

Valerie’s Condensed Summary of Continuing Education / Professional Development Requirements Relating to Ethics and Bias For Four Actuarial Organizations* Covering Pension Actuaries

The Longest Table Title Ever (Almost as long as a George RR Martin book)

	American Society of Enrolled Actuaries (ASEA)	Joint Board for Enrollment of Actuaries (JBEA)	American Academy of Actuaries (AAA)	Society of Actuaries (SOA)
CE / PD Cycle	Subject to JBEA requirements	3-year cycle	1 year cycle	2-year cycle (rolling cycle)
Current CE / PD Cycle End Date	12/31/2022	12/31/2022	12/31/2022	12/31/2022
CE / PD Requirement per cycle	<ul style="list-style-type: none"> • Subject to JBEA requirements 	<ul style="list-style-type: none"> • 36 hours of Continuing Professional Education (CPE) • Minimum of 2 hours of core CPE on topics related to ethical standards 	<ul style="list-style-type: none"> • 30 hours of Continuing Education (CE) • Minimum of 3 hours of CE professionalism topics • Minimum of 1 hour of CE on bias topics 	<ul style="list-style-type: none"> • 60 hours of Continuing Professional Development (CPD) • Minimum of 3 hours of CPD on professionalism topics
Ethics Content in CE /PD Requirements	<ul style="list-style-type: none"> • Subject to JBEA requirements 	<ul style="list-style-type: none"> • Ethics content includes the Code of Professional Conduct, actuarial responsibilities and actions discussed in JBEA regulations section 901.20 • Examples of sessions that could count toward the ethics CPE requirement include sessions regarding ethical dilemmas (like conflicts of interest or biased advice), general business ethics (like 	<ul style="list-style-type: none"> • Silent on explicit ethics requirement, but professionalism is “ethics-y” • Professionalism topics include content that assists in understanding and applying the Code of Professional Conduct, ASOPs, and related actuarial professionalism guidance. 	<ul style="list-style-type: none"> • Silent on explicit ethics requirement, but professionalism encompasses ethics • Professionalism topics include the professional and ethical standards the public, and those who employ actuaries, expect actuaries to follow in carrying out their obligations, the Actuarial Code of Professional

		dealing with errors and omissions), and standards of performance under Circular 230		Conduct, ASOPs, and general business ethics.
Bias Content in CE /PD Requirements	<ul style="list-style-type: none"> • Subject to JBEA requirements 	<ul style="list-style-type: none"> • Silent on explicit bias requirement • Bias referenced within Ethics requirement 	<ul style="list-style-type: none"> • Minimum of 1 CE hour on bias topics • Bias topics include content that provides knowledge and perspective that assist in identifying and assessing biases that may exist in data, assumptions, algorithms, and models that impact Actuarial Services. • Biases may include but are not limited to statistical, cognitive, and social biases. 	<ul style="list-style-type: none"> • Silent on explicit bias requirement

**References: Joint Board for Enrollment of Actuaries regulations, American Society of Enrolled Actuaries website, American Academy of Actuaries website, Society of Actuaries website*