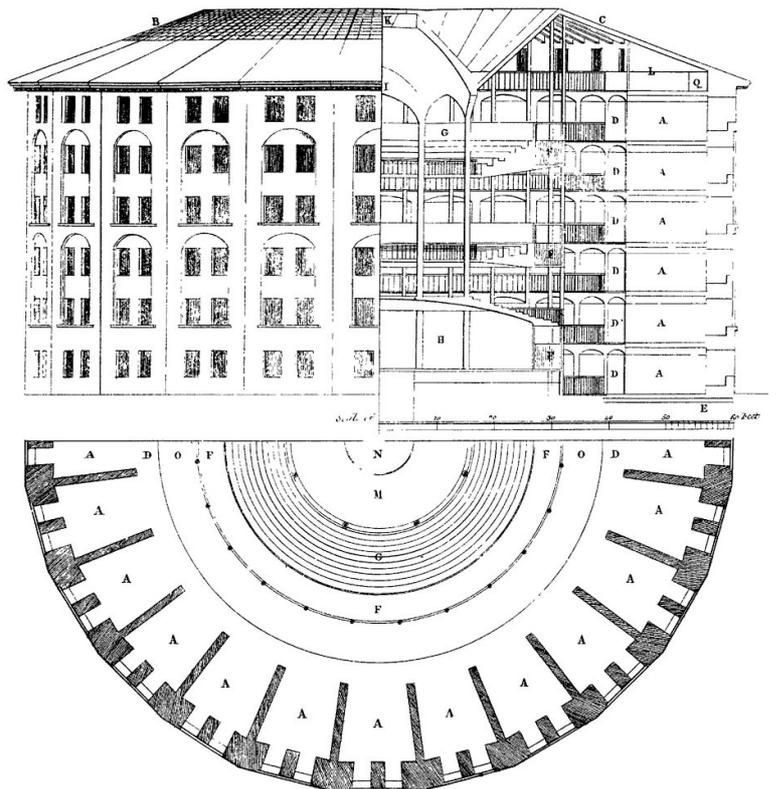


# on Reflection no thanks!

Panoptout of RefLEct



# What's wrong with **Lecture Capture**?

Nothing, as such. Lecturers are not opposed to new technologies, such as lecture capture – these can be important in enhancing students' learning environment. But there is a lot wrong with RefLEct, the University of Leicester's new system.

- 🏛️ Jon Scott, Pro VC (Student Experience) and other members of the University's 'leadership team' have imposed the new policy – which significantly changes lecturers' contracts – without proper consultation, let alone negotiation, with lecturers or our union.
- 🏛️ This is a one-size-fits-all policy, which does not recognise lecturers' professional judgement. Lecturers wishing to opt out must 'request' and 'justify' this to their line manager. This penalises those who do not think it appropriate for their lectures to be 'captured' – it is potentially coercive in intent and effect.
- 🏛️ Lecturers, not the University, own their own performance rights: but senior managers are unduly pressuring teaching staff into signing away these rights.
- 🏛️ For some lecturers – not all – lecture capture will require new and additional compulsory duties – editing and preparing captured lectures for uploading, resulting in intensification of work. This is another reason why the one-size-fits-all policy is inappropriate.
- 🏛️ The RefLEct system is always on. 'Panopto' is always recording, even when the lecturer presses 'pause'. Everything said in a lecture – by lecturer and by students – will be captured and stored on the University's computer servers. How secure will these stored recordings be? Are University of Leicester systems completely safe from malevolent hackers? The mandatory policy disregards the privacy of both staff and students.

## The way forward...

As University of Leicester UCU has always stressed, lecturers are not against lecture capture per se. But substantive changes in working conditions must be negotiated – with both 'sides' acting in good faith. We wish to see a policy that:

- 🏛️ Allows all teaching staff at the University of Leicester to exercise their professional judgement;
- 🏛️ Allows lecturers to honestly evaluate the benefits to students' learning; and thus
- 🏛️ Creates the best working and learning environment for both lecturers and students – remembering that lecturers and students share much of this working-learning environment

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