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| Project Name: | Expansion of L&S Faculty Lines in Economics |
| MIU Round(s): | 1 & 2 |
| Sponsor(s): | College of Letters and Science |
| Coordinator(s): | Ananth Seshadri, John Karl Scholz |
| Partner(s): | Gary Sandefur, Nancy Westphal-Johnson |
| Report Date: | Year 1, August 2010; Year 2, July 2011; Year 3, July 2012; Year 4, July 2013 |

Project Goal and Measures

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| Project Impact Measure(s) | <ul style="list-style-type: none"> • Increase capacity in Economics 301 and the number of undergraduates in Economics 301 who are taught by a faculty member. • Increase the number of undergraduates in Economics 302 who are taught by a faculty member. • Increase the number of undergraduates in Economics 310 who are taught by a faculty member. • Increase the number of waitlisted students who are able to enroll in top-ranked electives. |
| Project Impact Data Source(s) | <ul style="list-style-type: none"> • Academic Planning and Analysis has standard queries showing course offerings, enrollments and instructor rank. Data source is the Schedule of Classes and HR appointment data views. • Economics will provide data to measure the impact on waitlisted students and elective course ranking. |
| Baseline Measure(s) | Academic Year 2008-09 will be used as the baseline for all project impact measures. Economics prefers 08-09 to 09-10 because 09-10 was an atypical year in many respects. |

MIU Impact Measures

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| A | Increased access in bottleneck areas | Covered by project goals (course access goals are in courses required for major). |
| B | Increased capacity for high-demand experiences | Economics will increase the number of advanced electives taught by faculty members. |
| C | Increased capacity for high-impact practices | Maintain access in faculty-taught courses required for honors in the major (courses were not always available due to faculty teaching other bottleneck courses on overload). |

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| D | Increased student learning and teaching excellence | <ul style="list-style-type: none"> • Economics solicits feedback on a regular basis from the Economic Student Association (ESA) and small focus groups about the quality of instruction, class size and course access. • Economics pays close attention to teaching ratings by faculty and instructional staff. • Economics is increasing the mentoring of new faculty and placing increased importance on classroom performance. |
| E | More tenured, tenure-track faculty teaching undergraduate courses | Covered in project goals. |
| F | Decreased achievement gaps | Economics is developing an intervention for students in Economics 101 who are less well prepared for the course based on ACT scores and math placement scores. The intervention is a supplementary 1 credit seminar designed to decrease adverse outcomes (Ds, Fs, drops). |
| G | Attention to diversity in new hires | Search chairs attend WISELI training. Economics defines its search criteria (in terms for field and rank) broadly in order to attract a diverse set of applicants. Economics contacts peer institutions to recruit women and minority candidates. Recent hires have increased the number of female and minority Economics faculty. |
| I | Unintended benefits | MIU has allowed Economics to attract top faculty members and compete for new hires with top-ranked departments at other universities. |

Progress Reports

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| Year 1, 2009-10 | Conducted faculty recruitment and searches. Two faculty members were hired. These faculty members will begin teaching in Fall 2010. |
| Year 2, 2010-11 | <ul style="list-style-type: none"> • Economics 301: Increased enrollment capacity. Enrollment increased from 485 in AY 2009-09 to 720 in AY 2010-11. • Economics 302: Increased the number of faculty instructors from 1 of 3 primary sections to 3 of 4 primary sections. • Economics 310: Increased enrollments from 195 in AY 2008-09 to 238 in AY 2010-11. Maintained the same level of faculty instruction but reduced reliance on faculty overload pay. • Increased the number of advanced electives offered to 20 during the 2010-11 year (from a baseline of 17). These were all taught by faculty. The additional faculty members also allowed faculty instruction for required honors-track courses of Econ 111, 311 and 312. • Utilized additional TA positions to support the additional sections of faculty-instructed courses and to add an optional discussion section to Econ 101 targeted students who have traditionally had difficulty with the course (mainly due to low quantitative experience and skills). |

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Year 3, 2011-12

- Economics 301, 302, and 310 are key courses for all students considering an Economics major (now among the most common undergraduate majors). These courses have been prioritized for improved curricular management, for faculty instruction, and for increased offerings. Economics 301: Offered four primary sections (2 in Fall, 2 in Spring). 3 of the four were taught by faculty members. Economics 302: Offered four primary sections (2 in Fall, 2 in Spring). 3 of the four were taught by faculty members. Economics 310: Offered two faculty-taught sections in Fall 2011 and one section (with lecturer instructor) in Spring 2012.
- Offered 24 advanced electives on specific economics-related topics.
- Increased the number of courses required for Honors economics students (111, 311, and 312) that are taught by faculty.
- Implemented Economics 100, an economics course for non-majors (taught by a faculty member).
- Reduced bottleneck in Econ 410 (Econometrics) by offering an additional section (2 total) in Spring 2012 (in addition to 1 section in Fall).
- Used the relatively new waitlist functionality in ISIS and the new faculty hires to increase the number of students placed in waitlisted classes. In particular, a large waitlist for Econ 310 (Statistics) was reduced by adding a new section.
- Began planning process for a 1 credit seminar to be taken in conjunction with Economics 101 and targeted to students who have traditionally not had success in Economics 101. This intervention is designed to decrease the achievement gap in Economics 101.
- Economics finished hiring of the five faculty positions awarded in MIU Round 2.

Year 4, 2012-13

- Economics 301, 302, and 310 are key courses for all students considering an Economics major (now among the most common undergraduate majors). These courses have been prioritized for improved curricular management, for faculty instruction, and for increased offerings.
 - Economics 301: offered two lectures each semester and added a summer session offering. Reserved course seats for transfer students, who typically register later than continuing students.
 - Economics 302: Offered five lectures all faculty taught (up from two lectures taught by non-faculty instructors in the base year).
 - Economics 310: Course has been redesigned to both accommodate increased student demand AND allow for better instructor/student contact. Coordinated course content with the Statistics Department because the course serves both majors.
 - Met MIU goal of increasing advanced electives from 17 in the base year to 25 in 2012-13. These are faculty-taught electives on current topics such as Behavioral Economics and Wealth and Income.
 - Continued previous year commitments to increase opportunities for undergraduates to take Honors courses, for Economics majors to enroll in Econometrics earlier, and to offer an introductory Economics course for non-majors.
 - Assessment: No assessment of student learning outcomes was reported.
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