Hello Charlotte Chapter!

I am honored to serve as the Charlotte Chapter president for the 2017-2018 Chapter Year! We continue the Chapter’s 50th anniversary and hope to see you at our events. We have a great group of officers and volunteers in place to make our Chapter a success. Our membership continues to grow and we now have over 1,300 members. The Chapter continues to further the Academic Relations program and it is excited that Winthrop University will be offering a minor in Internal Audit starting this upcoming semester.

Please join us for our kick-off networking event on September 6th at Old Mecklenburg Brewery! Come and network with your colleagues and meet new people in our profession. Also, our first CPE event is on September 18th – Everyone Communicates, Few Connect. This highly engaging seminar, based on the book by the same title, will introduce you to Dr. Maxwell’s proven principles and help you connect with others one-on-one, in small groups, and with large audiences.

Contact me or any of the officers if you would like to volunteer, learn more about the Chapter or have ideas/feedback. We would love to hear from you! Check our Chapter Website for additional information.

I am looking forward to a great year serving our members and our profession!

Warm Regards,

Ely Martens
Don’t Miss These Upcoming Events

Upcoming Continuing Professional Education (CPEs)

Slots are now available. For additional information, please contact Patrick Dunlavey at PDunlavey@extendedstay.com or Mike Levy at Michael.Levy@wellsfargo.com.

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<thead>
<tr>
<th>Date</th>
<th>Topic &amp; Location</th>
<th>CPEs</th>
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<tr>
<td>08.15.17</td>
<td>WEBINAR: Getting ERM Right: Leveraging the New COSO ERM Framework</td>
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<td>08.25.17</td>
<td>IIA CLT: CIA Review Session Part 1 (Exam Preparation) - Wells Fargo/Charlotte, NC</td>
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<td>09.06.17</td>
<td>IIA CLT: Kickoff Event</td>
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<td>09.18.17</td>
<td>IIA CLT: Everyone Communicates, Few Connect—Great Wolf Lodge/Concord, NC</td>
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<tr>
<td>09.22.17</td>
<td>IIA CLT: CIA Review Session Part 2 (Exam Preparation) - Wells Fargo/Charlotte, NC</td>
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<tr>
<td>10.17.17</td>
<td>IIA/ISACA Joint Event</td>
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Please continue to visit the Charlotte IIA website’s Training & Events page for continuous updates.

August Training Event: CIA Review Session Part 1

Want to become a Certified Internal Auditor? Register for the CIA exam review course and be prepared to take the exam. Even if you are not registered for the exam you may find this a good overview of internal auditing, or a chance to learn what the exam is all about.

The CIA designation is the only globally accepted certification for internal auditors and remains the standard by which individuals demonstrate their competency and professionalism in the internal auditing field. The CIA credential can be your master key to professional success, opening doors for career opportunities and earning you increased credibility and respect within the profession and your organization.

Course Agenda: Part 1: Internal Audit Basics

Training will be held at the Wells Fargo Learning Center at The Green 435 South Tryon Street, Suite 200 Charlotte, North Carolina 28202

CPE: 8 per day of review
Field of Study: Auditing
Prerequisites: None
Advance preparation: None
Level of knowledge: Beginner to Intermediate
Delivery method: Group Live
Click here for more information/registration.

IIA Member’s Only Webinars

The following webinars are being offered by The IIA. Click on the webinar title to view a description and outline, along with presenter information and key takeaways.

August 15, 2017
1:00 pm—2:00 pm ET

Getting ERM Right: Leveraging the New COSO ERM Framework

The IIA’s eLearning page:
Please join the IIA Charlotte Chapter in welcoming its newest members since April 2017:

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<tr>
<th>Wesley H Basinger</th>
<th>Zachary Riley Harner</th>
<th>Tim Nicodemus</th>
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<tr>
<td>John Beall</td>
<td>Karen Harrison</td>
<td>Kwame Pegram</td>
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<td>Ann-Catherine Begley</td>
<td>Brian Harron</td>
<td>Jonathan Currie Pendleton</td>
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<td>Divyesh C Bhingadia</td>
<td>Catherine Hawley</td>
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<td>Dwayne Thomas Blanton</td>
<td>Rebecca Hobbs</td>
<td>Jefferson Pike</td>
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<td>Nina Hough</td>
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<td>Leya Bralic</td>
<td>Abbey Olivia Hurst</td>
<td>Aysha Janean Pride</td>
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<td>Chad Brenny</td>
<td>Geoffrey Jackson</td>
<td>Marshall Rackley</td>
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<td>Collin Brooks</td>
<td>Jack Jacobson</td>
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<td>Samuel Kropf</td>
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<td>Ying Cui</td>
<td>Philip J Lacey</td>
<td>Michael Russell</td>
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<td>Emmanuel Kwarne Darko</td>
<td>Peter Laczsynski</td>
<td>Jeremy William Schoen</td>
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<td>Sabine Detzal</td>
<td>Taryn Marie Lamot</td>
<td>Morgan Sexton</td>
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<td>Heidi C Diegelman</td>
<td>Julian Mark LeRoy</td>
<td>Samita Shrestha</td>
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<td>Michael Dougherty</td>
<td>Douglas Long</td>
<td>Desiree Simmons</td>
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<td>William Dudley</td>
<td>Teresa Lucas</td>
<td>TJ Simonik</td>
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<td>Na Gao</td>
<td>Stephanie Matejovich</td>
<td>Anusharadha Siriam</td>
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<td>Rachael George</td>
<td>Mercedes Janay Matthews</td>
<td>Cole Taylor</td>
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<td>Daniel Grassel</td>
<td>Michael Clifford McCombs</td>
<td>Brandy Tunningley</td>
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<td>Jonathan Grice</td>
<td>Jane McLaughlin</td>
<td>David Walker</td>
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<td>Victoria Ashley Hammer</td>
<td>Kelly Moorefield</td>
<td>Garett Lee Walker</td>
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Member Profile: Patrick Dunlavey, Manager

Extended Stay America—Audit Services

Patrick has over seven years of audit experience and is currently a Manager in the Audit Services department of Extended Stay America. He is responsible for leading financial, operational, and compliance audits in addition to improving company operations through the assessment of data analytics and investigation of fraud. Dunlavey is a CIA, CRMA, CPA, and CFE and a graduate of West Virginia University with a master’s and bachelor’s degree in accounting.

He was recognized as the 2016-17 IIA Charlotte Chapter Volunteer of the Year for his efforts as a member of the Treasury Committee and role as a panel member at the Chapter’s Student Night event. He is an avid sports fan and enjoys running and meeting new members of the Chapter.

Please Congratulate Our Newly Certified Members

Joshua Wheeler, CIA
Amy Corriner, CIA
Teresa Spears, CIA
Jamila Thomas, CIA
Rebecca Claxton, CIA
Angela Blackwell, CIA
Berkely Spain, CIA
Duong Doan, CIA
Frank Stevens, CIA
Kelly Houston, CIA
Camelia Black, CIA
Congratulations to this year’s Officer team!

President: Ely Martens: Ely is currently employed at TIAA as a Director in the internal audit department specializing in assuring the controls over operational and compliance related activities. Previous to this role, Ely worked at Horizon Lines, Inc. for nine years as a manager in the internal audit department specializing in assuring the controls over operational, financial and compliance related activities. Ely also worked for 2.5 years at the Office of Inspector General for the Department of Education in San Juan, Puerto Rico performing operational audits over the management of Federal funds at the Puerto Rico Department of Education. She received her B.S. in Accounting and Human Resources from the University of Puerto Rico, Rio Piedras Campus. Ely has been an active member of the IIA for 8 years. When not at work, she enjoys spending time with her husband, Bobby Martens, watching her daughters, Gabby and Natalia (9 and 5 years old respectively) play softball.

Vice President: John Newton: John has over ten years of experience in the banking and consulting industries. After graduating from Wofford College with dual majors in Business and Economics, John joined the Bank of America where he held multiple positions over a six-year span. After the bank, John joined Dixon Hughes Goodman, LLP as a Manager for their Risk Advisory practice before moving to Experis Finance in 2014 to lead the business development team as a regional client relationship manager. Recently John joined the global management consulting firm, Capco and focuses on Risk compliance for large financial institutions as a Principal in the Charlotte office. John has been an active member of the Charlotte IIA for over three years. This year he was a member of the Student Relations Advisory committee and helped plan the Student Night in February. John has also contributed as a sponsor for the Charlotte IIA events and as a trusted vendor.

Second Vice President: Erin Rydell: Erin has worked in health care audit and compliance for 12 years. She has served Carolinas HealthCare System since 2005, first in the Audit Services department and currently as a member of the Corporate Compliance team. Erin is responsible for overseeing the development and maintenance of the Compliance Risk Area Work Plans and for identifying new audit risk areas. Erin collaborates with the Compliance Management Team to facilitate general compliance auditing and monitoring functions and investigations. Prior to joining CHS, Erin worked as an auditor for a hospital system in Texas. Erin holds a Bachelor’s degree in Accounting from East Carolina University and has been a member of the Institute of Internal Auditors as a student and professional member since 2003.
Congratulations to this year’s Officer team!

2017-2018 Year

**Secretary: Crystal Gibson:** Crystal has over 10 years of Financial Services experience and is currently a Senior Auditor at TIAA specializing in operational and compliance audits. Crystal became a member of the IIA in 2013 and is currently a member of the Chapter’s Registration Committee. She enjoys working with the Registration team, making connections, and furthering the internal audit profession by being an active member of the Charlotte Chapter.

**Treasurer: Mike Levy:** Mike is an Audit Manager at Wells Fargo on the Wealth and Investment Management Audit Team. Mike has over ten years of experience in the financial services industry. After graduating from Syracuse University, he began his career at Pricewaterhousecoopers, and worked in Bank of America and TIAA’s internal audit groups prior to joining Wells Fargo.

**Assistant Treasurer: Erin Sweeney:** Erin is an Operational Risk Consultant at Wells Fargo specializing in assuring the controls over financial reporting for the Consumer Lending Group. Prior to joining Wells Fargo in 2008, Erin was employed by RSM US LLP as an external auditor. She received a B.S. in Accounting and Finance from Syracuse University.

Please join us in Congratulating this year’s Officer team!

2017/2018 Corporate Sponsors

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[Image of corporate sponsors]
Managing an Internal Audit Career: How Do You Know When It's Time to Go?

This summer, I have been taking the opportunity to share blogs from my archives that generated a lot of interest at the time they were published. This week, I reexamine the age-old question of how does an internal auditor know when it's time for a career change.

One of the most rewarding aspects of my job as president and CEO of The IIA is the opportunity to meet young professionals just starting their careers in internal audit. These interactions remind me of the reasons I joined the profession and they never fail to re-invigorate my own passion for what we do.

Recently, I met with a group of newly minted internal auditors at the South Pacific and Asia Conference (SOPAC) hosted by IIA–Australia. As is often the case in these meetings, my young colleagues quizzed me about career advice. For the most part, their questions were similar to those I typically hear: "Should I specialize in a particular area of internal audit?" "What qualifications and certifications will help me most?"

But there was one question I was not expecting. One young woman asked, "How do you know when it's time to leave?" I fashioned a quick answer, but the more I considered it over the following days, the more it became clear that this is a complex question.

There are so many factors involved in making career moves that there is no simple answer. After long thought, it became clear to me that making career decisions is more art than science, and it sometimes requires a degree of blind faith.

There are some things I would advise without hesitation, such as, be deliberate in your consideration, and don't make a career move decision based on emotion. Here are a few fundamental questions that anyone considering a career move should contemplate:

What are my strategic goals, and would a change further those goals? I often counsel internal auditors to develop a career plan with clearly defined strategic goals and milestones. Such career plans should be reviewed on a regular basis and modified as necessary. The IIA's Career Map tool is built on this philosophy. If you are contemplating a move that does little to move you forward on that path, it may be time to reconsider.

Have I been in my current role long enough to benefit from the experience? Every assignment should offer you an opportunity to learn new skills and further hone the expertise you brought to the job. If your current position continues to challenge you, you may want to think twice about leaving. I typically counsel people to stay in an assignment at least one year before even considering a change.

What am I giving up by leaving? It is easy to get caught up in the allure of a new job opportunity, but it is important to consider what you will lose by leaving. For example, you may have to give up a strong mentor relationship with a co-worker or supervisor. Also, there is no guarantee that you will fit in with or thrive in the new job's corporate culture.

Why do I want to move on? This is probably the hardest question, and one that requires being honest with yourself. Make sure you are leaving for the right reasons. Are your reasons for wanting to move on all about the work environment, or are outside factors feeding your wanderlust?
In my book Lessons Learned on the Audit Trail, I offer a number of lessons gleaned from my career in internal audit that now spans 40 years. One of the "life lessons" I share is appropriate when considering a career change: Be careful what you wish for. There’s more to a career than the next raise or promotion; make sure that next job is something you truly want to do.

There are legitimate reasons for changing jobs. Maybe the corporate culture doesn't fit you, or your supervisor doesn't appreciate the work you are doing. Work/life balance should be a consideration, and certainly being stuck in a job with limited opportunities for advancement is a legitimate reason for leaving. In a recent post on Forbes.com, Liz Ryan shared "Six Signs Your Job No Longer Deserves You." They are worth contemplating when considering a job change:

1. "There's no forward path. There's no place to go from here. There's no way to learn more, have more impact, or use more of your talents. Scram!

2. There's no one to learn from. No one around you looks like a mentor or coach. You're the smartest person in the place. Get out of Dodge!

3. The people around you don't want to hear your ideas. They like things just the way they are. So what, nothing works properly? They don't care. Flee!

4. You don't get to use your mind and your heart at work. You're stuck in a little box. You're a cog in someone else's machine. Hit the bricks!

5. Your boss doesn't get you and you don't get him or her. It's an energetic mismatch. You can't grow as a person or a professional in your job. Move on!

6. You don't enjoy your work or look forward to it on Monday morning (or any morning). That's your body telling you 'Run away!''

Whatever your reasons for contemplating a move, it is imperative that you go through a patient and deliberate process. I recommend asking the questions I've outlined and contemplate the signs that it is time to move on to ensure your answers remain consistent.

As much as possible, make a career move that allows you to advance in your career plan. Too many lateral moves reflected on a resume can work against you.

If your considerations involve leaving the internal audit profession altogether, I urge you to reconsider. Internal auditing is in the midst of one of the most exciting eras in its history. Increasingly, our stakeholders are relying on internal audit to do more. We are being valued not just for our hindsight, but our insight and foresight, as well. Who wouldn't want to be part of that?

ABOUT THE AUTHOR

Richard F. Chambers, CIA, QIAL, CGAP, CCSA, CRMA, is president and CEO of The IIA. In Chambers on the Profession, he shares his personal reflections and insights based on his 40 years of experience in the internal audit profession. Click here to read recent blog posts from Richard translated to French.