



MEMORANDUM

To: Jeffery Gold, Executive Vice President and Provost

From: Jo Li, Chancellor, University of Nebraska at Omaha 

Date: November 11, 2023

RE: Certificate Proposal—School of Accounting

The University of Nebraska at Omaha committees have reviewed and endorsed the creation of a new undergraduate certificate.

The School of Accounting requests the addition of an Internal Audit, Fraud, and Control (IAFC) Certificate. This new certificate includes existing School of Accounting courses already offered within the BSBA Accounting concentration degree and will create a critical opportunity for undergraduate students to add to their credentials and be more viable in the high-demand, high-wage, and high-skill job market.

Cc: David Jackson, Vice Provost

Phil He, Senior Vice Chancellor for Academic Affairs, Office of Academic Affairs

October 10, 2023

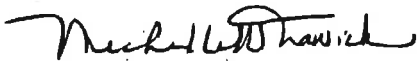
Undergraduate Program Reviewers,

As Dean of the College of Business Administration (CBA), I am fully supportive of the School of Accounting's proposal to create an undergraduate *Internal Audit, Fraud and Control (IAFC) Certificate* and see its creation as an excellent opportunity for our students and businesses in the state of Nebraska.

The new certificate includes only existing School of Accounting courses offered within our BSBA Accounting concentration degree and creates a critical opportunity for our undergraduate students to add to their credentials and become even more viable in the high demand, high wage, and high skill (H3) job market. Of special note, jobs in this area are among the top five H3 jobs in the state of Nebraska.

This certificate has been approved by School of Accounting undergraduate curricular council.

Sincerely,

A handwritten signature in black ink, appearing to read "Michelle W. Trawick", written over a horizontal line.

Michelle W. Trawick

Full (Undergraduate) Certificate Proposal Form

Descriptive Information

- Name of institution proposing the program: The University of Nebraska at Omaha
- Name of the program proposed: Internal Audit, Fraud and Control (IAFC) Certificate
- Degrees/credentials to be awarded graduates of the program: (e.g., diploma, BA, MA, etc.) – Certificate
- Other programs offered in this field by this institution: None
- CIP code: 52.0301
- List the administrative units for the program: (e.g., college, division, department, etc.)
College of Business Administration, School of Accounting
- Proposed delivery site(s), and type(s) of delivery, if applicable (Note: If including online delivery, please contact online learning for additional information): In-person and online
- Date approved by governing board:
- Proposed date (term/year) the program will be initiated: Upon Approval

1. Description and Purpose of the Proposed Program

- See attached two-page description of proposed program.

2. Program of Study

- Admission requirements:
 - *open to non-degree students who meet the pre-requisites for the courses included in the certificate.*
 - *open to BSBA students who meet the pre-requisites for the courses included in the certificate.*
 - *open to BSBA students pursuing an accounting concentration who meet the pre-requisites for the courses included in the certificate.*
- Major topics
 - Accounting
 - Internal Auditing
 - Fraud
 - Auditing
 - Accounting Information Systems or Information Systems
 - Analytics for Accounting
- Courses and credit hours required

Undergraduate Certificate (Total Proposed Credit Hours = 12)

ACCT 4050/8056	Principles of Internal Auditing	Existing
ACCT 4080	Principles of Auditing	Existing
ACCT 4020	Analytics in Accounting	Existing
ACCT 3080	Accounting Information Systems	Existing

- Ensure that the program of study follows the undergraduate or graduate academic guidelines.

3. Faculty, Staff, and other Resources

- Existing faculty/faculty lines and staff are adequate to implement the proposed program.

4. Evidence of Need and Demand

The objective of the Internal Auditing, Fraud, and Control Certificate is to provide students with current information in the profession of internal audit, accounting and fraud risk assessment. The proposed certificate will provide a foundation for the Certified Internal Auditor examination and certification. The Institute of Internal Audit (IIA), the governing body of the CIA, is a globally recognized organization with 185,000 Certified Internal Auditors worldwide. Earning the proposed certificate will encourage and prepare students to pursue the CIA credential. This proposed certificate and potential professional certification will help students sharpen their skills and earn a standard of credibility and recognition of competence in the field.

Currently, there is no similar certificate program offered by the major universities in the state of Nebraska (per website review).

In a market research study, Kerins (2023) searched for “internal auditing”, “fraud prevention”, and “internal controls” skills in public job postings from March 2018 to March 2023 and concluded that the “set of skills provided by this proposed certificate program are in high demand in the labor market and could be beneficial for a broad target audience with different levels of experience and education.” Internal control knowledge, which is a fundamental objective of this certificate, is found to be the top in-demand specialized skill, appearing in over 60% of all job postings in the sample.

Kerins, J. (April 13, 2023). Market Research: Internal Audit, Fraud, and Control Certificate.

Gaining specialized internal audit, fraud and risk management knowledge and skills through this certificate opens up wider career opportunities for new accounting professionals who have developed skills in traditional accounting areas of financial reporting, management accounting, and taxation. Widespread recognition of the Certified Public Accountant (CPA) license has led to a narrower view of the potential scope of accounting careers. The notion that internal audit and the Certified Internal Auditor (CIA) certification enhances an individual’s value to their organization and the profession is consistent with the Market Research analysis leadership survey result (Kerins 2023). This analysis further indicates that Certified Internal Auditor is second only to Certified Public Accountant in frequency of job posting qualifications. The difference is fairly

small: CIA qualifications are listed approximately 250,000 times in the sample while CPA qualifications are listed approximately 285,000 times.

Accordingly, offering an undergraduate certificate focusing specifically in internal audit will be valuable to students, current professionals, and their organizations.

The proposed certificate will provide a foundation for the Certified Internal Auditor examination and certification. The Institute of Internal Audit (IIA), the governing body of the CIA, is a globally recognized organization with 185,000 Certified Internal Auditors worldwide. Earning the proposed certificate will encourage and prepare students to pursue the CIA credential. This proposed certificate and potential professional certification will help students sharpen their skills and earn a standard of credibility and recognition of competence in the field. **Currently, there is no similar certificate program offered by the major universities in the state of Nebraska (per website review).**

According to Surgent (<https://www.surgent.com/resources/cia-salary-guide/>), "Professionals with CIA certification may see a median salary increase of \$38,000 annually".

An analysis by Robert Half indicates "The salary midpoint (or median national salary) for internal auditors just starting in corporate accounting is \$49,750 for up to a year of experience in 2022."

4 Reasons the Internal Audit Career Path Is so Brilliant (roberthalf.com)

The proposed certificate brings together a suite of skills in internal audit, fraud, and controls. This knowledge is critical for students entering the professional business workforce because organizations experience numerous frauds each year, resulting in billions of dollars lost. Hence, there are increasing demands on internal auditors who can help develop an effective internal control system to prevent and reduce fraud.

The first year of the Undergraduate IAFC Certificate we are expecting that a minimum of 5 students will enroll in the program. Each year thereafter, we anticipate that the number of enrolled students will rise by an additional student, such that in the fifth year of the program there will be a minimum of

10 students enrolled in the Undergraduate IAFC Certificate. The Market Research Analysis of Top Programs in Omaha identifies the Accounting Program CIP code ranked in the top 10* Therefore, the proposed Undergraduate IAFC Certificate could potentially only increase the appeal of the BSBA with a concentration in Accounting Program at UNO. Kerins, J. (July 28, 2023). Market Research Overview: Top Academic Programs in Omaha

The minimum number of students required to make the program viable is 0 students.

5. Partnerships with Business

- *The IAFC will strengthen current partnerships with Kiewit, Union Pacific, Conagra, Mutual of*

Omaha, and other entities in the Omaha metro area. The School of Accounting enjoys tremendous support from alumni and the professional accounting community. This support is reflected in the significant endowment of the School of Accounting and strong Advisory Board.

6. Collaborations within the University of Nebraska

- Discuss collaborations of other UNO colleges and departments with the principal department offering the program
 - Open to non-degree students and degree-seeking students from other UNO colleges and Departments who meet the course pre-requisites for the undergraduate IAFC certificate.
 - Open to BSBA students enrolled in other BSBA concentrations who meet the course pre-requisites for the undergraduate IAFC certificate.
- Discuss collaborations with other University of Nebraska campuses (UNL, UNK, and UNMC)
 - Open to students from UNL, UNK, and UNMC who meet the course pre-requisites.

7. Collaborations with Higher Education Institutions and Agencies External to the University

- List partnerships with other colleges, universities, and agencies, and describe the nature of the partnerships. ***-Institute of Internal Auditors.***
The proposed certificate will allow the School of Accounting (SoA) to apply for increased level of endorsement from the Institute of Internal Auditors. UNO SoA was accepted as an Institute of Internal Auditing Education Partnership (IAEP) Awareness school in 2019.

*IAEP program schools are endorsed by the Institute of Internal Auditors (IIA). There are two higher levels of endorsement, and **moving up to the Foundation Level** would elevate UNO's SoA to a group that includes only 27 other universities worldwide with this designation. Students who enroll for the IAEP program may earn a distinction in internal audit from the IIA after successful completion of the required courses.*

- *Potential benefits of the IAEP endorsement include:*
 - *Access to various materials and resources, including the opportunity to apply for funding via the Internal Audit Foundation IAEP Grant Program.*
 - *Enhanced opportunities to network with other educators teaching internal auditing to share ideas and materials.*
 - *Recognition by employers of universities teaching internal auditing for recruiting and hiring.*
 - *Guest speakers.*
 - *Increased opportunity for networking with internal audit professionals.*

- Priority in IIA-sponsored academic scholarships.

8. Centrality to Role and Mission of the Institution

- *This proposed program supports UNO's strategic goal of Workforce Development and UNO's value of Discovery, which states, "We foster a culture of critical thinking and creativity and uphold the rigorous pursuit and exchange of knowledge". This plan includes objectives regarding excellence in learning (helping students sharpen skills and building competencies toward professional career). This reflects the School of Accounting's commitment to student success in the accounting profession.*

9. Consistency with the University of Nebraska's Five-Year Strategy

- *Given the workforce shortage in accounting profession, this proposed program provides an opportunity for students to earn a professional credential in the field of Internal Auditing.*

10. Avoidance of Unnecessary Duplication

- *As of today, an IAFC certificate is not offered by any public or private institution in Nebraska. There is no Internal Audit (IA) course or significant coverage of IA at Creighton.*

11. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

- *The goal of the State of Nebraska: at least seventy percent of 25 to 34-year-old Nebraskans have a degree, certificate, diploma, or other postsecondary or industry-recognized credential with economic value by 2030. This additional certificate provides industry recognition, increasing job opportunities for Nebraskans and promoting the state's future economic growth.*

Proposed Undergraduate Certificate Curriculum:

Courses in the Proposed Internal Audit, Fraud and Control (IAFC) Certificate (all courses are required)	Certificate program - number of credit hours
ACCT 4050 Principles of Internal Auditing	3
ACCT 3080 Accounting Information Systems	3
ACCT 4020 Analytics in Accounting	3
ACCT 4080 Principles of Auditing	3
Total proposed certificate credit hours	12

Courses in the existing BSBA Accounting Concentration	BSBA-Accounting Concentration - number of credit hours	Certificate program - number of credit hours
Required: 21 Credit Hours – 7 courses		
ACCT 3020 Basic Federal Taxation	3	

ACCT 3030 Intermediate Financial Accounting I	3	
ACCT 3040 Intermediate Financial Accounting II	3	
ACCT 3050 Intermediate Managerial Accounting	3	
ACCT 3080 Accounting Information Systems	3	3
ACCT 4020 Analytics for Accounting	3	3
ACCT 4080 Principles of Auditing	3	3
Subtotal	21	
Accounting Concentration Elective Courses – 3 credit hours – one of the following:		
ACCT 4010 Advanced financial Accounting	3	
ACCT 4040 Advanced Federal Income Taxation	3	
ACCT 4050 Principles of Internal Audit	3	3
ACCT 4060 Advanced Managerial Accounting	3	
ACCT 4070 Governmental/Nonprofit Accounting	3	
Subtotal	3	
TOTAL	24	12

Proposal for Certificate in Internal Auditing, Fraud, and Control

Proposed undergraduate certificate in Internal Auditing, Fraud, and Control (IFAC) with existing courses in the accounting curriculum. It is available to both undergraduate and non-degree students. The objective of the Internal Auditing, Fraud, and Control Certificate is to provide students with current information in the profession of internal audit, accounting and fraud risk assessment. Those who complete the certificate will earn valuable recognition to benefit them in their careers by signifying their knowledge in the field. Currently, there is no similar certificate program offered by the major universities in the state of Nebraska (per website review).

This will allow the School of Accounting (SoA) to apply for an increased level of endorsement from the Institute of Internal Auditors (IIA). UNO SoA was accepted as an Institute of Internal Auditing Education Partnership (IAEP) Awareness school in 2019. As noted in the application above.

Course Descriptions of New or Revised Courses for Undergraduate Certificate

1. ACCT 4050/8056 Principles of Internal Auditing Existing Course

Prereq: ACCT 3030, ACCT 3080, ENGL 1160, and BSAD 2130 or BSAD 3160, with a "C" (2.0) or better in each. Cumulative GPA of at least 2.5. Cumulative upper-division Accounting GPA of at least 2.5.

This course introduces students to the internal audit (IA) profession and the IA process. Topics included in this course are the fundamentals of IA, the IIA's International Professional Practices Framework (IPPF), governance and control issues. An emphasis on the understanding of fraud risk, techniques for detecting fraud, and designing strategies to combat fraud will be included as part of the study of IA engagements. This course may provide a foundation for eligibility towards the Certified Internal Auditor exam.

2. ACCT 3080 Accounting Information Systems (AIS) Existing Course Revised

This course contributes fundamental knowledge of business and accounting processes, transaction cycles, and the ultimate output of reports from these processes and cycles. Students cannot effectively learn how to examine or audit a process without this knowledge. Also, the study of internal controls is critical to IA. Internal controls should form the basis of all topics in ACCT 3080 and therefore provide students with the knowledge to subsequently review and audit the Internal Control System (ICS). Fraud is an area of emphasis in this course, and an understanding of the ICS is required in fraud mitigation, detection, and correction. The course also covers information security and computer fraud. In today's digital age, cyber threats are a significant risk factor for fraud within an organization. Knowing how to mitigate these risks by assessing the effectiveness of cybersecurity measures and identifying potential vulnerabilities that could be exploited by cybercriminals can help develop more robust controls to prevent cyber-related fraud. This course serves as a pre-requisite to ACCT 4050/8056 - Principles of IA.

3. ACCT 4020 Analytics in Accounting Existing Course Revised

ACCT 4020 and ACCT 4050/8056 complement each other. These two courses teach the analytical mindset, which develops students’ critical thinking and professional skepticism. Acquiring experience with a variety of software is necessary for IA because most aspects of accounting have become increasingly integrated with and dependent on technology. This is true for specific audit technology software (e.g., ACL, IDEA), and to the variety of AIS technology that may be encountered in the field. The primary applications of a data analytics course are focused on data quality, internal controls, and the information systems that support the business, which are typically under the purview of the IA function (Richardson, Teeter, Terrell 2022). These two courses will work together and can be taken simultaneously or sequentially.

4. ACCT 4080 Principles of Auditing Existing Course Revised

ACCT 4080 and ACCT 4050/8056 also complement each other. External auditing, as emphasized in ACCT 4080, has the primary goal of financial statement assurance for external stakeholders. The output is public and is considered a vital part of the investment decisions of capital markets participants. ACCT 4080 covers fraud risks, but fraud detection is not an explicit objective of the external audit. External auditors practice under Standards that outline different responsibilities for fraud. The external auditor must communicate any findings of fraud to the audit committee or other governing body within the organization.

The external auditor cannot assist in creating new procedures or guidelines and can only offer opinions and assessments. In contrast, internal auditors play a major role in recommendations for process improvements, business decisions, and similar strategies to add value, which the external auditor is likely prohibited from. IA’s primary focus is controls, not financial reporting assurance. This requires a greater understanding of the ICS and the development of the skills required to appropriately assess controls. The goal is to find inefficiencies, control weaknesses, and opportunities for fraud and errors, report to management and recommend improvements to how the organization manages fraud risk. These two courses will work together and can be taken simultaneously or sequentially.

**TABLE 1: PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM
UNDERGRADUATE INTERNAL AUDIT, FRAUD, AND CONTROL
CERTIFICATE**

	(FY 2024-25) Year 1	(FY 2025-26) Year 2	(FY 2026-27) Year 3	(FY 2027-28) Year 4	(FY 2028-29) Year 5	
Personnel						Cost
Faculty ¹						\$0
Professional ²						\$0
Graduate assistants						\$0
Support staff						\$0
Subtotal	\$0	\$0	\$0	\$0	\$0	\$0
Operating						
General Operating ³						
Equipment ⁴						

New or renovated space ⁵						
Library/Information Resources ⁶						
Other ⁷						
Subtotal	\$0		\$0	\$0		
Total Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

CCPE; 11/19/08

TABLE 2: REVENUE SOURCES FOR PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM

UNDERGRADUATE INTERNAL AUDIT, FRAUD, AND CONTROL CERTIFICATE

	(FY 2024-25) Year 1	(FY 2025-26) Year 2	(FY 2026-27) Year 3	(FY 2027-28) Year 4	(FY 2028-29) Year 5	Total
Reallocation of Existing Funds ¹						\$0
Required New Public Funds ²						\$0
1. State Funds						\$0
2. Local Tax Funds (communities colleges)						\$0
Tuition and Fees ³	\$27,087	\$32,505	\$37,922	\$43,339	\$48,757	\$189,610
Other Funding ⁴						\$0
1						\$0
2						\$0
3						\$0
Total Revenue ⁵	\$27,087	\$32,505	\$37,922	\$43,339	\$48,757	\$189,610

NOTE: CBA Undergraduate tuition and fees based on 6 SCH for 2 semesters - on-campus/resident - per UNO Cashiering Rate Chart 1238