

PROMOTION RECOMMENDATION
The University of Michigan-Dearborn
College of Arts, Sciences, and Letters
Department of Social Sciences

Natalia Vladimirovna Czap, assistant professor of economics, Department of Social Sciences, College of Arts, Sciences, and Letters, is recommended for promotion to associate professor of economics, with tenure, Department of Social Sciences, College of Arts, Sciences, and Letters.

Academic Degrees:

Ph.D.	2006	University of Nebraska-Lincoln – Economics
Ph.D.	2004	Moscow State University (Russia) – Mathematical Economics
M.Sc.	2000	Moscow State University (Russia)
B.Sc.	1998	Moscow State University (Russia)

Professional Record:

2009 – Present	Assistant Professor of Economics, Department of Social Sciences, University of Michigan-Dearborn
2006 – 2009	Assistant Professor of Economics, St. Lawrence University
2002 – 2005	Research and Teaching Assistant, University of Nebraska-Lincoln
2001 – 2002	Instructor, Teaching Assistant, Moscow State University

Summary of Evaluation:

Teaching: Professor Czap is rated significantly capable in teaching. She has made an invaluable contribution to the economics curriculum by developing two new courses on leading edge topics in the field: behavioral economics and experimental economics. Few institutions of our size can offer courses in these new areas and this distinguishes our program. Her overall mean scores on student evaluation questions have ranged from a low of 4.09 (out of 5) to a high of 4.34, comfortably close to the 4.41 mean for the Economics discipline. Professor Czap's students note her organization, flexibility, concern for student learning, and availability to clearly explain course material. Alumni echo this praise and recall her ability to get students engaged in thoughtful discussions and in learning economics by "doing economics." She is clearly committed to active learning as a means of encouraging critical thinking skills. She has involved undergraduates in her research, including helping with field experiments, co-authorship, and academic presentations. Students also comment that her courses are challenging; she sets high standards for students and for herself.

Research: Professor Czap is rated excellent in research. Since coming to campus she has published 2.6 papers per academic year, on average, which well exceeds our expectations. This publication rate is even more impressive when one considers that her research is unique among the economists in that she must generate her own data through designing and conducting experiments rather than analyzing data collected by others. A guiding theme to her work is dual motivation: the extent to which individuals are motivated by self-interest, as posited by classical economics, and by concern for others and social norms. Her research is interdisciplinary (e.g., economics, psychology, sociology) and applied. Many of her empirical investigations of human motivations take place in the context of environmental public goods – choices about contributing to improving the environment in ways that benefit many people, not just the individual. In the course of her work on motivation in decision-making she has also published a paper presenting a new statistical method.

Recent and Significant Publications:

- Czap, N.V., Czap, H.J., Khachatryan, M., Lynne, G.D., Burbach, M. (2012). Walking in the shoes of others: Experimental testing of dual-interest and empathy in environmental choice, *Journal of Socio-Economics*, 41(5): 642-653.
- Czap, H.J., Czap, N.V. 2011. Donating-selling tradeoffs and the influence of leaders in the environmental goods game. *Journal of Socio-Economics*, 40(6): 743-752.
- Czap, N.V., 2011. Neighborhood safety, local amenities, and a communal association. *Inventi Impact: Emerging Economies*, vol. 2011 (3), 8 pages.
- Sautter, J., Czap N.V., Kruse, C., Lynne, G. 2011. Farmers' decisions regarding carbon sequestration: A metaeconomic view. *Society and Natural Resources*, 24(2): 133-147.
- Czap, H.J., Czap, N.V., Bonakdarian, E. 2010. Walk the talk? The effect of voting and excludability in public goods experiments. *Economic Research International*, vol. 2010, 15 pages, doi: 10.1155/2010/768546.
- Czap, N.V., Czap, H.J., 2010. An experimental investigation of revealed environmental concern. *Ecological Economics*, 69(10): 2033-2041.
- Bonakdarian, E., Czap, H.J. Czap, N.V. 2009. Selection of minimal variable subsets with the help of genetic algorithms in economic analysis. *Journal of Interdisciplinary Economics*, 21: 407-425.
- Ovchinnikova, N.V., Czap, H., Lynne, G., Larimer, C., 2009. "I don't want to be selling my soul": Two experiments in environmental economics. *Journal of Socio Economics*, 38(2): 221-229.

Service: Professor Czap is rated excellent in service. Whatever service task she has taken on she has done with enthusiasm, diligence, and the determination to make a positive difference. Her service performance routinely exceeds expectations. Of particular importance to her discipline, Professor Czap spearheaded the long overdue revision of the governing policy document for economics and played a vital role in the development of the Economics Program Goals and assessment plan. She also was a driving force behind the Economics Policy Specialization and the Economics Fast Track proposals for the Masters in Public Policy Program. Professor Czap has made important service contributions at the college and university levels, serving on the CASL Technology Advisory Committee and the Faculty Senate, as well as to her profession as a reviewer, discussant, and session chair.

External Reviewers:

Reviewer A: "Dr. Czap has been productive since finishing her Ph.D., especially for someone with a six course teaching load. ... It is a positive signal about her career that she is able to find research teams with which to work... I find Professor Czap's work to be of fairly consistent quality – each paper had its own strengths. She demonstrates a variety of methodological tools including theory, experiments, survey work and development of a data analysis method... Her work fits into current conversations about behavioral economics and environmental economics."

Reviewer B: "On the whole, the research presented in eight papers included in this evaluation is focused and of good quality... [I]t bodes well for the future that Natalia can construct a model using these tools of computational economics. I would expect Natalia to continue to be a productive researcher."

Reviewer C: "The questions asked are interesting and should be asked... If the work were to take the directions I have indicated in my specific comments I believe there could be some important insights

coming out of this work... The experimental designs appear to be well executed and knowledge of the experimental design literature is demonstrated.”

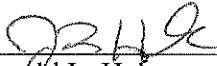
Reviewer D: “Dr. Czap has a very strong publication record, especially given her relatively heavy course load... Compared to experimentalists in teaching-oriented universities or colleges, she is in fact much more productive. I would argue that her research is actually more innovative and unique than much of what I’ve seen from others... Her approach to testing for non-material motivators relative to material motivators in relation to pro-environmental concerns is highly nuanced.”

Reviewer E: “Her applied research in this interdisciplinary field is top notch. She seems to be at home not only dealing with several social science disciplines but also dealing with empirical methods and the mathematics needed to give precise expression to the models... the empirical findings from her research provide an important test of conceptual models [and] provide valuable insight into how the theory applies (or not) in various situations... I would also judge her research skills and the diversity of her skills to be high relative to this group [of professors of her generation applying for tenure and promotion].”


Reviewer F: “She has a credible track record in research funding, including her participation in a major USDA grant at the University of Nebraska at Lincoln. She also has a coherent set of research interests that will carry her work forward in the future.... [T]here is no doubt that she is an energetic and talented researcher... Dr. Czap has established herself as a contributing member of the experimental economics research community.”

Summary of Recommendation:

Professor Czap is a productive and valued member of the Department of Social Sciences. In both her teaching and her research, she has brought the exciting new fields of experimental and behavioral economics to our campus. Her work is deeply informed by interdisciplinarity, bringing together economics and psychology as well as a variety of methodologies and theoretical interpretations to better understand individual choice. We are very pleased to recommend, with strong support of the College of Arts, Sciences, and Letters Executive Committee, Natalia Vladimirovna Czap for promotion to associate professor of economics, with tenure, Department of Social Sciences, College of Arts Sciences, and Letters.



Jerold L. Hale
Dean
College of Arts, Sciences, and Letters



Daniel Little
Chancellor
University of Michigan-Dearborn

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