

General Faculty Organization Winter Meeting

Jan 28, 2021, 2-3pm via Zoom

Present: Keith Nitta (GFO Chair), Jason Naranjo (GFO VC), David Socha (GFO Past Chair), Mike Stiber, Robin Angotti, Julie Shayne, Phoenix Horn, Keiera Hurley, David Goldstein, Mark Kochanski, Grace Lasker, Pen Moon, Linda Watts, Sharon Jones, Nicole Hoover, Ana Palma, Maria Raza, Deanna Kennedy, Misha Marram, Yusuf Pisan, Shima Abadi, Nora Kenworthy

Welcome

UWB Online Proctoring Ban Policy

Nitta provided history/context; in Spring 2020, UWB ASUWB requested action be taken on online proctoring due to concerns around student privacy and equity. GFO EC drafted a policy banning online proctoring and put it to a full faculty vote in Jun 2020 where it was approved (71 yes to 22 no). In Dec 2020, it was discovered that a miscalculation occurred and quorum had not been met for that vote. EC has authority to approve the policy but wants a full faculty vote due to importance of issue. GFO EC has gathered further feedback, revised policy (removed blanket exemption, removed language about CCASC reviewing petitions) and will put revised policy to full faculty vote in February. Nitta opened discussion to the faculty, staff and students present:

- **Faculty & Staff Feedback:**
 - Online proctoring is invasive, tracking things faculty wouldn't even be able to track in person
 - Oppose removing blanket exemption for fully online programs, stating that students are aware of and expect online proctoring when they choose a fully online program therefore it is not an invasion of privacy.
 - False to imagine students in fully online programs have a choice. For some, it's the only way they can go to college. Need to protect these students. Privacy & equity concerns around online proctoring remain, beyond the pandemic, fully online or not.
 - Strong support for opinions of students, not wise to treat students as cheaters.
 - It is possible to combine a variety of assessments across a class to lower the stakes of any given assessment, promote different types of learner abilities, communicate competency, provide checks and balances across assessments to flag integrity issues and concerns.
 - As a 21st century campus, UWB needs to get pedagogy in order and develop assessments grounded in trust, created with students.
 - Faculty have to change as more happens online. Get away from transactional education and create new ways of assessing students. Time to step up to that challenge.

- **Student Feedback:**
 - Strengthening diversity and equity is one of 3 pillars of UWB yet online proctoring counters that. Facial recognition technology (FRT) is invasive, biased, violates rights of students, puts student's safety at risk. Studies show FRT software misidentifies black people, trans people, non-binary people. Instances of FRT information being shared with law enforcement to identify undocumented people. FRT biometric data can be shared/sold without consent. Students don't want it, UWB faculty don't need it (they give students resources needed to be honest), and it hasn't proven to catch cheaters.

- Under normal circumstances, students are given safe, controlled space to take a test. Online proctoring takes that away, making students (especially those under represented) vulnerable. Students can't change their environment, their skin color, their abilities but teachers can change expectations. Online proctoring does not help students.
- Faculty are not allowed access/control of student's personal devices when sitting in a classroom, same should apply to online classroom. Understandable that some faculty don't have time and resources to develop new ways to assess but that isn't the student's fault. Undocumented students are fearful because online proctoring systems are traceable. Student's safety and rights should come first and academic integrity follow.
- Online proctoring software infringes on rights of the disabled. Students with anxiety, PTSD, other mental illnesses often struggle to open their space. Some are unable to control eye movement which FRT may flag as cheating. Faculty have valid concerns around academic integrity and should work with UWB's access specialist and other campus resources to develop universal assessments that don't involve proctoring software. Bellevue college implemented an official accommodation to address this very problem.
- Online proctoring is full of diversity and equity issues, students do not want it at UWB as it brings the threat of racial discrimination and adds to already heightened anxiety and hasn't proven to stop cheating.

Nitta stated that while GFO doesn't have authority to stop faculty from using online proctoring, this policy is a collective recognition (from faculty to students and the public) of student's right to privacy. The more everyone understands why this policy is necessary, the more likely it will be implemented. Nitta thanked students for sharing their perspective, encouraged them to bring any questions to GFO, and told faculty to expect a ballot in the coming weeks asking them to vote on the policy.

Overview of Fiscal Operating Guidelines (FOG) of Schools

Nitta provided overview of what FOGs are and why they are important:

- Act as a proxy for observing academic quality since such observation is difficult
- Created by Deans, EFCs, and faculty (currently draft form - not finalized yet)
- Effect daily working conditions of faculty
 - Faculty/student ratio translates into class size
 - Faculty composition dictates hiring plans
- Targets set at campus level influential on targets set at schools, no major gaps between the two
 - Lot of variation of student/advisor ratio, understandable as advising requirements differ
 - No variation for teaching loads for tenure track
 - Some variation for teaching loads for teaching faculty. Has to do with how many course releases are given. Some courses releases are guaranteed some are just commonly given

Nitta reminded everyone that the FOGs are not finalized and suggested any questions/feedback be brought to school EFCs and Dean or to GFO.

Discussion

- To ensure equity across schools in regard to course cancelations, GFO EC is working with CAD and gathering input across schools to draft a policy encouraging schools to plan more effectively and efficiently while following FOGs but also protecting faculty. Policy should be in place by end of Winter quarter.
 - VCAA Jones complimented GFO EC on course cancelation policy work and stated that there are several other compensation issues under review by a CAD sub-committee and campus-wide policies to address those issues are expected by the end of the fiscal year

Nitta announced upcoming events (Public Service Loan Forgiveness workshop, P&T workshop, call for nominations for GFO Vice Chair, GFO Spring meeting) and thanked everyone for coming.

Meeting Adjourned

Minutes submitted by Dawn Moncalieri
Meeting adjourned at 2:50pm
Next Meeting: Apr 29, 2021 @2pm via Zoom