



## Post- Program Review Response and Action Plan

**Instructions:** The program prepares an action plan for the next 5 years. This step is an opportunity for the program to reflect on the findings of the self-study, and external and internal program review reports. Through the development of the action plan, the program may address areas of concern with plans for improvement and/or new opportunities. Categorize all actions into one of the following areas: Program/Curriculum, Student Learning & Assessment, Student Success, Faculty, Staff, Facilities/Space, Equipment, Computing Resources, Operating Budget and Other. The Dean of the College reviews the self-study, program review reports, and action plan draft, and provides their recommendation(s). It is advisable that a draft of the action plan be shared with the program's tenured/tenure-track faculty prior to the discussion with the dean. Program tenured/tenure-track faculty sign the final document after discussion with the dean.

**Name of Degree Program: B.S., Economics, & M.S., Economics**

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**Name of Department: Economics**

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**Name of College: Letters Arts and Social Science**

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### **Program Response:**

An external review of the B.S. in Economics and M.S. in Economics was conducted in Fall 2024 by Professor Bevin Ashenmiller (Occidental College), Professor Ed Balsdon (San Diego State University), and Professor Bree Lang (University of California, Santa Barbara).

The associated internal review was conducted by Professor Amalia Llombart (Department of English and Modern Languages, College of Letters Arts and Social Science), and Amy Gimino (Department of Educational Leadership, College of Education and Integrative Studies).

We thank both review teams. They asked thoughtful questions, carefully read our Self Study, listened deeply and provided in-depth analysis of our strengths and our challenges. The analysis and recommendations in the two reports complemented one another. The internal report was informed by goals and objectives specific to CPP and the external report by a broader view.

We are pleased that both reports highlight a number of our strengths including: our student focus, high level of student satisfaction, personalized attention to students, current curriculum that prepares students for meaningful employment, integration of new techniques and technologies in our courses, dedication to preparing students for post-graduation success; development of innovative new courses; very strong staff (our one ASC, now shared), cohesion of the department members, and our success in comporting with CPP's Inclusive Polytechnic Identity



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Near all the Challenges (Threats and Weaknesses) facing our program result from our decline in tenure line faculty and reduction in courses related to changes to our GE program in 2020, specially the exclusion of economic principles. The external reviewers' report notes:

Declines in the undergraduate program are at least, if not entirely, due to a change in the general education requirements at the university level. The change removed Principles of Microeconomics and Macroeconomics as courses that fulfill the social sciences ... classification... The choice to remove economics entirely from social sciences education is perplexing. Cal Poly Pomona is the only university in the California State University and University of California systems with this characteristic.

While a recent update to CPP's GE structure now includes economic principles courses in 4A, with the retention of History and Political Science as the only way to satisfy the American Institutions requirement, it is unlikely many students will take economics to satisfy the GE 4A requirement.

Under the "Department Structure and Organization" section, internal reviewers state:

The number of tenure line faculty has shrunk from thirteen in 1999, to five at present. This year the situation is particularly dire, with two tenure-track faculty members on paternity leave.

For reference, in 2005 the department had ten tenure-line faculty and 53 undergraduate majors. In 2022 the department had five tenure-line faculty and 166 undergraduate majors.

Thankfully the department will welcome a new tenure-line colleague in Fall 2025, but with one colleague starting their FERP period in Fall 2025, this will maintain our number of full-time faculty at 5.

In the short run the department is doing what it can to maintain its level of majors and to remain vibrant. With the assistance of our Dean and Administration the economics department's BS and MS degrees are now classified as STEM, and this should increase interest in and applications to our programs. We are actively promoting our programs (e.g., by attending high school counseling events and presenting at Mt. SAC to inform students of the practicality of economics in general, and our program specifically). The department actively participated in Bronco Bound, emailing admitted students, and even sending welcome cards to all of the over 500 admitted students (with the help of the Econ Club and our ASC).

With the assistance of the Economics Club, we are bringing more speakers to campus and hosting more events than ever before, and promoting these on social media including LinkedIn and Instagram. We have updated the ways we connect with our students online. Our efforts to promote our minor (with help from the College), seem to be paying off, with a recent increase in the number of students choosing this.



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In the section regarding Recommendations (Opportunities) the external reviewers stated:

The department's small class sizes allow faculty to create hands-on opportunities. The undergraduate students in the department find these opportunities compelling. If resources can be found to expand these opportunities this may be beneficial for both students and faculty. Directed research and internship style courses are used at other institutions to support faculty research while also providing students with valuable research experience.

Despite our small size, the economics department has done relatively well providing high-impact experiences for our students. Students benefit from the ability to learn and use appropriate technology and programming skills in a small setting, with no prior knowledge required. Most faculty are comfortable with new technology and software, and use it extensively in their classes. One colleague recently proposed creating a new course focused exclusively on Artificial Intelligence (AI), and another proposed changing the ECOs of two other courses to explicitly incorporate AI in them.

The external reviewers also stated:

... there seems to be potential to cross-list courses with other departments across both the College of Arts and Science and the University. Some departments identified in our discussions are environmental science, urban studies, engineering, psychology and philosophy. This strategy would work both to increase the number of students exposed to the economics department curriculum, while increasing the number of elective course offerings which students mentioned were limited (especially with respect to the classes listed in the course catalog)... students at undergraduate institutions these days are extremely interested in adding second majors, minors and additional programs. The department can also explore increasing the visibility of its minor and making the minor requirements more salient for business students who are required to take principles courses.

And the internal reviewers noted:

... a double major in Political Science and Economics is a viable substitute for a Political Economy degree popular at elite institutions and ideal for students considering law, but not available at Cal Poly...

The economics department is more actively pursuing collaborations across different departments and encouraging students to add a minor or even consider a double major. We are open to exploring the possibility of offering courses cross-listed across majors. The four Friday events which bring together colleagues from different departments may aid in these endeavors.



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In response to this review process, preparation of the self-study, visit of external reviewers, and external and internal reviewer reports, the economics department has identified both short and long term priorities, on which the department has already begun to take action.

### Short Term Priorities:

- Revise graduate program; reduce required units, and possibly time required from 2 to 1.5 years for well-qualified students; develop 4+1 program to attract more of our BS students to our MS program; leverage our new STEM designation.
- Hire additional tenure-line faculty to meet department and university needs, both in instruction and administrative tasks.
- Expand use of social media (LinkedIn, Instagram, Department Canvas page) to advertise the department and our events with help of the Econ Club, and encourage more applications to our programs as well as increase the yield of those admitted. Work with the Econ Club to bring in more speakers, in conjunction with Professor for a Day, and host events to inform our students and help them build connections.
- Assist the College and University in retaining exceptional staff, such as our ASC and the Success Center advisors.
- Collaborate with others across the university and in our college (e.g., by active participation in events such as the 4-Friday offerings by the College).

### Long Term Priorities:

- Hire additional tenure-line faculty to meet department and university needs, both in instruction and administrative tasks.
- Include recent technology (e.g., AI, R, Python) in current courses and develop new technology-based courses
- Find ways to continue the German Exchange program and updating our website when key colleagues retire.
- Collaborate with other departments in allowing economics classes to fulfill GE requirements; consider cross-listing select courses across departments.
- Increase student involvement in research, especially MS students.

Please see the attached tables for category, responsible party, resources, and timeframe for each of these Short Term Priorities and Long Term Priorities.



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**Short Term Priorities – Minimum of 5 key items identified that will take 1 to 2 years to implement**

<b>Category</b>	<b>Proposed Action</b>	<b>Responsible Party</b>	<b>Resources</b>	<b>Timeframe – Start and End</b>
Program/Curriculum	Revise BS program to increase size and leverage new STEM designation	Departmental Tenure-Track Faculty; Department Chair and Graduate Coordinator	Time	2025-2027
Faculty	Hire additional tenure-line faculty to meet department and university needs, both in instruction and administrative tasks.	Departmental Tenure-Track Faculty	Povost	2025-2027
Student Success	Expand use of social media in collaboration with the Economics Club. Host department events and bring speakers to campus; increasing networking opportunities	Departmental Tenure-Track Faculty and Staff and Economics Club members	Time and Financial	2025-2027
Student Success; Student Learning & Assessment	Work to retain exceptional staff	Department; College and University	Financial; Administrative	2025-2027
Faculty	Enhance collaboration across departments; joint programs and information sharing	Departmental Tenure-Track Faculty; Coordinator(s)	Time	2025-2027



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**Long Term Priorities – Minimum of 5 key items identified that will take 3 to 5 years to implement.**

<b>Category</b>	<b>Proposed Action</b>	<b>Responsible Party</b>	<b>Resources</b>	<b>Timeframe – Start and End</b>
Faculty	Hire additional tenure-line faculty to meet department and university needs.	Provost	Financial	2026-2030
Program/Curriculum	Embed current technology (e.g., AI, R, Python) in current and new courses	Departmental Tenure-Track Faculty	Time	2026-2030
Faculty/Program	German Exchange Program and Website updating and maintenance	Provost and Departmental Tenure-Track Faculty	Financial; Time	2026-2030
Program/Curriculum	Maintain and expand GE designation of appropriate economics courses; explore cross listing courses across departments.	Departmental Tenure-Track Faculty	Time	2026-2030
Student Success	Expand student involvement in research	Departmental Course Coordinators	Time; Financial	2026-2030



## Post- Program Review Response and Action Plan

### Signature Page

Department Faculty Name	Signature
Hien Nguyen	
Shih-Tang Hwu	 <a href="#">Shih Tang Hwu (May 2, 2025 20:12 PDT)</a>
Greg Hunter	 <a href="#">Gregrey Hunter (May 2, 2025 09:58 PDT)</a>
Carsten Lange	
<b>Instructions:</b> All tenured and tenure track faculty should review the response and action plan, and sign the document after discussion between the college dean and department chair. The final signed copy should be sent to the Office of Assessment and Program Review, <a href="mailto:apr@cpp.edu">apr@cpp.edu</a> .	



Department Chair – Bruce Brown

05/01/2025

Click or tap to enter a date.



[Camille Johnson \(May 5, 2025 09:25 PDT\)](#)

Dean



[Jocelyn S. Chong \(May 5, 2025 09:27 PDT\)](#)

05/05/2025

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05/05/2025

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Office of Assessment and Program Review