability reported in the State of North Carolina's 2021 *Annual Comprehensive Financial Report*. This liability represents the University's portion of the collective total OPEB liability less the fiduciary net position of the Retiree Health Benefit Fund. See Note 13 for further information regarding the University's policies for recognizing liabilities, expenses, deferred outflows of resources, and deferred inflows of resources related to OPEB.

- L. Compensated Absences** - The University's policy is to record the cost of vacation leave when earned. The policy provides for a maximum accumulation of unused vacation leave of 30 days which can be carried forward each January 1 or for which an employee can be paid upon termination of employment. When classifying compensated absences into current and noncurrent, leave is considered taken using a last-in, first-out (LIFO) method. Also, any accumulated vacation leave in excess of 30 days at year-end is converted to sick leave. Under this policy, the accumulated vacation leave for each employee at

June 30 equals the leave carried forward at the previous December 31 plus the leave earned, less the leave taken between January 1 and June 30.

In addition to the vacation leave described above, compensated absences include the accumulated unused portion of the special annual leave bonuses awarded by the North Carolina General Assembly. The bonus leave balance on December 31 is retained by employees and transferred into the next calendar year. It is not subject to the limitation on annual leave carried forward described above and is not subject to conversion to sick leave.

There is no liability for unpaid accumulated sick leave because the University has no obligation to pay sick leave upon termination or retirement. However, additional service credit for retirement pension benefits is given for accumulated sick leave upon retirement.

**M. Deferred Outflows/Inflows of Resources** - Deferred outflows of resources represent a consumption of net assets that applies to a future period(s) and so will not be recognized as an outflow of resources (expense) until then. Deferred inflows of resources represent an acquisition of net assets that applies to a future period(s) and so will not be recognized as an inflow of resources (revenue) until then.

**N. Net Position** - The University's net position is classified as follows:

**Net Investment in Capital Assets** - This represents the University's total investment in capital assets, net of outstanding liabilities related to those capital assets. To the extent debt has been incurred but not yet expended for capital assets, such amounts are not included as a component of net investment in capital assets.

**Restricted Net Position - Nonexpendable** - Nonexpendable restricted net position includes endowments and similar type assets whose use is limited by donors or other outside sources, and, as a condition of the gift, the principal is to be maintained in perpetuity.

**Restricted Net Position - Expendable** - Expendable restricted net position includes resources for which the University is legally or contractually obligated to spend in accordance with restrictions imposed by external parties.

**Unrestricted Net Position** - Unrestricted net position includes resources derived from student tuition and fees, sales and services, unrestricted gifts, royalties, and interest income. It also includes the net position of accrued employee benefits such as compensated absences, workers' compensation, pension plans, and other postemployment benefits.

Restricted and unrestricted resources are tracked using a fund accounting system and are spent in accordance with established fund authorities. Fund authorities provide rules for the fund activity and are separately established for restricted and unrestricted activities. When both restricted and unrestricted funds are available for expenditure, the decision for funding is transactional based within the departmental management system in place at the University. For projects funded by tax-exempt debt proceeds and other sources, the debt proceeds are always used first. Both restricted and unrestricted net position include consideration of deferred outflows of resources and deferred inflows of resources. See

Note 9 for further information regarding deferred outflows of resources and deferred inflows of resources that had a significant effect on unrestricted net position.

- O. Scholarship Discounts** - Student tuition and fees revenues and certain other revenues from University charges are reported net of scholarship discounts in the accompanying Statement of Revenues, Expenses, and Changes in Net Position. The scholarship discount is the difference between the actual charge for goods and services provided by the University and the amount that is paid by students or by third parties on the students' behalf. Student financial assistance grants, such as Pell grants, and other federal, state, or nongovernmental programs, are recorded as nonoperating revenues in the accompanying Statement of Revenues, Expenses, and Changes in Net Position. To the extent that revenues from these programs are used to satisfy tuition, fees, and other charges, the University has recorded a scholarship discount.
- P. Revenue and Expense Recognition** - The University classifies its revenues and expenses as operating or nonoperating in the accompanying Statement of Revenues, Expenses, and Changes in Net Position. Operating revenues and expenses generally result from providing services and producing and delivering goods in connection with the University's principal ongoing operations. Operating revenues include activities that have characteristics of exchange transactions, such as (1) student tuition and fees, (2) sales and services of auxiliary enterprises, (3) certain federal, state, and local grants and contracts that are essentially contracts for services, and (4) interest earned on loans. Operating expenses are all expense transactions incurred other than those related to capital and noncapital financing or investing activities as defined by GASB Statement No. 9, *Reporting Cash Flows of Proprietary and Nonexpendable Trust Funds and Governmental Entities That Use Proprietary Fund Accounting*.

Nonoperating revenues include activities that have the characteristics of nonexchange transactions. Revenues from nonexchange transactions that represent subsidies or gifts to the University, as well as investment income, are considered nonoperating since these are either investing, capital, or noncapital financing activities. Capital contributions are presented separately after nonoperating revenues and expenses.

- Q. Internal Sales Activities** - The University has other miscellaneous sales and service units that operated either on a reimbursement or charge basis. All internal sales activities to University departments from auxiliary operations and sales and service units have been eliminated in the accompanying financial statements. These eliminations are recorded by removing the revenue and expense in the auxiliary operations and sales and service units and, if significant, allocating any residual balances to those departments receiving the goods and services during the year.

**NOTE 2 - DEPOSITS AND INVESTMENTS**

- A. Deposits** - Unless specifically exempt, the University is required by North Carolina General Statute 147-77 to deposit moneys received with the State Treasurer or with a depository institution in the name of the State Treasurer. However, the University of North Carolina Board of Governors, pursuant to G.S. 116-36.1, may authorize the University to deposit its institutional trust funds in interest-bearing accounts and other investments authorized by the Board of Governors, without regard to any statute or rule of law relating to the investment of funds by fiduciaries. Although specifically exempted, the University may

voluntarily deposit institutional trust funds, endowment funds, special funds, revenue bond proceeds, debt service funds, and funds received for services rendered by health care professionals with the State Treasurer. Special funds consist of moneys for intercollegiate athletics and agency funds held directly by the University.

At June 30, 2022, the amount shown on the Statement of Net Position as cash and cash equivalents includes \$47,802,238.03, which represents the University's equity position in the State Treasurer's Short-Term Investment Fund (STIF). The STIF (a portfolio within the State Treasurer's Investment Pool, an external investment pool that is not registered with the Securities and Exchange Commission or subject to any other regulatory oversight and does not have a credit rating) had a weighted average maturity of 0.9 years as of June 30, 2022. Assets and shares of the STIF are valued at fair value. Deposit and investment risks associated with the State Treasurer's Investment Pool (which includes the State Treasurer's STIF) are included in the North Carolina Department of State Treasurer Investment Programs' separately issued audit report. This separately issued report can be obtained from the Department of State Treasurer, 3200 Atlantic Avenue, Raleigh, NC 27604 or can be accessed from the Department of State Treasurer's website at <https://www.nctreasurer.com/> in the Audited Financial Statements section.

Cash on hand at June 30, 2022 was \$720.70. The carrying amount of the University's deposits not with the State Treasurer was \$1,480,348.08, and the bank balance was \$1,538,816.19. Custodial credit risk is the risk that in the event of a bank failure, the University's deposits may not be returned to it. The University does not have a deposit policy for custodial credit risk. As of June 30, 2022, \$1,085,448.17 of the University's bank balance was exposed to custodial credit risk as uninsured and uncollateralized.

## B. Investments

**University** - The University is authorized by the University of North Carolina Board of Governors pursuant to G.S. 116-36.2 and Section 600.2.4 of the Policy Manual of the University of North Carolina to invest its special funds and funds received for services rendered by health care professionals in the same manner as the State Treasurer is required to invest, as discussed below.

G.S. 147-69.1(c), applicable to the State's General Fund, and G.S. 147-69.2, applicable to institutional trust funds, authorize the State Treasurer to invest in the following: obligations of or fully guaranteed by the United States; obligations of certain federal agencies; repurchase agreements; obligations of the State of North Carolina; certificates of deposit and other deposit accounts of specified financial institutions; prime quality commercial paper; asset-backed securities with specified ratings, specified bills of exchange or time drafts, and corporate bonds/notes with specified ratings; general obligations of other states; general obligations of North Carolina local governments; and obligations of certain entities with specified ratings.

In accordance with the bond resolutions, bond proceeds and debt service funds are invested in obligations that will by their terms mature on or before the date funds are expected to be required for expenditure or withdrawal.

G.S. 116-36(e) provides that the trustees of the Endowment Fund shall be responsible for the prudent investment of the Fund in the exercise of their sound discretion, without regard to any statute or rule of law relating to the investment of funds by fiduciaries but in



compliance with any lawful condition placed by the donor upon that part of the Endowment Fund to be invested.

Investments from various donors or other sources may be pooled unless prohibited by statute or by terms of the gift or contract. The University utilizes investment pools to manage investments and distribute investment income.

Investments are subject to the following risks as defined by GASB Statement No. 40, *Deposit and Investment Risk Disclosures – An Amendment of GASB Statement No. 3*.

*Interest Rate Risk:* Interest rate risk is the risk the University may face should interest rate variances affect the value of investments. The University does not have a formal policy that addresses interest rate risk.

*Credit Risk:* Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The University does not have a formal policy that addresses credit risk.

**UNC Investment Fund, LLC** - At June 30, 2022, the University’s investments include \$43,709,949.69, which represents the University’s equity position in the UNC Investment Fund, LLC (UNC Investment Fund). The UNC Investment Fund is an external investment pool that is not registered with the Securities and Exchange Commission, does not have a credit rating, and is not subject to any regulatory oversight. Investment risks associated with the UNC Investment Fund are included in audited financial statements of the UNC Investment Fund, LLC which may be obtained from UNC Management Company, Inc., 1400 Environ Way, Chapel Hill, NC 27517.

**Component Unit** - Investments of the University’s discretely presented component unit, the Foundation, are subject to and restricted by G.S. 36E Uniform Prudent Management of Institutional Funds Act (UPMIFA) and any requirements placed on them by contract or donor agreements. Because the Foundation reports under the FASB reporting model, disclosures of the various investment risks are not required. The following is an analysis of investments by type:

Investment Type	Amount
UNC Investment Fund	\$ 82,989,766

**NOTE 3 - FAIR VALUE MEASUREMENTS**

**University** - To the extent available, the University’s investments are recorded at fair value as of June 30, 2022. GASB Statement No. 72, *Fair Value Measurement and Application*, defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. This statement establishes a hierarchy of valuation inputs based on the extent to which the inputs are observable in the marketplace. Inputs are used in applying the various valuation techniques and take into account the assumptions that market participants use to make valuation decisions. Inputs may include price information, credit data, interest and yield curve data, and

other factors specific to the financial instrument. Observable inputs reflect market data obtained from independent sources. In contrast, unobservable inputs reflect the entity's assumptions about how market participants would value the financial instrument. Valuation techniques should maximize the use of observable inputs to the extent available.

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. The following describes the hierarchy of inputs used to measure fair value and the primary valuation methodologies used for financial instruments measured at fair value on a recurring basis:

- Level 1            Investments whose values are based on quoted prices (unadjusted) for identical assets in active markets that a government can access at the measurement date.
- Level 2            Investments with inputs – other than quoted prices included within Level 1 – that are observable for an asset, either directly or indirectly.
- Level 3            Investments classified as Level 3 have unobservable inputs for an asset and may require a degree of professional judgment.

**Short-Term Investment Fund** - At year-end, the University's investments held in the STIF were valued at \$47,802,238.03. Ownership interests of the STIF are determined on a fair market valuation basis as of fiscal year end in accordance with the STIF operating procedures. Valuation of the underlying assets is performed by the custodian. Pool investments are measured at fair value in accordance with GASB Statement No. 72. The University's position in the pool is measured and reported at fair value and the STIF is not required to be categorized within the fair value hierarchy.

**UNC Investment Fund** - At year-end, the University's investments held in the UNC Investment Fund were valued at \$43,709,949.69. Ownership interests of the UNC Investment Fund are determined on a market unit valuation basis each month and in accordance with the UNC Investment Fund's operating procedures. Valuation of the underlying assets is performed by the custodian. Pool investments are measured at fair value in accordance with GASB Statement No. 72. The University's position in the pool is measured and reported at fair value and the UNC Investment Fund is not required to be categorized within the fair value hierarchy.

**Component Unit** - Because the Foundation reports under the FASB reporting model, the disclosure of fair value measurements differ from the GASB reporting model used by the University.

The fair value of cash and cash equivalents, accounts payable, and accrued expenses are not materially different than their carrying amounts, as reported, since they approximate the amount for which the assets could be sold, or the liabilities could be settled. The discount rate used for pledges receivable approximates a market interest rate. Accordingly, the carrying value approximates fair value. Investments and perpetual trusts are carried at fair value.

Assets and liabilities carried at fair value are classified and disclosed within categories based on the inputs used in determining fair value. However, Accounting Standards Codification Topic 820, *Fair Value Measurement*, Subtopic 820-10, provides a practical expedient allowing investments that are measured at fair value using the net asset value per share (or its equivalent) not to be classified in the fair value hierarchy. The Foundation's investments of \$82,989,766 with the UNC Investment Fund and beneficial interests in perpetual trusts of



## NOTES TO THE FINANCIAL STATEMENTS

\$493,163 are measured at net asset value, and are therefore, excluded from fair value classifications.

There were no other assets or liabilities measured at fair value at June 30, 2022.

### NOTE 4 - ENDOWMENT INVESTMENTS

Investments of the University's endowment funds are pooled, unless required to be separately invested by the donor. If a donor has not provided specific instructions, state law permits the Board of Trustees to authorize for expenditure the net appreciation, realized and unrealized, of the investments of the endowment funds. Under the Uniform Prudent Management of Institutional Funds Act (UPMIFA), authorized by the North Carolina General Assembly on March 19, 2009, the Board may also appropriate expenditures from eligible nonexpendable balances if deemed prudent and necessary to meet program outcomes and for which such spending is not specifically prohibited by the donor agreements. However, a majority of the University's endowment donor agreements prohibit spending of nonexpendable balances and therefore the related nonexpendable balances are not eligible for expenditure. During the year, the Board did not appropriate expenditures from eligible nonexpendable endowment funds.

Investment return of the University's endowment funds is predicated on the total return concept (yield plus appreciation). The Fund utilizes the per-unit distribution adjusted by the change in the Mid-Atlantic Consumer Price Index for all Urban Consumers (CPI-U) for the 12 months ending in October. The per-unit distribution is limited to a maximum of 6% of the unit value and has a minimum of 3.5% of the unit value as of the calculation date. If the distribution is below 3.5%, then a step up in the dividend amount to bring the percentage to 3.5% would be calculated for distribution. This new dividend amount would be used as the basis for the CPI-U adjustment for the following year. At June 30, 2022, net appreciation of \$19,249,893.71 was available to be spent and was classified in net position as restricted expendable for scholarships, instruction, and other as it is restricted for specific purposes.

### NOTE 5 - RECEIVABLES

Receivables at June 30, 2022, were as follows:

	<u>Gross</u> <u>Receivables</u>	<u>Less Allowance for</u> <u>Doubtful Accounts</u>	<u>Net</u> <u>Receivables</u>
<b>Current Receivables:</b>			
Students	\$104,800.18	\$ 45,563.63	\$59,236.55
Student Sponsors	<u>5,758.79</u>	<u>-</u>	<u>5,758.79</u>
<b>Total Current Receivables</b>	<u>\$110,558.97</u>	<u>\$ 45,563.63</u>	<u>\$64,995.34</u>

**NOTE 6 - CAPITAL ASSETS**

A summary of changes in the capital assets for the year ended June 30, 2022, is presented as follows:

	Balance July 1, 2021	Increases	Decreases	Balance June 30, 2022
Capital Assets, Nondepreciable:				
Land and Permanent Easements	\$ 4,313,652.83	\$ -	\$ -	\$ 4,313,652.83
Art, Literature, and Artifacts	1,853,008.62	-	-	1,853,008.62
Construction in Progress	31,800,470.05	16,599,863.91	48,400,333.96	-
<b>Total Capital Assets, Nondepreciable</b>	<b>37,967,131.50</b>	<b>16,599,863.91</b>	<b>48,400,333.96</b>	<b>6,166,661.45</b>
Capital Assets, Depreciable:				
Buildings	160,416,235.04	48,400,333.96	-	208,816,569.00
Machinery and Equipment	17,862,422.48	962,790.48	229,010.57	18,596,202.39
General Infrastructure	7,653,979.49	-	-	7,653,979.49
<b>Total Capital Assets, Depreciable</b>	<b>185,932,637.01</b>	<b>49,363,124.44</b>	<b>229,010.57</b>	<b>235,066,750.88</b>
Less Accumulated Depreciation for:				
Buildings	58,657,761.71	3,685,695.78	-	62,343,457.49
Machinery and Equipment	10,306,738.40	859,031.00	183,367.90	10,982,401.50
General Infrastructure	2,215,969.96	154,644.20	-	2,370,614.16
<b>Total Accumulated Depreciation</b>	<b>71,180,470.07</b>	<b>4,699,370.98</b>	<b>183,367.90</b>	<b>75,696,473.15</b>
<b>Total Capital Assets, Depreciable, Net</b>	<b>114,752,166.94</b>	<b>44,663,753.46</b>	<b>45,642.67</b>	<b>159,370,277.73</b>
<b>Capital Assets, Net</b>	<b>\$ 152,719,298.44</b>	<b>\$61,263,617.37</b>	<b>\$48,445,976.63</b>	<b>\$165,536,939.18</b>

**NOTE 7 - ACCOUNTS PAYABLE AND ACCRUED LIABILITIES**

Accounts payable and accrued liabilities at June 30, 2022, were as follows:

	Amount
<b>Current Accounts Payable and Accrued Liabilities</b>	
Accounts Payable	\$ 602,519.82
Accounts Payable - Capital Assets	1,681,275.80
Accrued Payroll	173,403.22
Contract Retainage	211,309.94
<b>Total Current Accounts Payable and Accrued Liabilities</b>	<b>\$ 2,668,508.78</b>

**NOTE 8 - LONG-TERM LIABILITIES**

**A. Changes in Long-Term Liabilities** - A summary of changes in the long-term liabilities for the year ended June 30, 2022, is presented as follows:

	Balance July 1, 2021	Additions	Reductions	Balance June 30, 2022	Current Portion
<b>Long-Term Debt</b>					
Revenue Bonds Payable	\$ 42,485,000.00	\$ -	\$ -	\$ 42,485,000.00	\$ 535,000.00
Certificates of Participation	3,518,000.00	-	346,000.00	3,172,000.00	357,000.00
Plus: Unamortized Premium	2,920,021.31	-	100,690.34	2,819,330.97	-
<b>Total Revenue Bonds Payable and Certificates of Participation, Net</b>	<b>48,923,021.31</b>	<b>-</b>	<b>446,690.34</b>	<b>48,476,330.97</b>	<b>892,000.00</b>
Note from Direct Borrowing	533,127.05	-	300,501.31	232,625.74	232,625.74
<b>Total Long-Term Debt</b>	<b>49,456,148.36</b>	<b>-</b>	<b>747,191.65</b>	<b>48,708,956.71</b>	<b>1,124,625.74</b>
<b>Other Long-Term Liabilities</b>					
<b>Employee Benefits</b>					
Compensated Absences	2,854,763.94	1,476,424.50	1,618,056.87	2,713,131.57	238,362.25
Net Pension Liability	11,027,239.00	-	6,665,864.00	4,361,375.00	-
Net Other Postemployment Benefits Liability	42,781,867.00	4,236,654.00	-	47,018,521.00	-
Workers' Compensation	2,166,316.00	8,872.01	1,330,553.95	844,634.06	135,928.60
<b>Total Other Long-Term Liabilities</b>	<b>58,830,185.94</b>	<b>5,721,950.51</b>	<b>9,614,474.82</b>	<b>54,937,661.63</b>	<b>374,290.85</b>
<b>Total Long-Term Liabilities, Net</b>	<b>\$108,286,334.30</b>	<b>\$ 5,721,950.51</b>	<b>\$10,361,666.47</b>	<b>\$ 103,646,618.34</b>	<b>\$ 1,498,916.59</b>

Additional information regarding the net pension liability is included in Note 12.

Additional information regarding the net other postemployment benefits liability is included in Note 13.

Additional information regarding workers' compensation is included in Note 14.

**B. Revenue Bonds Payable and Certificates of Participation** - The University was indebted for revenue bonds payable and certificates of participation for the purposes shown in the following table:

Purpose	Series	Interest Rate/ Ranges	Final Maturity Date	Original Amount of Issue	Principal Outstanding June 30, 2022	See Table Below
<b>Revenue Bonds Payable</b>						
<b>UNCSA General Revenue Bonds</b>						
New Residence Hall (the "2020 Project)	2020	2.00%-5.00%	02/01/2050	\$ 42,485,000.00	\$ 42,485,000.00	
<b>Certificates of Participation</b>						
Student Housing Project, Series 2021	(A)	2.00%	06/01/2030	3,518,000.00	3,172,000.00	(1)
<b>Total Revenue Bonds Payable and Certificates of Participation (principal only)</b>				<b>\$ 46,003,000.00</b>	<b>45,657,000.00</b>	
Plus: Unamortized Premium					<u>2,819,330.97</u>	
<b>Total Revenue Bonds Payable and Certificates of Participation, Net</b>					<b>\$ 48,476,330.97</b>	

(A) University of North Carolina School of the Arts Student Housing Project, Series 2021 (Refunding of 2015 COPs)

The University has pledged future revenues, net of specific operating expenses, to repay certificates of deposits as shown in the table below:

Ref	Revenue Source	Total Future Revenues Pledged	For the Year Ended June 30, 2022			Estimate of % of Revenues Pledged
			Revenues Net of Expenses	Principal	Interest	
(1)	Housing Revenues	\$ 3,467,280.00	\$ 344,333.99	\$ 346,000.00	\$ 72,812.73	71%

**C. Note from Direct Borrowing** - The University was indebted for a note from direct borrowing for the purpose shown in the following table:

Purpose	Financial Institution	Interest Rate	Final Maturity Date	Original Amount of Issue	Principal Outstanding June 30, 2022
UNC System Guaranteed Energy Savings Project	Bank of America Public Capital Corp	1.84%	02/14/2023	\$ 1,929,618.00	\$ 232,625.74

**D. Annual Requirements** - The annual requirements to pay principal and interest on the long-term obligations at June 30, 2022, are as follows:

Fiscal Year	Annual Requirements					
	Revenue Bonds Payable		Certificates of Participation		Note from Direct Borrowing	
	Principal	Interest	Principal	Interest	Principal	Interest
2023	\$ 535,000.00	\$ 1,669,875.00	\$ 357,000.00	\$ 63,440.00	\$232,625.74	\$ 2,145.76
2024	565,000.00	1,643,125.00	368,000.00	56,300.00	-	-
2025	595,000.00	1,614,875.00	378,000.00	48,940.00	-	-
2026	620,000.00	1,585,125.00	390,000.00	41,380.00	-	-
2027	655,000.00	1,554,125.00	401,000.00	33,580.00	-	-
2028-2032	4,670,000.00	7,270,425.00	1,278,000.00	51,640.00	-	-
2033-2037	7,450,000.00	5,843,875.00	-	-	-	-
2038-2042	9,015,000.00	4,277,125.00	-	-	-	-
2043-2047	10,895,000.00	2,400,812.50	-	-	-	-
2048-2050	7,485,000.00	491,725.00	-	-	-	-
<b>Total Requirements</b>	<b>\$ 42,485,000.00</b>	<b>\$ 28,351,087.50</b>	<b>\$ 3,172,000.00</b>	<b>\$ 295,280.00</b>	<b>\$232,625.74</b>	<b>\$ 2,145.76</b>

**E. Terms of Debt Agreements** -The University's debt agreements are subject to the following collateral requirements and terms with finance-related consequences:

**Revenue Bonds Payable** - These funds are payable solely from the Available Funds of the University or of the Board held for the University. "Available Funds" is defined in the General Indenture as any legally available funds of the University, or the Board held for the University, in each fiscal year, but excluding (1) appropriations by the General Assembly of the State from the State General Fund, (2) tuition payments by University students, (3) funds whose purpose has been restricted by the terms of the gift, grant, or payee thereof, (4) revenues generated by special facilities, and (5) funds restricted by law. The Available Funds are not pledged to the Trustee, but rather are the source from which principal and interest on the Bonds will be paid.

The indenture agreements for the University's outstanding revenue bonds of \$42,485,000.00 contain provisions related to events of default and remedies. Significant to

these provisions, an event of default occurs when the University: (1) fails to pay the principal, interest, or premium on any bonds when due and payable, or (2) fails to observe and perform any other covenant, condition, agreement, or provision contained in the bonds or in the general indenture within thirty days after written notice has been given to the University of North Carolina Board of Governors by the Trustee of the bonds, specifying such failure and requesting that it be remedied. The Trustee may give such notice in its discretion and must give such notice at the written request of the owners of the bonds of not less than 25% in aggregate principal amount of the bonds then outstanding, unless the Trustee, or the Trustee and owners (specified in the general indenture), agree in writing to an extension of such period prior to its expiration.

Upon the occurrence of any event of default, the Trustee may, or if required by a majority of the owners of the bonds, must, declare the bonds to be due and payable immediately. The Trustee may exercise all remedies available by law or in the equity provided under the agreement, including a sum sufficient to pay all matured installments of the principal of and interest on all bonds which will have become due otherwise than by reason of such declaration and such amount as is sufficient to cover reasonable compensation and reimbursement of expenses payable to the Trustee.

**Certificates of Participation** - The University has pledged the Center Stage Apartment complex as collateral for its outstanding Certificates of Participation of \$3,172,000.00, maturing on June 1, 2030. Rentals from the apartment complex are pledged for the retirement of this debt. The indenture of trust, the use agreement, and the deed of trust contain provisions related to events of default and remedies. Significant to the indenture's provisions, an event of default occurs when: (1) the University fails to pay the principal, interest, or premium when due and payable, (2) the University or the University of North Carolina School of the Arts Housing Corporation (Housing Corporation), a blended component unit of the University, fails to observe and perform any covenant, condition, agreement, or provision within thirty days of receiving written notice by the trustee, or (3) a default, as defined in the use agreement, or the deed of trust, occurs and continues.

In addition to the above, an event of default per the deed of trust occurs if: (1) any of the representations or warranties contained in or affecting the deed of trust are untrue or incorrect in any material respect and not remedied within thirty days after notice from the trustee, or (2) the Housing Corporation exhibits that it is insolvent, is bankrupt, or otherwise cannot make payments as required per the deed of trust.

Per the use agreement, if net project revenues from the housing complex are not sufficient to cover base rental payments for two consecutive years, an event of default will occur under the indenture. Additionally, a rate covenant exists under the terms of the use agreement, wherein the University must periodically revise fees, rents, and charges so that housing complex revenues are sufficient in each fiscal year to equal an amount necessary to maintain a debt service coverage ratio of at least 1.15, plus an amount not less than the sum of the required deposit to the Maintenance and Equipment Reserve Fund and the required deposit to the Reserve Fund. In addition, such fees, rents, and charges should be sufficient in each fiscal year to equal at least 110% of the principal and interest requirements. Failure by the University to maintain the ratio and requirements for two consecutive years will be considered an event of default.

In the event of a default, the trustee of the bonds may, with the consent of or at the direction of the insurer, or shall, if required by a majority in aggregate principal amount of the owners of the Certificates, declare the obligations of the University to be immediately due and payable, whereupon they will, without further action become due and payable. The trustee may also exercise all remedies available and permissible by law or in equity, to the extent

provided under the applicable agreements, that may appear necessary or desirable to enforce all rights against the University or the secured property.

In addition to the above, per the deed of trust, in the event of a default, the trustee may also: (1) manage and operate the mortgaged property and carry on business and receive all earnings from the mortgaged property after deducting expenses, (2) foreclose the deed of trust, or (3) take such steps to protect and enforce its rights whether by action, suit, or proceedings in equity or at law for the specific performance of any covenant, condition, or agreement in the indenture or the deed of trust.

**Note from Direct Borrowing** - The University has pledged the energy savings improvements installed in its buildings and other structures as collateral for the UNC System Guaranteed Energy Savings Installment Financing Agreement dated September 1, 2014. This agreement also contains provisions related to events of default and remedies. Significant to these provisions, an event of default occurs when: (1) the University fails to pay an installment payment when due, (2) an event of nonappropriation from the State occurs, (3) insurance coverage on the asset is not maintained, or (4) the University fails to perform any warranty, covenant, condition, or agreement within thirty days of receiving written notice by the lender or fails to diligently pursue corrective action for matters that cannot be reasonably corrected within thirty days.

Upon the occurrence of any event of default, the lender may, without any further demand or notice, declare the unpaid principal amount plus any accrued and unpaid interest be due and payable immediately. The lender may also exercise all remedies available by law or in the equity provided under the agreement, including sale of the secured assets, and apply the proceeds of any such sale to the amounts due after deducting all costs and expenses related to the recovery, repair, storage, and sale of the secured assets, including court costs and reasonable attorneys' fees incurred.

**NOTE 9 - NET POSITION**

Unrestricted net position has been significantly affected by transactions resulting from the recognition of deferred outflows of resources, deferred inflows of resources, and related long-term liabilities, as shown in the following table:

	<u>Amount</u>
Net Pension Liability and Related Deferred Outflows of Resources and Deferred Inflows of Resources	\$ (5,012,284.01)
Net OPEB Liability (Retiree Health Benefit Fund) and Related Deferred Outflows of Resources and Deferred Inflows of Resources	<u>(50,861,491.17)</u>
Effect on Unrestricted Net Position	(55,873,775.18)
Total Unrestricted Net Position Before Recognition of Deferred Outflows of Resources, Deferred Inflows of Resources, and Related Long-Term Liabilities	<u>21,023,419.34</u>
<b>Total Unrestricted Net Position</b>	<b><u><u>\$ (34,850,355.84)</u></u></b>

See Notes 12 and 13 for detailed information regarding the amortization of the deferred outflows of resources and deferred inflows of resources relating to pensions and OPEB, respectively.

## NOTES TO THE FINANCIAL STATEMENTS

### NOTE 10 - REVENUES

A summary of discounts and allowances by revenue classification is presented as follows:

	Gross Revenues	Less Scholarship Discounts and Allowances	Less Allowance for Uncollectibles	Net Revenues
<b>Operating Revenues:</b>				
<b>Student Tuition and Fees, Net</b>	<u>\$ 23,219,860.28</u>	<u>\$ 5,952,921.83</u>	<u>\$ 4,775.48</u>	<u>\$ 17,262,162.97</u>
<b>Sales and Services:</b>				
Sales and Services of Auxiliary Enterprises:				
Residential Life	\$ 5,149,570.31	\$ 1,685,988.62	\$ -	\$ 3,463,581.69
Dining	2,666,309.26	333,207.71	-	2,333,101.55
Health, Physical Education, and Recreation Services	451,121.36	-	-	451,121.36
Parking	95,398.70	-	-	95,398.70
Other	42,628.91	-	-	42,628.91
Sales and Services of Education and Related Activities:				
University Production Revenues	720,660.76	-	-	720,660.76
Community Music, Preparatory Dance, and Other	<u>987,283.80</u>	<u>-</u>	<u>-</u>	<u>987,283.80</u>
<b>Total Sales and Services, Net</b>	<u>\$ 10,112,973.10</u>	<u>\$ 2,019,196.33</u>	<u>\$ -</u>	<u>\$ 8,093,776.77</u>

### NOTE 11 - OPERATING EXPENSES BY FUNCTION

The University's operating expenses by functional classification are presented as follows:

	Salaries and Benefits	Supplies and Services	Scholarships and Fellowships	Utilities	Depreciation	Total
Instruction	\$ 15,942,538.07	\$ 2,209,267.66	\$ -	\$ -	\$ -	\$ 18,151,805.73
Public Service	671,923.78	943,880.89	-	-	-	1,615,804.67
Academic Support	5,039,562.06	1,109,232.31	-	-	-	6,148,794.37
Student Services	1,448,838.72	674,098.25	-	-	-	2,122,936.97
Institutional Support	10,089,675.39	5,941,615.63	-	3,965.40	-	16,035,256.42
Operations and Maintenance of Plant	5,736,740.81	2,667,737.84	-	2,008,108.73	-	10,412,587.38
Student Financial Aid	-	-	3,080,239.29	-	-	3,080,239.29
Auxiliary Enterprises	3,512,737.90	4,727,983.75	-	146,926.95	-	8,387,648.60
Depreciation	-	-	-	-	4,699,370.98	4,699,370.98
<b>Total Operating Expenses</b>	<u>\$ 42,442,016.73</u>	<u>\$ 18,273,816.33</u>	<u>\$ 3,080,239.29</u>	<u>\$ 2,159,001.08</u>	<u>\$ 4,699,370.98</u>	<u>\$ 70,654,444.41</u>

Included in the scholarship and fellowship function are student financial aid operating expenses for emergency financial aid payments to eligible students. These payments are for expenses related to the disruption of campus operations due to the coronavirus of \$1,138,131.00 provided by the Higher Education Emergency Relief Fund (HEERF) and \$9,348.00 provided by the Governor's Emergency Education Relief Fund (GEERF). Because of the administrative involvement by the University in providing the student awards, the related program activity is reported as nonoperating Federal Aid – COVID-19 revenue and student financial aid operating expenses. Since the purpose of the student aid is not for educational or scholarship purposes, they do not affect the scholarship discounting adjustments reported in Note 10.



**NOTE 12 - PENSION PLANS****A. Defined Benefit Plan**

*Plan Administration:* The State of North Carolina administers the Teachers' and State Employees' Retirement System (TSERS) plan. This plan is a cost-sharing, multiple-employer, defined benefit pension plan established by the State to provide pension benefits for general employees and law enforcement officers (LEOs) of the State, general employees and LEOs of its component units, and employees of Local Education Agencies (LEAs) and charter schools not in the reporting entity. Membership is comprised of employees of the State (state agencies and institutions), universities, community colleges, and certain proprietary component units along with the LEAs and charter schools that elect to join the Retirement System. Benefit provisions are established by General Statute 135-5 and may be amended only by the North Carolina General Assembly.

*Benefits Provided:* TSERS provides retirement and survivor benefits. Retirement benefits are determined as 1.82% of the member's average final compensation times the member's years of creditable service. A member's average final compensation is calculated as the average of a member's four highest consecutive years of compensation. General employee plan members are eligible to retire with full retirement benefits at age 65 with five years of membership service, at age 60 with 25 years of creditable service, or at any age with 30 years of creditable service. General employee plan members are eligible to retire with partial retirement benefits at age 50 with 20 years of creditable service or at age 60 with five years of membership service. Survivor benefits are available to eligible beneficiaries of general members who die while in active service or within 180 days of their last day of service and who also have either completed 20 years of creditable service regardless of age, or have completed five years of service and have reached age 60. Eligible beneficiaries may elect to receive a monthly Survivor's Alternate Benefit for life or a return of the member's contributions. The plan does not provide for automatic post-retirement benefit increases.

*Contributions:* Contribution provisions are established by General Statute 135-8 and may be amended only by the North Carolina General Assembly. Plan members are required to contribute 6% of their annual pay. The contribution rate for employers is set each year by the North Carolina General Assembly in the Appropriations Act and may not be less than the contribution rate required of plan members. The TSERS Board of Trustees establishes a funding policy from which an accrued liability rate and a normal contribution rate are developed by the consulting actuary. The sum of those two rates developed under the funding policy is the actuarially determined contribution rate (ADC). The TSERS Board of Trustees may further adopt a contribution rate policy that is higher than the ADC known as the required employer contribution to be recommended to the North Carolina General Assembly. The University's contractually-required contribution rate for the year ended June 30, 2022 was 16.38% of covered payroll. Plan members' contributions to the pension plan were \$926,901.01, and the University's contributions were \$2,530,439.76 for the year ended June 30, 2022.

The TSERS plan's financial information, including all information about the plan's assets, deferred outflows of resources, liabilities, deferred inflows of resources, and fiduciary net position, is included in the State of North Carolina's fiscal year 2021 *Annual Comprehensive Financial Report*. An electronic version of this report is available on the North Carolina Office of the State Controller's website at <https://www.osc.nc.gov/> or by calling the State Controller's Financial Reporting Section at (919) 707-0500.



*TSERS Basis of Accounting:* The financial statements of the TSERS plan are prepared using the accrual basis of accounting. Plan member contributions are recognized in the period in which the contributions are due. Employer contributions are recognized when due and the employer has a legal requirement to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of each plan. For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the TSERS plan, and additions to/deductions from the TSERS plan's fiduciary net position have been determined on the same basis as they are reported by TSERS.

*Methods Used to Value TSERS Investment:* Pursuant to North Carolina General Statutes, the State Treasurer is the custodian and administrator of the retirement systems. The State Treasurer maintains various investment portfolios in its External Investment Pool. TSERS and other pension plans of the State of North Carolina participate in the Long-Term Investment, the Fixed Income Investment, Equity Investment, Real Estate Investment, Alternative Investment, Opportunistic Fixed Income Investment, and Inflation Sensitive Investment portfolios. The Fixed Income Asset Class includes the Long-Term Investment and Fixed Income Investment portfolios. The Global Equity Asset Class includes the Equity Investment portfolio. The investment balance of each pension trust fund represents its share of the fair value of the net position of the various portfolios within the External Investment Pool. Detailed descriptions of the methods and significant assumptions regarding investments of the State Treasurer are provided in the 2021 *Annual Comprehensive Financial Report*.

*Net Pension Liability:* At June 30, 2022, the University reported a liability of \$4,361,375.00 for its proportionate share of the collective net pension liability. The net pension liability was measured as of June 30, 2021. The total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of December 31, 2020, and update procedures were used to roll forward the total pension liability to June 30, 2021. The University's proportion of the net pension liability was based on a projection of the present value of future salaries for the University relative to the projected present value of future salaries for all participating employers, actuarially-determined. As of June 30, 2021, the University's proportion was 0.09314%, which was an increase of 0.00187 from its proportion measured as of June 30, 2020, which was 0.09127%.

*Actuarial Assumptions:* The following table presents the actuarial assumptions used to determine the total pension liability for the TSERS plan at the actuarial valuation date:

Valuation Date	12/31/2020
Inflation	2.5%
Salary Increases*	3.25% - 8.05%
Investment Rate of Return**	6.5%

\* Salary increases include 3.25% inflation and productivity factor.

\*\* Investment rate of return includes inflation assumption and is net of pension plan investment expense.

TSERS currently uses mortality tables that vary by age, gender, employee group (i.e. teacher, general, law enforcement officer), and health status (i.e. disabled and healthy). The current mortality rates are based on published tables and based on studies that cover significant portions of the U.S. public plan population. The mortality rates also contain a provision to reflect future mortality improvements.

The actuarial assumptions used in the December 31, 2020 valuations were based on the results of an actuarial experience review for the period January 1, 2015 through December 31, 2019.

Future ad hoc cost of living adjustment amounts are not considered to be substantively automatic and are therefore not included in the measurement.

The projected long-term investment returns and inflation assumptions are developed through review of current and historical capital markets data, sell-side investment research, consultant whitepapers, and historical performance of investment strategies. Fixed income return projections reflect current yields across the U.S. Treasury yield curve and market expectations of forward yields projected and interpolated for multiple tenors and over multiple year horizons. Global public equity return projections are established through analysis of the equity risk premium and the fixed income return projections. Other asset categories and strategies' return projections reflect the foregoing and historical data analysis. These projections are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of arithmetic real rates of return for each major asset class included in the pension plan's target asset allocation as of June 30, 2021 (the measurement date) are summarized in the following table:

<u>Asset Class</u>	<u>Long-Term Expected Real Rate of Return</u>
Fixed Income	1.4%
Global Equity	5.3%
Real Estate	4.3%
Alternatives	8.9%
Opportunistic Fixed Income	6.0%
Inflation Sensitive	4.0%

The information in the preceding table is based on 30-year expectations developed with the consulting actuary as part of a study conducted in 2016, and is part of the asset, liability, and investment policy of the North Carolina Retirement Systems. The long-term nominal rates of return underlying the real rates of return are arithmetic annualized figures. The real rates of return are calculated from nominal rates by multiplicatively subtracting a long-term inflation assumption of 3.05%. Return projections do not include any excess return expectations over benchmark averages. All rates of return and inflation are annualized. The long-term expected real rate of return for the Bond Index Investment Pool as of June 30, 2021 is 1.3%.

*Discount Rate:* The discount rate used to measure the total pension liability was 6.5% for the December 31, 2020 valuation. The discount rate is in line with the long-term nominal expected return on pension plan investments. The calculation of the net pension liability is a present value calculation of the future net pension payments. These net pension payments assume that contributions from plan members will be made at the current statutory contribution rate and that contributions from employers will be made at the contractually required rates, actuarially determined. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of the current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

*Sensitivity of the Net Pension Liability to Changes in the Discount Rate:* The following presents the net pension liability of the plan at June 30, 2021 calculated using the discount rate of 6.5%, as well as what the net pension liability would be if it were calculated using a discount rate that is 1-percentage point lower (5.5%) or 1-percentage point higher (7.5%) than the current rate:

<b>Net Pension Liability</b>		
<u>1% Decrease (5.5%)</u>	<u>Current Discount Rate (6.5%)</u>	<u>1% Increase (7.5%)</u>
\$ 14,629,693.53	\$ 4,361,375.00	\$ (4,174,172.49)

*Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions:* For the year ended June 30, 2022, the University recognized pension expense of \$1,492,171.00. At June 30, 2022, the University reported deferred outflows of resources and deferred inflows of resources related to TSERS from the following sources:

**Employer Balances of Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions by Classification:**

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference Between Actual and Expected Experience	\$ 245,158.00	\$ 99,052.00
Changes of Assumptions	1,635,999.23	-
Net Difference Between Projected and Actual Earnings on Plan Investments	-	5,403,797.00
Change in Proportion and Differences Between Employer's Contributions and Proportionate Share of Contributions	440,343.00	-
Contributions Subsequent to the Measurement Date	<u>2,530,439.76</u>	<u>-</u>
<b>Total</b>	<u>\$ 4,851,939.99</u>	<u>\$ 5,502,849.00</u>

The amount reported as deferred outflows of resources related to contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in the fiscal year ending June 30, 2023. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to TSERS will be recognized as pension expense as follows:

**Schedule of the Net Amount of the Employer's Balances of Deferred Outflows of Resources and Deferred Inflows of Resources That will be Recognized in Pension Expense:**

<u>Year Ending June 30:</u>	<u>Amount</u>
2023	\$ (314,175.00)
2024	(497,343.00)
2025	(712,508.00)
2026	<u>(1,657,322.77)</u>
<b>Total</b>	<u>\$ (3,181,348.77)</u>

**B. Defined Contribution Plan** - The Optional Retirement Program (ORP) is a defined contribution pension plan that provides retirement benefits with options for payments to beneficiaries in the event of the participant's death. Faculty and staff of the University may join the ORP instead of TSERS. The ORP is administered by the UNC System.

Benefits are provided by means of contracts issued and administered by the privately-operated Teachers' Insurance and Annuity Association and Fidelity Investments. Participants' eligibility and contributory requirements are established in General Statute 135-5.1 and may be amended only by the North Carolina General Assembly. Participants are always fully vested in their own contributions to the plan and their investment earnings. Participants are fully vested in the University's contributions and earnings after five years of participating in the ORP.

Participants contribute 6% of compensation and the University contributes 6.84%. For the current fiscal year, the University had a total payroll of \$35,778,504.39, of which \$12,428,146.38 was covered under ORP. Total employee and employer contributions for pension benefits for the year were \$745,688.78 and \$850,085.21, respectively. The amount of expense recognized in the current year related to ORP is equal to the employer contributions.

#### **NOTE 13 - OTHER POSTEMPLOYMENT BENEFITS**

The University participates in two postemployment benefit plans, the Retiree Health Benefit Fund and the Disability Income Plan of North Carolina, that are administered by the State of North Carolina as pension and other employee benefit trust funds. Each plan's financial information, including all information about the plans' assets, deferred outflows of resources, liabilities, deferred inflows of resources, and fiduciary net position, is included in the State of North Carolina's fiscal year 2021 *Annual Comprehensive Financial Report*. An electronic version of this report is available on the North Carolina Office of the State Controller's website at <https://www.osc.nc.gov/> or by calling the State Controller's Financial Reporting Section at (919) 707-0500.

#### **A. Summary of Significant Accounting Policies and Plan Asset Matters**

*Basis of Accounting:* The financial statements of these plans were prepared using the accrual basis of accounting. Employer contributions are recognized when due and the employer has made a formal commitment to provide the contributions. Benefits are recognized when due and payable in accordance with the terms of each plan. For purposes of measuring the net other postemployment benefits (OPEB) liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of each plan, and additions to/deductions from each plans' fiduciary net position have been determined on the same basis as they are reported by the plans.

*Methods Used to Value Plan Investments:* Pursuant to North Carolina General Statutes, the State Treasurer is the custodian and administrator of the other postemployment benefits funds. The State Treasurer maintains various investment portfolios in its External Investment Pool. The Retiree Health Benefit Fund participates in the External Investment Pool. The Disability Income Plan of North Carolina is invested in the Short-Term Investment Portfolio of the External Investment Pool and the Bond Index External Investment Pool. The Investment balance of each other employee benefit trust fund represents its share of the fair value of the net position of the various portfolios within the pool. Detailed

descriptions of the methods and significant assumptions regarding investments of the State Treasurer are provided in the 2021 *Annual Comprehensive Financial Report*.

## B. Plan Descriptions

### 1. Health Benefits

*Plan Administration:* The State of North Carolina administers the North Carolina State Health Plan for Teachers and State Employees, referred to as the State Health Plan (the Plan), a healthcare plan exclusively for the benefit of employees of the State, the University of North Carolina System, community colleges, and certain other component units. In addition, Local Education Agencies (LEAs), charter schools, and some select local governments that are not part of the State's financial reporting entity also participate. Health benefit programs and premium rates are determined by the State Treasurer upon approval of the Plan Board of Trustees.

The Retiree Health Benefit Fund (RHBF) has been established by Chapter 135-7, Article 1 of the General Statutes as a fund to provide health benefits to retired and disabled employees and their applicable beneficiaries. RHBF is a cost-sharing, multiple-employer, defined benefit healthcare plan, exclusively for the benefit of eligible former employees of the State, the University of North Carolina System, and community colleges. In addition, LEAs, charter schools, and some select local governments that are not part of the State's financial reporting entity also participate.

By statute, RHBF is administered by the Board of Trustees of the Teachers' and State Employees' Retirement System (TSERS). RHBF is supported by a percent of payroll contribution from participating employing units. Each year the percentage is set in legislation, as are the maximum per retiree contributions from RHBF to the Plan. The State Treasurer, with the approval of the Plan Board of Trustees, then sets the employer contributions (subject to the legislative cap) and the premiums to be paid by retirees, as well as the health benefits to be provided through the Plan.

*Benefits Provided:* Plan benefits received by retired employees and disabled employees from RHBF are OPEB. The healthcare benefits for retired and disabled employees who are not eligible for Medicare are the same as for active employees as described in Note 14. The plan options change when former employees become eligible for Medicare. The benefits provided include medical and pharmacy coverage for employees and their dependents. Non-Medicare eligible members have two self-funded options administered by the State Health Plan while Medicare members have three options, including one self-funded option and two fully-insured Medicare Advantage/Prescription Drug Plan options. Self-funded medical and pharmacy claims costs are shared between the covered member and the State Health Plan. If the self-funded plan is elected by a Medicare eligible member, the coverage is secondary to Medicare. Fully-insured claims include cost sharing from covered members with the remaining balance paid by the fully-insured carrier.

Those former employees who are eligible to receive medical benefits from RHBF are long-term disability beneficiaries of the Disability Income Plan of North Carolina and retirees of TSERS, the Consolidated Judicial Retirement System, the Legislative Retirement System, the University Employees' Optional Retirement Program (ORP), and a small number of local governments, with five or more years of contributory membership service in their retirement system prior to disability or retirement, with the following exceptions: for employees first hired on or after October 1, 2006, and members of the North Carolina General Assembly first taking office on or after

February 1, 2007, future coverage as retired employees and retired members of the North Carolina General Assembly is subject to the requirement that the future retiree have 20 or more years of retirement service credit in order to receive coverage on a noncontributory basis. Employees first hired on or after October 1, 2006 and members of the North Carolina General Assembly first taking office on or after February 1, 2007 with 10 but less than 20 years of retirement service credit are eligible for coverage on a partially contributory basis. For such future retirees, the State will pay 50% of the State Health Plan's total noncontributory premium. Employees first hired on or after October 1, 2006 and members of the North Carolina General Assembly first taking office on or after February 1, 2007 with five but less than 10 years of retirement service credit are eligible for coverage on a fully contributory basis.

Section 35.21 (c) & (d) of Session Law 2017-57 repeals retiree medical benefits for employees first hired on or after January 1, 2021. The legislation amends Chapter 135, Article 3B of the General Statutes to require that retirees must earn contributory retirement service in the Teachers' and State Employees' Retirement System (or in an allowed local system unit), the Consolidated Judicial Retirement System, or the Legislative Retirement System prior to January 1, 2021, and not withdraw that service, in order to be eligible for retiree medical benefits under the amended law. Consequently, members first hired on and after January 1, 2021 will not be eligible to receive retiree medical benefits.

RHBF's benefit and contribution provisions are established by Chapter 135-7, Article 1, and Chapter 135, Article 3B of the General Statutes and may be amended only by the North Carolina General Assembly. RHBF does not provide for automatic post-retirement benefit increases.

*Contributions:* Contribution rates to RHBF, which are intended to finance benefits and administrative expenses on a pay-as-you-go basis, are determined by the North Carolina General Assembly in the Appropriations Bill. The University's contractually-required contribution rate for the year ended June 30, 2022 was 6.29% of covered payroll. The University's contributions to the RHBF were \$1,753,431.63 for the year ended June 30, 2022.

In fiscal year 2021, the State Health Plan (the Plan) transferred \$187.0 million to RHBF as a result of cost savings to the Plan over a span of six years. For financial reporting purposes, the transfer was recognized as a nonemployer contributing entity contribution. The contribution was allocated among RHBF employers and recorded as noncapital contributions. For the fiscal year ended June 30, 2022, the University recognized noncapital contributions for RHBF of \$284,408.00.

## 2. Disability Income

*Plan Administration:* As discussed in Note 14, short-term and long-term disability benefits are provided through the Disability Income Plan of North Carolina (DIPNC), a cost-sharing, multiple-employer, defined benefit plan, to the eligible members of TSERS which includes employees of the State, the University of North Carolina System, community colleges, certain participating component units and LEAs which are not part of the reporting entity, and the University Employees' ORP. By statute, DIPNC is administered by the Department of State Treasurer and the Board of Trustees of TSERS.

*Benefits Provided:* Long-term disability benefits are payable as an OPEB from DIPNC after the conclusion of the short-term disability period or after salary continuation



payments cease, whichever is later, for as long as an employee is disabled. An employee is eligible to receive long-term disability benefits provided the following requirements are met: (1) the employee has five or more years of contributing membership service in TSERS or the University Employees' ORP, earned within 96 months prior to the end of the short-term disability period or cessation of salary continuation payments, whichever is later; (2) the employee must make application to receive long-term benefits within 180 days after the conclusion of the short-term disability period or after salary continuation payments cease or after monthly payments for Workers' Compensation cease (excluding monthly payments for permanent partial benefits), whichever is later; (3) the employee must be certified by the Medical Board to be mentally or physically disabled for the further performance of his/her usual occupation; (4) the disability must have been continuous, likely to be permanent, and incurred at the time of active employment; (5) the employee must not be eligible to receive an unreduced retirement benefit from TSERS; and (6) the employee must terminate employment as a permanent, full-time employee. An employee is eligible to receive an unreduced retirement benefit from TSERS after (1) reaching the age of 65 and completing five years of membership service, or (2) reaching the age of 60 and completing 25 years of creditable service, or (3) completing 30 years of creditable service, at any age.

For employees who had five or more years of membership service as of July 31, 2007, during the first 36 months of the long-term disability period, the monthly long-term disability benefit is equal to 65% of one-twelfth of an employee's annual base rate of compensation last payable to the participant or beneficiary prior to the beginning of the short-term disability period, plus the like percentage of one-twelfth of the annual longevity payment and local supplements to which the participant or beneficiary would be eligible. The monthly benefits are subject to a maximum of \$3,900 per month reduced by any primary Social Security disability benefits and by monthly payments for Workers' Compensation to which the participant or beneficiary may be entitled, but the benefits payable shall be no less than \$10 a month. After the first 36 months of the long-term disability, the long-term benefit is calculated in the same manner as described above except the monthly benefit is reduced by an amount equal to a monthly primary Social Security disability benefit to which the participant or beneficiary might be entitled had Social Security disability benefits been awarded. When an employee qualifies for an unreduced service retirement allowance from TSERS, the benefits payable from DIPNC will cease, and the employee will commence retirement under TSERS or the University Employees' ORP.

For employees who had less than five years of membership service as of July 31, 2007, and meet the requirements for long-term disability on or after August 1, 2007, during the first 36 months of the long-term disability period, the monthly long-term benefit shall be reduced by an amount equal to the monthly primary Social Security retirement benefit to which the employee might be entitled should the employee become age 62 during the first 36 months. This reduction becomes effective as of the first day of the month following the month of initial entitlement to Social Security benefits. After the first 36 months of the long-term disability, no further benefits are payable under the terms of this section unless the employee has been approved and is in receipt of primary Social Security disability benefits.

*Contributions:* Although DIPNC operates on a calendar year, disability income benefits are funded by actuarially determined employer contributions that are established in the Appropriations Bill by the North Carolina General Assembly and coincide with the State's fiscal year. The University's contractually-required contribution rate for the year

ended June 30, 2022 was 0.09% of covered payroll. The University’s contributions to DIPNC were \$25,088.85 for the year ended June 30, 2022.

**C. Net OPEB Liability (Asset)**

*Net OPEB Liability:* At June 30, 2022, the University reported a liability of \$47,018,521.00 for its proportionate share of the collective net OPEB liability for RHBF. The net OPEB liability was measured as of June 30, 2021. The total OPEB liability used to calculate the net OPEB liability was determined by an actuarial valuation as of December 31, 2020, and update procedures were used to roll forward the total OPEB liability to June 30, 2021. The University’s proportion of the net OPEB liability was based on a projection of the present value of future salaries for the University relative to the projected present value of future salaries for all participating employers, actuarially-determined. As of June 30, 2021, the University’s proportion was 0.15209%, which was a decrease of 0.00213 from its proportion measured as of June 30, 2020, which was 0.15422%.

*Net OPEB Asset:* At June 30, 2022, the University reported an asset of \$24,488.00 for its proportionate share of the collective net OPEB asset for DIPNC. The net OPEB asset was measured as of June 30, 2021. The total OPEB liability used to calculate the net OPEB asset was determined by an actuarial valuation as of December 31, 2020, and update procedures were used to roll forward the total OPEB liability to June 30, 2021. The University’s proportion of the net OPEB asset was based on a projection of the present value of future salaries for the University relative to the projected present value of future salaries for all participating employers, actuarially-determined. As of June 30, 2021, the University’s proportion was 0.14992%, which was a decrease of 0.00741 from its proportion measured as of June 30, 2020, which was 0.15733%.

*Actuarial Assumptions:* The total OPEB liabilities for RHBF and DIPNC were determined by actuarial valuations as of December 31, 2020, using the following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified. The total OPEB liabilities were then rolled forward to June 30, 2021 utilizing update procedures incorporating the actuarial assumptions.

	Retiree Health Benefit Fund	Disability Income Plan of N.C.
Valuation Date	12/31/2020	12/31/2020
Inflation	2.5%	2.5%
Salary Increases*	3.25% - 8.05%	3.25% - 8.05%
Investment Rate of Return**	6.5%	3.00%
Healthcare Cost Trend Rate - Medical	6% grading down to 5% by 2026	6% grading down to 5% by 2026
Healthcare Cost Trend Rate - Prescription Drug	9.5% grading down to 5% by 2030	9.5% grading down to 5% by 2030
Healthcare Cost Trend Rate - Medicare Advantage	5%	N/A
Healthcare Cost Trend Rate - Administrative	3%	3%

\* Salary increases include 3.25% inflation and productivity factor.

\*\* Investment rate of return is net of OPEB plan investment expense, including inflation.

N/A - Not Applicable

The OPEB plans currently use mortality tables that vary by age, gender, employee group (i.e. teacher, general, law enforcement officer) and health status (i.e. disabled or not



disabled). The current mortality rates are based on published tables and studies that cover significant portions of the U.S. public plan population. The healthy mortality rates also contain a provision to reflect future mortality improvements.

The projected long-term investment returns and inflation assumptions are developed through a review of current and historical capital markets data, sell-side investment research, consultant whitepapers, and historical performance of investment strategies. Fixed income return projections reflect current yields across the U.S. Treasury yield curve and market expectations of forward yields projected and interpolated for multiple tenors and over multiple year horizons. Global public equity return projections are established through analysis of the equity risk premium and the fixed income return projections. Other asset categories and strategies' return projections reflect the foregoing and historical data analysis. These projections are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. DIPNC is primarily invested in the Bond Index Investment Pool as of June 30, 2021.

Best estimates of real rates of return for each major asset class included in RHBF's target asset allocation as of June 30, 2021 (the measurement date) are summarized in the following table:

Asset Class	Long-Term Expected Real Rate of Return
Fixed Income	1.4%
Global Equity	5.3%
Real Estate	4.3%
Alternatives	8.9%
Opportunistic Fixed Income	6.0%
Inflation Sensitive	4.0%

The information in the preceding table is based on 30-year expectations developed with the consulting actuary as part of a study conducted in 2016, and is part of the asset, liability, and investment policy of the North Carolina Retirement Systems. The long-term nominal rates of return underlying the real rates of return are arithmetic annualized figures. The real rates of return are calculated from nominal rates by multiplicatively subtracting a long-term inflation assumption of 3.05%. Return projections do not include any excess return expectations over benchmark averages. All rates of return and inflation are annualized. The long-term expected real rate of return for the Bond Index Investment Pool as of June 30, 2021 is 1.3%.

Actuarial valuations of the plans involve estimates of the value of reported amounts and assumptions about the probability of occurrence of events far into the future. The results of the valuations fluctuate from year to year as actual experience differs from assumptions. This includes demographic experiences (i.e., mortality and retirement) that differ from expected. This also includes financial experiences (i.e., member medical costs and contributions) that vary from expected trends. Actuarially determined amounts are subject to continual revision as actual results are compared to past expectations and new estimates are made about the future.

The actuarial assumptions used for RHBF are consistent with those used to value the pension benefits of TSERS where appropriate. These assumptions are based on the most recent pension valuations available. The discount rate used for RHBF reflects a pay-as-you-go approach.

Projections of benefits for financial reporting purposes of the plans are based on the substantive plan (the plan as understood by the employer and plan members) and include the types of benefits provided at the time of each valuation and historical pattern of sharing of benefit costs between the employer and plan members to that point. Historically, the benefits have been funded solely by employer contributions applied equally to all retirees. Currently, as described earlier in the note, benefits are dependent on membership requirements.

The actuarial methods and assumptions used for DIPNC include techniques that are designed to reduce the effects of short-term volatility in actuarial accrued liabilities and the actuarial value of assets, consistent with the long-term perspective of the calculations.

The actuarial assumptions used in the December 31, 2020 valuations were generally based on the results of an actuarial experience study prepared as of December 31, 2019, as amended for updates to certain assumptions (such as the long-term investment return, medical claims, and medical trend rate assumptions) implemented based on annual reviews that have occurred since that experience study.

*Discount Rate:* The discount rate used to measure the total OPEB liability for RHBF was 2.16% at June 30, 2021 compared to 2.21% at June 30, 2020. The projection of cash flows used to determine the discount rate assumed that contributions from employers would be made at the current statutorily determined contribution rate. Based on the above assumptions, the plan's fiduciary net position was not projected to be available to make projected future benefit payments to current plan members. As a result, a municipal bond rate of 2.16% was used as the discount rate used to measure the total OPEB liability. The 2.16% rate is based on the Bond Buyer 20-year General Obligation Index as of June 30, 2021.

The discount rate used to measure the total OPEB liability for DIPNC was 3.00%. The projection of cash flows used to determine the discount rate assumed that contributions from plan members would be made at the current contribution rate and that contributions from employers would be made at statutorily required rates, actuarially determined. Based on those assumptions, the plan's fiduciary net position was projected to be available to make all projected future benefit payments to the current plan members. Therefore, the long-term expected rate of return on plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability.

*Sensitivity of the Net OPEB Liability (Asset) to Changes in the Discount Rate:* The following presents the University's proportionate share of the net OPEB liability (asset) of the plans, as well as what the plans' net OPEB liability (asset) would be if it were calculated using a discount rate that is 1-percentage point lower or 1-percentage point higher than the current discount rate:

		<u>Net OPEB Liability (Asset)</u>		
		<u>1% Decrease (1.16%)</u>	<u>Current Discount Rate (2.16%)</u>	<u>1% Increase (3.16%)</u>
RHBF	\$	55,929,042.76	\$ 47,018,521.00	\$ 39,803,819.14
		<u>1% Decrease (2%)</u>	<u>Current Discount Rate (3%)</u>	<u>1% Increase (4%)</u>
DIPNC	\$	(15,461.25)	\$ (24,488.00)	\$ (32,838.48)

*Sensitivity of the Net OPEB Liability (Asset) to Changes in the Healthcare Cost Trend Rates:* The following presents the net OPEB liability (asset) of the plans, as well as what the plans' net OPEB liability (asset) would be if it were calculated using healthcare cost trend rates that are 1-percentage point lower or 1-percentage point higher than the current healthcare cost trend rates:

<b>Net OPEB Liability (Asset)</b>			
	<b>1% Decrease</b> (Medical - 4% - 5%, Pharmacy - 4% - 8.5%, Med. Advantage - 4%, Administrative - 2%)	<b>Current Healthcare</b> <b>Cost Trend Rates</b> (Medical - 5% - 6%, Pharmacy - 5% - 9.5%, Med. Advantage - 5%, Administrative - 3%)	<b>1% Increase</b> (Medical - 6% - 7%, Pharmacy - 6% - 10.5%, Med. Advantage - 6%, Administrative - 4%)
RHBF	\$ 38,077,866.62	\$ 47,018,521.00	\$ 58,881,433.62
DIPNC	\$ (25,774.25)	\$ (24,488.00)	\$ (22,885.29)

*OPEB Expense:* For the fiscal year ended June 30, 2022, the University recognized OPEB expense as follows:

<b>OPEB Plan</b>	<b>Amount</b>
RHBF	\$ (569,908.00)
DIPNC	55,277.00
<b>Total OPEB Expense</b>	<b>\$ (514,631.00)</b>

*Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB:* At June 30, 2022, the University reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

<b>Employer Balances of Deferred Outflows of Resources</b> <b>Related to OPEB by Classification:</b>			
	<b>RHBF</b>	<b>DIPNC</b>	<b>Total</b>
Differences Between Actual and Expected Experience	\$ 277,591.00	\$ 62,437.00	\$ 340,028.00
Changes of Assumptions	3,845,710.20	4,300.08	3,850,010.28
Net Difference Between Projected and Actual Earnings on Plan Investments	-	2,390.00	2,390.00
Changes in Proportion and Differences Between Employer's Contributions and Proportionate Share of Contributions	3,674,443.00	8,410.00	3,682,853.00
Contributions Subsequent to the Measurement Date	1,753,431.63	25,088.85	1,778,520.48
<b>Total</b>	<b>\$ 9,551,175.83</b>	<b>\$ 102,625.93</b>	<b>\$ 9,653,801.76</b>

Employer Balances of Deferred Inflows of Resources  
Related to OPEB by Classification:

	RHBFB	DIPNC	Total
Differences Between Actual and Expected Experience	\$ 875,234.00	\$ -	\$ 875,234.00
Changes of Assumptions	11,426,523.00	8,890.00	11,435,413.00
Net Difference Between Projected and Actual Earnings on Plan Investments	24,052.00	-	24,052.00
Changes in Proportion and Differences Between Employer's Contributions and Proportionate Share of Contributions	1,068,337.00	1,247.00	1,069,584.00
<b>Total</b>	<b>\$ 13,394,146.00</b>	<b>\$ 10,137.00</b>	<b>\$ 13,404,283.00</b>

Amounts reported as deferred outflows of resources related to contributions subsequent to the measurement date will be recognized as a reduction of the net OPEB liability related to RHBFB and an increase of the net OPEB asset related to DIPNC in the fiscal year ending June 30, 2023. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as OPEB expense as follows:

Schedule of the Net Amount of the Employer's Balances of  
Deferred Outflows of Resources and Deferred Inflows of  
Resources That will be Recognized in OPEB Expense:

Year Ending June 30:	RHBFB	DIPNC
2023	\$ (4,392,331.00)	\$ 17,453.00
2024	(690,864.00)	12,352.00
2025	107,001.00	15,597.00
2026	(1,041,489.00)	7,901.00
2027	421,281.20	3,586.00
Thereafter	-	10,511.08
<b>Total</b>	<b>\$ (5,596,401.80)</b>	<b>\$ 67,400.08</b>

**NOTE 14 - RISK MANAGEMENT**

The University is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. These exposures to loss are handled via a combination of methods, including participation in state-administered insurance programs, purchase of commercial insurance, and self-retention of certain risks. There have been no significant reductions in insurance coverage from the previous year and settled claims have not exceeded coverage in any of the past three fiscal years.

**A. Employee Benefit Plans**

**1. State Health Plan**

University employees are provided comprehensive major medical care benefits. Coverage is funded by contributions to the State Health Plan (Plan), a discretely presented component unit of the State of North Carolina. The Plan is funded by employer and employee contributions. The Plan has contracted with third parties to

process claims. See Note 13, Other Postemployment Benefits, for additional information regarding retiree health benefits.

**2. Death Benefit Plan of North Carolina**

Term life insurance (death benefits) of \$25,000 to \$50,000 is provided to eligible workers who enroll in the Teachers' and State Employees' Retirement System. This Death Benefit Plan is administered by the State Treasurer and funded via employer contributions. The employer contribution rate was 0.13% for the current fiscal year.

**3. Disability Income Plan**

Short-term and long-term disability benefits are provided to University employees through the Disability Income Plan of North Carolina (DIPNC), part of the State's Pension and Other Employee Benefit Trust Funds. Short-term benefits are paid by the University for up to twelve months. The Board of Trustees of the DIPNC may extend the short-term disability benefits for up to an additional twelve months. During the extended period of short-term disability benefits, payments are made directly by the DIPNC to the beneficiary. As discussed in Note 13, long-term disability benefits are payable as other postemployment benefits from DIPNC after the conclusion of the short-term disability period or after salary continuation payments cease, whichever is later, for as long as an employee is disabled.

**B. Other Risk Management and Insurance Activities**

**1. Automobile, Fire, and Other Property Losses**

The University is required to maintain all risk coverage on all state-owned buildings and contents through the State Property Fire Insurance Fund (Fund), an internal service fund of the State. Fire and lightning coverage is provided at no cost to the University for operations supported by the State's General Fund. Other operations not supported by the State's General Fund are charged for the fire and lightning coverage. Coverage for all remaining risks for all buildings is charged to the University. Losses covered by the Fund are subject to a \$5,000 per occurrence deductible.

All state-owned vehicles are covered by liability insurance through a private insurance company and handled by the North Carolina Department of Insurance. The liability limits for losses are \$1,000,000 per claim and \$10,000,000 per occurrence. The University pays premiums to the North Carolina Department of Insurance for the coverage.

**2. Public Officers' and Employees' Liability Insurance**

The risk of tort claims of up to \$1,000,000 per claimant is retained under the authority of the State Tort Claims Act. In addition, the State provides excess public officers' and employees' liability insurance up to \$2,000,000 per claim and \$10,000,000 in the aggregate per fiscal year via contract with private insurance companies. The University pays the premium, based on a composite rate, directly to the private insurer.

### 3. Employee Dishonesty and Computer Fraud

The University is protected for losses from employee dishonesty and computer fraud. This coverage is with a private insurance company and is handled by the North Carolina Department of Insurance. Universities are charged a premium by the private insurance company. Coverage limit is \$5,000,000 per occurrence. The private insurance company pays 90% of each loss less a \$100,000 deductible.

### 4. Statewide Workers' Compensation Program

The North Carolina Workers' Compensation Program provides benefits to workers injured on the job. All employees of the State and its component units are included in the program. When an employee is injured, the University's primary responsibility is to arrange for and provide the necessary treatment for work related injury. The University is responsible for paying medical benefits and compensation in accordance with the North Carolina Workers' Compensation Act. The University retains the risk for workers' compensation.

Additional details on the state-administered risk management programs are disclosed in the State's *Annual Comprehensive Financial Report*, issued by the Office of the State Controller.

## NOTE 15 - COMMITMENTS AND CONTINGENCIES

- A. Commitments** - The University has established an encumbrance system to track its outstanding commitments on construction projects and other purchases. Outstanding commitments on construction contracts were \$1,509,580.54 and on other purchases were \$1,668,858.83 at June 30, 2022.
- B. Pending Litigation and Claims** - The University is a party to litigation and claims in the ordinary course of its operations. Since it is not possible to predict the ultimate outcome of these matters, no provision for any liability has been made in the financial statements. University management is of the opinion that the liability, if any, for any of these matters will not have a material adverse effect on the financial position of the University.

**NOTE 16 - BLENDED COMPONENT UNITS**

Condensed combining information for the University's blended component units for the year ended June 30, 2022, is presented as follows:

**Condensed Statement of Net Position  
June 30, 2022**

	University	Housing Corporation	Program Support Corporation	Kenan Institute Supporting Organization	Total
<b>ASSETS</b>					
Current Assets	\$ 36,178,552.40	\$ 1,694,538.00	\$ 74,626.00	\$ 1,480,348.00	\$ 39,428,064.40
Capital Assets, Net	160,636,638.18	3,817,676.00	1,082,625.00	-	165,536,939.18
Other Noncurrent Assets	54,016,402.20	-	-	-	54,016,402.20
Total Assets	<u>250,831,592.78</u>	<u>5,512,214.00</u>	<u>1,157,251.00</u>	<u>1,480,348.00</u>	<u>258,981,405.78</u>
<b>TOTAL DEFERRED OUTFLOWS OF RESOURCES</b>	<u>14,505,741.75</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>14,505,741.75</u>
<b>LIABILITIES</b>					
Current Liabilities	5,534,396.01	371,141.00	1,130.00	8,073.00	5,914,740.01
Long-Term Liabilities, Net	99,328,775.75	2,818,926.00	-	-	102,147,701.75
Other Noncurrent Liabilities	149,747.08	-	-	-	149,747.08
Total Liabilities	<u>105,012,918.84</u>	<u>3,190,067.00</u>	<u>1,130.00</u>	<u>8,073.00</u>	<u>108,212,188.84</u>
<b>TOTAL DEFERRED INFLOWS OF RESOURCES</b>	<u>18,907,132.00</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>18,907,132.00</u>
<b>NET POSITION</b>					
Net Investment in Capital Assets	118,153,364.32	645,678.00	1,082,625.00	-	119,881,667.32
Restricted - Nonexpendable	26,645,656.32	-	-	-	26,645,656.32
Restricted - Expendable	34,690,858.89	-	-	-	34,690,858.89
Unrestricted	<u>(38,072,595.84)</u>	<u>1,676,469.00</u>	<u>73,496.00</u>	<u>1,472,275.00</u>	<u>(34,850,355.84)</u>
Total Net Position	<u>\$ 141,417,283.69</u>	<u>\$ 2,322,147.00</u>	<u>\$ 1,156,121.00</u>	<u>\$ 1,472,275.00</u>	<u>\$ 146,367,826.69</u>

**Condensed Statement of Revenues, Expenses, and  
Changes in Net Position  
For the Fiscal Year Ended June 30, 2022**

	University	Housing Corporation	Program Support Corporation	Kenan Institute Supporting Organization	Eliminations	Total
<b>OPERATING REVENUES</b>						
Operating Revenues, Net	\$ 17,933,543.26	\$ -	\$ 12,668.00	\$ 1,730.00	\$ -	\$ 17,947,941.26
Sales and Services, Net	6,808,512.77	1,268,637.00	-	16,627.00	-	8,093,776.77
Total Operating Revenues	24,742,056.03	1,268,637.00	12,668.00	18,357.00	-	26,041,718.03
<b>OPERATING EXPENSES</b>						
Operating Expenses	63,855,015.52	845,086.00	18,408.00	1,317,054.00	(80,490.09)	65,955,073.43
Depreciation	4,588,736.98	110,634.00	-	-	-	4,699,370.98
Total Operating Expenses	68,443,752.50	955,720.00	18,408.00	1,317,054.00	(80,490.09)	70,654,444.41
Operating Income (Loss)	(43,701,696.47)	312,917.00	(5,740.00)	(1,298,697.00)	80,490.09	(44,612,726.38)
<b>NONOPERATING REVENUES (EXPENSES)</b>						
Investment Income, Net	1,985,167.22	3,999.00	-	153.00	-	1,989,319.22
Interest and Fees on Debt	(1,576,486.49)	(75,313.00)	-	-	-	(1,651,799.49)
Other Nonoperating Revenues (Expenses)	46,227,483.00	(73,165.00)	-	1,706,000.00	(80,490.09)	47,779,827.91
Net Nonoperating Revenues (Expenses)	46,636,163.73	(144,479.00)	-	1,706,153.00	(80,490.09)	48,117,347.64
Capital Contributions	45,570.08	-	-	-	-	45,570.08
Capital Contributions	6,412,195.48	-	-	-	-	6,412,195.48
Additions to Endowments	4,150,000.00	-	-	-	-	4,150,000.00
Total Other Revenues	10,607,765.56	-	-	-	-	10,607,765.56
Increase (Decrease) in Net Position	13,542,232.82	168,438.00	(5,740.00)	407,456.00	-	14,112,386.82
<b>NET POSITION</b>						
Net Position, July 1, 2021 (as Restated)	127,875,050.87	2,153,709.00	1,161,861.00	1,064,819.00	-	132,255,439.87
Net Position, June 30, 2022	\$ 141,417,283.69	\$ 2,322,147.00	\$ 1,156,121.00	\$ 1,472,275.00	\$ -	\$ 146,367,826.69

**Condensed Statement of Cash Flows  
For the Fiscal Year Ended June 30, 2022**

	University	Housing Corporation	Program Support Corporation	Kenan Institute Supporting Organization	Total
Net Cash Provided (Used) by Operating Activities	\$ (44,304,780.26)	\$ 417,498.00	\$ (10,468.00)	\$ (1,301,016.00)	\$ (45,198,766.26)
Net Cash Provided (Used) by Noncapital Financing Activities	50,933,517.30	(73,165.00)	-	1,706,000.00	52,566,352.30
Net Cash Provided (Used) by Capital Financing and Related Financing Activities	(18,854,190.85)	(430,319.00)	-	153.00	(19,284,356.85)
Net Cash Provided (Used) by Investing Activities	(1,389,234.17)	3,999.00	-	-	(1,385,235.17)
Net Increase (Decrease) in Cash and Cash Equivalents	(13,614,687.98)	(81,987.00)	(10,468.00)	405,137.00	(13,302,005.98)
Cash and Cash Equivalents, July 1, 2021 (as Restated)	59,680,293.79	1,751,585.00	78,223.00	1,075,211.00	62,585,312.79
Cash and Cash Equivalents, June 30, 2022	\$ 46,065,605.81	\$ 1,669,598.00	\$ 67,755.00	\$ 1,480,348.00	\$ 49,283,306.81



**NOTE 17 - CHANGES IN FINANCIAL ACCOUNTING AND REPORTING**

For the fiscal year ended June 30, 2022, the University implemented the following pronouncement issued by the Governmental Accounting Standards Board (GASB):

*GASB Statement No. 87, Leases*

GASB Statement No. 87 increases the usefulness of governments' financial statements by requiring recognition of certain lease assets and liabilities for leases that previously were classified as operating leases and recognized as inflows of resources or outflows of resources based on the payment provisions of the contract. It establishes a single model for lease accounting based on the foundation principle that leases are financings of the right to use an underlying asset. Under this Statement, a lessee is required to recognize a lease liability and an intangible right-to-use lease asset, and a lessor is required to recognize a lease receivable and a deferred inflow of resources, thereby enhancing the relevance and consistency of information about governments' leasing activities.

The University has no lessee or lessor agreements that require the recognition of lease assets, liabilities, or related amounts.



# **REQUIRED SUPPLEMENTARY INFORMATION**

**University of North Carolina School of the Arts  
Required Supplementary Information  
Schedule of the Proportionate Share of the Net Pension Liability  
Cost-Sharing, Multiple-Employer, Defined Benefit Pension Plan  
Last Nine Fiscal Years\***

**Exhibit C-1**

Teachers' and State Employees' Retirement System	2022	2021	2020	2019	2018
Proportionate Share Percentage of Collective Net Pension Liability	0.09314%	0.09127%	0.08836%	0.08627%	0.08229%
Proportionate Share of TSERS Collective Net Pension Liability	\$ 4,361,375.00	\$ 11,027,239.00	\$ 9,160,243.00	\$ 8,589,118.00	\$ 6,529,251.00
Covered Payroll	\$ 14,402,720.16	\$ 14,379,392.79	\$ 14,130,569.35	\$ 13,354,295.15	\$ 14,185,193.23
Proportionate Share of the Net Pension Liability as a Percentage of Covered Payroll	30.28%	76.69%	64.83%	64.32%	46.03%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	94.86%	85.98%	87.56%	87.61%	89.51%
	2017	2016	2015	2014	
Proportionate Share Percentage of Collective Net Pension Liability	0.08293%	0.08008%	0.08128%	0.08190%	
Proportionate Share of TSERS Collective Net Pension Liability	\$ 7,622,124.00	\$ 2,951,107.00	\$ 952,944.00	\$ 4,972,165.00	
Covered Payroll	\$ 12,263,260.70	\$ 12,074,597.76	\$ 12,111,613.34	\$ 12,300,093.04	
Proportionate Share of the Net Pension Liability as a Percentage of Covered Payroll	62.15%	24.44%	7.87%	40.42%	
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	87.32%	94.64%	98.24%	90.60%	

Note: Information is presented for all years that were measured in accordance with the requirements of GASB Statement No. 68, *Accounting and Financial Reporting for Pensions - An Amendment of GASB Statement No. 27*, as amended.

\* The amounts presented for each fiscal year were determined as of the prior fiscal year ended June 30.

**University of North Carolina School of the Arts  
Required Supplementary Information  
Schedule of University Contributions  
Cost-Sharing, Multiple-Employer, Defined Benefit Pension Plan  
Last Ten Fiscal Years**

**Exhibit C-2**

<b>Teachers' and State Employees' Retirement System</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>
Contractually Required Contribution	\$ 2,530,439.76	\$ 2,128,722.04	\$ 1,865,007.25	\$ 1,736,646.97	\$ 1,439,593.02
Contributions in Relation to the Contractually Determined Contribution	<u>2,530,439.76</u>	<u>2,128,722.04</u>	<u>1,865,007.25</u>	<u>1,736,646.97</u>	<u>1,439,593.02</u>
Contribution Deficiency (Excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Covered Payroll	\$15,448,350.15	\$14,402,720.16	\$14,379,392.79	\$14,130,569.35	\$13,354,295.15
Contributions as a Percentage of Covered Payroll	16.38%	14.78%	12.97%	12.29%	10.78%
	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
Contractually Required Contribution	\$ 1,415,682.28	\$ 1,122,088.35	\$ 1,104,825.70	\$ 1,052,499.20	\$ 1,024,597.75
Contributions in Relation to the Contractually Determined Contribution	<u>1,415,682.28</u>	<u>1,122,088.35</u>	<u>1,104,825.70</u>	<u>1,052,499.20</u>	<u>1,024,597.75</u>
Contribution Deficiency (Excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Covered Payroll	\$14,185,193.23	\$12,263,260.70	\$12,074,597.76	\$12,111,613.34	\$12,300,093.04
Contributions as a Percentage of Covered Payroll	9.98%	9.15%	9.15%	8.69%	8.33%

Note: Changes of benefit terms, methods, and assumptions are presented in the Notes to Required Supplementary Information (RSI) schedule following the pension RSI tables.

**University of North Carolina School of the Arts  
Notes to Required Supplementary Information  
Schedule of University Contributions  
Cost-Sharing, Multiple-Employer, Defined Benefit Pension Plan  
For the Fiscal Year Ended June 30, 2022**

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Changes of Benefit Terms:

**Cost of Living Increase**

Teachers' and State Employees' Retirement System	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
	N/A	N/A	N/A	1.00%	N/A	N/A	N/A	1.00%	N/A	N/A

Beginning in fiscal year 2015, with the implementation of GASB Statement No. 68, the above table reflects Cost of Living Adjustments (COLA's) in the period of the legislative session of Board of Trustees meeting when it was passed. The COLA is effective July 1 of that period and the fiscal year end liability is affected at June 30 of that year because the COLA is included in the actuarial assumptions used to calculate the plan net pension liability.

Effective July 1, 2017, the definition of law enforcement officer related to TSERS members was changed by the General Assembly to include Probation/Parole officers for retirement benefit purposes. The change includes officers with respect to service rendered on or after July 1, 2017 and provides for unreduced retirement at age 55 with five years of service as a law enforcement officer or reduced retirement at 50 with 15 years of service as a law enforcement officer.

Effective July 1, 2017, retirees and beneficiaries of deceased retirees receiving benefits from the TSERS as of July 1, 2016 received a 1% cost-of-living adjustment. Retirees and beneficiaries of retirees with retirement effective dates between July 1, 2016 and before June 30, 2017 received a prorated amount. These benefit enhancements reflect legislation enacted by the North Carolina General Assembly.

*Methods and Assumptions Used in Calculations of Actuarially Determined Contributions:* An actuarial valuation is performed for each plan each year. The actuarially determined contribution rates in the Schedule of University Contributions are calculated by the actuary as a projection of the required employer contribution for the fiscal year beginning 18 months following the date of the valuation results. See Note 12 for more information on the specific assumptions for each plan. The actuarially determined contributions for those items with covered payroll were determined using the actuarially determined contribution rate from the actuary and covered payroll as adjusted for timing differences and other factors such as differences in employee class. Other actuarially determined contributions are disclosed in the schedule as expressed by the actuary in reports to the plans.

*Changes of Assumptions:* In 2020, the North Carolina Retirement Systems' consulting actuaries performed the quinquennial investigation of each retirement system's actual demographic and economic experience (known as the "Experience Review"). The Experience Review provides the basis for selecting the actuarial assumptions and methods used to determine plan liabilities and funding requirements. The most recent experience review examined each plan's experience during the period between January 1, 2015, and December 31, 2019. Based on the findings, the Board of Trustees of the Teachers' and State Employees' Retirement System adopted a number of new actuarial assumptions and methods. The most notable changes to the assumptions include updates to the mortality tables and the mortality improvements. These assumptions were adjusted to be based on the Pub-2010 mortality tables reflecting the mortality projection scale MP-2019, released by the Society of Actuaries in 2019. In addition, the assumed rates of retirement, salary increases, and rates of termination from active employment were updated to more closely reflect actual experience.

The discount rate for the Teachers' and State Employees' Retirement System was lowered from 7.00% to 6.50% effective for the December 31, 2020 valuation, with the resulting effect on minimum actuarially determined employer contribution rates (or amounts) to be gradually recognized over a five-year period beginning July 1, 2022.

The Notes to Required Supplementary Information reflect the most recent available information included in the State of North Carolina's 2021 *Annual Comprehensive Financial Report*.

N/A - Not Applicable

**University of North Carolina School of the Arts  
Required Supplementary Information  
Schedule of the Proportionate Share of the Net OPEB Liability or Asset  
Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans  
Last Six Fiscal Years\***

**Exhibit C-3  
Page 1 of 2**

Retiree Health Benefit Fund	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
Proportionate Share Percentage of Collective Net OPEB Liability	0.15209%	0.15422%	0.15546%	0.14585%	0.13584%
Proportionate Share of Collective Net OPEB Liability	\$ 47,018,521.00	\$ 42,781,867.00	\$ 49,185,946.00	\$ 41,551,270.00	\$ 44,537,750.00
Covered Payroll	\$ 27,539,537.21	\$ 28,736,227.17	\$ 28,650,939.39	\$ 27,052,868.06	\$ 26,876,635.75
Proportionate Share of the Net OPEB Liability as a Percentage of Covered Payroll	170.73%	148.88%	171.67%	153.59%	165.71%
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	7.72%	6.92%	4.40%	4.40%	3.52%
	<u>2017</u>				
Proportionate Share Percentage of Collective Net OPEB Liability	0.13984%				
Proportionate Share of Collective Net OPEB Liability	\$ 60,835,153.00				
Covered Payroll	\$ 23,564,162.96				
Proportionate Share of the Net OPEB Liability as a Percentage of Covered Payroll	258.17%				
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	2.41%				

**University of North Carolina School of the Arts  
 Required Supplementary Information  
 Schedule of the Proportionate Share of the Net OPEB Liability or Asset  
 Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans  
 Last Six Fiscal Years\***

**Exhibit C-3  
 Page 2 of 2**

Disability Income Plan of North Carolina	2022	2021	2020	2019	2018
Proportionate Share Percentage of Collective Net OPEB Asset	0.14992%	0.15733%	0.15578%	0.15100%	0.14901%
Proportionate Share of Collective Net OPEB Asset	\$ 24,488.00	\$ 77,397.00	\$ 67,219.00	\$ 45,868.00	\$ 91,075.00
Covered Payroll	\$ 27,539,537.21	\$ 28,736,227.17	\$ 28,650,939.39	\$ 27,052,868.06	\$ 26,876,635.75
Proportionate Share of the Net OPEB Asset as a Percentage of Covered Payroll	0.09%	0.27%	0.23%	0.17%	0.34%
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	105.18%	115.57%	113.00%	108.47%	116.23%
	<b>2017</b>				
Proportionate Share Percentage of Collective Net OPEB Asset	0.13272%				
Proportionate Share of Collective Net OPEB Asset	\$ 82,419.00				
Covered Payroll	\$ 23,564,162.96				
Proportionate Share of the Net OPEB Asset as a Percentage of Covered Payroll	0.35%				
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	116.06%				

Note: Information is presented for all years that were measured in accordance with the requirements of GASB Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions*, as amended.

\* The amounts presented for each fiscal year were determined as of the prior fiscal year ended June 30.

**University of North Carolina School of the Arts  
Required Supplementary Information  
Schedule of University Contributions  
Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans  
Last Ten Fiscal Years**

**Exhibit C-4  
Page 1 of 2**

<b>Retiree Health Benefit Fund</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>
Contractually Required Contribution	\$ 1,753,431.63	\$ 1,839,641.09	\$ 1,859,233.90	\$ 1,796,413.90	\$ 1,636,698.52
Contributions in Relation to the Contractually Determined Contribution	1,753,431.63	1,839,641.09	1,859,233.90	1,796,413.90	1,636,698.52
Contribution Deficiency (Excess)	\$ -	\$ -	\$ -	\$ -	\$ -
Covered Payroll	\$ 27,876,496.53	\$ 27,539,537.21	\$ 28,736,227.17	\$ 28,650,939.39	\$ 27,052,868.06
Contributions as a Percentage of Covered Payroll	6.29%	6.68%	6.47%	6.27%	6.05%
	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
Contractually Required Contribution	\$ 1,561,532.54	\$ 1,319,593.13	\$ 1,227,235.27	\$ 1,176,662.93	\$ 1,118,610.09
Contributions in Relation to the Contractually Determined Contribution	1,561,532.54	1,319,593.13	1,227,235.27	1,176,662.93	1,118,610.09
Contribution Deficiency (Excess)	\$ -	\$ -	\$ -	\$ -	\$ -
Covered Payroll	\$ 26,876,635.75	\$ 23,564,162.96	\$ 22,354,012.20	\$ 21,790,054.27	\$ 21,105,850.83
Contributions as a Percentage of Covered Payroll	5.81%	5.60%	5.49%	5.40%	5.30%



**University of North Carolina School of the Arts  
Required Supplementary Information  
Schedule of University Contributions  
Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans  
Last Ten Fiscal Years**

**Exhibit C-4  
Page 2 of 2**

<b>Disability Income Plan of North Carolina</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>
Contractually Required Contribution	\$ 25,088.85	\$ 24,785.58	\$ 28,736.23	\$ 40,111.32	\$ 37,874.02
Contributions in Relation to the Contractually Determined Contribution	<u>25,088.85</u>	<u>24,785.58</u>	<u>28,736.23</u>	<u>40,111.32</u>	<u>37,874.02</u>
Contribution Deficiency (Excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Covered Payroll	\$ 27,876,496.53	\$ 27,539,537.21	\$ 28,736,227.17	\$ 28,650,939.39	\$ 27,052,868.06
Contributions as a Percentage of Covered Payroll	0.09%	0.09%	0.10%	0.14%	0.14%
	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
Contractually Required Contribution	\$ 102,131.22	\$ 96,613.07	\$ 91,651.45	\$ 95,876.24	\$ 92,865.74
Contributions in Relation to the Contractually Determined Contribution	<u>102,131.22</u>	<u>96,613.07</u>	<u>91,651.45</u>	<u>95,876.24</u>	<u>92,865.74</u>
Contribution Deficiency (Excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Covered Payroll	\$ 26,876,635.75	\$ 23,564,162.96	\$ 22,354,012.20	\$ 21,790,054.27	\$ 21,105,850.83
Contributions as a Percentage of Covered Payroll	0.38%	0.41%	0.41%	0.44%	0.44%

Note: Changes of benefit terms, methods, and assumptions are presented in the Notes to Required Supplementary Information (RSI) schedule following the OPEB RSI tables.

**University of North Carolina School of the Arts  
Notes to Required Supplementary Information  
Schedule of University Contributions  
Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans  
For the Fiscal Year Ended June 30, 2022**

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*Changes of Benefit Terms:* Effective January 1, 2016, benefit terms related to copays, out-of-pocket maximums, and deductibles were changed for three of five options of the Retiree Health Benefit Fund (RHBF). Most of the changes were an increase in the amount from the previous year.

Effective January 1, 2017, benefit terms related to copays, coinsurance maximums, out-of-pocket maximums, and deductibles were changed for two of five options of the RHBF. Most of the changes were an increase in the amount from the previous year.

Effective January 1, 2019, benefit terms related to copays, out-of-pocket maximums, and deductibles were changed for one of four options of the RHBF. Out-of-pocket maximums increased while certain specialist copays decreased related to option benefits.

Effective January 1, 2020, benefit terms related to copays, out-of-pocket maximums, and deductibles were changed for the 70/30 PPO option of the RHBF. Only the copays were adjusted for 80/20 PPO option of the RHBF.

Effective January 1, 2021, members first hired on and after January 1, 2021 will not be eligible to receive retiree medical benefits.

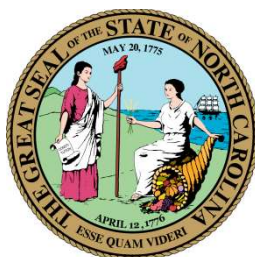
Additionally, the December 31, 2017 Disability Income Plan of North Carolina (DIPNC) actuarial valuation includes a liability for the State's potential reimbursement of health insurance premiums paid by employers during the second six months of the short-term disability benefit period.

*Method and Assumptions Used in Calculations of Actuarially Determined Contributions:* An actuarial valuation is performed for each plan each year. The actuarially determined contribution rates in the Schedule of University Contributions are calculated by the actuary as a projection of the required employer contribution for the fiscal year beginning six months preceding the date of the valuation results for the RHBF. The actuarially determined contribution rates in the Schedule of University Contributions are calculated by the actuary as a projection of the required employer contribution for the fiscal year beginning 18 months following the date of the valuation results for the DIPNC. See Note 13 for more information on the specific assumptions for each plan. The actuarially determined contributions were determined using the actuarially determined contribution rate from the actuary and covered payroll as adjusted for timing differences and other factors such as differences in employee class. Other actuarially determined contributions are disclosed in the schedule as expressed by the actuary in reports to the plans.

*Changes of Assumptions:* In 2020, the North Carolina Retirement Systems' consulting actuaries performed the quinquennial investigation of each retirement system's actual demographic and economic experience (known as the "Experience Review"). The Experience Review provides the basis for selecting the actuarial assumptions and methods used to determine plan liabilities and funding requirements. The most recent experience review examined each plan's experience during the period between January 1, 2015, and December 31, 2019. Based on the findings, the Boards of Trustees of the Teachers' and State Employees' Retirement System and the Committee on Actuarial Valuation of Retired Employees' Health Benefits adopted a number of new actuarial assumptions and methods for the RHBF and the DIPNC. The most notable changes to the assumptions include updates to the mortality tables and mortality improvements. These assumptions were adjusted to be based on the Pub-2010 mortality tables reflecting the mortality projection scale MP-2019, released by the Society of Actuaries in 2019. In addition, the assumed rates of retirement, salary increases, and rates of termination from active employment were updated to more closely reflect actual experience.

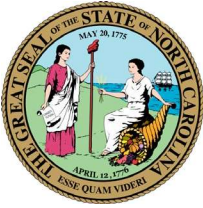
Consistent with the prior year, for the actuarial valuation measured as of June 30, 2021, the discount rate for the RHBF was updated to reflect the Bond Buyer 20-year General Obligation Index as of fiscal year end. In 2020, disability rates were adjusted to the non-grandfathered assumptions used in the Teachers' and State Employees' Retirement System actuarial valuation to better align with the anticipated incidence of disability. Medical and prescription drug claims costs were changed based on most recent experience, and medical and prescription drug trend rates were changed to the current schedule. Enrollment assumptions were updated to model expected migrations among RHBF plan options over the next four years. For the DIPNC actuarial valuation as of December 31, 2018, for individuals who may become disabled in the future, the Social Security disability income benefit (which is an offset to the DIPNC benefit) was updated to be based on assumed Social Security calculation parameters in the year of the disability. The assumed costs related to the Patient Protection and Affordable Care Act regarding the Health Insurance Provider Fee for the fully insured plans and Excise Tax were removed when those pieces were repealed in December 2019 and first recognized in the 2020 OPEB report.

The Notes to Required Supplementary Information reflect the most recent available information included in the State of North Carolina's 2021 Annual Comprehensive Financial Report.



# **INDEPENDENT AUDITOR'S REPORT**

STATE OF NORTH CAROLINA  
**Office of the State Auditor**



**Beth A. Wood, CPA**  
State Auditor

2 S. Salisbury Street  
20601 Mail Service Center  
Raleigh, NC 27699  
Telephone: (919) 807-7500  
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**INDEPENDENT AUDITOR'S REPORT  
ON INTERNAL CONTROL OVER FINANCIAL REPORTING  
AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN  
AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH  
GOVERNMENT AUDITING STANDARDS**

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Board of Trustees  
University of North Carolina School of the Arts  
Winston-Salem, North Carolina

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the University of North Carolina School of the Arts (University), a constituent institution of the multi-campus University of North Carolina System, which is a component unit of the State of North Carolina, and its discretely presented component unit, as of and for the year ended June 30, 2022, and the related notes to the financial statements, which collectively comprise the University's basic financial statements, and have issued our report thereon dated November 28, 2022. Our report includes a reference to other auditors who audited the financial statements of the University of North Carolina School of the Arts Housing Corporation, the University of North Carolina School of the Arts Program Support Corporation, the Thomas S. Kenan Institute for the Arts Supporting Organization, and the discretely presented component unit, the University of North Carolina School of the Arts Foundation, Inc., as described in our report on the University's financial statements. The financial statement of those entities were not audited in accordance with *Government Auditing Standards*, and accordingly, this report does not include reporting on internal control over financial reporting or compliance and other matters associated with those entities.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the University's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, we do not express an opinion on the effectiveness of the University's internal control.

*A deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to

prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the University's financial statements will not be prevented, or detected and corrected on a timely basis.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

### Compliance and Other Matters

As part of obtaining reasonable assurance about whether the University's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

### Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the University's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the University's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.



Beth A. Wood, CPA  
State Auditor

Raleigh, North Carolina

November 28, 2022

# ORDERING INFORMATION

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Office of the State Auditor  
State of North Carolina  
2 South Salisbury Street  
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Raleigh, North Carolina 27699

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**Internet:** [www.auditor.nc.gov/about-us/state-auditors-hotline](http://www.auditor.nc.gov/about-us/state-auditors-hotline)

For additional information contact the  
North Carolina Office of the State Auditor at:

**919-807-7666**



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This audit required 480 hours at an approximate cost of \$57,600.

**AGENDA ITEM**

Internal Audit Activity Update ..... Rod Isom & IA Staff

**Summary\*:**

- a) **IA Operations Update**  
*An update on Internal Audit staffing will be discussed.*
- b) **Recent Reports and Other Communications**  
*Recent reports or other audit communications that have been released will be discussed.*
- c) **Audit Plan Project Status and Update**  
*The status of projects or any updates to Internal Audit's audit plan will be discussed.*
- d) **Other Activities and Matters**  
*Other relevant matters or significant activities related to Internal Audit, the profession, or risk in general will be discussed.*

*\*Additional information related to these items or any internal audits or reviews released prior to the meeting will be provided at the meeting.*

**Action:** These items are for informational purposes only.



**WINSTON-SALEM**  
STATE UNIVERSITY



**Office of Internal Audit/Division of Institutional Integrity**  
Rod Isom, Chief Audit Officer  
1600 Lowery Street, Winston-Salem, North Carolina 27110  
(336) 750-2065 | [www.wssu.edu](http://www.wssu.edu)

January 30, 2023

Angela Mahoney  
Associate Vice Chancellor and Chief Human Resources Officer  
University of North Carolina School of the Arts  
1533 South Main Street  
Winston-Salem, NC 27127

Dear Ms. Mahoney:

The Winston-Salem State University (WSSU) Office of Internal Audit (IA) has completed its review of strategic management training protocols at the University of North Carolina School of the Arts (UNCSA). The results of the review, along with management's response, are contained in this report.

Engagements completed by WSSU's IA for UNCSA are conducted in conformance with the *International Standards for the Professional Practice of Internal Auditing*, published by the Institute of Internal Auditors.

Respectfully submitted,

Rod Isom  
Chief Audit Officer

cc: Brian Cole, Chancellor  
Jim DeCristo, Vice Chancellor for Economic Development and Chief of Staff  
David Harrison, Vice Chancellor for Institutional Integrity and General Counsel  
Audit, Risk, and Compliance Committee, UNCSA Board of Trustees



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## EXECUTIVE SUMMARY

Based on the results of IA's annual risk assessment and other discussions with leadership, an audit of UNCSA protocols related to onboarding and continuous training for managers was selected. Intentionality with onboarding and professional development is critical for the success of an organization because it helps to ensure employees understand their working environment, strategic initiatives, and organizational processes.

While the Office of Human Resources (HR) is not solely responsible for onboarding and continuous training, they play a major role in establishing tone in this regard. HR is committed to functioning as a strategic partner in the development and retention of a highly qualified, diverse workforce.

The objectives of our review were as follows:

- To assess onboarding for new managers.
- To assess the continuous training and development plan for managers.

During the period under review, fiscal year 2022, IA found evidence that training processes were in place, noting that 12 training workshops were offered by HR from July 2021 through January 2022. Additionally, HR was in the process of developing an onboarding course for supervisors that is expected to be released soon.

The review also identified an opportunity for improvement to mitigate risk and improve operations at the university. This item is discussed in detail in the *Audit Observations and Recommendations* section and summarized below.

**Observation:**

- Supervisory Training and Onboarding are not Prioritized

**Recommendations:**

- 1) HR Management should complete a resource allocation exercise benchmarking other HR universities' responsibilities to determine if additional resources should be allocated to professional development to meet strategic goals.
- 2) HR Management should work with university leadership and develop a strategy, along with a policy and procedures to establish what is expected for training at the supervisory level and develop measures to enforce accountability and assess effectiveness.
- 3) HR Management and university leadership should determine training needs in both faculty and administration to develop plans to train faculty supervisors and supervisors within administration, including consideration of the delivery of training methods.
- 4) HR Management should assess methods of communication to ensure training offerings are clearly disseminated to the university.

## BACKGROUND, OBJECTIVE, AND SCOPE

### **BACKGROUND:**

Based on the results of IA's annual risk assessment and other discussions with leadership, an audit of UNCSA protocols related to onboarding and continuous training for managers was scheduled. Turnover rates are increasing nationwide, meaning that attracting, developing, and retaining competent individuals becomes more critical in helping an organization meet strategic initiatives. Intentionality with onboarding and professional development is critical for the success of an organization because it helps to ensure employees understand their working environment, strategic initiatives, and organizational processes.

UNCSA is a top-ranked creative and performing arts conservatory in Winston-Salem, N.C. UNCSA is the state's unique professional school for the performing, visual, and moving image arts, training students at the high school, undergraduate, and master's levels for professional careers in the arts.

While HR is not solely responsible for onboarding and continuous training, they play a major role in establishing tone in this regard. HR is committed to functioning as a strategic partner in the development and retention of a highly qualified, diverse workforce.

### **OBJECTIVE:**

The objectives of our review were as follows:

- To assess onboarding for new managers.
- To assess the continuous training and development plan for managers.

To conduct the review, IA performed the following procedures:

- Reviewed university policies and procedures;
- Interviewed university employees; and
- Examined relevant documents and records.

### **SCOPE:**

The scope of the review was onboarding and continuous training opportunities in place during fiscal year 2022.

This report presents the results of IA's review.

## AUDIT OBSERVATIONS AND RECOMMENDATIONS

The following audit observation was identified during the review and describes conditions that could adversely affect the university's ability to meet its strategic objectives.

### 1. Supervisory Training and Onboarding are not Prioritized

The university has not prioritized a supervisory training and onboarding program. As a result, it is difficult to tailor training and development opportunities across the university which increases the risk of ineffective operations, inefficiency, and noncompliance.

Within HR, there is currently not a position whose primary responsibility is training and professional development. As of June 30, 2022, HR has seven employees<sup>1</sup> and one vacancy (eight total positions available) within their department, including the Chief Human Resources Officer. Of these seven employees, the primary responsibilities include Benefits, Leave, Temporary Employment, Employee Relations, Operations, and Talent Acquisition. When training is not prioritized as a primary responsibility, limited or ineffective training opportunities are more likely to be offered.

There is not a specific policy or procedure established to hold supervisors accountable when professional development activities are not completed. Talent Development is considered in the SHRA performance appraisal process; however, it is not identified in the EHRA performance appraisal process. Further, it was noted required training courses for employees exist, but interviews with employees noted that accountability measures have not been developed for when training courses are not completed.

Additionally, during interviews with various managers, the campus is not aware of ongoing training or onboarding procedures that are specific to supervisors. While there is not currently an onboarding process specific to supervisors, IA noted that an onboarding course is being developed by HR within Canvas<sup>2</sup> that is expected to be released soon. During the period of July 2021 through January 2022, there were 12 training workshops offered by HR that could assist in developing employees and managers, such as *Giving Constructive Feedback*, *Emotional Intelligence*, and *Interviewing for Success*. Despite these offerings, most managers interviewed were not aware of training offerings for supervisory employees.

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<sup>1</sup> For reference, only one other UNC System institution has seven employees within HR and one other institution has eight employees. There are no institutions within the UNC System that employ fewer than seven individuals within HR. Per the UNC System Fact Sheets as of Fall 2021, UNCSCA employs 464 total permanent full-time employees and only one university employs fewer full-time positions than UNCSCA.

<sup>2</sup> Canvas is the learning management system UNCSCA provides, to host course lessons, materials, interaction, and assessment in an online environment.

<b>AUDIT OBSERVATIONS AND RECOMMENDATIONS</b>
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According to management, other HR responsibilities are prioritized and regulated, so HR has been unable to reassign duties or complete the employee onboarding training without increasing the risk of noncompliance with laws and regulations. Further, there does not seem to be a designed strategic approach to champion and enforce training and development.

*Criteria:*

The Committee of Sponsoring Organizations of the Treadway Commission (COSO) established a generally accepted framework for internal controls to improve organizational performance and governance. A fundamental concept of the framework is establishing the control environment. An underlying principle of control environment is that “The organization demonstrates a commitment to attract, develop, and retain competent individuals in alignment with objectives.”

Another fundamental concept of the framework established by COSO is establishing control activities. An underlying principle of control activities is that “The organization deploys control activities through policies that establish what is expected and in procedures that put policies into action.”

A third fundamental concept of the framework established by COSO is effective information and communication. An underlying principle of information and communication is that, “The organization internally communicates information, including objectives and responsibilities for internal control, necessary to support the functioning of internal control.”

*Recommendations:*

- 1) HR Management should complete a resource allocation exercise benchmarking other HR universities’ responsibilities to determine if additional resources should be allocated to professional development to meet strategic goals.
- 2) HR Management should work with university leadership and develop a strategy, along with a policy and procedures to establish what is expected for training at the supervisory level and develop measures to enforce accountability and assess effectiveness.
- 3) HR Management and university leadership should determine training needs in both faculty and administration to develop plans to train faculty supervisors and supervisors within administration, including consideration of the delivery of training methods.
- 4) HR Management should assess methods of communication to ensure training offerings are clearly disseminated to the university.



HUMAN  
RESOURCE!

To: Rod Isom  
Chief Audit Officer

Cc: Jim DeCristo  
Vice Chancellor for Economic Development and Chief of Staff

**Angela L. Mahoney**

Associate Vice Chancellor and Chief

Human Resources Officer

Human Resources

From: Angela L. Mahoney  
Associate Vice Chancellor and Chief Human Resources Officer

1533 South Main Street  
Winston-Salem, NC 27127

Re: Response to Audit Observation(s) and Recommendation(s) –  
Planned Review – Strategic Management Training

(336) 770-3317 office  
(336) 770-1462 fax

Date: January 12, 2023

[mahoneya@uncsa.edu](mailto:mahoneya@uncsa.edu)

[www.uncsa.edu](http://www.uncsa.edu)

Thank you so much for this report and the information that you have compiled. These recommendations within the report will be taken at full value and corrections will be made.

Human Resources agrees with the observation(s) and recommendation(s) in the report and will implement the following actions:

### **Supervisory Training and Onboarding are not Prioritized**

HR recognized the need for an Onboarding Guide and initiated the assistance of a Consulting Firm to develop. The Onboarding Guide is in its final stages of review. Upon completion, it will be housed in the University Canvas System. We plan to launch the Onboarding Guide in 2023.

Additionally, HR developed a Manager and Supervisor Toolkit. The toolkit is reflective of materials intended to provide UNCSA supervisors the tools needed to successfully supervise. The Human Resources team is available to assist supervisors with understanding UNCSA policies and procedures, the role of the supervisor and the importance of having a partnership with HR.

*Manager and Supervisor Toolkit Link*

<https://www.uncsa.edu/mya/human-resources/manager/index.aspx>

### **Management's Response:**

- 1) HR Management should complete a resource allocation exercise benchmarking other HR universities' responsibilities to determine if additional resources should be allocated to professional development to meet strategic goals.***

#### Plan of Action:

HR will benchmark with other HR universities in the UNC System.

Expected Date of Implementation:

This will be implemented on or before March 31, 2023.

Party Responsible for Implementing the Identified Actions:

HR will be responsible for benchmarking with other HR universities in the UNC System and providing information based on those that respond.

- 2) HR Management should work with university leadership and develop a strategy, along with a policy and procedures to establish what is expected for training at the supervisory level and develop measures to enforce accountability and assess effectiveness.**

Plan of Action:

HR Management will collaborate with the Vice Chancellor for Economic Development and Chief of Staff to develop a training strategy and to establish what is expected for training at the supervisory level.

Expected Date of Implementation:

This will be implemented on or before December 31, 2023.

Party Responsible for Implementing the Identified Actions:

HR Management and the Vice Chancellor for Economic Development and Chief of Staff. Additionally, Senior Leadership to identify and potentially provide funding to support implementation of recommendations.

- 3) HR Management and university leadership should determine training needs in both faculty and administration to develop plans to train faculty supervisors and supervisors within the administration, including consideration of the delivery of training methods.**

Plan of Action:

This year we initiated a Consulting Firm to assist with developing a training assessment tool to launch to the Campus Community to determine the training needs. HR Management will work in partnership with the Vice Chancellor for Economic Development and Chief of Staff regarding the information that has been identified in this report.

Expected Date of Implementation:

This will be implemented on or before December 31, 2023.

Party Responsible for Implementing the Identified Actions:

HR Management and the Vice Chancellor for Economic Development and Chief of Staff. Additionally, Senior Leadership to identify and potentially provide funding to support implementation.

- 4) HR Management should assess methods of communication to ensure training offerings are clearly disseminated to the university.**

Plan of Action:

The various professional development and training opportunities have been communicated via the university method of communication in the MySA and posted on the HR webpage. The training assessment tool launched earlier this year to the Campus Community assessed the methods of disseminating campus training offerings. HR management will review the results again to ensure training offerings by HR are disseminated in a manner that is most visible to the audience.

Expected Date of Implementation:

This will be implemented on or before June 30, 2023.

Party Responsible for Implementing the Identified Actions:

HR in partnership with Senior Leadership. Additionally, support from Strategic Communications.



# Fiscal Year 23 Plan Component Project Status

Plan Component	Last Milestone*	Progress Status^
FY2022 Self Assessment Maturity Model	FR	Complete
Investigation: HR Data – <b>9/16/22</b>	FR	Complete
Planned: Title IX – Student Programming & Training – <b>11/29/22</b>	FR	Complete
Quality Assessment Review – Peer External Assessment Review – <b>12/2022</b>	FR	Complete
Planned: Strategic Management Training – <b>1/30/23</b>	FR	Complete
Planned: Cybersecurity	EC	On Track
Investigation: Anonymous Complaint	EC	On Track

## ^Progress Status

Red - Major Delays

Orange - Some Delays

Green - On Track

Blue - Not Started

## \*Milestones

- (PC) Planning Complete
- (EC) Entrance Conference
- (FC) Fieldwork Commenced
- (FCP) Fieldwork Complete
- (EXC) Exit Conference
- (DR) Draft Report Issued
- (FR) Final Report Issued

# Other Activities & Matters

## IIA Standards Update Coming Soon:

The International Internal Audit Standards Board's multiyear IPPF Evolution Project aims to streamline and simplify the International Standards for the Professional Practice of Internal Auditing. New draft Standards will be available for public comment in early 2023, with final Standards expected later that year. New Standards become effective 12 (TBD) months from the release date, which expected to be sometime in 2024.

- *Update: Public comment period begins March 1*



The Institute of  
**Internal Auditors**

# Other Activities & Matters

## Annual Risk Assessment:

IA will be commencing their annual risk assessment process this quarter which allows the unit to assess the current risk landscape and update the audit plan which will be presented to ARCC for review and approval next quarter.

