March 15, 2023

Dear [STUDENT],

This letter follows from your appeal of a determination by the College of Business Conduct Committee (Committee) that you should be dismissed from the College of Business for the Spring 2023 quarter. This consequence was assessed following a determination that you were responsible for a second instance of academic misconduct while a student in the College of Business. After careful deliberation, I have decided to overrule the Committee’s decision and will approve your appeal. While the College of Business committee followed proper procedure and their decision to suspend you is consistent with the guidance for second offenses, the additional information you provided to me suggests that there were mitigating circumstances related to your first instance of academic misconduct that should be considered in this case.

As you are aware, the College of Business takes academic misconduct extremely seriously. The College's professional behavior standards state:

*As a member of the College of Business Community you should strive to:*

* *Treat others with honesty, respect, and courtesy;*
* *Maintain the highest levels of academic integrity;*
* *Act in accordance with ethical and social responsibilities;*
* *Foster a professional learning environment; and*
* *Act in a professional manner.*

These standards also note, "*All members of the College of Business Community accept our responsibility to strive to meet those standards and to act in an ethically proper manner in our dealings with others. . . . A reputation for personal integrity is valuable in the business and broader world. A good reputation is created through personal behavior and performance over time that is observed by friends, colleagues, and business associates, both superiors and subordinates.*"

While we do not believe in compromising these of professional behavior, we also believe it is important to recognize and support the professional growth of our students and their willingness to take responsibility for their actions and improve their conduct as a result. Based on your correspondence with me, I believe that you recognize the significance of these proceedings and the importance of adhering to the highest levels of integrity in the future. I also believe the mitigating circumstances related to your first academic integrity violation should be taken into account when assessing the penalty of dismissal from the college.

Please note that this determination does not have any impact on the underlying finding of academic misconduct in either of your previous cases, and does not impact any previous academic penalty that was assessed. Moreover, I hope you understand that any future instances of misconduct will be considered in light of these previous cases and the opportunity that has been granted in this case to improve your conduct. If you are found responsible for a subsequent instance of misconduct, the penalty may be more severe that what was initially assessed in this case.

I understand that you hope to graduate in Spring, and will need to register for College of Business classes as soon as possible. Following receipt of this letter, I advise you to reach out to our Head Advisor Kyle Ross (kyle.ross@oregonstate.edu) to facilitate this process.

Sincerely,

Tim Carroll

Dean, College of Business

cc: Prem Mathew, Associate Dean for Undergraduate Student Development

 Kyle Ross, Head Advisor, College of Business

 Inara Scott, Associate Dean for Teaching and Learning Excellence, College of Business