The APWG have three programs to review. Babbitt asked senators to review and provide feedback for:
- College of Engineering New Minor - Building Energy Systems
- Associate Degree Registered Nurse to Master’s in Nursing (Clinical Nurse Leader) Degree Program
- Hospitality Management Degree Program

Courses and Programs to Review – Chair-Elect Babbitt:
- The APWG reviewed the Nursing Associate to Masters Proposal and a new version of the proposal has been posted to the FS web site. A new version of the Hospitality Program has also been posted. **Discussions in senate on these two programs will resume the first week of December.**

Announcements
- Courses and Programs to Review on FS web site – Senators are to review the courses posted on the FS website and provide comments. Courses will be voted on in the next Steering Committee meeting on Monday, December 8. Following the Nursing Program discussion with Dean Melland, today, senate will vote on the program after the winter break. **Hospitality Management is being reviewed by APWG and should be completed by mid-January.**

APWG will bring recommendations re: Hospitality to CPC. Babbitt asked for faculty input. The program would include:
- Lodging management;
- Culinary value-added food option;
- Farm-to-Table option;
- Sport and Recreation admin option;
- Three new administrators (3.0 FTE);
- Three TT and three NTT faculty at MSU;
Start-up costs of about $2M (does not include the hotel, which might come later);
Net revenues of about $220,000/year if only 1.5 FTE for admin is included; including the full 3.0 FTE for administrators’ salaries, would make reduce net revenue closer to $24,000/year in revenues.
Gallatin College net revenues are projected to be minus $42,000/year;

- Indicators for the Program:
  Job growth in the management/hospitality industry;
  Most of Bozeman job growth was jobs that require only high school;
  There is some demand for Associate Degrees at the local level;
  There is an increasing demand for a Bachelors degree in hospitality and other universities that offer such a program if Idaho, Oregon, and Washington et al are included; we are not sure what the Montana demand is however.
  Enrollment is projected to be 100 students with 60 in-state and 40 out-of- state – would they come to MSU? Many new courses are required to make this program feasible.
- Babbitt encouraged senators to send comments.

**FACULTY SENATE**
October 22, 2014
Minutes

**Hospitality, Culinary Arts Management Program – Chair-elect Babbitt, Alison Harmon (HHD), Stephanie Gray (GC)**

- **Highlights of the Proposed Degree Program and School – Alison Harmon**
  - The Hospitality Management Degree Program is an interdisciplinary program (aka School of Interdisciplinary Studies in Food, Ag & Business) made up of coursework in HHD, Business and in the College of Ag.
  - Other pieces of the school are:
    - Sustainability Foods & Bioenergy Systems degree program (an intercollege program between HHD and the College of Ag);
    - The Montana Dietetic Internship (non-degree graduate program but soon to be a graduate program); and,
    - Town’s Harvest Garden (College of Ag and EHHD collaboration).
  - Curriculum being proposed draws on other colleges as well.
  - There are four options in the program:
    - Restaurant Management: Farm to Table;
    - Lodge Management and Rural Tourism;
    - Value Added Food Enterprise; and,
    - Sports & Recreation Administration.

Each is integrated with one another, supports one another, and are designed to address significant demand from particular groups of students/stake holders in the state.

- It is a three-year degree program that takes place year round, as agriculture and tourism are at their height during the summer. The program aligns with the Strategic Plan and the Land Grant Mission.
Costs (the budget is on the Faculty Senate web site):

- Related to facilities, a teaching kitchen and commercial kitchen are needed. Both are part of the Romney proposal and would be in collaboration with food service as part of their renovation plans.
- New faculty are needed who have expertise in food science, hospitality management, recreation and tourism. Also need a NTT faculty member who can teach in the culinary and hospitality areas.

- Important and unique because it is interdisciplinary with Gallatin College.
  - A 2011 workforce needs assessment was done and revealed that a program of this kind was in demand.
  - There is a need for such a program, as Gallatin County is the fastest growing county in the state.
  - Gallatin County receives the most tourism dollars in the state; 20% of those dollars are from restaurants, not including institutions such as schools, hospitals, and nursing homes.
  - High school students are engaged in this kind of program offering and community colleges are tailored to respond to local needs.
  - Harmon and Gray agree that the dual program collaboration will be attractive to donors.
  - Ransdell stated that one of the governor’s primary initiatives is to have more Montanans attend college; if a student begins in a two-year program, they are much more likely to continue in a four-year program.

- Hostetler – AAS and the option to move into the four-year degree program gives students an opportunity to complete the program all at once, or accomplish the AAS degree, go into the workforce, and come back to finish the four-year degree.

- Discussions ensued:
  - Senator - The three year program will cost students more in tuition during the three summers of attendance than the standard four-year program; room and board during school time is the same. No opportunity to work for pay in summers. Harmon – Students do save money. Those in the program will be in the workforce earlier, so they will be able to pay off their tuition earlier, too.
  - Senator - Gallatin College charges a lower tuition. For those that transfer from AA program, your tuition numbers don’t reflect that. Harmon – Those numbers are all related to the Hospitality Degree.
  - Senator – You reference a 60 (in-state)/40 (out-of-state) split in enrollment; MSU has a 70/30 split. Is there a justification for your program having 10% more? Harmon – I should examine the split SFBS, as I think we will have a similar split. I think this program will; be more attractive to out-of-state students than other programs, and the numbers are based on a prediction.
  - Senator – The fee referenced in this program, what is this for? The BoR is trying to move away from fees, as they look at those as a hidden tuition cost. Harmon – The fee is for food courses and laboratory, but I cannot comment on the rest of them.
  - Senator – Re: curriculum, it is hard to discern whether some of the courses are upper or lower division. The 3XX and 4XX courses referenced are open to
discussions about the level they are to be offered. Although the 122 credits for
the program is a bit over the 120 credits for graduation, more of a concern is the
fact that there is almost no flexibility in free electives, and it would be difficult for
history majors, e.g., to transfer over to this program: It would be an expensive
decision for them to make. There did not appear to be justification for all the
required courses. Harmon – I think that the final analysis on the numbering and
levels of courses and the existence of the electives should involve faculty who
have expertise in those areas. The curriculum would involve input from current
tenure track faculty. Intracurricular design is very difficult. Referencing the SFBS
program, which has been developing over the past five years that probably has
twice as many electives as when it first started? We expect that to happen with
this program, as well.

- Senator – There is no flexibility to have fewer upper level courses, making it a
  bottom-loaded curriculum. That makes those upper division courses even more
  problematic in the ultimate design of the curriculum. We require 42 credits of
  upper division courses to graduate; some of these do not make it. Students are
  going to have to take 1 or 2 of the very few electives as 300 or 400 courses and
  that will be difficult, as some of them require pre-requisites. Harmon – The
  majority of our directed electives in the SFBS area are at the 300-400 level, and I
  would expect to have electives in the two upper division years and we would have
to make room for those. Ransdell – The curriculum is based on industry standards
  and as well as the “Montana flavor.” Gray – This program is training students for
  a specific purpose with a specific focus. Harmon – All the options are between 9
  and 12 experiential and internship credits such that graduates will be competitive
  for open positions. We listened carefully to our stakeholders and paid close
  attention to designing the curriculum based on those criteria.

- Branch asked for more clarity about the 60/40 split, as 2/3 of MSU’s revenue
  comes from out of state enrollment. In relation to the comment about jobs, what
  sorts of jobs are out there that this degree would meet? Harmon – Significant
demand for management in the restaurant industry and we do not have a way to
train students in the state; the same applies to hotel and lodge management. The
value added food option is the fastest manufacturing industry in Montana and
there is no training or support anywhere in the state. Regarding sports and
recreation administration, the needs assessment revealed the need for gym
managers. Existing jobs are there, and I think students taking these courses will
also be entrepreneurs.

- Brester – We have students that manage grain elevators, fertilizer facilities,
  accounting firms, genetics research facilities – I do not see what the unique
  aspects of this management is.
Harmon – I do not see your examples as being under the hospitality degree
program. Those are much more generic. Ransdell –From a liability standpoint for
rock climbing, rafting, etc., these activities require specific training and if we do
not do that it is negligent.

- Tracy Sterling – There is confusion about the name of this program. How are
  these programs doing in other states which have larger populations? Harmon –
These tend to be fully enrolled programs and there are big land grant universities who have hotel/hospitality management programs. This is not a dying field; it is growing field. The service part of the food system is the biggest portion of the program in terms of creating jobs. The name of this school is simply logical and a collaboration among three colleges which are all represented in the name. The name of the school is not as important as the purpose of the school, which is to set aside a space for managing interdisciplinary programs such that it is a mutual space and can draw equally from collaborating partners. A neutral interdisciplinary space is key. The name of the program has all the names of colleges and departments who are making contributions to it. However, different colleges have their own accreditation standards and there is concern all around about this. I would ask, “What would you want to call it?”

- Chair-elect Babbitt asked senators to review all Hospitality Program documents on the FS web site.

**FACULTY SENATE**
**MARCH 25, 2015**
**Minutes**

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.
  o 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:
  o 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.
  o 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.
  o 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.
  o #1 - Regarding the first concern, the Hospitality Program (hereinafter referred to as the “HP”) is not in line with the prioritization document.
  o Affirmation of the program, or not, is a decision to be made among faculty, deans and provost.
  o The word “school” was used to purposely connotate 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 ½% 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.
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.
Hospitality Program (HP) – Alison Harmon

- Harmon stated that responses to the recent faculty concerns have been posted on the FS website.
- Budgetary concerns from faculty:
  - How would the general education of these students be paid for? Harmon accounted for 23 new sections of General Education or other required courses in the budget, as a cost. The budget has been redrafted to show that incorporating most costs over time, revenue would be generated beginning in year four over a ten year period.
  - Instead of an initial large investment, four year incremental investments in the program, to gauge its success, were proposed.
- Employment and wages:
  - The proposal is designed for Montana’s assets and the reason people come to Montana.
  - The program will prepare students for different kinds of employment, including entrepreneurship. In addition to food service management, restaurant management, hotel and lodge management, the program will train food manufacturers, sport and recreation administrators as well as other careers associated with tourism.
  - The notion that there would be 20 new jobs/year in Montana is good news for the program. The program would not be able to fill those positions if it was limited to motel and food service management.
  - We have numerous hotel partners and all are interested in working with interns and would recruit them for jobs.
  - Referencing Montana in the context that it would offer the 466th hospitality program, does not take into account that the HP would be the first in Montana to offer a bachelor’s degree—a key point. There are 250 other dietetic internships in the country, but MSU still fills its capacity each year and could accommodate more if we were able to.
  - Acceptability of wages - The range of wages that students earn in a variety of HHD careers range from $28,000-$55,000/year; the HP is within the acceptable range. “Acceptability,” however, is a subjective assessment and a matter of opinion; two thousand students at MSU choose careers in the hospitality field.
  - The HP is an innovative program that focuses on sustainability, connects with tourism, agriculture, rural economies, food entrepreneurship and interdisciplinary and make the program unique nationwide.
- Faculty Senate discussions ensued:
  - Mosley made two suggestions to make the program more acceptable, especially to those from out-of-state:
    - Remove the campus hotel as it would be in direct competition to private industry in Montana:
- Consider removing the “school” idea. The program can be presented within the department without the unnecessary creation of administrative entities.
  - Harmon stated that conversations need to take place about interdisciplinary programs at MSU and how to manage multiple people in multiple places.
  - Qiu stated that her department believes many academic programs already in existence should be treated as priorities before introducing a new program.
  - Wilmer thanked Harmon for all changes she has made to the proposal, and stated that meeting our goals for the prioritization statement should come first. By adding this new program, how would it accomplish that?
  - Babbitt sees a difference between the previous program proposal and the current one. The success of the previous program proposal was based on reaching a higher student/faculty ratio; MSU had to increase faculty and if it didn’t, the program would not flourish.
    - The new proposal invests four faculty to get 100 more new students. We are assuming that by investing up front to get students in, the program will pay for itself and may cover five new faculty. Since 2009, MSU has grown by 3000 students and a ratio of 5/100 is 150 TT faculty. However, between 20 and maybe 40 faculty have been hired. The faculty are concerned that MSU has increased enrollment but they have not seen a return in new faculty. With this new proposal, we see a faculty investment with the promise of a return of students. Faculty would be more comfortable if they knew that this was one new aspect of getting to that 18/1 ratio beginning in HHD. If there were infinite resources, faculty would support it.
  - Reidy relayed that faculty believe if there are no resources for other centers of excellence (research excellence departments), then why is MSU investing in other programs? The Dept of Mathematics, for example, is significantly short of faculty despite increases in student enrollment.
  - Potvin respects the faculty prioritization document and is committed to working towards its goal through excellence in education by recruiting and retaining the best faculty. A balance must be struck on the academic side, however.
    - Academic affairs have made progress and will continue to make progress, as will be highlighted at the next senate meeting.
    - Potvin believes faculty are not questioning the quality of the curriculum of the HP; objections focus on the 18/1 ratio and that if MSU invests in the HP other programs will suffer.
    - This new HP is an independent, viable program, and there will be more students than expected because of the opportunities of tourism in our region and in the state.
    - As a hypothetical, MSU could relocate the program in Billings, but it would not have the agricultural piece.
    - What would this institution look like if we hadn’t made investments in programs that many of you are in?
    - What would it look like if this institution only invested in programs that guaranteed a student got a high paying job after graduating?
There are many compensatory adjustments that can be made in the prioritization document, and better data might allow us to make those adaptations.

- Gilpin, upon further investigations of his statistical data and embellishing on the information he provided last week in senate, stated that according to employment outlook data, at the national level there will be an excess of 2000-5000 graduates in the next ten years vs. how many new jobs will be available.
  - Montana is not in a vacuum and is competing with the national labor market.
  - There are 82 hospitality programs in the northwest.
  - Within Montana there are hospitality and culinary arts programs, but they provided no support for this proposal, nor have they stated that this was a unique program, that there is a need for it, or that they are capacity constrained and need to significantly improve the HP allocation in Montana.
  - The financial engineering proposal received letters of support from existing programs in Montana, suggesting that this was a unique program and there was a need for it.

- Ransdell stated that EHHD currently has two programs with a 65/1 student to faculty ratio. The HP would benefit those two programs significantly and help to decrease that ratio in the college.
- Gray – In reference to the other two culinary programs in the state (Flathead and Missoula College) two year education does not operate in a similar way as four year education.
  - GC received a vote of confidence from the community and received a mill levy to support programs that the local community requested.
  - Two year students come to their local school because they are not going to move either by choice or income.
  - Flathead would write a letter of support for MSU’s program.
  - No letter of support will be forthcoming from Missoula College.

- Wilmer asked if senate could write a letter, attach it to each ballot, expressing concern that the program continues to take into consideration their progress towards the achievement of the prioritization document.
- Reidy stated that if senate accepts the HP, it will not resemble what was voted on; it will change over time. If senate votes against the HP, it will be revised and the prioritization document will become one of the most important parts of it.

- Chair Reidy has been requested to issue paper ballots for the vote on the HP. A motion was made to issue paper ballots for the HP vote → seconded → all in favor → unanimously accepted.
- Paper ballots were distributed, and senators were requested to write their names on them.
- Voting results showed that Faculty Senate did not accept the Hospitality Program.