

**Proposal to Establish A New Nursing Education Program
International Business College in El Paso, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider International Business College (IBC) proposal to establish a new vocational nursing education program in El Paso, Texas, and the report of board staff findings.

Historical Perspective:

- IBC notified board staff by phone on February 1, 2010 of the intent to submit a proposal for a new vocational nursing program.
- Over the next several months, board staff answered many questions by phone and email regarding the proposal process and details about the proposal guidelines. Board staff recommended the school seek a qualified precicensure nursing education consultant to assist in developing the proposal.
- The first draft of the proposal was received in the board office and has been reviewed by two Education Consultants.
- The names of two other existing programs were noted in the text of the body of the proposal and an appendix, which suggested that the submitted material may have been plagiarized. Upon closer review and comparison, Education Consultants identified many areas where the proposal and appendix used exact language as used in two other previously-approved proposals.
- On November 15, 2010, board staff communicated serious concerns to Mr. Michael Yeary, MBA, Vice President of Schools at IBC regarding issues of plagiarism in the IBC proposal.
- A conference call was held on November 17, 2010 between Board of Nursing staff (including the Executive Director, Director of Enforcement, Legal Counsel, and all Education Consultants) with Mr. Yeary; Ms. Margie Aguilar, President of IBC; and Cynthia Chizen, RN, consultant, to discuss the gravity of the situation.
- It was determined that the proposal and the findings be presented to the Board at the January 2011 meeting.

General Overview of Proposal:

- Initial review of the proposal indicates presentation of a reasonably well-developed first draft of an education program. Substantial portions of the text are word-for-word copies from two separate previously-approved program proposals. Given the apparent plagiarism, it is difficult to ascertain to what extent the school is prepared to implement the program.

Areas of Concern About Lack of Originality in Proposal:

- Attachment #1 presents the body of the proposal text (pp. 1-62). Highlighted (in yellow) within the attachment are areas of verbatim match with the proposal previously received from another program (Program A). Note that occasional errors in grammar/ usage, syntax, and punctuation in the prior proposal are retained in the IBC proposal. In addition, there are hand-written notes from Education Consultants' initial reviews, which Board members can disregard.
- Attachment #2 presents select pages from the appendices of the proposal. Highlighted (in yellow) are areas of verbatim match with the proposal documents previously received from two other programs (Program A and Program B). In addition, the name of the second existing program (Program B) is included where the name of IBC would be expected.
- The above attachments are not intended as an exhaustive review of all the text within the proposal and comparison to the previously-received proposal from the other school. Presumably an exhaustive review might indicate other areas of verbatim text copying and plagiarism.
- Based on the above observations, board staff is concerned that there is misrepresentation regarding preparation and submission of the proposal.
- Board staff is also concerned that the program lacks the expertise to develop and manage a nursing education program.

Additional Notes:

- A letter dated December 2, 2010 conveying desire to withdraw the application/proposal was received in US mail December 22, 2010 (Attachment #3).

Staff Recommendation:

Based upon violations of principles of business and academic ethics in the development of the proposal and evidence of plagiarism in the proposal, move to deny approval to International Business College to establish a new vocational nursing program in El Paso, Texas.

Note: In addition to the above recommendation, Board staff seeks input and clarification as to what, if any, time or other restrictions should be placed on a possible future program proposal submission by the business entity. Such restrictions could be added to the motion.