

ECON 4330: Human Resource Economics (Labor Economics) BLENDED Course Syllabus

University of Texas at Arlington, Spring 2018

Course materials can be found on Blackboard: elearn.uta.edu

Course Details

Course Time/Place: T 2:00 – 3:20, COB 153
Instructor: Christy Spivey
Email: cspivey@uta.edu
Office Phone: 817-272-1218
Office: COB 328
Office Hours: T 12:30 – 1:45PM, 3:20 – 4:15 CST, & by appt.



Note: This is a blended course, which meets on Tuesdays only. At least half of the course content will be delivered online.

Course Description and Student Learning Outcomes

We will study factors affecting the demand for labor and the supply of labor. Specific topics include wage differentials, education, the household as an economic unit, unemployment, inequality, discrimination, and migration and mobility. The goal of the course is to provide you with a theoretical and empirical background in labor economics that will enable you to:

- Describe the major factors affecting labor supply and labor demand
- Explain how wages and employment are determined
- Apply labor economics theory to solve economic problems
- Critically analyze and interpret data, articles, or news stories relating to labor economics

Prerequisites

ECON 2306

Readings

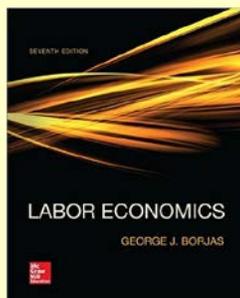
Required articles and videos will be posted on Blackboard.

There is no required textbook.

If you would like to purchase one, I recommend Labor Economics by George Borjas (used, any edition).

Recommended Book

Borjas, George J.,
Labor Economics,
any edition.



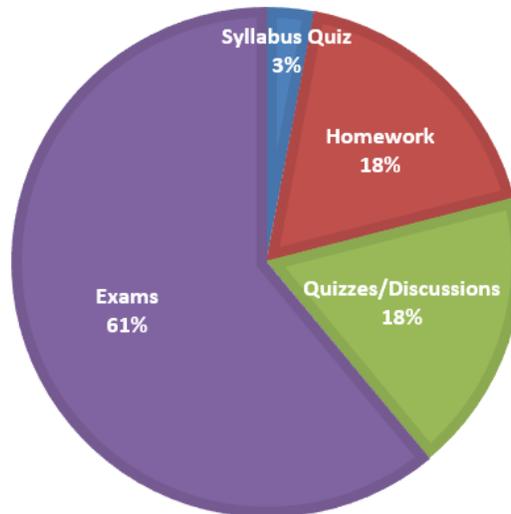
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Assessment

Your grade will be determined by a syllabus quiz, three graded homework assignments, a number of short “quizzes” and discussion posts done online, and three exams. The lowest three of the online “quizzes”/discussion posts will be dropped. The percentage of total points will be allocated as follows:

Syllabus Quiz	3%
Homework (6% each):	18%
Average of Online “Quizzes”/Discussions:	18%
Lowest Exam:	16%
Middle Exam:	20%
Highest Exam:	25%



Your letter grade will be determined by the percentage of total points earned as follows:

A	90% and above
B	80 – 89.99%
C	70 – 79.99%
D	60 – 69.99%
F	below 60%

I do not curve individual assignments or final grades. I only assign incompletes in the course for documented health/family emergencies. Please do not ask me to assign an incomplete if you intend to drop the course but forget to do so.

Please use the [grade calculator](#) posted on the HomePage in Blackboard to determine your assessment progress throughout the semester.

Assignments

Each topic's link on the Blackboard course menu will contain material for Tuesdays (in-class materials like slides and problems we will work on) and Thursdays. The Thursday content is contained in a Learning Module. Within each Learning Module, you will find one Blackboard page for each subtopic, which may contain text, graphics, videos, links to webpages, and embedded articles. Under the Learning Module, you may find important materials referenced in the Learning Module (articles, documentary, podcasts) as well as assignments for the week.

Syllabus Quiz

The Syllabus Quiz will be given through Blackboard. Thus, you can complete it at home while looking at the syllabus. The goal is to familiarize yourself with course policies and to make sure you can use the grade calculator. I want to make sure everyone knows how to calculate their grade as the semester progresses, so that everyone knows where they stand at any point in time throughout the course. Answers will be available on Blackboard after the due date. Therefore, no late submissions are accepted.

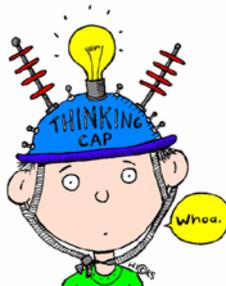
Graded Homework

A number of problems will be posted under each of the topics on the course menu. Some of these you will have time to work on in class, and some may have to be completed outside of class. The homework assignments that you turn in for a grade will be a selection of these problems.

Your completed homework assignment should be uploaded to Blackboard as one Microsoft Word file or PDF file. PDF files are preferred. Please do not upload multiple JPEG or PNG files. Make sure to paste them into a Word document first, and then save the Word file as a PDF file. Recent versions of Word have the capability to save documents as PDF files by going to File -> Save as Adobe PDF. If your Word version does not have this, you can download free software to turn any document into a PDF file here:

<http://www.cutepdf.com/Products/CutePDF/writer.asp>

Late homework assignments will be not accepted, so that I can post answers in a timely manner before exams. You may discuss your homework assignments with one another, but you should do your own thinking and turn in your own work. In other words, do not copy someone's work or turn in someone else's work as your own. Doing so will result in not getting credit for the assignment and a referral to the Office of Student Conduct. Doing your own work will help prepare you for exams. I am also happy to help you with homework problems.



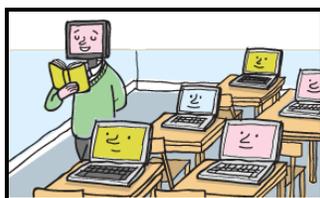
Online "Quizzes" and Graded Discussion Board Assignments

Each week that content is delivered online in lieu of a Thursday lecture, you will have a short "quiz" to take and/or a discussion board to participate in. These will be due before the next in-class day (Tuesday). Late "quizzes" will not be accepted. The lowest three of the online "quizzes"/discussion posts will be dropped.

The “quizzes” will be relatively short multiple choice assignments, and you can use the course materials to answer them. However, please complete them on your own and do not consult one another.

Discussion board assignments will involve an initial post by each of you, in response to a question that I pose, followed up by at least two reply posts. These reply posts will be responses to classmates’ initial posts and/or follow-ups to how others have replied to your initial post.

Please see the “Getting Started Info” Learning Module on Blackboard for detailed discussion board information, including guidelines, suggestions, and the grading rubric. Make sure to look at the grading rubric before posting. Late discussion board assignments will **not** be accepted.



Exams

The three exams are not cumulative. The last exam will be given on the day and time the university specifies for final exams, **in our classroom**. It is my policy not to provide the day and time of the last exam. It is your responsibility to find the day and time online AND to confirm it with a classmate. The link to UTA’s final exam schedule:

<http://www.uta.edu/records/calendars/final-exams.php>

Please bring a pencil and non-programmable calculator to exams. You do not need to bring a scantron. No makeup exams will be given unless my permission is given BEFORE the exam. You can take a makeup exam early or late ONLY if you have appropriate documentation (e.g., a doctor’s note, not simply verification you went to the health center). If you do not contact me prior to a missed exam you will receive a zero. Barring extenuating circumstances, makeup exams must be taken before the next class meeting.

If you feel your exam has been graded incorrectly, please submit your issue in writing within one week of receiving the graded exam back, either on the front of the exam or on a separate sheet of paper attached to the exam. Please note the question number you are inquiring about and what you think is wrong.

Course Schedule

A tentative course schedule can be found on the HomePage on Blackboard, including the topics to be covered and all due dates for assignments. I reserve the right to change the schedule, but I will post an updated one if I do so as well as notify you of any changes via email.

**You can learn more
about me and my
research [HERE!](#)**

Expectations

Treat this syllabus as a contract that you have “signed” by enrolling in the course. You are responsible for remembering all deadlines. I reserve the right to make changes to the syllabus during the semester, although I will try not to do so. Any changes will be communicated to you via email and/or during class. You are responsible for being aware of these changes. Please refrain from asking me questions that can be answered by reading this document.

This blended course is designed to cover the same content and same amount of material as a traditional face-to-face course. For the in-class portion, I recommend printing any posted PowerPoint slides (several to a page) and bringing them to class to take notes on. However, please realize that the slides and other material posted on Blackboard do not include everything covered in class. It is also important that you read the assigned articles posted on Blackboard and complete the “quizzes”/discussion board assignments to keep up with the material.

If you are willing to put in the effort, you are likely to succeed in this course. I want everyone to do well, and everyone is given that opportunity. ***Please ask questions in class or via email and come see me during office hours (or schedule an appointment) if you need further clarification.*** I do not always know if you don’t understand something unless you tell me!



Communication

I will post documents on Blackboard and email you through Blackboard, ***so please check your university-provided email account daily!*** Please feel free to email me at the address listed above. I check email regularly most Mondays-Fridays, but I cannot guarantee a quick response over the weekend or late at night.

Email is definitely the best way to reach me. If you try to reach me on my office phone, please do not leave a message and expect me to get back to you in a timely manner. I do not check phone messages nearly as frequently as email, as the telephone does not visually indicate that a message is waiting for me. However, feel free to call me, and I will happily talk to you if I am in the office. Phone appointments can be set up with me in advance if a question can't be resolved by email and we are unable to connect in person.

Attendance

At UTA, taking attendance is not required. Rather, each faculty member is free to develop his or her own methods of evaluating students' academic performance, which includes establishing course-specific policies on attendance. In this course, attendance will not be a formal part of your assessment. However, I reserve the right to take attendance and use that information to give extra credit or when determining whether to “round up” when determining final grades.

Thus, you are strongly encouraged to attend every class and arrive to class ON TIME (I understand there are legitimate reasons for being late, so please enter QUIETLY if you cannot

help being late). You are also expected to silence your cell phone. ***You are responsible for all material covered in class whether you are present or not (including material not covered in the text or on Blackboard). If you miss a class, you should get notes from a classmate and review them BEFORE coming to me for help on that particular topic.*** I will not provide you with class notes beyond what is posted on Blackboard.

However, while UT Arlington does not require instructors to take attendance in their courses, the U.S. Department of Education requires that the University have a mechanism in place to mark when Federal Student Aid recipients “begin attendance in a course.” UT Arlington instructors will report when students begin attendance in a course as part of the final grading process. Specifically, when assigning a student a grade of F, faculty report the last date a student attended their class based on evidence such as a test, participation in a class project or presentation, or an engagement online via Blackboard. This date is reported to the Department of Education for federal financial aid recipients.

Academic Integrity

All students enrolled in this course are expected to adhere to the UT Arlington Honor Code:

I pledge, on my honor, to uphold UT Arlington’s tradition of academic integrity, a tradition that values hard work and honest effort in the pursuit of academic excellence.

I promise that I will submit only work that I personally create or contribute to group collaborations, and I will appropriately reference any work from other sources. I will follow the highest standards of integrity and uphold the spirit of the Honor Code.

According to the UT System Regents’ Rule 50101, §2.2, “Scholastic dishonesty includes but is not limited to cheating, plagiarism, collusion, the submission for credit of any work or materials that are attributable in whole or in part to another person, taking an examination for another person, any act designed to give unfair advantage to a student or the attempt to commit such acts.” Per UT System Regents’ Rule 50101, §2.2, suspected violations of university’s standards for academic integrity (including the Honor Code) will be referred to the Office of Student Conduct. Violators will be disciplined in accordance with University policy, which may result in the student’s suspension or expulsion from the University.

More specifically related to this course, academic dishonesty includes communicating with other students during quizzes and exams; referencing books, notes or “cheat sheets” during exams (except when authorized); copying or presenting someone else’s work as your own. Violators will automatically receive a grade of zero on the assignment or exam. Anytime a penalty is imposed the matter must be reported to the Office of Student Conduct.

Administrative Policies

Drop Policy

Students may drop or swap (adding and dropping a class concurrently) classes through self-service in MyMav from the beginning of the registration period through the late registration period. After the late registration period, students must see their academic advisor to drop a class or withdraw. Drops can continue through ***March 30 for Spring 2018.*** **Note: I am unable to sign a drop form after the official deadline.** It is the student's responsibility to officially withdraw if they do not plan to attend after registering. Students will not be automatically

dropped for non-attendance. Repayment of certain types of financial aid administered through the University may be required as the result of dropping classes or withdrawing. For more information, contact the Office of Financial Aid and Scholarships (<http://www.uta.edu/aao/fao/>).

Student Feedback Survey

At the end of each term, students enrolled in classes categorized as lecture, seminar, or laboratory shall be directed to complete a Student Feedback Survey (SFS). Instructions on how to access the SFS for this course will be sent directly to each student through MavMail approximately 10 days before the end of the term. Each student's feedback enters the SFS database anonymously and is aggregated with that of other students enrolled in the course. UT Arlington's effort to solicit, gather, tabulate, and publish student feedback is required by state law; students are strongly urged to participate. For more information, visit <http://www.uta.edu/sfs>.

Final Review Week

A period of five class days prior to the first day of final examinations in the long sessions shall be designated as Final Review Week. The purpose of this week is to allow students sufficient time to prepare for final examinations. During this week, there shall be no scheduled activities such as required field trips or performances; and no instructor shall assign any themes, research problems or exercises of similar scope that have a completion date during or following this week unless specified in the class syllabus. During Final Review Week, an instructor shall not give any examinations constituting 10% or more of the final grade, except makeup tests and laboratory examinations. In addition, no instructor shall give any portion of the final examination during Final Review Week. During this week, classes are held as scheduled. In addition, instructors are not required to limit content to topics that have been previously covered; they may introduce new concepts as appropriate.

Student Support Services

UT Arlington provides a variety of resources and programs designed to help students develop academic skills, deal with personal situations, and better understand concepts and information related to their courses. Resources include tutoring, major-based learning centers, developmental education, advising and mentoring, personal counseling, and federally funded programs. For individualized referrals, students may visit the reception desk at University College (Ransom Hall), call the Maverick Resource Hotline at 817-272-6107, send a message to resources@uta.edu, or view the information at <http://www.uta.edu/universitycollege/resources/index.php>.

The IDEAS Center (2nd Floor of Central Library) offers free tutoring to all students with a focus on transfer students, sophomores, veterans and others undergoing a transition to UT Arlington. To schedule an appointment with a peer tutor or mentor email IDEAS@uta.edu or call (817) 272-6593.

Electronic Communication

UT Arlington has adopted MavMail as its official means to communicate with students about important deadlines and events, as well as to transact university-related business regarding financial aid, tuition, grades, graduation, etc. All students are assigned a MavMail account and are responsible for checking the inbox regularly. There is no additional charge to students for using this account, which remains active even after graduation. Information about activating and using MavMail is available at <http://www.uta.edu/oit/cs/email/mavmail.php>.

Disability Accommodations

UT Arlington is on record as being committed to both the spirit and letter of all federal equal opportunity legislation, including *The Americans with Disabilities Act (ADA)*, *The Americans with*

Disabilities Amendments Act (ADAAA), and *Section 504 of the Rehabilitation Act*. All instructors at UT Arlington are required by law to provide “reasonable accommodations” to students with disabilities, so as not to discriminate on the basis of disability. Students are responsible for providing the instructor with official notification in the form of a **letter certified** by the Office for Students with Disabilities (OSD). Only those students who have officially documented a need for an accommodation will have their request honored. Students experiencing a range of conditions (Physical, Learning, Chronic Health, Mental Health, and Sensory) that may cause diminished academic performance or other barriers to learning may seek services and/or accommodations by contacting:

The Office for Students with Disabilities, (OSD) www.uta.edu/disability or calling 817-272-3364. Information regarding diagnostic criteria and policies for obtaining disability-based academic accommodations can be found at www.uta.edu/disability.

Counseling and Psychological Services, (CAPS) www.uta.edu/caps/ or calling 817-272-3671 is also available to all students to help increase their understanding of personal issues, address mental and behavioral health problems and make positive changes in their lives.

Non-Discrimination Policy

The University of Texas at Arlington does not discriminate on the basis of race, color, national origin, religion, age, gender, sexual orientation, disabilities, genetic information, and/or veteran status in its educational programs or activities it operates. For more information, visit www.uta.edu/eos.

Title IX Policy

The University of Texas at Arlington (“University”) is committed to maintaining a learning and working environment that is free from discrimination based on sex in accordance with Title IX of the Higher Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in educational programs or activities; Title VII of the Civil Rights Act of 1964 (Title VII), which prohibits sex discrimination in employment; and the Campus Sexual Violence Elimination Act (SaVE Act). Sexual misconduct is a form of sex discrimination and will not be tolerated. For information regarding Title IX, visit www.uta.edu/titleIX or contact Ms. Jean Hood, Vice President and Title IX Coordinator at (817) 272-7091 or jmhood@uta.edu.

Campus Carry

Effective August 1, 2016, the Campus Carry law (Senate Bill 11) allows those licensed individuals to carry a concealed handgun in buildings on public university campuses, except in locations the University establishes as prohibited. Under the new law, openly carrying handguns is not allowed on college campuses. For more information, visit <http://www.uta.edu/news/info/campus-carry/>

Emergency Exit Procedures

Should we experience an emergency event that requires us to vacate the building, students should exit the room and move toward the nearest exit. When exiting the building during an emergency, one should never take an elevator but should use the stairwells. Faculty members and instructional staff will assist students in selecting the safest route for evacuation and will make arrangements to assist individuals with disabilities.

***Emergency Phone Numbers:
In case of an on-campus emergency,
call the UT Arlington Police Department at
817-272-3003 (non-campus phone), 2-3003 (campus phone).
You may also dial 911.***