

## Introduction

Sanchou College is a nonprofit educational institution founded in 1971 with an enrollment of about a thousand students. ~~Students' enrollment has constantly consistently grown~~ ~~grew over through the years, and, as a result,~~ Evening, weekend, and short-term programs were added to meet ~~the high~~ demand. ~~Students' enrollment constantly grew through years.~~ By the time the embezzlement ~~scheme~~ was discovered in 2003, ~~Sanchou College~~ ~~it~~ had around 9000 students enrolled. ~~In 2002,~~ Sanchou received accreditation from the Ministry of Education to become a four-year college ~~in 2002~~. The ~~College B~~board ~~consisted of of Sanchou~~ had nine members, including the chairman, each ~~of whom had a~~with a six-year term. The ~~B~~board appointed ~~the College's p~~President, ~~which, from 1982 to 1986, was~~ Wan Shawn ~~was president from 1982 to 1996~~.

~~During Wan's presidency,~~ ~~S~~several problems were discovered ~~during Wan's presidency~~. ~~S~~Most staff was hired based on connections rather than qualifications and experience. Staff treated ~~Collegeschool~~ assets as personal belongings. ~~Besides, There were rumors~~ ~~had it~~ that some students with failing grades ~~had~~ graduated ~~simple because they bribed by bribing~~ administrative staff and faculty. Meanwhile, it was ~~also found~~ ~~discovered~~ that students ~~were being required~~ ~~were only allowed~~ to purchase textbooks from ~~the~~ school bookstore and eat at ~~the~~ school cafeteria, ~~with ; and all of the profits going went~~ directly to ~~the~~ president's personal account, ~~even~~ while all the working staff members were on the school payroll.

~~In 1996,~~ The Ministry of Education asked Wan to step down ~~in 1996~~. Ever since then, Sanchou ~~College~~ has gone through a series of changes in administrative structure, ~~and several internal controls have been put into place. Below is a timeline of major changes in management that occurred between from 1996 and to 2003, when the embezzlement were found in the evening school program was found.~~

## Hiring Process

After Sue filed a lawsuit against Wan in 1996, the board appointed a faculty member, ~~[first name?]~~ Suan, to be the interim president, and also formed an internal audit team. However, ~~these~~ members ~~of the audit team~~ were not required to have knowledge of accounting or auditing, and no hiring process or standards ~~was~~ reported. ~~Furthermore, it is very important to Having have~~ an effective hiring procedure ~~is critical, as because~~

without a defined and standardized hiring process, it is ~~very hard~~difficult to test the consistency and qualification of the candidates.