

*[SVPAA Barbara Lee's June 22, 2020 email to the Rutgers Community announcing the revised University Policy on Academic Integrity.]*

Dear Members of the Rutgers Community:

I am pleased to announce the approval of a revised University Policy on Academic Integrity. The revised policy was developed by a committee of faculty, staff, and students, chaired by Professor Michael Beals, that worked for nearly two years to develop a policy that is appropriate for the many departments, schools, and other academic units at Rutgers University. The revised policy was presented to the Board of Governors and Board of Trustees Committee on Academic and Student Affairs on June 2 and became effective that day.

In addition to the revised Academic Integrity Policy, the committee developed revised Procedures for Adjudicating Alleged Academic Integrity Violations (including those applicable to all schools and further additional procedures applicable to RBHS due to external professional requirements), and recommendations on Academic Integrity Education.

By separating out Procedures from Policy, subsequent changes in Procedures can be made more frequently, to respond quickly (when necessary) to changes in technology, administrative structure, or other relevant events. The committee's recommendations on education are an essential companion to the policy and procedural changes since ultimately it is the engagement of the students, faculty, and administrators with the policy and procedures that matters.

Here is a brief summary of highlights of the changes in the revised policy.

- A shortened, simplified, and modified (where necessary) set of policies is given, that is general enough to be inclusive of all parts of Rutgers but flexible enough to accommodate additional requirements of particular professional schools.
- A change in the number of levels of violations is made, to three ("Level I, Level II, and Level III") from the existing and less transparent two ("non-separable, separable").
- A common standard of evidence is required for all cases: preponderance of the evidence. The previous Rutgers policy used the clear and convincing evidence standard, while UMDNJ used the preponderance standard. This change to preponderance of the evidence is made to comply with what is required under the new Title IX regulations that a single standard of evidence be used for all disciplinary processes. This standard is also required by many of the professional accrediting agencies, given the importance of, for example, the protection of patients in clinical settings.
- A set of improved procedures common across the University is provided, calling for maintenance of a single access point online for all such general information, and for University-wide record keeping in a single appropriate database system. The procedures are flexible enough to allow the whole process to function locally, given that it involves implementation that will perforce vary depending on the local campus and school structures and requirements. The extra requirements of professional accreditation for RBHS schools are recognized, and the separate part of the Procedures

section addresses what is layered on there over and above the general procedures applicable to all.

- A set of recommendations on strategies for education of students, faculty, and staff on the topic of Academic Integrity is presented. Academic Integrity is a primary value of our institution, and education needs to focus on both the positive reason of why it is a core value, and the related issues of compliance. An outline of a great variety of approaches to such education for all stakeholders is included.

The following individuals served on the committee; we all owe them a debt of gratitude for their patience and determination to make the revised policy one that serves the entire university. Thank you, committee members.

- Mike Beals, Chair, Distinguished Professor, Mathematics, SAS, New Brunswick
- Steven Andreassen, Chief of Staff, RBHS
- Melissa Backus, Associate Director of Student Conduct, New Brunswick
- Lynne Borucki, Clinical Associate Professor, School of Nursing, Camden
- Mary Beth Daisey, Associate Chancellor for Student Affairs, Camden
- Dante Delapava, Student, Scarlet Honor Council, New Brunswick
- Patricia Fitzgerald-Bocarsly, New Jersey Medical School, Provost, RBHS
- Mary Flaherty, Assistant Dean of Students, Camden
- Barbara Gladson, Associate Dean, School of Health Professions, RBHS
- Ramazan Gungor, Assistant Dean, School of Graduate Studies, New Brunswick
- John Gunkel, Vice Chancellor for Academic Programs and Strategic Partnerships, Newark
- Anu Gupta, Assistant Dean, Rutgers Global, International Academic Support, New Brunswick
- Charnette Hockaday, Assistant Dean/Director of Community Standards, Newark
- Christine Hunter Fratzola, Professor and Division Chief, Anesthesiology, RWJ Medical School – RBHS
- Michelle Jefferson, Campus Dean of Students, New Brunswick
- Robert Kurland, Associate Dean of Undergraduate Programs, Rutgers Business School, Newark
- Michaela Lozada, Student, Scarlet Honor Council, New Brunswick
- Regina Masiello, Associate Director, English Writing Program, SAS, New Brunswick
- Jennifer McGruther, Associate General Counsel, Office of General Counsel
- Mohini Mukherjee, Associate Director, Rutgers Global, International Student and Scholar Services, New Brunswick
- Claire Philipp, Department of Medicine, Robert Wood Johnson Medical School, RBHS
- Ed Rentzelas, Assistant Dean, Rutgers Law School, Camden
- Joseph Schiavo, Associate Dean for Undergraduate Programs and University College, FAS – Camden
- Ben Sifuentes-Jauregui, Vice Chancellor Undergraduate Academic Affairs, New Brunswick
- Scott Walker, Executive Director Academic Support for Athletics, New Brunswick
- Danielle Warren, Associate Professor, Rutgers Business School, Newark
- Christina Zambrano-Varghese, Assistant Teaching Professor, Department of Psychology

The committee split into three subcommittees:

- Education – chaired by Mary Beth Daisey
- Procedures – chaired by Pat Fitzgerald-Bocarsly
- Policy – co-chaired by John Gunkel and Ben Sifuentes

The revised policy is attached and can also be found at <https://policies.rutgers.edu/10213-currentpdf>.

The procedures and education recommendations can be found at <https://academicaffairs.rutgers.edu/academic-integrity-policy-and-procedures>.

Sincerely,

Barbara A. Lee  
Senior Vice President for Academic Affairs