Labor Economics (ECON 3335.01)
Fall 2016
Texas A&M University-Corpus Christi, College of Business

Instructor: Dr. Deniz Gevrek
Section & Location: Section 001, Monday 4:20-6:50pm; OCNR 115
Office Hours: Monday: 10am-12pm & 3-4pm; Tuesday: 12:30-3:30pm or by appointment.
Office: OCNR 366
E-mail: deniz.gevrek@tamucc.edu. In addition, check your Blackboard messages and announcements every day. I will respond to your messages within 24 hours. Therefore, it is in your best interest to complete your assignments at least 24 hours before the due dates. The instructor will not be responsible from any missed assignments because of computer/technology/internet connection issues if you fail to complete assignments at least 24 hours before the posted due dates/times. Never leave any assignments to the last 24 hours before deadlines. If you do not receive a response from me within 24 hours, please send me another e-mail to remind me. If you need to have an extended exchange with me, you should do that in office hours, not via e-mail.

Phone: (361) 825 3601
Course Web Page: all course materials will be posted on Blackboard 9.1 (BB9) and McGraw-Hill Connect website http://connect.mheducation.com/class/d-gevrek-fall-2016-labor-economics-with-dr-gevrek. You can directly go to McGraw-Hill Connect website to complete certain course assignments, but checking the BB9 web site daily and accessing McGraw-Hill Connect website daily via BB9 or directly is required. Your computer should have office software so that you can open and use PowerPoint and Word documents among other office documents. Make sure that you can open Adobe PDF files on your computer. You can download it for free here: http://get.adobe.com/reader/


For this course, you will need access to the Labor Economics, George Borjas, McGraw-Hill Irwin online materials and E-Book in McGraw-Hill’s Connect website. It includes a variety of learning resources including your E-Book to help you learn the material. The cost is $105 for a 6-month subscription, (please pick the first option that says CONNECT) payable at McGraw-Hill’s Connect website with a credit card or debit card (and perhaps other methods too, check it out and let me know!). Here is the link to buy access to our digital educational platform: http://www.mheducation.com/highered/product/labor-economics-borjas/M007802188X.html The first step is to make sure you purchase the access to our platform before August 28. Here is the link to our course web site, which will become active on August 24th: http://connect.mheducation.com/class/d-gevrek-fall-2016-labor-economics-with-dr-gevrek

If you must buy your books at the University bookstore (for financial aid reasons, for example), you can purchase a card from them instead of going through the Connect website. Note that once you have purchased your subscription, you will also have access to the full e-book, you can buy an additional Print Supplement, for an additional cost.

Prerequisites: ECON 2301, ECON 2302, and junior standing or above.
Course Description and Objective:
A study of labor theory and labor market processes to explain how household labor decisions are made, how household incomes are determined, the effects of market imperfections, and the effects of business decisions and labor unions on labor market outcomes. This course provides an overview of the U.S. labor movements, including its impact on federal legislation and contemporary labor issues.

Learning Objectives:
By the end of this course, the students will be able to:

- Understand the market forces behind supply and demand for labor.
- Analyze worker motivations and decisions.
- Analyze the extent of competition in a market and understand its effect on market outcomes.
- Understand the effects of gender, race and ethnic discrimination on worker and employer decisions.
- Understand the rationale for, and outcomes from, government regulations in labor markets.

Role of this Course in Your Undergraduate Education:
You will have an opportunity to apply critical-thinking and quantitative skills in this course to solve economic problems. This course will emphasize the following specific skills: mathematical competency, critical thinking, writing, reading, listening and speaking. The emphasis on the development of these specific skills in this course should benefit the student in other courses undertaken in the economics major as well as the rest of the undergraduate curriculum.

Relationship to Other Coursework:
An understanding of the labor market and its interrelationships with other parts of the U.S. economy - and interrelationships with other economies - is necessary for one to appreciate or participate in the current policy debates. Labor market considerations are pervasive in public policy debates, analyses and decisions.

Instructional Methodology:
In addition to lectures, the class will be interactive. A variety of learning methodologies will be used, such as: class discussions, team activities, and quizzes.

Oral and Written Communication Content:
Class discussion, active participation, problem sets, as well as major examinations will provide an opportunity for evaluating students' performance in oral and written communications. Student writing must meet the expected professional standards.

Technology Applications: Students are required to use the Internet to gain access to information for the research project and class assignments. Course materials and some assignments will be posted on the Blackboard course web page. Students are required to use word processing for their written reports.

How to succeed:
Part of your responsibility as a TAMU-CC student is to attend classes and take notes. This is an essential part of the learning process. Please see my attendance policy below for more details. I will post on the BlackBoard website some lecture materials, but not detailed lecture notes. Attendance to the class and keeping up with the readings are essential to pass this course. Do not forget that it is in your best interest to finish the reading assignment before each class. The detailed class schedule, which is subject to changes and revisions throughout the semester, is on the last page of this syllabus should tell you which chapters to read before you come to class. The class notes and the textbook are complementary to each other so use
them both preparing for the tests. Starting from basic concepts, we will proceed to much more complicated ones, do not get overconfident with you and keep hard work. I also encourage you to work in study groups.

Attendance Policy:
Students are held responsible for class attendance. Class attendance is a necessary but not a sufficient condition for active class participation and satisfactory course performance. Students absent from classes are responsible for making arrangements to submit assignments due, learn material discussed, and be aware of announcements made in Assignments missed due to absences cannot be made up except for illness or other emergencies, in which case a doctor’s note or other official documentation is to be presented when such emergency arises.

Performance Evaluation and Grading:
Your grade will be based on 2 midterm exams, 12 online homework assignments, 6 problem sets, attendance, a paper project, and a final test. The first midterm is on Monday, October 3 will cover material up to and including lecture 4. The second midterm is on Monday, November 7 will cover lectures 5-9. These two midterm scores will make up 40% of your grade. There will be NO MAKEUP tests under ANY circumstances, DO NOT make any plans for these days. Please read on for my policy on missed examinations.

Attendance will make up 10% of your grade. We will meet 14 times. While I will take attendance every class, a student gets the full 10% as long as s/he attends 10 times (each 3-hour class is worth 1 point of your grade). Students entering class past the class start time will lose half of their attendance grade, students who are late more than 5 minutes receive zero for attendance. Students who engage in fraudulent activity regarding attendance even once (i.e., students who are absent but have their friends sign the attendance sheet in place of them) lose the entire attendance grade and face disciplinary action.

There will be approximately 12 Homework Assignments (Learn Smart) via Connect McGraw-Hill web page. Each Homework assignments will count 1 point each for your 10 best scores; worst 2 scores dropped. Homework assignments make up 10% of your grade. Each homework will be posted on each Wednesday by 7 pm US CT and will be due by Saturday at 7 pm US CT the same week. You will have no time limit to complete the homework assignments and you will have access to our e-book while you complete them (please open your e-book on a separate browser and make sure it works before you start your assignment). You can take homework assignments multiple times until you reach 100%. Your highest attempt before the deadline will be counted as your grade. There will be NO MAKEUP homework assignments under any circumstances. If you miss an assignment you will get zero points for that one with no exceptions.

There will also be approximately 6 problem sets. Each problem set will count 2 points each for your 5 best scores; worst 1 score dropped. Problem sets make up 10% of your grade. Assignments will be posted on the Blackboard course web page and are due in class. Please see the tentative schedule regarding the detailed due dates. Late problem sets will NOT be accepted under any circumstances. You are allowed, and in fact encouraged, to work on the problems in groups. However, you must write up your own answer and cannot copy from someone else, even if you worked with that person together. Problems sets that contain identical answers will collectively receive zero points.

The Applied Labor Economics Paper Project will make up 10% of your grade. Submit your assignments via turnitin.com, no hardcopy or e-mail attachments will be accepted. The deadline for the assignment is Sunday, December 4 at 8pm U.S. CT. More details on your paper assignment will be provided in the class or via Blackboard web site.
The final test will be comprehensive, but will draw more heavily on lectures after the first midterm. Final exam makes up 20% of your grade. Registrar’s Office scheduled the final exam on Monday, December 12, at 4:30pm at our regular class location. Do not plan to leave before this date because there is no makeup test for the final. University policy requires that you take the final exam at the time Registrar’s office determines. If you miss the final you will lose the 20% of your grade with no exceptions.

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<thead>
<tr>
<th>Component</th>
<th>Weight</th>
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<tbody>
<tr>
<td>2 Midterms (20% each)</td>
<td>40%</td>
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<tr>
<td>Final Exam</td>
<td>20%</td>
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<tr>
<td>Attendance</td>
<td>10%</td>
</tr>
<tr>
<td>12 Homework Assignments (1 pt each for your 10 best scores; worst 2 scores dropped)</td>
<td>10%</td>
</tr>
<tr>
<td>6 Quizzes (2 pt each for your 5 best scores; worst 1 score dropped)</td>
<td>10%</td>
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<tr>
<td>Applied Economics Paper Project</td>
<td>10%</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
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Your letter grade will be based on your cumulative number of points. The approximate letter grades will be as follows, but I reserve the right to adjust the cut-off points. I will use standard rules for rounding and the following conversion table for the absolute scale:

<table>
<thead>
<tr>
<th>percent</th>
<th>letter grade</th>
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</thead>
<tbody>
<tr>
<td>90.0 – 100.0</td>
<td>A</td>
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<tr>
<td>80.0 – 89.9</td>
<td>B</td>
</tr>
<tr>
<td>70.0 – 79.9</td>
<td>C</td>
</tr>
<tr>
<td>60.0 – 69.9</td>
<td>D</td>
</tr>
<tr>
<td>0.00 – 59.9</td>
<td>F</td>
</tr>
</tbody>
</table>

**Grading Policy:**
The dates of the two midterm exams, final, paper project, homeworks as well as the problem sets are fixed. There will be NO makeup assignments under any circumstances. Missed exams generally will be treated as zeroes; only serious and substantiated medical, university related or personal emergencies may be accepted as legitimate excuses for a missed exam. No exceptions will be made for job interviews, Thanksgiving travel, or other non-academic activities. If you miss a midterm for a legitimate reason, then its weight will be shifted to other midterm and final, i.e. 10% will be shifted to the other midterm (other midterm will count as 30% of your grade) and 10% will be shifted to the final (final exam will count as 30% of your grade). If you fail to take any midterms, your final test will have a weight of 60%, but I strongly suggest you to not to put yourself in any of the above situations. Students who are athletes present an official letter from the University if any of the test dates causes conflict with their scheduled activities. This letter must be presented in advance to me.

Your grade is determined solely by your performance, not by the instructor’s. There will not be any additional credit opportunities after the final test to supplement your grade. You earn your grade based on your performance not based on your needs or wants. The main purpose of my policies is fairness. I believe in rewarding those people who take their responsibilities seriously.

**Course Withdrawal Policy:**
THE LAST DAY TO WITHDRAW FROM A COURSE WITH AN AUTOMATIC “W” IS 5:00 PM, FRIDAY, November 11, 2016. Please keep in mind that there is a maximum of SIX class withdrawals allowed during a student’s undergraduate career in Texas institutions.
Emergency Procedure:
There are times where extenuating circumstances, such as an extended illness, family emergency, a death in the family or military deployment arise and the student must miss multiple days of school due to the situation. In these cases, it may be difficult for the student to contact their faculty due to the situation (i.e. hospitalization). If your emergency is such that you only miss one or two days of class, you can submit the documentation of your excuse as an email attachment to me via email at deniz.gevrek@tamucc.edu If your emergency is such that you miss 3 or more consecutive days of class you must follow a different procedure: The Dean of Students, in the Office of Student Engagement & Success, can assist students/families in this situation when a student is going to miss three or more consecutive days of class. This notification does not excuse the absence; it merely serves as a courtesy notification regarding the student’s situation. The faculty member will still make the decision on individual cases related to any missed work, assignments or test. Documentation must be provided to the Dean of Students that supports the reason for the absence within one week of the original notice. For assistance in these types of situations, students should contact the Office of Student Engagement & Success at 361-825-2612 or go by the office in the University Center, Room 318.

Classroom/professional behavior:
Texas A&M University-Corpus Christi, as an academic community, requires that each individual respect the needs of others to study and learn in a peaceful atmosphere. Under Article III of the Student Code of Conduct, classroom behavior that interferes with either (a) the instructor’s ability to conduct the class or (b) the ability of other students to profit from the instructional program may be considered a breach of the peace and is subject to disciplinary sanction outlined in article VII of the Student Code of Conduct. Students engaging in unacceptable behavior may be instructed to leave the classroom. This prohibition applies to all instructional forums, including classrooms, electronic classrooms, labs, discussion groups, field trips, etc.

Classroom Etiquette:
Examples of classroom misconduct that may affect student evaluation include:
1. Habitually entering or leaving the classroom during class time without the consent of the instructor.
2. Using any telecommunication device (definition: Use of a mobile phone during class, including text messaging, surfing internet). Out of respect for your fellow classmates mobile phones are to be turned off and placed in your bag or pocket. If you are caught using a phone the instructor reserves the right to confiscate the phone and return it at her convenience.
3. Copying tests and quiz questions (definition of copying: making written or digital copies including but not limited to taking photos, videos etc.) with the purpose of distribution.
4. Posting inappropriate, unrelated and offensive comments on the online discussion forums and course web page.
5. Talking or chit-chatting with other students, and any other activities that are disruptive to the learning environment are also not allowed.
6. Engaging in fraudulent activities regarding class attendance, discussion forums, assignments and tests.

Students caught engaging in such activities should expect class or course dismissal along with a letter of reprimand placed in their academic files.
According to the University policy, no cell phone is allowed in a room when a test/exam is taken.

Statement of Civility:
Texas A&M University-Corpus Christi has a diverse student population that represents the population of the state. Our goal is to provide you with a high quality educational experience that is free from repression. You
are responsible for following the rules of the University, city, state and federal government. We expect that you will behave in a manner that is dignified, respectful and courteous to all people, regardless of sex, ethnic/racial origin, religious background, sexual orientation or disability. Behaviors that infringe on the rights of another individual will not be tolerated.

**Academic Integrity/Plagiarism Policy:**
University students are expected to conduct themselves in accordance with the highest standards of academic honesty. Academic misconduct for which a student is subject to penalty includes all forms of cheating, such as illicit possession of examinations or examination materials, falsification, forgery, complicity or plagiarism. (Plagiarism is the presentation of the work of another as one’s own work.) Students caught engaging in such activities should expect a zero grade on the exam/assignment for the **first violation** and a letter of reprimand placed in their academic file. A **second violation** will result in an automatic grade of F **for the course.** Students in the class are subject to the CoB Student Code of Ethics.

This course, and all other courses offered by the College of Business (COB), requires all of its students to abide by the COB Student Code of Ethics (available online at [www.cob.tamucc.edu](http://www.cob.tamucc.edu)). Provisions and stipulations in the code are applicable to all students taking College of Business courses regardless of whether or not they are pursuing a degree awarded by the COB.

Students who violate University rules on scholastic honesty are subject to disciplinary penalties, including the possibility of failure in the course and dismissal from the University. Since dishonesty harms the individual, fellow students, and the integrity of the University, policies on scholastic dishonesty will be strictly enforced.

**Disabilities Accommodations:**
The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you believe you have a disability requiring an accommodation, please call or visit Disability Services at (361) 825-5816 in Corpus Christi Hall 116. If you are a returning veteran and are experiencing cognitive and/or physical access issues in the classroom or on campus, please contact the Disability Services office for assistance at (361) 825-5816.

**Statement of Academic Continuity:**
In the event of an unforeseen adverse event, such as a major hurricane and classes could not be held on the campus of Texas A&M University–Corpus Christi; this course would continue through the use of Blackboard and/or email. In addition, the syllabus and class activities may be modified to allow continuation of the course. Ideally, University facilities (i.e., emails, web sites, and Blackboard) will be operational within two days of the closing of the physical campus. However, students need to make certain that the course instructor has a primary and a secondary means of contacting each student.

**Grade Appeals:**
As stated in University Procedure 13.02.99.C2.01, Student Grade Appeal Procedures, a student who believes that he or she has not been held to appropriate academic standards as outlined in the class syllabus, equitable evaluation procedures, or appropriate grading, may appeal the final grade given in the course. The burden of proof is upon the student to demonstrate the appropriateness of the appeal. A student with a complaint about a grade is encouraged to first discuss the matter with the instructor. For complete details, including the responsibilities of the parties involved in the process and the number of days allowed for
Other Aspects of the Course:

**Ethical Perspectives:** In this course, the main approach to Labor Economics issues is positive - what is, rather than normative - what ought to be. However, the section on discrimination in the labor market will focus on normative issues. The economics concept of "moral hazard" will be introduced and utilized as appropriate in investigating the implications of government policies, specifically the impact on consumer and producer choices, and efficiency.

**Global Perspectives:** Global economic trends and the economic performance impact the labor market. Hence, global issues are critical to the study of labor economics.

**Demographic Diversity Perspectives:** Government policies and choices impact various groups differently, and the various groups are able to influence these policies differently. Therefore, we will examine and discuss the distributional effects of government policies on income and wage differentials.

**Political, Social, Legal, Regulatory, and Environmental Perspectives:** In discussing the roles of governments in labor markets, we will examine various political, social, legal, and regulatory issues. We will examine these how these issues affect the labor market in both their microeconomic and macroeconomic contexts.
<table>
<thead>
<tr>
<th>Lecture</th>
<th>Date</th>
<th>Subjects Covered</th>
<th>Chapters</th>
<th>Homework (HW) due on Saturday of that week at 7:00 pm US CT // PS due in Class</th>
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</thead>
<tbody>
<tr>
<td>WEEK 1</td>
<td>1) Mon, Aug 29</td>
<td>Introduction; Start Labor Supply</td>
<td>1 + Appendix 2</td>
<td>Homework 1</td>
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<tr>
<td></td>
<td>Mon, Sept 5</td>
<td>Labor day Holiday—No Class</td>
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<td>WEEK 2</td>
<td>2) Mon, Sept 12</td>
<td>Continue Labor Supply</td>
<td>2</td>
<td>Homework 2 &amp; PS#1</td>
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<tr>
<td>WEEK 3</td>
<td>3) Mon, Sept 19</td>
<td>Labor Demand</td>
<td>3</td>
<td>Homework 3</td>
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<tr>
<td>WEEK 4</td>
<td>4) Mon, Sept 26</td>
<td>Continue Labor Demand</td>
<td></td>
<td>Homework 4 &amp; PS#2</td>
</tr>
<tr>
<td>WEEK 5</td>
<td>5) Mon, Oct 3</td>
<td><strong>In Class MIDTERM #1</strong></td>
<td>4</td>
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<td></td>
<td></td>
<td>Labor Market Equilibrium</td>
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<tr>
<td>WEEK 6</td>
<td>6) Mon, Oct 10</td>
<td>Compensating Wage Differentials</td>
<td>5</td>
<td>Homework 5</td>
</tr>
<tr>
<td>WEEK 7</td>
<td>7) Mon, Oct 17</td>
<td>Labor Market Discrimination</td>
<td>9</td>
<td>Homework 6 &amp; PS#3</td>
</tr>
<tr>
<td>WEEK 8</td>
<td>8) Mon, Oct 24</td>
<td>Human Capital</td>
<td>6</td>
<td>Homework 7</td>
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<tr>
<td>WEEK 9</td>
<td>9) Mon, Oct 31</td>
<td></td>
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<td>Homework 8 &amp; PS#4</td>
</tr>
<tr>
<td>WEEK 10</td>
<td>10) Mon, Nov 7</td>
<td><strong>In Class MIDTERM #2,</strong></td>
<td>8</td>
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<td></td>
<td></td>
<td>Start Labor Mobility</td>
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<td>WEEK 11</td>
<td>11) Mon, Nov 14</td>
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<tr>
<td>WEEK 12</td>
<td>12) Mon, Nov 21</td>
<td>Start Unemployment &amp; <strong>Thanksgiving week</strong></td>
<td>12</td>
<td>Homework 10 &amp; PS#5</td>
</tr>
<tr>
<td>WEEK 13</td>
<td>13) Mon, Nov 28</td>
<td>Unemployment</td>
<td>12</td>
<td>Homework 11</td>
</tr>
<tr>
<td>WEEK 14</td>
<td>14) Mon, Dec 5</td>
<td>Wage Structure</td>
<td>7</td>
<td>Homework 12 &amp; PS#6</td>
</tr>
</tbody>
</table>

Monday, December 12, 4:30 p.m FINAL EXAM