



Program Review Implementation Plan

This required form is described as Appendix A in AR II-I.0.6.

College/Unit: Department of Economics

Date: June 21, 2012

Recommendation/ Suggestion	Source I/E/H	Accept/ Reject	Unit Response (resulting goal or objective)	Actions (including needed resources)	Time Line
Increase Teaching Assistant (TA) stipends by at least \$5,000 per year	I & E & H	A	Increase the 20 TA stipends by at least \$5,000 per year	TA funds, endowments, and operating budgets need to be scrutinized and increased. Find more sources to yield at least \$100,000 per year. Work with College Development Officer, CBER, and Dean's Office.	2 years
Add 15 Teaching Assistantships to permit 5 th year funding, reduce TA teaching loads, and allow for moderate growth.	I	A	Increase TA lines in order to promise 5 years of funding to successful students. About half would be used to fund the current number of students and half would be used to expand the program and provide backup for students funded by external grants.	TA funds, endowments, and operating budgets need to be scrutinized and increased. Find more sources to yield at least \$630,000 per year. Work with College Development Officer, CBER, and Dean's Office.	5 years
Use more 5 th year TAs	E	A	Gradually increase 5 th year funding for successful students as funding for TAs increases.	5 th year TAs are tied to the first two recommendations and actions. We must find the funds.	5 years
More large lecture sections to reduce the number of TA course preparations	E	R, but reconsider later	Current constraints on classroom size limit the number of large sections.	Reconsider after expansion and renovation of the Gatton College of Business and Economics Bldg.	4 years
Allow 2 nd year TAs to teach two sections during one semester and just grade the other semester	E	A, with changes	May experiment with a few students and evaluate. Tailor to student career goals regarding research and teaching. The goal is to reduce teaching loads on second year TAs rather than simply reallocate over time. Good teaching is a selling point for our PhDs, but we don't need to have them teach as much.	Consider TA assignments for several 2 nd year TAs. Explore ways to reduce heavy teaching burden while doing intense coursework.	2 years
Continue to use the summer for rising 2 nd year TAs	E	A	Will do. These TAs are under direct supervision of course coordinators who are the instructors of record.	Continue	N/A

Add a for-credit graduate student workshop that is run by a faculty member and give that person course credit on teaching load	E & H	A, mostly	The Department will strongly consider returning to having two weekly workshops with more graduate student and faculty papers with course credit given for graduate students and teaching load credit given for the organizer. ECO 707 Research Seminar in Economics is a source of graduate student papers.	Department Chair will appoint workshop coordinator and committee. Department needs to develop a course proposal for graduate credit and change graduate program requirements.	2 years
Encourage graduate students to make presentations in their first three years.	E	A	By the end of the third year each graduate student should have made at least one formal presentation.	The Director of Graduate Studies and chairs of student advisory committees should require presentations in a workshop and/or meetings of organizations such as the Kentucky Economic Association.	2 years
Continue Math Boot Camp for incoming graduate students	E	A	Continue to offer Math Boot camp in August.	Faculty members must be recruited to offer the camp because the person who taught it in the past has left UK. The Chair and DGS should coordinate efforts with the Department of Agricultural Economics.	N/A
Consider distance education technology for some courses.	I & E	A	Investigate advantages and disadvantages of online and hybrid courses and make recommendations regarding development and offerings	Appoint a special committee with Director of Undergraduate Studies (DUS) as chair to search the literature, review offerings of peer institutions, and consult experienced experts. Report to the department with recommendations.	1 year
Require ECO 491G Applied Econometrics in the Mathematical Economics program	E	A, mostly	Consider the requirement.	The Department Undergraduate Studies Committee will study the implications of the requirement, make a recommendation, and prepare a program change if appropriate.	1 year
Use the Economics Society to better connect with undergraduate students.	E & I	A	Increase the effectiveness of the Economics Society in reaching students and providing opportunities to learn more about what economists do.	The Chair and DUS will encourage faculty to send items for posting on Facebook by the Economics Society. The Chair and DUS will work to coordinate activities with the BB&T program when interests are common.	1 year
Provide more interactive courses such as ECO 499 Seminar in Economics (subtitle) for exceptional students.	E	A, mostly	Consider requiring ECO 491G for Mathematical Economics majors.	Requiring ECO491G for MathEcon majors will give them a required interactive course. Offering ECO 491G will give other economics majors the opportunity for another interactive course in addition to the ECO 499 they are required to take.	1 year

Build more relationships between the Center for Business and Economics Research (CBER) and other departments/school within the Gatton College and increase funding.	E	A	Increase communication between CBER and the other units.	The new CBER director will increase effort to involve Gatton faculty through personal contacts.	2 years
Mold more CBER research into publishable work.	E	A	Increase publications from CBER research.	The new CBER director will increase effort to capitalize on data that become available. CBER will work with the Development Officer to secure an endowment of \$250,000 to support publishable, applied economic research.	5 years
Consider funding models that will allow the University of Kentucky Center for Poverty Research (UKCPR) to play a coordinating role for poverty research at UK.	E	A	Develop an endowment that will facilitate collaborative poverty research across the Gatton College and UK.	Work with the college Development Officer to secure an endowment of \$250,000.	5 years
Increase salary levels for productive associate and full professors.	E & I & H	A	Close the gap. Full professors are more than \$31,000 below the average of PhD-granting departments and associate professors are more than \$28,000 below. See Self-Study.	Use merit review and professorships to reward active, contributing, tenured professors so that they are at least at the averages for their rank and PhD-granting institutions.	4 years
Add at least one staff member to assist in arranging workshops, graduate admissions, and faculty support.	E	A, partly	Increase staff support.	Consider hiring part-time help for projects.	1 year
Additional faculty lines to improve undergraduate and graduate students' experiences and support net revenue generating programs.	E & I	A	Increase the number of faculty in order to accommodate adding courses to provide additional interactive courses for exceptional students, the expected demand for courses from the return of the Foreign Language International Economics major and increased UK and Gatton College enrollments, and running the new required, for-credit workshop for graduate students, and supporting net revenue generating programs such as executive MBAs.	Work with the Dean's Office, College Development Officer, and CBER to find and funds to support hiring four new faculty members.	5 years
Involve non-research-active faculty in other ways and have them teach additional courses and take on additional administrative responsibilities.	E	A	Increase teaching loads for faculty with minimal research activity and have them coordinate more independent study ECO 395 projects and take on some administrative tasks.	Use merit review to identify faculty with minimal research activity. Chair in consultation with the Dean will increase teaching load. Chair and DUS will direct students with ECO 395 projects to those faculty members. The Chair will consider possible additional administrative duties for these faculty members	1 year

Provide course releases for faculty members with particularly productive research programs.	E	A	Each year provide course releases for at least two faculty members with productive research programs and extensive dissertation advising. Consider rotating the releases among productive research faculty members.	Chair will make course release decisions based on merit review and continuity of graduate and undergraduate programs.	2 years
Evaluate content of intermediate theory courses, ECO 401 & ECO 402, to consider consistency and complementarity.	I	A	Review content of the intermediate theory courses.	Chair will give this charge to the Undergraduate Studies Committee.	1 year
Continue to develop and offer 300-level courses for majors and non-majors.	I	A	Review undergraduate programs and recommend new courses.	Chair will give this charge to the Undergraduate Studies Committee.	1 year
Continue to develop and fine tune undergraduate program assessment.	I	A	Review and develop the program assessment process.	Chair will give this charge to the Undergraduate Studies Committee.	1 year
Improve and expand the Laboratory for Economics and Accounting Proficiency (LEAP).	I	A	Review LEAP.	Chair of Economics and Director of School of Accountancy will continue to appoint a committee to review LEAP each year.	1 year
Continue to improve communications between professional advising staffs in Gatton College and College of A&S	I	A	Continue to improve communications between professional advising staffs in Gatton College and College of A&S	Chair and DUS will meet with both sets of advisors each semester and maintain email contact about any changes in undergraduate programs and offerings.	1 year
Find additional ways to increase one-on-one interaction between economics faculty and majors	I	A, mostly	Find ways to promote efficient interaction between economics faculty and majors.	Chair will give this charge to the Undergraduate Studies Committee.	1 year
Improve identification, advising, and research skills of majors considering graduate work in economics.	I	A	Improve identification, advising, and research skills of majors considering graduate work in economics.	Chair will give this charge to the Undergraduate Studies Committee.	1 year
Increase internship and experiential learning opportunities.	I & H	A	Increase internship opportunities and consider developing a for credit ECO course to be taken instead of an EXP course.	Chair will give this charge to the Undergraduate Studies Committee regarding a course proposal. A part-time staff person could assist with administration and this possibility will be explored with the Graham Career Center.	1 Year

* Source of Recommendation (I = Internal recommendation; E = External Review Committee recommendation; H = Unit Head recommendation)
 ** Accept/Reject Recommendation (A=Accept; R=Reject)

Unit Head Signature:  Unit Head Supervisor Signature:  Date: 6/22/2012