

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

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

Academic Degrees:

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| Ph.D. 2006 | University of Nebraska-Lincoln, Economics, Lincoln, NE |
| Ph.D. 2004 | Moscow State University, Mathematical Economics, Moscow, Russia |
| M.Sc. 2000 | Moscow State University, Economics, Moscow, Russia |
| B.Sc. 1998 | Moscow State University, Economics, Moscow, Russia |

Professional Record:

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| 2013 - present | Associate Professor, University of Michigan-Dearborn |
| 2012 - present | Research Fellow, Center for Agricultural and Food Industrial Organization, University of Nebraska-Lincoln |
| 2009 – 2013 | Assistant Professor, University of Michigan-Dearborn |
| 2006 – 2009 | Assistant Professor, St. Lawrence University |

Summary of Evaluation:

Teaching: Professor Czap is a vital member of the economics discipline, teaching courses in macro- and microeconomics, as well as the intersection of behavioral economics and public policy. Since earning tenure, Professor Czap has taught 28 classes requiring five separate preps. Professor Czap is a talented teacher. In the qualitative portion of her student evaluations, students praise her knowledge and enthusiasm. They appreciate her organization and clear instructions. Students consistently observe that Professor Czap shows genuine interest in student learning and provides support to students to help them succeed. Both peer observations and the quantitative section of evaluations reinforce this view. From fall 2013 through winter 2019, Professor Czap's mean scores for "evaluation of instructor" and "evaluation of course" were 4.36 and 4.12, respectively. Scores in her upper-level courses, 4.49 and 4.28 are even higher. 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 4.0 or higher. Her mean score across all six core questions for all classes was 4.3.

Research: Since being promoted to associate professor, Professor Czap has published eight co-authored (standard practice for experimental economists) journal articles, serving as lead author on four of those articles. She 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. Her work has focused on testing the effectiveness of nudges at the intersection of agricultural and environmental policy (i.e., land conservation) and energy efficiency, as well as their effects on

reducing corruption. She has produced her work as an integral part of a multi-investigator, interdisciplinary team of researchers from multiple universities, as is common among experimental economists. Much of the work has been funded through external grants, which she has played an important role in securing. External reviewers characterize her work as high-quality, well-designed, and important for the field.

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.
- Busic-Sontic, A., Czap, N.V., Fuest, F. (2017). The role of personality traits in green decision-making. *Journal of Economic Psychology*, 62, 313-328.
- 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 fundamental role in program leadership serving as discipline representative (two years) and scheduler (three years) for economics, as well as Director of the Master of Public Administration and Policy (two years). She has served on several college-level task forces helping the college reimagine its organizational structure. She is now serving in her third term on Faculty Senate where she has served as both an active representative and a member of the Senate Council. She has also served her profession well by serving as reviewer for many highly-respected journals and serving as education coordinator and treasurer for the Society for the Advancement of Behavioral Economics.

External Reviewers:

Reviewer A: "... she is on a promising track, which she travels by in a methodical way to produce a mosaic of articulated knowledge ... Quality is there...as evidenced by the journals in which she publishes. In particular, she has four publications in *Ecological Economics*, a top-field journal appreciated and read by peers working in this field. ... Overall, my assessment is that Natalia Czap supports comparison, both in terms of quality and of quantity, with recognized colleagues in her field who are full-time researchers, i.e. without teaching loads."

Reviewer B: “The publications are in good field journals. And, Natalia has done a lot of service. Overall, she has a very good record, and at SDSU I believe that she would be promoted to Full Professor ... She has an interesting research agenda and is dedicated to it. She is advancing behavioral economics by utilizing ‘cool’ concepts which have been largely overlooked.”

Reviewer C: “Her work is both rigorous and policy-relevant ... She makes important contributions in all areas of her appointment and her research productivity is very impressive. She is a valuable asset to the University of Michigan- Dearborn.”


Reviewer D: “In terms of quality, what is most impressive are the number of publications in *Ecological Economics*, which is one of the best journals in Environmental and Resource Economics ... In terms of quantity, Dr. Czap has been quite productive, especially given the 3 course per semester teaching load at your school.”


Reviewer E: “In summary, Dr. Natalia Czap is a good applied behavioral economist who does quality research given a 3-3 teaching load within a multi-disciplinary department. She appears to be working hard on developing her research program, she focuses on interesting and timely policy issues, she gets grants, she seems to be a good colleague, and she shows no signs of slowing down, everything one might want in a tenured professor.”

Reviewer F: “It is very clear to me that Natalia has a great ability to organize and carry out cutting edge complicated quantitative and qualitative experimental research and provide leadership to the group engaged in the research ... Overall, the magnitude of her research accomplishments are large, especially considering that she has had a sizable teaching load and has engaged significantly in non-research intellectual activities.”

Summary of Recommendation:

Professor Czap is a skilled classroom instructor who emphasizes student learning and continually revises her courses to better facilitate this goal. She has proven herself adept at securing research funding, designing and conducting experiments, working and as part of an inter-disciplinary research team and playing a leadership role on that team, drawing policy implications from her research findings, and publishing in high-profile journals. She has provided exceptional service that has critically impacted program administration and faculty governance. We are pleased to recommend, with support of the College of Arts, Sciences, and Letters Executive Committee, Natalia V. Czap for promotion to professor of economics, with tenure, Department of Social Sciences, College of Arts, Sciences, and Letters.


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


Domenico Grasso, Chancellor
University of Michigan-Dearborn

May 2020