

FACULTY SENATE
October 14, 2015
346 LEON JOHNSON
4:10 PM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Adams (Art), Babbitt (Chair), Arnold (Ag Ed), Berry (CE), Branch (English), Brown (JJCBE), Burrows (Ext), Gannon (ChBE), Geyer for Greenwood (Math), Herman (NAS), Hostetler (GC), Kelting-Gibson for Herbeck (Ed), Hendrikx (Earth Sci), Keil for Wiedenheft (MBI), Larson (MIE), Lawrence (Chem), Lipfert (Film & Photo), Martin (Mod Lang), McMahon (Ecology), Merzdorf (CBN), O'Neill (Arch), Repasky (ECE), Running (Nursing), Scott (Psych), V. Smith for Brester (Ag Econ), Serman (Library), Rossmann (Library), Swinford (Soc/Anthro), Wathen for A. Smith (HHD), Wilmer (Pol Sci), Yost for Bolte (Music), Zabinski (LRES)

Others Present: Greg Gilpin, Jeff Kraus, Chris Mehl, Kevin Conwell, Nora Smith, Mike Hope, Todd Jutila, Tom Stump, Martin Lewis, Mike Dean, Mike Kosevich, Roth Jordan, Helen Melland, Bob Hietala, Kirsten Ostergaard, Stephanie Gray, Rene Reijo-Pera, Alison Harmon, Deborah Haynes, Kenning Arlitsch, Nicol Rae, Martha Potvin, David Singel, Ron Larsen, Tiffany Lach, Maureen McCarthy, Terry Leist, Holly Hunts, Sarah Maki, Bob Mokwa, Isle-Mari Lee, Gail Schontzler, Chris Kearns

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

The October 7, 2015 Faculty Senate minutes were unanimously approved.

Announcements – Chair Babbitt

- **Council and Committee Members**
 - Membership is needed for the following councils:
 - Online Learning Advisory Group
 - Classroom based group that is end-user focused and non-technical.
 - Instructional Technology Advisory Council
 - Advises CFAC, EFAC on technical requests for discretionary funding.
 - Advising different factions of the university on technology and tools for instructional purposes.
 - Senators, or constituents, interested in volunteering, please contact Chair Babbitt, Provost Potvin or Jerry Sheehan.

- Budget Model
 - The draft budget model has been presented in Deans' Council and the President's Executive Council.
 - Charrettes for this model will be conducted on October 27, noon – 2; October 30, 1-3 pm, SUB 233.
 - Rossmann, faculty senator representing faculty on the Budget Council, encouraged senators to attend the charrettes which will be looking at how money will be distributed at the executive level; not how the provost will distribute money to deans → to departments. It is a macro-level examination of funding.
 - At a later time and when it becomes available, senate might discuss how that money is allocated down the line.
 - Currently, the larger budget picture seems to be similar to last year's allocation.
- There will be a closed senate meeting on 10/21/2015 to discuss academic reviews.(REVISED to 10/28/2015 by later actions of Senate)

Courses and Programs – Chair Babbitt

- One (1) undergraduate course:
 - ANSC 437: Professional Development in Beef Feedlot Systems
- Program with Name Change, only:
 - Change from MEd in Education, School Counseling Option to MEd in School Counseling to clearly notate that the student has indeed taken counseling courses. Without the name change, students who had graduated were required by prospective employers to verify that they had taken counseling courses via letters from MSU.

Budget – Chair Babbitt

- Senate leadership has been working with finance, HR and Planning & Analysis to research student/faculty ratio trends of TT and NTT faculty. Babbitt will report on the findings to senate in two weeks.

Faculty Handbook – Chair Babbitt

- Leaves & Benefits
 - Motion to pass the policy → seconded → all in favor → unanimously approved.

Center for Interdisciplinary Health Workforce Studies – Chair Babbitt

- Center for Interdisciplinary Health Workforce Studies– Dean Melland
 - Proposal comes from Vanderbilt University with MSU's recent hire, Dr. Peter Buerhaus.
 - Funded by Gordon and Betty Moore for \$2M.
 - A senator stated that a center usually implies many people working together on a project; have those teams been established?

- Melland – There are 4-5 established teams around the country that include statisticians, epidemiologists, etc., and MSU’s goal is to hire those who have expertise in this field, as well.
- Normally a week from first reading before there is a vote.
- Faculty Senate typically endorses centers.
- Motion to endorse → seconded → all in favor → unanimously endorsed.

Hospitality Management BS and Culinary Arts AAS – Chair Babbitt

- Although senate only received the updated proposals last week, there is a hurry to get this approved. Those presenting are:
 - Hospitality Management (HM) BS Program – Alison Harmon
 - Gallatin College Culinary Arts (CA) Associate Applied Science Degree - Stephanie Gray
 - Academic Programs Working Group (APWG) Report – Chair Babbitt
 - Workload Analysis Report - Dr. Greg Gilpin
- HM Program – Interim Dean of EHHD Alison Harmon
 - The program is a natural progression of other programs Harmon has been involved in developing at MSU, one being the sustainable food and bioenergy systems: She believes the HM will be enhanced by these programs.
 - Degree would be in Hospitality Management with four (4) options:
 - Restaurant Management: Farm and Table
 - Lodge Management and Rural Tourism
 - Food Enterprise
 - Sports Recreation and Administration
 - Aims to prepare professional leaders for this industry.
 - The program will link disciplines at MSU:
 - Nutrition
 - Business
 - Agriculture
 - The program will address demands from students, industry stakeholders, future employers and support the number two (2) industry in the state - tourism.
 - Curriculum is experiential and includes:
 - Internships
 - Practicum courses
 - Service learning
 - Problem-based learning
 - Wants to produce critical systems thinkers
 - Curriculum will evolve during the early years.
 - Might include more business by incorporating minors;
 - Certificate programs;
 - A language requirement for international tourism; and,
 - Might include more electives.
 - Designed to be completed in three (3) years, but does not have to be.

- Gallatin College Associate Degree in Applied Science in Culinary Arts – Stephanie Gray, Gallatin College
 - Hospitality Program is a collaboration with Gallatin College; a 63 credit course where MSU/GC will share 8 courses with 22 total courses offered on the AAS side.
 - From speaking with those in the industry in the community, Gray indicated that the demand is quite strong for professionals in this field.
 - In the Gallatin Valley (?), there are 160 identified openings per year that are over \$29,000 annual pay.
 - Strong student desire to enter into his program; 20 at Bozeman High and 15 at Belgrade High are engaged in ProStart, a high school curriculum that focuses on culinary arts.
 - Recruiters from Gallatin College often ask when a culinary arts program is going to be instituted.
 - With a culinary program, there is usually a kitchen facility associated with it.
 - Commercial kitchen/teaching spaces have been identified on campus.
 - Gallatin County voted in favor of a Gallatin College mill levy and funding from that will go into start-up costs for the program.
- Summarized Changes in the Proposal in Response to Concerns From Faculty Senate – Harmon
 - No new organizational structure has been proposed. It will be housed in EHHD as a new degree program.
 - The title of the Value-Added Food Enterprise option has become Food Enterprise so as not to limit the scope of the option and not give a misperception that it is specifically food science curriculum when it is part of a Hospitality Management Program.
 - Sports Recreation and Administration is better explained in the proposal to show avoidance of some duplication from U of M.
 - More specific information about specific needs for a commercial kitchen space is included in the proposal.
 - Faculty lines have been reduced from seven (7) to three (3) - 2 TT, 1 NTT.
 - Curricular modifications have been made that now include numbers and credits. Errors have been edited and corrected.
- Why the hurry to pass this program?
 - Stake holders in the industry need our support. Students are ready to enroll in this program and some are already on campus.
 - We have a commercial kitchen opportunity that is timely. University food services get a new facility; our program would adopt the old space (residence hall dining facility) and renovate it.
 - U of M, if we don't pass this, will adopt such a program.

- MSU has other resource opportunities tied to this program.
- Why at MSU?
 - We have a land grant mission; we need to support Montana's communities and economies; we need to support the workforce needs of our state and this has been identified as a significant work force need.
 - We have had extensive discussions with MSU Extension agents in counties across the state who are seeing transitions from extractive economies and leisure economies, and we have an opportunity to work with them. It also includes Montana Manufacturing Extension Center who has started a food manufacturers group.
 - MSU has many resources, programs and curriculums that will work synergistically with hospitality.
 - MSU can link hospitality and tourism with entrepreneurship and agriculture like no other university in the state can do.
 - Montana is transitioning from extractive economies to leisure economies – we have the capacity to train leaders for these changing environments.
 - Tourism in Gallatin County tops the state because of our location to Yellowstone National Park – an asset we should capitalize on.
 - The hypothetical budget was to show maximized costs and how enrollment would offset those costs. Revised budget shows net revenue after year two.
 - Block grant program has suggested that they would like to support this program and help MSU hire a food scientist for the Food Enterprise option for several years. They would also like to purchase some kitchen equipment.
 - If the program is moved forward, Harmon will personally seek out the support from foundations for the program.
 - The HM is sharing costs of facilities with GC.
 - Re: Supply and Demand document – MSU aims to educate managers and leaders; not hospitality services laborers. We are aiming higher than that job outlook indicates.
 - Tourism is growing twice as fast in Montana as anywhere else in the country and fastest yet in Gallatin County – another reason for this program at MSU.
 - Lodging managers' salaries are comparable to graduates from the College of EHHD.
 - Will prepare students for a variety of careers and hope they will be entrepreneurs.
 - Industry is seeking individuals who are passionate about hospitality. This would be the first BS in Hospitality in Montana.
 - Three-year program is intended to contribute to increase grad rates and retention and decrease accumulations of student debt Internships are paid and getting into the workforce earlier make a difference in forgiving long term debt.

- Suggestion that we haven't done a program doesn't take into account that MSU's Food Nutrition and Montana Diet Internship programs are all pilots that have similar components to this program. All are successful, enrolled programs.
- Stakeholders Weigh In:
 - Mike Dean, Executive Sous Chef, Xanterra (food concession in Yellowstone) for 26 years:
 - Manages 7 kitchens in 11 locations around the park and all have to mesh to make the tourist experience pleasant.
 - Largest challenge is staffing culinarians in addition to front desk managers, food and beverage managers, etc.
 - Yellowstone visitors exceeded 3 million this year.
 - Yellowstone generated 2M meals.
 - Great Yellowstone Chapter
 - Mike Hope, former owner of Ferraro's: present owner of The Rocking R and Little John's:
 - Manager at Ferraro's was an MSU grad with a degree in Education but left to pursue another career.
 - Owner sold Ferraro's after 20 years; difficult to find qualified help for kitchen management;
 - Manager of the Rocking R has a finance degree;
 - Hope stated that if he had been involved in an internship program, the learning curve would have been shorter for his employees;
 - ProStart was developed by the National Restaurant Association to entice students to become interested in restaurant management. After students participate in the program, there is a gap between high school and the next step before going into hospitality;
 - The program would adapt over time and keep Montanans in the state;
 - Hope is a member of the Montana Tavern Association, who also supports the program.
 - Chris Mehl, employee at Headwater Economics and a Bozeman City Commissioner
 - Reading from the Travel and Tourist Business Patterns:
 - Largest employer in the state; 20% of all private employment;
 - 25% of all private employment in Gallatin County;
 - Fastest growing sector for the state and county;
 - Montana grew from 1998 through 2013 by 26%; 58,000 jobs to 70,500 jobs;
 - Gallatin County has seen a 43% growth in travel and tourism from 6800 to 9800 jobs, today;

- Many starter position jobs but also mid and high-level management jobs within the 70,000+ jobs.
- Combination food services is growing faster than traveling tourism overall; 28% in state growth; 53% growth in Gallatin County.
- As a city commissioner, we pay for the ballot initiative for Gallatin County to support Gallatin College.
- The land grant mission mandates that we address the needs of the people in the state. To educate Montana students and keep them working in Montana, this program allows us to do that.
 - Senator V. Smith noted that the average starting salary for students graduating in engineering or a discipline in agriculture make \$50K - \$75K and queried Mehl what the average middle-management salary for someone coming out of the Hospitality Program would be.
 - Tiffany Lach, owner of Sola Café, noted that her most recent hire, an MSU political science grad, makes \$38,000/year as her restaurant manager.
- Repasky asked if a minor in hospitality would work. By carefully choosing specific electives, as well as providing a foundation in business or some other disciplines, would it serve the industry better than a new program?
 - Hope stated that a minor would be helpful, but doesn't believe it is a big enough commitment. He believes when students begin college and invest three years that illustrates a certain level of commitment and success no matter what they pursue.
- Roth Jordan, owner of Montana Ale Works:
 - Dropped out of college, came to Montana in 1996 at 20;
 - Worked in a kitchen and loved being in a restaurant environment;
 - Left state to acquire culinary training in Vermont;
 - Came back to Montana and opened a restaurant, Montana Ale Works;
 - Now employs 140 people, 10 of which are managers, all are salaried and make from \$50,000 to \$120,000 per year;
 - Amount of people that he employs that have degrees from MSU in something other than hospitality is high. He believes those students make more money in an industry that they are passionate about than in the field they originally received their degree in.

- He would like the program to stay in Bozeman; not go to U of M.
 - Harmon, reading from a letter from Barb Rooney of Big Sky Resorts, relayed the demand for students who have a degree in hospitality.
- A(cademic) P(rograms) W(orking) G(roup) Report - Babbitt
 - Quick APWG report given how close we are to the end of the meeting.
 - APWG received the newest HM/CA proposals last week.
 - The new HM proposal posted last week had curriculum errors; Harmon addressed those errors and a newer proposal has been posted on Monday.
 - The new APWG document included additional positive points:
 - Program negated the “school” concept;
 - Blended between the management and food recreation and hospitality;
 - Upper administration supports the program and will put resources into it to make it successful; and
 - Letters of support.
 - To expedite APWG report, parts of the current report contains APWG’s report on HM/CA from last year, along with replies by proposers.
 - Some of the past report and replies are no longer relevant due to change in proposal.
 - APWG does not endorse the replies to prior report nor did they investigate them.
 - The points included in the new APWG concerned:
 - Cost of the teaching equipment;
 - Cost of the new facility.
 - Hospitality reports a \$0 cost for new facility.
 - Babbitt stated that while \$0 is a possibility, another possibility would be that costs could range anywhere from \$0 - \$2M.
 - Graduate demand, will be addressed by Greg Gilpin.
 - Are the resources for additional sections of classes guaranteed? Confirmation that resources will be given.
 - As Harmon was given a copy of the new APWG report in advance to prepare her presentation, she stated that she had addressed most of the new concerns in today’s senate meeting.
 - APWG report commented on issues with lack of resource.
 - APWG recommended calling the HM a four-year program that can be done in three-years and Harmon concurred.
 - Harmon agrees that CULA only takes about one (1) year off of the BS degree program and not two (2).
 - There is mention of graduate students, but there is no graduate

program.

- It might be instituted later; or,
- It might be “borrowed” from another college.
- The compilation of letters of support that was supplied by proposers has many duplicates, randomly repeated.
- Vision should include students and education but does not.
- Program is “management” deficient compared to other hospitality management programs.
 - There is a balance that must be struck in that if the program is “management heavy,” it would have to go through the accreditation of the business college.
- New proposal shows that there is a reduced number of FTE’s required but didn’t reduce any of the courses; how is this going to be done?
 - Harmon stated that an open line in food and nutrition will be diverted to this program, allowing the program to go from 3 faculty lines to 2 faculty lines.
- The HM proposal is missing library resources.
- Because there was two (2) minutes left in senate and Gilpin had not presented, Chair Babbitt stated there were some possibilities:
 - According to Parliamentary procedure, if someone “calls the vote” on a motion, senate could vote to vote (this requires 2/3 majority to pass), and a vote would then take place on the motion; or,
 - Next week a closed meeting was planned, but senate could vote next week after Dr. Gilpin gives his presentation and after senators have reviewed all the materials posted on the Faculty Senate web site.
- V. Smith moved to delay the vote until next week due to time constraints and for senators to assimilate all the input. He thank the culinary industry guests for their interesting and useful insights. This would give Dr. Gilpin time for his presentation before voting→
 - Potvin suggested yielding the closed meeting for an open meeting next week (senate cannot vote in a closed meeting).
- O’Neill seconded→discussion:
 - Gannon stated that he believes senate has had plenty of time to review the proposal, revised proposal, responses to criticisms, and since there is tremendous faculty support, administrative support and support from the community, senate should take up the vote at this meeting.
- Babbitt asked if there was any more discussion on the motion and restated that this is a vote on a motion to postpone:
 - Discussions ended→
 - Babbitt counted those in favor of postponing the vote which totaled 10; and those opposed to the postponement, which

- totalled 16.
- When Babbitt asked if senators misunderstood the previous vote, no one indicated such.
- The postponement motion failed.
- Paul Gannon made a motion to approve the program →seconded
→discussion: Chair clarified with proposer that this was not a call to vote. Proposer stated that if seconded, there should be discussion afterwards.
 - Wilmer did not believe senators understood the first vote. Chair ruled that point of order mute at this time.
 - Several comments from the audience stated that a motion must be voted on. The chair ruled that was incorrect procedure. Cutting off discussion would require a call of the vote (“Previous Question”). The motion on the floor was to approve the program. Now we are in discussion.
 - A motion to table (“postpone”) the current motion and discussion until next week. →seconded. Chair clarified that this was a motion table until next week. →(14 in favor of tabling) (11 opposed to tabling) → motion to approve the program was tabled until the next week’s Faculty Senate meeting.
- Thank you to the guests for their inputs. Applause of appreciation.
- Motion to adjourn→seconded→passed.

The meeting adjourned at 5:00 pm.

Randy Babbitt, Chair

Michael Babcock, Chair-elect