

WAYNE STATE UNIVERSITY
ACADEMIC SENATE
PROCEEDINGS OF THE POLICY COMMITTEE

February 11, 2019

Present: L. Beale; P. Beavers; V. Dallas; r. hoogland; D. Kessel; C. Parrish; B. Roth;
W. Volz; K. Whitfield

Absent with notice: N. Simon

Guest: Daren Hubbard, Associate Vice President and Chief Information Officer

The item marked with an asterisk constitutes the Action of February 11, 2019.

1. Microsoft Partnership: At last week's meeting, Provost Whitfield told the Committee that representatives from Microsoft Corporation would be on campus February 20 to explain the pilot program that the university has contracted with Microsoft for digital education modules. AVP Hubbard was invited to this meeting to shed some light on how the university currently relates to Microsoft. Mr. Hubbard noted that the university has not been using all the features of Microsoft Office 365. Microsoft has been constantly evolving and expanding the Office 365 communications platform. They added a tool called Power Beyond as a lightweight bridge between the heavy duty visual analytics set and being able to leverage things from a variety of data sources including Excel. His office has been converting some analytics platforms, the dashboard and other reports that are available to Power Beyond. Computing and Information Technology is also considering replacing Cognos with Power Beyond.

Asked if the university knows the extent to which Microsoft can access our data and how they would use it for data analytics, Mr. Hubbard said that Microsoft does not now capture it. The company provides the platform for us to do our work. Their server is like a remote data center. We have safeguards that prevent Microsoft from accessing and using our data. Our agreement spells out that the data, tools and platforms we use are our data. These are some of the issues when using a cloud-based server. Office 365 was selected because we had assurance that data is held only in North American data centers, not data centers in Europe or even in China. Some types of research data need to be protected so site of the data center can be a concern. Microsoft does not make its money from data that it collects from users. Unlike other companies, it makes its money from licensing its platform software. Provost Whitfield interjected that it is expected that in the future people will need to continue to upgrade their skills. Some skills are basic and some are specific to particular software. Mr. Hubbard acknowledged that Microsoft's goal is to expose their tools to students so that when they are in a position to recommend or decide on purchases, they will choose Microsoft due to that familiarity.

Policy members noted that this appears to be the underlying reason for the Microsoft pilot modules, since students will acquire skills in Microsoft's platforms, and the certification Microsoft provides for those that complete the entire program will indicate that a person has some skill in a particular program language. Policy members read the information Microsoft provided as basically saying that schools and other forms of traditional training cannot teach the skills needed and that Microsoft can do a better job educating people. Universities, Ms. Beale said, have been at the forefront of digital learning and development: there is a real concern when

commercial interests take over that educational process and when universities essentially allow the combination of marketing and education. Members of Policy expressed concern about ceding the educational platform to corporations.

Members noted that the Microsoft materials include a complete ‘course’ from introduction to capstone product, all offered online. There is a one-page guideline on how the university will engage with the Microsoft “employability” pilot (apparently developed internally, without an indication of the particular office) which states that Wayne State will “employ the Academy of Teachers to explore the MPP (Microsoft Pilot Program) to suggest how employment strategies can be integrated into humanities, social science, and STEM offerings” and the Office for Teaching and Learning would handle proposals. Mr. Parrish pointed out that the Academy of Teachers is independent of our curricular structure and is appointed by the administration. Ms. Beale said that the guidelines bypass the academic governance process and the normal channels for curricular development: the Academic Senate, its Faculty Affairs Committee, Curriculum and Instruction Committee, and the curriculum committees within departments and colleges.

Mr. Hubbard explained that the materials lay out an example of the potential course sequence faculty could adopt and integrate into their course. If an instructor offered a course in artificial intelligence he could develop a curriculum or he could acquire some parts of the curriculum from a variety of sources, including leveraging the Microsoft curriculum and the tools in the platform. Faculty do not have to adopt the whole program; they could leverage parts of the program. Although faculty always will be at the forefront of initiation, creation and research that pushes the boundaries of known science and known capabilities, corporations leverage technology in a different way. We need to be aware of that as we prepare students with the skills they need to be successful in the work environment. We would tell Microsoft whether something makes sense, whether it is a good model, and whether students will be more employable after graduation. Other companies have similar programs.

Members asked about the eleven other sites worldwide that are piloting this project. The four listed in the materials are rather nondescript—they are not the Harvards and Yales of university excellence. Based on the list of schools that have signed partnerships with Microsoft, Mr. Parrish thought Microsoft might have offered it to vulnerable universities, not to prestigious institutions. In marketing the program, Microsoft would mention what Wayne State found helpful. Mr. Hubbard thinks Wayne State was chosen because of our productive relationship with Microsoft and because we are progressive in our approaches to curriculum and we give students a quality education. Mr. Volz said that faculty in the Mike Ilitch School of Business incorporate corporate-generated programs in their classes, and are convinced that their students’ employability has increased because of it. It is an advantage that the students are practice-ready for employment. Mr. Parrish said that his department sends students to special programs to learn different skills and they have programs that certify students. Ms. Beale is concerned about a top-down decision and aligning degrees with Microsoft. Mr. Hubbard said that if only a few faculty want to use the program, Microsoft may decide they should scrap the project.

Policy Committee members repeated that department curriculum committees should determine whether or not to adopt the programs and if they would be useful for their students. The Academy of Teachers is not an appropriate body to urge the use of the pilot program materials.

Mr. Hubbard reiterated that he sees this as establishing a relationship with a technology company so that if faculty want to integrate certain information into their course, there will be a partner to contact. February 20 is the first time people will see what is available in the program. Provost Whitfield will invite people who are interested to the presentations on February 20.

Ms. Beale asked how Microsoft would find out how many students use the program. Mr. Hubbard said that has not been worked out. We will leverage our servers to look into it. We'll tell Microsoft who used the program and who did not but Microsoft won't have students' names. After graduation, Microsoft will ask students if they had access to the program and if it helped them in their careers. Ms. Beale noted that that would be difficult unless Microsoft actually does have identifying student information. Mr. Hubbard does not know exactly how Microsoft will use the data. Asked if it was likely that the university would be charged for the program after using the program for a period of time, Mr. Hubbard said that he did not know.

Provost Whitfield pointed out that another part of the partnership is digital transformation. There are modules for student success and for public safety where the university would be able to merge information we now have in silos, such as camera footage and reports on locations of disturbances. For student success, Microsoft could create dashboards for advisors and provide data analytics.

2. Library Privileges for Emeritus Faculty: Last week a problem was brought to the Provost's attention that an emeritus faculty member was not able to access journal articles from home, a privilege that is given to emeritus faculty. C&IT and the Provost indicated that they have reviewed the policies and emeritus faculty are entitled to the same access as active faculty. It is possible that the emeritus faculty member's status was inappropriately encoded. C&IT and the Library System are working to identify the problem and resolve it.
3. Cheating in Classes: Policy Committee and Mr. Hubbard briefly talked about ways that might prevent students while taking tests from accessing the answers online. The discussion will be deferred to another meeting when it can be explored in depth.

[Mr. Hubbard left the meeting.]

4. Report from the Chair:
 - a. Meihua Zhai is the new Assistant Vice President for Institutional Research and Analysis.
 - b. The airport interviews of 10 candidates for the position of dean of the College of Education are February 14 and 15.
5. Report from the Senate President:
 - a. Professor of Accounting William Volz will present "Anatomy of an Author: The Volumes of Michigan Supreme Court Justice John Voelker" at the Emeritus Faculty colloquium on February 13.
 - b. Title IX Director Brandy Banks responded to a memo that the Policy Committee sent in which it recommended that her office should hold small group discussions with chairs and associate deans about handling complaints about sexual harassment. Ms. Banks noted her appreciation for the recommendation and said it would be implemented. She also asked for more information about the situation that prompted the memo.

- c. Ms. Beale met with Carolyn Hafner, Associate Vice President and Chief Audit Executive, about the process for undertaking in-depth investigations of professional employees based on anonymous tips. This was the situation that involved accessing a professional employee's voluntarily purchased parking records as evidence of whether the employee was at work. Ms. Beale reiterated the Policy Committee's view that the handling of the particular case was inappropriate treatment of our professional academic staff. Investigations of tips should take place in two stages. First, there must be sufficient evidence in regular employee files and supervisory channels to uphold the burden of production that the tip has sufficient merit to justify undertaking a full-fledged investigation. Only in a full-fledged investigation would the employee be called in or more extensive exploration of data take place. Even then, it was not reasonable to access records of voluntarily purchased campus services to use against a professional employee.

Ms. Hafner told Ms. Beale that a super majority of anonymous complaints tend to be about time sheets and originate in bias. After considerable discussion, she indicated that she understood the idea of limiting the initial investigation to find out if there is an actual problem and that an internal review of how the office handles anonymous complaints would be conducted. Ms. Hafner apologized about the way the investigation was handled. Ms. Hafner indicated she would follow up with Ms. Beale regarding the internal review of procedures.

- d. The Budget Planning Council continues to meet. The schedule has been disrupted because of the closings due to bad weather.
- e. Ms. Beale said that the Rutgers School of Management and Labor Relations has created a \$25,000 fellowship for the study of universal capitalist accounts. This demonstrates what some schools are doing to look at issues of significant societal importance.

- *6. Proceedings of the Policy Committee: The Committee approved the Proceedings of its meeting of February 4, 2019, as submitted.
- 7. Selection Committee for the Distinguished Service Faculty Award: Boris Baltes, Associate Provost for Faculty Affairs and Associate Vice President of Academic Personnel, asked for three members of the Policy Committee to serve on the search committee, as stipulated in the guidelines for forming the committee. Ms. Beale asked for statements of interest from Policy Committee members.
- 8. Search Committee for the Vice President for Health Affairs and Dean of the School of Medicine: Ms. Beale had mentioned to Provost Whitfield and later spoke with President Wilson about adding an Academic Senate representative to serve on the search committee. The administration has agreed and asked for three nominees from which one representative will be chosen. Ms. Beale noted that the representative should understand the university budget, the relationship of the medical school to research and basic science, and should be outside the medical school serving as a representative of the university at large. Policy Committee submitted three names.
- 9. Representative to the Informal Title IX Compliance Group: General Counsel Louis Lessem asked Policy Committee to select a representative to participate in discussions regarding the university's revisions of its procedures for handling Title IX and how the university should respond if the proposed changes in the regulations put forward by the U.S. Department of

Education are finalized. Brad Roth, Professor of Political Science, Liberal Arts and Sciences, and Professor of Law, agreed to serve.

10. Rescheduling the May Senate Meeting: The Board of Governors moved its meeting scheduled for Friday, May 3, to Wednesday, May 1. Since various Senate members attend the Board's committee meetings and the meetings of the full Board, Policy Committee moved the May Senate meeting to May 8.
11. Report from the Chair of the Faculty Affairs Committee: Ms. Hoogland reported that Marquita Chamblee, Associate Provost for Diversity and Inclusion and Chief Diversity Officer, had indicated she would prefer to meet first with the Policy Committee, rather than attending the planned meeting with FAC to discuss preliminary findings of the climate survey with the committee. The other FAC agenda item was a continuation of the discussion of the RCM model, with Ms. Beale guiding the group through the various calculations and the factors used in determining the cost charges (administrative taxes) from schools and colleges to support administrative services. Provost Whitfield suggested that Marquita Chamblee attend the March 4 meeting of the Policy Committee.

Approved as submitted at the Policy Committee meeting of February 18, 2019