

ECON 4330: Human Resource Economics
ONLINE Course Syllabus
Fall 2020

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

I will not have in-person office hours this semester. I will have optional live sessions via Canvas Conferences. In addition, I am happy to set up individual phone calls and live sessions.

Course Information

Section Information

ECON 4330-001

Time and Place of Class Meetings

This course is online and will be administered through Canvas: uta.instructure.com. Specifically, this course is asynchronous. You are not required to meet with the class online at any specific times.

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 week's module in Canvas contains content, which will prepare you for the assignments and exams. Within each week's module, you will find one Canvas page for each subtopic, which may contain text, graphics, videos, links to webpages, and embedded articles. You will also find Graded Assignments below the content in each week's module.

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. **The homework assignments that you turn in for a grade will be a selection of these problems.** Please see the Course Schedule for the due dates.

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.

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. This includes finding answers on websites, such as Chegg.** 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 in live sessions.

Online "Quizzes" and Graded Discussion Board Assignments

Most weeks you will have a short "quiz" to take and/or a discussion board to participate in. Late "quizzes" and discussion boards will not be accepted. The lowest two of the online "quizzes"/discussion posts will be dropped. These are partly to ensure you are keeping up with course material. You can use all course materials and take all the time you need. However, please complete them on your own and do not consult one another. You will have two attempts on the "quizzes."

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. They will be administered online using the Canvas Respondus Lockdown Browser, which you can download under Help on the Canvas global navigation menu. You will need a laptop with a built-in camera or a webcam attached to your monitor.

You do not have to take Exam 3 if you have earned 90% of the points in the class through Exam 2 AND you earn an A (90%) on all individual assignments after Exam 2.

Grading Information

Assessment

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

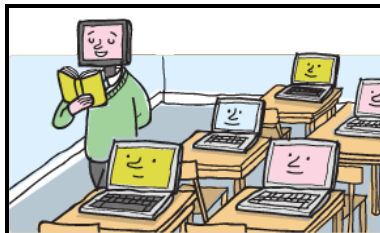
| | |
|--|--------------|
| Syllabus Quiz | 3.5% |
| Homework (6.5% each): | 19.5% |
| Average of “Quizzes”/Discussions: | 20% |
| Exams (19% each) | 57% |

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 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 2020 | | | |
|-------------------------------------|---|--|--|
| <i>Week/Date</i> | <i>Topic and Activities</i> | <i>Assignments with Due Dates</i> | <i>Due (11:59 pm CST)</i> |
| Week 1 Aug 26 - Aug 31 | Getting Started Module | Syllabus Quiz | Monday 8/31 |
| Week 2 Sept 1 - Sept 7 | Introduction and Tools for Labor Economics Consumer Theory | Quiz Practice Problems/HW1 | Monday 9/7 select problems due 9/30 |
| Week 3 Sept 8 - Sept 14 | Labor Supply: Utility Maximization and Time Use | Discussion Practice Problems/HW2 | Monday 9/14 select problems due 9/30 |
| Week 4 Sept 15 - Sept 21 | Labor Supply Application: Economics of Sleep Labor Supply: Comparative Statics | Quiz Practice Problems/HW3 | Monday 9/21 select problems due 9/30 |
| Week 5 Sept 22 - Sept 28 | Labor Supply Application: Elasticity and Welfare | Quiz | Monday 9/28 |
| Week 6 Sept 29 - Oct 5 | Work Old Exam Problems Live Session Exam 1 | Select HW problems due 11:59pm Exam 1 | Wednesday 9/30 Friday 10/2-Monday 10/5 |
| Week 7 Oct 6 - Oct 12 | Female Labor Supply, Fertility, HH Production | Quiz Practice Problems/HW4 | Monday 10/12 select problems due 11/4 |
| Week 8 Oct 13 - Oct 19 | Labor Demand | Quiz Practice Problems/HW5 Discussion | Monday 10/19 select problems due 11/4 Monday 10/19 |
| Week 9 Oct 20 - Oct 26 | Equilibrium (Minimum Wage and Immigration) | Discussion Practice Problems/HW6 | Monday 10/26 select problems due 11/4 |
| Week 10 Oct 27 - Nov 2 | Compensating Differentials | Practice Problems/HW7 | select problems due 11/4 |
| Week 11 Nov 3 - Nov 9 | Work Old Exam Problems Live Session Exam 2 | Select HW problems due 11:59pm Exam 2 | Wednesday 11/4 Friday 11/6 - Monday 11/9 |
| Week 12 Nov 10 - Nov 16 | Inequality | Discussion Practice Problems/HW8 | Monday 11/16 select problems due 12/8 |
| Week 13 Nov 17 - Nov 23 | Human Capital | Quiz Practice Problems/HW9 | Monday 11/23 select problems due 12/8 |
| Week 14 Nov 24 - Nov 30 | Migration | Quiz Practice Problems/HW 10 | Monday 11/30 select problems due 12/8 |
| Week 15 Dec 1 - Dec 7 | Discrimination | Practice Problems/HW11 Select HW problems due 11:59pm | select problems due 12/8 Tuesday 12/8 |
| Final Exam Week | Exam 3 | Exam 3 | Tuesday 12/15 |

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.

Online Learning

This online course is designed to cover the same content and same amount of material as a traditional face-to-face course. The face-to-face version of this course meets for over 2.5 hours per week. A generally-accepted rule of thumb is that for every hour spent in class, you should spend approximately 2-3 hours outside of class studying. So, a student taking the face-to-face class should spend at least 5 hours a week outside of class studying.

Online courses can seem more time-consuming than face-to-face courses, as time spent on an online class includes time normally spent in lecture in a face-to-face class PLUS study time and time spent working on assignments. This means you should be spending more than 5 hours a week on this course to earn a high grade! As an online learner, the total amount of time you will spend working on this class will vary from person to person and week to week.

Watch the slideshow below for some tips on being a successful online learner:

<http://www.slideshare.net/SidneyEve/quick-start-guide-for-online-students>

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 via email and in the live sessions (or schedule a virtual appointment) if you need further clarification.** I do not know if you don't understand something unless you tell me!



Communication

I will communicate with you mainly via email, weekly video or audio messages, and through several live (recorded) sessions on Canvas Conferences. If for some reason you need assistance with something that can't be answered via email, I am happy to arrange a phone call or Canvas Conferences session with you.

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).

There is a “Course Q&A Discussion Board for Students” under Week 1: Getting Started that you may post in anytime to seek help from your classmates. If you can't find an answer to your question, please email me. If I think that others can benefit from the answer to your question, I will either email the class or post a message or video in the discussion board.

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 (classmates or websites)**
- **emailing another student your homework file with answers, 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. Since this is an online course, physical attendance is not required. Your full participation in the course is required to do well.

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 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) (<http://www.uta.edu/studentsuccess/success-programs/programs/resource-hotline.php>).

IDEAS Center

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

Additional Information

Mandatory Face Covering Policy

All students and instructional staff are required to wear facial coverings while they are on campus, inside buildings and classrooms. Students that fail to comply with the facial covering requirement will be asked to leave the class session. If students need masks, they may obtain them at the Central Library, the E.H. Hereford University Center's front desk or in their department. Students who refuse to wear a facial covering in class will be asked to leave the session by the instructor, and, if the student refuses to leave, they may be reported to UTA's Office of Student Conduct.

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](http://www.uta.edu/provost/administrative-forms/course-syllabus/syllabus-institutional-policies.php) page (<http://www.uta.edu/provost/administrative-forms/course-syllabus/syllabus-institutional-policies.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 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.