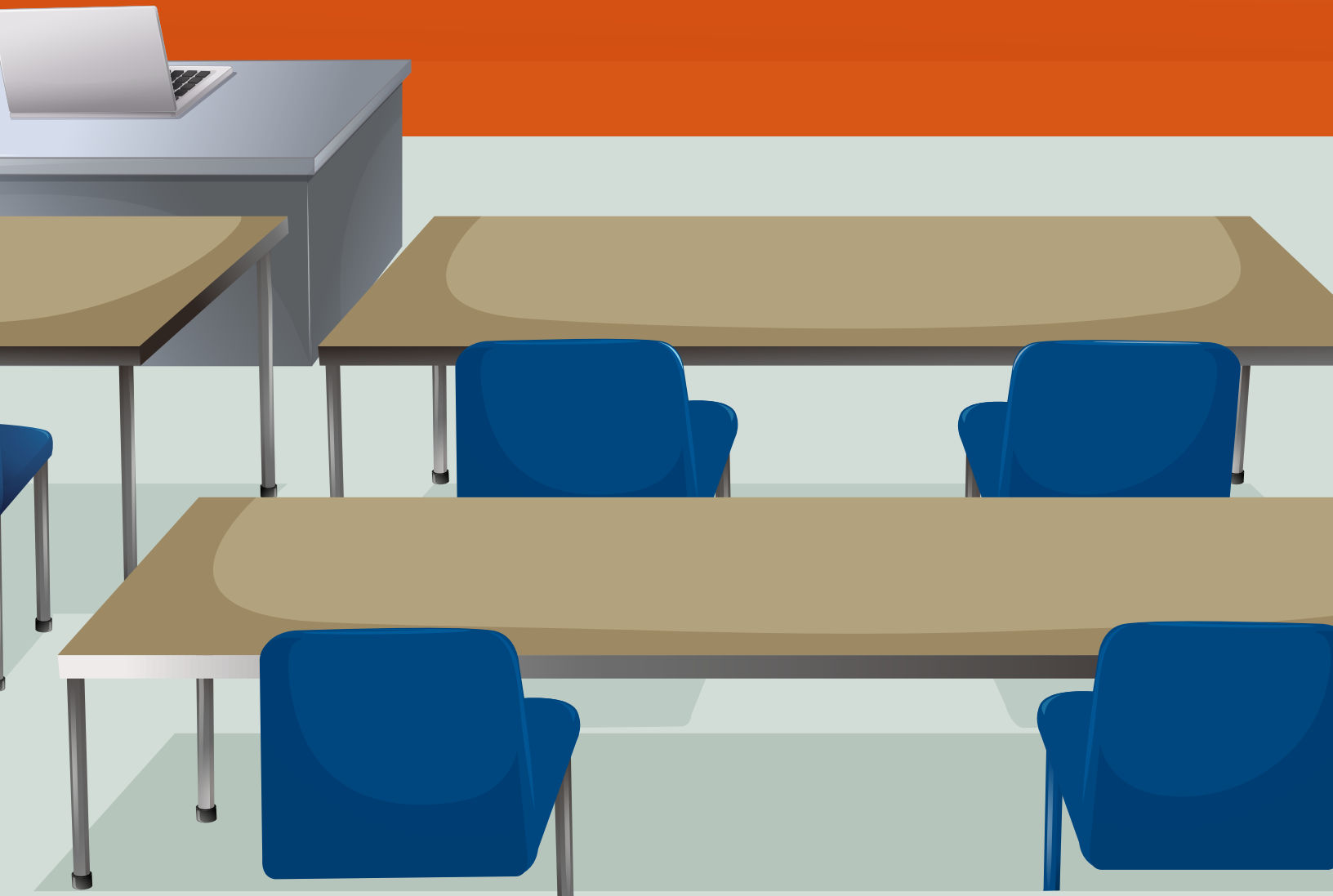


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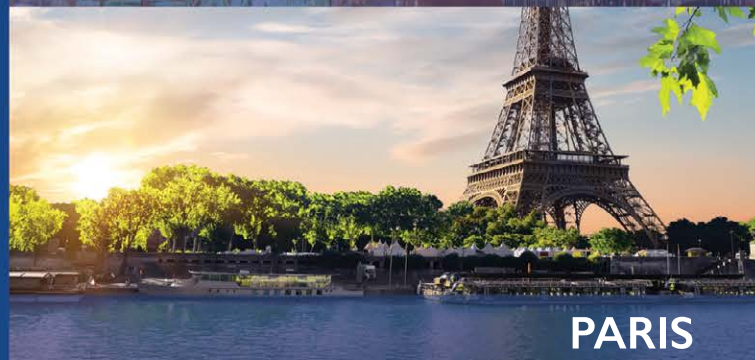
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Compliance Week, published by Wilmington Group plc, is an information service on corporate governance, risk, and compliance that features weekly electronic newsletters, a monthly print magazine, proprietary databases, industry-leading events, and a variety of interactive features and forums.

Founded in 2002, Compliance Week has become the go-to resource for public company risk, compliance, and audit executives; Compliance Week now reaches more than 60,000 financial, legal, audit, risk, and compliance executives.

Our mission is to help our subscribers comprehend and comply with the constantly evolving global regulations and standards to which public companies must adhere.

Compliance Week is located in Boston, Massachusetts, with correspondents and columnists in Washington, D.C., Chicago, London, Brussels, Hong Kong, and elsewhere throughout the world.

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Making the most of your compliance education program

Sure, the classroom learning is important—but the networking opportunities are just as valuable. By **Kristy Grant-Hart**.

A governance, risk, and compliance education program can provide a wealth of learning opportunities. The largest benefit of the program, however, may not be the factual knowledge you gain from your classroom learning. To benefit your career in the greatest way possible, it pays to spend time studying, networking, and showing your new skills to the marketplace. Here's what to do before, during, and after your advanced educational program to make the most of the opportunity.

Before you start

Before you start the program, you'll likely have butterflies and excitement. It may have been years since you last listened to a lecture or turned in a group assignment! While you're preparing for the rigors of studying, take time to learn about the others that will be taking the educational journey with you, or who have walked the path before. To do this:

1. Try connecting with other students in your class

If the program has a class list or gives out contact information on your fellow students, reach out to introduce yourself. Find out if others in the program live in your geographical area. If they do, offer to meet up! Look at your fellow students' LinkedIn profiles so you have something to talk about when you come together either in person or in the virtual classroom. By doing some reconnaissance on your classmates, you'll in-

crease your capacity to make friends quickly.

2. Find recent grads on LinkedIn

Search LinkedIn for recent graduates of your program, and target three or four to connect with. Send a message through the LinkedIn messenger service asking them if they have a couple of tips on how to do well in the program. Most people enjoy being asked for their advice.

Be sure to tell the people you connect with that you'll let them know how the course went. By planting in their minds that they will hear back from you, recent grads will be happy to, and expect to, hear back from you at the end of the course. By taking this approach, you'll have already planted the seed to expand your network.

During the program

1. Join a compliance-related organization and participate in it

If you haven't already, now is the time to join a compliance-related organization and to participate in it. There are many excellent options, from international organizations like the Society of Corporate Compliance and Ethics to regional or local groups. You could also join an organization dedicated to a specialty area of compliance, like the National Society of Compliance Professionals (financial services) or the Health Care Compliance Association.

Before you start the program, you'll likely have butterflies and excitement. It may have been years since you last listened to a lecture or turned in a group assignment! While you're pre-paring for the rigors of studying, take time to learn about the others that will be taking the educational journey with you, or who have walked the path before.

While joining an organization is useful, participating in it is much more beneficial to your career. Talk to people in the organization about the educational program you're undergoing. See if there are grads of your program within the organization so you can benefit from their wisdom. You will expand your network and make a name for yourself by giving to the organization and participating in its activities.

2. Go to at least one conference per year

It may seem impossible to do your day job, study, and attend a conference or two during the year, but it really isn't. It simply takes planning. While being away from your office for a couple of days can be difficult, learning cutting-edge techniques, hearing about new laws, understanding best practices, and benchmarking your program can be extremely valuable. You'll take this knowledge back to your job and to your studies. You can share your new knowledge with your classmates and with your professors. Conference attendance is one of the best ways to gain more information about the compliance industry and what other companies are doing.

While you're at the conference, don't skip the networking drinks or coffee breaks. With all of the work you have to do for your job and course, it can seem critical to go back to your work as soon as possible. Your opportunity to network is limited, however, so take the time to meet as many people as you can during the downtime. Commit to really getting to know one or two; then be sure to follow up with them later in the year.

3. Network with your classmates

A great source for your future network is your current classmates. Be sure to get to know them as you go through your program. Take the time to ask them about their personal lives: Where do they go on vacation, how is their family, what do they like to do for fun? Try to make a personal connection as well as a professional one. It is entirely possible that one of your current classmates will be able to give you a reference for a job one day, or refer you to someone in their network for a position. Make friends now when there is an obvious reason to do so. It will brighten your future.

4. Get to know your professors

For many graduate-level programs, some of your classes will be taught by adjunct professors who work within the governance, risk, and compliance industry during the day. Get to know your professors, because they are already working in the field in which you'd like to work or advance.

For three years I taught a class on global compliance and ethics as an adjunct professor at Delaware School of Law, Wid-

ener University. My best student from my first-year class and I stayed in touch. I'd see him at conferences, and we'd catch up. This year, I hired him to run the new Atlanta office of my compliance consulting company.

This story isn't an anomaly. Many students end up working for or with their former professors, or being recommended for positions by the professor. Getting to know your professors can create a huge career boost once you've graduated the program.

After you finish

1. Commit to either speaking or writing

Once you've received your education, commit to speaking or writing (or both!) within the compliance community. Conference creators need speakers (especially in-house speakers), and you should embrace the opportunity to share your newly acquired knowledge with the broader compliance audience.

If speaking seems intimidating, try writing. There are many compliance-related publications that feature stories by practitioners. You can also write a blog post for a compliance-related blog. LinkedIn will even allow you to publish an article/blog directly, which you can then share across your network.

By taking the knowledge you've acquired and sharing it, you'll build your reputation in the field and show your network that you have great expertise and skills, making them more likely to recommend you for a new position or promotion.

2. Keep in touch

You need to build your network before you need your network. Keep in touch with your former classmates via LinkedIn or through e-mail contact. Go to the conferences and events put on by the organizations you have joined to meet new peers and to keep up with those you've met previously. Update your former professors about your work and progress in the profession. By keeping your network up-to-date, it will be there for you when you need it.

Your governance, risk, and compliance education can be greatly enhanced by a formal program. With a little planning and effort, your coursework will not only provide a new qualification or skill, but also pay enormous dividends for your larger career. ■

CEO of Spark Compliance Consulting, Kristy Grant-Hart has authored "How to be a Wildly Effective Compliance Officer" and "The Wildly STRATEGIC Compliance Officer Workbook."

How does your salary stack up within the compliance field?

Jaclyn Jaeger shares the results of BarkerGilmore's 2018 Compliance Compensation Report, which offers benchmarking data and a glimpse into salary trends for chief compliance officers.



Compliance officers wondering how their annual salaries stack up against their peers will want to have a look at a recent compliance salary benchmark report that provides a telling picture of some of the most prominent salary trends in 2018.

The “2018 Compliance Compensation Report,” published by executive search firm BarkerGilmore, provides guidance, trend analysis, and benchmark data for both employers and compliance officers looking to expand their roles or leverage their experience for new positions. Staying on top of the latest compliance officer salary trends is especially relevant at a time when the demand for top compliance talent is on the rise and the need for companies to remain competitive and attract new talent is more important than ever.

Among the 800 individuals who responded to the survey, 63 percent were chief compliance officers; 24 percent were managing compliance officers (those with at least one direct report, who is not the lead compliance officer); and 13 percent were individual contributors (those who don't have any direct reports and may hold a compliance director, manager, or analyst title).

Some key trends that stuck out:

» **Industry trends:** The median annual salary increase rate for all compliance positions across industries was 4.2 percent, with the industrial and manufacturing sector experiencing the highest median increase rate of 7.1 percent in base salary from 2016 to 2017. The technology and healthcare & life sciences sectors experienced the lowest increase rates at 3.2 percent and 3.3 percent, respectively.

Among public companies, chief compliance officers in the industrial and manufacturing sector received the highest total compensation (\$642,000), unlike in the private sector, in which chief compliance officers in the healthcare & life sciences sector received the highest total compensation (\$330,000). Total compensation is defined as the sum of the current base salary, most recent cash bonus, and estimated long-term incentive value.

Among managing compliance officers in the public sector, the highest total compensation (\$326,000) was in the technology sector. In the private sector, managing compliance officers in the healthcare & life sciences sector received the highest total compensation (\$290,000).

Among individual contributors of compliance in the public sector, the technology sector, again, shows the high-

Chief compliance officers who hold law degrees have an average base salary of \$295,000 at companies with at least \$5 billion in annual revenue, compared to a base salary of \$225,000 among chief compliance officers without law degrees.

est total compensation (\$328,000). In the private sector, individual contributors of compliance in the industrial and manufacturing sector received the highest total compensation (\$183,000).

- » **Public vs. private:** At all position levels, a statistically significant difference exists between the compensation of those at publicly traded companies and those at private companies. At the chief compliance officer level, this disparity is much less noticeable for chief compliance officers who hold law degrees than for those without law degrees.

For example, chief compliance officers who hold law degrees have an average base salary of \$295,000 at companies with at least \$5 billion in annual revenue, compared to a base salary of \$225,000 among chief compliance officers without law degrees.

This figure is lower at private companies, where the base salary is \$262,500 among chief compliance officers with law degrees at companies with at least \$5 billion in annual revenue, compared to a base salary of \$200,000 among chief compliance officers without law degrees.

The size of the gap between public- and private-company compliance officers is especially noticeable for CCOs and other high-level managing compliance officers concern-

ing Long-Term Incentive (LTI). LTI is much higher for public company employees and non-existent for most private company employees.

- » **Education matters:** Across all position levels, compliance officers who hold law degrees earn significantly more than those without law degrees. Specifically, total compensation for those who hold a law degree is \$454,978; advanced degree (i.e. Masters, PhD), \$308,000; undergraduate degree, \$186,000; and a high-school diploma, \$163,000.

The same is true among managing compliance officers. Total compensation for managing compliance officers who hold a law degree is \$312,500; advanced degree (i.e. Masters, PhD), \$234,750; undergraduate degree, \$207,200; and a high high-school diploma, \$171,000.

When assessing non-law degree respondents, those boasting an advanced degree report higher compensation at the chief compliance officer and managing compliance officer levels, while individual contributors earn about the same amount whether they hold an undergraduate degree or an advanced degree.

The data showed that total compensation for individual contributors who hold a law degree is \$190,000; advanced degree (i.e. Masters, PhD), \$162,700; undergraduate degree, \$176,500; and a high high-school diploma, \$130,700. ■

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Firms seek both ‘soft’ and technical skills in CCO role

A new survey from Compliance Week and the Seton Hall School of Law gets to the heart of what employers are seeking in a chief compliance officer today. **Jaclyn Jaeger** has more.

Compliance officers should check out a new survey that reveals the specific credentials and skills that companies are seeking today when making compliance-related hiring decisions.

One key finding from the survey, conducted jointly by Compliance Week and the Seton Hall School of Law, is that most firms seek a broad range of leadership skills in a compliance officer. Among 109 respondents who are responsible for making hiring-related decisions for their organizations, the top leadership skills they cited as most important for a compliance officer's repertoire include creative problem-solving; flexibility/adaptability; people management; and diplomacy. Only 14 percent cited public speaking as a necessary skill.

“We often hear from compliance leaders that leadership and other ‘soft skills’ are becoming a focus in both hiring and career advancement,” says Timothy Glynn, senior associate dean and professor of law at the Seton Hall School of Law. “This is a sign of the profession’s maturity. It shows that compliance leaders no longer are as concerned about finding enough candidates with adequate technical skills and that compliance is now seen as bigger than its underlying, traditional functions—such as policy drafting, training, monitoring, auditing, and investigations.”

“Indeed, the recognition that effective compliance programs are centered on ethics and values, and that developing an ethical organization culture is the key to success in compliance over time, highlights the need for leadership,” Glynn says.

The survey also shows that no single leadership skill or trait is paramount—an effective leader ordinarily possesses a combination of skills. When asked in which areas compliance officers have experience, the top answers, by far, were legal (66 percent) and audit (63 percent). Finance and IT experience were also listed, cited by 49 percent and 31 percent of respondents, respectively. Fewer cited HR, sales, and marketing experience.

Not surprisingly, 93 percent of respondents said they actively search out hires that will add a diversity of skills to their department. “Other skills we hear frequently discussed are genuine listening skills, open-mindedness, communication skills, the ability to engage with and earn the trust of multiple constituencies, and strategic thinking,” Glynn says.

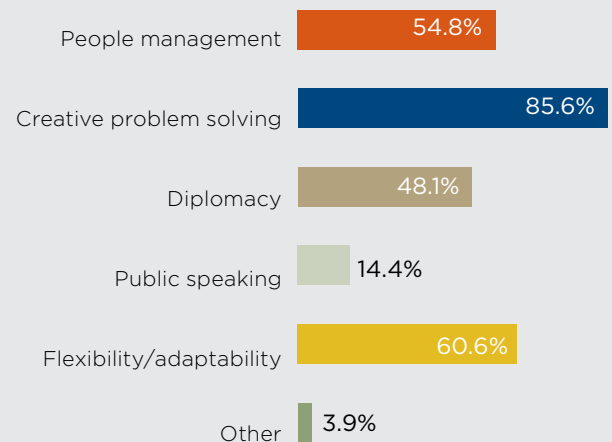
“The best compliance officers are very good at strategic thinking, seeing the big picture,” agrees Shelly Scott, a managing director at executive search firm BarkerGilmore. Along those same lines, it’s also important to be adaptable, she says: “How flexible are they when the goals of the business change? Can they adjust quickly? How do they handle that?”

When it comes to engaging with and earning the trust of multiple constituencies, an effective compliance officer needs to know how to deal with regulators and enforcement authorities. “Some people can demonstrate their prowess in that area much better than others can,” Scott says.

During an interview with compliance-officer candidates, Scott advises companies to offer candidates specific scenarios and relevant questions such as: “Describe a difficult issue with which you’ve had to deal with the government. How did

In partnership with Seton Hall, Compliance Week polled 100+ compliance professionals on the specifics that go into hiring a chief compliance officer and the level of continued education for that role within the firm.

Which leadership skills are most crucial for a compliance officer? (Select up to three)



Sources: Compliance Week and Seton Hall

you handle it? Who did you have to get involved? Did it rise to the level of board involvement?" Those are the kinds of questions that get to the bottom of how the CCO handles serious investigative issues, Scott says. Team building is also key: "Compliance officers cannot do every-thing themselves. Being able to recognize the skills of others and capitalize on those skills to meet the objectives of the compliance program is a good skill for CCOs to have," Scott says.

Technical skills

Respondents were also asked what technical skills are necessary in the compliance field. Ninety-three percent said relevant regulatory knowledge, followed by 72 percent who said data analytics. Other highly cited technical skills included forensics and accounting.

"As the survey results indicate, data analytics, machine-learning, and other technological innovations will alter dramatically the work of compliance professionals," Glynn says. "Going forward, far fewer professionals will be performing many basic monitoring, auditing, due diligence, and investigatory functions that comprised the bread and butter of compliance work just a few years ago."

Importantly, machines and algorithms do not inculcate values, "so humans will continue to be needed for these ascendant aspects of compliance," Glynn says. "It is therefore not surprising that, despite automation, a substantial portion of survey

"Because a compliance officer has to deal with so many different audiences and so many different people, they really have to be an expert at people skills."

Shelly Scott, Managing Director, BarkerGilmore

respondents anticipate the growth in compliance staffs in the next two to three years." Specifically, 71 percent of respondents said they expect to see their compliance staff grow.

Certifications and degrees

The survey also found that 63 percent of respondents seek specific credentials in a compliance officer. When asked which specific credentials they seek, the majority cited industry-specific certifications.

"The strong demand for candidates with industry-specific certifications reflected in the survey is no surprise," Glynn says. "In our interactions with compliance leaders, we consistently hear that they are looking for candidates with industry-specific compliance education credentials, including certificates and certifications."

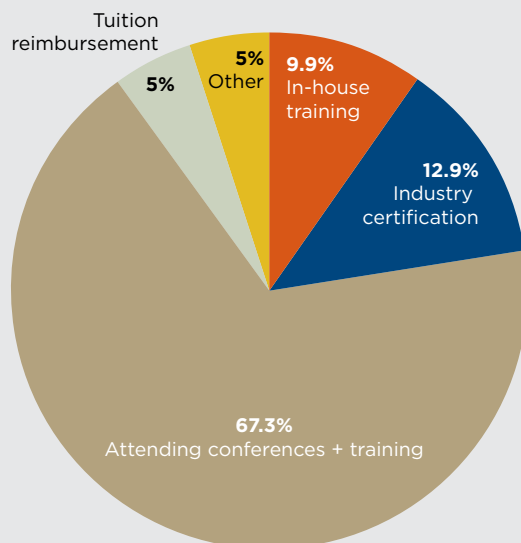
Other respondents said they look for higher education degrees—such as a Bachelor's (18.5 percent); Master's (8 percent); or Law (9 percent). Moreover, 80 percent of respondents said a degree or a certification in a compliance field makes a job candidate more attractive.

"Compliance-focused degrees or degree concentrations prepare candidates to be real-world compliance officers in several ways," Glynn says. "Unlike law, medicine, and other professions, there is no standard educational pathway or set of educational credentials needed to enter the compliance profession. Degrees—particularly graduate degrees—with a compliance focus, then, give candidates a leg up because they deliver substantive knowledge and develop skills central to compliance work that candidates may not have been exposed to in other educational programs."

For example, Seton Hall Law's Master of Science in Jurisprudence (MSJ) program—offering degrees in privacy law and cyber-security, pharmaceutical and medical-device, and financial services—provide candidates with a deep understanding of the relevant legal doctrines, enforcement mechanisms and risks, and compliance strategies and tools. "In addition, these degrees are designed to enhance skills critical to real-world compliance work, including analytical reasoning, problem solving, and effective and persuasive writing," Glynn says.

The importance of having an industry-specific certification or a higher-education degree typically depends upon the indus-

What level of continuing education does your company offer compliance officers?



Sources: Compliance Week and Seton Hall

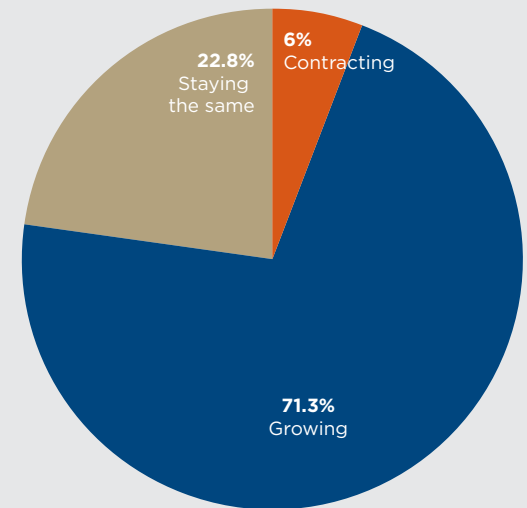
try, however. “My clients generally like it when candidates have an MBA or a Master’s in public health,” says Scott, who also chairs BarkerGilmore’s Healthcare and Life Sciences Practice. “Those are looked on very favorably, and the main reason for that is that it shows they are committed to their field.”

When looking to hire a chief compliance officer, one of the things that companies must decide for themselves is, “Do they want a change agent or are they looking, instead, for someone to come into an already established compliance program and help it continue to run?” Scott says. “Those are two different types of compliance officers.”

For compliance to be a value-add to the business, rather than an impediment, it takes a “masterful leader,” Scott says, someone who has strong communication and interpersonal skills. “Because a compliance officer has to deal with so many different audiences and so many different people, they really have to be an expert at people skills. Something as simple as being a good listener is so critical for a compliance officer.”

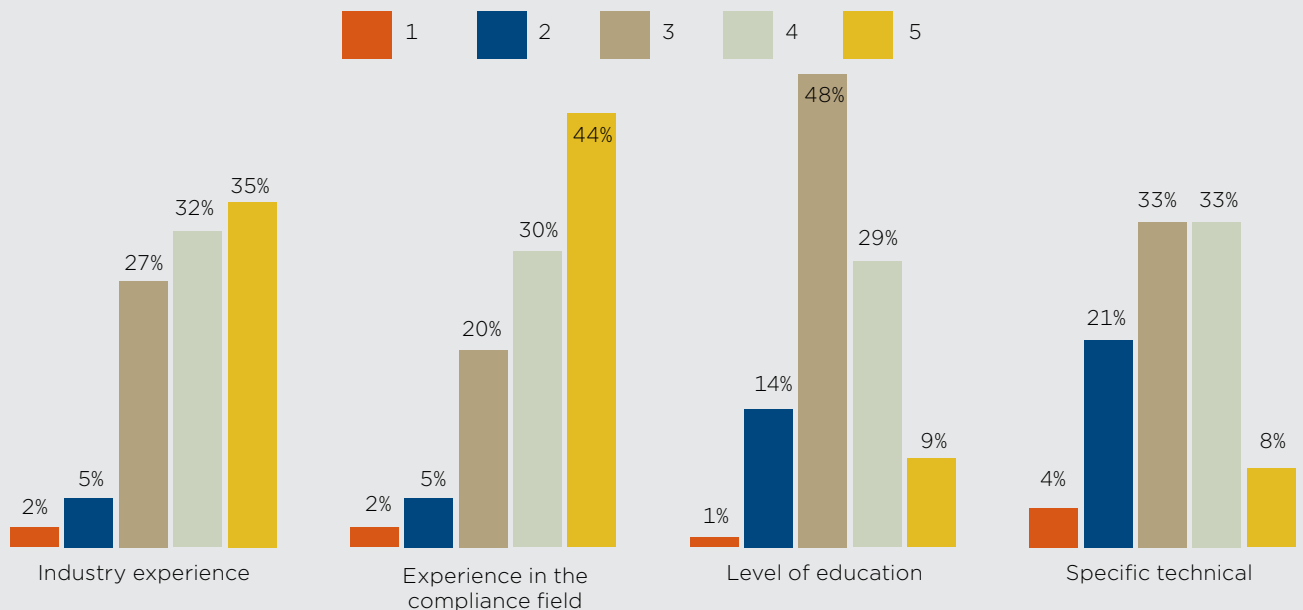
Overall, there is no cut-and-dry profile of the perfect CCO. “Compliance officer effectiveness can be achieved in different ways and is sometimes situational,” Glynn says. “Still, successful compliance officers’ profiles typically include appropriate industry-specific education and experience, the common set of technical skills, some combination of leadership and other soft skills, and a strong commitment to ethics and integrity.” ■

Would you expect your compliance staffing to be contracting, growing, or staying the same in the next 2-3 years?



Sources: Compliance Week and Seton Hall

Rate the following characteristics for what kind of experience you typically look for in hiring for compliance? (Rating 1-5 for each of these; 1 = Not valued, 5 = Valued above all else)



Sources: Compliance Week and Seton Hall



Bentley University

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Dates: We follow the academic year calendar: Fall 2019 and Spring 2020.

Location: Online. Campus is in Boston, MA

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Dates: Applications now being accepted for 2019 admission

Location: Cleveland, OH

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DePaul University

Degree and Certificate Programs in Compliance

At DePaul University, our innovative programs, renowned faculty, and collaborations with industry set our compliance programs apart from others. Both our College of Computing and Digital Media and College of Law offer degree programs and certificates to enhance your career in this professional field.

Graduate degree programs include an MS in Cybersecurity with a concentration in Governance, Risk, and Compliance as well as a Master of Jurisprudence (MJ) in Health Care Compliance. You may also choose to pursue certificates in Governance, Risk, and Compliance; Cybersecurity Risk Management; Technology and Innovation; or a Juris Doctorate (JD) Certificate in Health Care Compliance.

Upcoming start dates: Spring 2019 and Fall 2019

Location: Chicago, IL, with several online offerings

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Dates: Spring, Summer and Fall Start Dates

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Compliance is an evolving global field. Responding to the expanding need for compliance professionals, Fordham Law has pioneered a master's degree in compliance that is ideal for professionals and recent college graduates seeking a sophisticated understanding of compliance.

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Application Period Opens: September 15

Application Deadline: June 1

Location: New York, NY

212.636.6883

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Location: Washington, DC

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Dates: July 17-20, 2019 and Nov. 20-23, 2019

Location: Harvard Business School, Boston, MA

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Harvard Kennedy School Executive Education

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Dates: March 10-15, 2019 or October 6-11, 2019

Location: Cambridge, MA

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Dates: Spring 2019 & Fall 2019

Location: Madrid, Spain

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Dates: Starts April 2019 or June 2019 or October 2019. Please call for further details.

Locations: Fontainebleau, France, and Singapore.

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Loyola University Chicago School of Law

Graduate Programs in Compliance

Loyola University Chicago School of Law, an International Compliance & Ethics Award recipient, is leading the way in Compliance Studies. Loyola offers several programs focusing on compliance: a Masters of Jurisprudence in Compliance & Enterprise Risk Management or Health Law for professionals, a Masters of Laws in Business Law or Health Law for attorneys, or a Certificate in Privacy Law. We feature more than 50 courses on compliance topics and some degrees lead to the Compliance Certification Board's examinations. Online classes start in January, May, or September. Visit our website or call 1-800.424.3986.

Dates: Summer 2019, Fall 2019, & Spring 2020 Start Dates

Location: All programs are available online. Our campus is located in Chicago, IL.

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Mitchell Hamline School of Law

Legal Education Certificates

Mitchell Hamline School of Law has combined our experience in online education and our strong connections with industry experts to create certificates that are timely, practice-based programs for emerging leaders and working professionals. We provide training to non-lawyers in need of legal education, but not seeking a J.D., and to lawyers interested in expanding their expertise in highly-regulated, growing industries. We draw our faculty from attorneys and experts working in these industries. Our certificates are completely online and offered several times throughout the year.

- Cybersecurity and Privacy Law
- Human Resources Compliance
- Healthcare Administration
- Health Care Compliance

Dates: Spring, Summer, and Fall 2019

Location: All coursework is online; however, our campus is located in Saint Paul, MN

[Website](#) | [E-mail](#)



Montclair State University - The Graduate School

Law and Governance, MA

The Master of Arts in Law and Governance provides academic opportunities leading to career enhancement for compliance, regulations and legal professionals. The degree offerings are on the cutting edge of specialty areas such as compliance, governance, regulations, conflict management, legal information management, trademark law, human resources, ethics and professional responsibility. The Graduate School at Montclair State University offers over 100 master's degrees, doctoral degrees, certificates and certification programs. All of our graduate degree programs are designed to accommodate your needs by offering flexible schedules of day, evening, weekend and hybrid courses to take your career to the next level.

Dates: Spring 2019, Fall 2019

Location: Montclair, NJ

[Website](#) | [E-mail](#)



National Paralegal College

Master of Science in Compliance Law

The Master of Science in Compliance Law focuses on the most common areas of government regulation that are relevant to businesses and provides the knowledge and skills to promote compliance in businesses, nongovernment organizations and governmental agencies.

Students may focus on one of two specialties within the program. The Employment Law track focuses on human resources compliance including regulations affecting hiring, firing, employee benefits and more. The Corporate Regulation track focuses on compliance with securities and banking rules.

Dates: Start dates begin every month. The program is 100% online and can be completed in 12 to 36 months.

Location: 100% online

800.371.6105

[Website](#)



NYU Stern

Master of Science in Risk Management

NYU Stern's MS in Risk Management (MSRM) program delivers both breadth and depth in understanding classic "foundation" risk domains as well as frontiers of risk management that have yet to be fully defined.

Designed for experienced professionals with at least 5 years of full-time work experience, this one-year, part-time program is divided into five onsite modules: three in NYC and two in rotating global locations. As a part of the program's curriculum redesign, students now have the option to select new curriculum tracks in enterprise or financial risk management in Module 3.

Learn more about MSRM by visiting our website.

Dates: May 2019 to May 2020

Location: NYC & Rotating global locations

212.998.0442

[Website](#) | [E-mail](#)



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Pace University's Lubin School of Business

Certified Compliance and Regulatory Professional (R)

The Lubin School of Business at Pace University and the Association of International Bank Auditors (AIBA) have partnered to offer the Certified Compliance and Regulatory Professional (CCRP®) Program, a 26-module professional comprehensive certification program led by veteran compliance professionals from the world's leading financial institutions, professional organizations and top-level academics. The Program consists of three courses that are designed to meet the rigorous content demands of an academic agenda while stressing the important practical dimensions of real world experience in the compliance field. It is offered in both in-person and on-line modes.

Dates: Spring & Fall 2019

Location: Midtown Manhattan and on-line

212.618.6444

[Website](#) | [E-mail](#)



Samford University's Cumberland School of Law

Master of Studies in Law

Cumberland School of Law offers a fully online, thirty-six-hour master's Master of Studies in Law (M.S.L.) degree designed for nonlawyers interested in pursuing a graduate degree that will position them for advancement in their current field. Three compliance-related concentrations are available: health law and policy, financial services regulatory compliance, and higher education law and compliance. A customized option is also available. A thirty-hour Master of Laws (LL.M.) degree is also available for students who have already earned a J.D. All degree programs can be completed in twenty-four months. Certificates are also available and can be completed in about a year.

Dates: Fall 2019

Admission Application Deadline is August 1

Location: Online

205.726.2545

[Website](#) | [E-mail](#)



Saint Louis University

Foundations of Corporate Ethics and Compliance (FCEC)

This course provides a broad overview of ethics and ethical challenges, the elements of an effective compliance program, and aspects related to compliance education, training, fraud, and risk assessment. The primary objective is to provide you with foundational knowledge that will help you better understand and manage the corporate ethics and compliance landscape. It's a fully on-line, self-paced course with no prerequisites. The course is accredited with the Compliance Certification Board (CCB) and qualifies for continuing education units that can be applied toward their programs.

Dates: Ongoing, open enrollment

Location: Online

314.977.3898

[Website](#)



Santa Clara Law School

Online Master of Legal Studies (MLS) in Corporate Compliance

Effective compliance management requires an uncommon breadth of perspective, as those responsible must be able to synthesize current compliance requirements with cross-functional business and revenue objectives. Santa Clara Law School now offers an online MLS in Corporate Compliance. Designed by Silicon Valley compliance professionals, this program provides you with the interdisciplinary skills you'll need in order to develop, implement, and manage effective policies and compliance standards that can encourage ethical practices and responsible behavior while simultaneously upholding your company's financial success and social responsibilities. Complete your degree in as little as a year. Learn more today!

Dates: 3 Starts Per Year

Location: Santa Clara, CA

877.405.8201

[Website](#)

SETON HALL | LAW

Seton Hall Law School

Certificate or Degree in Privacy Law & Cyber Security

Enroll in a program designed for professionals at all levels who need to interpret and respond to increasingly complex privacy rules. Study domestic and international data protection, cyber security policy and compliance issues, and current laws and practices that impact privacy rights. Develop skills in legal analysis and learn how to work effectively with counsel and business leaders to problem solve and craft effective compliance policies and procedures. Courses for both programs are available online and take eight weeks to complete.

Dates: Courses start five times per year.

Location: Newark, NJ

973.642.8823

[Website](#) | [E-mail](#)



Temple University Beasley School of Law

Center for Compliance and Ethics

The Center for Compliance and Ethics seeks to improve the understanding and practice of compliance across disciplines and industries. The Center implements its mission by: (1) developing and teaching innovative curricula and educational programs for students and professionals in various fields interested in compliance, domestically and internationally; (2) promoting interdisciplinary academic research and thought leadership to define the goals and challenges of ethics and compliance as a discipline; and (3) facilitating dialogue between the private and public sectors to advance effective, proactive and sustainable approaches to ethics and compliance challenges.

Dates: Year-round

Location: Philadelphia, PA

[Website](#) | [E-mail](#)



The University of Arizona James E. Rogers College of Law

Master of Legal Studies (MLS) Compliance and Legal Risk Management Concentration

Our Master of Legal Studies (MLS) Compliance and Legal Risk Management Concentration is designed to educate professionals to meet the demand for legal compliance officers and to train those for whom compliance is an important part of their job/career. Supplementing the core legal subjects, this program combines courses offering a nuts and bolts understanding of legal compliance and more specialized courses covering particular business or governmental sectors, including health care, human resources, environmental protection, and banking. We also offer an MLS Health Law and Policy Concentration and two Graduate Certificates: in Health Law for Health Professionals and in Regulatory Science

Dates: Offered on full-time or part-time basis, you can begin your studies in January or August.

Location: Tucson, AZ, and online

520.626.8373

[Website](#) | [E-mail](#)



University of California - Berkeley School of Law

Berkeley Law Compliance & Sustainability Academy

The Berkeley Law Compliance & Sustainability Academy explores emerging trends in compliance, corporate governance and sustainability, and the increasing focus that investors and consumers are placing on creating a culture of integrity. To help train lawyers and compliance professionals for this changing ethical, legal, and regulatory landscape, world-renowned faculty from the University of California will present a professional certificate program on key topics regarding compliance. This academic perspective will be complemented by a series of case studies presented by leading attorneys at Hughes Hubbard & Reed as well as compliance officers and in-house legal counsel from leading companies.

Dates: TBD

Location: TBD

[Website](#)



University of Colorado Law School

Master of Studies in Law in Ethics and Compliance

Colorado Law's Master of Studies in Law (MSL) degree is a one-year, no LSAT required program that enables students who hold at least an undergraduate degree to earn a specialized Master's degree in ethics and compliance. Our program trains students to become compliance and ethics officers at large corporations as well as nonprofit entities such as colleges, universities, and hospitals. Students take several MSL-specific courses as well as required and elective courses alongside JD students that introduce them to the American legal system, help develop written and oral communication skills, and examine ethical cultures in organizations. Students have the opportunity to focus their degree on specific fields of law, such as privacy/cybersecurity, health care, and financial services. A part-time option is also available for students who want to advance their education and obtain their degree with their existing employment.

Dates: Fall 2019 **Location:** Boulder, CO

[Website](#) | [E-mail](#)



University of Southern California Gould School of Law

Standalone Online Compliance Certificate

USC Gould's Online Compliance Certificate provides a clear and impactful understanding of regulation laws, policies and drafting legal agreements. With or without a law degree, learning practical legal knowledge of compliance procedures can amplify your impact in the workplace. Our online curriculum provides a convenient, flexible way to pursue this advanced training while meeting the demands of your profession. The Online Compliance Certificate is ideal for those who want to learn more about compliance and how it affects such fields as:

- business/corporations
- government and NGOs
- regulatory industries
- healthcare and related business
- human resources and related departments and entities
- employment law
- health care law

Dates: 3 semesters **Location:** Online

[Website](#) | [E-mail](#)



University of Maine School of Law

Compliance Certificate Program

Maine Law's Compliance Certificate Program focuses on transferable skill development for compliance professionals: how and why do compliance professionals do what they do? The program material is delivered through a series of 2-day courses that give participants hands-on experience in the various tasks expected of compliance professionals. Our 2018-19 program included: Compliance: An Introduction and Overview; Enterprise Risk Management; Import/Export Regulation; Employment and Human Resources; Information Governance; Medical and University Research; and Procurement Programs and Procedures. Topics and additional program information for 2019-20 will be posted on our website. All courses are presented to a live cohort, with selected courses also offered on-line.

Dates: October 2019 - April 2020

Location: Portland, ME

[Website](#) | [E-mail](#)



University of St. Thomas School of Law

Master's and LL.M. Programs in Organizational Ethics & Compliance

The University of St. Thomas is at the forefront of education in ethics and compliance, offering both master's and LL.M. programs in this area. The latter is one of just two LL.M. programs in the U.S. that is accredited by AACSB International, and the only one earning this accreditation in the compliance and ethics discipline. It is offered both online and on-campus in Minneapolis. Our compliance programs are intentionally broad, benefiting from our reputation as a dedicated leader in ethics and from the expert guidance of an advisory board made up of leading compliance and ethics professionals.

Dates: Fall 2019 and Spring 2020

Location: Minneapolis, MN

651.962.4892

[Website](#) | [E-mail](#)



The University of Toledo College of Law

Online Graduate Certificates in Compliance

Launch or accelerate your career with a graduate certificate in compliance. Regulatory compliance is a growing professional field. People in many industries – including higher education, health care, and business – must stay current and comply with an ever-changing array of laws and regulations. Courses are taught by Toledo Law faculty and compliance experts. We offer competitive in-state and out-of-state tuition. Certificates can be completed online in 10-12 months by working professionals.

Dates: Applications due July 31 for Fall 2019

Location: Online

[Website](#) | [E-mail](#)



Widener University Delaware Law School

Corporate & Business Law with concentration in Regulatory Analysis & Compliance

Delaware Law offers legal education for compliance professionals (lawyers and non-lawyers) with award-winning, graduate-level compliance degrees. The Compliance Certification Board (CCB)-accredited program offers degrees in Corporate & Business Law with a concentration in Compliance. Studies are completed entirely online with no residency requirement. Students may choose from a two-year Master of Jurisprudence (MJ) or Master of Laws (LLM-for lawyers) degree or a one-year graduate certificate. A corporate law MJ/MBA dual degree (GMAT waived) is also available. Successful completion of the program provides eligibility to sit for a CCB exam to become a certified compliance professional.

Date: Courses begin in January, May, and August

Location: Online

[Website](#) | [E-mail](#)



The Wharton School of the University of Pennsylvania

RMA/Wharton Advanced Risk Management Program

As the volatility and inter-dependencies of markets increase, senior executives must make organizational risk management a high priority. The RMA/Wharton Advanced Risk Management Program gives executives analytical frameworks, strategies, and resources to better measure, manage, and monitor risk at their organization. Acquire tools for modeling risk analysis, critical thinking, and risk scenario planning, while applying your knowledge to current issues facing your organization through risk evaluations to give you an enterprise view of risk. (This program consists of two nonconsecutive week-long sessions. Both sessions are required for completion.)

Dates: May 5-11, 2019, June 23-29, 2019

Location: Philadelphia, PA

[Website](#) | [E-mail](#)



Yale University

Yale Cyber Leadership Forum

The Yale Cyber Leadership Forum focuses on bridging the divide between law, technology and business in cybersecurity, exposing participants to effective approaches to recognizing, preparing for, preventing, and responding to cyber threats. The Forum brings together a diverse set of thought leaders, including practitioners from leading law firms, cybersecurity technology experts, policy experts and academics working at the cutting edge of cybersecurity.

Dates: February 28-March 2, 2019

Location: New Haven, CT

[Website](#) | [E-mail](#)