

Source Center

annual report 2023

Society of Corporate Compliance and Ethics® &
Health Care Compliance Association®

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Letter from the President



R. BRETT SHORT
Board President
SCCE & HCCA

There's one thing you can count on working in compliance and ethics: there's never a dull moment. For SCCE & HCCA as well as the compliance profession, 2023 was an eventful year, and 2024 promises more of the same, with changing enforcement priorities, rising expectations for compliance programs, and new, unforeseen challenges that will inevitably arise.

To meet the needs of our profession in 2023, SCCE & HCCA continued to offer an expanded slate of virtual programs while increasing the number of in-person meetings.

The Academies were back to a full schedule, including internationally. The Compliance Institute, Compliance & Ethics Institute, European Compliance & Ethics Institute, Research Compliance Conference, and Higher Education Compliance Conference were all offered in-person again and saw growth in their attendance.

The Compliance & Ethics Institute took a big step forward, with a talk by Deputy Attorney General Lisa Monaco. She chose to make the CEI the venue to announce the new DOJ leniency policy for mergers and acquisitions. This further helped cement the CEI as the key meeting for the corporate compliance community. Meantime, the OIG at HHS and Office for Civil Rights continued to make the Compliance Institute a regular venue for sharing their latest priorities.

In 2023 we made two key changes to enhance member benefits. Members now receive their choice

of four free webinars a year as opposed to specific "member exclusive" offerings. In addition, we announced that beginning in 2024 both *Compliance Today* and *Compliance & Ethics Professional* magazine will be offered exclusively in a digital format, allowing member access to both publications. Members of each association can look forward to enjoying content from both magazines through COSMOS (compliancecosmos.org) our digital platform. If you haven't been on COSMOS lately, check out all the features and functionality available.

As we look to 2024, we anticipate more changes will be made to increase the value of your membership in the association. In addition, we will continue to expand our offerings to serve the compliance profession. Look for an expanded number of online events and, by the time you read this, a return to an in-person Managed Care Compliance Conference. On the international front, we added our first ever Academy in India.

Online, you can expect a growing number of opportunities to meet up with other members and discuss the critical issues that you face as you manage your compliance programs.

And just know that no matter which way the trail leads us in 2024, SCCE & HCCA will be there to support you in your efforts.

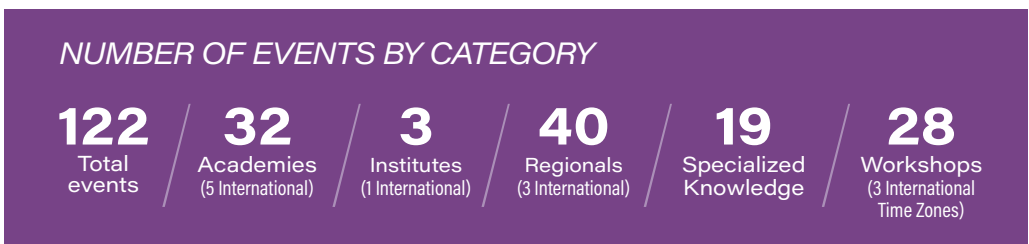


Mission and membership

With more than 18,700 members around the globe, SCCE & HCCA continues to be 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 2023, HCCA membership numbered over 11,800; the membership total for SCCE was over 6,800, of which almost 1,300 were based outside the United States.

Education, training, and making connections

In 2023, SCCE & HCCA offered a total of 122 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 2023

The ever-changing landscape of the compliance industry prompted several new educational events in 2023. Our added content supported a variety of goals, including the desire to engage more experienced professionals with intermediate to advanced learning as well as to provide more focused learning opportunities.

1. Sports, Compliance and Ethics Conference (Virtual)
2. Compliance Auditing & Monitoring Workshop (Virtual)
3. Healthcare Privacy Compliance Conference (Virtual)
4. Experienced Investigator Workshop (In-Person)
5. Board & Audit Committee Compliance Conference
(while technically not new, 2023 marked the return of this event after a several-year hiatus)
6. Compliance Risk Assessment and Management
(In-Person, previously Virtual only)

Connecting globally

The European Compliance & Ethics Institute returned to an all in-person event in 2023, and the speakers, exhibitors, and attendees were among the most enthusiastic and energized we've seen. Gathering in Amsterdam reminded us all how valuable face-to-face connections, discussions, and exchange of ideas really are.

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, UAE; Singapore; and São Paulo, Brazil. Basic Compliance & Ethics Academies also took place in Amsterdam, the Netherlands, and Madrid, Spain. In addition, we 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 recorded events, our webinars also serve professionals around the world. A total of 98 webinars were offered in 2023 from SCCE & HCCA. With the new benefit that allowed members to choose any 4 webinars for free during the year, we saw a significant increase in webinar attendance.



Podcasts & blogs

The Compliance & Ethics Blog, featuring written content from industry leaders, continued to provide in-depth looks at current topics, newsworthy events, and reflections on commonly asked questions to give our readers new perspectives for them to consider in their daily practice.

In 2023 we reached the notable milestone of 1 million downloads of our *Compliance Perspectives* podcast since its inception, confirming our audience's appetite to consume information in all available mediums. Available on *The Compliance & Ethics Blog*, and Apple and Google Podcasts as well as other popular streaming channels, the 100 new podcasts released in 2023 saw 163,086 downloads and featured conversations with a broad mix of industry professionals on topics ranging from Brazil's AI legislation to the ethics lessons we can learn from dogs.





Professional development and member support

New association management system (AMS)

In February of 2023, SCCE & HCCA rolled out a new AMS platform, designed to streamline our members' online experience in the areas of event registration, CEU reporting, and publications management. As with any major technology overhaul, the steps involved on the back end were lengthy, and a great deal of pre- and post-migration work was required by the entire SCCE & HCCA organization.

Recognition

Each year we recognize our colleagues and peers for their efforts in furthering the compliance profession in their respective fields. Representatives from SCCE & HCCA review nominated candidates and select individuals and companies for recognition at the Compliance Institute and Compliance & Ethics Institute each year.

- **2023 HCCA Compliance Award Recipient:**
Al Josephs, Program Director Corporate Compliance at Children's Health
- **2023 SCCE Compliance Award Recipient:**
Center for International Private Enterprise (CIPE)

Thought leadership

Both SCCE and HCCA were recognized with 2023 JD Supra Readers' Choice Awards. The awards acknowledge authors and firms for their thought leadership and reader engagement in key topics for the previous year and were selected from a pool of more than 70,000 contributing authors. SCCE was named in both the Top Firm and Top Author categories for compliance and HCCA was named in the Top Author category for healthcare.

SCCE & HCCA Job Board

The new AMS system brought with it the ability to combine our Job Boards into one all-industry resource. The SCCE & HCCA Job Board gives companies one streamlined place to list their open compliance roles, no matter the industry focus. It also allows job seekers a broad view of all opportunities available across both healthcare and cross-industry organizations.



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 2023, CCB continued to meet professionals where their needs were by offering three different exam options: in-person exams 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.

11,350
*active CCB
 certifications
 held at year-end*

Number of active CCB certifications by certification type

CCEP[®]	3,180	CHC[®]	6,464
CCEP-I[®]	1,106	CHPC[®]	1,907
		CHRC[®]	583



Publications

In 2023 we continued our commitment to providing educational resources to compliance professionals with a broad range of comprehensive manuals, focused specialty books, subscriber-based reports, member-exclusive magazines *Compliance Today*® and *Compliance & Ethics Professional*® (CEP Magazine), and member newsletter *Ethikos*®. Publications were available in print as well as through online access on SCCE & HCCA’s content platform, COSMOS®, which saw usage growth in 2023.



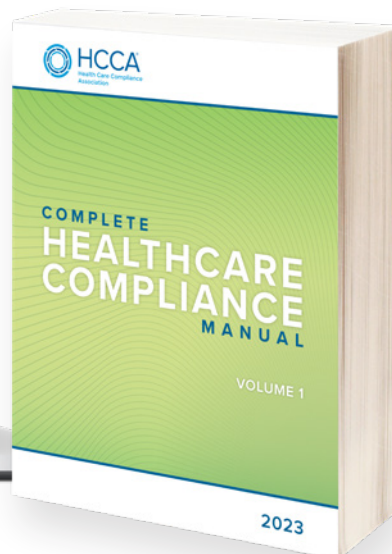
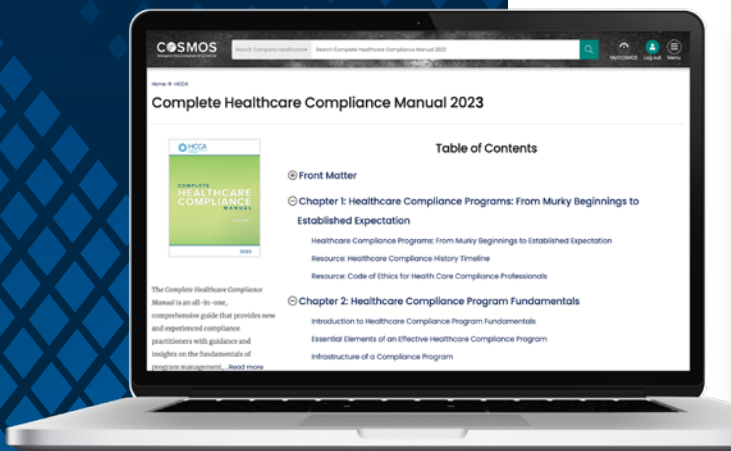
UPDATED in 2023

Complete Compliance and Ethics Manual

With added and updated content, the print version expanded to two volumes, with new articles on creating codes of conduct and code programs, creating effective compliance training, ESG, cyber and privacy considerations, EU Whistleblower Directive, and U.S. Antiboycott Laws.

Complete Healthcare Compliance Manual

The new annual edition featured a new risk category on vendor management as well as updates on patient access, information blocking, and the 21st Century Cures Act; social media; credit balances; implantable medical device credit reporting; and the No Surprises Act.





Engaging our members



DEI Working Group

The Diversity, Equity, & Inclusion Working Group published its report in October 2023. Key findings and recommendations in the report include:

- **Embrace Diversity, Equity, & Inclusion:** Look beyond the protected classes when defining DEI; broaden the scope beyond race and gender to foster openness and inclusion.
- **Establish an organization-wide program:** DEI is a business strategy, not an HR strategy. Incorporate DEI as a business initiative to ensure success.
- **Assess and monitor:** Without setting goals and measuring progress, it's hard to gauge your success in creating the desired inclusive environment.
- **Accountability:** Incorporate DEI objectives into performance evaluations and compensation to ensure accountability.
- **Educate:** Provide the team with the necessary training and tools to both lead and work in an inclusive environment.
- **Act:** Take action

The full report can be viewed [online](#).



SCCEnet and HCCAnet

SCCE & HCCA's social network platforms continued to serve as valuable spaces for connection, conversations, and collaboration for compliance professionals. A platform redesign was rolled out in January 2023 to enhance user experience and was met with much positive feedback. In addition to the growing community discussion groups and monthly meetups that were introduced in 2022, a number of new opportunities were added in 2023:

- New member orientations offer those new to SCCE or HCCA an overview of member benefits, “how-to” tips on navigating online accounts and membership resources, and the opportunity to make virtual connections with other new members.
- Corporate Compliance & Ethics Week collaboration discussions were held several times over the summer to build awareness about the celebratory week in November and to help compliance practitioners make plans for their organizations.

Social media

We ended 2023 with over 89,000 active group members and followers on the HCCA LinkedIn page, and over 107,000 on SCCE's LinkedIn page, an increase of 20%+ compared to 2022.

With a different organic social media strategy this year, Facebook and Instagram had significant growth, wrapping up 2023 with increased engagement, followers, impressions and clicks for both associations across the Meta platforms.



Community outreach

Giving back

SCCE & HCCA is dedicated to giving back to the community. In the spring of 2023, HCCA partnered with Fleece and Thank You for an on-site blanket making project at the Compliance Institute in Anaheim, CA. Conference attendees pitched in to create blankets that were given to children undergoing inpatient hospital treatment.

At the Compliance & Ethics Institute in the fall, SCCE partnered with the Ronald McDonald House to make snack packs for families forced to travel away from home for a child's medical care. Thanks to conference attendees, 1,000 snack packs were made for Ronald McDonald House families in the Chicago area.

SCCE & HCCA staff members also participated in a give-back event, by hosting an office chili cook-off which raised funds to sponsor a family in need for the holidays.

Writing contest

HCCA continues to sponsor the Mitchell Hamline School of Law's 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 healthcare regulatory/compliance matters and draft two separate internal memoranda to two different recipients within the organization. A panel of judges selects three winners.

Looking forward

Looking ahead to 2024, SCCE & HCCA will further its modernization efforts, always looking for ways we can better serve the profession. Member input will be an important part of this endeavor, and we will continue to solicit your input on new initiatives, ideas, and developments.



Financial statements

Consolidated Statement of Financial Position December 31, 2023

Assets	
Current Assets	
Cash and Cash Equivalents	\$1,578,755
Accounts Receivable	57,654
Inventories	24,061
Prepaid and Deferred Expenses	1,271,615
Total Current Assets	2,932,085
Property, Equipment and Trademarks	7,407,088
Investments	11,606,487
Goodwill	1,732,786
Other	255,353
Total Assets	\$23,933,799
Liabilities and Net Assets	
Current Liabilities	
Accounts Payable and Accrued Expenses	\$1,775,063
Deferred Revenue	4,049,454
Total Current Liabilities	5,824,517
Other Liabilities	236,083
Total Liabilities	6,060,600
Net Assets	\$17,873,199
Total Liabilities and Net Assets	\$23,933,799

Financial statements

Consolidated Statement of Activities December 31, 2023

Revenues	
Program Revenues	\$22,272,778
Investment Income	1,118,789
Other Income	5,689
Total Revenues	23,397,256
Expenses	
Program Expenses	18,831,271
General and Administrative	6,325,541
Total Expenses	25,156,812
Total Change in Net Assets	(1,759,556)
Total Net Assets – Beginning of Year	19,632,755
Total Net Assets – End of Year	\$17,873,199



Society of Corporate Compliance and Ethics & Health Care Compliance Association

6462 City West Parkway, Eden Prairie, MN 55344 USA
+1 952.933.4977 or 888.277.4977 • 952.988.0141 or 888.580.8373
corporatecompliance.org • hcca-info.org