Goals and Early Pilot Outcomes Underlying the Consensus Recommendations

1. SINGLE CHARGE: Why did the Advisory Committee recommend the adoption of a single charge — “Violation of the Academic Integrity Policy” — in place of “Academic Negligence” and “Academic Dishonesty?” Lack of consistency in instructors’ use of the two charges is a major source of inequity in the current policy and does not correspond to best practices at peer institutions. The proposed single charge encourages students to acknowledge their violations, as have all 11 graduate students who have participated in the pilot program to date. **Goals: Fairness & efficiency**

2. MORE EDUCATION: How will the development of additional educational tools help make academic integrity central to teaching and learning? Partnering with Schools and Colleges to develop instructional materials for classroom use will enable AIO staff to expand student outreach via faculty and instructors whose established relationships with students promote meaningful communication about the critical importance of academic integrity. **Goals: Effectiveness & efficiency.**

3. SANCTIONS: What is the rationale underlying the proposed violation and sanction rubric? The rubric recognizes de facto distinctions instructors bringing charges already make. While 96% or more of cases brought annually are upheld, less than 30% result in the presumptive penalty. But many students appeal based on concern about the presumptive penalties. The rubric will provide students with a clearer understanding of the likely sanctions they face, thereby encouraging admission of violations. Students participating in the pilot program expressed appreciation for their increased understanding of likely consequences of their actions as they considered how to respond to the charges. **Goals: Effectiveness, fairness & flexibility.**

4. AI PANELS: Why are standing Academic Integrity Panels needed within the Schools and Colleges? Under existing policy, hearing panelists receive limited training, often only days before a scheduled hearing takes place. The regular appointment of panel members will allow more thorough training and foster greater knowledge and consistency in the application of best practices among an established group of panel colleagues. The ability of panel members to arrive at consensus on thoughtful, consistent decisions is evident in the pilot program. **Goals: Effectiveness & fairness**

5. CASE RESOLUTION: What is the advantage of establishing three avenues for case resolution? Between 2006-07 when SU adopted the Academic Integrity Policy and 2011-12, the number of charges ranged from 127 to 163 per year with 11 to 29 hearings annually. With time, faculty use of the policy grew. Since 2012-13, the yearly number of cases has fluctuated between 220 and 272, with 55 to 69 hearings annually. Cases in which students do not admit a violation and cases involving the most serious charges and sanctions merit the resources needed to prepare and hold a hearing. A majority of cases that go to hearing do not meet these criteria, however, and would be more efficiently and fairly resolved through expedited or written review processes. Faculty and students alike express a desire for additional case resolution avenues. The possibility of avoiding a hearing and resolving a case more quickly has factored heavily in the resolution of the 11 pilot program cases, only one of which so far has required a hearing due to the potential severity of the sanctions involved. **Goals: Effectiveness, fairness, flexibility & efficiency.**

6. APPEALS: Why are new standards for appeals warranted? Faculty express a strong preference for an appeals process that sets rigorous standards for reconsideration of a charge or sanction and gives greater authority over appeals to the Schools and Colleges while reported violations occurred. **Goals: Fairness & effectiveness.**

7. FINAL DECISION LETTERS: How does having students’ final decision letters come from their School/College Dean help? Many key student experiences are based in the Schools and Colleges, and students understand the critical role that Deans play in School/College governance. Receiving final decision letters from their Deans will better convey to students the significance that each School and College places on academic integrity. **Goal: Effectiveness.**