

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

Members Present: Adams for DeWeese (Art), Babbitt (Chair-elect), Berry (CE), Bolte (Music), Branch (Eng), Brester (Ag Econ), Brown (JJCBE), Eggert (Emeritus), Gannon (Chem Eng), Greenwood (Math), Herbeck (Ed), Herman (NAS), Hostetler (GC), Kaiser (ECE), Larson (M&IE), Lawrence (Chem & Biochem), Lu (PSPP), Martin (Mod Lang), O’Neill (Arch), Qiu (Physics), Rossmann (Library), A. Smith (HHD), Swinford (Soc/Anthro), Waller (Hist & Phil), Wilmer (Poli Sci), Zabinski (LRES)

Others Present: Deborah Haynes, Sandy Bailey, Steve Erickson, Ryan Doehl, Dave Roberts, Coleen Kaiser, Stephanie Gray, Alison Harmon, Tracy Dougher, Helen Melland, Gregg Aytes, Lynda Ransdell, Martha Potvin, Nicol Rae, Karlene Hoo, Graham Austin, Tracy Sterling, Leila Sterman, Terry Leist, Larry Carucci, David Singel, Ron Larsen

Call to Order – Chair-elect Babbitt

- Chair-elect Babbitt called the meeting to order at 4:10 pm, and a quorum was present. Minutes from February 25, 2015 were unanimously approved.

Announcements – Chair-elect Babbitt

- Courses and Programs
 - All undergraduate courses on the FS web site will be voted on at the next Faculty Senate Steering Committee meeting on March 16, 2015. Comments may be addressed to Chair-elect Babbitt.

Faculty Handbook – Chair-elect Babbitt

- Appointment of Tenurable Faculty (Second Reading)
- 210.00 - Addition of third paragraph re: a terminal degree.
 - Discussion:
 - Bolte – In the School of Music, some faculty who do not have terminal degrees are tenurable. In the applied area of Arts & Architecture, studio art has a terminal degree as an MFA and faculty are practitioners; in Film & Photography, the terminal degree is an MFA and faculty are practitioners. In Music, the BMA is a terminal degree but it is not generally considered a requirement for most appointments at a tenurable level. I worry that this policy terminology might be held at a different level than other requirements for a PhD or a BMA.
 - Babbitt – In a search, what is the difference between someone who has a terminal degree in Music or someone who doesn’t? Do you judge them equally?
 - Bolte – In the applied area, outside experience is scrutinized very carefully. It is a challenge examining music and working with a terminal degree; usually, someone has a large amount of national and internal recognition. Worried about just saying a terminal degree in a discipline is an appropriate experience; maybe we could change the wording to “.....OR an appropriate experience.”
 - Larson – similar situation in M&IE where tenured or tenurable people who do not have a PhD might have a terminal degree in a different field, e.g., physics. Does the paragraph terminology lock someone into the discipline or a related discipline? “.....or appropriate discipline....” might be better language. Babbitt – Does senate believe the current wording locks physics into only hiring physics, engineering into only hiring

engineering, etc.? Or is “discipline” broad enough to say, e.g., “We are looking for someone in physics or related field, that could include engineering etc.”?

- Singel – You want a terminal degree appropriate to the discipline. (He could not decipher what the red edits meant in the document – what are you asking/ What do you require?)
- Babbitt – When looking at a resume, appropriate experience is examined. It does not mean that on-the-job experience is required, but teaching and other experience in graduate school is considered, as spelled out in job description, consistent with Role & Scope. This policy is supposed to be general enough to allow R&S documents to control what is required for each discipline. The terminal degree language is new, but it was in the handbook with respect to visiting faculty.
- Singel - In the course of getting a PhD in physics, e.g., one may have participated in instruction or not, and if either of those is appropriate for the candidate and you want to hire them, you are stretching appropriate to the realm of “meaningless” if nothing is also appropriate. In R&S and interim document in the P&T section, there is a requirement for a terminal degree (not sure of language details) – that idea for a terminal degree is a requirement for hire and is part of MSU’s documentation, now - appointments at various ranks. Is your policy language stating that a requirement for hire is prior experience in instruction? I think that is what you meant to write.
- Babbitt - The R&S would govern that and would be different for different departments.
- O’Neill – In Architecture we would like to hire someone coming from architectural practice who may not have teaching experience. Babbitt – Your R&S would dictate that.
- Babbitt – There should be a comma after “research” so it is “instruction, research, or creative activities.”
- Bolte – Would this remove the possibility of hiring someone who is ABD?
- Potvin – With respect to an ABD, we assign a date by which they need to complete their terminal degree, and it is usually by the time they begin their new position. We require that they complete it by the time they begin their work at the institution, otherwise their contract is null and void. If there is a special exception, we might extend their date and is part of their probationary period.
- Wilmer – Are there accreditation standards, discipline specific that might be referenced?
- Babbitt will bring discussion points back to JAGs and then to senate for a third reading.
- 320.10 - Research Faculty Titles – Third paragraph
 - Language added: “Time and Effort and restrictions of the agency funding their appointment. The time and effort spent on any educational or service activity cannot be charged to sponsored research that does not allow that specific educational or service activity as allowable costs. If the faculty member is not funded by a grant or contract which allows educational and service activities as allowable costs, the time and effort on any educational or service activity, if such activity is expected of the faculty member, may not be charged to a grant and must be supported by other funds.”
 - No senate discussion re: this paragraph.
- Consulting (First Reading):
 - Comment submitted by Kohler was about the consulting policy - the statement about activities that are excluded from the policy is somewhat too narrowly focused "on scholarly writing". This exclusion is important, but faculty also routinely receive honoraria for invited talks and for work as reviewers. These activities are very common for chemistry / biochemistry and other science faculty. I would like to see an explicit statement that talks and reviewing work that receives nominal compensation are also excluded from the policy. Here is a statement I lifted from the internet. Suggested language for Section 100.00, between second and third paragraph is:

- “External professional activities that reflect normal and expected public service activities of faculty and that do not entail compensation beyond reimbursement for expenses and/or a nominal honorarium. These activities include service to governmental agencies and boards such as peer review panels and advisory bodies to other universities; presentations to either professional or public audiences in such forums as professional societies, libraries, and other universities; and peer review activities undertaken for either for-profit or nonprofit publishers.”
- Singel is not clear about the meaning of the paragraph: Babbitt will wordsmith.
- Kohler – Re: Section 100.10 - It introduces the phrase "private consulting" and "private consultant". It is not clear what this means. Is "public consulting" (consulting for a public entity?) excluded? I think *any* external consulting not excluded in section 100.10 is meant. Not clear what the word "private" adds.
- After JAGs reviews on March 20, policy will be brought back to senate for a second reading.
- Corrective Action & Discipline (First Reading):
 - Formerly called “Sanctions” in the old CBA and Interim FH.
 - Language taken from the BoR policy should be highlighted or linked.
 - In reference to BOR language about disciplinary action for gross insubordination, Babbitt commented “If I’m not being insubordinate, I’m not doing my job.”
 - Policy will be brought back to senate for a second reading.

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.

As there was no further business, the meeting adjourned at 5:00 pm.

Signature
Michael Reidy, Chair

Signature
Randy Babbitt, Chair-elect