



**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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**Panel Members**



**Alice M. BrightSky**  
 Senior Director, Compliance Programs  
 Fordham Law School



**Colleen Dorsey, Esq.**  
 Director, Organizational Ethics & Compliance  
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**Melanie R. Kay**  
 Director, Daniels Fund Ethics Initiative  
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**Ryan Meade, JD, CHRC, CHC-F**  
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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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