President Message

We had a fantastic turnout for the Ethics training on February 8. The attendance of 86 was the largest for any training session since 2012. The move of our annual ethics training to the first quarter each calendar year has been successful. Members asking for this change on membership surveys in recent years promoted the move. The next membership survey will be going out in late May or early June. Please provide feedback and suggestions. Changes like this one may not occur without your input.

The chapter still needs help planning and arranging programs for the 2016/2017 fiscal year. Jocelyn Harrison is continuing her involvement, but we need 1 or 2 more people to help with the process. Good programs are key to the success of the chapter.

Chapter leaders have been doing some long range planning and assessment of our chapter. In recent years we have not promoted IIA exams as much as previous years and have not had much involvement with local colleges and universities. These are areas we will work to improve in the next year. The next chapter survey will include a question to determine if members have interest in a CIA review course or review course for other IIA exams.

Our chapter will be hosting a district meeting for chapters in our region on Tuesday June 21. The location will likely be the Hawthorn Bank community room, but that is not finalized. The final detail will be in the next newsletter. Any member interested may attend.

If you have any questions or concerns please contact me at centralmoiia@yahoo.com.

Jon Halwes
President

Upcoming Training

Economic Update
April 12, 2016
10:30 AM - 12:30 PM
(Lunch following by Lutz's BBQ)
2 CPE
N.H. Scheppers
Clydesdale Room
Members $20
Non-Members $40
Students Free
To register email jehal@email.com
CAP Summary

The following is the status of the Chapter Achievement Program (CAP) points for our chapter as of March 2016:

<table>
<thead>
<tr>
<th>Category</th>
<th>Minimum for Bronze</th>
<th>Chapter Points (to Date)</th>
<th>Balance to Minimum</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. Service to Members</td>
<td>325.00</td>
<td>862.05</td>
<td>Achieved!</td>
</tr>
<tr>
<td>II. Service to Profession</td>
<td>200.00</td>
<td>228.26</td>
<td>Achieved!</td>
</tr>
<tr>
<td>III. Chapter Administration</td>
<td>160.00</td>
<td>215.00</td>
<td>Achieved!</td>
</tr>
<tr>
<td></td>
<td><strong>685.00</strong></td>
<td><strong>1,305.31</strong></td>
<td></td>
</tr>
</tbody>
</table>

Current Status: Silver

Our target for CAP is to reach the Gold (Platinum) status, which is 1,560 points. To reach the Bronze level (minimum target) we need 685 points, and to reach the Silver level status we need 1,060 points.

Programs Summary

**FY 2016 CPE RECAP**  
(June 1, 2015 to May 31, 2016)

<table>
<thead>
<tr>
<th>Month</th>
<th>Year</th>
<th>Topic</th>
<th>No. of CPE Hours</th>
<th>Member Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>June 2015</td>
<td></td>
<td>Understanding Social Media Risks</td>
<td>1</td>
<td>FREE</td>
</tr>
<tr>
<td>August 2015</td>
<td></td>
<td>Disaster Recovery and Business Continuity</td>
<td>3</td>
<td>FREE</td>
</tr>
<tr>
<td>September 2015</td>
<td></td>
<td>Top 5 Mistakes Audit Departments Make &amp; Risk and Controls - The Basics</td>
<td>8</td>
<td>$65</td>
</tr>
<tr>
<td>October 2015</td>
<td></td>
<td>Ethics: What and Why we need to know</td>
<td>2</td>
<td>$15</td>
</tr>
<tr>
<td>November 2015</td>
<td></td>
<td>Excel Tips and Tricks</td>
<td>Auditing with ACL</td>
<td>2</td>
</tr>
<tr>
<td>December 2015</td>
<td></td>
<td>1099’s What to Know to Get it Right</td>
<td>1</td>
<td>FREE</td>
</tr>
<tr>
<td>February 2016</td>
<td></td>
<td>Ethics &amp; Accountability</td>
<td>4</td>
<td>$25</td>
</tr>
<tr>
<td>March 2016</td>
<td></td>
<td>Cyber Security Risk</td>
<td>2</td>
<td>$15</td>
</tr>
</tbody>
</table>
**Membership Update**

**WELCOME TO THE CENTRAL MO IIA!**

**Missouri State Auditor's Office**  
Alex Bruner  
Xun Chen

**University of Missouri System**  
Kesi Holbrook

**Central MO IIA Membership Statistics**

<table>
<thead>
<tr>
<th></th>
<th>3/3/2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Active Members</td>
<td>235</td>
</tr>
<tr>
<td>Membership Lapsed</td>
<td>22</td>
</tr>
<tr>
<td>Transfer Membership to a chapter</td>
<td>0</td>
</tr>
<tr>
<td>Transfer Membership from a chapter</td>
<td>0</td>
</tr>
<tr>
<td>Government Membership (84%)</td>
<td>192</td>
</tr>
<tr>
<td>New Members Added in Month</td>
<td>3</td>
</tr>
</tbody>
</table>

There are individual and group membership packages for joining the IIA. For group membership, consideration is given based on the size of your audit group or your government audit group. For more information on enrolling your audit team, check out this website: [https://na.theiia.org/membership/Pages/Group-Membership.aspx](https://na.theiia.org/membership/Pages/Group-Membership.aspx)

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**2015-2016 Board Members**

**President**  
Jon Halwes  
State Auditor's Office  
jehal@email.com

**Vice President - Programs**  
Sarah Duran  
Hawthorn Bank  
sduran@hawthornbank.com

**Vice President - Membership**  
Stacy Wright  
University of Missouri  
wrights@umsystem.edu

**Treasurer**  
Christie Martin  
Department of Transportation  
christie.martin@modot.mo.gov

**Secretary**  
Nicki Russell, CIA  
MOSERS  
nicki@mosers.org

**Board Members**  
Greg Beck, CIA  
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gregb@mosers.org

**Webmaster**  
Lori Melton  
State Auditor's Office  
Lori.Melton@auditor.mo.gov
Deanna Treu, Director of the Department of Natural Resource’s Professional Development and Recruiting Team presented ethic training on February 8. There are three categories of ethics; global, personal, and professional. All three relate to and have underscored the benefits of ethical behavior. Global ethics relates to what all cultures accept and are opinions held by all or most of humanity. For example, compassion, honesty, and responsibility are global ethics values. Personal ethics relates to the well-being of others, being fair, doing good, and what we expect of one another. They evolve with interaction with one another. Professional ethics relates to the workplace and the corporate culture. We at times may be at odds with professional ethics and our personal ethics, which is difficult to deal with on a daily basis. With these ethical beliefs there are costs for unethical behavior, thus they are embedded in the cost of products and services we purchase.

Groups were asked to discuss the ethical actions and decision making process for various situations presented. Ms. Treu provided an ethical action test to use as a guide. This could include:

- Is it legal?
- Would I do it for my family and friends?
- Does it comply with our rules and guidelines?

To name a few of the actions which guide our ethical decision making process. Ms. Treu also provided a seven step process for tough decisions. This could include:

- Gather the facts.
- Define the problem.
- Involve all who have a right to have input.

To name a few of the decision factors when making tough decisions.

There is a Code of Ethics and principles of ethics. This includes integrity, objectivity, confidentiality, and competency. These are moral standards and principles as to what is right and wrong and are not absolute. How do things impact others? There are “rules of conduct” as it relates to these four principles mentioned prior. There should be consensus with what society accepts, which at times may not be in agreement with society as a whole. For example, abortion, capital punishment, as these have many differing moral and personal views.

There are six pillars of character: trustworthiness, respect, responsibility, caring, justice/fairness, and civic virtue/citizenship. These are benefits of strong character.

Some reasons for bad and unethical behavior include: ignorance, peer pressure, and rationalization. The Ethics Resource Center provides an analysis of ethical behavior based on their studies and the general consensus is that trends are getting better, but more unethical behavior by upper level management is happening. Ethics at work are found in mission statements, administrative manuals, policies and procedures, and employee handbooks. We must learn to communicate with tact and explain our reason and intent, as well as, say “no” with tact in ethical situations.
**Cyber Security and Risk**

**March 15, 2016**  
**By Jenny Jacobs, CPA**  
**Chief Financial Officer**  
**State Technical College of Missouri**

On Tuesday, March 15, 2016, the IIA chapter offered its members a 2-hour continuing professional education seminar and luncheon. The topic was Cyber Security and Risk and the guest speakers were Jeremy Johnson, Security Auditor and Sr. Security Engineer for 10-D and Stan Skwarlo, Information Security Manager with 10-D. The discussion centered around technology outsourcing and data security. Data is many times the most valuable asset an organization has, and it must be protected. Selecting a data security vendor should be a well-researched decision. Some things that should be considered when choosing a vendor are:

- Where will the data be stored?
- If there is a breach of data, who is responsible?
- If data is lost, will it be recoverable?
- If the relationship with the vendor is terminated, how will moving data be handled?
- Has the contract with the vendor been reviewed thoroughly by all involved including legal counsel?

Once you have selected a vendor, trust but verify. Make sure that data security is being monitored and tested regularly. Review and discuss reporting provided for any details that need to be addressed. Don’t let data security ride on auto-pilot. Make sure, if you are responsible for data security, that you stay involved and evaluate regularly or, unfortunately, you could be the next front page story.

**Webinar Series**

The IIA’s complimentary (free) Members-Only Webinar Series is an IIA Membership benefit. These monthly educational webinars are a cost-effective and convenient way to immediately boost business know-how and are developed specifically with IIA members in mind.

*Upcoming IIA Webinars | [https://na.theiia.org/training/eLearning/Pages/Webinars.aspx](https://na.theiia.org/training/eLearning/Pages/Webinars.aspx)*

- **April 19, 2016**  
  Pulse of Internal Audit

- **May 17, 2016**  
  Preparing for a Successful External Quality Assessment

- **June 21, 2016**  
  The Uncharted Territory of Auditing an Organization’s Culture

*Topics and dates are subject to change.*

All IIA courses, including the Webinar Series, are eligible for NASBA-approved CPE credit, so the IIA training helps you maintain your professional certifications, too.

**Job Opportunities**

Please let an officer know if your employer is looking for someone in the auditing or in the accounting profession as we would like to help you advertise the job announcement to our members!

**Current announcements:**

- Missouri State Employees’ Retirement System (MOSERS)
  - Assistant Chief Auditor  
    [https://mosers.applicantpro.com/pages/careershome/](https://mosers.applicantpro.com/pages/careershome/)
We are 75 years strong! The IIA is the profession’s global voice, offering dynamic leadership to 180,000+ members. If you’ve considered a membership, or let your membership lapsed*, now is the time to join The IIA and save US$75!

Sign up and the additional application fee will be waived (a US$25 value). This limited-time savings of US$100 on an annual IIA membership is only available during March 2016 for new and lapsed* professional or government members. Sign up, use source code CHAP75 during checkout, and take advantage of these top-rated member benefits:

✓ Need Training?
✓ Want News? The latest Internal Auditor magazine is on its way
✓ Get CPEs! Membership = 12 free CPE credits
✓ Download Research!

*This only applies to lapsed memberships who have exceeded more than 12 months.

For more information about the IIA go to https://na.theiia.org/Pages/IIAHome.aspx

**Corporate Culture Matters: Assessing if a Candidate Has the Right Personality for Your Team**

Robert Half Management Resources

This article is provided courtesy of Robert Half Management Resources, the premier provider of senior-level accounting, finance and business systems professionals to supplement companies’ project and interim staffing needs. The company has more than 150 locations worldwide and offers online job search services at www.roberthalfmr.com. Follow our blog at blog.roberthalfmr.com.

With the limited number of skilled accountants on the job market, many managers know all too well the difficulty of finding candidates with the right mix of skills and experience needed for filling open positions. One criteria you’ll want to be certain to examine when making a hiring decision is a candidate’s fit with your corporate culture.

New employees who lack a few technical skills can be trained. It’s much harder, however, to teach them how to fit in with their new colleagues and office environment. Bad hires not only cost your organization time and money, they can also bring down employee morale and productivity.
As you evaluate candidates, one of the many things you should look for is whether they’ll fit in with your corporate culture and thrive as full-time employees. Here are four tips for finding the right personality type for your team.

1. **Ask the right questions.** There are the standard questions: “Why do you want to work here?” and “Tell me about yourself.” Those aren’t bad, but you need more information. Asking more targeted questions will give you a glimpse into a candidate’s work behavior such as how they relate to coworkers and react under pressure, and whether they have the determination and professional demeanor to thrive in your company culture.

   As an example, you could ask, “Why did you leave your last employer?” If they start badmouthing their boss or colleagues, it may be a sign that they’re not good at collaborating or resolving petty workplace conflicts and might not be a good fit with your corporate culture. Here are a few other interview questions that dig deeper:

   - What did you like best/least about your previous position?
   - Tell me about a time when you disagreed with a colleague’s approach to a problem. How did you handle the situation?
   - If you could have any job in the world, what would it be? Why?
   - Describe an instance in which you had to think on your feet. Were you satisfied with the result?
   - What aspects of our company’s corporate culture do you find attractive?
   - What qualities do you prize in coworkers, and why?

2. **Check references.** This is an important step some managers skip in their eagerness to land skilled finance professionals quickly, especially when they look great on paper and impress you with their interview answers. But disregard reference checks at your own risk. Unlike a resume or interview, references give you independent and objective insights into a candidate’s honesty, work ethic and interpersonal skills. Before you make the job offer, do your company and staff the favor of making a few phone calls to verify that what you see is what you’ll actually get.

3. **Mix and mingle with candidates.** To better gauge a potential new hire’s personality and fit with your corporate culture, consider meeting outside the office with a few of your team members. Informal settings such as industry mixers and casual gatherings are ideal opportunities to evaluate candidates when they’re not “performing” in the spotlight. It’ll also give your team the opportunity to chime in on your decision. After the gathering, ask one or two team members whether they think the candidate will work well in your corporate culture.

4. **Conduct a “working interview.”** Sometimes the decision will warrant a longer evaluation. In fact, 34 percent of chief financial officers who responded to a recent Robert Half survey said they gained the greatest insight into a candidate’s corporate culture fit by having them work on a temporary basis initially. A temp-to-hire strategy allows you to observe a candidate’s workplace fit in real time and is less risky than bringing on a full-time finance worker after only a few interactions in a somewhat artificial environment.

   To get the most out of this approach, give these provisional employees challenging assignments so you can see whether they can keep up with the team. Be sure to treat them as you would any full-time worker so they’re comfortable enough to show their true selves.

   Unlike college degrees or finance certifications, which are easy to check off, determining whether a new hire will fit in with your corporate culture is more challenging to assess. That’s why even though it takes more effort, a thorough and extended evaluation is a wise investment of your time.