Memorandum of Understanding
2016 Program Review
BA in Economics Program
College of Business and Economics

February 9, 2017

The Economics faculty and the Interim Dean of the College of Business and Economics met with the Vice Chancellor for Academic Affairs on February 9, 2017, to discuss the outcomes of the program review.

The review process has resulted in three documents: the self-study by the economics faculty in charge of the BA in Economics program (on file), the report by external program reviewer Dr. Nori Tarui (on file), and the faculty response to the reviewer’s report, which were the basis for the discussion. A synopsis of the three documents and an action plan for the faculty are as follows.

Part I. Synopsis

1. The economics faculty still offers a breath of courses that is a bit too large for its current size.

2. Economics major students find the economics faculty as friendly, patient, and willing to spend time with them who need help.

3. Economics faculty for the most part utilizes a traditional lecture-based pedagogy.

4. The Economics program gives the ETS Economics Exam as part of its objective assessment of student learning outcomes. Past student scores hover around the average of the nation with some variance.

5. The faculty size has been reduced to 3 since 2013 from initial 5.5.

6. The department underwent a major curriculum change in 2012 by adding a new Quantitative Track to the original International Track. It also revised the existing Sustainable Development Track.

7. A pool of lecturers have been used to help fill the vacuum left behind by two economics faculty departures: Professor David Hammes retired, Dr. Marcia Sakai permanently switched to administrative position, and the Natural Resources Economics position, which has been unfilled for years.

8. The salaries of economics discipline faculty continuously remain significantly lower than faculty in other disciplines within the same college, that needs to be addressed through mechanisms detailed in the Collective Bargaining Agreement.
Part II. Action Plan

This Plan of Action is developed based on the external reviewer's recommendations and the response by the faculty to the reviewer's report as outlined below.

The Reviewer's Recommendations (2016) and The Faculty's Response

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<th>The Reviewer's Recommendations (2016)</th>
<th>The Faculty's Response</th>
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<td>1. Since the economics department no longer exists, the unfulfilled previous recommendations on hiring (R5, R6, and R9)* are no longer relevant. Others are more or less fulfilled. However, I would like to echo the previous two recommendations (R1 and R3)* because there is more room for further endeavor.</td>
<td>Regarding (R1), economic faculty will increase their use of Laulima and online resources into teaching starting from Spring 2017. Regarding (R3), efforts will be made into individualizing learning through students' research projects in upper-division economic courses and publications with economic faculty.</td>
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<td>2. In view of a BBA program with emphasis on economics replacing the current economics program, I recommend that integrative and collaborative activities be explored and pursued with the faculty in other disciplines within CoBE in teaching, research, and service.</td>
<td>More integrative and collaborative will be pursued with faculty in other disciplines within CoBE.</td>
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<td>3. I recommend that the dean and the economics faculty members work out the optimal level of economics course variety. (While too many course preparations unduly burden the economics faculty, too few course preparations negatively affect the economics program and CoBE students in general.)</td>
<td>Economic faculty and the Department Chair will work out a schedule that will alternate between three preparations (prep) per year with the four-prep every other year or so. Gradually change to a permanent three preps per year when pools of qualified instructors become available.</td>
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<td>4. I recommend that the dean and the economics faculty take into account the faculty's workload discussed</td>
<td>With the teaching load reduced to four preps every other year instead of every year and gradually three preps per year, economic</td>
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above in coping with increased demand for student advising and local outreach, both of which seem to be important and consistent with carrying out UHII’s mission.

5. In response to the previous recommendation (R.10)*, UHII officially recognized (by way of an official memo) that economics is a high-demand discipline, a positive first step forward. However, few follow-up actions have been undertaken. I recommend that CoBE take a positive step toward rectifying the existing internal salary inequality unfavorable to the economics faculty.

faculty will have more time to engage into local outreach. Specifically, a CoBE Data Analysis Lab will be established and operated by the economic faculty, serving both the UHII and the local community.

The Department will work closely with the CoBE Dean and the VCAA to consider the salary inequity between economic and business faculty. The process of the salary adjustment requests will strictly follow the collective bargaining agreement, which specifies how questions of salary equity can be raised and addressed.

* See the program reviewer’s report.

In conclusion, until the BA in Economics is completely phased out in five years, economics faculty members are committed to fully support the remaining students on the program, and will also endeavor to integrate and collaborate with the faculty in other disciplines within CoBE in teaching, research, and service.

Signatures

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Tam Vu, Chair and BA in Economics program coordinator

Date

02/09/2017

Eric I. Im. Professor

Date

02/09/2017

Keisuke Nakao, Associate Professor

Date

02/09/2017

Drew Martin, Interim Dean, College of Business and Economics

Date

2/9/2017

Matt Platz, Vice Chancellor for Academic Affairs

Date

2/9/2017