



SOCIETY OF CORPORATE COMPLIANCE AND ETHICS®
& HEALTH CARE COMPLIANCE ASSOCIATION®

2022 ANNUAL REPORT

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/ LETTER FROM THE PRESIDENT



WALTER E. JOHNSON
Board President
SCCE & HCCA

As I look back at 2022, I can't help but think about how much has

changed in the world and at our association. Despite a rocky start with the Coronavirus Omicron wave, it was a year that saw a much brighter horizon.

For the association it was a year of great progress and constant evolution, of long-anticipated events occurring and new ones created. As much as we love it when a plan comes together, we were also proud of our ability to innovate and adjust to changing circumstances. We were able to return to in-person meetings for many events while we continued to create new virtual offerings. Our flagship Compliance Institute and Compliance & Ethics Institute were finally offered in-person again. Walking the halls and sitting in session rooms, it was clear how happy the attendees were to be able to sit and talk face to face with their peers.

That same feeling was present at our Academies, including our international Academies which were reinstated after a two-year pandemic hiatus. We were happy to be able to serve our members around the world in person.

Our online schedule saw an expanding number of Essentials Workshops. Designed to train those who are brand new to the profession, the attendance was robust, and we were proud to be

able to provide a solid foundation for so many in the next generation of compliance professionals.

The number of online offerings in general grew significantly, with new virtual conferences, a virtual version of the Institutes and an ever-expanding number of resources on COSMOS, our online knowledge platform. Now there are new and freshly updated tools, books and data for compliance teams that are looking to operate effectively and efficiently.

We also began a new initiative to tie our community together. A series of online meetups were created to provide a live forum for compliance professionals to share their expertise and ask questions directly of one another. We will greatly expand these in the years to come.

We will also look to meet the changing needs of our profession as we enter a new era and face new challenges. As regulators, ratings agencies, investors, the public, and our own organizations turn their attention to issues such as supply chains, economic sanctions, ESG, privacy, and board oversight, SCCE&HCCA will continue to evolve our efforts to serve you in your work.

Here's to a healthy 2023 and a bright future for our profession.

Walter E. Johnson
Board President, SCCE & HCCA



MISSION AND MEMBERSHIP

NUMBER OF SCCE EVENTS BY CATEGORY

62	11	2	17	16	16
Total events	Academies	Institutes (1 International)	Regionals (3 International)	Specialized Knowledge	Workshops

NUMBER OF HCCA EVENTS BY CATEGORY

54	17	1	25	6	5
Total events	Academies	Institute	Regionals	Specialized Knowledge	Workshops

With more than 19,000 members across the globe, SCCE & HCCA is the largest association furthering the interests of the compliance and ethics profession across all industries. SCCE & HCCA exists to champion ethical practice and compliance standards and to provide the necessary training, publications, certifications, and other resources for ethics and compliance professionals. At the end of 2022, HCCA membership numbered 12,191; the membership total for SCCE was 7,058.

EDUCATION TO FIT MEMBERSHIP NEEDS

In 2022, SCCE & HCCA offered a total of 116 educational and networking events. We continued to offer a mixture of in-person, virtual, and hybrid educational experiences to meet the varied needs and requests of our attendee base.

NEW EDUCATIONAL EVENTS IN 2022

To stay current on the ever-changing landscape of compliance regulations, best practices, and emerging topics, SCCE & HCCA added a number of new educational offerings in 2022. With a focus on expanding both the breadth and depth of knowledge for compliance professionals, our opportunities ranged from new workshops on compliance program essentials to deeper dives on issues for specific industries.

- Compliance Risk Assessment and Management
- Defense & Government Contracting Compliance & Ethics Conference
- Compliance in Smaller Organizations
- Compliance Auditing & Monitoring Conference

/ CONNECTING GLOBALLY

While our European Compliance and Ethics Institute remained virtual in 2022, we were able to return to some in-person global events once COVID-19 restrictions began to ease. We offered two in-person events each in three international locations: our Basic Compliance & Ethics Academy and Regional Compliance & Ethics Conferences were held in Dubai, Singapore, and São Paulo. A fourth Basic Compliance & Ethics Academy took place in Amsterdam, Netherlands. We also offered our virtual workshop, Conducting Effective Compliance Investigations, in both the Central European Time Zone and the Singapore Time Zone to better serve global audiences.

/ WEBINARS

Because they can be attended live or listened to as a recorded event, our webinars also serve professionals around the world. There were 48 webinars offered by HCCA in 2022, and 47 webinars from SCCE for a total of 95 webinars from the association.

/ PODCASTS & BLOGS

Additional educational tools with broad reach include The Compliance & Ethics Blog featuring written content from industry leaders, and our podcast series, Compliance Perspectives. Available on the SCCE & HCCA blog site as well as Apple Podcasts, Google Podcasts and a number of other channels, the 99 new podcasts that were released in 2022 featured conversations with experienced practitioners that touched on the technical, practical, and relational aspects of compliance across all industries.

/ SCCE & HCCA'S JOB BOARDS

A valuable resource for members on both sides of the hiring process. Organizations can post compliance job openings knowing they are reaching a qualified audience, while professionals have a dedicated place to search for roles that fit their qualifications.

/ 2022 SALARY SURVEY

For the first time since 2019, SCCE and HCCA members participated in the *Cross-Industry Chief Compliance Officer and Staff Salary Surveys* and the *Healthcare Chief Compliance Officer and Staff Salary Surveys*. Survey results were reported in October with data including average salary by position, salary by geographic region and industry, and a comparison between certified and non-certified professionals. The reports are available for review on the SCCE and HCCA websites.





/ CERTIFICATION

At year end, 11,500 individuals held active CCB certifications, with many holding more than one type of certification.

The Compliance Certification Board (CCB)[®] provides a global standard of requisite compliance knowledge for professionals in the field. Certification encourages continued personal and professional growth and provides a method of demonstrating expertise. CCB designations enhance certificate holders' credibility within their organizations and among their peers.

In 2022, CCB continued to meet professionals where their needs were by offering three different exam options: in-person offerings at Institutes, Academies, and some conferences; remote-proctored exams candidates can take from their home or office; and in-person computer-based exams at PSI test centers.

/ NUMBER OF ACTIVE CERTIFICATIONS BY CERTIFICATION TYPE

CCEP[®]
CERTIFIED COMPLIANCE & ETHICS PROFESSIONAL

3,262

CHC[®]
CERTIFIED IN HEALTHCARE COMPLIANCE

6,647

CCEP-I[®]
CERTIFIED COMPLIANCE & ETHICS PROFESSIONAL-INTERNATIONAL

1,036

CHPC[®]
CERTIFIED IN HEALTHCARE PRIVACY COMPLIANCE

1,920

CHRC[®]
CERTIFIED IN HEALTHCARE RESEARCH COMPLIANCE

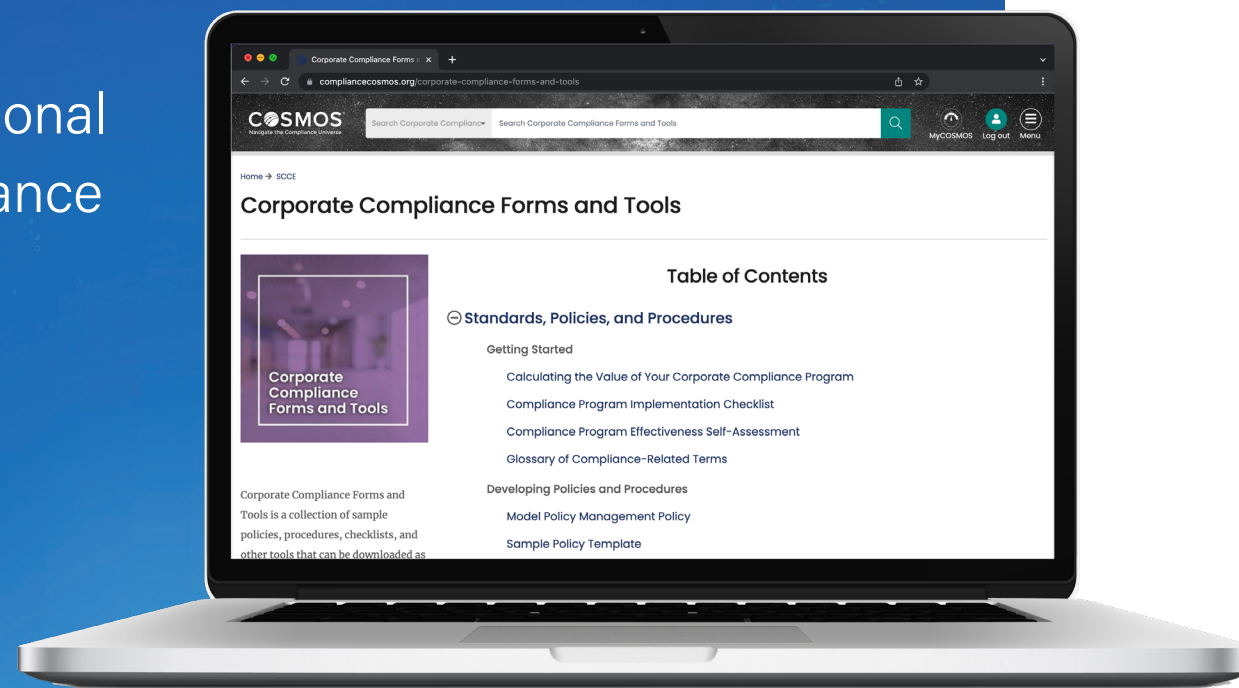
596

/ PUBLICATIONS: ANYTIME, ANYWHERE RESOURCES

In 2022 we continued our commitment to providing educational resources and support to compliance professionals with updates and additions to our online and print publications portfolio.

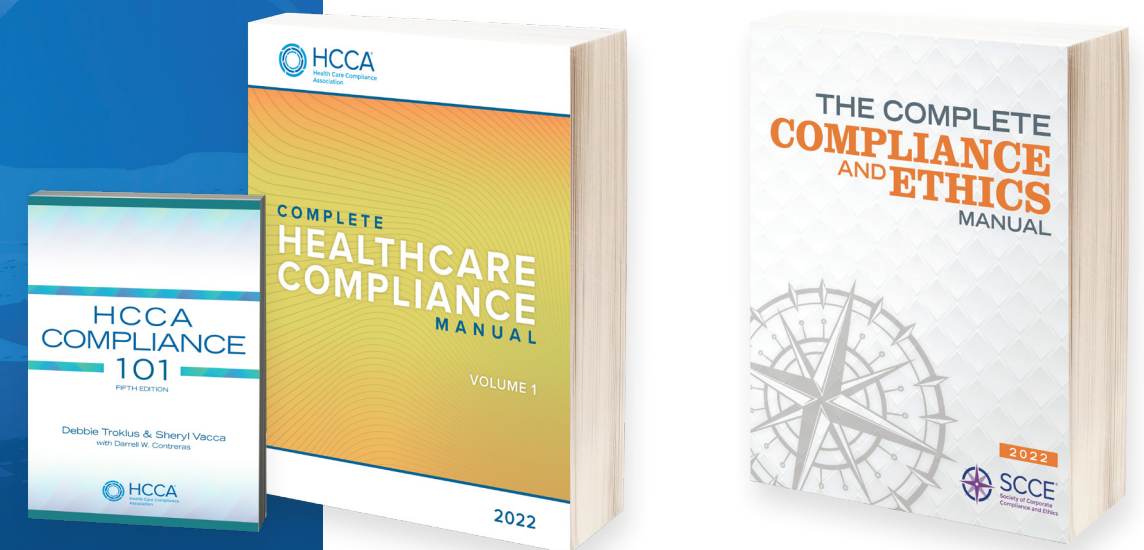
/ NEW IN 2022

- Corporate Compliance Forms and Tools and Healthcare Compliance Forms and Tools:** Two collections of sample policies, procedures, checklists, and forms that can be downloaded as Word documents and easily edited or customized. *Corporate Compliance Forms and Tools* includes forms and tools on topic areas featured in *The Complete Compliance and Ethics Manual*; *Healthcare Compliance Forms and Tools* covers topic areas featured in the *Complete Healthcare Compliance Manual*.
- MyCOSMOS Dashboard:** SCCE & HCCA's online content platform, COSMOS, became even more user-friendly in 2022 with the new MyCOSMOS dashboard. Users can now access their resources quickly and easily through a personal dashboard that includes their purchased and member-benefit publications and conference materials.



/ UPDATED IN 2022

- Complete Healthcare Compliance Manual:** New content included legal coverage on FCPA and Civil Monetary Penalties Law, as well as risk area coverage on Research Misconduct, Hybrid Work Environment, and more. Online subscribers and print bundle purchasers also now receive a one-year online subscription to *Healthcare Compliance Forms and Tools* at no additional cost.
- The Complete Compliance and Ethics Manual:** New content was added on compliance in remote and hybrid environments, creating a code of conduct, and more. Online subscribers and print bundle purchasers also now receive a one-year online subscription to *Corporate Compliance Forms and Tools* at no additional cost.
- HCCA Compliance 101, Fifth Edition:** New content included chapters on risk assessment, investigations, and government oversight, as well as new sample policies, forms, and a list of additional resources.





/ ENGAGING OUR MEMBERS

/ **COMMUNITY CONVERSATIONS AND ONLINE MEETUPS**

To increase the number and range of opportunities for members of the compliance community to connect with each other, SCCE & HCCA began experimenting with online meetups. These live events bring together Academy attendees for continued discussion post-training, compliance professionals from higher education and research communities, and those from small organizations, many of whom work in compliance departments of one. Participation was steady and the conversations were robust and well-received. We will continue to expand these to serve new groups in 2023.

/ **DEI WORKING GROUP**

The Diversity Equity & Inclusion Working Group continued its efforts in 2022, including hosting a workshop at the Compliance & Ethics Institute on ways to incorporate DEI initiatives in compliance programs. The DEI Working Group aims to complete and report on this work in 2023.

/ **SCCEnet AND HCCAnet**

Community Conversations were just one idea that came out of a renewed focus on making our "net" experiences meaningful for our more than 16,800 total active users. Growth of these platforms continued steadily with the new Community Engagement Manager at the helm, averaging 8% for the year. The average number of new users per month was 125 in 2022, compared with 115 in 2021.

/ **LINKEDIN**

We continue to see good engagement on our LinkedIn pages, with 38,888 active members on the HCCA page and 35,483 on SCCE. End of year growth was strong, with 481 new HCCA page members in December 2022 and 317 new SCCE page members in November 2022.



/ COMMUNITY OUTREACH

/ **GIVING BACK**

In the spring of 2022, HCCA hosted a PaintFest for an on-site project at the Compliance Institute benefiting the Foundation for Hospital Art. During breaks, attendees stopped by the volunteer booth to paint and contribute to a multi-canvas mural. All murals were donated to Phoenix-area hospitals. At the Compliance & Ethics Institute in the fall, SCCE partnered with No Child Hungry and had attendees help pack hygiene kits that included soap, toothbrush/toothpaste, wash cloths, shampoo, lotion, etc. Hygiene kits were donated to MANA House, a facility that houses homeless veterans in Phoenix.

/ **THOUGHT LEADERSHIP**

For the third year in a row, JD Supra recognized SCCE & HCCA with Readers' Choice Awards in both the Top Authors and Top Firm divisions. The awards acknowledge authors and firms for their thought leadership and reader engagement in key topics for the year and were selected from JD Supra's pool of more than 70,000 contributing authors.

/ **WRITING CONTEST**

HCCA sponsored Mitchell Hamline School of Law's 4th annual Roy Snell Health Care Regulatory and Compliance Writing Competition. The competition honors Roy Snell, the cofounder and former CEO of SCCE & HCCA, for his visionary leadership, keen interest in user-centered communication, and contributions to the field of Health Care Compliance.

In this demanding competition, law students must analyze a hypothetical fact pattern involving an organization facing multifaceted health care regulatory/compliance matters and draft two separate internal memoranda to two different recipients within the organization. A panel of judges selects three winners.

/ LOOKING AHEAD

Looking forward to 2023, SCCE & HCCA will continue to innovate and find new ways of serving the the evolving needs of compliance professionals. We understand that hybrid and remote work is likely here to stay, and we will meet our community members where they are with all our available resources.

We will also continue to develop new resources and tools to make education, networking, and connections even more convenient and meaningful.

A new Association Management System rolling out in 2023 will greatly enhance our ability to assist members with conference registrations, CCB certifications, publications subscriptions, and much more. Our conference offerings will expand to address new and emerging issues as well as go deeper into critical topics such as auditing & monitoring, investigations, and more.

/ FINANCIAL STATEMENTS

Consolidated Statement of Financial Position December 31, 2022

Assets	
Current Assets	
Cash and Cash Equivalents	\$1,928,002
Accounts Receivable	75,350
Inventories	28,313
Prepaid and Deferred Expenses	1,520,384
Total Current Assets	3,552,049
Property, Equipment and Trademarks	7,897,345
Investments	12,892,739
Goodwill	1,732,786
Other	296,280
Total Assets	\$26,371,199
Liabilities and Net Assets	
Current Liabilities	
Accounts Payable and Accrued Expenses	\$1,600,621
Deferred Revenue	4,861,101
Total Current Liabilities	6,461,722
Other Liabilities	276,722
Total Liabilities	6,738,444
Net Assets	\$19,632,755
Total Liabilities and Net Assets	\$26,371,199

/ FINANCIAL STATEMENTS

Consolidated Statement of Activities December 31, 2022

Revenues	
Program Revenues	\$19,838,395
Other Income	684,069
Total Revenues	20,522,464
Expenses	
Program Expenses	17,098,112
General and Administrative	5,854,722
Investment Loss	1,250,281
Total Expenses	24,203,115
Total Change in Net Assets	(3,680,651)
Total Net Assets - Beginning of Year	23,313,406
Total Net Assets - End of Year	\$19,632,755



Society of Corporate Compliance and Ethics
& Health Care Compliance Association

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corporatecompliance.org | hcca-info.org