GTA’s and the Law & Academic Integrity in your Classroom

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Being Nervous is OK!
Practical Advice

> Know what is expected of you
> Be prepared
> Seek support/help from experienced GTA’s
> Know your resources
> Ask for help
Time Management

> Know **how** to spend your time
> Use **planning tools**
> **Prioritize**
> Set short/long term **goals**
> Schedule **appropriately and realistically**
> Learn to say **NO (delegate)**
> Do **NOT** Multitask
Take Care of YOURSELF

> YOU are an important investment!
> Get enough **rest**
> **Eat** well
> **Exercise**
> Utilize a **support** system
> Take **time** for yourself
Where can you go for help?

**Trusted Mentors**

- Instructor on Record
- Course Coordinator
- Your Advisor
- Faculty Mentor
Campus Resources for Teaching & Academic Integrity

> Office of Academic Support
  – https://academicsupport.mst.edu/academicintegrity
  – academicsupport@mst.edu

> CRR 200.010 – Standard of Conduct

> CAFÉ – Center for Advancing Faculty Excellence
  – Teaching Resources
    > https://cafe.mst.edu/teaching/teachingresources/
  – New and Early Career Faculty Development
    > https://cafe.mst.edu/facultydevelopment/
  – https://cafe.mst.edu
  – café@mst.edu

> Anyone you hear from today in the GTA Workshop
GTA’s and the Law
Relationships with Students
UM System’s Policy: HR-510 Sexual Harassment

- “... University intends that sexual harassment in the workplace or the educational environment is unacceptable conduct... “

- Hostile environment:
  - Sufficiently severe, persistent or pervasive conduct
  - Subjectively and objectively offensive
  - Alters conditions of education of a reasonable person

- Everyone is protected from harassment
  - https://www.umsystem.edu/ums/rules/collected_rules/equal_employment_educational_opportunity/ch600/600.020_sex_discrimination_sexual_harassment_and_sexual_misconduct
What does this mean for you?

- Phycologists propose that consent is not possible in this relationship
- Your position creates an imbalance of power
- Intent is irrelevant

- Be aware and inform yourself
Relationships

- Be friendly but maintain boundaries
- Show you care – Do not cross lines
- Be respectful
- Be aware of cultural differences

Communication

- Email is always best
- Check for Social Media policies
- After hours?
- When in doubt – ASK!
DO NOT

- initiate any type of romantic or sexual relationship with students
- suggest requirements lessened or grade changed in return for spending time with a person (socially or romantically)
- make remarks that could be construed as sexual, even if you mean to be joking or in appreciation
- make insulting, angry, loud, or intimidating sounds or use of language
- make jokes about sex or gender
- touch students inappropriately or make obscene gestures
- display or wear sexually explicit or derogatory photos, posters, memes, t-shirts
Other Laws
FERPA

- Entire presentation!
- Protect privacy of students
- Do not discuss students
- Do not email grades in masses

Title IX

- **Protected classes** are groups with common characteristics that are legally protected from **discrimination** on basis of that characteristic.
In conclusion:

- Be informed
- Know policies
- Take care of Yourself
- Ask questions
Academic Integrity in your Classroom
What is Academic Integrity?
S&T Values:

> Lifelong Success
> Creativity
> Integrity
  - *We hold ourselves accountable for our actions.* We strive to uphold the highest ethical standards, to conduct ourselves with trustworthiness and respect for all of humanity, and to instill in our campus community these same principles.
> Sustainability
> Partnerships
> Inclusion
We should strive to provide a learning environment that focuses on student success & academic integrity... instead of focusing on avoiding or fearing academic dishonesty.
Types of Academic Misconduct

Cheating
Plagiarism
Sabotage
Cheating includes but is not limited to:

> Use of any unauthorized assistance ...

> Dependence upon the aid of sources beyond those authorized ...

> Acquisition or possession without permission of tests or academic material ...

> Knowingly providing any unauthorized assistance ...

Collected Rules and Regulations, Chapter 200.010 – Standard of Conduct
Plagiarism includes but is not limited to:

- Use by paraphrase or direct quotation of the published or unpublished work of another without fully crediting the author ...

- Unacknowledged use of materials prepared by another person ...

- Unacknowledged use of original work/material produced through collaboration without release in writing by collaborators ...

Collected Rules and Regulations, Chapter 200.010 – Standard of Conduct
Scenarios & Excuses

> Common Scenarios
  – Copying someone else’s work
    > Passing around homework answers
    > Copying something published on the internet
  – Unethical use of the “file system”
    > “files” are collections of homework, quizzes, etc. from students who have taken the course previously
  – Copying someone else’s work
  – Bringing someone else’s clicker to class

> Common Excuses
  – “We worked on it together…”
  – “It’s just a small part…”
  – “I didn’t know…”
Who cheats and why?
Influence the middle 70%

15% of students will never cheat

70% of students will be impacted by the classroom setting that you (and the course coordinator/syllabus) create

15% of students will cheat frequently

- from The Honest Truth About Dishonesty by Dr. Dan Ariely
Why do students cheat?

- Ignorance or misunderstanding
- Lack of willpower due to stress or being overwhelmed
- Don’t see value in the course
- See this course as a roadblock or a weed-out course
- Perception of “everyone’s doing it”
# Reports of Academic Dishonesty at S&T

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<th>2017/2018</th>
<th>2019/2020</th>
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<tbody>
<tr>
<td>Total Reported Cases</td>
<td>77</td>
<td>85</td>
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<tr>
<td>Assignment Misconduct</td>
<td>53%</td>
<td>21%</td>
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<tr>
<td>Exam Misconduct</td>
<td>20%</td>
<td>73%</td>
</tr>
<tr>
<td>Plagiarism</td>
<td>27%</td>
<td>6%</td>
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How can you, as an instructor, influence Academic Integrity?
Lead by Example

- Foster learning
- Clarify expectations
- Motivate students
- Healthy collaboration
- Be transparent
- Encourage engagement
Foster an environment of learning

- Balance your teaching style around student success and learning, not perfection
- Incorporate questions about content and processes
  - Ask “explain why”
- Active and creative thought
Clarify your expectations, repeatedly

- Provide structure using well-communicated guidelines
- Be specific about rules
- Inform them that there are penalties for being academically dishonest  
  - Either in the syllabi or during class
- Don’t assume students know
Motivate Students

- Show excitement in what you’re teaching
- Remind them why it’s important to be ethical in the field
- Explain why and how this topic and work is meaningful
- Connect course content to your industry
Encourage healthy collaboration

- Consider implementing group work during class
- Give students the opportunity to show what they know in the classroom
- Provide feedback opportunities for group projects
Be transparent about what is on the test

- Ensure assessments match what was taught (and vice versa)
- Give examples of tricky questions to build confidence
- Provide review opportunities
Encourage engagement

- Invite students to your office hours
- Show respect to student by congratulating improvement
- Consider midterm evals and be open to feedback
- Announce campus resources and opportunities
Academic Resources for your Students

> Office Hours!!!
> **Student Success Center – 198 Toomey Hall**
  - Tutoring
  - Mentoring
  - Guidance for:
    > time management & organization skills
    > goal setting & strength finding
    > study skills & resources
> LEAD & Physics Learning Center
> Writing Center & Library
> S&T Advising Center
What do you do if you suspect or know that someone is being academically dishonest?
Discuss with a trusted mentor

> It’s important to discuss “what-ifs” with your Course Coordinator, Instructor on Record, or Faculty Mentor
  – What if a student cheats?
  – What if a student asks for an extension on homework?
  – What if a student fails to turn in multiple assignments?

> Utilize their experience

Submit a Report

> https://academicsupport.mst.edu/academicintegrity

> It’s important to report cases of academic integrity violations because a student may have presented similar behavior in other classes
Allegation Process:

> Reporting:
  – Faculty members or instructors will report the information to the Office of Academic Affairs
  – They are responsible for the academic consequence (grade)

> Investigation:
  – Meet with accused individual
  – Collection of proof and any other documentation
  – Determination of fault according to CRR 200.020

> Sanctions:
  – First time offenses are usually educational emphasis
S&T Values:
- Lifelong Success
- Creativity
- Integrity
- Sustainability
- Partnerships
- Inclusion

Fundamentals of Academic Integrity:
- Honesty
- Fairness
- Trust
- Respect
- Responsibility
- Courage

Influence Academic Integrity:
- Foster learning
- Clarify expectations
- Motivate students
- Healthy collaboration
- Be transparent
- Encourage engagement

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Resources:

> https://www.baylor.edu/honorcode/index.php?id=952634

> https://teaching.berkeley.edu/resources/course-design-guide/design-effectiveness

> https://shared.uoit.ca/shared/department/academic-integrity/documents/10-principles-of-academic-integrity.pdf