

Administrative and Educational Support Report*

Department of Economics & Finance

**Annual Action Plan
Annual Assessment Report**

June 2007 – May 2008

***Student Learning Outcomes for this department are available at
<http://www.ie.utpa.edu/CoBALearningOutcomes.htm>**



Annual Action Plan: June 1, 2007–May 31, 2008

Unit: **Department of Economics and Finance**

UTPA Mission: The University of Texas-Pan American (UTPA) serves the higher education needs of a rapidly growing, international, multicultural population in the South Texas Region. The University preserves, transmits and creates knowledge to serve the cultural, civic, and economic advancement of the region and the state. The University provides students advanced instruction in academic programs offered through innovative delivery systems that lead to professional certification, and baccalaureate, master’s and doctoral degrees. Through teaching, research, creative activity and public service, UTPA prepares students for lifelong learning and leadership roles in the state, nation and world community.

Division: Academic Affairs

Unit Head: Alberto Dávila

Unit Mission: The mission of the Economics and Finance department is to aid the College of Business at the University of Texas Pan American to 1) Develop business, and academic leaders who are qualified and committed to the improvement of society, 2) Produce scholarly research relevant to domestic and global business, and 3) Support professional, community and university activities that contribute to economic progress, social improvement and intellectual development.

UTPA Goal: Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

Academic Affairs Objective: 1.A. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and improving continuance as measured in the key outcome measures associated with student in continuance degree programs.

College/AVP Objective: 1.A. The CoBA will develop and implement a systematic plan for collecting, reporting, benchmarking and continuously improving key outcome measures of student continuance in business degree programs.

Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The department of Economics and Finance will help CoBA develop and implement a	Increase majors’ 4-year graduation rate by 2 percent by the end of the 2007-08 academic year.	Remind finance majors in Finance 3382 and Economics majors in Economics 3351 that	The department will meet with the Dean’s office to determine effectiveness of the strategies in meeting targets and develop new	20% increase in Summer teaching budget for faculty, lecturers, and teaching

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Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
systematic plan for collecting, reporting, benchmarking and continuously improving key outcome measures of student continuance in business degree programs.	<p>Increase majors' retention rate by 2 percent by the end of the 2007-2008 academic year.</p> <p>Increase majors' persistence rates by 2 percent by the end of the 2007-2008 academic year.</p>	<p>they are required to see an advisor throughout the year.</p> <p>Continue to expand on-line offerings by one course per year that will satisfy student graduation plans in four years.</p> <p>Provide more offerings of advanced economics and finance electives during the summer sessions.</p>	target rates and new strategies, if needed by June 1 st , 2008.	<p>assistants.</p> <p>10% increase in formula for paying all instructors and faculty for Summer teaching.</p>

UTPA Goal:

Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

Academic Affairs Objective:

1.B. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and improving of the key outcome measures associated with enhancing student learning outcomes.

College/AVP Objective:

1.B. The CoBA will develop and implement a plan for the collection, reporting, benchmarking, and improving of key outcome measures associated with enhancing student learning outcomes for business students.

Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The department of Economics and Finance	The average student scores on the ETS exam will	Continue to enforce prerequisites for all	The department will receive a SLO report that summarizes,	About \$1,500 is needed to fund registration and

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Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
will help CoBA to develop and implement a plan for the collection, reporting, benchmarking, and improving of key outcome measures associated with enhancing student learning outcomes for business students.	<p>improve from the prior two-year ETS exam average by 5 percent.</p> <p>The average student scores on the ETS exam embedded questions will improve from the prior year by 5 percent, on average.</p>	<p>upper level courses and assess the need for additional prerequisites for these courses.</p> <p>Increase the proportion of experienced faculty teaching the basic economics and finance courses.</p> <p>Send one faculty to the AACSB Assurances of Student Learning (ASL) Conference.</p>	<p>analyzes and evaluates the business student learning outcome measures from COBA by April 15th, 2008. The chair will then meet with the Dean's office to reevaluate the plans to improve each student learning outcome. At this meeting, new targets for each measure will be developed and actions plans will be amended as needed by June 1st, 2008.</p> <p>Faculty attending the ASL conference will assist in developing and monitoring College and Departmental student learning objectives.</p>	travel to the AACSB Assurance of Learning training conference.

UTPA Goal:

Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

Academic Affairs Objective:

1.C. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and improving of the key outcome measures associated with increasing access to our educational programs.

College/AVP Objective:

1.C. The CoBA will develop and implement a plan for collecting, reporting, benchmarking, and improving key outcome measures associated with increasing high-quality student access to CoBA educational programs.

Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
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Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The department of Economics and Finance will help CoBA develop and implement a plan for collecting, reporting, benchmarking, and improving key outcome measures associated with increasing high-quality student access to CoBA educational programs.	All core Finance courses will be offered online by Fall 2008. All business courses and enough electives will be offered online or at night by Spring 2008. Economics 1301, Economics 2301, and Economics 2302 will be offered online every semester by Spring 2008	Economics and Finance faculty will be encouraged to participate in teaching development activities such as online course training and course.	The number of faculty participating in teaching development activities will be determined and used as a benchmark for subsequent years.	None

UTPA Goal:

Become an outstanding research institution, emphasizing collaborative partnerships and entrepreneurship.

Academic Affairs Objective:

2.A. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the production and dissemination of scholarly and creative works as measured in the key outcome measures.

College/AVP Objective:

2.A. The CoBA will develop and implement a plan for collecting, reporting, benchmarking, and improving the production and dissemination of scholarly and creative works.

Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The department of Economics and Finance	By May 2008, increase the number of scholarly	Continue to acquire exclusive data sets for	The department will collect and count the number of	\$20,000.00 increase in research support.

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Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
will help CoBA to develop and implement a plan for the collecting, reporting, benchmarking, and improving the production and dissemination of scholarly and creative works.	activities by TT/Tenured faculty by 10% over the last academic year based on the following key indicators: a. number of refereed works in target journals b. number of refereed journals in other journals considered “high quality” in economics and finance. c. number of state, regional, national and international presentations. d. number of books e. number of book chapters	empirical analyses, such as Execucomp. Continue the “brown-bag” research seminars to be scheduled (at least) twice a month over the 9-month academic year. Continue to fund faculty presenting research seminar at national and international conferences.	publications/presentation by faculty from the Faculty News/Research database by April 15, 2007. Results will be used to amend target numbers or strategies for the subsequent year.	\$10,000.00 for guest scholar visits. \$30,000.00 increase in travel support.

UTPA Goal:

Become an outstanding research institution, emphasizing collaborative partnerships and entrepreneurship.

Academic Affairs Objective:

2.B. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to improve acquisition of external funds as measured in the key outcome measures.

College/AVP Objective:

2.B. The College will develop and implement a plan for collecting, reporting, benchmarking, and improving the acquisition of external funds.

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Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The department of Economics and Finance will help CoBA develop and implement a plan for collecting, reporting, benchmarking, and improving the acquisition of external funds.	<p>Increase external-fund acquisition by 5 percent a year.</p> <p>Increase the number and amount of revenue generated through entrepreneurial activities.</p>	<p>Make faculty aware of new grant opportunities.</p> <p>The department will begin to explore the viability of offering certification programs in real estate and financial planning that could help generate entrepreneurial funds for the department.</p>	By May 15 th , the department will assist the CoBA Dean's office and review the entrepreneurial activities to determine their success as measured by revenue generated, publicity generated, and goodwill to the community. These results will be used to continue, delete or alter the activities and to establish new targets.	One course teaching release for faculty involved in activities to raise external funds via grants and entrepreneurial activities.

UTPA Goal:

Enhance UTPA's engagement with the community to meet challenges and maximize opportunities.

Academic Affairs Objective:

3.A. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to increase credit and non-credit offerings as measured in the key outcome measures.

College/AVP Objective:

3.A. The College will develop and implement a plan for collecting, reporting, benchmarking, and improving the number of credit and non-credit course offerings.

Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The department will help CoBA develop and implement a plan for collecting, reporting, benchmarking, and improving the number of	See objective 2 B.	See strategy for 2 B objective.	The number of courses offered at nontraditional times/methods will be examined and reported to the Dean's office by May 15 th 2008.	Revenues generated from noncredit offerings will be used to compensate course offerings participants (faculty, student

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Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
credit and non-credit course offerings.				assistants, departments).

UTPA Goal:

Enhance UTPA's engagement with the community to meet challenges and maximize opportunities.

Academic Affairs Objective:

3.B. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to increase credit and non-credit offerings as measured in the key outcome measures.

College/AVP Objective:

3.B. The College will develop and implement a plan for collecting, reporting, benchmarking, and improving the integration of University and community resources.

Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The department of Economics and Finance will help CoBA develop and implement a plan for collecting, reporting, benchmarking, and improving the integration of University and community resources.	Maintain support from the National Council on Economic Education and the Texas Council on Economic Education. Continue to produce the Economic Forecast model.	Provide at least 2 teacher education workshops a year. Provide empirical and editorial support to Dr. Soydemir as he prepares the forecast reports.	Provide the NCEE and TCEE with timely reports on workshop activities. Conduct surveys of business leaders on their economic/business forecasting needs	1 course workload release to faculty engaged in the aforementioned community service.

UTPA Goal:

Collaborate with P-12 schools to enlarge the pool of applicants who are personally prepared and academically qualified for higher education.

Academic Affairs Objective:

4.A. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the pool of qualified applicants as measured in the key outcome measures.

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College/AVP Objective:

4.A. The CoBA will develop and implement a plan to improve the pool of qualified student applicants.

Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
NA	NA	NA	NA	NA

UTPA Goal:

Infuse Inter-American and global perspectives throughout the University community.

Academic Affairs Objective:

5.A. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to enhance access to inter-American and global perspectives as measured in the key outcome measures.

College/AVP Objective:

5.A. The CoBA will develop and implement a plan to collect, report, benchmark and enhance business student access to inter-American and global perspectives.

Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The department of Economics and Finance will help CoBA develop and implement a plan to collect, report, benchmark and enhance business student access to inter-American and global perspectives.	<p>The number of partnerships between Economics and Finance and its faculty and foreign universities will be increased by 2 percent.</p> <p>The department will have 1 visiting professor during the 2007-2008 AY.</p> <p>The department will contribute faculty to a</p>	<p>The department will encourage visiting professors on campus by January 2008.</p> <p>The department will encourage faculty to apply for Fulbright opportunities and teaching abroad programs.</p>	The number of partnerships with foreign universities, the number of visiting professors, the number of students participating in a study abroad program and the number of faculty engaged in teaching abroad experiences for AY 2007-2008 AY will be determined before May 15 th , 2008 and changes will be made to the target or the strategy as needed.	<p>Funding to support visiting scholars.</p> <p>Reorganization of reimbursement system to make sure that visiting scholars are reimbursed in a timely manner.</p> <p>\$5,000 in travel funds per year for faculty to</p>

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Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
	study-abroad program. Two of the department's faculty will participate in a faculty experience in a foreign country.	The department will initiate contacts with public Mexican public universities in the mid to southern gulf states of Mexico.		travel to Mexican universities.

UTPA Goal:

Optimize institutional effectiveness and efficiency consistent with high quality organizational standards.

Academic Affairs Objective:

6.A. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to optimize offerings through careful planning as measured in the key outcome measures.

College/AVP Objective:

6.A. The CoBA will develop and implement a plan to collect, report, benchmark and optimize course offerings.

Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The department of Economics and Finance will help CoBA develop and implement a plan to collect, report, benchmark and optimize course offerings.	The department will maintain an up-dated inventory of required and elective courses needed for the timely graduation of our students.	A 3-year schedule will be developed every January.	Publication of three year schedules each January.	None

UTPA Goal:

Optimize institutional effectiveness and efficiency consistent with high quality organizational standards.

Academic

6.B. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection,

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Affairs Objective: reporting, benchmarking, and to recruit and retain quality faculty as measured in the key outcome measures.

College/AVP Objective: 6.B. The CoBA will develop and implement a plan to collect, report, benchmark in the hiring and retention of high-quality faculty.

Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The department of Economics and Finance will help CoBA develop and implement a plan to collect, report, benchmark and optimize the hiring and retention of high-quality faculty	<p>The department will help make initial offers to new finance faculty by November 30, 2007 and to new Economics faculty by February 28, 2008</p> <p>The department will contribute to CoBA's identifying University administrative-controlled problems that affect hiring new, high-quality faculty, processing them, and retaining them.</p>	<p>The department will have Recruitment Plans approved by the Dean's office no later than September 15, 2008. The Dean's office will coordinate the posting of advertisements in a timely manner.</p> <p>The department will improve its screening of applicants to ensure a better fit between the needs of the department and junior faculty.</p> <p>The department will provide junior faculty timely and constructive faculty evaluations.</p>	<p>The new faculty hired and his/her rank will be examined and evaluated relative to the position open and changes will be made to the strategy and targets for hiring faculty as needed.</p> <p>The department will annually review faculty retention.</p> <p>The department will collect and forward to the Dean's Office all administrative problems encountered in faculty selection/hiring/processing.</p>	<p>None</p> <p>None</p> <p>None</p>

AES FY08 Assessment Results Report

UTPA

Dept - Economics & Finance

Unit Mission: The mission of the Economics and Finance department is to aid the College of Business at the University of Texas Pan American to 1) Develop business, and academic leaders who are qualified and committed to the improvement of society, 2) Produce scholarly research relevant to domestic and global business, and 3) Support professional, community and university activities that contribute to economic progress, social improvement and intellectual development.

Unit Head: Alberto Dávila

College: College of Business Administration

Division: Division of Academic Affairs

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Economics & Finance - Degree Programs - Systematic Methodology - The department of Economics and Finance will help CoBA develop and implement a systematic plan for collecting, reporting, benchmarking and continuously improving key outcome measures of student continuance in business degree programs.</p>	<p>Assessment Method: 1a. The department will meet with the Dean's office to determine effectiveness of the strategies in meeting targets and develop new target rates and new strategies, if needed by June 1st, 2009.</p>	<p>10/15/2008 - We have yet to receive latest data to assess this outcome. Result Type: Inconclusive Next Step: Continue Current Strategy(s)</p>	<p>10/15/2008 - We will input and evaluate data when received.</p>
<p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2007</p>	<p>Criterion for Success: Increase majors' 4-year graduation rate by 2 percent by the end of the 2008-09 academic year.</p>	<p>08/22/2008 - To be reported on October 2008. Result Type: Criterion Not Met Next Step: Continue Current Strategy(s) Resources Needed - Classified none</p>	
<p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Remind finance majors in Finance 3382 and Economics majors in Economics 3351 that they are required to see an advisor throughout the year.</p> <p>2. Continue to expand on-line offerings by one course per year that will satisfy student graduation plans in four years.</p> <p>3. Provide more offerings of advanced economics and finance electives during the summer sessions.</p>	<p>Increase majors' retention rate by 2 percent by the end of the 2008-2009 academic year.</p> <p>Increase majors' persistence rates by 2 percent by the end of the 2008-2009 academic year.</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Economics & Finance - SLOs - Systematic Methodology - The department of Economics and Finance will help CoBA to develop and implement a plan for the collection, reporting, benchmarking, and improving of key outcome measures associated with enhancing student learning outcomes for business students.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2007</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Continue to enforce prerequisites for all upper level courses and assess the need for additional prerequisites for these courses. 2. Increase the proportion of experienced faculty teaching the basic economics and finance courses. 3. Send one faculty to the AACSB Assurances of Student Learning (ASL) Conference.</p>	<p>Assessment Method: 1a. The department will receive a SLO report that summarizes, analyzes and evaluates the business student learning outcome measures from COBA by April 15th, 2009. The chair will then meet with the Dean's office to reevaluate the plans to improve each student learning outcome. At this meeting, new targets for each measure will be developed and actions plans will be amended as needed by June 1st, 2008.</p> <p>3a. Faculty attending the ASL conference will assist in developing and monitoring College and Departmental student learning objectives.</p> <p>Criterion for Success: The average student scores on the ETS exam will improve from the prior two-year ETS exam average by 5 percent.</p> <p>The average student scores on the ETS exam embedded questions will improve from the prior year by 5 percent, on average.</p>	<p>10/15/2008 - The ETS results for March 2007 showed slight improvement from the previous year, although these scores continued to be below the national averages</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p> <hr/> <p>10/15/2008 - Judging from the Spring 2007 results, the ETS results improved slightly in the economics and finance portions of this exam. Still, these scores continued to be below those of national averages.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/15/2008 - We will continue to monitor attendance and increase the number of senior faculty in our principles courses.</p> <hr/> <p>10/15/2008 - With the new faculty we will be hiring this year, we should be able to release more senior faculty to teach on-line and evening courses by Fall 2009.</p>
<p>Dept - Economics & Finance - Access - Systematic Methodology - The department of Economics and Finance will help CoBA develop and implement a plan for collecting, reporting, benchmarking, and improving key outcome measures associated with increasing high-quality student access to CoBA educational programs.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p>	<p>Assessment Method: 1a. The number of faculty participating in teaching development activities will be determined and used as a benchmark for subsequent years.</p> <p>Criterion for Success: All core Finance courses will be offered online by Fall 2009. All business courses and enough electives will be offered online or at night by Spring 2009.</p>	<p>10/15/2008 - Finance 3383 and Finance 4383 are being offered on-line this Fall 2008. However, Finance 3382 and Finance 3383 are not on-line this Fall semester. We are offering both Economics 2301 and Economics 2302 on-line in the Fall 2008. Several finance courses were scheduled in the evening in the Spring and Fall 2008 semesters.</p> <p>Result Type: Criterion Met</p> <p>Next Step:</p>	<p>10/15/2008 - We will continue to expand our on-line offerings by adding an on-line Finance 3382 course in the Spring 2009.</p> <hr/> <p>10/15/2008 - With the new faculty we will be hiring this year, we should be able to release more senior faculty to teach on-line and evening courses by Fall 2009.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2007</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: The department of Economics and Finance will help CoBA develop and implement a plan for collecting, reporting, benchmarking, and improving key outcome measures associated with increasing high-quality student access to CoBA educational programs.</p>	<p>Economics 1301, Economics 2301, and Economics 2302 will be offered online every semester by Spring 2009</p>	<p>Continue Current Strategy(s)</p> <p>Resources Needed - Classified The department is recruiting 3 new Finance Professors and 2 Economics Professors for the Fall 2009.</p>	
<p>Dept - Economics & Finance - Scholarly Productivity - Systematic Methodology - The department of Economics and Finance will help CoBA to develop and implement a plan for the collecting, reporting, benchmarking, and improving the production and dissemination of scholarly and creative works.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2007</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: The department of Economics and Finance will help CoBA to develop and implement a plan for the collecting, reporting, benchmarking, and improving the production and dissemination of scholarly and creative works.</p>	<p>Assessment Method: 1a. The department will collect and count the number of publications/presentation by faculty from the Faculty News/Research database by April15, 2009. Results will be used to amend target numbers or strategies for the subsequent year.</p> <p>Criterion for Success: By May 2009, increase the number of scholarly activities by TT/Tenured faculty by 10% over the last academic year based on the following key indicators:</p> <ul style="list-style-type: none"> a. number of refereed works in target journals b. number of refereed journals in other journals considered ?high quality? in economics and finance. c. number of state, regional, national and international presentations. d. number of books e. number of book chapters 	<p>10/15/2008 - The department reports 14 refereed journal articles, 9 books/chapters, 2 trade articles, 13 conference presentations and 19 working papers in the 2007-2008 academic year. This research productivity is generally slightly below that of the previous year, particularly in refereed journal articles.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified See above with regards to hiring new faculty.</p>	<p>10/15/2008 - The faculty report a large number of submissions to peer reviewed journals in the Fall 2008. The new faculty starting in 2009 will likely bring additional intellectual contributions.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Economics & Finance - Acquisition of External Funds - Systematic Methodology - The department of Economics and Finance will help CoBA develop and implement a plan for collecting, reporting, benchmarking, and improving the acquisition of external funds.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2007</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Make faculty aware of new grant opportunities.</p> <p>2. The department will begin to explore the viability of offering certification programs in real estate and financial planning that could help generate entrepreneurial funds for the department.</p>	<p>Assessment Method: 1a. By May 15th 2009, the department will assist the CoBA Dean's office and review the entrepreneurial activities to determine their success as measured by revenue generated, publicity generated, and goodwill to the community. These results will be used to continue, delete or alter the activities and to establish new targets.</p> <p>Criterion for Success: Increase external-fund acquisition by 5 percent a year.</p> <p>Increase the number and amount of revenue generated through entrepreneurial activities.</p>	<p>10/15/2008 - Dr. Jose Pagan, Dr. Dan Sutter, and the department continued to raise external funds this past year.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/15/2008 - The department plans to continue its pro-active external fund strategy,</p>
<p>Dept - Economics & Finance - Credit and Non-credit Course Offerings - Systematic Methodolgy - The department will help CoBA develop and implement a plan for collecting, reporting, benchmarking, and improving the number of credit and non-credit course offerings.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2007</p> <p>Outcome Status: Active/Ongoing</p>	<p>Assessment Method: 1a. The number of courses offered at nontraditional times/methods will be examined and reported to the Dean's office by May 15th 2009.</p> <p>Criterion for Success: See objective 2 B.</p>	<p>10/15/2008 - This report was not completed.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/15/2008 - This report will be completed by the Spring 2009.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Strategies: 1. See strategy for 2 B objective.</p>			
<p>Dept - Economics & Finance - Professional and Community Participation - Systematic Methodology - The department of Economics and Finance will help CoBA develop and implement a plan for collecting, reporting, benchmarking, and improving the integration of University and community resources.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p>	<p>Assessment Method: 1a. Provide the NCEE and TCEE with timely reports on workshop activities. 2a. Conduct surveys of business leaders on their economic/business forecasting needs</p> <p>Criterion for Success: Maintain support from the National Council on Economic Education and the Texas Council on Economic Education.</p>	<p>10/15/2008 - The Neuhaus Chair participated in conferences and meetings sponsored by the TCEE and NCEE. The department organized and/or delivered 4 teacher-training sessions in 2007-2008. Dr. Soydemir wrote the Economic Forecasting report based on his forecasting model last year.</p> <p>Result Type: Criterion Met Next Step: Continue Current Strategy(s)</p>	<p>10/15/2008 - The Neuhaus chair will continue to actively collaborate with the NCEE and TCEE to bring programs to our local teachers. Dr. Soydemir will continue to be active in the business forecasting of our local economies.</p>
<p>Start Date: 06/01/2007</p> <p>Outcome Status: Active/Ongoing</p>	<p>Continue to produce the Economic Forecast model.</p>		
<p>Strategies: 1. Provide at least 2 teacher education workshops a year. 2. Provide empirical and editorial support to Dr. Soydemir as he prepares the forecast reports.</p>			
<p>Dept - Economics & Finance - Access to Inter-American and Global Perspectives - Systematic Methodology - The department of Economics and Finance will help CoBA develop and implement a plan to collect, report, benchmark and enhance business student access to inter-American and global perspectives.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2007</p>	<p>Assessment Method: 1a. The number of partnerships with foreign universities, the number of visiting professors, the number of students participating in a study abroad program and the number of faculty engaged in teaching abroad experiences for AY 2008-2009 AY will be determined before May 15th, 2009 and changes will be made to the target or the strategy as needed.</p> <p>Criterion for Success: The number of partnerships between Economics and Finance and its faculty and foreign universities will be increased by 2</p>	<p>10/15/2008 - Dr. Ozuna and Dr. Davila visited with economics faculty from the National University of Mexico (UNAM) in the summer of 2008 to begin a collaborative academic relationship between UNAM and UTPA in the areas of economics and finance. Although a visiting professor was not hired last year, a lecturer was hired to teach Principles of Insurance and Real Estate courses</p> <p>Result Type: Criterion Met Next Step: Continue Current Strategy(s)</p>	<p>10/15/2008 - We will continue to develop our partnernship with UNAM and look to develop other partnernships with other Mexican universities.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. The department will encourage visiting professors on campus by January 2008.</p> <p>2. The department will encourage faculty to apply for Fulbright opportunities and teaching abroad programs.</p> <p>3. The department will initiate contacts with public Mexican public universities in the mid to southern gulf states of Mexico.</p>	<p>percent.</p> <p>The department will have 1 visiting professor during the 2008-2009 AY.</p> <p>The department will contribute faculty to a study-abroad program.</p> <p>Two of the department's faculty will participate in a faculty experience in a foreign country.</p>	<p>10/15/2008 - Dr. Ozuna and Dr. Davila visited with economics faculty from the National University of Mexico (UNAM) in the summer of 2008 to begin a collaborative academic relationship between UNAM and UTPA in the areas of economics and finance. Although a visiting professor was not hired last year, a lecturer was hired to teach Principles of Insurance and Real Estate courses</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/15/2008 - We will continue to develop our partnership with UNAM and look to develop other partnerships with other Mexican universities.</p>
<p>Dept - Economics & Finance - Optimization of Course Offerings - Systematic Methodology - The department of Economics and Finance will help CoBA develop and implement a plan to collect, report, benchmark and optimize course offerings.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2007</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. A 3-year schedule will be developed every January.</p>	<p>Assessment Method: 1a. Publication of three year schedules each January.</p> <p>Criterion for Success: The department will maintain an up-dated inventory of required and elective courses needed for the timely graduation of our students.</p>	<p>10/15/2008 - The three-year schedule for the department was prepared and is now available to students.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/15/2008 - We will update our three-year course offerings in the Spring 2009.</p>
<p>Dept - Economics & Finance - Recruiting Qualified Faculty - Systematic Methodology - The department of Economics and Finance will help CoBA develop and implement a plan to collect, report, benchmark and optimize the hiring and retention of high-quality faculty</p>	<p>Assessment Method: 1a. The new faculty hired and his/her rank will be examined and evaluated relative to the position open and changes will be made to the strategy and targets for hiring faculty as needed.</p> <p>1b. The department will annually review</p>	<p>10/15/2008 - Two finance profesors were hired by November 30 of 2007. However, the economics search for an economics professor was not succesful: the candidates offered the positions did not accpet by February 28, 2008. The department, through formal and informal channels, developed a more pro-active strategy to hiring future faculty that we have adopted this</p>	<p>10/15/2008 - Our recruiting strategy will be assessed in the Spring 2009. We will focus on how our pro-active hiring strategies improved both the timing of our hires and the relative quality of our the new faculty joining the department in the Fall 2009.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2007</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. The department will have Recruitment Plans approved by the Dean's office no later than September 15, 2008. The Dean's office will coordinate the posting of advertisements in a timely manner. 2. The department will improve its screening of applicants to ensure a better fit between the needs of the department and junior faculty. 3. The department will provide junior faculty timely and constructive faculty evaluations.</p>	<p>faculty retention.</p> <p>2a. The department will collect and forward to the Dean's Office all administrative problems encountered in faculty selection/hiring/processing.</p> <p>Criterion for Success: The department will help make initial offers to new finance faculty by November 30, 2008 and to new Economics faculty by February 28, 2009.</p> <p>The department will contribute to CoBA's identifying University administrative-controlled problems that affect hiring new, high-quality faculty, processing them, and retaining them.</p>	<p>year.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	