Instructor: Dr. Deniz Gevrek
Section & Location: Section 001, Wednesday 4:20-6:50pm; OCNR 132
Office Hours: Tue. 9:30am-11:30am, Tue. 5:45-6:45pm, Wed. 1-4pm 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 for 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. You will go through BB9 to get access to the Connect web site. Checking the BB9 web site daily and accessing McGraw-Hill Connect website daily via BB9 is required. Connect web site will contain your e-textbook and assignments. 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 online materials and E-textbook in McGraw-Hill’s Connect website. It includes a variety of learning resources including your E-textbook to help you learn the material. You will go to BB9 and then choose “Connect (e-textbook and digital platform)” link and follow the instructions to gain access to our digital educational platform. Our campus bookstore sells the access codes. The first step is to make sure you purchase the access to our platform before August 26. Our BB9 and connect web sites will go online on August 24. Note that once you have purchased your subscription, you will also have access to the full e-textbook, you can buy an additional Print Supplement, for an additional cost.

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 able to:
1. Understand the market forces behind supply and demand for labor (BBA Goal 2, Objective 1)
2. Analyze worker motivations and decisions (BBA Goal 3, Objective 1)
3. Analyze the extent of competition in a market and understand its effect on market outcomes (BBA Goal 2, Objective 1 and 3)
4. Understand the effects of gender, race and ethnic discrimination on worker and employer decisions (BBA Goal 2, Objective 1)
5. Understand the rationale for, and outcomes from, government regulations in labor markets (BBA Goal 2, Objective 1)

Prerequisites: ECON 2301, 2302 and Junior standing or above

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 problem sets.

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 e-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 quizzes (via Connect), class attendance, a paper project, 6 problem sets and a final test. There will also be 12 LearnSmart Connect Homeworks for extra credit. The first midterm is on Wednesday, October 3 will cover material up to and including lecture 5. The second midterm is on Wednesday, November 7 will cover lectures 6-10. 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 **12 quizzes** via Connect web site. Each Quiz will count 1 point, each for your 10 best scores; worst 2 scores dropped. **Quizzes make up 10% of your grade.** The quizzes will be posted on the Connect web page on each Thursday by 8 pm US CT and will be due by following Sunday at 8 pm US CT. There will be a quiz every week except for several weeks. Please see the tentative class schedule on the last page pages to find the exact dates of quizzes. There will be NO MAKEUP quizzes under any circumstances. If you miss a quiz you will get zero points for that quiz with no exceptions.

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 2 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 Wednesday, 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.

There will be approximately **12 Homework Assignments (Learn Smart)** via Connect McGraw-Hill web page for extra credit. Each Homework assignments will count 0.5 point EXTRA CREDIT. You can earn up to 6% of your grade from extra credit. Each homework will be assigned at the completion of each chapter. Once posted, these homework assignments will be due within 7 days or due by 8pm on the night before the midterm/final exam if the next midterm/final exam is in less than 7 days. You will have no time limit to complete the homework assignments and you will have access to our e-textbook while you complete them (please open your e-textbook on a separate browser and make sure it works before you start your
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.

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. The problem sets will be due in class. Please see the tentative class schedule on the last page pages to find the exact due dates. There will be NO MAKEUP problem sets under any circumstances. If you miss a problem set you will get zero points for that problem set with no exceptions. You are allowed, and in fact encouraged, to work on the problems in groups. However, every students must type/write their own answers instead of copying directly from others.

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Midterm exam 1</td>
<td>20%</td>
</tr>
<tr>
<td>Midterm exam 2</td>
<td>20%</td>
</tr>
<tr>
<td>Final Exam</td>
<td>20%</td>
</tr>
<tr>
<td>Attendance</td>
<td>10%</td>
</tr>
<tr>
<td>6 Problem Sets</td>
<td>10%</td>
</tr>
<tr>
<td>12 Quizzes</td>
<td>10%</td>
</tr>
<tr>
<td>1 Applied Economics Paper Project</td>
<td>10%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
</tr>
<tr>
<td>Extra Credit: 12 Learn Smart Connect Master Homework Assignments (0.5% each)</td>
<td>6%</td>
</tr>
</tbody>
</table>

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

Grading Policy:
The dates of the two midterm exams, final, homework assignments, problem sets, paper project, as well as the quizzes are fixed. There will be NO makeup tests, quizzes 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 and Spring Break travel, or other non-academic activities. If you miss a midterm for a legitimate reason, then its weight will be shifted to other two exams as follows, i.e. 10% will be shifted to the other midterm and the final exam (other midterm and final exams will each 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 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.
Dropping a Class:
I hope that you never find it necessary to drop this or any other class. However, events can sometimes occur that make dropping a course necessary or wise. Please consult with me before you decide to drop to be sure it is the best thing to do. Should dropping the course be the best course of action, you must initiate the process to drop the course by going to the Student Services Center and filling out a course drop form. Just stopping attendance and participation WILL NOT automatically result in your being dropped from the class.

Last Day of Withdrawal:
Only students who complete the course withdrawal form before the deadline on Friday, November 9, will receive an automatic grade of “W.”

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 assignment 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 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.

**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 completing the steps in the process, see University Procedure 13.02.99.C2.01, Student Grade Appeal Procedures. These documents are accessible through the University Rules Web site at http://www.tamucc.edu/provost/university_rules/index.html. For assistance and/or guidance in the grade appeal process, students may contact the Dean’s office in the college in which the course is taught or the Office of the Provost.

**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.
Academic Honesty
University students are expected to conduct themselves in accordance with the highest standards of academic honesty. Academic misconduct includes all forms of cheating, including illicit possession of examinations or examination materials, forgery, or plagiarism, which is the presentation of the work of another as one’s own. Students caught engaging in such activities should expect course dismissal along with a letter of reprimand placed in their academic files. Turning in another student’s work (assignments, exams, etc.) without the knowledge of the instructor constitutes forgery of both the student turning in another one’s work and the student who completes the work. Signing another student’s name on an attendance sheet also constitutes academic dishonesty.

Plagiarism Policy:
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.

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.

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). 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.

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.
# Tentative Schedule

<table>
<thead>
<tr>
<th>Lecture</th>
<th>Date</th>
<th>Subjects Covered</th>
<th>Chapters</th>
<th>Due dates</th>
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<tbody>
<tr>
<td>WEEK 1</td>
<td>1) Wed., Aug 29</td>
<td>Introduction; Start Labor Supply</td>
<td>1 + Appendix</td>
<td>Quiz 1</td>
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<td></td>
<td>2) Wed., Sept 5</td>
<td>Continue Labor Supply</td>
<td>2</td>
<td>Quiz 2</td>
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<td></td>
<td>3) Wed., Sept 12</td>
<td>Labor Demand</td>
<td>3</td>
<td>Quiz 3 &amp; Problem Set 1</td>
</tr>
<tr>
<td></td>
<td>4) Wed., Sept 19</td>
<td>Continue Labor Demand</td>
<td></td>
<td>Quiz 4 &amp; Problem Set 2</td>
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<td></td>
<td>6) Wed., Oct 3</td>
<td>In Class MIDTERM #1</td>
<td>5</td>
<td>Quiz 5</td>
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<td></td>
<td>8) Wed., Oct 17</td>
<td>Human Capital</td>
<td>6</td>
<td>Quiz 7</td>
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<td>9) Wed., Oct 24</td>
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<td>Quiz 8 &amp; Problem Set 4</td>
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<td></td>
<td>10) Wed., Oct 31</td>
<td>Start Labor Mobility</td>
<td>8</td>
<td></td>
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<tr>
<td>WEEK 11</td>
<td>11) Wed., Nov 7</td>
<td>In Class MIDTERM #2, Finish 8</td>
<td></td>
<td>Quiz 9</td>
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<tr>
<td>WEEK 12</td>
<td>12) Wed., Nov 14</td>
<td>Start Unemployment</td>
<td>12</td>
<td>Quiz 10</td>
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<td></td>
<td>Wed., Nov 21</td>
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<td>NO CLASS - Reading day - Thanksgiving week</td>
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<tr>
<td>WEEK 13</td>
<td>13) Wed., Nov 28</td>
<td>Unemployment</td>
<td>12</td>
<td>Quiz 11 &amp; Problem Set 5</td>
</tr>
<tr>
<td>WEEK 14</td>
<td>14) Wed., Dec 5</td>
<td>Wage Structure</td>
<td>7</td>
<td>Quiz 12 &amp; Problem Set 6</td>
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</table>

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