

COMMERCIAL INVESTIGATIONS LLC

# CI TIMES



## DEGREE MILLS

Perhaps no other place in the world places a higher value on education than the United States. Every year hundreds of thousands of graduates receive their degrees and move on to exciting careers in their respective fields. The process seems simple; 2 years of college, 4 years, 5, maybe more, studying, working hard and graduating, then moving into the job market ending up in your office applying for a position. But wait! What if we could skip the studying and hard work but still have the same "education" when we apply for a job? Seems impossible...Hardly.

As a result of a recent study conducted by Verifile Limited (2010), the United States was awarded the honor of degree mill capital of the world. It seems no other nation issues as many fraudulent college degrees as our very own homeland. But what is a Degree Mill? Essentially, a Degree Mill is a "school" that issues "degrees" of all levels and in all fields typically for a one-time payment. These "degrees" carry no weight and have no more value than the paper they are printed on. But why are degree mills so common? The answer is simple; the product they produce is in demand. Imagine a 4-year college degree obtained immediately and for a fraction of the cost. In addition, most degree mills offer degree verification services as well adding an element of perceived legitimacy to the corrupt practice.

A conversation between a CI Investigator and a degree mill representative illustrates exactly how determined these mills are to get their "graduates" into a position with your company:

**Degree Mill Rep:** "I can start your process for your Bachelor's Degree and within the next 5-7 days your degree and your documents will be there in your hands."

**CI Investigator:** "How much does it cost?"

**Degree Mill Rep:** "Total fees for a Bachelor's Degree is \$479.00 but if you start your process today we can offer you a 15% scholarship discount."

**CI Investigator:** "Is it going to work with all companies?"

**Degree Mill Rep:** "Yes"

**CI Investigator:** "I know a lot of people check now."

**Degree Mill Rep:** "They can and they will. They can call us 24/7 to verify your credentials from us for your life time as all your documents are 100% verifiable."

**Degree Mill Rep:** "You can also provide your employers the toll-free number of the school with your resume; they will call right away to verify your credentials."

But how can your hiring managers differentiate a degree mill from an accredited college or university? Well, it is difficult but there are a few points that could prove valuable in assessing the validity of a degree:

1. Does the school's website have a .com or .org domain extension rather than a .edu?
2. Does the school's website reference key phrases like "life experience" or "no classroom time."
3. Does the school's website indicate a degree can be received in a length of time inconsistent with a traditional college degree?

While the above points are valuable in assessing the validity of a degree, by no means is the list all encompassing in revealing a degree mill. These mills have been very successful for decades in placing "graduates" in positions with your organization and recognizing their harmful potential is key in the hiring process.

If you are currently conducting your education verifications in house, don't hesitate to contact a CI representative to discuss Degree Mills and their potential impact on your organization. And, for our current clients, rest assured that CI is well versed in identifying and mitigating the impact of fraudulent degrees in your organization. As always, we look forward to serving your needs and look forward to speaking with you soon!

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## CLIENT CLUE

### DRUG TESTING

#### ELECTRONIC CHAIN OF CUSTODY FORMS

CI is pleased to announce a new partnership with a leading provider of nationwide drug testing services. With this new partnership, CI is excited to offer to clients a new process of testing which utilizes an Electronic Chain of Custody (ECOC) Form. The new Electronic Form allows client to create a paperless form on the spot that can be emailed to applicants rather than requiring the applicant to return to the office for a hard-copy form. In addition, utilizing the ECOC form also allows the client to be notified via email when the drug test is taken as well as if the form expires prior to the test being taken. The process will greatly reduce applicant traffic in the office, improve client communication, as well as reduce turnaround time of results. For additional information regarding our new Electronic Chain of Custody Form, please contact a CI representative today at 800-284-0906 or [info@commercialinvestigationsllc.com](mailto:info@commercialinvestigationsllc.com).

## DUE DILIGENCE: MEDICAL STAFF SERVICES

We've heard through the grapevine that Due is contemplating the healthcare industry again. We recently confirmed this rumor and learned that Due is applying at Tech Valley Medical Center as a Credentialing Coordinator in their Medical Staff Services department.

Recently, Tech Valley Medical Center (TVMC) partnered with Commercial Investigations LLC (CI) for its background investigations needs. As a member of the Iroquois Healthcare Alliance it realized considerable savings and healthcare specific inquiries it didn't get with its previous provider. Through CI's educational onboarding process Tech Valley Medical Center learned that Commercial Investigations LLC provides the investigative approach with human intervention and therefore a higher level of quality than the data broker company Tech Valley Medical Center previously used.

The recruiting staff at TVMC was very interested in interviewing Due after reviewing his resume and learning about his tenure at Quick Fix Hospital. Due presented himself well and was very personable in the interview. The recruiting staff was confident their search would end soon. As part of protocol they sent in the request for the background investigation to CI. At the same time they sent the offer letter contingent upon successful completion of the background investigation and drug test.

Due was excited to receive the offer letter but hesitant to get too excited. He knew CI was involved because he has now become very familiar with their Consent Form and he knew he signed one for this job. He was successful in getting positions when other background investigations companies were used; however, he knew CI was his "Achilles Heal".

CI diligently handled the Background investigation request. The inquiry package selected by TVMC for the Job Descrip-

tion of Credentialing Coordinator included:

- ◆ SSN and Address Information
- ◆ Multijurisdictional Criminal
- ◆ Statewide Criminal
- ◆ County Criminal
- ◆ Federal Criminal
- ◆ Sex Offender Report
- ◆ Motor Vehicle
- ◆ Employment
- ◆ Education
- ◆ Reference
- ◆ Health Care Comply Plus

In order to control costs, TVMC went to tiered background investigations and thus the Drug Test is set for level two once the candidate successfully completes the Background Investigation. Fortunately for TVMC, Due will not get to this stage. Although the recruiters initially thought it unfortunate, they realized the avoidance of a bad hire now would save them time, money and frustrations in the long run. They were nonetheless disappointed to learn about Due's troubled past. You can see his Background Investigations Report for the Credentialing Coordinator's position here:

[http://www.commercialinvestigationsllc.com/files/Dues\\_Report\\_Tech\\_Valley\\_Medical\\_Center\\_10162010.pdf](http://www.commercialinvestigationsllc.com/files/Dues_Report_Tech_Valley_Medical_Center_10162010.pdf)

Once again Due's job pursuit is derailed by Commercial Investigations LLC. So, what now? Where does Due go from here? Stay tuned to find out more about the life of Due Diligence.

*To Be Continued . . .*



### MEET DUE DILIGENCE

Last "Scene" from Due

In Due's last appearance in CI Times, he actually had the wherewithal to apply for a position with Commercial Investigations LLC, read more at:

[www.commercialinvestigationsllc.com/files/Volume\\_7\\_Issue\\_1\\_Jan\\_2010.pdf](http://www.commercialinvestigationsllc.com/files/Volume_7_Issue_1_Jan_2010.pdf)

In the current edition, we catch up with Due as he is attempting to enter back into the health care field. Specifically, Due is applying at Tech Valley Medical Center as a Credentialing Coordinator in their Medical Staff Services department.

To see Due's past reports, view his page online at:

[www.commercialinvestigationsllc.com/duespage](http://www.commercialinvestigationsllc.com/duespage).

**COMMERCIAL INVESTIGATIONS SELECTED AS AUTHORIZED DEALER FOR CHEQUED.COM**

Chequed.com announced the selection of Commercial Investigations LLC as an Authorized Dealer for the company's web based behavioral assessment and automated reference checking technology. As an authorized Dealer for Chequed.com, Commercial Investigations LLC will be delivering Chequed's Predictive Employee Performance web based technology to the market.

"Our dealer program is a critical component to accelerate Chequed.com into the market. We are very serious about the type of dealers selected into our program and have total confidence that Commercial Investigations LLC will be a terrific addition," said Greg Moran, President of Chequed.com, Inc.

**About Chequed.com**

Founded in 2008 by some of the foremost experts in employee selection and development, Chequed is an emerging leader in the rapidly growing market for Predictive Employee Performance™ technology. Specifically Chequed delivers a software as a service (SaaS) technology used for behavioral assessment and automated reference checking. Chequed's revolutionary Performance Engine™ delivers rapid, accurate predictions of a new hire's performance.

Chequed has commercialized innovative research developed in partnership with The Research Foundation of The State University of New York and The University at Albany's world-class Department of Psychology. Complementing these research

innovations is the software's practical, real-world emphasis. Chequed's experienced management team, board of directors and advisory committee have helped hundreds of startups and growing companies hire talent that made them industry leaders. Their extensive expertise has fortified the Chequed software to meet day-to-day challenges of human resource managers facing competitive markets for human capital. Further information can be found at [www.chequed.com](http://www.chequed.com).

**About Commercial Investigations LLC**

COMMERCIAL INVESTIGATIONS LLC (CI), a woman-owned licensed private investigative agency, offers thorough and affordable employment BACKGROUND INVESTIGATIONS. CI provides accurate, timely, cost effective and fully compliant reports supported by high standards of customer service. CI also offers consulting services to assist organizations with reviewing and auditing their BACKGROUND INVESTIGATIONS processes for compliance, effectiveness and efficiency. CI provides the PROACTIVE TRUTH™ regarding applicants, thereby reducing turnover and limiting exposure to civil liability.

Commercial Investigations LLC assists employers with protecting their employees, customers and overall businesses through their Background Investigations and Consulting Services. For more information visit our website at [www.commercialinvestigationsllc.com](http://www.commercialinvestigationsllc.com) or call us at 800-284-0906.

**COMMERCIAL INVESTIGATIONS LLC**

**A LICENSED PRIVATE INVESTIGATIVE AGENCY**

Dedicated to providing innovative Private Investigative solutions to its clients and working with them to develop tailored services that meet their needs.

**Services provided include:**

**BACKGROUND INVESTIGATIONS**

CI provides accurate, timely, cost-effective and fully compliant reports delivered with exceptional client service.

**CONSULTING SERVICES**

CI assists you in implementing a compliant background investigation process as well as providing assistance in implementing in-house procedures.

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This publication is designed to provide accurate and authoritative information with respect to the subject matters covered. It is distributed with the understanding that CI is not engaged in rendering accounting or legal services.

**∞ INQUIRY SPOTLIGHT ∞**

**HEALTH CARE COMPLY PLUS**

HEALTH CARE COMPLY PLUS™ provides information on individual health care providers by conducting a search of the sanction information compiled by the Office of the Inspector General (OIG), the General Services Administration (GSA) and other federal agencies. The information reported meets requirements for sanction screening set forth in the OIG's Compliance Program Guidance for health care employees and contractors. The information is more thorough than only checking the OIG and GSA databases established by these governing agencies because it includes historic, as well as current, sanction data.

HEALTH CARE COMPLY PLUS™ also conducts a search of disciplinary actions taken by federal agencies other than the OIG and GSA, including those actions taken by licensing and certification agencies in all 50 states against individual health care providers. HEALTH CARE COMPLY PLUS™ includes CI's Global Scan inquiry, a Patriot Act terrorist database search.

**HEALTH CARE COMPLY PLUS™ :**

- Office of the Inspector General sanctions
- General Services Administration sanctions
- State licensing agency actions
- Global Scan anti-terrorist data

HEALTH CARE COMPLY PLUS™ is the most comprehensive search available to screen health care individuals and contractors for the sanctions described above and for actions covered by the Patriot Act.

Please contact a CI representative at 800-284-0906 or [info@commercialinvestigationsllc.com](mailto:info@commercialinvestigationsllc.com) for more information on CI's HEALTH CARE COMPLY PLUS™ inquiry, or to add this inquiry to your current requests.