

**FACULTY SENATE**  
**APRIL 1, 2015**  
**346 LEON JOHNSON**  
**4:10 PM – 5:00 PM**  
**MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA**  
**Minutes**

**Members Present:** Adams for DeWeese (Art), Arnold (Ag Ed), Babbitt (Chair-elect), Babcock (Psych), Berry (CE), Branch (English), Bolte (Music), Brown (JJCBE), Cantalupo (Ext), Engel for Zabinski (LRES), Eggert (Emeritus), Gannon (Chem Eng), Gilpin for Brester (Ag Econ), Hendrikx (Earth Sci), Herbeck (Ed), Herman (NAS), Hostetler (GC), Hughes (CBN), Kaiser (ECE), Larson (M&IE), Lu (PSPP), Martin (Mod Lang), McMahon (Ecology), Mosley (ARS), O’Neill (Arch), Qiu (Physics), Reidy (Chair), Rossmann (Library), Sterman (Library), A. Smith (HHD), Swinford (Soc/Anthro), Waller (Hist & Phil), Wathen HHD), Wilmer (Poli Sci)

**Others Present:** Sandy Bailey, Suzanne Christopher, Selena Ahmed (HHD), Tracy Sterling (LRES), Greg Gilpin, Brian Rossmann, Kenning Arlitsch, William Dyer, Terry Leist, Marilyn Lockhart, George Haynes, Tami Eitle, Ron Larsen, Matt Caires, Martha Potvin, Chris Kearns, Larry Carucci, Seth Ulrich, Chris Fastnow, Karlene Hoo, Bob Hietala, Kirsten Ostergaard, Nancy Cornwell, Helen Melland, Kregg Aytes, Lynda Ransdell, Alison Harmon, Stephanie Gray, Nicol Rae, David Singel, Renee Reijo-Pera, Megan Bergstedt, Holly Hunts

Call to Order – Chair Reidy

- Chair Reidy called the meeting to order at 4:10 pm, and a quorum was present. Minutes for March 25, 2015 will be approved at the next Faculty Senate meeting.

Announcements – Chair Reidy

- Addition agenda items
  - Discussions about formation of centers and institutes have been ongoing for about six (6) months.
    - Because there are no curricular aspects to them, they do not vet through CPC and APWG. Do senators believe that senate should review these entities before going to Deans’ Council? Chair Reidy suggested they should go through senate directly.
    - Center for Communications of Science - Information will be posted on the FS web site and it will be discussed in senate next week.
- Courses and Programs – Chair-elect Babbitt
  - Three undergraduate courses and one graduate course are to be voted in Steering Committee on Monday, April 6, 2015:
    - BIOH 444: Modeling Brain Disorders
    - SOC 374: Sociology of Culture
    - US 103: Learning Strategies
    - HDCCO 550: Counseling Research & Evaluation

- Directed Interdisciplinary Studies (Honors Program) will be posted on the senate web site for review. APWG will submit their report Friday after it has been vetted through CPC.
- Faculty Review of Administrators – Chair Reidy
  - A similar survey format that was instituted in the past will be used, again, this year.
  - Survey questions have been modified and their numbers have been reduced.
  - Those being reviewed will be President, Provost, and Faculty Senate Chair.
  - Surveys should be distributed sometime next week.
  - The process will be modified next fall and, with the help of President Cruzado, the new review format will be more meaningful and robust.
- IDEA – Martha Potvin
  - The in-house instrument (Knapp form) developed for student rating of faculty has been met with concern about how it is tied to student learning outcomes.
  - In the fall of 2014, a handful of faculty volunteers participated in a Pilot application of the IDEA student rating of instruction instrument (Short Form) delivered in an online format. (Posted on the FS web site).
  - New format features:
    - Report to faculty is completed in one week;
    - Students may do the survey online or on their cell phone during class time;
    - Faculty get the report early enough in the spring to establish syllabus modifications; and,
    - No secretary needs to type results.
  - If MSU does not implement the IDEA forms, new equipment will replace old equipment to accommodate Knapp. A staff person (1/2 time) will be hired and space set aside to accomplish this.
  - The 18 questions will be posted and faculty may provide input about them.
  - Responses during class time result in a higher percentage of results from students.
- EU Status Report and Implementation Plan – Bob Mokwa
  - The President formed 12 university update groups to address the following goals:
    - Free up resources currently tied to administrative duties and reallocate them to the Learning, Discovery and Engagement goals of the strategic plan.
    - Better coordinate functions across departmental lines and diminish the duplication of efforts.
    - Examine economies of scale to enhance administrative efficiency and effectiveness.
  - Update EU was one of the 12 groups whose specific task is to reorganize and transition multiple online programs and support areas of Extended University within the framework of the above referenced goals.
  - EU was first organized to fulfill the Land Grant mission of engaging in outreach and engagement via professional development, work force development, wellness programs, etc. all in a flexible system which includes 14 online programs in an extended campus environment. In its current structure, there is

- duplication in administration, admissions, registration, budgeting, and managing course credit, etc. all which spawns inefficiencies.
  - Update EU has advocated that four credit courses/programs will now be moved and managed by the registrar and managed by the college deans.
  - Non-credit outreach offerings will continue to be managed by EU.
  - There will be re-arrangement of staff in EU.
- Summer School – David Singel
  - MSU is adopting a new financial model for summer school the aim of which is to unleash the entrepreneurial spirit of faculty and to grow the scope and extent of the summer programs.
  - Colleges will receive budget transfers calculated at \$141 per student credit hour for all grad and undergrad courses.
  - It will cover costs of instructional revenue and pay dividends to colleges who are delivering more efficiently at a total level that will represent a net of about \$500,000 (using 2014 model) transferred from general revenues.
  - After using the model for two years, it will be refined and modified as it progresses.

#### Hospitality Program (HP) – Alison Harmon

- Harmon stated that the proposal is on version 11 because of faculty input and it is a faculty project.
- The HP is supported by administrators.
- The intention of the proposed budget was to imagine the maximum costs for running the program and to gauge if attracting 100 new students would offset those costs. The 100 student estimates are based on:
  - SFBS enrollment of being 80-100 over the last 4-5 years;
  - U of M's park and recreation program that has 100-120 students;
  - MSU-Billings outdoor recreation that has 40 students.
- Developing the commercial kitchen has a budget item of \$500,000 in start-up costs and \$20,000 per year to maintain the equipment.
- Harmon has been working closely with University Food Services and collaborating on kitchen space. Renovations to dining halls would open up re-useable spaces for the program.
- Harmon is sensitive to faculty resources:
  - In HHD, food nutrition the student/faculty ratio is 65 to 1. To address the problematic ratio is to integrate and innovate. There are ways to alleviate pressure from the student/faculty ratio other than adding lines and disciplines; integrating disciplines allows one to cover more bases. The program will serve food and nutrition, health and human performance, and SFBS.
- Other programs that were proposed to be part of the HP interdisciplinary studies school include:
  - Montana Dietetic Internship – The program is new to Montana and it keeps dietetic interns in-state. It has a large impact on the profession in-state, just as the new Hospitality Program will have a large impact on the state.
    - Attracting people to the state for medium paying jobs is challenging. When one leaves the state with a bachelor's degree, it is difficult to come back and one looks for jobs where they are.

- MSU has a 50/50 non-resident to resident ratio in the dietetic internships; MSU favors our own students.
    - 72% of our program graduates are employed in the region.
    - An up-front investment from EHHD was required to provide for the program, and had to hire a director before enrolling any interns. That program has paid back the investment; it pays for its own costs in addition to generating another 240 graduate credit hours per year.
    - The HP will allow us to develop a graduate program in dietetics to pair with the internship and that will be required for accreditation in the future. In doing so, it will generate another 500 graduate credit hours per year.
      - HP will contribute to MBI, as well.
  - SFBS – Integrates food, health and agriculture and was developed by an interdisciplinary effort from faculty. It was initially grant funded. When the grant ended, additional resources were contributed to the program and today it boasts 90 students.
  - Towns Harvest supports SFBS, MBI and will HP. It is a project that generates enough student credit hours over the summer to pay for a full time, year round farmer. Enough vegetables are sold to support graduate assistantships; the program pays for itself.
  - These three (3) programs create more resources for MSU; they are attractive and have garnered national attention. The HP is going to enhance the programs.
- The HP is going to generate revenue in three (3) ways:
  - Attract new students that would not come to MSU otherwise. Since discussions about the HP, five students have inquired about the program.
  - Harmon has met with people that are waiting to donate resources for the program; this is new money coming to MSU we would not get otherwise.
  - MSU would be eligible for USDA grant dollars; the Value Added Producers Grant Program equaling \$300,000.
  - Interdisciplinary possibilities are possible with the HP which could, potentially, integrate every program at MSU.
- Faculty Senate discussions ensued:
  - Hunts from HHD (Family Consumer Sciences (FCS)) highlighted synergies and connections that were not discussed:
    - In Family Consumer Sciences, the program prepares FCS teachers in the K12 system to teach about nutrition, a component of which is hospitality/restaurant management.
    - Bozeman High School participated in the Pro-Start Program, a nationwide, two-year high school program that unites the classroom and industry to develop the best and brightest talent into tomorrow's restaurant and foodservice leaders. The Bozeman students recently won the Montana statewide competition, are now certified and working in restaurants making \$18/hour. If they wish to continue their education at a four-year institution they would have to go out of state, and the chances they would return to Montana are negligible. The HP would allow them to come to MSU to continue their education and earn a four-year degree.
    - The HP would be attractive for U of M and other MUS two-year institutions.

- As part of the Pro-Start Program teachers must be certified. The HP would provide the opportunity for Pro-Start to use university facilities to accomplish this through summer institutes.
  - From a consumer economist perspective, two opportunities for MSU with the HP would be working with the College of Agriculture on gluten free grains, grass-fed beef and bison, both of which are high in DHA to produce a niche market for food tourism. This endeavor would be utilizing the synergies of Ag and HHD.
  - Re: food policies on Native American Indian reservations, there is a movement to develop Native American food centers/cooking schools, and Montana is positioned favorably for that.
- Christopher from HHD found that of the Carnegie 1 institutions, the top schools listed who had hospitality programs brought in substantial amounts of funding for research in this field. Additionally, HHD faculty are in support of the program.
- Adams, a member of CPC, informed FS that CPC voted unanimously to accept the program.
- O'Neill queried about the commercial teaching laboratory/kitchen that would be reused in existing space. Has Harmon countered for design and construction costs as a teaching/laboratory kitchen and the restaurant?
  - Harmon stated that they are still studying the feasibility of making a current space on campus into something that is functional and appropriate for teaching. The restaurant space is a flexible space; it does not operate continually - only in conjunction with curricular activities. It is flexible for other programs on campus. The existing space already had a restaurant space and is connected.
- Cantalupo stated that his department struggles with the fact that infrastructures and existing programs' needs have not been met, and it is difficult to consider another new program.
- Wilmer, with respect to the budget, of the total credits (120), approximately 32 will be CORE credits taught by faculty not in the HP program. Therefore, it would increase faculty student credit hour load and tuition would go back to the HP.
  - Harmon stated that the money coming into the program is to pay its bills. The budget presents the maximum costs by bringing 100 new students into the institution. If the 100 new students do not come to MSU, then the HP does not receive any money. The point of the budget is to show what 100 new students coming into MSU would do. If your student credit hours go up as a result and is problematic for students enrolling in classes, then that is a campus-wide issue.
- Brown, member of the APWG and JJCBE faculty, stated that the issues brought forward do present reasons for concern. However, as a land grant institution (LGI), MSU cannot ignore the economic importance of hospitality of Montana. Tourism is at the top of our economic activity, and it is our responsibility as a LGI to prepare our graduates to participate in a professional way to it. Two faculty from the JJCBE faculty are co-sponsors of the program.
- As a follow up to his document presented to FS providing an overview of supply/demand for hospitality services (culinary is not included), and after reviewing the Rocky Mountain and West Region using the National Outlook

Handbook Data from the BLS, Gilpin (Ag Econ) reported that there are 82 hospitality programs in the Rocky Mountain and Western Region and they are graduating students that will exceed demand for the next ten (10) years.

- Re: culinary degrees, MSU will be the 113th institution in the Rocky Mountain and Western Region. National numbers were not taken into account, as this is already a saturated market.
  - Re: head chefs and head cooks, the outlook is 600 new jobs in management, nationally. Estimates predict we need about 20 new people in hospitality management every year for the next ten years in Montana.
- Employment outlook for a bachelors degree in hospitality indicate we need about 20 per year in the state.
- There are only four (4), four-star hotels in Montana and none are in Bozeman. Many students are already managing hotels in Bozeman without degrees. The caliber and star-class of hotels in Bozeman does not require the degree this program offers.
- Many individuals enrolling in these program will not be hotel managers. They will migrate to other occupations that pay substantially less, but are related to their degree.
- Stephanie Gray – The mission of a two-year school is to address local/regional needs. There is more to culinary than four-star restaurants. There are hospitals, colleges, high schools, nursing homes and other public institutions. In the culinary field, after receiving a two-year degree you start at the bottom and work your way up.
  - New cooks may, nation-wide median scale, make about \$9.88/hour (\$1.83 above the national minimum wage in Montana).
- Senators requested:
  - A more in-depth discussion about the demand and what kind of jobs graduates would get.
  - Faculty think about entering into a new program since other resources are needed by existing programs.
  - More information and follow up about offering the program through Gallatin College, first.
- Reidy would like to continue the HP discussion in Faculty Senate next week.

The meeting adjourned at 5:00 pm.

*Signature,*  
*Michael Reidy, Chair*

*Signature*  
*Randy Babbitt, Chair-elect*