

Online Appendix

Table A1

First Year Students' Suggestions of Actions Students Can Take to Improve the Culture of Academic Integrity (n=10)

Suggestions for Students	Agreed
Perspective and Attitude Suggestions	
Spend time outside of the program to remind yourself why you are in the program.	10%
1. Leave [the university] occasionally to understand WHY you are doing all this!!	
Be less competitive - there is more to life than getting the best grade in the class.	80%
1. Learn to accept failure and not be so competitive to prove yourself to others	
2. The remarks about competition are quite interesting. Honestly, it's quite a significant thing. If anyone ever committed AI in high school it was because they were too lazy to do the work, which wasn't even that often. Here, I feel like people do it because they need to get the best mark. Hence, students need to make it clear it's OK not to do well sometimes and you're often better in the long-run learning on your own	
Know your limits and don't take on more than you can handle.	70%
1. Don't take on more than you can handle	
2. focus on your mental wellbeing so you aren't feeling so pressured to be perfect all the time (get high marks and stay top of the class)	
3. Pursue personal interests and not do things you don't actually like - that is what causes a lot of cheating and procrastination	
Remind yourself that success should be a measure of how much you have learned rather than the grade that you received.	50%
1. Success not always defined by marks -- There are different ways by which to measure "success"! Not just marks or people's opinions - maybe creativity, the interesting books you've read and learned from them, how much you learn in general etc.	
2. Realize that marks are not necessarily going to get you a job	
Remind yourself that the only grade that you "deserve" to get is the one for which you did the work	60%
1. Stop trying to get 95%'s or 100's by cheating, do it honestly.	
2. Believe in yourself	
3. Recognize your own issues and be honest about it!	
Suggestions to Foster and Respect a Culture of Integrity	
Just don't violate academic integrity and call your friends and teammates out if they do violate academic integrity	50%
1. be honest with yourself and remember the guilt you will feel from committing the violation	
Suggestions of Proactive Actions	
If you are struggling academically get help from legitimate sources (profs, tutors, academic advisors)	60%
1. seek help from profs	
2. Get help earlier on	

Note: Students were asked to select up to five groups from the comments which they and their peers had generated and which they thought were actions that they thought would help to improve the culture of academic integrity in their program. Each group is labeled with the same suggestion that is included in Table 2 of the main paper and the beneath the label the individual comments that were aggregated are identified by numbers.

Table A2

Second year students' suggestions of actions students can take to improve the culture of academic integrity (n=13)

Suggestions For Students	Agreed
Perspective and Attitude Suggestions	
Remind yourself that success should be a measure of how much you have learned rather than the grade that you received.	46%
1. Remind yourself of why you're really here: to learn, not just to get good grades	
2. Resist the temptation to breach AI rules just because your friends are doing it	
Suggestions to Foster and Respect a Culture of Integrity	
Just don't violate academic integrity and call your friends and teammates out if they do violate academic integrity.	54%
1. Do not commit breaches of academic integrity	
2. Follow the rules of academic integrity	
3. Stand up in group situations where the majority of the group favours something that would be in violation of AI	
Really learn the academic integrity policy	62%
1. Be aware of the rules under AI	
2. Read the guidelines carefully before each year	
3. Actually read the Academic Integrity sections in a course syllabus	
4. Inform yourself of the rules	
Report violations to the program office if you witness them	62%
1. report to the Program Office if someone violates the rules	
2. Call out your friends if they are doing something wrong	
3. Don't be afraid to speak up if a group member suggests violating AI - just say it makes you uncomfortable and they'll respect that	
4. Call out friends	
Suggestions of Proactive Actions	
<i>To Prevent Yourself From Academic Dishonesty</i>	
If you are struggling academically get help from legitimate sources (profs, tutors, academic advisors)	38%
1. Take advantage of resources like academic advising	
Improve your time management. Create a schedule and start assignments well in advance of the deadline.	92%
1. have a better schedule to avoid getting overwhelmed	
2. Do things in advance so you won't feel tempted to cheat in a time of desperation	
Delete your old assignments off your computer so you won't be tempted to reuse them	15%
1. Delete your old assignments off your computer so you won't be tempted to reuse them or share them with your friends/younger students	
<i>To Prevent The Facilitation Of Others Academic Dishonesty</i>	
Complete individual assignments at home instead of public gathering spots to avoid social pressure to collaborate.	38%
1. Complete assignments / tests / quizzes at home rather than in Goodes / library to avoid social pressure to collaborate (if you're not allowed to collaborate)	

Suggestions For Students	Agreed
Avoid social situations after taking a quiz where you will be tempted to share thoughts on it with people who haven't taken it yet	23%
1. Avoid social situations after taking a quiz where you will be tempted to share thoughts on it with people who haven't taken it yet	
Don't share past assignments or tests with other students.	54%
1. If sharing notes from classes, be sure not to include assignments / exams	

Note: Students were asked to select up to five groups from the comments which they and their peers had generated and which they thought were actions that they thought would help to improve the culture of academic integrity in their program. Each group is labeled with the same suggestion that is included in Table 2 of the main paper and the beneath the label the individual comments that were aggregated are identified by numbers.

Table A3

Third year students' suggestions of actions students can take to improve the culture of academic integrity (n=10)

Suggestions For Students	Agreed
Perspective and Attitude Suggestions	
Remind yourself that the only grade that you "deserve" to get is the one for which you did the work.	60%
1. Students can take on a level of accountability to ensure that as a group we are ethical in how we do things	
2. realize that they do not "deserve" the answers or a better grade more than anyone else who did the same level of work (or more work) does	
Suggestions to Foster and Respect a Culture of Integrity	
Just don't violate academic integrity and call your friends and teammates out if they do violate academic integrity.	50%
1. Students should just follow the rules -> don't share answers, don't ask for answers, don't pressure individuals to do things that violate academic integrity, don't talk negatively about those who choose to follow academic integrity	
2. Start with exercising a high degree of academic integrity themselves	
Really learn the academic integrity policy	20%
1. Be more aware of the academic integrity policy at the school and in the program	
Talk about academic integrity. What are the issues? Why?	
1. Talk more frequently about it. Kind of like religion and politics, academic integrity is a taboo topic that might have people uncomfortable or not willing to share their own personal thoughts on the matter.	60%
1. Awareness building: generally i think the current culture is fine, a lot better than some of the other schools	30%
2. to further improve, students can organize events that allow people to hear about and discuss issues regarding AI	
Create a culture of academic integrity.	60%
1. Create an environment where breaches of academic integrity are looked down upon.	

Note: Students were asked to select up to five groups from the comments which they and their peers had generated and which they thought were actions that they thought would help to improve the culture of academic integrity in their program. Each group is labeled with the same suggestion that is included in Table 2 of the main paper and the beneath the label the individual comments that were aggregated are identified by numbers.

Table A4

Fourth year students' suggestions of actions students can take to improve the culture of academic integrity (n=11)

Suggestions For Students	Agreed
Suggestions to Foster and Respect a Culture of Integrity	
Just don't violate academic integrity and call your friends and teammates out if they do violate academic integrity.	36%
1. Discipline yourself	
2. don't glance at other papers in exam halls	
Report violations to the program office if you witness them.	45%
1. report violations although that would never happen	
2. Not facilitating your peers in violations	
Talk about academic integrity. What are the issues? Why?	27%
1. Talk about the problem of AI with each-other (call people into the discussion), not only calling them out for doing it	
Create a culture of academic integrity.	55%
1. Instill value of academic integrity in first years	
Don't tell stories about when lots of people commit violations or about major scandals.	27%
1. Don't tell stories about when lots of people commit violations or about major scandals	
Suggestions of Proactive Actions	
<i>To Prevent Yourself From Academic Dishonesty</i>	
If you are struggling academically get help from legitimate sources (profs, tutors, academic advisors)	45%
1. Try to talk with prof/program office about real reason behind why a deadline can be missed	
Complete individual assignments alone	36%
1. Avoid collaborating for online evaluations	
Prevent temptation to cheat	18%
1. Don't bring tech devices into exam hall	
2. Don't bring papers in your pocket into exam hall	
<i>To Prevent The Facilitation Of Others Academic Dishonesty</i>	
Don't share past assignments or tests with other students.	
1. Not share past assignments	100%
2. not pass down old assignments	
3. Stop helping younger students	
1. Don't post your work online	45%
Convince program extracurricular clubs to delete their shared electronic folders	64%
1. get rid of the google drive folders of past assignments/tests that many school clubs have for their members	

Note: Students were asked to select up to five groups from the comments which they and their peers had generated and which they thought were actions that they thought would help to improve the culture of academic

integrity in their program. Each group is labeled with the same suggestion that is included in Table 2 of the main paper and the beneath the label the individual comments that were aggregated are identified by numbers

Table A5:

First year students' suggestions of actions faculty and administration can take to improve the culture of academic integrity (n=10)

Suggestion For Faculty and Administration	Agreed
Program-wide Suggestions	
<i>Culture</i>	
Ensure that students can speak to professors honestly and that their comments will be taken seriously.	30%
1. Profs should be understanding that not every student makes excuses, and have genuine problems	
Academic Integrity Policy Suggestions	
Explain the policy clearly, what is and is not okay so there are fewer grey areas. Also clearly explain sanctions and how you discover violations.	80%
1. Just really focusing on WHAT ISIN'T ok for students to do and making it clear what the punishment would be and how they would be able to get caught. So we know exactly what we can't do and why we can't do it. There are too many grey areas. And it's fine if there's grey areas, just please make it clear what isn't	
2. Remind students about the consequences of AI breach (e.g. suspension/expulsion from the University, ruining reputation, inability to get job, etc)	
3. Profs should outline their key policies about collaborating between groups on group work and their ability to discover AI violations - this discouraged group collaboration in COMM 112 this semester - use of Turnitin.com...remind students about the consequences of AI breach (e.g. suspension/expulsion from the University, ruining reputation, inability to get job, etc)	
4. Profs should outline their key policies about collaborating between groups on group work and their ability to discover AI violations - this discouraged group collaboration in COMM 112 this semester - use of Turnitin.com	
Explain the policy at appropriate and critical junctures but don't force it upon us all the time.	50%
1. Don't treat us like people who cannot manage ourselves - I think the most organized diligent students are created in environments that don't impose that on them but leave them open to discover they need to do that by themselves	
2. Not enforce it so often in every class	
3. it doesn't need to be repeated in absolutely every class - that just kind of makes it a joke amongst the student population. say it once or twice and then leave it at that, and maybe add reminders before assignments that citations need to be accomplished	
<i>Enforcement</i>	
Don't let students who breach AI make excuses and get off easy	50%
1. Don't let students who breach AI make excuses and get off easy	
Suggestions for Assignments	
<i>Policy</i>	
Allow more collaboration on assignments, particularly between groups working on assignments.	50%
1. be more open to collaboration - it helps students	
Be reasonable with assignment completion times and allow extensions when asked	20%
1. Be understanding that some people learn in different ways and may need more time on an assignment	
2. Give everybody extensions when one person asks for one	

Suggestion For Faculty and Administration	Agreed
<i>Learning Support</i>	
Teach students how to properly cite their work	60%
1. Teach us how to properly cite our work instead of just telling us to use a certain format that only a small portion of us have used in high school	
<i>Logistics</i>	
Have more and better proctors	50%
1. Proctor more quizzes in controlled environments	
2. Have quizzes be in class	
3. Get proctors that actually pay attention	
<i>Evaluation</i>	
Be more generous with grading so that cheating isn't seen as necessary to achieve a high GPA	50%
1. Be more generous with grading so that cheating isn't seen as necessary to get a job.	
Focus on learning and assignments which emphasis learning rather than regurgitation of facts	50%
1. Encourage research and personal discovery of new content based on interests - students will be more eager to actually create their own work	
2. Assign more essays, research or case based work that involves actually producing something new - I think many students don't see the issue with collaborating on quizzes because they really only test facts and they evaluate for themselves that being strict on AI on those things is unnecessary and micro managerial	

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Table A6

Second year students' suggestions of actions faculty and administration can take to improve the culture of academic integrity (n=13)

Suggestion For Faculty and Administration	Agreed
Program-wide Suggestions	
<i>Policy and Structure</i>	
Coordinate across professors to better distribute deadlines	85%
1. Core business courses and their profs should collaborate with each other to ensure that not everything is due at the same time	
2. not have 5 deadlines in the same week to overwhelm students ..don't have all the deadlines in the same period of time	
3. Talk to other professors and don't overload the students. If all 6 professors assign a major group project due during the same week, it is nearly impossible to get everything done without collaboration across groups. .	
4. Don't overload the students and understand that we all have other classes - this may prevent the use of false brief absences	
Academic Integrity Policy Suggestions	
Explain the policy clearly, what is and is not okay so there are fewer grey areas. Also clearly explain sanctions and how you discover violations.	15%
1. Instruct classes on academic integrity	
2. make clear statement and instructions on the syllabus and stress AI in class	
3. Clarify the policies and their expectations of AI	
Make sure students understand the reasoning behind certain academic integrity rules and the importance of them	8%
1. Make sure students understand the reasoning behind certain academic integrity rules and the importance of them	
Suggestions for Assignments	
<i>Policy</i>	
Allow more collaboration on assignments, particularly between groups working on assignments.	
1. Allow more collaboration between group/individual assignments so that when there's other assignments that collaboration is not allowed, students are less likely to deviate ..allow collaboration between groups	69%
2. The school could allow collaboration between groups because it is done anyways and actually helps students understand the process of their work how to complete similar questions in the future (mainly for quant courses)	
3. Understanding that Smith is a collaborative community and that allowing students to work together should be ok	
1. don't have group assignments for quant courses because all answers are the same, which encourages collaboration	23%
1. Loosen the restrictions that are unnecessarily strict - e.g. the restriction that groups can't work with other groups	8%
Have a flexible attendance policy and don't penalize for absence of extra-curricular activities or recruiting activities	92%
1. more reasonable regarding attendance policy	

Suggestion For Faculty and Administration	Agreed
- Be fair when it comes to missing a class (don't have mandatory attendance) - attending conferences should be a valid reason for absence, this way students will not ask others to sign their name card while they're away - Allow students to miss classes for extra-curricular activities like conferences, or professional activities like interviews, and provide them with the resources to catch up	
<i>Learning Support</i>	
Hold tutorials	38%
hold tutorials on how to do specific assignments so students don't have to rely on each other	
Provide lots of practice material (extra problems with solutions, samples of prior midterms, exams)	77%
- provide ample practice material such as old quizzes - Give more practice material so students can feel prepared - Provide a lot of additional practice problems with completed solutions (not just the answers!) - provide solutions	
<i>Logistics</i>	
Have more and better proctors	8%
have more proctors during in class quizzes	
Create new material each year and never use the same exams or tests	31%
Don't give the same/similar assignments for different courses	
Create multiple versions of each test so that the person beside and someone writing the test at a different time have different versions.	69%
- Change quizzes between sections [same suggestion written by four students] - change the midterms between excused absences [same suggestion written by two students] - Different exams, so those that used a fake excuse will not be able to take advantage of peers	
<i>Evaluation</i>	
Be more generous with grading so that cheating isn't seen as necessary to achieve a high GPA	38%
The reason people feel the need to violate academic integrity is because everybody does it and it is almost necessary to achieve a high GPA. If profs focused assessments on learning, maybe making them slightly easier, people wouldn't have to turn to peers.	
Focus on learning and assignments which emphasis learning rather than regurgitation of facts	77%
- Make assessments more relative to in-class content rather than abstract theoretical applications of things you've never heard of - don't make the assignments WAY harder than midterms - make tests and exams more application than memorization or allow a note sheet - Make it clear what will be on the test rather than hiding it and making students guess	

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Table A7

Third year students' suggestions of actions faculty and administration can take to improve the culture of academic integrity (n=11)

Suggestion For Faculty and Administration	Agreed
Program-wide Suggestions	
<i>Culture</i>	
Stop focusing so much on grades and change the culture to one where learning is more important than grades.	50%
1. stop focusing so much on grades and change the culture that grades are what is most important. they can do this by removing grade requirements for keeping scholarships, the weighting of GPA when choosing exchange destinations. realize that a student's grades do not determine their value to Queen's	
Ensure that students can speak to professors honestly and that their comments will be taken seriously.	30%
1. Ensure that students can speak to profs honestly	
<i>Policy and Structure</i>	
Coordinate across professors to better distribute deadlines	40%
1. Have profs speak to one another about deadlines and ensure things are spread out/fair	
2. Core business course profs need to collaborate more on scheduling - not all five course assignments due same week	
Academic Integrity Policy Suggestions	
Explain the policy at appropriate and critical junctures but don't force it upon us all the time.	40%
1. Continue what they're doing (AI in syllabus, study credits for AI, etc)	
2. Do not implement heavy controls on areas that cannot be properly monitored regardless (collaborating on assignments, handing down past exams, etc). These controls will cause heavy pushback from students, as it interferes with the learning process.	
<i>Enforcement</i>	
Set up an online anonymous forum for students to discuss issues and anonymously report cases	40%
1. set up an online anonymous forum for students to discuss AI issues / expose others	
Do not encourage snitching on assignments, do not punish one student when lots of people are engaging in the same activity and just weren't caught	20%
1. Do NOT try to encourage snitching for assignments	
2. students should say when they have seen someone cheating in an exam, but they should not penalize ONE student for collaboration when everyone is doing it	
3. punish all or none.	
Create incentives for students to come forward	10%
1. Incentivize more students to come forward. Hard to do that when it could be a close friend that is cheating	
Suggestions for Assignments	
<i>Policy</i>	
Be reasonable with assignment completion times and allow extensions when asked	40%
1. Give students a reasonable amount of time to complete an assignments so that they do not feel like they have to cheat to get it done on time.	

Suggestion For Faculty and Administration	Agreed
Have a flexible attendance policy and don't penalize for absence of extra-curricular activities or recruiting activities	0%
1. More reasonable attendance policy... be fair when absences	
<i>Learning Support</i>	
Provide lots of practice material (extra problems with solutions, samples of prior midterms and exams)	50%
1. GIVE STUDENTS RESOURCES (no excuse to provide no help with assignments, midterms, quizzes, etc)	
2. Take immediate action and provide academic support/resources to the student	
<i>Logistics</i>	
Create new material each year and never use the same exams or tests	80%
1. Rewrite and use new material	
2. Professors can make sure they don't reuse the same quizzes or exams ever	
3. Professors could try to use newer assignments or cases so that there are less answers online on note sharing sites	
Create multiple versions of each test so that the person beside and someone writing the test at a different time have different versions.	60%
1. Have different in class quizzes for different sections and make sure they are the same difficulty.	
Allow for sufficient space between desks during tests.	70%
1. Don't seat the students inches apart during examinations (usually happens on midterms)	
<i>Evaluation</i>	
Focus on learning and assignments which emphasis learning rather than regurgitation of facts	40%
1. Exam / assignment design: Be more aware of the types of academic integrity issues that could arise based upon your type of assignments. For example, if you have an assignment that have correct answers, students will most likely work together. add a qualitative question which clearly conveys knowledge	

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Table A8

Fourth year students' suggestions of actions faculty and administration can take to improve the culture of academic integrity (n=11)

Suggestion For Faculty and Administration	Agreed
Program-wide Suggestions	
<i>Culture</i>	
Stop focusing so much on grades and change the culture to one where learning is more important than grades.	64%
1. Somehow place less importance on the final grade achieved by the students and the actual material being learned instead	
<i>Policy and Structure</i>	
Administration making goals of program more clear: they pride the program on the student conferences and how well students do in recruiting but provide little support to help students achieve this	18%
1. Administration making goals of program more clear: they pride the program on the student conferences and how well students do in recruiting but provide little support to help students achieve this	
Have an official form or a request form to fill out for any absences related to recruiting	73%
1. have an official form or a request form to fill out for any absences related to recruiting	
2. agree with the point about official form for recruiting, can coordinate with CAC if it's on campus recruiting	
Academic Integrity Policy Suggestions	
Be consistent among professors and across faculties with respect to violations of academic integrity.	45%
1. consistency re AI violations amongst profs and faculty	
Suggestions for Assignments	
<i>Policy</i>	
Be reasonable with assignment completion times and allow extensions when asked	45%
1. Decrease the pressure on students (i.e. allow extensions)	
2. Listen and be empathetic	
Have a flexible attendance policy and don't penalize for absence of extra-curricular activities or recruiting activities	9%
1. Remove components/ be more flexible of courses that have in class tasks on specific days (i.e if you can't be in class this day it's a 0 even if it was an interview or conference which can be challenging to miss)	
<i>Learning Support</i>	
Provide lots of practice material (extra problems with solutions, samples of prior midterms and exams)	
1. provide students with sufficient resources (e.g. answers to practice questions, if past exams are provided then provide the answers too)	82%
1. share past exam solutions so students won't go looking for them	36%
Be more interactive and responsive to student questions rather than leaving these to the TA	36%
1. let or encourage profs to be more interactive with students vs dodging all questions to the TAs	

Suggestion For Faculty and Administration	Agreed
<i>Logistics</i>	
Create new material each year and never use the same exams or tests	100%
1. Create new material! Refresh course material from year to year and change the questions - or at least attempt to by changing numbers or order of questions 2. Never repeat exams 3. change assignments from time to time at least	
Create multiple versions of each test so that the person beside and someone writing the test at a different time have different versions.	27%
1. version of each test/exam so students cannot look at peer's work during the test/exam	
Do not use online quizzes either in the classroom or outside of the classroom.	64%
1. remove online assignments/quizzes (make them in class) 2. remove in class online quizzes [oral clarification - note: compsci dept approach] 3. Limit IP address of classroom for online in class quizzes - how the computer science department does *	
<i>Evaluation</i>	
Focus on learning and assignments which emphasis learning rather than regurgitation of facts	9%
1. Make the completion of the assignments pivotal in learning the course material	

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