

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

Hans J. 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, Lincoln, NE
Diplom	2002	Universitaet Trier, Economics, Trier, Germany

Professional Record:

2015 – present	Assistant Professor, University of Michigan-Dearborn
2012 – present	Research Fellow, Center for Agricultural and Food Industrial Organization, University of Nebraska-Lincoln
2011 – 2015	Lecturer III, University of Michigan-Dearborn
2009 – 2011	Lecturer I, University of Michigan-Dearborn
2006 – 2009	Visiting Assistant Professor, St. Lawrence University

Summary of Evaluation:

Teaching: Professor Czap is a vital member of the economics discipline, teaching courses in micro- and macroeconomics, as well as environmental economics and econometrics. Since becoming an assistant professor, Professor Czap has taught 24 classes requiring six separate preps. Professor Czap is a very talented teacher. In the qualitative portion of his student evaluations, students praise his openness to questions, ability to present material clearly, clear expectations, and enthusiasm for the subject matter. Both peer observations and the quantitative section of evaluations reinforce this view. From fall 2015 through winter 2019, Professor Czap's mean scores for "evaluation of instructor" and "evaluation of course" were 4.68 and 4.43, respectively. Scores are universally high across both upper- and lower-level courses. For each of the four remaining evaluation questions used for all University of Michigan-Dearborn instructors – instructor knowledge, communicating course requirements, effective teaching, and high standards for student achievement – Professor Czap's mean score was 4.5 or higher. His mean score across all six core questions for all classes was 4.6.

Research: Professor Czap has published seven co-authored (standard practice for experimental economists) journal articles, serving as lead author on two of those articles since becoming an assistant professor. He argues that "nudges" – low-cost actions that alter people's choices in a predictable way without limiting their options – can be used as a more effective and less costly tool for promoting policy goals than many of the existing regulatory tools. His work as an integral part of a multi-investigator, interdisciplinary team of researchers from multiple universities has focused on testing the effectiveness of nudges at the intersection of agricultural and environmental policy, as well as their effects on reducing corruption. Much of the work has been funded through external grants, which he has played a lead role in securing and

administering. External reviewers view his work as well conceived, carefully designed, and thoughtfully executed.

Recent and Significant Publications:

- Czap, H.J., Czap, N.V. (2019). "I gave you more:" Discretionary power in a corruption experiment. *Journal of Interdisciplinary Economics*.
<https://doi.org/10.1177/0260107919848640>.
- Czap, N.V., Czap, H.J., Banerjee, S., and Burbach, M.E. (2019). Encouraging Farmers' Participation in the Conservation Stewardship Program: A Field Experiment. *Ecological Economics*, 161, 130-143.
- Czap, H.J., Czap, N.V., Burbach, M.E., and Lynne, G.D. (2018). Does might make right? An experiment on assigning property rights. *Ecological Economics*, 150, 229-240.
- Czap, N.V., Czap, H.J., Khachatryan, M., Burbach, M.E., and Lynne, G.D. (2018). Experiments on empathy conservation: Implications for environmental policy. *Journal of Behavioral Economics for Policy*, 2(2), 71-77.
- Czap, N.V., Czap, H.J., Khachatryan, M., and Burbach, M.E. (2018). Comparing female and male response to financial incentives and empathy nudging in an environmental context. *Review of Behavioral Economics*, 5, 61-84.
- Lynne, G. D., Czap, N. V., Czap, H. J., and Burbach, M. E. (2016). A theoretical foundation for empathy conservation: Toward avoiding the tragedy of the commons. *Review of Behavioral Economics*, 3(3-4), 243-279.
- Czap, N.V., Czap, H.J., Lynne, G.D., and Burbach, M.E. (2015). Walk in my shoes: Nudging for empathy conservation, *Ecological Economics*, 118, 147-158.

Service: Professor Czap has played a critical role in course and program assessment for multiple programs, led LEO reviews, helped organize student and program events, and provided a variety of other services associated with program and departmental governance. He has actively participated in a variety of campus- and college-level discussions related to planning and other important matters and presented at college events designed to promote research. Most notably, he has moved well beyond the typical level of service provided by assistant professors, by serving for three years on Faculty Senate and fulfilling the role of vice chair in his first semester on the Senate.

External Reviewers:

Reviewer A: "Dr. Czap has been a very active researcher since the beginning of his academic career and is quite prolific, producing what I would argue are high quality papers ... I've been evaluating academics for promotion for over 20 years now ... I would argue that the research output of Dr. Czap is similar or higher than what one would find in many quality universities. This would be even more so for universities where the teaching load is relatively heavy."

Reviewer B: "... Dr. Czap has certainly produced enough *quantity* of output to qualify for tenure ... The selection of journals he has published in are also good ... Regarding the *quality* of papers in Dr. Czap's oeuvre, I find it commendable as well ... Dr. Czap is a triple-hitter who can produce papers that are a combination of theory, experimental data, and sound policy relevance."

Reviewer C: “Broadly speaking, Hans’ research program is well focused on key issues related to water quality management and corruption and uses laboratory economics experiments as a primary empirical tool ... Hans’ publication record shows a dedication to research and an upward trajectory that points toward continued scholarship in the future.”

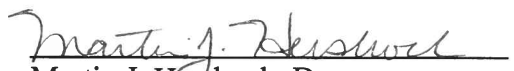
Reviewer D: “Dr. Czap is promising teacher-scholar using behavioral and experimental economics to study environmental policy and corruption. He has a well-developed pipeline which I expect will continue to publish.”


Reviewer E: “... my evaluation of Dr. Czap is that he has developed a portfolio of well-executed and well-motivated work of high intellectual quality and strong policy relevance. Dr. Czap has situated himself as a respected member of his peer group of behavioral economists. He is someone who addresses interesting and policy-relevant questions in environmental and public economics from a solid foundation of interdisciplinary social science theory.”

Reviewer F: “Czap’s dossier reflects that he is an active contributor to the profession. He appears to be regularly participating and presenting at a wide range of academic conferences. He is writing and winning grants ... Overall, Czap’s research program is timely and hits on important themes. The workflow is steady and, also important in the current climate, continuously funded.”

Summary of Recommendation:

Professor Czap is a skilled classroom instructor who fosters student growth through challenging, student-oriented classes. He has demonstrated his ability to secure research funding, design and conduct experiments, work as part of an inter-disciplinary research team, draw policy implications from his research findings, and publish in high-profile journals. His service is important for advancing student learning and faculty governance. We are pleased to recommend, with support of the College of Arts, Sciences, and Letters Executive Committee, Hans J. Czap for promotion to associate professor of economics, with tenure, Department of Social Sciences, College of Arts, Sciences, and Letters.


Martin J. Hershock, Dean
College of Arts, Sciences, and Letters


Domenico Grasso, Chancellor
University of Michigan-Dearborn

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