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Week 06:

Question responses:

Should companies scan social media accounts of either potential employees or current employees or should they be sacrosanct? Should it be different for potential vs current employees?

I think companies should not scan social media account of either potential employees or current employees and it should no be different for potential or current employees

Do you find a professional benefit to using social media and what and if so what are they?

The only professional benefit for social media is to exhibit one's skill set or talents to attract potential clients or employers. Oversharing, to a public audience without an economic aspect attached warrants an interpretation as a fruitless or potentially image damaging endeavor.

On the flip side, what might be the professional dangers?

Professional dangers of social media equate to loss of employment, biases, misinterpretation, loss of privacy and misrepresentation.

Q: What are your thoughts on connecting with students on social media?

I do not believe that it is fruitful to connect with students on social media as teachers are mandated reporters and students often overshare and post content that may be questionable, opening teachers "connected" to said students, via social media platforms, to potential professional discipline. I believe in setting professional boundaries. In my role as an educator, I proceed with inherent caution as in my experience, I have observed that students have tendencies to present themselves in distinct and often contrary mannerisms depending on the environment that they are in, i.e. amongst close friends, family members, guardians or within the educational setting. I retain the tenets of my role as a teacher, to educate, academically support and encourage; seeking the assistance of qualified colleagues to intervene in matters, i.e. social-emotional concerns that are beyond my experiential level and ability to resolve. Social media posts of students are often lures for recognition, popularity and self expression within their peer groups and thus remains an environment that is sacrosanct and outside the boundaries of my purview as an educator. In summary, I believe that educators should proceed with caution as social media posts are a two way street. A teacher's social media post can also lead to professional discipline.

<https://www.newschannel5.com/news/national/bedford-teacher-on-paid-leave-after-snapchat-complaint-made-public>

If you were to design an automated job portal, how would you structure it so that employers could optimally use it while also protecting applicants in terms of both privacy as well as from any biases employers may have?

I might design an automated job portal whose algorithm does not recognise inherent biases like name compositions, current location, age and other “isms” that tend to remove viable and competitive candidates from the candidate pool. The larger question does remain, will a company actually invest in an automated job portal designed with an algorithm that removes all inherent biases, if the job’s culture and environment is blind to biases from the onset?