

Progression of the Profession

Formal Education Trends In Developing and Recruiting Compliance Professionals

June 6, 2017
Baltimore, Maryland

SCCE Higher Education Compliance Conference
HCCA Research Compliance Conference



Society of Corporate Compliance and Ethics




Health Care Compliance Association

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New programs and methods for developing the next generation of compliance professionals

- **Hallmark of a “profession” is steep learning curve that requires specialized experience or education**
- **“Compliance & Ethics” qualifies as a profession but tremendous need for talent**
- **Evolution and growth of field – first generation of C&E professionals often came from diverse backgrounds and built programs from the ground up.**
 - **Next generation requires professionals with skills and experience in C&E to be able to hit the ground running**
- **Universities leading the way in the development of this profession by offering:**
 - **Masters degrees**
 - **LLM for lawyers**
 - **Certificates**

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New programs and methods for developing the next generation of compliance professionals

- **Universities also partnering with industry to develop courses for students that offer big picture theoretical insights and practical know-how**
- **Universities are new to compliance and ethics education but have much to offer:**
 - ✓ **Spark conversations to help us imagine a better society, then marshal the teaching and research resources needed to help achieve it.**
 - ✓ **Offer both broad, high level foundational courses as well as subject specific specialty areas.**
 - ✓ **Can enable existing C&E professionals to take career to the next level.**

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Benefits and Challenges in Hiring New Graduates

Benefits:

1. Companies don't need to take risks on people for these roles – graduate is committed to career
2. Graduates show an understanding of the field
3. Succession planning for future generation of leaders of compliance
4. Students often come with relevant experience – e.g., have done externships with real work, or completed realistic projects for classes and are already familiar with expectations, or transitioning career with analogous skills
5. Optics for regulatory agency – shows rigor and commitment of the company

Challenges:

1. Onboarding required of new hires
2. Geographic challenges (compliance is a national market for graduates)

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Approaches for Recruiting New Talent

- Incorporate information regarding degree or certificate programs into recruiting programs
- Road shows
- Formal channels
- Compliance Externships
- Online education
- Relationships/pipelines from industry
- Focus groups

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**What does the audience see as needs
in the area of education?**

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