

FACULTY SENATE
MARCH 25, 2015
346 LEON JOHNSON
4:10 PM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Babbitt (Chair-elect), Babcock (Psych), Berry (CE), Brester (Ag Econ), Brown (JJCBE), Cantalupo (Ext), Engel for Zabinski (LRES), Eggert (Emeritus), Gannon (Chem Eng), Greenwood (Math), Hendrikx (Earth Sci), Herbeck (Ed), Herman (NAS), Hostetler (GC), Kaiser (ECE), Larson (M&IE), Lawrence (Chem & Biochem), Lu (PSPP), Martin (Mod Lang), O'Neill (Arch), Qiu (Physics), Reidy (Chair) Ricciardelli (Film & Photo), Sterman for Rossmann (Library), A. Smith (HHD), Swinford (Soc/Anthro), Waller (Hist & Phil), Wilmer (Poli Sci), Yost for Bolte (Music)

Others Present: Suzanne Christopher, Patrick Widhalm, Larry Carucci, Seth Ulrich, Chris Fastnow, Mike Kosevich, Martin Lewis, Todd Jutila, Tom Stump, Bob Hietala, Coleen Kaiser, Cristen Wathen, Kirsten Ostergaard, Rose Heider, Nancy Cornwell, Helen Melland, Kregg Aytes, Lynda Ransdell, Alison Harmon, Stephanie Gray, Nicol Rae, Matt Caires

Chair Reidy called the meeting to order at 4:10 pm, and a quorum was present.

Call to Order – Chair Reidy

- Chair Reidy called the meeting to order at 4:10 pm, and a quorum was present. Minutes from March 18, 2015 were unanimously approved.

Announcements – Chair Reidy

- Courses and Programs
 - All undergraduate courses on the FS web site will be voted on during the Faculty Senate Steering Committee meeting on Monday, March 30, 2015.
 - French 101 and French 102, as with all first year language courses, are going from four (4) credits to three (3) credits.
 - French 105 combines FRCH 101 and FRCH 102D into one semester and is offered for those who need a refresher before moving into a second year of French.

Prioritization Document and Program Review

- Chair Reidy informed senators that the Hospitality Program will not be voted upon in this meeting, as MSU administrators are not present for discussions; they are engaged in OneMSU meetings in Billings and requested that the vote be postponed until the April 1, 2015 senate meeting.
 - As an aside Chair Reidy noted that the OneMSU meeting is about prior learning assessment, and although faculty were invited to attend, many could not. Reidy reminded faculty that they should be involved in the organization of discussions of this endeavor and to keep informed about the progress of it.
- Hospitality Program discussions:
 - Chair Reidy requested senators present all information to their constituents and be ready to vote as their representative at the April 1, 2015 senate meeting.

- Chair-elect Babbitt reviewed credits, requirements, strengths and concerns of the Hospitality Management, Associate Degree in Culinary Arts, and a School of Interdisciplinary Studies in Food, Agriculture, and Business as articulated in the APWG document posted on the Faculty Senate web site.
- The “concerns” portion of the February 25, 2015 APWG document was read in tandem with Alyson Harmon’s February 27, 2015 responses to them. Only subsequent changes not yet realized in any of the documents, are described herein.
- #1 - Regarding the first concern, the Hospitality Program (hereinafter referred to as the “HP”) is not in line with the prioritization document.
- Affirmation of the program, or not, is a decision to be made among faculty, deans and provost.
- The word “school” was used to purposely connote a neutral space where all collaborative colleges contribute to the program equally. The “school” would be equivalent to one and have departmental status.
- The directorial responsibilities do not include “Food and Nutrition.”
- #6 - Harmon would be the director of the school. Because she already holds a position at MSU, it would not be counted as an additional FTE. The program director and administrative assistant positions are now combined and the new budget posted on the FS web site reflects a 1.0 FTE.
- #9 - U of M concentrates on outdoor recreation management; if MSU is an outdoor program, we are overlapping; if we are an indoor program, we are not overlapping. There is ambiguity as to whether our program would be an indoor or outdoor hospitality program and there are no studies that address that. There is also ambiguity about how MSU’s program would dovetail or compete with Billings or U of M.
- #10 – Gray stated that Gallatin College’s mission is to address the local community needs. Additionally, there are no such programs for Eastern Montana. Hietala stated that at the two-year college level, Billings closed a medical assistant program a few years ago. However, the newly instituted medical assistant program at Gallatin College has been fully enrolled; this is often the way programs evolve in two-year colleges and would probably apply to the hospitality program, as well.
- #12 – Research indicates that very few jobs in Montana might go towards indoor recreation. Harmon stated that job placement is relative to the size of the program.
- Engel asked why MSU needs the Hospitality Program. Babbitt stated that it was to meet the demand of tourism in Montana.
- Engel asked if stakeholders supporting the program are willing to monetarily contribute to it. Babbitt stated that they are willing to supply jobs and internships.
 - Engel - The wheat and barley commission supports research and faculty at MSU to the tune of \$1M. For every bushel of wheat and barley produced in the state, a portion of the sale of each goes to a check-off fund and is funneled back to MSU. If the tourism industry has become so large, would they be willing to do something similar?
 - Gray stated that tourism is the number two industry (after agriculture) in the state.

- Harmon stated that the program is an opportunity to link tourism to agriculture, especially since there is an option of a value-added food enterprise. There is no support in the state that provides technical guidance to people who want to add value to raw commodities, which is why Montana exports raw commodities and imports them back at a higher cost.
 - Brester stated that agricultural economics shows exporting raw commodities and importing them back into the state is actually cheaper.
 - Babcock believes the three-year BS is a non-issue since students in other disciplines might take the same number of credits for six years, or take more credits during the AY and summer and graduate sooner.
 - The letters of support do not necessitate a need for the program. The mathematics and engineering departments also have letters of support and they are short of faculty to teach all the students they already have.
 - Harmon stated that it is difficult to get donations for a program that does not yet exist. She stated that she has had more donor inquiries about this program than any other she has been involved in, in the last ten (10) years. She is confident the HP is attractive to donors.
 - Swinford expressed his departmental (Soc. and Anthro.) concerns about the program:
 - Salaries of new HP faculty are at 100% of OSU when most existing MSU faculty are paid well below OSU benchmarks.
 - Travel budget in base budget is \$27,000 for faculty and student travel. Swinford is not aware that other entities at MSU have that kind of built-in hard line travel support.
 - Summer salaries for every faculty member are built in at 2/9ths. Swinford is not aware that that is a standard process or a standard faculty agreement across the university. The HP justification cannot be that the summer salary is for research activity. Why not use the current funding model? There are four courses in the summer instruction and it is not standard across the university to build in courses.
 - Using tuition dollars, re-estimated and based on 2015 numbers, a major concern is the overall cost under the proposed model. Requiring students to enroll in three (3) summer sessions, instead of a fourth year as a full-time undergraduate, will increase the total overall cost for students. Scholarships often do not apply to summer, and if we did extend summer scholarships, our Prioritization Document that senate voted to accept tips the instructional costs balance, 47-48%, in the incorrect way. In-state costs for 4 years vs. 3 years are an increase of \$1356; Out-of-state costs for 4 years vs. 3 years are an increase of \$5004.
 - There is no solid evidence the 100 new students would enroll in this program at MSU, which is needed for the program to result in a net gain, economically, to the university. Otherwise, this is just reshuffling of allocations from one program/college to another.
 - Is there a policy that allows colleges or departments at MSU to “keep” or “claim” tuition generated by student enrollment and count them against program costs as a justification for approval? This is precedence that assumes all credits in the 100 students’ degrees are being taught by the four (4) new faculty lines so that in order to “claim” the tuition

generated, would the faculty not need to actually teach all of the 121/122 credits? Who pays for CORE coursework, or should it be subtracted from estimates of revenue used to justify the program? It appears that no more than 50% of the degree requirements appear to be under the curricular control of the proposed school and faculty within it.

- According to Planning & Analysis, the MSU student population is 70% MT residents. Where is the evidence in this proposal to support the 60/40 in-state vs. out-of-state mix of students?
- BoR policy on tuition states that fees should be avoided. The HP has a mandatory semester fee. Are we to ask the BoR to make an exception to their written policy?
- The campus kitchen/restaurant has a projected income assumption of \$50K per year. Has anyone assessed the impact this would have on university food service food employees because of decreased user-ship of their services?
- The start-up costs for the kitchen/construction were left out of the start-up costs/budget. Additionally, the Romney kitchen plan in PDF, which was on the MSU web site, is no longer there.
- The transferability initiative, as articulated in BoR policy as one of our goals, encourages all to meld together our rubrics to make transferability seamless within the MUS. Yet, the Hospitality (HOSP) Program is a new rubric for the MUS system.
- In terms of curriculum, there is limited flexibility throughout all four (4) curricula for free electives or substitutions. All exceed 120 credits and according to BoR policy, approval will be required as a special case.
 - Is every single credit necessary? Can the program get below 120?
 - Courses of unknown content – We are being asked to approve an outline of courses as required and without knowing much about the content of the courses. This might impede the independent manner in which the Curriculum & Program Committee operates. The key aspect is determining which courses should be upper vs. lower division, without that being predetermined.
- U of M has not provided, yet, a detailed reaction to this program.
- Gallatin College will teach certain courses. MSU students will pay approximately double what a fulltime GC student pays for the exact same required course. Is this fair & equitable? Who is going to explain this to the students? What justification for this is plausible? Gallatin College tuition is not adjusted for the revenue estimates.
- An option to consider:
 - Start with four Associate Degree programs in these four areas based on the workforce development model;
 - There are already exists an administrative structure (no new school) within Gallatin College;
 - Lower initial faculty start-up costs;
 - Time to develop Role and Scope documents for this new department for the people who are going to have to go up for P&T;
 - If successful, add a management option by creating a BA/BS as an add-on to any of the four Associate Degrees and place it in a

college. By decreasing administrative proliferation, it would help the instructional formulation as articulated in the Prioritization Document.

- Brester from Ag/Econ presented “A Brief Overview on the Supply and Demand for Hospitality Services” prepared by Gregory Gilpin, Ph.D.
 - There is substantial supply of people around the US and locally in the northwest, but a weak demand and growth will be lowest in the hospitality group of all management type occupations in the future.
 - Lodging management and food service management show growth of about 600-650 jobs each year over the next ten years. Montana tourism is growing faster than in some other locations, but we are only 1/2% of total tourism receipts in the nation or in Montana, so this is a very small base. The demand is not there.
 - Supply – Number of institutions offering a similar program are 465; MSU would be 466. Some are private, for-profit institutions. We have averaged over the last four years, 14, 000-15,000 Associate and Bachelor’s degrees; 77% are in the BA. MSU graduates about 15,000 students per year; there is about 1,000 new positions created each year, but some students are replacing those who have retired or left their jobs.
 - Occupational outlook handbook for all managerial occupations from medical to construction to computer, etc. shows food service and lodging management lowest in median income and lowest in growth.
- Due to time limitations, the proposers were invited to return next week and present their responses.

The meeting adjourned at 5:08 pm.

Signature,
Michael Reidy, Chair

Signature
Randy Babbitt, Chair-elect