



Society of Corporate Compliance & Ethics

*Compliance
and Ethics
Magazine*

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Meet

Catherine Finamore Henry

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Ethics Officer, Smart Pros Legal & Ethics, Ltd.

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Earn CEU Credit

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Creating a
subculture of
compliance within
a multinational
organization

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SCCE is going green

SCCE conference attendees will NOT automatically receive conference binders. If you would like to purchase conference binders, please choose that option on your conference registration form. Attendees will receive electronic access to course materials prior to the conference as well a CD onsite with all the conference materials.

Also:

**Global
Compliance:
South Africa**

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Letter from the CEO

The 2008 Compliance and Ethics Institute (CEI) in Chicago was a big hit.

Adam Turteltaub has written an article recapping the meeting in this issue of **Compliance and Ethics**. I thought I would share some of my opening remarks with you. These remarks give you some sense of where SCCE is currently.

We had over 50% more paid registrants at this year's CEI. We had almost 600 attendees. We are also continuing to give back to the community at large. Over the weekend, we conducted our second annual Volunteer Project, at which 27 volunteers gave their time to the Greater Chicago Food Depository, helping to feed the hungry.

Last September, SCCE had 934 members. We now have more than 1,300 members of this association, an increase of 39% since last year's meeting. Last year, membership grew 85%. Fifty people joined as members when they signed up for the CEI. Increasing membership leads to more member benefits.

The real benefit of increased membership is that our profession can speak with a larger voice. Special interest groups and other departments (such as Risk, Audit and Legal) are attempting to define our profession. Although we work closely with other departments and they are key players in the implementation of compliance and ethics programs, they should not be defining our profession.

Others want to determine how compliance programs should be developed. We don't want others to define our jobs, determine our salaries, our budgets, our independence, or define the elements of a compliance program. If you want to make a difference in your profession, join SCCE and get others to join.

Next year's Compliance and Ethics Institute, will take place September 13-16 in Las Vegas. I hope to see you there—and bring your colleagues.

With the assistance of outside experts, we have developed a professional credential for Compliance and Ethics professionals, the CCEP [Certified Compliance and Ethics Professional]. I'm pleased to report that we had more than 400 CCEP credential holders in October, and we will have over 500 by the end of the year. Our sister organization, the Health Care Compliance Association (HCCA), has over 1,500 certified compliance and ethics professionals. Many other countries have expressed interest in our certification. This is one of the most significant accomplishments your organization has achieved in its endeavor to let others know that Compliance and Ethics is a profession, and that we are defining our profession. We are not going to leave it up to others. Everybody wants to get in on the act, because compliance and ethics is a hot topic. Many want to influence the definition of the profession and our role in compliance programs. We are particularly vulnerable because we are an immature profession.

We have begun the development of an advanced certification for

compliance and ethics professionals, called a CCEP Fellow. We should have that completed by this time next year.

We have celebrated national Compliance and Ethics Week for the past several years.

This is an opportunity for our members to bring compliance and ethics to the attention of their organization with the use of materials developed by SCCE, such as Compliance Week posters, pens, mugs etc. We hope you take advantage of this opportunity to promote and celebrate compliance in your organization.

We have developed a Code of Professional Ethics for Compliance and Ethics professionals. If you have not seen it, go to the website. We have translated it into Spanish, Portuguese, German, and French. We are currently working on Italian, Korean, and Serbian. We pay a company to do the initial translation, and we have members proof each language to make sure the translation was done properly from a compliance and ethics perspective. If you are fluent in any language that we have not yet translated, please contact Patricia in our office (patricia.mees@corporatecompliance.org) to volunteer.



ROY SNELL

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Our exhibitors help us financially, but more importantly, some of the best and brightest from our profession have joined these firms. They are a very important part of the SCCE family. My special thanks to all of our exhibitors and sponsors of the 2008 CEI, including platinum sponsors Ernst & Young, Global Compliance, and the Halleland Lewis Nilan and Johnson law firm.

SCCE conferences and the association itself are built on the principle of building a substantive profession and substantive compliance and ethics programs. We take a practical approach, not an academic approach. You will see this in the content of our conferences and in the quality of our speakers. We send out a call to our members for speakers for most of our conferences. I can assure you that although we can not possibly use all of the submissions we receive, we use a great many of them. I often get comments about using the same speakers over and over. This year, 77 of our 106 speakers did not speak at this meeting last year; 77 out of 106 is more than 70% turnover. Although you will see some overlap from year to year, this is no "good old boys" club. We want as many people involved as possible. Together with our sister association HCCA, we have over 50 compliance and ethics conferences each year. I doubt any other association our size has a larger speaker turnover and more speaking opportunities.

We have had an 87% increase in the number of Certified Compliance and Ethics Professionals. We have had a 139% increase in the number of people attending our Compliance and Ethics Academies. We have had a 50% growth in the attendance of our annual meeting. This is tremendous, but we must do more to ensure that we control the fate of our profession and the definition of compliance programs. The inconsistencies between

industries in the responsibility and authority of the compliance and ethics professionals is disturbing. The inconsistencies between industries in the roll out of compliance and ethics programs is also disturbing. More work must be done to ensure our profession and compliance programs are defined and rolled out successfully.

Our sister association, The Healthcare Compliance Association has 5,700 members. Although HCCA got a 7-year head start on SCCE, there is no reason we can't exceed that number with SCCE. Together, our professional compliance and ethics association is over 7,100 members. This is the largest compliance and ethics professional association in the world. Although they are few in number, we have members from:

<i>Argentina</i>	<i>1</i>
<i>Brazil</i>	<i>7</i>
<i>Canada</i>	<i>16</i>
<i>China/Hong Kong</i>	<i>2</i>
<i>Egypt</i>	<i>1</i>
<i>England/Scotland</i>	<i>2</i>
<i>France</i>	<i>1</i>
<i>Germany</i>	<i>2</i>
<i>Jamaica</i>	<i>1</i>
<i>Kuwait</i>	<i>4</i>
<i>Malaysia</i>	<i>1</i>
<i>Netherlands</i>	<i>2</i>
<i>Nigeria</i>	<i>1</i>
<i>Russia</i>	<i>3</i>
<i>Sweden</i>	<i>1</i>
<i>Switzerland</i>	<i>4</i>

It is not only important for us to define our profession here in the U.S., but it is also important for us to define our profession worldwide. We can not leave the definition of a compliance and ethics professional up to fate. Other professions, such as Audit, have already made great strides to create international

professional standards. We can and are making a difference.

We are working with the Ethics Resource Center to develop quantitative research that will study the return on investment of an ethical work environment.

Next year's Compliance and Ethics Institute, will take place September 13-16 in Las Vegas. I hope to see you there—and bring your colleagues.

Now for what possibly may be the most important topic I share with you today. We have implemented new social networking software for our members. We are constantly asked by our members to create subgroups to meet special interests that they have. Anybody who knows associations, knows it is extremely difficult to accommodate all of these requests.

We have over 15 countries and 55 industries represented in SCCE. Some members want to get together locally, by industry, by country, by regulation, or by subgroups such as ethics or social responsibility. A recent survey determined that 49% of associations believe that social networking is the most important trend they are following at this time, and 80% believe that social networking is a great opportunity for their members. Very few have done anything. With the social networking software we have just purchased, this member benefit is within our reach.

We have implemented social networking software with list serves, user-defined websites, document libraries, wiki technology, blogs, and member directories. We need beta testers. You can join a group or start your own group. This is not going to happen overnight, nor will it be easy. However, when it's done, it will be extremely helpful to our members.

If we are successful in the roll out, this social networking software could be the single biggest benefit SCCE has ever provided its members. However, our success depends on you. For it to be successful, people need to get involved and you need to be an active visitor. We are beta testing it now, and we need as many people as possible to sign on and start using it. Although we have many members who expect us to get them together with their peers in special interest groups, we can only do so much. If a group doesn't have many members or not enough members are willing to contribute questions, answers, blogs, or documents, the group could fail. If you want to get together in special interest groups, you need to get involved. We are very excited by the possibilities.

The SCCE Gala Awards banquet was a great success. It's was a chance to recognize those

who have contributed to this profession. It's our chance to celebrate a profession that is often difficult and challenging. We recognized the achievement of our peers. The recipients this year are John Falcetano, Pat Harned from the Ethics Resource Center, Dr. Taka from Japan, and the Florida Gulf Coast University. We also heard from Cynthia Cooper, author of *Extraordinary Circumstances: The Journey of a Corporate Whistleblower*. Thanks to our sponsors Global Compliance and the Halleland Lewis Nilan and Johnson law firm.

It was a great meeting. It capped of another great year. The economy is currently quite difficult, but we expect another great year. We are making adjustments to expenses that will not affect our key priorities. We look forward to seeing you next year at the 2009 annual Compliance and Ethics Institute in Las Vegas. ■

Contact Us!



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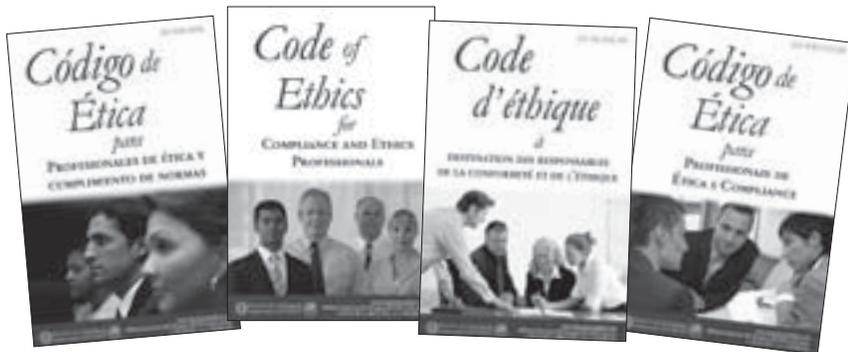
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Now available in *seven* languages: *SCCE's Code of Ethics*



- *English*
- *Spanish*
- *French*
- *German*
- *Portuguese*
- *Italian*
- *Japanese*

Each 12-page booklet contains the Principles and Rules of Conduct. The Principles are broad standards of conduct that provide a framework for the Rules of Conduct, which are the specific standards that prescribe the minimum level of professional conduct expected of compliance and ethics professionals. The Code of Ethics has been adopted by the membership of the Society of Corporate Compliance and Ethics to provide guidance for professionals in the performance of their responsibilities.

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