

# **Economics 4311/7311 (WI) – Labor Economics, Fall 2022**

11:00-12:15 pm, Tuesday/Thursday

Professor Cory Koedel

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Office Hours: Thursday, 1:30 – 2:30

Web Page: Go to <https://sites.google.com/view/corykoedel> and navigate to the page for this course.

Teaching assistant: Sofia Baker

Office: Department of Economics, Locus Street Building (615 Locust Street), Bottom Floor, Cube 26

Email: spb96c@mail.missouri.edu

Office Hours: Monday, 9:30 – 10:30

Textbook: *Labor Economics*, eighth edition, George J. Borjas

Prerequisites: Economics 3251 or 4351

## **OBJECTIVES**

The objective of this course is to provide a comprehensive treatment of the key issues in labor economics. These issues will be evaluated both theoretically and empirically.

## **UNIVERSITY OF MISSOURI-COLUMBIA NOTICE OF NONDISCRIMINATION:**

The University of Missouri System is an Equal Opportunity/ Affirmative Action institution and is nondiscriminatory relative to race, religion, color, national origin, sex, sexual orientation, age, disability or status as a Vietnam-era veteran. Any person having inquiries concerning the University of Missouri-Columbia's compliance with implementing Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans With Disabilities Act of 1990, or other civil rights laws should contact the Assistant Vice Chancellor, Human Resource Services, University of Missouri-Columbia, 130 Heinkel Building, Columbia, Mo. 65211, (573) 882-4256, or the Assistant Secretary for Civil Rights, U.S. Department of Education.

## **SPECIAL NEEDS:**

If you have special needs as addressed by the Americans With Disabilities Act, please notify the instructor immediately. Reasonable efforts will be made to accommodate your needs. Course material is available in alternative formats if requested. For questions regarding Americans With Disabilities Act accommodations, contact the MU Access Office, A048 Brady Commons.

## **ASSIGNMENTS AND GRADING:**

### 1. Homework

Six to eight ungraded homeworks will be assigned throughout the semester. Although these assignments will not be turned in, they should serve as your primary study guide for the midterm and final exams. Some answers to the homeworks may be posted with a lag.

### 2. Short Writing Assignments

There will be two short writing assignments. Each assignment will be 2 pages in length.

Paper 1:           **10% of final grade**

Paper 2:           **5% of final grade for first draft**  
**10% of final grade for second draft**

### 3. Term Paper

The major writing project for this course will be a term paper. A list of possible topics will be provided. There will be three graded portions of the term paper:

- A) Paper Proposal (2 pages, **5% of final grade**)
- B) Rough Draft (8 pages, **15% of final grade**)
- C) Final Draft (8 pages, **15% of final grade**)

**Total: 35% of final grade**

### 4. Exam 1

**The first exam will account for 20% of the final grade.**

### 5. Exam 2

**The second exam is *not* comprehensive and will account for 20% of the final grade.**

Students enrolled in 7311 will be required to submit longer term papers—specifically, the rough draft and final draft will be 12 pages instead of 8 pages. The curve applied for the two in-class exams—Exam 1 and Exam 2—will also be stricter.

### Late Work

The penalties for turning in assignments past the due date will be severe and non-negotiable (barring an excused absence). All assignments are due at the end of class on the due date. If class ends early, assignments are due at the *scheduled* end of class for that day (12:15 in this case). Assignments must be turned in to the professor or teaching assistant in hard-copy format unless another delivery mode is agreed upon before the date the assignment is due.

Here is the grade-deduction scale for late work:

Paper is late by:

1 minute to 12 hours:	one grade deduction
12.01 hours to 36.01 hours:	two grade deduction
36.01 hours or more:	<i>Score is set to zero</i>

Note that it will be impossible to turn in an assignment at, say, the 10<sup>th</sup> hour after it is due (this will be 10:15 PM and I will not be in the office). Essentially, if you are late but can get the paper to me before the end of the day on the day it is due, you will lose one grade. Otherwise, if you turn the paper in the next morning or later, you will have at least a two-grade deduction.

### Midterm and Final Make-Ups

Midterm and final make-ups will only be available for excused absences. Make-ups will not be granted if it is at all possible for students to take the exams at the scheduled times. If a make-up is required, please see me as soon as possible.

### Academic Dishonesty

Please see the University of Missouri guidelines on academic dishonesty. Cases of academic dishonesty will be taken very seriously.

## **OUTLINE FOR COURSE:**

The course outline below is subject to change. It is your responsibility to keep up with any changes to the pace of the course. Some lectures will include material that is not covered in the text so attendance is important.

### Week 1 (Week of August 22<sup>nd</sup>)

L1: Introduction/Labor Supply (Chapter 2)

L2: Labor Supply (Chapter 2)

### Week 2 (Week of August 29<sup>th</sup>)

L1: Labor Supply (Chapter 2)

L2: Labor Supply (Chapter 2)

### Week 3 (Week of September 5<sup>th</sup>)

L1: Labor Supply (Chapter 2)

L2: Labor Supply (Chapter 2)

### Week 4 (Week of September 12<sup>th</sup>)

L1: Labor Demand (Chapter 3)

L2: Labor Demand (Chapter 3)

**Paper Assignment 1 Due Thursday**

### Week 5 (Week of September 19<sup>th</sup>)

L1: Labor-Market Equilibrium (Chapter 4)

L2: NO LECTURE

**Term Paper Proposal Due Tuesday**

### Week 6 (Week of September 26<sup>th</sup>)

L1: Labor-Market Equilibrium (Chapter 4)

L2: Problem Set Review

### Week 7 (Week of October 3<sup>rd</sup>)

**L1: EXAM 1**

L2: Compensating Wage Differentials (Chapter 5)

### Week 8 (Week of October 10<sup>th</sup>)

L1: Compensating Wage Differentials (Chapter 5)

L2: Education (Chapter 6)

**Paper Assignment 2, Draft 1, Due Thursday**

### Week 9 (Week of October 17<sup>th</sup>)

L1: Education (Chapter 6)

L2: Education (Chapter 6)

### Week 10 (Week of October 24<sup>th</sup>)

L1: The Wage Distribution (Chapter 7)

L2: Labor Mobility (Chapter 8)

**Paper Assignment 2, Draft 2, Due Thursday**

### Week 11 (Week of October 31<sup>st</sup>)

L1: Labor Mobility (Chapter 8)

L2: Labor Market Discrimination (Chapter 9)

Week 12 (Week of November 7<sup>th</sup>)

L1: Labor Market Discrimination (Chapter 9)

L2: Labor Market Discrimination (Special Lecture: Gender Gaps in the Labor Market)

**Term Paper, Draft 1, Due Tuesday**

Week 13 (Week of November 14<sup>th</sup>)

L1: Labor Unions (Chapter 10)

L2: Labor Unions (Chapter 10)

**THANKSGIVING HOLIDAY**

Week 14 (Week of November 28<sup>th</sup>)

L1: Incentive Pay (Chapter 11)

L2: Incentive Pay (Chapter 11)

Week 15 (Week of December 5<sup>th</sup>)

L1: Problem Set Review

**L2: EXAM 2**

**Term Paper, Draft 2, Due Thursday**

## **ADMINISTRATIVE MATTERS**

### **ACADEMIC INTEGRITY**

Academic integrity is fundamental to the activities and principles of a university. All members of the academic community must be confident that each person's work has been responsibly and honorably acquired, developed, and presented. Any effort to gain an advantage not given to all students is dishonest whether or not the effort is successful. The academic community regards breaches of the academic integrity rules as extremely serious matters. Sanctions for such a breach may include academic sanctions from the instructor, including failing the course for any violation, to disciplinary sanctions ranging from probation to expulsion. When in doubt about plagiarism, paraphrasing, quoting, collaboration, or any other form of cheating, consult the course instructor or the [Office of Academic Integrity](#).

Students are expected to adhere to this honor pledge on all graded work whether or not they are explicitly asked in advance to do so: "I strive to uphold the University values of respect, responsibility, discovery, and excellence. On my honor, I pledge that I have neither given nor received unauthorized assistance on this work."

### **ACCOMMODATION OF DISABILITIES**

The goal of the University of Missouri is to ensure an inclusive learning environment for all students. [The University of Missouri Disability Center](#) provides services and accommodations for students to participate fully in the learning experience and to experience equitable evaluation of their performance. Students (including online students) with a documented disability can contact the Disability Center to establish an [Accommodation Plan](#). Documented disabilities include hearing, vision, mobility, learning and attention, psychological health, and physical health. Students' accommodations are implemented with the input of students to maximize the learning experiences. The MU Disability Center keeps information about a student's disability confidential.

Please notify me of your eligibility for accommodations as soon as possible. Additionally, if there are aspects of the course that present as barriers, such as inaccessible course content (e.g., learning assessments, PowerPoints, non-captioned videos, images, tables, PDFs) or if you need an immediate accommodation due to an injury, please contact me or the Disability Center as soon as possible.

### **INTELLECTUAL PLURALISM**

The University community welcomes intellectual diversity and respects student rights. Students who have questions or concerns regarding the atmosphere in this class (including respect for diverse opinions) may contact the departmental chair or divisional director, the [Office of Academic Integrity](#), or the [MU Equity Office](#).

## **ACADEMIC INQUIRY, COURSE DISCUSSION, AND PRIVACY**

In this class, students may not make audio or video recordings of course activity, except students permitted to record as an accommodation under section 240.040 of the Collected Rules.

Students who violate this policy are subject to discipline in accordance with provisions of section [200.020](#) of the Collected Rules and Regulations of the University of Missouri pertaining to student conduct matters.

## **FERPA**

The Family Educational Rights and Privacy Act (FERPA) of 1974 is a federal law designed to protect the privacy of educational records; to establish the rights of students to inspect and review their education records; and to provide guidelines for the correction of inaccurate and misleading data through informal and formal hearings. The law applies to any individual who is or has been in attendance at an institution and regarding whom the institution maintains educational records. Once students have matriculated to the University of Missouri, i.e. enrolled in course work, FERPA rights transfer to the student, regardless of the student's age.

Students can enable certain individuals to have access to their education records by signing a FERPA waiver. The consent must specify records to be disclosed, state the purpose of the disclosure and identify the party or class of parties to whom the disclosure must be made.

## **NONDISCRIMINATION POLICY**

The University of Missouri does not discriminate on the basis of race, color, national origin, ancestry, religion, sex\* (including gender), pregnancy, sexual orientation, gender identity, gender expression, age, disability, protected veteran status, and any other status protected by applicable state or federal law. Discrimination includes any form of unequal treatment such as denial of opportunities, harassment, and violence. \*Sex discrimination includes rape, sexual assault, sexual harassment, unwanted touching, stalking, dating/domestic violence, stalking, and sexual exploitation. Retaliation for making or supporting a report of discrimination or harassment is also prohibited.

If you experience discrimination or sexual violence, you are encouraged (but not required) to report the incident to the MU Office for Civil Rights & Title IX. Learn more about your rights and options at [civilrights.missouri.edu](http://civilrights.missouri.edu) or call 573-882-3880. You also may make an anonymous report online.

If you are a survivor, or someone concerned about a survivor, and need immediate information on what to do, see RSVP Resources page. Both the Office for Civil Rights & Title IX and the RSVP Center can provide assistance to students who need help with academics, housing, or other issues.

In the event that you choose to write or speak about having experienced any of these forms of prohibited discrimination or harassment, Mizzou policies require that, as your instructor, I share this information with the MU Office for Civil Rights & Title IX. They will contact you to offer

information about resources, as well as your rights and options as a member of our campus community.

### **MENTAL HEALTH**

The University of Missouri is committed to supporting student well-being through an integrated network of care, with a wide range of services to help students succeed. The MU Counseling Center offers professional mental health care, and can help you find the best approach to treatment based on your needs. Call to make an appointment at 573-882-6601. Any student in crisis may call or go to the MU Counseling Center between 8:00-5:00 M-F. After hours phone support is available at 573-882-6601.

Visit our website at <https://wellbeing.missouri.edu/> to take an online mental health screening, find out about workshops and resources that can help you thrive, or learn how to support a friend. Download Sanvello, a phone app that teaches skills and strategies to help you maintain good mental health. Log in with your Mizzou e-mail to unlock all the tools available through Sanvello at no additional cost to you.

### **LAST DATE OF ATTENDANCE AND IMPACT ON FINANCIAL AID**

Federal regulations for financial aid require the student financial aid office to document the attendance of students who have received federal financial aid if they do not successfully complete any courses during the term. As a result, the last day of attendance (or activity) for any student receiving an F, U, or FN in this course will be recorded in the grade roster and reported to the financial aid office. **Based on the last day of attendance, students may be required to repay a portion of their financial aid award for the semester.**

A student's last day of attendance (or activity) is the last day on which a student participates in an academically-related activity at the University. These include:

- Attendance in class, lab, or an instructor's office hours
- The completion of an assignment or examination
- An appointment with a professor or e-mail correspondence regarding course material
- (Online courses only) For online courses, the last day a student submits an assignment or exam. Only logging into an online class without participating is *not* acceptable for last day of attendance

Please note that discussing a course withdrawal or notifying the instructor of an absence in class does not constitute participation for financial aid purposes. Moreover, any office hour visits or email correspondence must be related to the course material.

### **NETIQUETTE**

Your instructor and fellow students wish to foster a safe online learning environment. All opinions and experiences, no matter how different or controversial they may be perceived, must be respected in the tolerant spirit of academic discourse. You are encouraged to comment, question, or critique an idea but you are not to attack an individual. Our differences, some of

which are outlined in the University's nondiscrimination statement, will add richness to this learning experience. Please consider that sarcasm and humor can be misconstrued in online interactions and generate unintended disruptions. Working as a community of learners, we can build a polite and respectful course ambiance.

### **RELIGIOUS HOLIDAYS & ACCOMMODATIONS**

Many religious faiths are represented in the student body. The University of Missouri does not restrict student free exercise of religion, unless 1) the restriction is in the form of a rule of general applicability, and does not discriminate against religion or among religions; and 2) it can be demonstrated that the application of the restriction is essential to furthering a compelling university interest, and is not unduly restrictive considering the relevant circumstance. The policy of the University attempts to strike a reasonable balance between accommodating the religious practice of students and meeting academic needs and standard.

Consult IDE's [Guide to Religions](#) for the form that can be used to notify an instructor of an absence associated with religious practice. Students are expected to notify their instructor(s) by completing and submitting this form in a manner that is consistent with the procedure outlined in the university's policy on student religious accommodation. Providing false information regarding sincerely held religious practice is a violation of the university's Standard of Conduct and will not be tolerated.