



Search for the Chief Executive of Audit, Risk and Compliance  
Oregon State University  
Oregon, Corvallis

## THE SEARCH

Oregon State University (OSU), Oregon's land grant institution, seeks an experienced and collaborative leader to serve as the next Chief Executive of Audit, Risk and Compliance (CEARC). The ideal candidate will bring enthusiasm for the role, demonstrated capacity to lead effectively within a highly complex environment, and the ability to foster relationships and build trust with both internal and external stakeholders to advance OSU's goals and vision for the future while supporting compliance and mitigating risk.

The only R1 public university to have achieved 28 consecutive years of enrollment growth, Oregon State University serves nearly 38,000 students with more than 5,000 faculty and staff, including the fast-growing OSU Ecampus, which has ranked in the top 10 nationally by *U.S. News & World Report* for 11 consecutive years. With more NSF funding than all other Oregon comprehensive universities combined, OSU is one of only three institutions in the U.S. to hold land, sea, space, and sun grant designations. Additionally, it is Oregon's only institution to hold both the Carnegie R1 (very research-intensive) designation and the Carnegie Community Engagement classification. Founded in 1868, OSU is an internationally renowned public research institution that attracts students from all 50 states and more than 100 countries. Through its Corvallis and Bend campuses, a leading marine science center in Newport, downtown facility in Portland, agricultural research experiment stations, Extension offices, and research forests, OSU has a presence in all 36 Oregon counties. Under the dynamic leadership of [President Jayathi Murthy](#), the University is making significant investments in research, student success, economic development, and priorities outlined in its 2024-2030 strategic plan, [Prosperity Widely Shared: The Oregon State Plan](#). Central to OSU's mission is its commitment to providing exceptional 21<sup>st</sup>-century teaching, scholarship, research, discovery, innovation, and engagement. This commitment is underscored by its status as the largest university in Oregon, offering more majors, minors, and special programs than any other institution in the state.

The [Executive, Audit and Governance Committee](#) (EAGC) of the [OSU Board of Trustees](#) approves the appointment of the Chief Executive for Audit, Risk and Compliance, as recommended by the president. The Chief Executive for Audit, Risk and Compliance reports administratively to the President and functionally to the EAGC and is responsible for providing strategic leadership for the [Office of Audit, Risk and Compliance](#) (OARC). The CEARC will lead a team of eight professionals within OARC, guiding the internal audit function, planning and overseeing the university enterprise risk management process, overseeing the institutional compliance program, and maintaining the OSU Accountability and Integrity Hotline, including coordinating investigations with University management. In addition, the CEARC formulates the annual plan of audit coverage, provides guidance to the compliance leader (in coordination with the Office of General Counsel) on state ethics matters, serves as a board liaison (along with the Vice President and General Counsel) for all high-profile compliance and ethics evaluations that require board-level awareness or response, works with senior leaders and the board to identify top enterprise risks that might impede OSU strategic objectives, presents top risks to the EAGC for board-level monitoring and mitigation, and educates university constituents on best practices for evaluating risks. The depth and breadth of the role require a collaborative and collegial approach and strong and effective communication skills with a full commitment to integrity.

A list of the desired qualifications and characteristics of the position are provided at the conclusion of this document along with contact information for inquiries, nominations, and confidential applications.

## ABOUT OREGON STATE UNIVERSITY

As the state's land grant institution, Oregon State University is known for its research contributions, dynamic environment and educating the most students in the state. Made up of two campuses, 11 academic colleges, 14 agricultural and experiment stations statewide, and Extension programming in each of Oregon's 36 counties, OSU plays an indispensable role in the educational and economic landscape of the state. OSU's research enterprise is distinguished by excellence across various disciplines with research expenditures of \$422 million in fiscal year 2024, generating \$3.5 billion in economic impact across the state.

The OSU Foundation, which celebrated its 75th year in 2023, is a nonprofit organization that partners with Oregon State University to engage the OSU community, inspire investment, and steward resources to enhance the University's excellence and impact. The OSU Foundation holds assets surpassing \$1 billion and manages an endowment of \$981 million as of May 31, 2025, and is governed by an independent board of trustees that operates separately from the University. In addition, the Foundation includes the OSU Alumni Association, established in 1873, which bridges a global community of over 200,000 alumni. In 2022, the Foundation and the University publicly launched OSU's second comprehensive campaign, [Believe It: The Campaign for Oregon State University](#), with over \$1.5 billion already given toward its \$1.75 billion goal and more than 862,000 moments of meaningful engagement recorded toward a goal of one million.

## Leadership and Governance

Jayathi Y. Murthy, a national leader in higher education engineering teaching, research, and service, began her service as Oregon State University's 16<sup>th</sup> president on September 9, 2022. As OSU's president, Murthy is committed to improving access to college for all learners; advancing student success, undergraduate graduation rates and inclusive excellence throughout the University; expanding OSU's strong research portfolio by investing in research infrastructure; and supporting faculty excellence in teaching, scholarship, research, and Extension and engagement programs.

Prior to joining Oregon State, Murthy served as the first woman dean of the UCLA Henry Samueli School of Engineering and Applied Science since January 2016. Murthy has held academic appointments at a number of leading US universities. From 1988 to 1998, Murthy worked at New Hampshire-based Fluent, Inc., a developer and vendor of the world's most widely used computational fluid dynamics software. President Murthy is a recipient of numerous awards and recognitions and is a member of the National Academy of Engineering.

The 17-member Oregon State University Board of Trustees governs the University, exercising the rights and duties that are conferred upon it by law. The Governor appoints members of the Board and the Senate confirms those appointments.

## Strategic Plan

OSU enjoys a long history of strategic planning, with each plan building upon the last to increase the University's impact and achieve its goals. Following the successful implementation of the [2019-23 strategic plan \(SP4.0\): Transformation, Excellence, and Impact](#), the University launched [Prosperity Widely Shared, The Oregon State Plan](#). This ambitious plan outlined OSU's top priorities, including aspirational and measurable outcomes at the highest level in areas such as research expenditures, graduation rates, and enrollment for both in-person and online programs.

## ABOUT THE OFFICE OF AUDIT, RISK AND COMPLIANCE

The Office of Audit, Risk and Compliance seeks to continually improve the productivity of OSU's learning and work environment by promoting compliant and ethical practices that reinforce the University's core values of accountability, diversity, integrity, respect, and social responsibility. The OARC adheres to the [Institute of Internal Auditors' Global Internal Audit Standards](#), including the principles of Ethics and Professionalism: integrity, objectivity, competency, due professional care and confidentiality. The OARC utilizes the [Committee of Sponsoring Organizations](#) as the model for evaluating the adequacy of internal controls within OSU.

Governed by the [OARC Charter](#), the OARC performs independent internal audits, plans and oversees the University enterprise risk management process, oversees the institutional compliance program, and maintains the OSU Accountability and Integrity Hotline, which includes coordinating investigations with University management and other relevant external parties. The OARC's compliance function serves in a consultative role; the function does not have specific programmatic or operational duties, but does have the authority to escalate matters as needed. The audit function performs five types of engagements: (1) assurance services to provide independent assessments; (2) consulting services to advise university leadership without assuming management responsibilities; (3) investigative engagements to evaluate allegations of non-compliant, unethical business practices and/or financial and operational misconduct; (4) follow-up engagements to evaluate measures taken to correct reported conditions; and (5) oversight of external audits.

The OARC presents four times each year to the EAGC to obtain approval for the [OARC annual audit plan and provide progress updates](#). The OARC also provides [annual updates on the enterprise risk management \(ERM\) program](#), as well as the [institutional compliance program](#). The CEARC co-chairs the University's [Compliance Executive Committee](#) (CEC) along with the Provost/Executive Vice President. The CEC meets quarterly and helps ensure alignment and effectiveness across the compliance areas of the university. The OARC is not responsible for supervising the Insurance and Risk Management Services department that administers the University's insurance programs.

Pursuant to the 2023 [OARC Strategic Roadmap](#), the office has identified four goals for the future. The first is to support an ethical community and culture through effective training and advising, and the promotion of the accountability and integrity hotline. The second goal is to foster the use of risk identification and mitigation strategies through the standardization of a university-wide risk framework and the promotion of its training and use throughout the University. The third goal is to promote efficient, effective, compliant, and fiscally sound practices by establishing self-assessment tools and a training program with key partners; implementing a three-year outreach plan for routine assurance service; and encouraging collaboration with professional organizations and peer groups. The fourth goal of the strategic roadmap is to align operations with compliance best practices through the finalization of the compliance maturity model and the assessment of university-wide programs; the creation of a three-year action plan for improvements to the university-wide compliance program; and the championing of University participation on national organization boards and federal and state rulemaking processes. Success in these goals is measured through reach and variety benchmarks of the hotline; coverage of trainings, consultations, self-assessments, and audits; feedback from compliance partners and audit clients via an annual survey; the imposition of significant external audit penalties; and the OARC's staffing qualifications, turnover, and training.

## ROLE OF THE CHIEF EXECUTIVE OF AUDIT, RISK AND COMPLIANCE

In this critical role, the CEARC provides strategic direction and oversight to the audit, enterprise risk management, and compliance functions of OSU to assist the President and Board of Trustees in meeting their stewardship duties to the State of Oregon. The role oversees the Office of Audit, Risk and Compliance and reports administratively to the President of OSU with functional reporting responsibility to the Chair of the EAGC of the OSU Board of Trustees. The CEARC formulates the annual plan of audit coverage, provides guidance to the compliance leader (in coordination with the Office of General Counsel) on state ethics matters, serves as a board liaison (along with the Vice President and General Counsel) for all high-profile compliance and ethics evaluations that require board-level awareness or response, works with senior leaders and the board to identify top enterprise risks that might impede OSU strategic objectives, presents risks to the EAGC for board level monitoring and mitigation, and educates university constituents on best practices for evaluating risks. The CEARC keeps the President, university executives, and the EAGC apprised of high-risk engagement issues. They prepare written reports at the conclusion of each engagement and progress reports to the EAGC at each regular meeting.

The CEARC supervised a team of eight professional staff members, plus student assistants. The team includes four direct reports to the CEARC: a Deputy Chief Executive of Audit, a Deputy Chief Executive of Compliance and Ethics, a Director of Integrity Hotline Program, and an Executive Assistant.

## KEY OPPORTUNITIES AND CHALLENGES FOR THE CHIEF EXECUTIVE OF AUDIT, RISK AND COMPLIANCE

### **Promote collaboration, transparency, and an educational culture around compliance**

While the office currently has an outstanding reputation for its service to the University, the incoming CEARC will continue to build a culture where ERM, compliance, and audit professionals are viewed as key partners and trusted advisors to the OSU community. This will include continuing to set and implement OARC's broad strategic vision for audit, compliance, and ERM and being innovative in finding ways to serve the wide variety of offices with which the CEARC partners. To do so, the CEARC will embody fairness, respect, process, and sound judgment, while being transparent about policies and procedures and building connections across the University. This individual will promote a culture where compliance and integrity are the responsibility of all, and will identify creative ways to train, educate, and bring awareness to compliance issues and potential pitfalls. They will work to increase awareness of compliance issues at every level and enhance the organizational capacity for thinking proactively about compliance, ensuring the office is conducive to reporting issues, and tending to findings quickly, efficiently, and collaboratively with a high political acumen. University constituents at all levels should feel responsible to report any wrongdoings through the OSU Accountability and Integrity Hotline or otherwise, and most importantly, should feel comfortable doing so.

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**Identify and implement best practices in audit, compliance, and ERM appropriate to a complex public research university**

The CEARC will guide best practices in audit, compliance, and ERM in a way that reflects the University's and OARC's strategic plans and direction. This includes operationalizing and coordinating the efforts across the institution. To do so, the CEARC must navigate a complex environment where some functions are centralized and others are highly decentralized. The new CEARC must be creative in finding efficiencies and creating strong central policies and procedures, while understanding that one size may not fit all. They should work to bridge offices while recognizing the unique culture of each group and responding to requests and needs accordingly.

**Build and maintain ongoing internal and external relationships**

The CEARC will work with a broad and varied array of constituents at the University and externally. Internally, they will collaborate closely with key stakeholders involved in compliance and audit across the University, while also working with subject matter experts throughout the institution who oversee areas such as FERPA, HIPAA, Title IX, Clery Act, public safety, research compliance, conflicts of interest, and information technology. To ensure that leadership is well informed, the CEARC will provide regular communication to the President, senior leadership, and the Board of Trustees regarding progress, findings, and resolutions. The CEARC must exhibit a high degree of emotional intelligence in candidly and courageously, yet calmly, conveying facts and educating University leaders who are not experts in these fields. Consistent follow-up conversations to share action taken and progress made are key so that leadership remains apprised, trust is engendered, and matters do not languish. The CEARC will be adept at managing through conflict, whether among peers, within units they are auditing, or with University leadership.

The CEARC also serves as the liaison to external auditors for audits that the OARC outsources, as well as to consultants hired to review University processes. The CEARC must stay current on industry best practices in the areas of higher education compliance, accounting, auditing, and enterprise risk, including pronouncements from relevant professional organizations and government agencies. With the ultimate goal of allowing the University to progress in its mission, the CEARC's focus on integrity, mitigation of risk, and compliance will shield OSU and its leaders from negative media attention, litigation, and prosecution.

**Lead a team of high-performing audit, compliance, and ERM professionals to accomplish the office's objectives**

The CEARC will oversee a team that consists of highly experienced and talented professionals responsible for bringing an independent, systematic, objective approach to evaluating and improving the University's operations. OARC will work in partnership with University leadership and other stakeholders to emphasize adding value through analyzing, assessing, and monitoring organizational operations, controls, and risks; examining and evaluating policies, procedures, and systems; and making recommendations for

enhancement and improvement where needed. The OARC is a high-functioning office with finite human and financial resources, and the CEARC will help prioritize and maximize the talents of the existing staff while also outsourcing various audit tasks. They will continue to foster a culture that rewards innovation and collaboration, and above all, this person must contribute to the current culture of transparency and openness.

## QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will have a minimum of a Bachelor's degree in a related field and ten years of experience in risk-based auditing, ERM, and compliance programs. The successful candidate will also bring many, if not all, of the following:

- Increasingly responsible audit, enterprise risk, and/or compliance roles in a large-scale, complex organizational structure, ideally within higher education and federal research compliance contexts.
- Must be committed to the mission of public education.
- Possess exceptional management, interpersonal, and communication skills by managing change effectively, handling complex administrative operations, and inspiring internal and external stakeholders through outstanding oral and written communication.
- Three years of prior leadership experience that includes managing staff and leading committees.
- A track record of providing a collaborative, results-oriented, and evidence-based leadership approach, with the ability to make tough decisions, resolve conflicts, and uphold high ethical standards.
- Experience with innovative problem-solving, leveraging limited resources for impactful results, and fostering a responsive and community-focused organizational culture.
- Experience preparing for and/or conducting executive and board-level presentations.
- Professional audit, risk, and/or compliance certifications that will include Certified Public Accountant, Certified Compliance and Ethics Professional, or Certified Internal Auditor. Multiple certifications preferred but not required.
- An advanced degree, such as a Master's in Business Administration and Public Administration, is preferred.

## LOCATION

OSU's main campus is in Corvallis, a community of approximately 60,000 located in the heart of western Oregon's Willamette Valley. A vibrant college town, Corvallis is 90 miles south of Portland and 36 miles south of Salem, the state capital. The Pacific Coast and the Cascade Mountains are nearby. The [Imagine Corvallis 2040](#) campaign demonstrates Corvallis's commitment to making itself a livable, diverse community. Known for prioritizing environmental responsibility, Corvallis sits within easy access to Oregon's finest natural recreational and scenic areas: ocean beaches, lakes, rivers, forests, high desert,



wine country, and the rugged Cascade Mountain and Coast ranges. The University's branch campus, OSU-Cascades, is located in Bend, which is world-famous for both its outdoor pursuits and pristine beauty. Today, Bend and Central Oregon represent Oregon's fastest-growing region and one of its most dynamic economies.

### Land Acknowledgement

As one of the nation's land grant institutions, Oregon State University benefited from resources derived from the taking and sale of lands occupied by Native peoples, specifically the Klamath, Coos, Lower Umpqua, Siuslaw, and Coquille people. In addition, OSU's Corvallis campus is located within the traditional homelands of the Marys River or Ampinefu Band of the Kalapuya people, whose descendants are members of the Confederated Tribes of the Grand Ronde Community of Oregon and the Confederated Tribes of the Siletz Indians. Indigenous people are valued, contributing members of the Oregon State community and represent multiple sovereign tribes among students, faculty, staff, and alumni. To learn more visit: <https://oregonstate.edu/land-acknowledgment>.

### APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and resumes with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/oregon-state-university/chief-executive-audit-risk-and-compliance>.

Lindsay Gold, Rebecca Kennedy, Mia Carpinello, and Julia Hochner  
Isaacson, Miller

*OSU is an Equal Opportunity Employer, including disability, protected veteran, and other protected status.*

*OSU is a fair chance employer committed to inclusive hiring. This job has "critical or security-sensitive" responsibilities. If you are selected as a finalist, your initial job offer will be contingent upon the results of a job-related pre-employment check (such as a background check, motor vehicle history check, sexual misconduct reference check, etc.). Background check results do not automatically disqualify a candidate.*

*Final candidates for this position must complete a sexual misconduct reference check, per University Policy 05-010. An offer of employment will be contingent upon satisfactory results from the sexual misconduct reference check.*