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MORE ABOUT ME

If money and location were no object, what would your perfect day involve?

My perfect day would include an outdoor activity while enjoying sunshine, clear skies and a large body of water with my wife, daughter and son, followed by a concert and then attending a UAB basketball game.

If you could go back to witness one historical event, what would it be?

I would attend the NCAA tournament game in 1982 in which UAB and coach Gene Bartow defeated #1 seed Virginia. I fell in love with UAB basketball approximately twenty years ago and have missed very few of their home games ever since as it remains one of my primary passions in life.

Which TV show or movie can you watch over and over and never get bored of?

I have watched all seasons of Larry David's 'Curb Your Enthusiasm' several times and it never ceases to make me laugh.

The house is on fire and every person and animal is out safely – which item would you dash back in to save?

I would save my twin brother's college football jersey. My twin brother was my best friend, and I was his number one fan as it relates to his athletic career. I have numerous mementos from his days of playing football at UAB which mean a great deal to me as he passed in 2020.

Asked & Answered

THE SECRET SAUCE OF COMPLIANCE

What is your secret sauce for compliance?

Using resources effectively and efficiently is my "secret sauce" for compliance. No matter the size or scale of the organization, I believe the workforce is the most powerful resource in implementing and administering an optimal compliance program. An organization's workforce serves as the front line of defense in identifying and preventing compliance violations, and I create and leverage as many opportunities as I can to continually emphasize this concept.

How do you "sell" compliance to other leaders?

In addition to frequently incorporating content related to enforcement risks and penalties within educational initiatives, I highlight the association between compliance and consumer experience or perception.

Compliance violations can, and often do, erode the trust consumers place in their healthcare provider or lead to reputational harm. Reinforcing these concepts among leaders, as well as frontline staff, is effective in encouraging others to assign the utmost priority to compliance, quality and safety.

Compliance jobs often come with a high degree of stress - what is something practical you do to maintain a feeling of control?

I maintain a feeling of control by doing my best to remain positive and composed, especially during difficult or trying situations. In my experience, focusing on solutions helps to create ownership and accountability while yielding better results.

Are we winning or losing the fight on data security and privacy and why?

In my opinion, this answer depends upon your perspective in conjunction with the validity of the statistics you are privy to. However, based on my research, cybersecurity events like ransomware attacks are objectively on the rise in several industries and this has been a prevailing trend for the past several years.

Despite these negative statistics, I believe the level of awareness of the importance of investing in cybersecurity and proactively strategizing to respond to such situations is at an all time high and will continue to serve organizations well.

To what extent is it the compliance leader's responsibility to oversee ESG at their company?

Much like the focus of a given organization's compliance program, the extent of involvement with ESG for a compliance leader varies based on industry and risk profile. No matter the organization, the compliance leader must play a role in overseeing ESG.

While "governance" is a complex and multi-faceted subject, all compliance leaders should be directly involved in the creation, publication and promotion of the standards of conduct across the organization, from board members to frontline staff.

What is the best advice you ever received on how to run a compliance program?

You must become versed in the business model and goals of your organization to fully understand the compliance landscape and most significant risk areas. Once you've established the most significant risk areas, craft meaningful action items to address these risk areas on a broad scale and try to avoid the pitfalls of attempting to address too much at once as this can lead to ineffective results.

What makes a successful compliance leader?

A key trait for a successful compliance leader is the ability to cultivate and foster relationships while effectively conveying the purpose underlying the task(s) at hand. At times, a compliance professional is responsible for delegating tasks that may be viewed as burdensome.

Achieving results and limiting or eliminating compliance risk requires partnering with others which can only be accomplished through constructive communication and relationships.

How important is data analytics to a compliance program?

Utilizing data analytics is of great importance in managing a compliance program successfully. Data analytics enable trend identification which allows for efficient use of resources through more targeted remedial actions or auditing and monitoring.

Data analytics should also play a key role in providing line of sight to the organization's governing board and operational leaders.

THE RESULTS

On LinkedIn, we asked...

Due to fears of recession, some firms are experiencing hiring freezes, budget and headcount cuts. To what extent is your business impacted?

Significantly	39%
To some extent	35%
Not at all	26%

LOOKING TO FILL A COMPLIANCE JOB OR LOOKING FOR ONE YOURSELF?

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