

An aerial, top-down view of six business professionals on a floor with a vibrant, multi-colored geometric pattern of triangles and lines. The colors range from deep blue to purple and magenta. The individuals are engaged in various professional activities: one is on a mobile phone, another is pulling a suitcase, one is using a laptop, and others are holding documents or bags. Long shadows are cast across the floor, suggesting a low sun position. The overall atmosphere is professional and dynamic.

# Internal Audit Foundation

2022-2023



Internal Audit  
FOUNDATION



# Letter From the President

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**I am delighted to reflect on the journey** of the Internal Audit Foundation over the past two years. Our mission, centered on promoting the value of internal audit and advancing the profession's future, has propelled the Foundation to make significant strides in reaching a global audience. Our academic programs and research initiatives have transcended borders, providing knowledge and insights crucial in today's ever-evolving business landscape.

We have actively developed groundbreaking research projects exploring emerging trends, best practices, and innovative topics. Since 2022, we have produced 16 globally focused reports covering data analytics, fraud, data privacy, diversity, equity, inclusion, and more. This year, we collaborated with IIA institutes and regional bodies to launch the first global Risk in Focus report suite.

Our academic programs, including the Internal Auditing Education Partnership (IAEP) Program and Internal Audit Awareness Program (IAAP), have experienced substantial growth, with nearly 30 colleges and universities joining over the past two years. These institutions, spread across the globe, share our dedication to educating and preparing the next generation. Since 2022, the Foundation has awarded more than \$140,000 in university grants and student scholarships.

The Foundation has developed the groundbreaking project, "Internal Audit: Vision 2035 - Creating Our Future Together." This initiative aims to envision the future state of the internal audit profession and outline the necessary steps to realize that future. We are excited to launch the comprehensive report and online experience in 2024.

Looking forward, the Foundation remains steadfast in its mission. We are excited about the opportunities ahead and confident in our ability to continue developing the profession's future. I extend my gratitude to all who have contributed to the success of the Internal Audit Foundation. Your dedication and passion have played a pivotal role in advancing our efforts.

Sincerely,

Warren W. Stippich Jr., CIA, CRMA, CPA  
President, Internal Audit Foundation



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Nicole Narkiewicz

Senior Manager, Research and Insights,  
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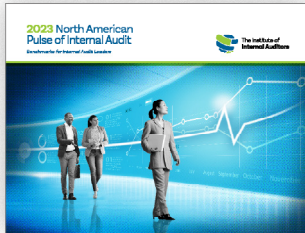
Laura LeBlanc

Senior Director, The Institute of Internal Auditors,  
Global Headquarters

# Cutting-Edge Research Reports

Over the past two years, the Foundation has produced and released 16 globally focused research reports spanning topics from fraud to risk, DEI to data analytics, and more! In addition to the below reports, the Foundation has partnered with the American Accounting Association (AAA) on the soon-to-be released “Special Forum: Collaborations with Internal Auditors” in *Current Issues in Auditing*.

## 2023 REPORTS



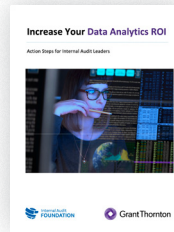
**Pulse of Internal Audit**  
March 2023



**Building a Best-in-Class Whistleblower Hotline Program**  
March 2023



**Supporting Diversity, Equity, and Inclusion From Inside Out**  
May 2023

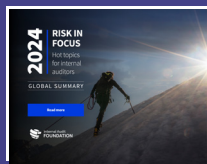


**Increase Your Data Analytics ROI: Action Steps for Internal Audit Leaders**  
July 2023

## Global Risk in Focus Reports

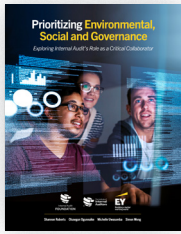
September 2023

Risk in Focus 2024 is your source for the most current information about today’s risk landscape. Based on survey responses from more than 4,000 CAEs and directors worldwide, these data-driven reports revealed the world’s highest risk areas and internal audit’s response.



**Navigating a Technology Risk-Filled Horizon: Global Technology Audit Risks Survey**  
October 2023

## 2022 REPORTS



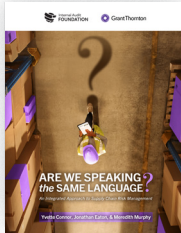
### Prioritizing ESG: Exploring Internal Audit's Role as a Critical Collaborator

February 2022



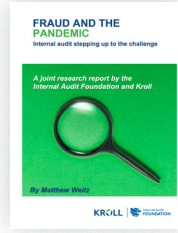
### Privacy and Data Protection: Internal Auditors' Views on Risks, Responsibilities, and Opportunities

March 2022



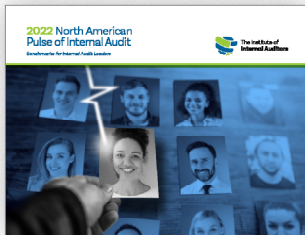
### Are We Speaking the Same Language? An Integrated Approach to Supply Chain Management

March 2022



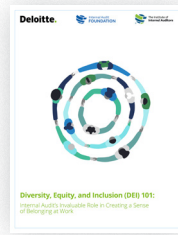
### Fraud and the Pandemic: Internal Audit Stepping Up to the Challenge (Part 2)

March 2022



### Pulse of Internal Audit

February 2022



### DEI 101: Internal Audit's Invaluable Role in Creating a Sense of Belonging at Work

June 2022



## Internal Audit: A Global View

July 2022

The Internal Audit Foundation and The IIA conducted a global survey to inform the report, "Internal Audit: A Global View," to gain a clearer perspective of our profession and its professionals. The report captured the breadth and depth of internal auditing and the nuances of industries, sectors, and regions with feedback from more than 3,600 auditors in 159 locations.



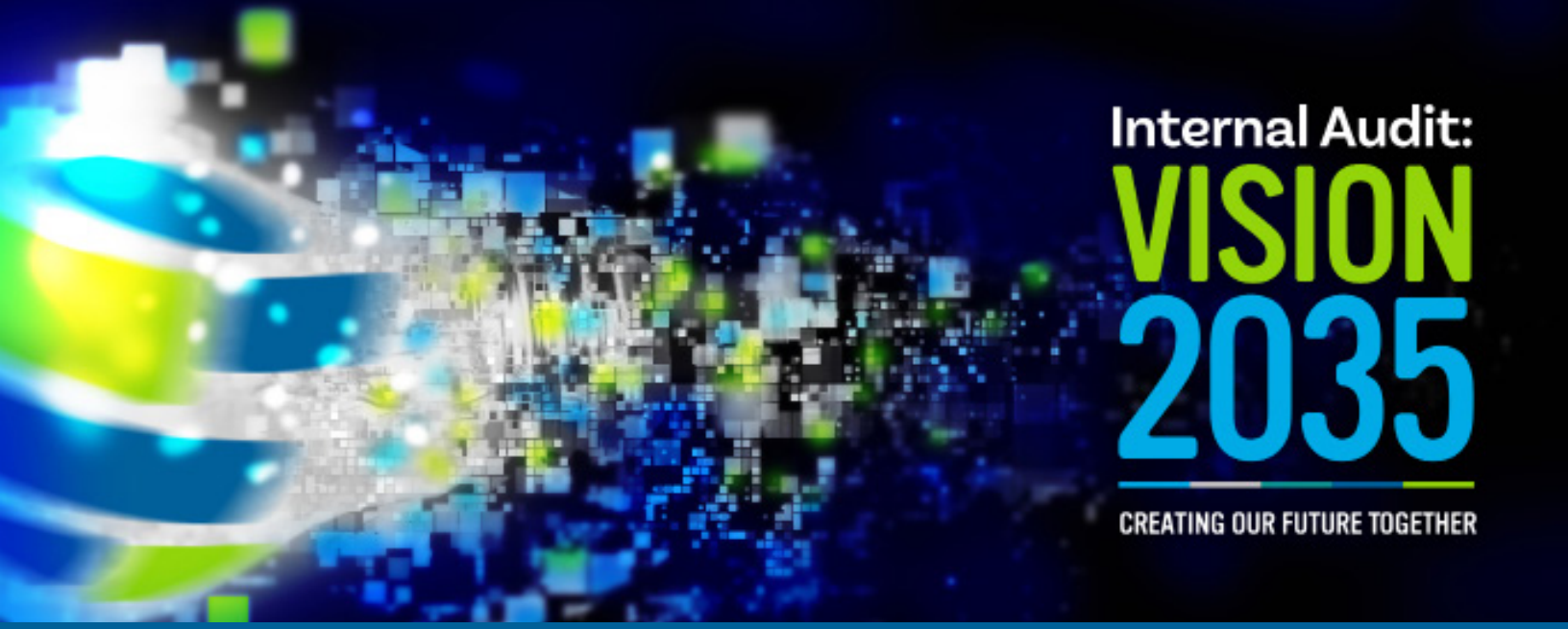
### Internal Control and the Transformation of Entities

July 2022



### DEI: Internal Audit's Role in Recruiting, Retaining, and Developing Diverse Talent

December 2022



# Internal Audit: **VISION** **2035**

CREATING OUR FUTURE TOGETHER

## Vision 2035: Creating Our Future Together

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**To be truly future-ready**, internal auditors need to understand and proactively anticipate change and its impact on the profession. What will the future of the internal audit profession look like in 2035? How will the role of the internal audit profession evolve, and what strategies are needed to enhance its value? The Foundation’s Vision 2035 project aims to address critical needs through understanding the future of the internal audit profession, considering the evolving business landscape, technological advancements, and global challenges.



This project will help us prepare for the future by engaging a global group of experts, including volunteer leaders, representatives from the International Internal Audit Standards Board, The IIA’s Professional Certifications Board, the Internal Audit Foundation’s Board of Trustees and Committee of Research and Education Advisors, and representatives from regional bodies and IIA Institutes.



During the three research phases of the project – foundational research, qualitative research, and a quantitative survey – we will actively seek input and gather perspectives from internal auditors and their stakeholders around the globe.

We are pleased to report significant progress in shaping our collective future. The foundational research phase of the Vision 2035 project has been successfully completed. Additionally, we have seen the successful execution of the 1.5-day Future Foresight session and the collection of

valuable insights in Amsterdam through roundtable discussions with Affiliate leaders and chief audit executives (CAEs) during the Global Assembly and International Conference.

The qualitative research and analysis phase of the project has also reached its conclusion. By actively engaging more than 500 internal audit professionals and stakeholders through roundtable focus groups or one-on-one interviews, inclusive of efforts during the Global Assembly and International Conference, we have gathered valuable insights.

In Phase 3 of the Vision 2035 Project, the Foundation deployed an online survey based on the feedback and insights our team has gathered. This survey was translated into multiple languages to ensure a global reach. While predicting the future is uncertain, the project recognizes the importance of taking action as we shape the future we want. The full report will be available July 2024.



## VISION 2035 SPECIAL COMMITTEE MEMBERS

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CIA, CRMA

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Maria Craig, CIA, QIAL

Marthin Grobler, CIA,  
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Ruth Doreen Mutebe, CIA

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Nicole Narkiewicz

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# Record-Breaking Scholarship Applications

## RECORD-BREAKING SCHOLARSHIP APPLICATIONS

2023 marked a historic achievement for the Foundation, with the highest number of IAEP grant applications and Michael J. Barrett Doctoral Dissertation applications ever received. Additionally, the Foundation team relaunched a scholarship funded by the Sawyer Family Endowment: the Larry B. Sawyer Student Scholarship – open to both undergraduate and graduate students interested in a career in internal audit.

## Investing in the Next Generation

**Shaping and growing the profession** is a critical focus for the Foundation. We do this by supporting colleges, universities, and students worldwide with programs, grants, and scholarships to help them succeed.

## ACADEMIC PROGRAMS

In 2023, we welcomed 12 new Awareness schools and two new IAEP schools to our programs, continuing the positive trend from 2022 of 16 new schools added to our programs. This expansion reflects a growing commitment to fostering internal audit education globally.

We are excited to celebrate the advancement of two programs to the Center of Excellence level of the IAEP Program: Texas A&M University (Brazos Valley, TX) in 2022, and Nelson Mandela University (South Africa) in 2023.



**“One change we have noticed after becoming recognized as a Center of Excellence is the new employer connections that we have been able to make. In this last year, we heard from 4-5 new companies who are hiring in internal audit positions and want to promote their opportunities to our students. We now have a system in place to share these opportunities with our program’s alumni, giving them another network to draw upon if they need help with career opportunities down the road. Our alumni also benefit from being able to list a Center of Excellence certificate earned, which elevates their resume when applying for experienced internal audit roles. Students often don’t realize what the recognition means when they are in school, but clearly see its benefits in the workforce.”**

*Tara Blasor, IAEP Coordinator, Texas A&M University, USA*

**“The experiences we gained from being part of the IAEP program are valuable. Participation builds good relationships among participants and makes us feel connected to The IIA and the profession. This fuels our desire to help develop and further spread the internal auditing profession.”**

*Aim-orn Jaikengkit, IAEP Coordinator, Chulalongkorn University, Thailand*



# Internal Auditing Education Partnership



The Institute of Internal Auditors recognizes colleges and universities that create stellar learning opportunities for students interested in a career in internal auditing through the global Internal Auditing Education Partnership (IAEP) Program. Working to build the pipeline of internal audit-ready graduates, IAEP programs offer various internal audit curriculum and learning opportunities within a degree program. Participating programs fall within one of three levels: Foundation, Comprehensive, or Center of Excellence.

The Internal Audit Foundation supports these institutions of higher education and their students through grant funding, scholarships, resources, learning, and dedicated staff support. Contact [academic@theiia.org](mailto:academic@theiia.org) for more information on how to join.

<b>CANADA</b>	<b>Ontario</b>	<b>University of Waterloo</b>	<b>Foundation</b>
<b>CHINA</b>	<b>Nanjing</b>	<b>Nanjing Audit University</b>	<b>Comprehensive</b>
<b>FRANCE</b>	<b>Marseille</b>	<b>Aix-Marseille Université</b>	<b>Comprehensive</b>
<b>GERMANY</b>	<b>Duisburg</b>	<b>Universität Duisburg-Essen</b>	<b>Center of Excellence</b>
<b>GREECE</b>	<b>Athens</b>	<b>National and Kapodistrian University of Athens</b>	<b>Foundation</b>
<b>INDONESIA</b>	<b>Jakarta</b>	<b>State Finance Polytechnic of STAN</b>	<b>Foundation</b>
<b>ITALY</b>	<b>Pisa</b>	<b>Università di Pisa</b>	<b>Comprehensive</b>
<b>LEBANON</b>	<b>Beirut</b>	<b>Lebanese American University</b>	<b>Comprehensive</b>
	<b>Tripoli</b>	<b>AZM University</b>	<b>Foundation</b>
<b>MALAYSIA</b>	<b>Kuala Lumpur</b>	<b>University of Malaya</b>	<b>Foundation</b>
<b>NETHERLANDS</b>	<b>Amsterdam</b>	<b>University of Amsterdam</b>	<b>Center of Excellence</b>
	<b>Rotterdam</b>	<b>Erasmus Universiteit Rotterdam</b>	<b>Center of Excellence</b>
<b>SOUTH AFRICA</b>	<b>Port Elizabeth</b>	<b>Nelson Mandela University</b>	<b>Center of Excellence</b>
	<b>Pretoria</b>	<b>Tshwane University of Technology</b>	<b>Center of Excellence</b>
	<b>Pretoria</b>	<b>University of Pretoria</b>	<b>Center of Excellence</b>
	<b>Pretoria</b>	<b>University of South Africa</b>	<b>Comprehensive</b>
<b>THAILAND</b>	<b>Bangkok</b>	<b>Chulalongkorn University</b>	<b>Comprehensive</b>
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CA	Fullerton	California State University – Fullerton	Foundation
CA	San Francisco	San Francisco State University	Foundation
CO	Denver	Metropolitan State University Denver	Comprehensive
FL	Boca Raton	Florida Atlantic University	Foundation
FL	Orlando	University of Central Florida	Foundation
GA	Atlanta	Georgia State University	Comprehensive
GA	Kennesaw	Kennesaw State University	Center of Excellence
IL	Chicago	DePaul University	Comprehensive
IL	Dekalb	Northern Illinois University	Comprehensive
IL	Edwardsville	Southern Illinois University – Edwardsville	Foundation
IL	Peoria	Bradley University	Comprehensive
IN	Indianapolis	Indiana University Indianapolis	Comprehensive
KS	Pittsburg	Pittsburg State University	Comprehensive
LA	Baton Rouge	Louisiana State University	Center of Excellence
LA	New Orleans	University of New Orleans	Comprehensive
MA	Waltham	Bentley University	Comprehensive
MD	Adelphi	University of Maryland Global Campus	Foundation
MI	Allendale	Grand Valley State University	Foundation
MI	Detroit	Wayne State University	Foundation
MI	Ypsilanti	Eastern Michigan University	Comprehensive
MN	St. Cloud	St. Cloud State University	Foundation
MO	Columbia	University of Missouri	Foundation
NJ	Lawrenceville	Rider University	Foundation
NV	Las Vegas	University of Nevada, Las Vegas	Comprehensive
NY	Buffalo	University at Buffalo - The State University of New York	Comprehensive
NY	Jamaica	St. John's University	Center of Excellence
OH	Cleveland	Cleveland State University	Comprehensive
PA	Pittsburgh	PennWest University	Foundation
PA	Pittsburgh	Duquesne University	Foundation
TN	Murfreesboro	Middle Tennessee State University	Foundation
TX	Austin	University of Texas at Austin	Comprehensive
TX	College Station	Texas A&M University	Center of Excellence
TX	Denton	University of North Texas	Comprehensive
TX	Edinburgh	University of Texas at Rio Grande Valley	Foundation
TX	El Paso	University of Texas at El Paso	Comprehensive
TX	Houston	University of Houston	Center of Excellence
TX	Richardson	University of Texas at Dallas	Center of Excellence
WA	Seattle	Seattle University	Center of Excellence
WV	Morgantown	West Virginia University	Foundation

## 2023 BARRETT DISSERTATION AWARD RECIPIENTS



### Xiaoxing Huo

**Dissertation Title:** *Professional Identity of Internal Auditors in South Africa*

Xiaoxing Huo is a doctoral student at the prestigious University of Pretoria, South Africa. She received a bachelor's degree in internal auditing and a master's degree in government auditing from Nanjing Audit University, China. With this multinational educational background, she is passionate about researching the macro development of the audit profession and the micro development of individual audit professionals in developing countries. She hopes to work in audit higher education and continue her academic career after finishing the doctoral program.



### Jennifer Puccia

**Dissertation Title:** *The Effect of Audit Committee Internal Audit Expertise on Financial Reporting and Operating Performance*

Jennifer Puccia is a fifth-year Ph.D. candidate in accounting at Michigan State University. She expects to graduate in May of 2024. She received a Bachelor of Business Administration in Accounting and a Master of Science in Management Information Systems from Texas A&M University. Puccia is a licensed CPA in the state of Texas. Prior to joining the Ph.D. program in 2019, she worked as an Information Technology Auditor for EY in Dallas, Texas, and as an Internal Audit Senior Consultant in Technology for Protiviti in Chicago, Illinois. During her time in client services, Puccia focused on executing and managing internal audits, external audits, risk assessments, initial public offering readiness evaluations, and National Institute of Standards and Technology (NIST) cybersecurity reviews. Her research area is audit with a particular interest in internal audit, audit regulation, and technology. In her dissertation, she examines whether internal audit expertise on the audit committee is associated with improvements to financial reporting and operating performance. Her findings speak to the value of internal audit skills and audit committee composition.

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## 2022 BARRETT DISSERTATION AWARD RECIPIENTS



### Xiaobing (Emily) Li, CPA, MBA

**Dissertation Title:** *The Effects of Management Training Ground and Internal Audit Service Type on External Auditors' Reliance on Internal Auditors' Work*

Xiaobing (Emily) Li is a transfer pricing staff employee at EY. Li has worked in the accounting field for several years and plans to teach accounting students after completing her doctoral program.

In her application, Li said, "I believe [relationships with government and industry] are an excellent source of ideas, data... and problem-solving expertise... [These relationships] would provide students with truly industry-relevant experience and skills in identifying and resolving complex business and accounting problems."



### Lisa Haylon

**Dissertation Title:** *An Investigation of the Tactics Used to Create Collusive Fraud Teams*

Lisa Haylon is a tenure-track assistant professor at Southern Connecticut State University.

In her application, Haylon said, "I think it is vital to develop future professionals to be able to navigate professional/ethical decision-making in ways that are consistent with professional ethical standards... I hope that further research on collusive fraud can help fraud prevention and thus anticipate using my research to educate fraud prevention professionals as well."

# IAEP Grants

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The Internal Audit Foundation is pleased to administer the annual grant program for recognized academic institutions supported by contributions to the Foundation’s Academic Fund. The Academic Fund supports initiatives that focus on establishing a foundation for today’s students to become leaders in the internal audit profession tomorrow. These grants support university program advancement and sustainability, student engagement, IAEP Advocate/Graduate Assistant programs, educator development, and/or internal auditing program scholarships.

## 2023 RECIPIENTS (\$64,800 IN GRANTS DISTRIBUTED TO 11 UNIVERSITIES)

- Chulalongkorn University
- Georgia State University
- Kennesaw State University
- Louisiana State University
- Slippery Rock University
- Texas A&M University
- University of Nevada, Las Vegas
- University of Pretoria
- University of Texas at Austin
- University of Texas at El Paso
- University of Texas at Rio Grande Valley

## 2022 RECIPIENTS (\$60,000 IN GRANTS DISTRIBUTED TO NINE UNIVERSITIES)

- Bentley University
- Chulalongkorn University
- Georgia State University
- Kennesaw State University
- Louisiana State University
- Seattle University
- Texas A&M University
- University of Pretoria
- University of Texas at El Paso



**“The IAF grant is life changing for my student. In addition to coordinating events with professionals, receiving direct financial support, and added tuition reduction, my first-generation graduate student is provided office space for work and study. Simply put, the IAF grant made it possible for my student to enter and succeed in our graduate program.”**

*Brad Schafer, IAEP Coordinator, Kennesaw State University, USA*

**“The IAF grant has benefited us in raising awareness about internal auditing career opportunities. We are at the inception of our Internal Auditing Student Association... and scheduling internal audit guest speakers and events.”**

*Delia Sanchez, IAEP Coordinator, University of Texas at Rio Grande Valley, USA*



# Outreach & Engagement

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The Foundation team had several exciting opportunities to connect with academics and students across North America, from university visits to global conferences and events.

## GLOBAL STUDENT CONFERENCE AND LEADERSHIP ACADEMY

Pictured L-R: Areli Serrano, Courtney Rios, Warren Stippich, Laura LeBlanc



## Kennesaw State University Internal Audit Awareness Day

Pictured L-R: Desiree Rivera, Brad Schafer, Nicole Narkiewicz

## Beta Alpha Psi Annual Conference

Pictured L-R: Nicole Huie, Anthony Pugliese, Cristina Almeida



## American Accounting Association (AAA) Annual Meeting

Pictured L-R: Nicole Narkiewicz, Desiree Rivera

## AACSB International Conference and Annual Meeting

Pictured L-R: Giorgio Gotti, Desiree Rivera, Salvador Contreras



# A special THANK YOU to our partners...



## DIAMOND PARTNERS



## PLATINUM PARTNERS



## GOLD PARTNERS





## CHAPTER AND IIA INSTITUTE CONTRIBUTORS

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Atlanta	Columbus (GA)	Memphis	Puerto Rico
Austin	Costa Rica	Mexico	Sacramento
Australia	Detroit	Miami	Salt Lake City
Baltimore	Dominican Republic	Michiana	San Antonio
Barbados	East Tennessee	Middle Georgia	San Diego
Beach Cities	Ecuador	Montgomery (AL)	San Gabriel
Birmingham (AL)	Edmonton	Nashville	San Jose
Boise	El Paso	New Orleans	Sioux Falls
Brazil	El Salvador	Nicaragua	Southwest Virginia
Brazos Valley	Florida Space Coast	North Alabama	St. Louis
Calgary	Florida West Coast	North Arkansas	Tallahassee
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Central New York	Heartland-Iowa	Northwest Metro Chicago	Twin Cities
Central North Dakota	Hong Kong	Ozarks	Uruguay
Central Ohio	Indianapolis	Panama	Vancouver
Central Virginia	Indonesia	Paraguay	Venezuela
Chattanooga Area	Lansing (MI)	Peru	Washington (DC)
Chicago	Lehigh Valley	Philippines	Western Carolinas
Chile	Long Island	Phoenix	Western New York
Chinese Taiwan	Los Angeles		Wichita
Cincinnati	Louisville		

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