

ECON 4330: Human Resource Economics
BLENDED Course Syllabus
Fall 2019

Instructor Information

Instructor

Christy Spivey

Office Number

College of Business (COB), Room 328

Office Telephone Number

I do not have a phone in my office.

The Economics department number is 817-272-3061.

**Email Address**

cspivey@uta.edu

Faculty Profile

<https://mentis.uta.edu/explore/profile/christy-spivey>

Office Hours

Tuesday 5:00 – 6:45pm CST, or by appointment.

Course Information

Section Information

ECON 4330-001

Time and Place of Class Meetings

Tuesday 7:00-8:20pm, COB 139

This is a blended course, which meets on Tuesdays only. At least half of the course content will be delivered online through Canvas: uta.instructure.com.

Description of Course Content

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.

Student Learning Outcomes

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 Principles of Microeconomics or equivalent

Required Textbooks and Other Course Materials

There is no required textbook. Required content such as articles and videos are posted on Canvas. If you would like to purchase one, I recommend Labor Economics by George Borjas (used, any edition).

Assignments

Each module in Canvas will contain material for Tuesdays (in-class materials like slides and problems we will work on) and Thursdays (online materials). The Thursday content will consist of a Canvas page for each subtopic, which may contain text, graphics, videos, and links to webpages. You will also find any required articles as well as Graded Assignments for the week.

Syllabus Quiz

The Syllabus/Scavenger Hunt Quiz (Week 1: Getting Started) can be completed while looking at the syllabus and other course materials on Canvas. The goal is to familiarize yourself with course format and policies and to make sure you can navigate the course and 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 to the quiz will be available on Canvas 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 Canvas as **one Microsoft Word file or PDF file**. 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, then 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.



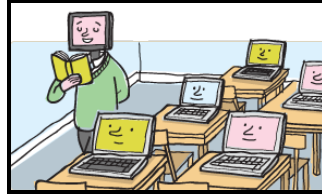
Online “Quizzes” and Graded Discussion Board Assignments

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 Week 1: Getting Started module on Canvas 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.

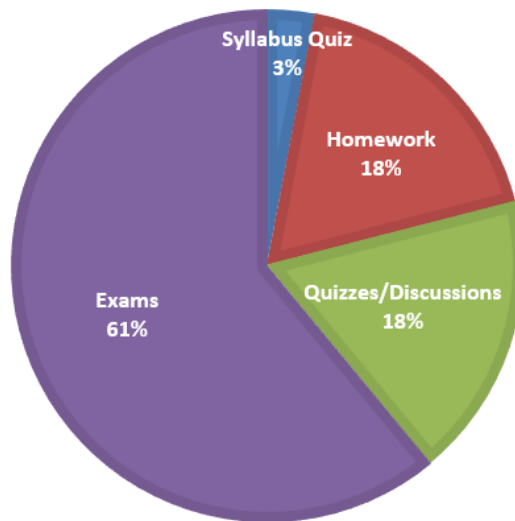
If you feel your exam has been graded incorrectly, please submit your issue in writing within one week of receiving the graded exam back, either on the front of the exam or on a separate sheet of paper attached to the exam. Please note the question number you are inquiring about and what you think is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

Grading Information

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:

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

I do not curve individual assignments or final grades. I also do not offer extra credit beyond what is mentioned in this syllabus. 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](#) on the Home Page (not any total columns in the Canvas gradebook) to determine your assessment progress throughout the semester.

Course Schedule

A detailed course schedule is below, including all due dates for assignments. It can also be found on the Home Page on Canvas as an Excel spreadsheet. 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.

I highly recommend that you print out the schedule and keep it in a convenient place, as well as add all due dates to your calendar.

Human Resource Economics, Fall 2019

We will meet in person on Tuesdays only.

Half of the course content will be delivered online, and a short "quiz" or discussion will be due on Canvas before the following Tuesday's class.

	Day	Date	Topic	Assignments with due dates
1	Tuesday	Aug 27	Welcome	
2	Thursday	Aug 29	ONLINE - Introduction, Regression Analysis	
3	Tuesday	Sep 3	Introduction, Labor Market Measures, Review of Utility and Maximization, work on HW1 in Groups	Online assignment due at 6pm
4	Thursday	Sep 5	ONLINE - Labor Supply: Utility Maximization	Syllabus Quiz due Sunday 11:59pm
5	Tuesday	Sep 10	Labor Supply, Group work and Kahoot	Online assignment due at 6pm
6	Thursday	Sep 12	ONLINE - Labor Supply (Economics of Sleep)	
7	Tuesday	Sep 17	Labor Supply	Online assignment due at 6pm
8	Thursday	Sep 19	ONLINE - Labor Supply (Elasticity and Welfare)	
9	Tuesday	Sep 24	Labor Supply	Online assignment due at 6pm
10	Thursday	Sep 26	Work Old Exam Problems (no Learning Module)	Select HW problems due 11:59pm
11	Tuesday	Oct 1	Exam 1	
12	Thursday	Oct 3	ONLINE - Topics in Labor Supply	
13	Tuesday	Oct 8	Labor Supply	Online assignment due at 6pm
14	Thursday	Oct 10	ONLINE - Labor Demand	
15	Tuesday	Oct 15	Equilibrium: In-Class Experiment	Online assignment due at 6pm
16	Thursday	Oct 17	ONLINE - Labor Demand	
17	Tuesday	Oct 22	Equilibrium, Experiment debriefing	Online assignment due at 6pm
18	Thursday	Oct 24	ONLINE - Equilibrium (Minimum Wage and Immigration)	
19	Tuesday	Oct 29	Compensating Differentials	Online assignment due at 6pm
20	Thursday	Oct 31	Work Old Exam Problems (no Learning Module)	Select HW problems due 11:59pm
21	Tuesday	Nov 5	Exam 2	
22	Thursday	Nov 7	ONLINE - Inequality	
23	Tuesday	Nov 12	Compensating Differentials, Group work	Online assignment due at 6pm
24	Thursday	Nov 14	ONLINE - Human Capital (Education)	
25	Tuesday	Nov 19	Human Capital	Online assignment due at 6pm
26	Thursday	Nov 21	ONLINE - Migration	
27	Tuesday	Nov 26	Migration	Online assignment due at 6pm
28	Thursday	Nov 28	ONLINE - Discrimination	
29	Tuesday	Dec 3	TBD	Online assignment due at 6pm
30	Wednesday	Dec 4	No Class	Select HW problems due 11:59pm

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.

Blended Learning

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

Please check your university-provided email account daily! Email is definitely the best way to reach me. I will answer as quickly as possible. Barring extenuating circumstances, you can expect a response within 24 hours (usually sooner). 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.

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.

UT Arlington faculty members may employ the Honor Code in their courses by having students acknowledge the honor code as part of an examination or requiring students to incorporate the honor code into any work submitted. 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. Additional information is available at <https://www.uta.edu/conduct/>. Faculty are encouraged to discuss plagiarism and share the following library tutorials <http://libguides.uta.edu/copyright/plagiarism> and <http://library.uta.edu/plagiarism/>

More specifically related to this course, academic dishonesty includes:

- **copying someone else's work or representing someone else's work as your own when doing homework**
- **emailing another student your homework file, or sharing the file in another way**
- **communicating with other individuals while taking a quiz or exam**
- **discussing or sharing quiz/exam content with anyone who has already taken the quiz/exam or has yet to take the quiz/exam**
- **referencing books, notes, the internet, or "cheat sheets" during quizzes (except when authorized)**

- **failing to report witnessed academic dishonesty, regardless of participating in it**

Violators will automatically receive a grade of zero on the assignment or exam and will be reported to the Office of Student Conduct.

Attendance

At The University of Texas at Arlington, taking attendance is not required but attendance is a critical indicator of student success. 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 Canvas). 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 Canvas.

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 must 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 Canvas. This date is reported to the Department of Education for federal financial aid recipients.

Student Resources

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](#) by appointment, [drop-in tutoring](#), [mentoring](#) (time management, study skills, etc.), [major-based learning centers](#), [counseling](#), and [federally funded programs](#). For individualized referrals, students may call the Maverick Resource Hotline at 817-272-6107, send a message to resources@uta.edu, or view the information at [Resource Hotline](#) (<http://www.uta.edu/studentsuccess/success-programs/programs/resource-hotline.php>).

IDEAS Center

The [IDEAS Center](https://www.uta.edu/ideas/) (<https://www.uta.edu/ideas/>) (2nd Floor of Central Library) offers **FREE tutoring** and [mentoring](#) to all students with a focus on transfer students, sophomores, veterans and others undergoing a transition to UT Arlington. Students can drop in or check the schedule of available peer tutors at www.uta.edu/IDEAS, or call (817) 272-6593.

The English Writing Center (411LIBR)

The Writing Center offers **FREE** tutoring in 15-, 30-, 45-, and 60-minute face-to-face and online sessions to all UTA students on any phase of their UTA coursework. Register and make appointments online at the [Writing Center](https://uta.mywconline.com) (<https://uta.mywconline.com>). Classroom visits, workshops, and specialized services for graduate students and faculty are also available. Please see [Writing Center: OWL](#) for detailed information on all our programs and services.

The Library’s 2nd floor [Academic Plaza](http://library.uta.edu/academic-plaza) (<http://library.uta.edu/academic-plaza>) offers students a central hub of support services, including IDEAS Center, University Advising Services, Transfer UTA and various college/school advising hours. Services are available during the [library’s hours](#) of operation.

Librarian to Contact

Each academic unit has access to [Librarians by Academic Subject](#) that can assist students with research projects, tutorials on plagiarism and citation references as well as support with databases and course reserves.

Research or General Library Help

- [Academic Plaza Consultation Services](#) (library.uta.edu/academic-plaza)
- [Ask Us](#) (ask.uta.edu/)
- [Library Tutorials](#) (library.uta.edu/how-to)
- [Subject and Course Research Guides](#) (libguides.uta.edu)
- [Librarians by Subject](#) (library.uta.edu/subject-librarians)
- [Research Coaches](#) (http://libguides.uta.edu/researchcoach)
- [A to Z List of Library Databases](#) (libguides.uta.edu/az.php)
- [Course Reserves](#) (https://uta.summon.serialssolutions.com/#!/course_reserves)
- [Study Room Reservations](#) (openroom.uta.edu/)

Institution Information

UTA students are encouraged to review the below institutional policies and informational sections and reach out to the specific office with any questions. To view this institutional information, please visit the [Institutional Information](#) page (http://www.uta.edu/provost/administrative-forms/course-syllabus/index.php) which includes the following policies among others:

- Drop Policy
- Disability Accommodations
- Title IX Policy
- Academic Integrity
- Student Feedback Survey
- Final Exam Schedule

Emergency Information

Please subscribe to the MavAlert system that will send information in case of an emergency to your cell phone or email account at [Emergency Communication System](#).

Emergency Exit Procedures

Should we experience an emergency event that requires evacuation of the building, students should exit the room and move toward the nearest building exit. Upon exiting the classroom, turn right, and then take a soft left to exit the building through the doors to the left of the elevators. When exiting the building during an emergency, do not take an elevator but use the stairwells instead. 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. Non-emergency number 817-272-3381.