Program Summary

The Department of Economics offers undergraduate degrees both through the Doermer School of Business (BS in Economics) and through the College of Arts and Sciences (BA in Economics). Overall, enrollment trend in Economics courses has been increasing over the past few years. For example, the Department experienced a 3.7% increase in enrollment, as measured by credit hours, during the 2013-14 academic year (5,604 credit hours as compared to the previous year’s 5,403 credit hours), while IPFW faced a decline of 4.5% in enrollment. Furthermore, the rate of growth in Economics credit hours during the 2013-14 academic year was higher than the previous year’s 3.4% rate of growth. The majority of credit hours in the Department are generated by students not majoring in Economics.

Task Force:

Suggestion: See examples of goals, actions and metrics on USAP website. Metrics should all be specific and measureable, use action verbs and be able to support with data that at the time period specified, you did what you set out to do, or made steps toward achieving your goal(s).

We think that your unit does probably have specifics of what you expect to achieve. We are not sure why they were not shared in this document, but have no way to measure how close or how far your unit is from the 2020 University Goals.

Question: For your Timelines Goals 1-3 nothing is listed, so we assume they will be evaluated on a yearly basis. Does this mean you have a date by which you will annually assess the progress you are making on your goals? How do you/will you record your progress throughout the year?

Thank you for the work that went into this report. Through the USAP process, we are working to create at IPFW a culture of continuous improvement, and we think that setting specific and measurable goals is an important part of getting individuals and units at IPFW to think differently about planning and the future.

Criterion: #1: Mission - How does your unit support the mission of the university? This may include your mission and vision statements. (no more than 200 words)

Question: Mission - How does your unit support the mission of the university? This may include your mission and vision statements. (no more than 200 words)

The mission of the Department of Economics is to provide a high quality economics education to IPFW students. The Department also seeks to advance economic knowledge through academic and pedagogical research and to promote teaching of economics in grades K through 12 in the Fort Wayne area.

Criterion: #2: Accomplishments - Please list significant accomplishments from the last three years as they align with Plan 2020 goals

Question: I. Foster Student Success - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area I: Foster student success.
• Korean Economy and Culture (E477) international exchange course successfully completed its fourth year by visiting Namseoul University for a two-week immersing in Korean economy and culture.
• Assessment results in E270 indicate that 81.8%-98.5% of students met quantitative reasoning learning objectives. (The assessment data are collected for the purposes of satisfying the Association to Advance Collegiate Schools of Business (AACSB) accreditation requirements.)
• Students’ performance in understand the global economic environment learning objective exceeded national average performance levels (according to the 2013 data from Econ-E201 and Econ-E202 courses collected to satisfy AACSB accreditation requirements).
• Preliminary assessment results in Econ-E200 sections indicate that around 97-98% of students met the social and behavioral ways of knowing competency learning objectives in the spring 2014 semester.
• Preliminary assessment results in Econ-E201 sections indicate that between 73-92% of students met the quantitative reasoning competency learning objectives in the spring 2014 semester.
• The Department sponsored teams of students participating in the College Fed Challenge competition held in the Federal Reserve Bank in Chicago in 2012 and 2014.
• Economics students presented their research in student research conferences.

**Question:** II. Creation of Knowledge - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area II: Promote the Creation, Integration, and Application of Knowledge.

The Department was active in research. 100% of tenured and tenure-track faculty are active in research and academically qualified per AACSB accreditation standards to teach Economics courses. Research productivity in the Department has been consistent and high over the past several years. On average, each tenured and tenure-track faculty published 1.5 articles in 2013 and made 1.8 conference presentations. In addition, Economics faculty published 5 editorial notes in 2013. Research is the strength of the Department. We expect this high level of productivity to continue in the coming years.

**Question:** III. Regional Hub - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area III: Serve as a Regional Intellectual, Cultural, and Economic Hub for Global Competitiveness.

• David Dilts served as the Executive Editor of the Journal of Collective Negotiations.
• Nodir Adilov served as an editor of the Journal of Media Economics.
• Economics faculty provided media assistance/interviews to INC News, NBC 33, Fort Wayne Journal Gazette, Business Weekly, and WFFT News.
• The Center for Economic Education provided teacher workshops for high-school teachers in Fort Wayne area.
• The Center for Economic Education received Peter V. Harrington Award for best university-based center for economic education in Indiana in 2012.
• Economics faculty research findings were cited by national and local news agencies (The Washington Post, The Boston Globe, and The Journal Gazette.)

**Question:** IV. - Create a Stronger Univ - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area IV: Create a Stronger University through Improving the Support of Stakeholders and the Quality and Efficiency of the Organization.
Question: Other Accomplishments - Please list any other significant accomplishments from the last three years that do not align with Plan 2020.

- The IPFW Center for Economic Education received $15,000 grant from the Apgar Foundation to fund the center’s activities in 2013.

Criterion: #3: Accreditations - Program specific accreditation and status

Question: Accreditations - What program-specific accreditations and status do you have, if any?

The Economics Department is within the School of Business and falls under the AACSB accreditation.

Question: Constraints/Benefits - How do these accreditations constrain or benefit the work of your unit, if applicable?

AACSB accreditation emphasizes quality and continuous improvement. These values align with the mission of the Department and provide positive reinforcement of teaching, research and service expectations in the Department. On the other hand, the accreditation requirements restrict the Department’s ability to staff its courses because it is harder to find academically or professionally qualified limited term lecturers.

Criterion: #4: Laws and Mandates - Federal and state laws or mandates that your unit addresses

Question: Federal and State Laws - What federal and/or state laws or mandates do you address, if any?

N/A

Question: Constraints/Benefits - How do these federal and state laws or mandates constrain or benefit the work of your unit?

Criterion: #5: Inefficiencies - Activities that you spend resources on inefficiently or in ways that do not support the mission.

Question: Inefficient use of resources - On what activities, if any, do you spend resources (money, time, people, etc.) inefficiently or in ways that do not support the mission of your unit or the university? List as many as apply.

N/A
**Criterion:** #6: IR and Budget Review - Review of your department profile and budget

**Question:** Contextualize IR data - Upon review of your IR Department Profile (for academic units) and FY 14-15 Budget information, are there any data you want to correct or contextualize? To view your profile or budget visit the Office of Institutional Effectiveness website: http://www.ipfw.edu/offices/ir/profiles/

The Department is still in the process of reviewing the data posted on its IR Department Profile.

**Criterion:** #7: Goal One - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**
1. Comment on the specificity of the goal:

A goal of teaching is not very specific to your unit. You have quite a few action steps but they do not come together with a sense of a unified goal for the Economics Department and something specific you may have in mind for a teaching goal.

2. Comment on the goal’s measures:

Your metrics are not measurable as they are stated.

Question: How will you assess and measure your unit’s teaching? Will you use student evaluations alone? Other? What are your unit’s expectations for teaching?

If you haven’t defined where you would like your department to be as far as teaching competency or student evaluations (or whatever tool you use) you will not know when you have or have not achieved your goal.

Question: What are “high impact academic activities?” What are your target goals for teaching?

Suggestion: If these “high impact activities” are defined, you can measure them. They then could be incorporated into your classes if you deem it appropriate or as a part of a senior seminar or other learning experience.

Example: “Each Economics Major/Minor will engage in ______(#) of _______ (projects/student experiences you define as high impact) by ________ (timeline) with ________(proficiency).”

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data:

It is difficult to comment on ability to achieve this goal since a specific target was not stated. However, with the authorization for 2 new hires, and a reduction in overloads, this should create an opportunity for measurement of and creation of the aforementioned “high impact academic activities” as defined by the Economics Unit.

4. Comment on the goal’s relevance:

If “high impact academic activities” are defined as well as how student learning will be assessed, the relevance of the goal can then be commented on, but without those, we cannot tell if the goal is relevant.

5. Comment on the timeline of the goal:

See Question at conclusion of Feedback Form for Goals 1-3.

Possible opportunities for collaboration or suggestions for addressing a gap:

**Question:** Unit Goal - What is your unit goal?

Teaching. To provide current, relevant and rigorous academic program in economics that serves the needs of the diverse student body.
IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

I.A.1. Improve quality and fidelity of assessment process of degree/certificate programs, General Education program, and Baccalaureate Framework with dedicated resources.

I.A.2. Use assessment data to improve student learning.

I.B.3. Expand number of degree programs that have gateway courses.

I.B.5. Transform the concept of the college classroom and the delivery of education.

I.C.6. Increase support programs for international study for domestic students.

I.D.1. Develop activities and experiences that promote multiculturalism as a value.

I.E.2. Develop activities and experiences that promote success in student achievement through programs with strong student learning outcomes, high graduation rates, and strong job placement prospects.

II.B. Promote mentoring relationships between faculty and students engaged in creation, integration, and application of knowledge.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

High

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

Provide support to faculty in their teaching activities, periodically review assessment instruments, develop assessment instruments for General Education courses, annually evaluate the data collected to assess student learning, adjust course offerings as needed, and evaluate student performance in the Fed Challenge competition and in Korean Economy and Culture international travel course.

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

A. Assessment of student learning (conducted annually).

B. Number of students engaged in high impact academic activities.

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

Economics Department does not have sufficient faculty resources to cover its courses without the need for overloads. However, the VCAA has recently authorized search for a replacement and a new faculty. This should help the Department to better meet its teaching obligations and objectives.
**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

Please see the answer to the previous question.

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

N/A

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

N/A

**Criterion:** #8: Goal Two - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**
1. Comment on the specificity of the goal:

Goal 2 – Research is not a goal but a job description.

For your actions the statement of “provide support to faculty in their research activities” doesn’t inform as to what your unit will do for support.

Question: What kind of support will you provide?

2. Comment on the goal’s measures:

Quantity and quality are stated as metrics for your unit in this goal. In order to know if you have met your goal you will need to say: how many? In what time frame? What is your unit’s acceptable quality? (All peer reviewed?)

Question: Would it be a goal to maintain your department being “100% active in research”? If so what does this mean?

Suggestion: Define “100% active in research” i.e. Economics expects (___) publications and/or present papers. For what audience? How often?

Question: Is student involvement in research expected or optional?

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

If your unit is already 100% active in research, is that 1 paper/1 presentation per year? If you have already achieved that, do you want to improve quantity or quality? A goal is needed that is measurable to know if it is achievable.

4. Comment on the goal’s relevance:

If a measurable goal for research is written it could be very relevant.

5. Comment on the timeline of the goal:

See Question at conclusion of Feedback Form for Goals 1-3.

Possible opportunities for collaboration or suggestions for addressing a gap:

**Question:** Unit Goal - What is your unit goal?

Research. To pursue and disseminate theoretical and applied knowledge in economics.

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.
II.A. Project future regional, national, and international demand for research and collaboration.

II.B. Promote mentoring relationships between faculty and students engaged in creation, integration, and application of knowledge.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

High.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

Provide support to faculty in their research activities.

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

A. Percent of tenured and tenure-track faculty who are actively engaged in research (percent of faculty who meet AACSB accreditation requirements).

B. Quantity and quality of research produced by Economics faculty.

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

Yes.

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

N/A

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Economics Department does not have sufficient faculty resources to cover its courses without the need for overloads. This puts a restraint on faculty time to conduct research. However, the VCAA has recently authorized search for a replacement and a new faculty. This should help the Department to better meet its research objectives.

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

N/A
#9: Goal Three - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:** 1. Comment on the specificity of the goal:

Goal 3 – Service is not a goal but a job description.

For your actions the statement of “provide support to faculty in their service activities” doesn’t inform as to what your unit will do for support.

Question: What kind of support will you provide?

2. Comment on the goal’s measures:

If you measure % of faculty engaged as stated for your metric, how will you know if you met your goal? What will qualify as “meet[ing] service expectations of the Department”?

Suggestions: We have no way to measure whether or not you have met this goal. A statement of how many, how much, how often and what type of service activities you expect of the individuals in your unit is the only way to know if you are meeting your goal.

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

No information was provided on quantity or quality of expected service, therefore a goal is needed that is measureable to know if it is achievable.

4. Comment on the goal’s relevance:

If a measureable goal for service is written it could be very relevant.

5. Comment on the timeline of the goal:

See Question at conclusion of Feedback Form for Goals 1-3.

Possible opportunities for collaboration or suggestions for addressing a gap:

**Question:** Unit Goal - What is your unit goal?

Service. To serve the university, students, the profession and the community in support of the departmental mission.

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

- III.B. Provide access to outstanding intellectual programming.
- III.D. Provide non-credit enrichment experiences for the community.
ECON Economics

Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Medium/high.

Question: Actions - What action(s) does your unit plan to take to support this unit goal?

Provide support to faculty in their service activities.

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

A. Percent of faculty engaged in service activities (meet service expectations of the Department).

B. Quality of service activities.

Question: Resources - Are you able to accomplish this unit goal with your current resources?

Economics Department does not have sufficient faculty resources to cover its courses without the need for overloads. This severely limits the Department’s ability to engage in service activities. However, the VCAA has recently authorized search for a replacement and a new faculty. This should help the Department to better meet its service objectives.

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

Please see the answer above.

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

N/A.

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

N/A.

Criterion: #10: Goal Four - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Question: Unit Goal - What is your unit goal?
ECON Economics

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:** #11: Goal Five - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.
ECON Economics

Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don't have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:** #12: Goal Six - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write "NA" or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?
**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:** #13: Goal Seven - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?
Question: Resources - Are you able to accomplish this unit goal with your current resources?

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Criterion: #14: Goal Eight - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Question: Unit Goal - What is your unit goal?

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Question: Actions - What action(s) does your unit plan to take to support this unit goal?

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Question: Resources - Are you able to accomplish this unit goal with your current resources?

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?
**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:** #15: Goal Nine - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?
**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:** #16: Goal Ten - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?