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18 August 2011

**DISPOSITION MEMORANDUM****SUBJECT:** (U) Unaccredited Degree: Logistics Officer**CASE:** 2011-10158-IG**ISSUES UNDER INVESTIGATION:**

1. (U//~~FOUO~~) Based on a 2008 United States Secret Service investigation that identified an Agency contractor as possessing a degree from a known diploma mill, the Office of Inspector General (OIG) initiated a proactive investigation on 5 August 2008 into Agency staff claiming degrees from non-accredited institutions. OIG matched a list of unaccredited institutions against Agency BIO information to identify any individuals who had provided degree evidence to Human Resources.<sup>1,2</sup> One of the individuals identified, [redacted] claimed a bachelor's degree from [redacted] an unaccredited institution, on her Agency BIO.

(b)(3) CIAAct  
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2. (e) OIG reviewed the claims made by [redacted] regarding her degree and the associated education to determine if there were false statements or improper use of an unaccredited degree, and if there was an improper reimbursement for the degree by the Agency.

(b)(3) CIAAct  
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<sup>1</sup> (U//~~FOUO~~) The term unaccredited refers to the recognition and acceptability of a degree for use in federal employment as recognized by the Office of Personnel Management. Unaccredited degrees cannot be used to meet the qualifications for federal positions that require a degree. The complete definitions of accreditation are included in the Appendix.

<sup>2</sup> (U//~~FOUO~~) The Agency biographical profile (Agency BIO) is the mechanism for tracking information on individuals who officially declare their education to the Agency by providing proof of attendance. The Agency BIO is made available to hiring managers and used directly in staffing decisions. Only staff employees and former employees were covered by this review because there is no central database on contractor educational records.

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**INVESTIGATIVE EFFORTS:**

3. (U//~~FOUO~~) OIG reviewed [ ] security file for any degree claims. (b)(3) CIAAct (b)(6) (b)(7)(c)

4. (U//~~FOUO~~) OIG reviewed [ ] Official Personnel Folder (OPF) and online Agency BIO. (b)(3) CIAAct (b)(6) (b)(7)(c)

5. (U//~~FOUO~~) OIG interviewed [ ] on 4 September 2008, regarding her unaccredited degree. (b)(3) CIAAct (b)(6) (b)(7)(c)

6. (U//~~FOUO~~) OIG obtained and reviewed [ ] internal job applications and resumes for positions that he held at the Agency as well as her Performance Appraisal Reports. (b)(3) CIAAct (b)(6) (b)(7)(c)

7. (U//~~FOUO~~) OIG reviewed Agency regulations and relevant laws related to the allegations.

**RESULTS:**

[ ] (b)(3) CIAAct (b)(6) (b)(7)(c)

(b)(3) CIAAct (b)(6) (b)(7)(c)

(b)(3) CIAAct (b)(6) (b)(7)(c)

9. (U//~~FOUO~~) [ ] Agency BIO listed that she received her bachelor's degree [ ] According to [ ] this is not correct. [ ] stated that she started her coursework with [ ] in [ ] and received her degree in [ ] [ ] Agency BIO indicates that she was selected for [ ] positions within the Agency since adding her "degree" to her record. (b)(3) CIAAct (b)(6) (b)(7)(c) (b)(6) (b)(7)(c) (b)(6) (b)(7)(c)

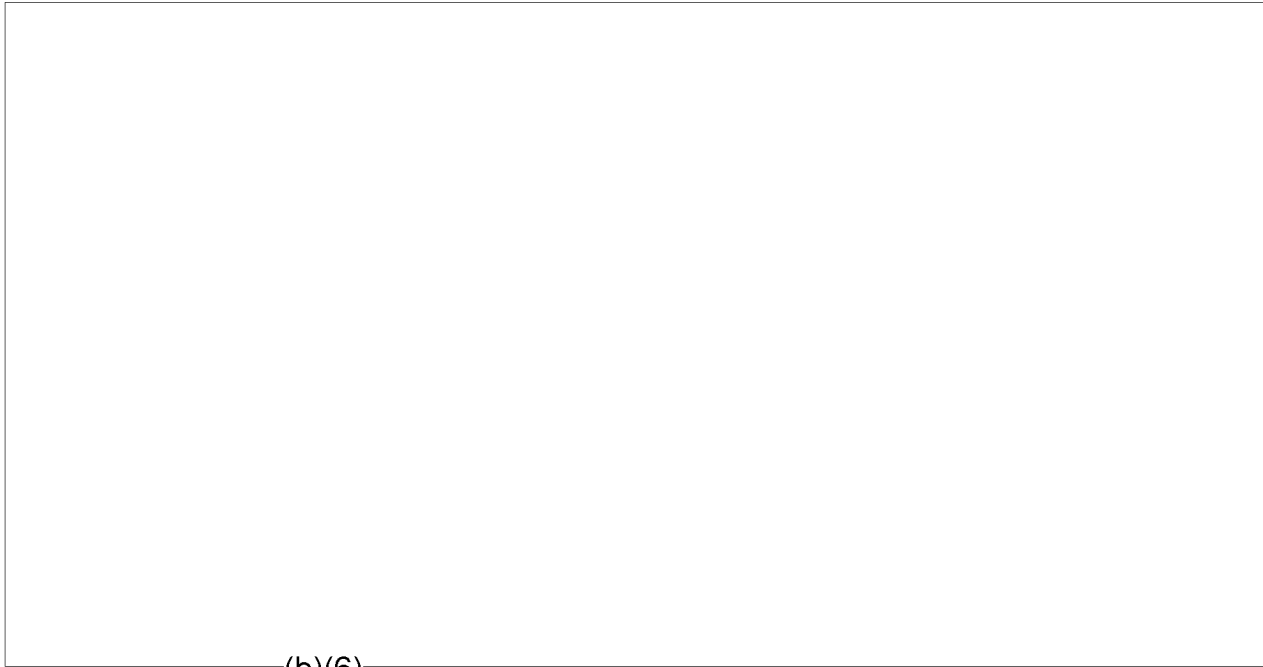
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(b)(3) CIAAct  
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(b)(6)  
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(b)(6)  
(b)(7)(c)

12. (U) [redacted] claims accreditation by a [redacted] [redacted] The accretitor is not recognized by the US Department of Education (DoE). [redacted] was never accredited by the US DoE.

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(b)(7)(c)  
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The accretitor is not recognized by the US Department of Education (DoE). [redacted]

13. (U//~~FOUO~~) [redacted] initially noted that, when she applied for employment at CIA in [redacted] she needed to complete two class before she received her bachelors degree from [redacted] However, notes on her resume contained in her Official Personnel Folder (OPF) indicate that she was interviewed for an entry-level position based on her experience. In her applicant Questionnaire for National Security Positions (SF-86 EG) dated [redacted] she listed [redacted]

(b)(3) CIAAct  
(b)(6)  
(b)(7)(c)

[redacted] under education with [redacted] under the column that asked for "Date attended, From - To." Prior to entrance on duty, [redacted] provided a transcript dated [redacted] which is in [redacted] OPF. There are seven courses listed and under degree granted it lists "N/A."

(b)(6)  
(b)(7)(c)

According to information in [redacted] security file, on [redacted] informed a security background investigator that she received her bachelors degree from [redacted] and that she attended from [redacted]

(b)(3) CIAAct  
(b)(6)  
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[redacted] This contrasts with information provide [redacted] by [redacted] in a [redacted] interview with a background investigator. At that time, [redacted] reported that she received her bachelors degree in [redacted]

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(b)(3) CIAAct  
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(b)(3) CIAAct  
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(b)(7)(c)

(b)(3) CIAAct (b)(6)  
(b)(6) (b)(6) (b)(7)(c)  
(b)(7)(c) (b)(7)(c)

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(b)(3) CIAAct  
(b)(6)  
(b)(7)(c)

14. (U//~~FOUO~~) During the OIG interview, [redacted] stated that she

did not believe that the US Government paid for her "degree" and that she (b)(3) CIAAct

was not reimbursed for her degree by any other organization. Information (b)(6)

in [redacted] OPF indicates that [redacted] stated she received tuition assistance (b)(7)(c)

from the [redacted] (b)(6)

[redacted] to pay for her tuition.<sup>3</sup> Subsequent to (b)(7)(c)

[redacted] interview with OIG, she provided documentation that she paid

\$1,740 for her bachelor's degree and she paid it in a lump sum with a

personal credit card.

(b)(3) CIAAct  
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(b)(7)(c)

(b)(3) CIAAct  
(b)(6)  
(b)(7)(c)

15. (U//~~FOUO~~) [redacted] stated that she believed her "degree" was

legitimate. During the interview with OIG, [redacted] contended that she

believed that [redacted] was a legitimate educational institution. (b)(3) CIAAct

Following the interview, [redacted] provided OIG with a volume of (b)(6)

documentation, including transcripts and admission letters. [redacted] stated (b)(7)(c)

that she first learned that the "degree" was from a non-accredited

university when OIG investigators advised her of the fact during her

interview

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(b)(6)  
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(b)(3) CIAAct  
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(b)(7)(c)

[redacted]

(b)(3) CIAAct  
(b)(6)  
(b)(7)(c)

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(b)(3) CIAAct

(b)(6)

(b)(7)(c)

**DISPOSITION:**

(b)(6)

(b)(7)(c)

(b)(6)

(b)(7)(c)

16. (U//~~FOUO~~) [redacted] "degree" from [redacted] was present on

her Agency BIO for her selection to [redacted] different positions within the

CIA. [redacted] paid a total of \$1,740 for her bachelor's degree. [redacted]

(b)(6)

(b)(7)(c)

OIG Deputy Counsel

determined there was no criminal or regulatory violation on the part of

[redacted] Based on the currently available information, no disciplinary

action or further investigation is recommended. OIG will notify HR and

request [redacted] degree information be removed from her

Agency BIO.

(b)(3) CIAAct

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Special Agent

(b)(3) CIAAct

(b)(6)

(b)(7)(c)

Supervisory Special Agent

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