The University of Minnesota Board of Regents invites applications and nominations for the position of Chief Auditor for the University of Minnesota.

The Chief Auditor is a senior leader directly accountable to the Board of Regents. In addition, the Chief Auditor receives additional oversight and guidance from the President in the execution of audit work. The Chief Auditor provides independent assurance and advisory services designed to add value and improve the operations of the University of Minnesota and its five distinct campuses. They lead the Office of Internal Audit and are responsible for designing, organizing and directing this function to continually assess whether the University’s network of risk management, internal control, and governance is adequate and functioning effectively.

Core Duties and Responsibilities
The Chief Auditor is responsible for directing the University-wide Internal Audit function, which assesses the extent to which:
- the University’s risks are appropriately identified and managed;
- important financial, managerial, and operating information is accurate, reliable, and timely; resources are acquired economically, used efficiently and adequately protected;
- and significant legislative and regulatory issues impacting the University are recognized and addressed appropriately.

The Chief Auditor develops a flexible internal audit plan using appropriate risk-based methodology and provides regular status updates; reports significant issues relating to the processes for controlling University activities, including potential improvements to those processes, and maintains and leads an audit staff with the knowledge, skills, and experience to provide a high level of professional audit service to the University. The work of the audit function ensures effective and efficient use of institutional resources in all areas of the University.

The Chief Auditor is expected to work closely and effectively with the Board of Regents and its Audit & Compliance Committee, the President and senior leadership team, and robust shared governance structures systemwide, as well as with the state, the federal government, and the external auditors that support the University’s work. This includes a direct and ongoing partnership with the University’s General Counsel and Chief Compliance Officer to evaluate and mitigate institutional risk. The Chief Auditor must be able to communicate important audit findings and results clearly and with fidelity externally as needed to ensure continued confidence in the University’s use of public resources.
As the assigned senior leader liaison to the Board’s Audit & Compliance Committee, the Chief Auditor is responsible for facilitating committee meetings, assisting in agenda development, providing meeting materials, and maintaining an open line of communication with committee leadership about ongoing or emerging audit issues.

The Leadership Challenges and Opportunities

The University of Minnesota System, with campuses in Crookston, Duluth, Morris, Rochester, and the Twin Cities, is driven by a singular vision of excellence. The University of Minnesota Twin Cities is the flagship campus and one of five university campuses in the nation with an engineering school, medical school, law school, veterinary medicine school, and agricultural school all on one campus. The University is proud of its land-grant mission of world-class education, groundbreaking research, and community-engaged outreach.

The Chief Auditor leads the University’s portfolio of risk management work in an open and transparent environment. Meetings of the Board’s Audit & Compliance Committee are open to the public and the Minnesota Government Data Practices Act establishes what University data are public information. In addition, Minnesota’s Legislative Auditor receives a copy of all completed audit reports.

The Office of Internal Audit and its staff enjoy a very strong reputation across the University and amongst their peers nationally. The Chief Auditor directs the administrative and operational activities of this office, including the preparation and execution of an organizational plan to achieve the responsibilities of the audit function. The new Chief Auditor will have the opportunity to continue to grow and enhance the strengths and skills of the audit team, while introducing new methodologies and audit approach best practices along with the necessary training to ensure continued success for the University.

The Chief Auditor works with a wide variety of internal and external constituencies, developing trust and credibility by advocating for appropriate management oversight; providing leadership in the analysis and evaluation of institutional risk; and participating in consultative processes with the Board of Regents, President, senior leadership, faculty and staff to achieve consensus on issues related to the University’s overall risk environment. The Chief Auditor also coordinates audit coverage with external audit providers and represents the University and the internal audit function to external organizations and governmental agencies.
The Chief Auditor is a visible, trusted partner to the Board of Regents and the University community. This leader’s strong reputation is important to the ability of the Office of Internal Audit to successfully accomplish its mission of institutional support, risk assessment and mitigation strategies, and programmatic review. With turnover in the past year of key members of the President’s senior leadership team; one-third of the seats on the 12-person Board of Regents up for election every two years; and planned turnover in leadership of the Board’s Audit & Compliance Committee, the new Chief Auditor will have both an immediate and ongoing opportunity to develop and enhance relationships to benefit the internal audit function and the University’s reputation.

A new systemwide strategic plan, MPact 2025 reflects the University’s commitment to its mission and the metrics ensure the University’s accountability to the students, faculty, and staff it serves—as well as the state of Minnesota. An important early area of attention for the new Chief Auditor will be planning the resources needed for the Internal Audit program to fully support MPact 2025. Additionally, as the University moves forward from the COVID-19 pandemic, the new Chief Auditor will direct the internal audit team back into a normal rhythm and annual work plan after a year operating without a work plan in place.

Qualifications and Desired Attributes

Required:

• 15 years of relevant experience, with five or more years of internal audit experience.
• CIA, CPA, CISA, MBA or other advanced degree or professional certification.
• Thorough knowledge of and technical competence in auditing and risk assessment practices, including information technology and data analytics. Ability to apply broad technical knowledge in navigating legal, regulatory, financial and related ramifications of audit work.
• Proven track record of building and maintaining strong working relationships to navigate nuanced situations.
• Absolute and unquestionable integrity.
• Understanding of and appreciation for the mission of the University and its importance both locally and globally.
• Demonstrated success in fostering diversity, equity, inclusion, and belonging.
• Sophisticated, nuanced written, interpersonal and public communication skills, as well as the ability to be a careful listener.
• Forward-thinking and able to see and understand the big picture; focused on continuous improvement.
• Proven courage in situations of complexity; calm under pressure; ability to speak truth to power. Displays humility but confidence regarding self and the team.
• Demonstrated technical, analytical, organizational, and planning skills.

Preferred:

• Experience leading across a large, diversified, decentralized, highly regulated, multi-unit organization.
• Experience leading in higher education, preferably in a public research university.
• Knowledge of audit modernization strategies, particularly in internal audit settings.
• Managerial experience in auditing or consulting, including supporting staff growth, providing opportunities for exploration of new initiatives, and aiding in staff development of evolving skills.

The Application and Nomination Process

Applications will be received and considered until the position is filled. For full consideration, submit applications by September 18, 2021. Applications must include a letter of interest, addressing why the applicant is interested in this position and how required qualifications are met; and a CV and five professional references with email and telephone numbers (references will not be contacted without prior authorization from the applicant). All applications will be handled in confidence. Submit applications and nominations electronically (Microsoft Word or PDF format) to:

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Mission

The University’s mission, carried out on multiple campuses and throughout the state, is threefold: research and discovery, teaching and learning, and outreach and public service.

An Equal Opportunity Employer

The University of Minnesota shall provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.

Inquiries regarding compliance may be directed to the Director, Office of Equal Opportunity and Affirmative Action, University of Minnesota, 274 McNamara Alumni Center, 200 Oak Street S.E., Minneapolis, MN 55455, (612) 624-9547, eoaa@umn.edu. Website at www.eoaa.umn.edu.

This publication/material is available in alternative formats upon request. Please contact Office of the Board of Regents, phone: 612-624-6608 email: uregents@umn.edu.

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