APRIL 23RD, 2026.

CONTACT NORTH
WEBINAR

SHIFT | ETHICS | DESIGN | AGENCY

Rethinking **Assessments in the Age of AI.**

Transforming Evaluation Practices with Human-Centered Approaches.

Host: **Redwan Siddiqui**
Professor of Supply Chain Management,
Humber Polytechnic.

Next Slide

PROFESSIONAL PROFILE.

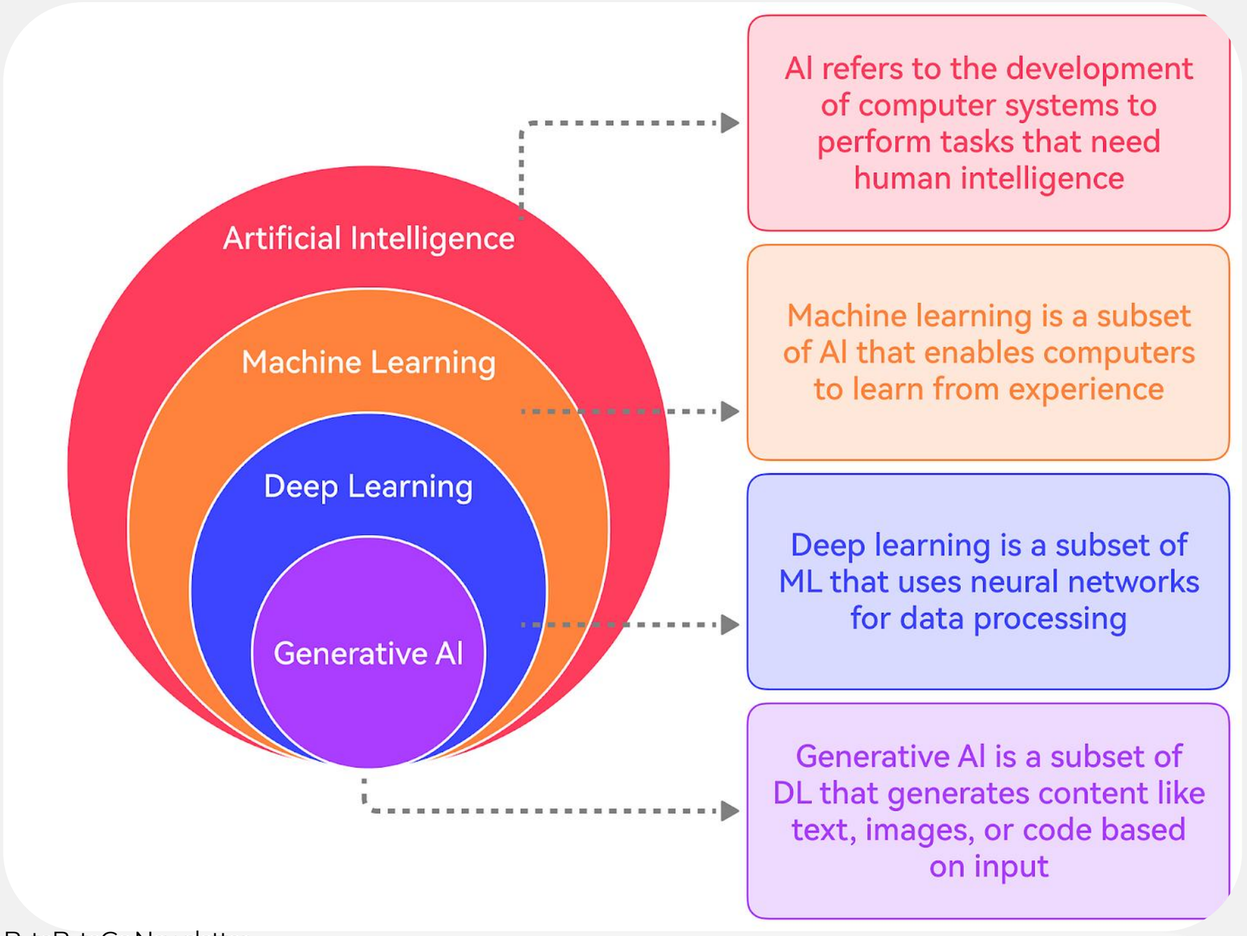
Redwan Siddiqui.

- Professor of Supply Chain Management at **Humber Polytechnic.**
- Contract faculty member within the Operations & Decision Sciences area at **Wilfrid Laurier University.**
- **Research and teaching areas of interest:** artificial intelligence, operations and supply chain management, and decision-making.
- Currently pursuing a PhD at the **University of Waterloo** exploring behavioural decision-making theories in the context of human–AI interactions.

Blending supply chain logic, behavioral science, and polytechnic pragmatism to deliver high-quality, inclusive and innovation-driven education.

Understanding the Terminologies

From AI to GenAI

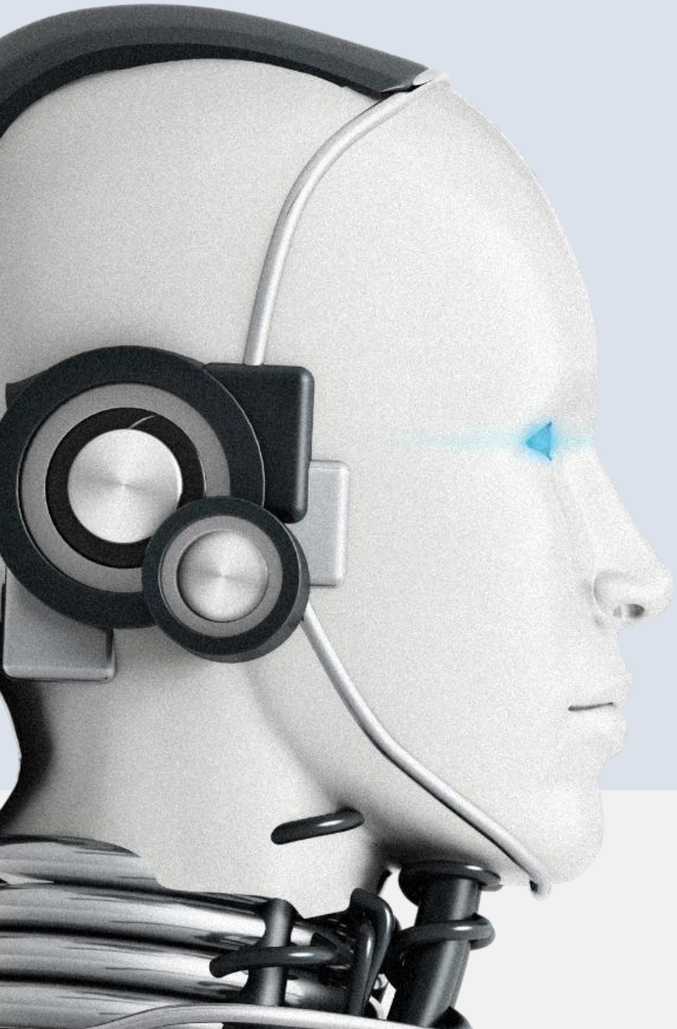


ByteByteGo Newsletter

The Generative AI Landscape.

- ***Machine Learning (ML).***
- ***Natural Language Processing (NLP).***
- ***Large Language Model (LLM).***
- ***Generative Pre-trained Transformer (GPT).***

How does GenAI work?



Beyond Technical Proficiency

- *Evaluate AI through ethical, pedagogical, and institutional considerations.*
- *Prepare students for a digital era.*
  - *Address evolving roles in future workplaces.*
  - *Navigate implicit bias in AI models.*

Education Lag Time

We need to navigate the gap between current models and the unbuilt future.

Assignments should become the opposite of what AI does.

How?

Tectonic Shifts

- Redesign education beyond market cycles.
- Implement permanent structural redesign of Higher Education.

- Utilize generative AI to provide process-oriented and on-demand guidance.
- Personalize assessments to align with student career priorities.

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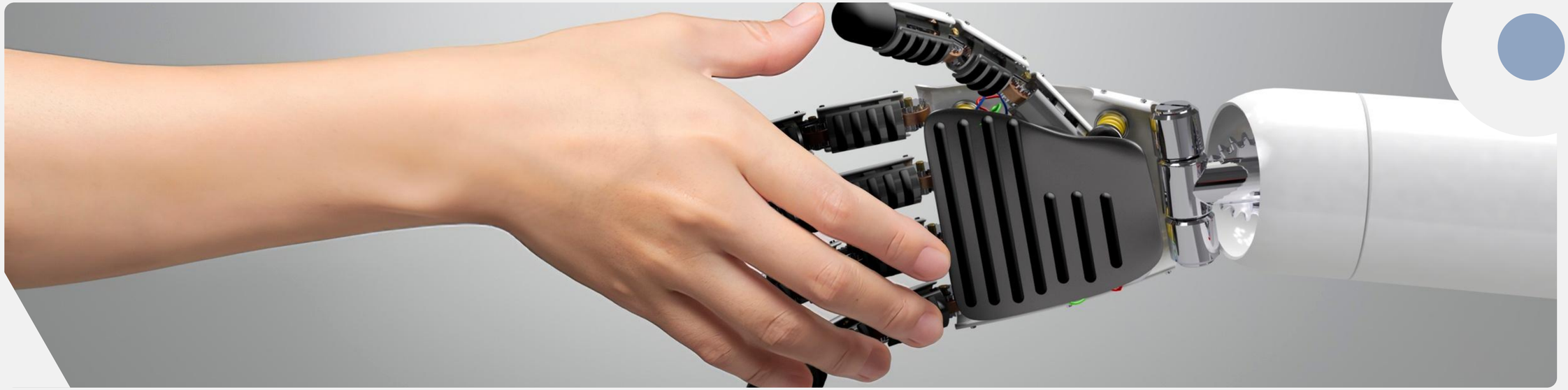
DATA DELUGE

Data Deluge.

- *Knowledge is now a commodity.*
- *Data, information and facts are free.*
- *Great Intelligence Diffusion.*

What is the value added by a Professor?

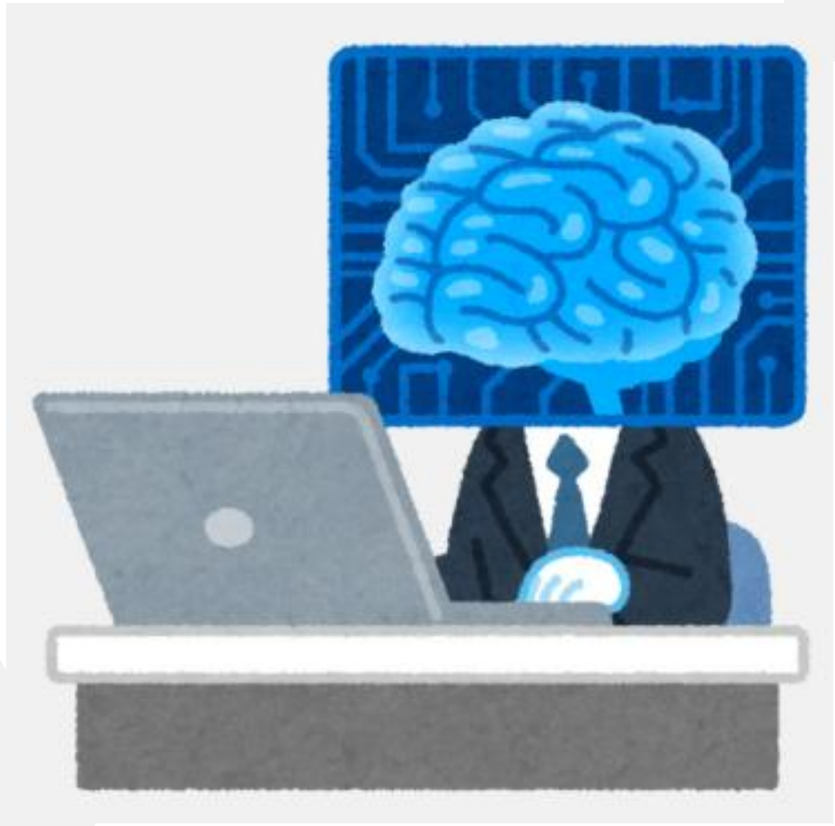


Your Compass for **Today**

The current disruption is leading to a faculty crisis, which encourages us to prototype a new learning ecosystem.

The Faculty Frontline

- Value student wellness over digital surveillance.
- Promote integrity, student self-regulation and deeper learning.
- Foreground transparency in evaluation frameworks.



- Align authentic performance with job markets.
- Adapt evaluation for diverse classroom environments.
- Integrate Universal Design for Learning (UDL) principles.

The Hidden **Epidemic**

84.5% *of the students who had problems or challenges with academics in the last 12 months reported that they caused moderate or high distress.*

About ***68.5%*** *of students who encountered problems in their careers reported experiencing moderate to high levels of distress.*

American College Health Association, 2026, p.12)

Beyond the Facade **of Institutional Creativity**

- Challenge performative AI monitoring software.
- Design assessments promoting student integrity.
- Address emerging shifts in learner behavior.
- Foster self-regulation and deeper learning.

RETHINKING
ASSESSMENTS.

SHIFT | **ETHICS** | DESIGN | AGENCY

The Horseless Carriage Syndrome

Avoid optimizing outdated pedagogical models.

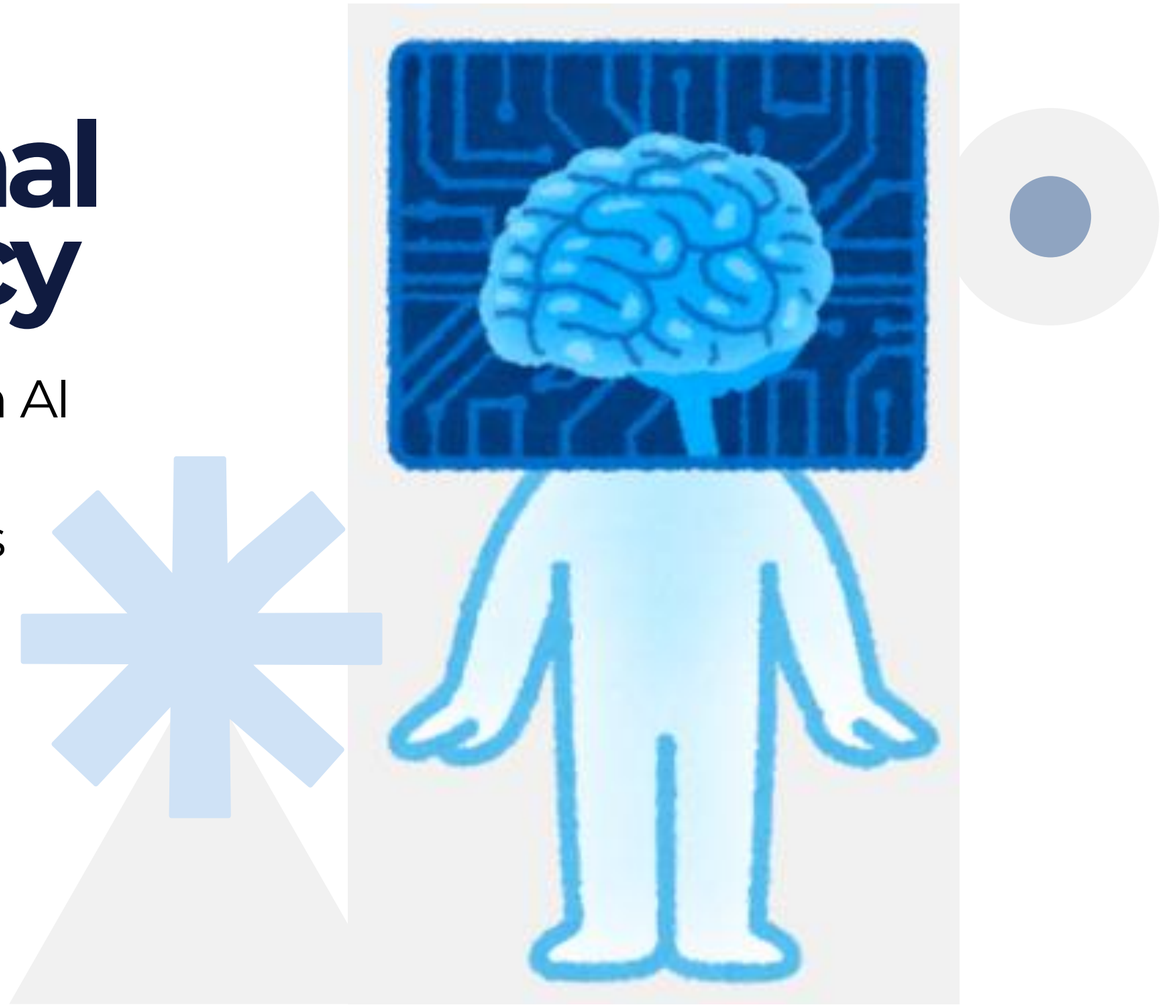
Integrate AI through mindful implementation.

Reject universal one-size-fits-all AI rules.

Align tools with disciplinary outcomes.

Barriers to Instructional Self-Efficacy

- Support confidence in AI navigation.
- Restructure standards for meaningful assessment.
- Target training for responsible AI integration.



- Self-efficacy improves AI implementation ability.
- Preserve unique human cognitive contributions.

TECH

AI is doing up to 50% of the work at Salesforce, CEO Marc Benioff says

PUBLISHED THU, JUN 26 2025•9:49 AM EDT | UPDATED THU, JUN 26 2025•1:46 PM EDT

Samantha Subin
@SAMANTHA_SUBIN

WATCH LIVE

KEY POINTS

- Salesforce CEO Marc Benioff said artificial intelligence is accounting for 30% to 50% of the company's workload.
- Technology companies are hunting for new ways to trim costs, boost efficiencies and transform their workforce with the help of AI.
- Benioff estimates that the software company has reached about 93% accuracy with the technology.

Headlines from the **Future**

Headlines from the **Future**

PwC's 2025 Global AI Jobs Barometer reveals that AI can make people more valuable, not less – even in the most highly automatable jobs. PwC analysed close to a billion job ads from six continents to uncover AI's global impact on jobs, skills, wages, and productivity.

3x

Higher growth in revenue per worker in industries more exposed to AI

100%

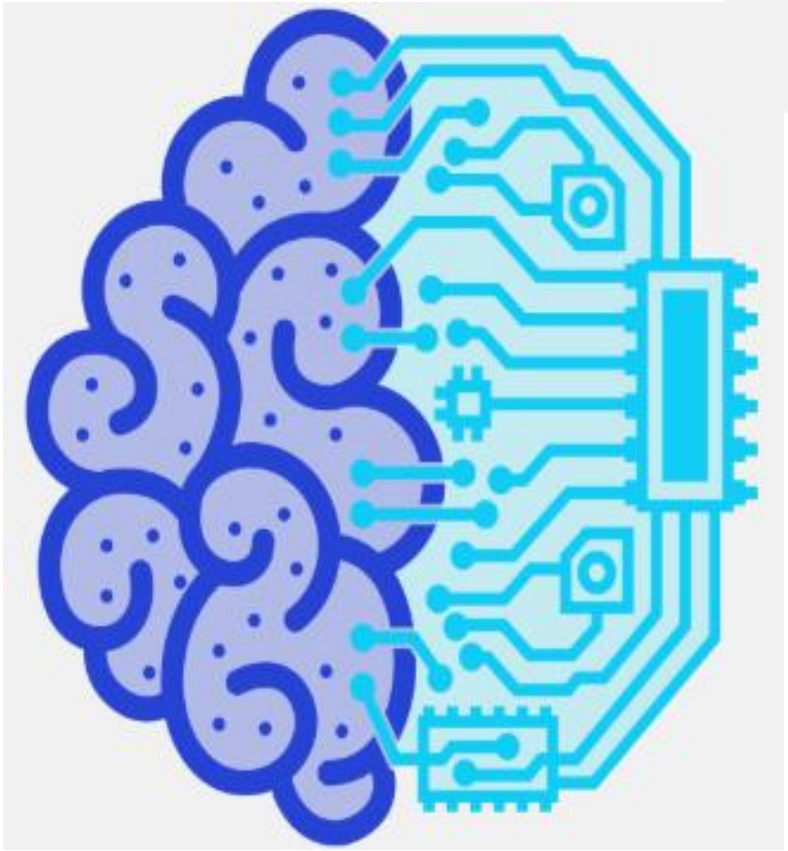
Of industries are increasing AI usage including industries less obviously exposed to AI such as mining and agriculture

Understanding the **Digital Learner**

- *Prioritize immersive experiences over content delivery.*
- *Design assessments highlighting unique human strengths.*
- *Address student motivations for using AI.*
- *Implement concrete, experience-enhancing assessment innovations.*

Escaping the Grade Prison.

- ***Shift focus from grades to growth.***
- ***Build tasks around human creativity and judgment.***
- ***Protect uniquely human argument-building processes.***



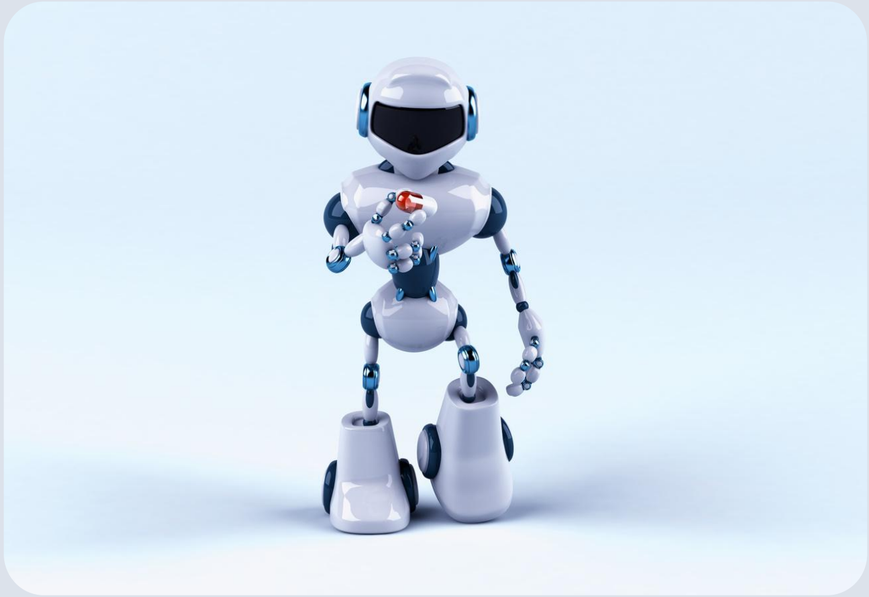
Are we grading the student's growth or the AI's efficiency?

The 50%
Reality Check

Half of our students are already co-piloting with AI.

- *Acknowledge current widespread student AI usage.*
- *Guide students toward effective tool navigation.*
- *Transition from control to collaborative AI practice.*

Classroom study conducted by the Presenter.

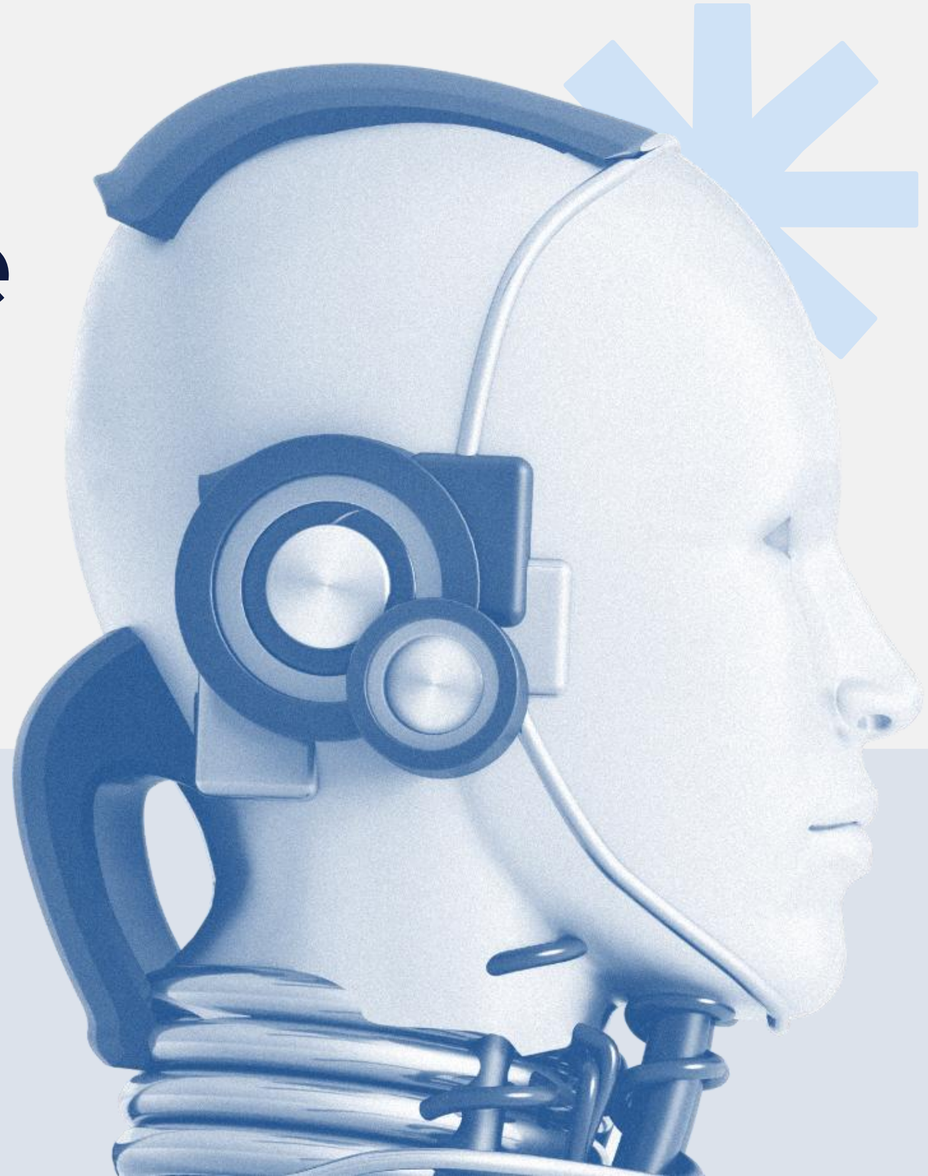


The “Short-Circuit” **Warning**

- *Combat automation complacency and shallow reasoning.*
- *Don’t let shortcuts weaken critical thinking.*
- *Question AI results to catch mistakes.*
- *Employ AI as a thinking aid, not a substitute.*

A Divided
Faculty Lounge

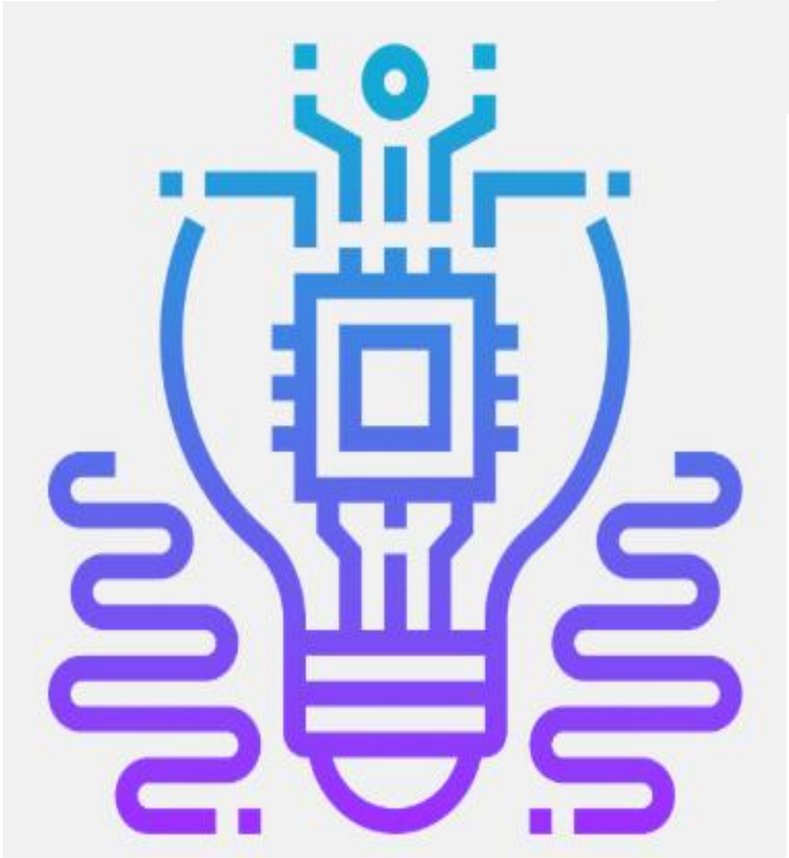
The "Techno-Optimist"
vs.
the "Integrity Guardian"

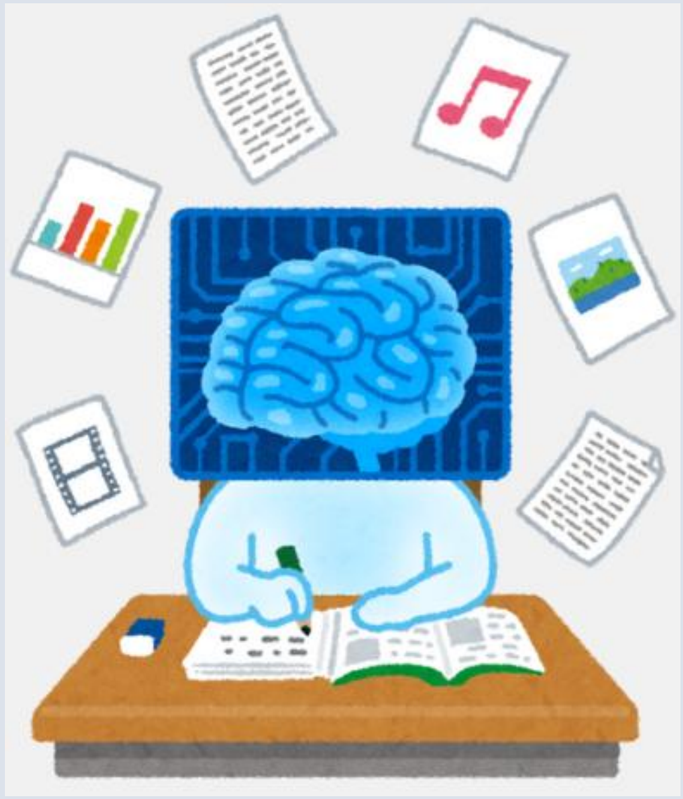


- Balance techno-optimism with academic integrity.
- Bridge the gap with credible frameworks.
- Ensure AI-supported learning remains meaningful.
- Navigate the middle path of integration.

STEM vs. Soul

- *AI reshapes discipline-specific learning.*
- *AI enhances programming learning support.*
- *Authenticity concerns in the creative field.*
- *Text-based fields face AI-assisted writing challenges.*





The Human-Centered **Blueprint**

Solitude versus collective human flourishing.

Efficiency-driven systems vs regenerative models.

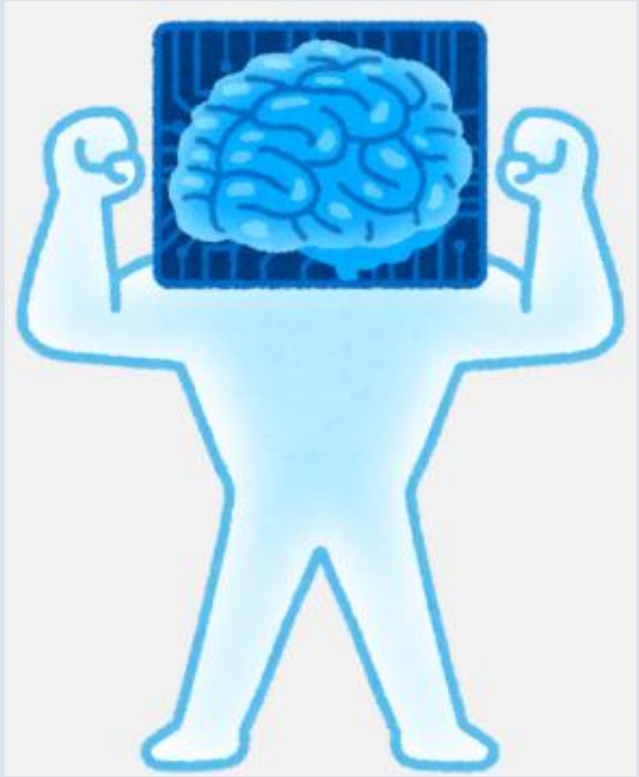
Focus on holistic development.

Technology shaping institutional purpose.

The “Human-in-the-Loop” Mandate

- Automate tasks to significantly reduce workload.
- Increase available time for meaningful student mentorship.

- Foster deeper intellectual engagement.
- Focus on meaningful learning experiences.

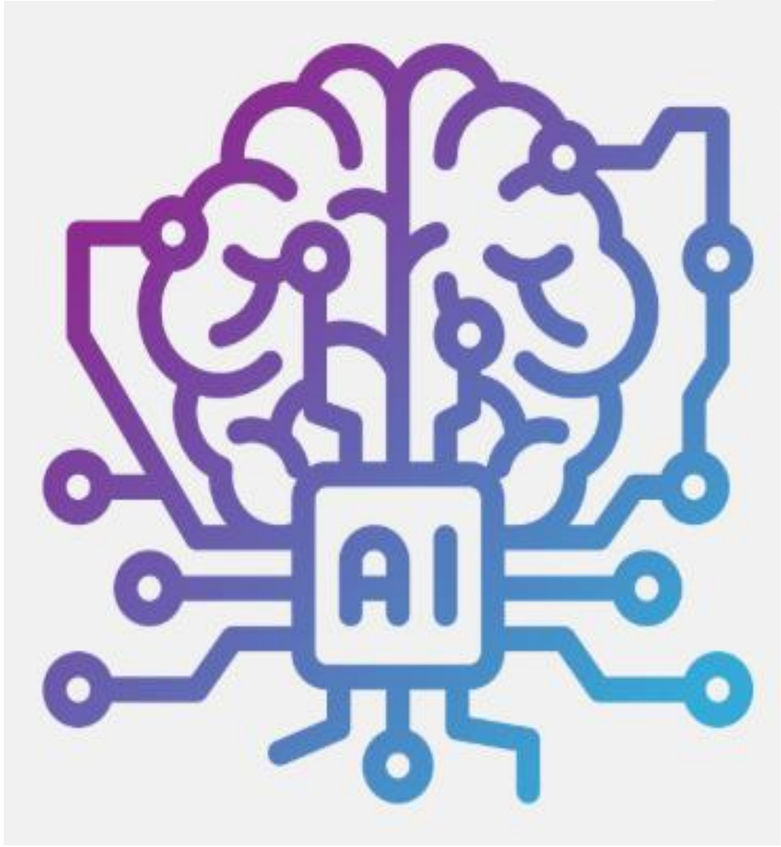


The Three-Tier **Governance Shield**

- *Align broad principles with departmental specifics.*
- *Establish syllabus-level clarity for AI usage.*
- *Tailor evaluation design to classroom diversity.*
- *Adapt frameworks to specific institutional environments.*

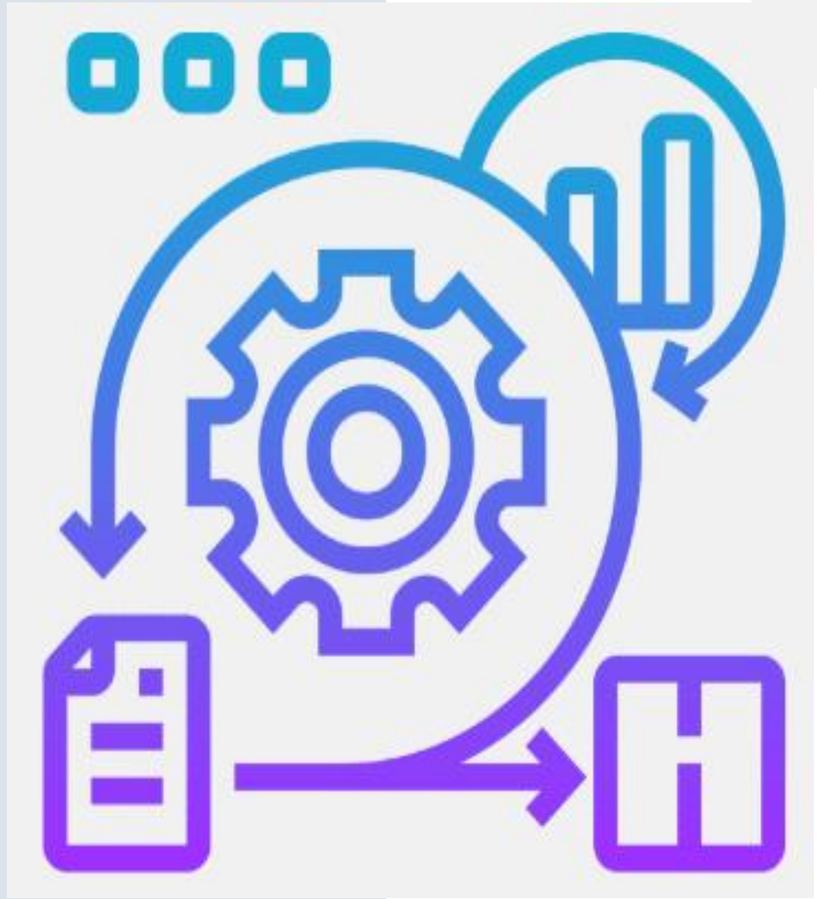
From “AI-Proof” to **“AI-Resilient”**

- ***Shift from strict rules to flexible approaches.***
- ***Make AI use open and transparent.***
- ***Focus on lasting human skills.***
- ***Reflective AI-assisted projects documenting decisions and learning.***



Process over **Product**

- Incentivize visible chains of thought.
- Evaluate iterative drafts and the decision-making process.
- Reward reflection on AI assistance.
- Validate the cognitive journey over the final file.



The **Backward Design** Flip

Design assessments around distinctly human abilities that bots can’t fake.

Engineer "bot-resistant" prompts through contextual depth.

Anchor evaluations in local, real-world constraints.

Elevate unique student contributions above standardized outputs.

Stewardship as the **New Standard**

unesco

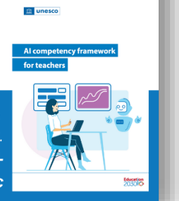
AI competency framework for teachers

unesco

AI CFT

UNESCO AI COMPETENCIES FOR TEACHERS MATRIX

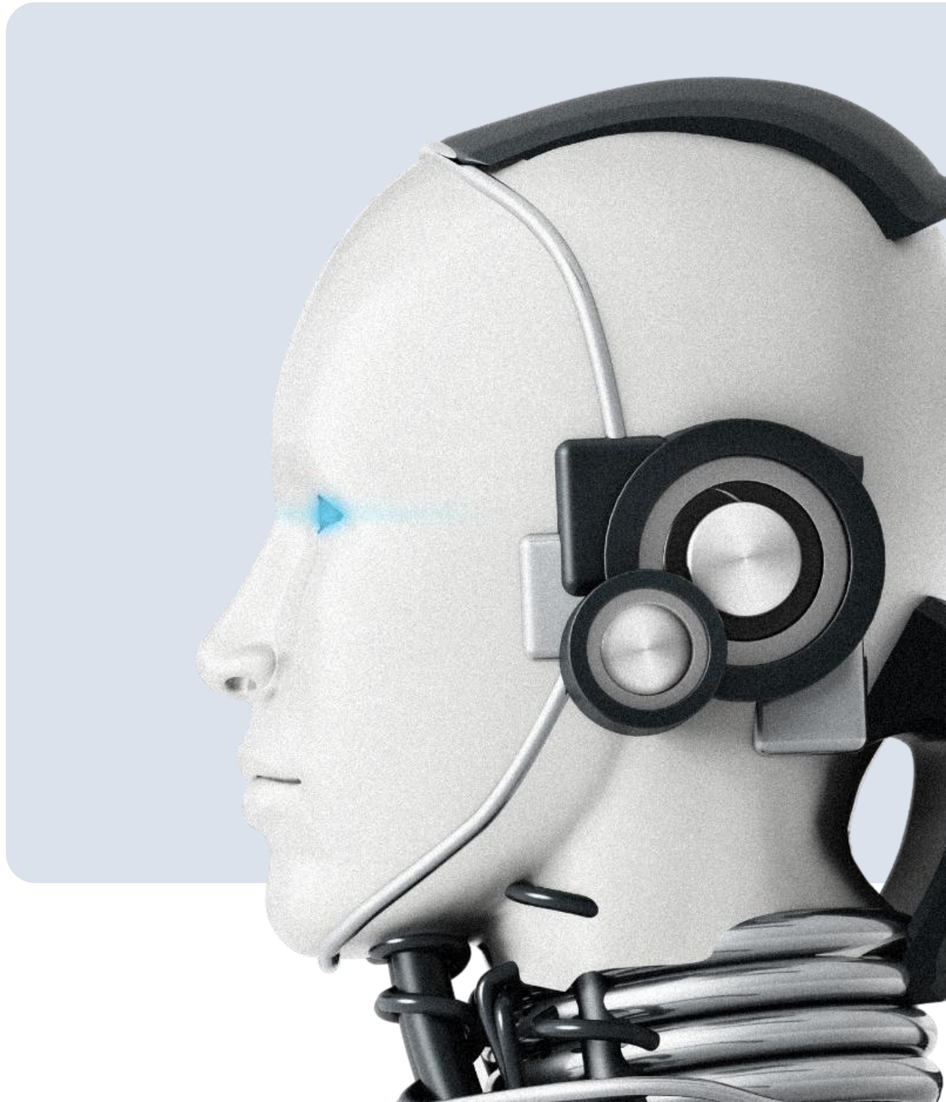
ASPECTS	PROGRESSION LEVELS: ACQUIRE	DEEPEN	CREATE
	Trainee goals or AI Literacy for **all teachers**.	Training & **support goals** of practice for **master teachers**.	Goals towards **transformation** of **expert teachers**.
HUMAN-CENTRED MINDSET	HUMAN AGENCY	HUMAN ACCOUNTABILITY	SOCIAL RESPONSIBILITY
ETHICS OF AI	ETHICAL PRINCIPLES	SAFE AND RESPONSIBLE USE	CO-CREATING ETHICAL RULES
FOUNDATIONS & APPLICATIONS	CO-DESIGNERS OF AI-ASSISTED LEARNING SETTINGS		
AI PEDAGOGY	ACCOUNTABLE DESIGNERS AND FACILITATORS OF AI PEDAGOGY		
AI FOR PROFESSIONAL DEVELOPMENT	CO-LEARNERS OF AI		



*Adapted from slides presented by **Prof. Fengchun Miao** during the **UNESCO Seminar for G77+China**, 28 April, 2025. Poster by Stephen Taylor (@sjtylr).*
Source: https://www.unesco.org/en/articles/ai-competencies-teachers-and-students-regional-seminar-g77china-countries-asia-and-pacific

Bridging the **Strategic-Operational** Divide

- ***Empower faculty as frontline architects of AI readiness.***
- ***Translate high-level policy into classroom-level action.***
- ***Utilize instructor self-efficacy to drive institutional change.***



Why are faculty key to institutional survival?

Permission to Fail,
Authority to Lead

Incentivize low-stakes "safe-to-fail" AI experimentation.

Track thinking shifts with simple logs.

Replace static assignments with dynamic, multi-stage performance tasks.

Support faculty-led classroom redesign.

Prototyping the Future

- Prioritize complex problem-solving over information recall.
- Integrate industry-aligned projects to anchor authenticity.

- Track progress continuously, not just exams.
- Design tasks hard to automate or shortcut.

Make the Invisible, **Visible**

Replace snapshot assessments with dynamic, multimedia portfolios.

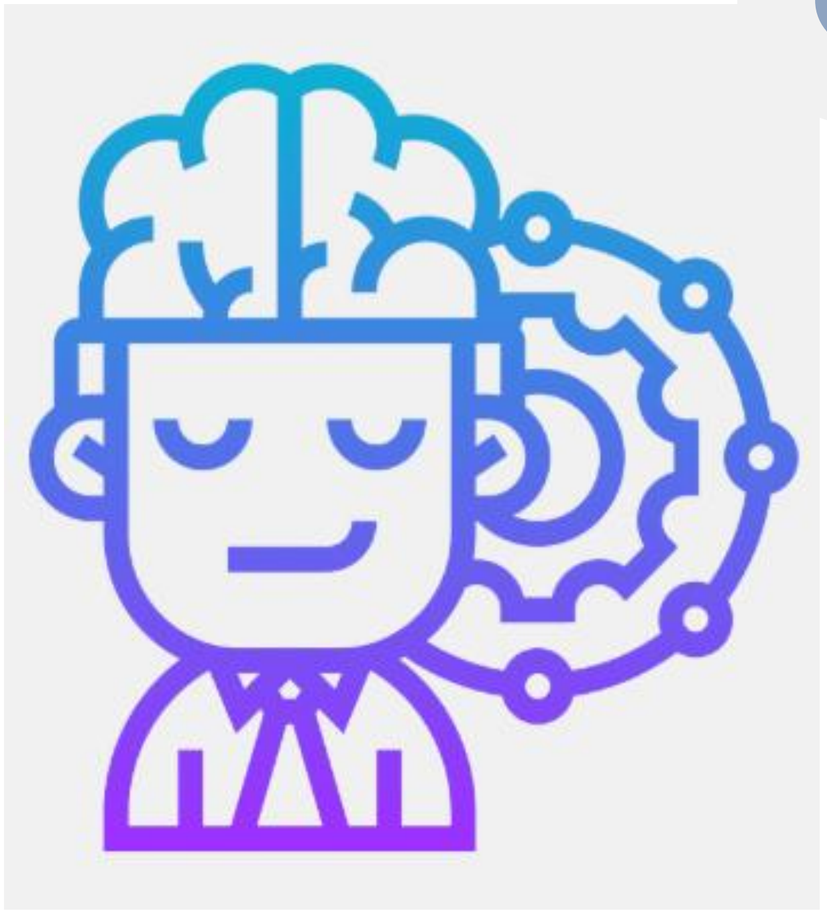
Incentivize transparency through version-controlled draft histories.

Include peer reviews to validate insights.

Transform transcripts into verifiable "proof-of-process" logs.

AI as the “Sparring Partner”

- ***Task students with identifying and debunking AI hallucinations.***
- ***Assess the accuracy and validity of automated outputs.***
- ***Leverage error-correction to demonstrate high-level subject mastery.***
- ***Shift from creating to reviewing AI content.***



Context is the New **Currency**.

- *Anchor tasks in specific, hyper-local community contexts.*
- *Use live campus experiences in assessments.*
- *Require real-time, situation-based thinking.*

If AI hasn't lived our experiences, can it truly represent human reality?

The Return of the **Viva Voce**

Use oral exams to verify conceptual ownership.

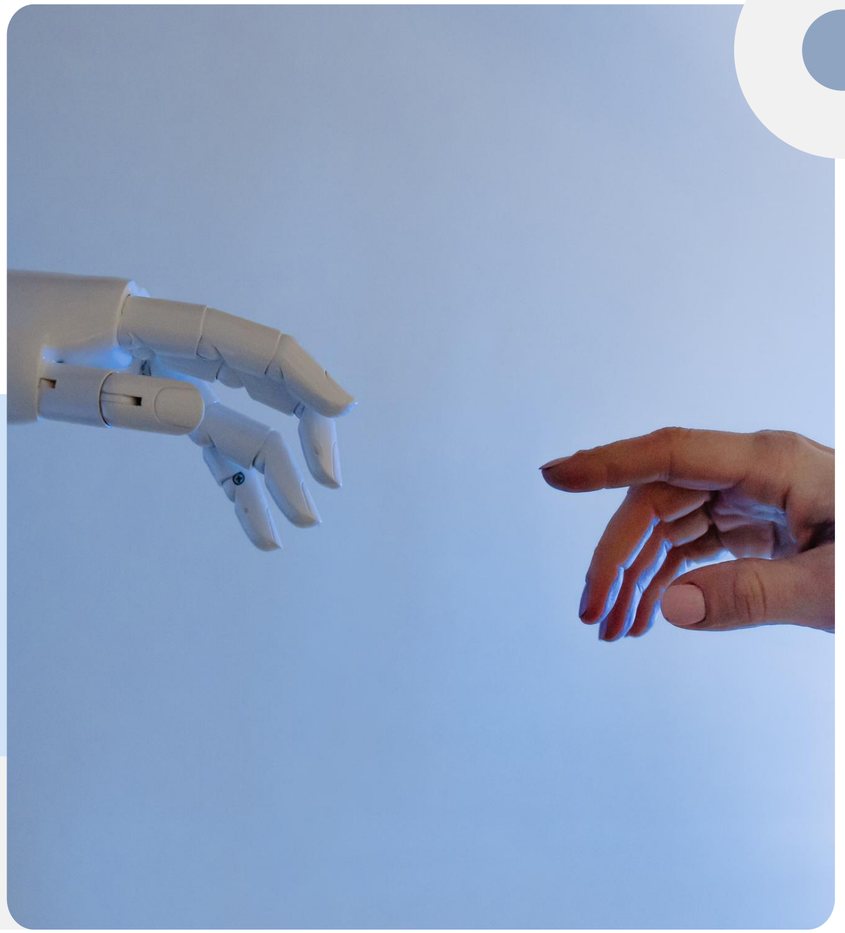
Have students explain concepts in their own words.

Prioritize real-time dialogue over static submissions.

Value spontaneous thinking as proof of learning.

Multi-Modal Mastery

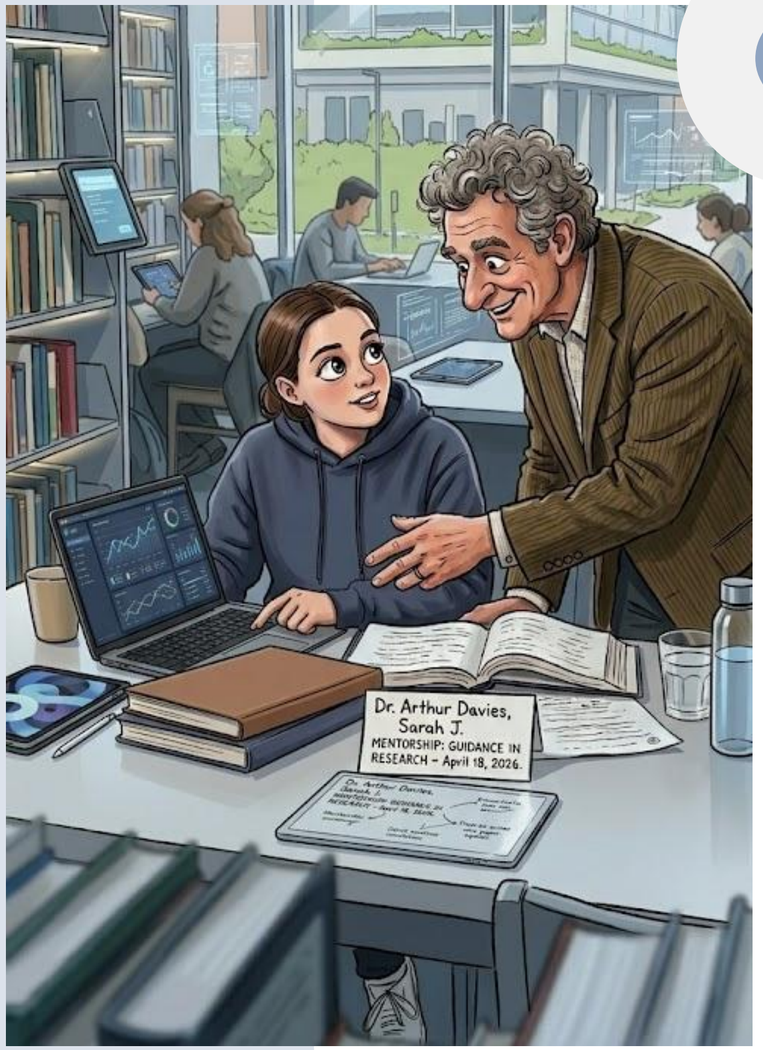
- Swap essays for multi-format portfolios.
- Leverage debates and roleplay for authentic performance.
- Visualize complex logic through infographics and mental maps.



- Capture live audio-visual evidence of the thinking process.
- Run live simulations to test adaptability.

The Syllabus Contract **2.0**

- ***Set clear limits for automated tasks.***
- ***Establish criteria for "human-augmented" high-level analysis.***
- ***Outline permitted AI applications for each assignment type.***
- ***Align AI usage tiers with specific learning objectives.***



The Empowerment Shift

Utilize AI-driven analytics to identify early student struggle patterns.

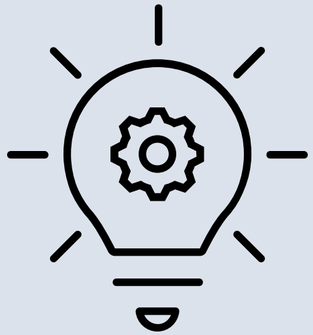
Provide instant feedback through adaptive tools.

Apply "AI Task Scales" to measure effective human-AI collaboration.

Automate objective grading to reinvest time into mentorship.

From Gatekeeper

To Creator



Design learning journeys, not just content.

Redefine faculty roles as curators of critical thinking pathways.

Shift from policing information to engineering authentic inquiry.

Radical Stakeholder Inclusion

Incorporate students' lived experiences to ensure assessment relevance.

How can we build a sustainable future by including everyday voices?

The Equity Mandate

- Provide universal institutional access to premium tools.
- Teach AI literacy in core courses.
- Audit automated systems for deep cultural bias.

The Catalysis for Quality

- Use AI to deepen classroom discussions.
- Tailor learning pathways to individual student needs.

- Refine pedagogy using responsive AI technology.
- Strengthen student engagement via personalized feedback loops.

How can small, agile experiments lead to lasting systemic change?

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Thank you!

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