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2008 (ISC)<sup>2</sup>  
ANNUAL REPORT

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20<sup>ISC</sup><sup>2</sup><sup>®</sup>  
years of excellence

# 20<sup>ISC</sup> years of excellence

The year 2009 marks a milestone in (ISC)<sup>2</sup>'s history! As we celebrate our 20th anniversary, we reflect on the achievements of our founders and members and how they've shaped – even defined – the information security profession. We've expanded from a handful of passionate volunteers and 500 applicants for the first CISSP<sup>®</sup> credential (of which only 300 were qualified) to a professional staff of 41 serving over 60,000 members worldwide. In migrating from a small organization to a globally recognized, multinational corporation, we have formalized and improved many processes. In making this transition, we have been careful to preserve our core values while maintaining the value of the relationships that built our organization.

The CISSP was the first information security credential to earn ANSI accreditation. This differentiator, combined with our commitment to professional ethics, to our vendor-neutral stance and to continually updating the governing principles upon which our credentials are based, have led us to become THE gold standard upon which companies and governments around the world depend. And our CBK<sup>®</sup> has become the foundation for university curricula, textbooks and commercial education courses across the globe.

Technology will continue to make our lives easier and more complex at the same time. For example, in the last twelve months alone, social media tools such as blogs and social networking sites have drastically transformed the way we interact with each other and present us with new security challenges. We're now living in an age where our world leaders prefer to use handheld PDAs to keep in touch and people send "Tweets", or short messages, to their friends to tell them where they are and what they're doing at any given moment.

Information professionals are being pushed to their limits like never before due to resource reductions, but now is NOT the time for us to lighten up on security – quite the contrary. We must be prepared to act quickly to combat threats if we're to protect our information assets and the people who rely on them as a matter of course.

As we mark our 20th anniversary, many in our midst are facing unique professional challenges. In response, we are launching several new career support services to help our members – the pre-eminent information security professionals in the world – not only navigate these murky waters but lead the profession as we usher in a new era.

Thanks to all of our members and volunteers for all of your dedication and hard work. You've made us who we are and are critical to our future!



Patricia A. Myers, CISSP-ISSMP  
Chairperson of the Board



W. Hord Tipton, CISSP-ISSEP, CAP, CISA  
Executive Director

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## THE (ISC)<sup>2</sup> VISION

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Enhance the prosperity and security of our information-dependent society by defining and advancing the global information assurance profession.

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## OUR MISSION

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Make society safer by improving productivity, efficiency, and resilience of information-dependent economies through the education and certification of information professionals.

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## PROFESSIONALIZATION THROUGH AWARENESS

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In 2008, we furthered our mission on many fronts. We strengthened the rigor of our information security credential programs and introduced a new certification that tackles application security.

We centralized Member Services and implemented new communication vehicles, programs and services, resulting in superior career support and an enhanced overall member experience.

In an effort to increase our arsenal of career support resources that further our members' knowledge and expand their professional networks, we introduced new communication channels and member programs, such as our first member magazine, *InfoSecurity Professional*, and an online research portal, SecurityTALK.

Through our community awareness campaign, our members made great strides toward increasing information security awareness and appreciation for the information security profession among the public at large. We expanded our child cyber safety program volunteer base and enhanced our materials, proliferating cyber security to thousands of children worldwide.

We actively pursued relationships and participated in working group initiatives with governments around the world who are looking to strengthen their information security workforce. For example, in order to support the growing number of professionals in Latin America, we launched our local presence in Brazil at Interop São Paulo, bringing localized support and our message of professionalism through certification and education to professionals in Brazil and throughout Latin America.

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## SCALING FOR GROWTH

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To manage the significant growth we've experienced over the last several years more effectively, we focused last year on scaling our infrastructure, including centralizing and streamlining several core operational functions. While this process was painful at times, these changes position us well for future growth and allow us to deliver a much higher level of service and array of benefits to our members, as well as services to the industry.

We consolidated all member support functions to our corporate headquarters in Palm Harbor, Florida, USA. We also implemented a Member Services knowledge base and case tracking functions.

This increases our reporting capabilities, allowing support advisors to track member inquiries as well as manage response times and quality of service more effectively.

We overhauled our member and public Websites, complete with new, more intuitive functionality, easier navigation and engaging features. Our sites now reflect our prestigious position in the industry and provide greatly enhanced services and functionality to our members and candidates. Feedback from all stakeholders has been overwhelmingly positive.

We expanded our affiliate relationships into new markets, as well as revised and renewed arrangements in order to expand (ISC)<sup>2</sup>'s ability to serve professionals in existing markets. We renewed all of our Affiliated Local Interest Group (ALIG) relationships and added the Association of Information Security Professionals (AISP) in Singapore.

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## BREAKING NEW GROUND

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We closed the year with just over 100 applicants for our newest credential designed to tackle the next frontier of security – the software lifecycle. With the support of major organizations around the world, including Microsoft, Symantec, Business Application Software Developers Association (BASDA), the SysAdmin, Audit, Network, Security (SANS) Institute, Data Security Council of India (DSCI), the National Association of Software and Services Companies (NASSCOM), SRA International, Software Assurance Forum for Excellence in Code (SAFECode), Cisco, Xerox, the Information Systems Security Association (ISSA), and Frost & Sullivan, we launched the Certified Secure Software Lifecycle Professional (CSSLP<sup>CM</sup>). In September, we began an experience assessment process to validate secure software development practices and expertise of professionals involved in the software lifecycle. As of March 30, 2009, we had welcomed 384 CSSLPs worldwide.

While the underlying theme of the CSSLP is grounded in security, its basis lies in the software development industry and the associated lifecycle(s) in use. Like all (ISC)<sup>2</sup> certification examinations, the CSSLP tests a candidate's competency in knowledge, skills and abilities in the relevant CBK<sup>®</sup> domains. The CSSLP aims to ensure security is a concern and a component in every step during the lifecycle of software development rather than as an afterthought at the end of the process.

The CSSLP demonstrates our abilities as a certifying body to muster the resources required to develop and coordinate the creation of a credential to fulfill a professional qualification need. We have strengthened and expanded our core competency and ability to qualify and serve a wider audience.

The initial contributors to this program have gone to great lengths to foster their knowledge and expertise on software security into examination content for the CSSLP. The first public exams will be offered later in 2009.

We also enter 2009 with the commitment to unite the information security community through cooperative relationships. We made great strides in defining our educational programs and certifications in a manner that explains the differences between our offerings and those of other

information security professional organizations. In our attempt to send out a cohesive message about the need for qualified information security professionals through certification, we completed memoranda of agreements with SANS and Information Systems Audit & Control Association (ISACA), and our members are already reaping benefits from the resulting collaboration among our organizations.

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## PRACTICE MAKES PERFECT

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In January, we launched an online self-assessment study tool for both the CISSP® and SSCP® called studIScope. Questions are developed by (ISC)<sup>2</sup>-certified subject matter experts. While the studIScope question development teams are separate from our exam development teams, they utilize a similar item writing technical process. This disciplined approach results in a study aid that simulates the quality and intensity of the actual exam. At the conclusion of the simulation, the test taker receives his or her score based on the official algorithm used in the actual exam, helping them assess their overall exam readiness. studIScope helps both certification candidates and employers. It helps candidates focus their study efforts more precisely and enhances their comfort level prior to sitting for the official certification exam. For employers, studIScope is an indispensable management tool, providing an objective, low-cost way to assess their staff's information security knowledge, skills and abilities.

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## IT PAYS TO BE A MEMBER!

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It's always been an advantage to be certified through (ISC)<sup>2</sup>, but in 2008, we made it even more rewarding to be a member. We expanded our portfolio of FREE, convenient CPE opportunities and new exclusive member benefits, including:

- **[SecurityTALK](#)** - A Web portal for members to download information security resources (some qualify for CPE opportunities) such as white papers, articles and archived podcasts of our e-Symposium series. Members are welcome to download materials and post their own.
- **[InfoSecurity Professional Magazine](#)** - A quarterly digital publication available exclusively free to members at no charge. Delivered in three formats: online, in downloadable PDF format and in print form at member request. Members who complete a quiz at the end can earn up to two CPEs per issue.
- **[Security Leadership Series](#)**
  - **I-day Events** - We expanded the number we offer around the world, giving even more members access to free, local CPE opportunities.
  - **e-Symposia** - Increased the number of online events to 12 per year.
  - **Roundtables** - Exclusive to members, roundtables are a series of one-hour Webinars consisting of several security professionals discussing a particular topic.

- **[Safe & Secure Online volunteer training](#)** - Members in the U.S., the UK and Hong Kong can watch a video showing them tips on teaching children how to avoid Internet dangers and earn CPEs in the process. This is a volunteer-based, members-only program that benefits children ages 11-14. In 2008 alone, members in the UK and Hong Kong helped 15,000 students learn how to stay safe online.
- **[The \(ISC\)<sup>2</sup> Blog](#)** - We now have over 60 members registered to blog and 550 subscribers. Authors can earn CPEs, and members can subscribe to an RSS feed to receive updates.
- **[Cyber Exchange](#)** - Members can post information security awareness materials and compete for an annual cash prize. Available to the public for free, these materials help make the cyber world a safer place for us all. In 2008, members contributed nearly 200 materials, and contributors of the five most downloaded items each won US\$1,000.

We also continued several valued programs, such as our Global Resource Guide for Today's Information Security Professional. Available both on CD and as spiral bound hardcopies, the free Resource Guide was distributed at 70 information security events around the world.

Over 1,200 members in 10 cities around the world took advantage of free receptions to network and exchange ideas. We also sponsored our first member VIP lounge at the CSI conference in Washington, D.C. with refreshments, Internet access and onsite Member Services help, drawing praise from the over 175 members that attended.

Taking advantage of just a few of these benefits adds up quickly. Here is a sample of what you can save each year:

### Sample of Annual (ISC)<sup>2</sup> Member Savings

	<b>Savings</b>
Listen to four e-Symposia seminars.....	US\$600
Attend a 1-day Security Leadership Seminar.....	US\$300
Get member discounts on two industry conferences.....	US\$400
Attend one member reception.....	US\$75
Subscribe to the (ISC) <sup>2</sup> Journal.....	US\$135
Read an issue of <i>InfoSecurity Professional</i> .....	US\$20
Post a job on Career Tools .....	<u>US\$500</u>
<b>Annual Value of Member Benefits .....</b>	<b>US\$2,030</b>

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## A PROMISE OF INTEGRITY

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As we pursue many initiatives that promote the information security profession and support the people in it, we are committed to doing so without compromising the integrity of our organization or our credential programs.

We're consistently committed to ensuring our credentials set the highest standards, and we took some important steps in 2008 toward reinforcing all of our credential programs. We strengthened the rigor of the CISSP®, raising the required number of years of professional experience to five and the number of CBK® domains in which professional experience is required from one to two. We also implemented annual CPE requirements for all credentials, ensuring our members have the latest knowledge.

We shored up our Code of Ethics violation process, with an expanded Ethics Committee and increased cooperation with other industry organizations toward a common ethical foundation.

We have now registered or are in the process of registering our cornerstone brands in over 12 countries and the European Union, and we continue to aggressively defend those same brands throughout the world. Perhaps one of the best indicators of how desirable and prestigious our certifications resonate within the information security industry is demonstrated as we find more and more entities infringing on our intellectual property.

From the standpoint of monitoring the quality and qualifications of certification applications, we continue to meet a very high standard. Not only do we continue to maintain compliance with ANSI requirements and participate in an annual audit for each of our credential programs, but we also carefully review all incoming certification applications for appropriate qualifications and experience.

In addition, the audit team follows up on all applications that answer affirmatively to any of the character questions: hacker association/history, expulsion from any other organization, criminal background, and pseudonyms. In each case, additional information is requested from the applicant, a detailed background review is conducted, and the candidate, where appropriate, is reviewed by the (ISC)<sup>2</sup> Board of Directors. We are continuously monitoring applicants and looking for ways to improve the review process. Perhaps the most effective tool at our disposal is our members. We continue to follow up on complaints we receive from our members, identifying those who may not be properly qualified. Overall, (ISC)<sup>2</sup> has a very effective method of assuring that applicants seeking our credentials adhere to the high standards and ethics required by our organization.

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## ADVOCATING FOR CHANGE

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Last year saw a continuation of a trend we've observed over the past four years. Our [2008 Global Information Security Workforce Study](#), which surveyed 7,548 information security professionals, as well as IT and other professionals with responsibility for information security, from more than 100 countries, confirmed that recognition for the information security profession as a field in its own right continues to grow. The study also found that concern over corporate reputation is making

information security a top priority worldwide. This fourth edition of the study demonstrated that information security has become a business imperative for organizations of all sizes, with far-reaching issues such as corporate reputation, the privacy of customer data, identity theft, and breach of laws and regulations driving information security governance.

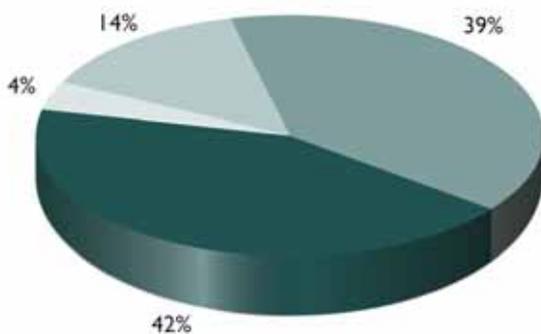
Even though information security jobs remain in demand, (ISC)<sup>2</sup> understands the career challenges you might be facing in a competitive job market. In 2008, we added many targeted, free career resources, including job/resume postings, continuing education tools and networking opportunities, that help you protect your career and give you a competitive advantage in any job market. You can attend an (ISC)<sup>2</sup>-sponsored career management clinic at an industry conference near you, post a resume on our Career Tools site, sign up for Job Alerts, network at a member reception or the local chapter of an information security professional association, join the CISSP or CSSLP<sup>CM</sup> group on LinkedIn, join an (ISC)<sup>2</sup> forum, read *InfoSecurity Professional* magazine, attend an (ISC)<sup>2</sup> e-Symposium or Webinar or volunteer through (ISC)<sup>2</sup> or in your community. If you're a hiring manager, you know how hard it is to find and retain quality information security staff. Career Tools is the perfect platform for filling the holes in your information security department. We also offer tools for working with your HR department. Refer them to our [Hiring Resource Center](#) and [Hiring Guide](#). Written by (ISC)<sup>2</sup> with input from leading HR and recruiting professionals and subject matter experts, this step-by-step guide outlines the process of choosing, hiring and retaining the appropriate candidate to protect your data.

We launched a U.S. Government Advisory Board (GAB) Executive Writers Bureau, which propelled the GAB and (ISC)<sup>2</sup> as leading voices within the federal information security community. We placed eight articles generated by the EWB in federal IT security publications, and we're in the process of establishing an EWB for our other advisory boards.

## USES/SOURCES OF FUNDS

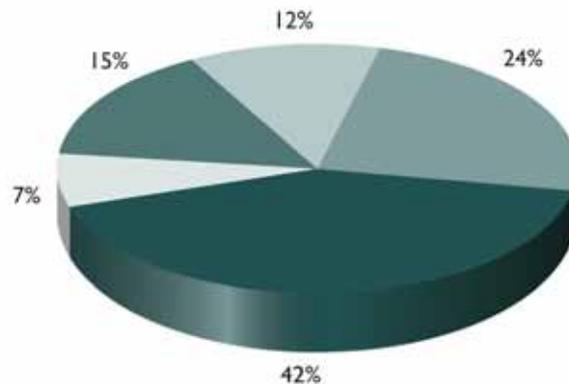
**Sources of Funds**

- Exam Fees
- Education
- In-Kind Contributions
- AMFs and Others



**Use of Funds**

- Test Administration
- Education
- Sales & Marketing
- G & A
- Other



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## 2008 SNAPSHOT

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### **Career Center**

Jobs Posted: 1,025  
Resumes Posted: 1,461

### **Education**

#### *Review Seminars:*

525 courses held in 47 countries, with 6,037 participants  
Languages: French, Thai, Portuguese, Spanish, Japanese  
Authorized Instructors: 50

#### *Security Leadership Series:*

29 Workshops in 6 countries - 100 attendees each  
11 e-Symposia: 19,000 unique users

#### *Education Affiliates:*

New affiliates in Brazil, Hong Kong and Ireland

### **Exams**

1,500 exam events in 68 countries  
Languages: Korean, Japanese, German, Spanish, French and English

### **Goodwill Programs**

Safe & Secure Online Program: 150 volunteers recruited, 15,000 children reached  
Cyber Exchange: US\$5,000 awarded  
Scholarships: US\$100,000 awarded

### **Industry Tools**

Resource Guide: 1,004 downloads  
Career Guide: U.S. Version – 31 downloads; European Version – 16 downloads  
Hiring Guide: 334 downloads

### **Membership**

#### *Members by Region:*

#### **Americas**

42,246 certified members  
330 Associate members

#### **EMEA**

9,697 certified members  
262 Associate members

#### **APAC**

8,225 certified members  
799 Associate members

#### **Japan**

1,103 certified members  
27 Associate members

## Certification Programs

	2007	2008	Year over Year Growth
CISSP	55,194	61,010	11%
ISSAP	740	819	11%
ISSEP	383	498	30%
ISSJP	28	49	75%
ISSMP	649	685	6%
CSSLP	N/A	108	100%
SSCP	583	911	56%
CAP	369	538	46%
Associate	780	1436	84%

## Networking

New ALIG in Singapore

Networking Receptions: 1,200 members attended

## Publications

*InfoSecurity Professional Magazine*: downloaded by 12,000 members

[Hiring Guide](#): 334 downloads

[Resource Guide](#): 1,004 downloads

[Career Path](#): 1,091 downloads

## Research

[2008 Global Information Security Workforce Study](#)

[Whitepaper: "Securing the Organization: Creating a Partnership between HR and Information Security"](#)

[Case Study: "Securing the Right Information Security Team - How UBS Investment Bank in Switzerland Creates Joint Responsibility between HR and Line Management in Security Professional Placement"](#)

[Whitepaper: "The Need for Secure Software"](#)

[Whitepaper: "Software Assurance: A Kaleidoscope of Perspectives"](#)

[Whitepaper: "Software Security: Being Secure in an Insecure World"](#)

[Whitepaper: "The Ten Best Practices for Secure Software Development"](#)

