

January  
2025

# 2025 Board Education Plan

for Public School Employees'  
Retirement Board



# Message from the Executive Director



Greetings, PSERS Board Members and Designees.

I am pleased to introduce to you PSERS' Board Education Plan for 2025, developed and presented by Evelyn Williams, PSERS' Board Information Officer, in collaboration and with significant input from PSERS' Committee Liaisons.

This plan has been thoughtfully and strategically developed to best prepare and support you as you execute your board duties. As a PSERS Board and Committee Member, you have oversight and fiduciary responsibilities for a \$77 billion statewide public retirement system that administers both a defined benefit (DB) and defined contribution (DC) plan, and also a post-employment health care plan.

This plan is compliant with the PSERS Board Education Policy and the Retirement Code and is derived from committee charters, work plans, and the Agency's strategic plan.

Thank you for your commitment to serve as a PSERS Board Member or Designee. Please be assured that the Executive Team here at PSERS is fully prepared and committed to supporting you in the very best way possible as you carry out your significant responsibilities.

Respectfully,

Terrill (Terri) J. Sanchez

PSERS Executive Director and Board Secretary

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# I. Purpose

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The purpose of the Board Education Plan (the “Plan”) is to provide a yearly curriculum of the necessary education for PSERS Board Members and Designees (referred to collectively as “Board Members”) to fulfill their fiduciary obligations to exercise that degree of judgment, skill, and care that a prudent investor would observe under similar circumstances.

Pursuant to the Public School Employees’ Retirement Code and the Board Education Policy (October 2023), all Board Members are required annually to successfully complete certain mandatory education requirements. In addition, pursuant to Act 2020-128, Board Members appointed to the Audit, Compliance and Risk Committee are also required to complete a specified number of hours of training in risk assessments, internal controls, and auditing standards. The Education Plan also incorporates education tied to the specific duties and responsibilities enumerated in PSERS’ Model Governance Framework, and in support of PSERS’ Strategic Plan. This Education Plan will enable Board Members to acquire and expand their knowledge and improve their understanding of their Committee and Board responsibilities, including mandatory and non-mandatory education.

If a Board Member requires more credit hours or would like additional education on a certain topic beyond the curriculum, additional education opportunities are included in the Appendix.

## II. ROLE OF A TRUSTEE - FIDUCIARY DUTY

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As a pension trustee, you are a fiduciary, who is required to discharge your duties solely for the exclusive benefit of the plan members and participants. You have exclusive authority over administration of the plan, investments, and other aspects of the plan’s operations. As a fiduciary, by law you are held to the highest standards and therefore must abide by and fulfill your fiduciary obligations to the plan and its membership. This Education Plan is structured to help you understand and meet your fiduciary obligations, by providing you with education targeted to your needs as a PSERS Board Member.



## III. Mandatory Board Education Requirements

All Board Members are required to complete the following education requirements by the end of the calendar year.



Ten hours training in investment strategies, actuarial cost analysis, asset allocation, risk assessment, or retirement portfolio management annually required by the Public School Employees' Retirement Code (Retirement Code).



One hour of ethics training annually required by the Board's Education Policy and Ethics Policy.



One hour of Health Options Program/Prescription Drug Plan Compliance and Fraud, Waste, and Abuse Training – Required by Center for Medicare Services each year for all Board Members.

## IV. Mandatory ACR Committee Education Requirements

**Audit, Compliance, and Risk (ACR) Committee Members are required to complete the following education requirements. Risk Assessment is a shared education requirement for Board and the ACR Committee. Risk Assessment education sessions, therefore, will count towards both mandatory Board and ACR Committee education.**

### Previously Appointed ACR Committee Member/Subsequent Years of Service Requirements

To continue serving as a voting Member of the ACR Committee following initial appointment, an ACR Committee Member must complete at least **eight (8) hours** of continuing education in risk assessments, internal controls, and auditing standards each calendar year thereafter.

### Newly Appointed ACR Committee Member/First Year of Service Requirements

As required by the Retirement Code, a newly appointed Member to the ACR Committee must complete **at least sixteen (16) hours** of training in risk assessments, internal controls, and auditing standards within ninety (90) days of an initial appointment to the committee.

- If a Board Member has taken related audit education within 90 days prior to their appointment, please contact the Board Information Officer or Board Liaison to determine if the curriculum meets PSERS ACR education requirements.
- The total 16 hours are recognized in the calendar year they are completed. For example, if a Member is appointed November 15th they have until February 13th the following year (90 days) to complete the education requirement. The completion of the 16 hours in the subsequent year fulfills the 90-day requirement as well as covers the annual eight (8) hours in that year.
- New ACR Committee Members are permitted to vote on ACR motions and resolutions during the 90 days.

# V. The 2025 Board Education Plan

The 2025 Board Education Plan is organized by full board and committee education sessions developed specifically for 2025 but may be modified to accommodate changing educational needs throughout the year.

These education sessions have been pre-qualified for credit hours and credit type. Committee-specific education sessions are open to all Board Members who would like to attend and learn more about Committee matters.

The education sessions include a variety of venues and formats (e.g., in person and virtual presentations, webinars, and conferences), with best efforts being made to have independent third parties provide the education. The goal is to provide the education sessions outside of regularly scheduled Board and Committee meetings as much as possible. There may be times, however, when a brief education session may be held during a regularly scheduled Committee or Board meeting.

Most of the education sessions are between 30 minutes and 1 hour in length. An exception is the quarterly audit education sessions which are typically 2 hours in length and are scheduled as evening sessions outside of normal work hours.

If education takes place at a live PSERS' sponsored event/meeting, your attendance will be tracked, and credit hours will be recorded as appropriate. To obtain credit hours that are not part of a live PSERS' sponsored event/meeting, please complete a *Board Education Self-Certification* form.

As noted previously, additional education opportunities are provided in the Appendix if a Board Member requires more credit hours or would like additional education on a certain topic beyond the 2025 curriculum.

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**Submit your completed *Board Education Self-Certification* form to**

Tivia Danner, tidanner@pa.gov | 717.720.4802 – Executive Assistant and Board Liaison

**Submit your suggestions for additional topics and comments on existing education sessions to**

Evelyn Williams, ewilliams@pa.gov | 717.720.4734 – Board Information Officer

## Key - Description of “Credit Type” Column

-  Education sessions that are mandatory for all Board Members, are highlighted in **orange** in the last column (Credit Type).
-  Education sessions that earn credits and qualify as legislatively-mandated Board education are highlighted in **green**.
-  Education sessions that earn credits and qualify as legislatively-mandated audit education are highlighted in **blue**.
-  Risk Assessment education sessions qualify for both legislatively-mandated Board and audit education and are highlighted in both **blue** and **green**.
-  Education sessions that support the discharge of Board duties, but do not earn legislatively mandated credits, are noted as “non-mandatory” and are not highlighted in color.



## Annual Training for ALL Board Members

Date or Frequency if date is not yet finalized	Title of Session	Presenter/ Sponsor	Brief Description of Session	Delivery Method	Estimated Credit Hours	Credit Type
<b>TBD 2025</b>	Annual Ethics Training	PSERS OCC/Chief Compliance Officer	This <b>Mandatory training</b> is sponsored by the GA and ACR Committee.	In-Person/ Virtual On-Demand	1.0 hour	Ethics training
<b>Jan 2025</b>	Annual Fiduciary Training	Verus	Provides training on who is a fiduciary, specifically which individuals or entities serve as PSERS' fiduciaries, and the duties of fiduciaries and standards they must fulfill to meet fiduciary obligations along with some real-world case studies.	Virtual On-Demand	1.0 hour	<b>Strongly Recommended</b> Retirement Portfolio Management
<b>TBD 2025</b>	Annual HOP/PDP Fraud, Waste, Abuse and Compliance Training	PSERS Internal Audit Staff	This <b>Mandatory training</b> is sponsored by the ACR Committee. Provides training for an effective compliance program to prevent, detect, and correct Medicare non-compliance, as well as fraud, waste, and abuse.	In-Person/ Virtual On-Demand	20 min	Centers for Medicare and Medicaid Services (CMS) training
<b>TBD 2025 Before June</b>	Risk Appetite Training	Eric Decker	In this training, we will discuss what risk appetite is, what should be considered when setting risk appetite, and how it helps the Board to oversee operational performance.	In-Person/ Virtual On-Demand	1.0 hour	Risk Assessment Risk Assessment

## Investment Committee

Date or Frequency if date is not yet finalized	Title of Session	Presenter/ Sponsor	Brief Description of Session	Delivery Method	Estimated Credit Hours	Credit Type
<b>Jan 2025</b>	Special Topic PIMCO – Election Market Implications	PIMCO/Investment Office	Overview of election results and considerations relating to financial market effects.	Virtual On-Demand	45 min	Retirement Portfolio Management
<b>Jan 2025</b>	IO Asset Class Review – Private Real Assets	Investment Office	Provide an Asset Class Review for Private Real Assets - 2024	Virtual On-Demand	30 min	Investment Strategies
<b>Mar 2025</b>	Special Topic - TBD	Investment Office		Virtual On-Demand	30 min	
<b>Mar 2025</b>	Special Topic - Market Overview	Verus Economist	Public Financial Market Overview	Virtual On-Demand	30 min	Retirement Portfolio Management
<b>Mar 2025</b>	Proxy Voting Annual Review	Glass Lewis/ Investment Office	Annual policy review with Glass Lewis and PSERS staff in preparation for the next proxy season	In-person/ Virtual On-Demand	30 min	Retirement Portfolio Management

<b>June 2025</b>	Risk Overview	Investment Office	Provide a Market Risk Overview	Virtual On-Demand	30 min	Risk Assessment
<b>June 2025</b>	IO Asset Class Review – Private Equity	Investment Office	Provide an Asset Class Review on Private Equity	Virtual On-Demand	30 min	Investment Strategies
<b>June 2025</b>	IO Asset Class Review – Public Equity	Investment Office	Provide an Asset Class Review on Public Equity	Virtual On-Demand	30 min	Investment Strategies
<b>Aug 2025</b>	Investment Policy Statement (IPS) Training	Verus	Provide training on the importance of an IPS and Benchmark discussion.	In-person/Virtual On-Demand	30 min	Retirement Portfolio Management
<b>Aug 2025</b>	Market Update by Economist	Fed Speaker	Lunch/Dinner Speaker at Board Retreat	In-Person/Virtual On-Demand	45 min	Retirement Portfolio Management
<b>Aug 2025</b>	Special Topic - TBD		Speaker at Board Retreat	In-Person/Virtual On-Demand	30 min	
<b>Aug 2025</b>	Risk Overview	Investment Office	Provide an overview of Investment Compliance and Operational Due Diligence	Virtual On-Demand	30 min	Risk Assessment
<b>Oct 2025</b>	IO Asset Class Review – Internal	Investment Office	Provide an overview of internal asset management in Public Markets and Co-Investments	Virtual On-Demand	30 min	Investment Strategies

	Asset Management					
<b>Oct 2025</b>	IO Asset Class Review – Private Credit	Investment Office	Provide an asset class review on Private Credit	Virtual On-Demand	30 min	Investment Strategies
<b>Oct 2025</b>	IO Asset Class Review – Public Credit	Investment Office	Provide an asset class review on Public Credit	Virtual On-Demand	30 min	Investment Strategies
<b>Oct 2025</b>	Operations Overview	Investment Office	Provide annual operations review	Virtual On-Demand	30 min	Retirement Portfolio Management
<b>Dec 2025</b>	IO Asset Class Review – Public Real Assets	Investment Office	Provide an asset class review on Public Real Assets	Virtual On-Demand	30 min	Investment Strategies
<b>Dec 2025</b>	IO Asset Class Review –Strategy Group	Investment Office	Provide an asset class review on Public Real Assets (Strategy Group)	Virtual On-Demand	30 min	Investment Strategies
<b>Dec 2025</b>	IO Asset Class Review – Private Real Assets	Investment Office	Provide an asset class review on Private Real Assets	Virtual On-Demand	30 min	Investment Strategies
<b>Dec 2025</b>	Special Topic – TBD	Investment Office		In-Person/ Virtual On-Demand	30 min	

## Defined Contribution Committee

Date or Frequency if date is not yet finalized	Title of Session	Presenter/ Sponsor	Brief Description of Session	Delivery Method	Estimated Credit Hours	Credit Type
<b>TBD 2025</b>	Making it Personal: Personalizing Target Date Solutions	T. Rowe Price	To provide an understanding of the operational considerations when deciding to offer custom target date funds in a defined contribution plan.	In-Person/ Virtual On-Demand	30 min	Retirement Portfolio Management
<b>Aug 2025</b>	Managing Security Risk in Defined Contribution Plans	Captrust and Voya	To identify potential threats to assets and data and provide an overview of common security controls to mitigate those risks, including measures to protect against cyberattacks, breaches, and unauthorized access to plan information.	In-Person/ Virtual On-Demand	30 min	Risk Assessment

## Benefits and Appeals Committee

Date or Frequency if date is not yet finalized	Title of Session	Presenter/ Sponsor	Brief Description of Session	Delivery Method	Estimated Credit Hours	Credit Type
<b>TBD 2025</b>	Disability Retirement Process Overview	PSERS Staff	To provide an overview of the Disability Retirement Process, including the eligibility requirements, renewals, annual earnings submissions, and recent process improvements.	Virtual On-Demand	30 min	Non-mandatory
<b>TBD 2025</b>	Going Paperless in MSS	Gene Robison	To provide an overview of the documents received by members electronically through MSS and the paperless delivery selection process.	Virtual On-Demand	30 min	Non-mandatory

## Health Care Committee

Date or Frequency if date is not yet finalized	Title of Session	Presenter/ Sponsor	Brief Description of Session	Delivery Method	Estimated Credit Hours	Credit Type
<b>TBD 2025</b>	Historical Trends in Enrollment Experience	Segal	An analysis of the historical trends to determine how healthcare has changed and what can be improved.	Virtual On-demand	30 min	Non-mandatory

## Finance and Actuarial Committee

Date or Frequency if date is not yet finalized	Title of Session	Presenter/ Sponsor	Brief Description of Session	Delivery Method	Estimated Credit Hours	Credit Type
<b>Aug 2025</b>	Actuarial Hot Topics for Public Retirement Systems	Gallagher	To inform the board of any changes in actuarial standards and new issues and trends that could affect the actuarial measurements/factors of the plan	In-Person/ Virtual On-Demand	30 min	Actuarial Standards



## Audit, Compliance and Risk Committee

### Audit, Compliance and Risk Committee Education for Previously Appointed ACR Committee Members:

The following curriculum is recommended to complete the mandatory 8-hour requirement of yearly ACR education for previously appointed Members of the ACR. Newly appointed ACR Committee Members may take any or all of the following education sessions, but it is recommended that the tailored 16-hours of education listed in the *Audit, Compliance and Risk Committee – Education for Newly Appointed ACR Committee Members* table below be completed first.

Date or Frequency if date is not yet finalized	Title of Session	Presenter/ Sponsor	Brief Description of Session	Credit Hours Granted	Credit Type
<b>Feb 19, 2025</b>	Fraud Prevention and Detection 2.0	SB & Company	Fraud Prevention and Detection	2.0 hours	Risk Assessment
<b>May 21, 2025</b>	Accounting and Auditing Standards Update	SB & Company	Accounting and Auditing Standards Update	2.0 hours	Auditing Standards/ Internal Controls
<b>Sept 10, 2025</b>	Actuarial accounting and auditing considerations with best practices	SB & Company	Actuarial accounting and auditing considerations with best practices	2.0 hours	Auditing Standards/ Internal Controls
<b>Nov 12, 2025</b>	Audit Committee Best Practices 2.0	SB & Company	Audit Committee Best Practices	2.0 hours	Internal Controls

## Audit, Compliance and Risk Committee Education for Newly Appointed ACR Committee Members

The following curriculum is recommended to complete the mandatory 16-hours of education for newly appointed Members of the ACR Committee that must be completed within 90 days of appointment. It is recommended that you complete the sessions below in the order listed. Existing ACR Committee Members may also (re)take the following courses.

Title of Session	Presenter/ Sponsor	Brief Description of Session	Credit Hours Granted	Credit Type
<b>1</b> Value of the Audit: A Brief History and the Path Forward	SERS/ Deloitte	This paper examines in more detail the value of an independent audit, including: 1. Summarizing the importance of well-functioning capital markets, the historical importance of audited financial statements, and the roles and responsibilities of each key stakeholder in the US financial reporting supply chain. 2. Taking a close look at how the expertise and independence of the external public company auditor are supported not simply by the strength of the applicable professional and regulatory requirements but also by strong market-based incentives. 3. Analyzing why public policy proposals calling for more stringent requirements on auditor independence may in fact reduce expertise and result in a decrease in audit quality.	30 min	Internal Controls
<b>2</b> PSERS Retreat Introduction to the Committee of Sponsoring Organizations (COSO) Enterprise Risk Management (ERM) Framework	PSERS	<a href="https://youtu.be/ZdxVdKFW68s">https://youtu.be/ZdxVdKFW68s</a>  August 9, 2023  This webinar introduces the COSO Enterprise Risk Management Framework which PSERS will use to grow its enterprise risk management capabilities.	30 min	Risk Assessment
<b>3</b> Board Oversight of Risk	SB & Company	<a href="https://youtu.be/cGqowv7WMA4">https://youtu.be/cGqowv7WMA4</a> April 24, 2024 – Board Oversight of Risk	2.0 hours	Risk Assessment

4	Risk Management Course	Texas Pension Review Board	<a href="https://education.prb.texas.gov/course/risk-management/">https://education.prb.texas.gov/course/risk-management/</a>  This course presents the different types of major risks facing public retirement systems, and tools that may mitigate possible risks. These tools include risk assessments, controls, and audits. The course examines general risk management practices, as well as specific types of risk facing public pensions including fiduciary, funding, investment, and data security risks.  <i>Note: you must enroll to access this course. If you have any issues accessing this course please contact Evelyn Williams, PSERS Board Information Officer, at <a href="mailto:evwilliams@pa.gov">evwilliams@pa.gov</a> or 717-720-4734.</i>	1 hour	Risk Assessment
					Risk Assessment
5	Internal Controls	SB & Company	<a href="https://youtu.be/Q4UfBXasaa8">https://youtu.be/Q4UfBXasaa8</a> February 21, 2024 – Internal Controls This webinar will provide an understanding of internal controls related to COSO, types of control activities, how to identify control weaknesses and fraud.	2.0 hours	Internal Controls
6	GASB and AI Risk	SB & Company	<a href="https://youtu.be/MiACsyFfIpQ?feature=shared">https://youtu.be/MiACsyFfIpQ?feature=shared</a>  September 13, 2023  This webinar provides a GASB update on standards, both actual application and new standards, as well as a look at future significant changes that GASB is working through.	1.0 hour Auditing Standards	Auditing Standards/ Internal Controls
				1.0 hour Internal Controls	

			This webinar also provides an overall discussion and background on artificial intelligence. This very emerging area is evolving rapidly.		
7	GASB/Auditing Standards Updates	SB & Company	<a href="https://youtu.be/QPeYo7mGd68">https://youtu.be/QPeYo7mGd68</a> August 16, 2024 - GASB/Auditing Standards Updates	2.0 hours	Auditing Standards
8	Environment, Social, and Corporate Governance (ESG) and Diversity, Equity, and Inclusion (DEI) Background and Key Factors to Consider	SB & Company	<a href="https://youtu.be/tucNnxyBqcc">https://youtu.be/tucNnxyBqcc</a> November 8, 2023  This webinar provides background on ESG and DEI, and a review of best practices for audit committees dealing with these issues.	2.0 hours	Risk Assessment
9	SOC Audit Training	SB & Company	<a href="https://youtu.be/w8SvAQQDMEM">https://youtu.be/w8SvAQQDMEM</a> July 12, 2023  This webinar discusses the history and overview of System and Organization Controls (SOC) Reporting, explains types of reports and definitions, reviews a SOC1 and a SOC2 report, and discusses how to prepare for a SOC audit.	2.0 hours	Risk Assessment
10	Fraud and Related Party Transactions	SB & Company	<a href="https://youtu.be/ZoYesD9yPXc">https://youtu.be/ZoYesD9yPXc</a> November 13, 2024 - Fraud/Related Party Transactions	2.0 hours	Risk Assessment Risk Assessment
					<b>16 hours</b>

## Appendix – Additional Education Opportunities

Date or Frequency if date is not yet finalized	Title of Session	Presenter/ Sponsor	Brief Description of Session	Delivery Method	Credit Hours Granted	Credit Type
Anytime	Section V of the 2024 Board Education Plan		Links to education sessions that were part of the 2024 Board Education Plan <a href="https://director.diligentboards.com/s/pagov/d/BIKW/p/1?b=3lm">https://director.diligentboards.com/s/pagov/d/BIKW/p/1?b=3lm</a>			
Anytime	Charter School Withdrawal Liability Workshop	Jennifer Mills	<a href="https://youtu.be/IgQDjhkFYAo">https://youtu.be/IgQDjhkFYAo</a>  PSERS January 5, 2024, Charter School Withdrawal Liability Educational Workshop	Virtual On-Demand	1 hour	Non-mandatory
Anytime	National Institute on Retirement Security (NIRS)	NIRS	<p><a href="https://www.nirsonline.org">Retirement Dialogues Webinars - National Institute on Retirement Security (nirsonline.org)</a></p> <p>To keep retirement leaders informed on a range of retirement issues, NIRS hosts "Retirement Dialogues," webinars with timely, relevant information of retirement challenges and opportunities.</p> <p><i>Note: some of these webinars may be eligible for training credit and others may not. If you have any questions on a webinar please contact Evelyn Williams, PSERS Board Information Officer, at <a href="mailto:evwilliams@pa.gov">evwilliams@pa.gov</a> or 717-720-4734.</i></p>	Virtual On-Demand	TBD	TBD

Anytime	Texas Pension Review Board – Investment Course	Texas Pension Review Board	<a href="https://education.prb.texas.gov/course/investments/">https://education.prb.texas.gov/course/investments/</a> This course examines the key concepts of investing including investment objectives, asset allocation and diversification, portfolio construction and review, and ethics in investing.  <i>Note: you must enroll to access this course. If you have any issues accessing this course please contact Evelyn Williams, PSERS Board Information Officer, at <a href="mailto:evwilliams@pa.gov">evwilliams@pa.gov</a> or 717-720-4734</i>	Virtual On-Demand	1 hour 30 min	Risk Assessment
						Risk Assessment
Anytime	Introduction to the Global Internal Audit Standards (6.22.23)	SERS/ Carr, Riggs & Ingram (CRIcpa)	<a href="https://www.youtube.com/watch?v=...">Introduction to the Global Internal Audit Standards (youtube.com)</a>  An introduction to internal auditing standards, objectives, roles, audit techniques, audit process, audit planning and audit report writing.	Virtual On-Demand	1.0 hour	Auditing Standards
Anytime	Internal Audit Lifecycle   Fundamentals of Internal Auditing   Part 3 of 44 (06.01.2021)	SERS/ ACI Learning, Kathleen Crawford and Henan Murdock	<a href="https://www.youtube.com/watch?v=...">Internal Audit Lifecycle   Fundamentals of Internal Auditing   Part 3 of 44 (youtube.com)</a>  Learn the steps of an audit lifecycle? Join Kathleen and Henan in this episode where they will explore the five phases of an audit and define the ten steps of the internal audit lifecycle.	Virtual	30 min	Internal Controls
Anytime	Types of Audits   Fundamentals of	SERS/ACI Learning,	<a href="https://www.youtube.com/watch?v=...">Types of Audits   Fundamentals of Internal Auditing   Part 4 of 44 - YouTube</a>	Virtual	30 min	Auditing Standards

	Internal Auditing   Part 4 of 44 (06.01, 2021)	Kathleen Crawford and Henan Murdock	What are the four different types of audits? Join Kathleen and Henan in this episode to learn about the different characteristics and features of each type of audit (compliance, financial, IT, and operational)			
Anytime	Audit Programs: IIA Standards   Fundamentals of Internal Auditing   Part 20 of 44 (06.01.2021)	SERS/ ACI Learning, Kathleen Crawford and Henan Murdock	<a href="#">Audit Programs: IIA Standards   Fundamentals of Internal Auditing   Part 20 of 44 (youtube.com)</a>  What IIA Standards are relevant to audit programs?	Virtual	30 min	Auditing Standards
Anytime	Internal Audit's Past and Future   Fundamentals of Internal Auditing   Part 44 of 44 (06.01.2021)	SERS/ ACI Learning, Kathleen Crawford and Henan Murdock	<a href="#">Internal Audit's Past and Future   Fundamentals of Internal Auditing   Part 44 of 44 (youtube.com)</a>  What past events have shaped the current internal audit landscape and how are current events shaping its future? In this final episode of the course, Kathleen and Hernan will take a trip through the Internal Audit's timeline.	Virtual	30 min	Auditing Standards
Anytime	IPPF: IIA Standard 1210 – Proficiency (08.06.2021)	SERS/ Audit Strategy, Tauseef A. Mushtaq	Audit Strategy, <a href="#">IPPF: IIA Standard 1210 - Proficiency (youtube.com)</a>  Proficiency and Due Professional Care: How do internal auditors demonstrate their proficiency, including their expectations on key IT risks and controls and risk of fraud.	Virtual	30 min	Risk Assessment
Anytime	What is Audit Risk? How do you Calculate Audit Risk? (08.29.2016)	SERS/ Gleim Accounting, Dr. Barry Bryan	<a href="#">What is Audit Risk? How Do You Calculate Audit Risk? (youtube.com)</a>  Learn about the Audit Risk Model and how to calculate it in this video led by Dr. Barry	Virtual	30 min	Risk Assessment

Bryan, lead AUD professor on the Gleim  
Instruct video series.

Also, strengthen your familiarity with the Risk  
of Material Misstatement (RMM), Control Risk,  
Inherent Risk, and Detection Risk.

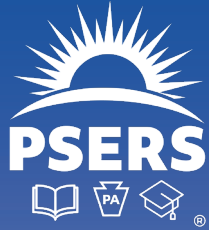
Risk  
Assessment



## Attending Conferences for Education Session Credits

The following conferences may be attended by Board Members as permitted under the Board Education Policy. The amount of credit earned for conference sessions, however, cannot be determined until **AFTER** attending the conference. Agendas and/or detailed descriptions of the sessions, which may change or not be available until closer to the date of the conference, are needed to determine eligibility under the educational requirements. The Board Information Officer will work with the Executive Director and other Executive Staff to determine the amount of credits earned for each session after the Board Member returns. Documentation of session attendance with supporting materials must be provided before credit hours and credit types can be determined.

Date or Frequency if date is not yet finalized	Sponsor	Event	Location	Credit Hours Granted	Credit Type
<b>May 17-18, 2025</b>	National Conference on Public Employee Retirement Systems (NCPERS)	<a href="#">NCPERS Pension Trustee Educational Seminar (TEDS)</a> NCPERS 2025 Pension Trustee Educational Seminar (TEDS)	Denver, CO	TBD	TBD
<b>May 17-18, 2025</b>	NCPERS	<a href="#">NCPERS Accredited Fiduciary Program</a> NCPERS Accredited Fiduciary Program (NAF) 2025 Class	Denver, CO	TBD	TBD
<b>May 18-21, 2025</b>	NCPERS	<a href="#">NCPERS Annual Conference &amp; Exhibition</a> NCPERS Annual Conference & Exhibition	Denver, CO	TBD	TBD
<b>May 27 -29, 2025</b>	Pennsylvania Association of Public Employee Retirements Systems (PAPERS)	PAPERS 2025 Spring Forum <a href="https://www.pa-pers.org/">https://www.pa-pers.org/</a>	TBD	TBD	TBD
<b>Jul 13 - 16, 2025</b>	National Council on Teacher Retirement (NCTR)	<a href="#">Trustee Workshop – NCTR</a> NCTR 25 <sup>th</sup> Annual Trustee Workshop	Williamsburg, VA	TBD	TBD
<b>Aug 9-13, 2025</b>	NASRA	<a href="#">NASRA</a> NASRA Annual Conference	Seattle, WA	TBD	TBD
<b>Oct 3-6, 2025</b>	NCTR	<a href="#">Annual Conference – NCTR</a> NCTR 103rd Annual Conference	Salt Lake City, UT	TBD	TBD
<b>TBD</b>	NCPERS	<a href="#">Program for Advanced Trustee Studies (PATS)   NCPERS</a>	TBD	TBD	TBD
<b>Nov 18-19, 2025</b>	PAPERS	<a href="#">PAPERS - Fall Workshop (pa-pers.org)</a> 2025 Fall Workshop	TBD	TBD	TBD



# 2025 Board Education Plan

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Evelyn Williams  
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717.720.4734

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