

**ECON 3343-Economic and Human Resources
Summer I- 2019**

Instructor: G. Solomon Osho, PhD
Section # and CRN: P02 - 32774
Office Location: Agriculture and Business Bldg. RM 355
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Email Address: gsosho@pvamu.edu
Office Hours: MTWR 9:30 am - 10:30 am
F 10:00 am - 3:30 pm and by appointment
Mode of Instruction: Face to Face
Course Location: Ag & Business Building #121
Class Days & Times: MTWR 1:00 pm - 3:20 pm
Catalog Description: Examines population growth, poverty, discrimination, human resource development, and training and education. The course is oriented toward explaining the principles, effects, and policies related to each topic.
Prerequisites: Undergraduate level ECON 2113 Minimum Grade of C and Undergraduate level ECON 2123 Minimum Grade of C
Co-requisites: None
Required Texts: Labor Economics, George Borjas, 7th Edition, McGraw-Hill, 2015. ISBN-10: 007802188X ISBN-13: 978-0078021886
Power-point lecture notes will be posted on *eCourses* (<http://ecourses.pvamu.edu/>).
Recommended Texts: N/A

Student Learning Outcomes:

	Upon successful completion of this course, students will be able to:	Program Learning Outcome Alignment	Core Curriculum Outcome Alignment
1	Understand the scope and nature of decisions made within the labor market.	BBA 1 BBA 3	CT
2	Understand the fundamentals of micro-foundations of the labor market.	BBA 1	CT
3	Understand the economic theories underlying other important aspects of worker well-being such as compensating differentials, human capital, immigration, and discrimination.	BBA 1	EQS
4	Understand the individual, family, and market investments in various forms of human capital such as education, on-the-job training, and health.	BBA 1	EQS
5	Understand the factors that contribute to retirement decision.	BBA 1	CT
6	Understand the basic issues about discrimination, affirmative action, labor unions, minimum wage laws, and compensating wage differentials.	BBA 1	CT
7	Understanding how much education to acquire.	BBA 1	CT, SR
8	Understand how the theory and measurement techniques used by labor economists have value in answering major research questions in other areas of economic inquiry.	BBA 1	CT, SR
9	Understanding factors of industrial and labor relations.	BBA 1	CT
10	Analyze how public policies affect questions regarding how many workers to hire, which workers to hire, how much workers should be paid, and when turnovers should be executed will be considered and/or a term paper.	BBA 4	COM

Major Course Requirements

Method of Determining Final Course Grade

This course will utilize the following instruments to determine your course grade:

Class Participation/Discussion – daily attendance and participation in class discussions

Exams – written tests designed to measure knowledge of presented course material

Term Paper Project – assignment designed to measure ability to apply presented course material

Course Grade Requirement	Percentages
Class Participation/Discussion	10%
Term Paper	20%
Three Exams	40%
Final Exam	30%
Total:	100%

Grading Criteria and Conversion: A = 100 – 90 pts; B = 89 – 80 pts; C = 79 – 70 pts; D = 69 – 60 pts; F = 59 pts or below. Any or all of these boundaries may be lowered depending on the final score distribution, which will not be known until after the final exam. The boundaries will not be raised.

Term Paper: The term paper assignment requires a write a 8-10 page paper on a macroeconomic topic. The term paper is due on the last day of class before the final exam. Late papers will be subject to a 10% reduction of score per day. Detailed term paper instructions will be disseminated after exam #2.

Please note that the College is committed to preventing plagiarism (academic cheating), and as such a plagiarism detection software will be used in this course. A large number of academic institutions use these software programs for the purpose of detecting and documenting plagiarism. These programs can compare submitted documents to an extensive database, which includes the “worldwide web”, professional and academic journals, and previously submitted student papers. You can obtain further information about plagiarism and its prevention from this website: <http://www.plagiarism.org/>.

Course Procedures

Taskstream: Taskstream is a tool that Prairie View A&M University uses for assessment purposes. At least one of your assignments is required to be submitted as an “artifact,” an item of coursework that serves as evidence that course objectives are met. More information will be provided during the semester, but for general information, you can visit Taskstream via the link in eCourses.

Exam Policy: Exams will consist of both multiple-choice and short questions. Please refer to page 3 for exam dates. Exams should be taken as scheduled. Each exam date will be confirmed at least one week in advance. All exams (except the final exam) will be given in the classroom. There will be no make-up exam. All known conflicts should be drawn to my attention immediately. Failure to take any exam at the scheduled time may result in a score of zero for that exam. If you have an approved excuse, your final exam score will replace the missed exam score.

Classroom Behavior Policy: Please carefully note the following classroom behavior policies, which will be strictly enforced to maintain a proper learning environment in the classroom:

- Usage of cell phones, laptop computers, iPads, iPods, MP3 players, and any other electronic devices during class lectures is strictly prohibited. You will not be allowed to use cell phones during exams even as calculators. Please turn off your cell phone as you enter the classroom. Do NOT text or make or answer calls while the class is in session.
- Frequent late arrivals and early departures will not be allowed. The room door may be closed after 5 minutes after the class begins. If you arrive late (after the roll is called) or leave early (before the class is dismissed), you may not receive credit for attendance.
- Slamming the door behind you is strictly prohibited.
- Any distraction during class lecture, such as talking, moving chairs/desks, etc. is strictly prohibited.

I will take notes of violations, which will most definitely lower the violators' course grades. Please make a sincere effort to uphold the dignity of the classroom, the College, and the University.

Important Dates

SUMMER 2019 – 1ST 5-WEEK SESSION

Monday	27-May	Memorial Day Holiday (University Closed)
Tuesday through Friday	May 28 - May 31	Registration for All Students
Friday	31-May	Last day to register without Late Fee
June		
Monday through Tuesday	Jun 03 - Jun 11	Attendance Reporting Period (NS/SH) Students who do not attend class during this period will have their courses removed and financial aid reduced or cancelled
Monday	3-Jun	Drop for Non-Payment of Tuition and Fees @ 5:00 p.m.
Monday	3-Jun	First Class Day – Summer 2019 1st 5-week session
Monday	3-Jun	Late Registration Fee Begins (\$25.00) – Summer 2019 1st 5-week session
Monday	3-Jun	Tuition & Fees Payment Due by 5:00 p.m.
Tuesday	4-Jun	Final Day to Add a class(s) for credit – Summer 2019 1st 5-week session
Wednesday	5-Jun	Final Day to Apply for Housing
Thursday	6-Jun	4th Class Day (Census Date) – Summer 2019 1st 5-week session
Thursday	6-Jun	Final Day to Drop/Withdraw from Course(s) without Academic Record (A Financial Record will still exist) – Summer 2019 1st 5-week session
Friday	7-Jun	Withdrawal from Courses with Academic Record (“W”) Begins – Summer 2019 1st 5-week session
Saturday	15-Jun	Priority Deadline to Submit Financial Aid Verification Documents for Fall 2019
Monday	17-Jun	Financial Aid Refunds Begin
Tuesday	18-Jun	Financial Aid Satisfactory Academic Progress (SAP) Appeal Deadline for Summer 2019 (Only for students enrolled in summer session)
Friday	21-Jun	15th Class Day – Summer 2019 1st 5-week session
Wednesday	26-Jun	Final Date to Apply for Summer 2019 Graduation (ceremony participation)
	27-Jun	Application for Graduation-Degree Conferral only for Summer 2019 Graduation

Thursday		Begins (no ceremony participation or listing in the program)
Friday	28-Jun	Final Day to Withdraw from Course(s) with Academic Record ("W") – Summer 2019 1st 5-week session
July		
Monday	1-Jul	Financial Aid Satisfactory Academic Progress (SAP) Appeal Deadline for Fall 2019 (Only for students not enrolled in summer session)
Wednesday	3-Jul	Final Day to Withdraw from the University (from all courses)for the Summer 2019 1st 5-week session semester
Thursday	4-Jul	Independence Day Holiday (University Closed)
Friday	5-Jul	Final Examination – Summer 2019 1st 5-week session
Friday	5-Jul	Last Class Day – Summer 2019 1st 5-week session
Monday	8-Jul	Final Grades due for Summer 2019 1st 5-Week Session (11:59 p.m.)

Weekly Calendar and Learning Objectives

Week 1

- Introduction and Syllabus
- Ch 0 Basics of the Labor Market
 - ❖ After completing this chapter, students should be able to:
 - Introduction to Labor Economics
 - An Economic Story of the Labor Market
 - The Actors in the Labor Market
 - Why Do We Need a Theory
- Core learning objectives covered – Critical Thinking, Empirical and Quantitative Skills
- Ch 1 Basics of the Labor Market
 - ❖ After completing this chapter, students should be able to:
 - Positive vs. Normative Economics.
 - Supply and Demand in the Engineering Market.

Exam I

Week 2

- Ch 2 **Introduction to Labor Supply**
 - ❖ After completing this chapter, students should be able to:
 - Measuring the Labor Force.
 - Facts of Labor Supply
 - Worker Performance
 - Differences in Preferences across Workers.
- Core learning objectives covered – Critical Thinking, Communication
- Ch 3 **Labor Supply**
 - ❖ After completing this chapter, students should be able to:
 - Measuring the Labor Force
 - Basic Facts about Labor Supply
 - The Worker's Preferences
 - Theory at Work: Cabbies in New York City
 - Theory at Work: The Notch Babies

- Theory at Work: Poor Relief and Fertility

Week 3

- Ch 4 **Labor Demand**
 - ❖ After completing this chapter, students should be able to:
 - The Production Function
 - The Employment Decision in the Short Run
 - The Employment Decision in the Long Run
 - The Long-Run Demand Curve for Labor
 - The Elasticity of Substitution
 - Policy Application: Affirmative Action and Production Costs
 - Marshall's Rules of Derived Demand
 - Factor Demand with Many Inputs
- Ch 5 **Labor Market Equilibrium**
 - ❖ After completing this chapter, students should be able to:
 - Equilibrium in a Single Competitive Labor Market
 - Competitive Equilibrium across Labor Markets
 - Policy Application: Payroll Taxes and Subsidies
 - Policy Application: Payroll Taxes versus Mandated Benefits
 - Policy Application: The Labor Market Impact of Immigration
 - The Economic Benefits from Immigration
 - Noncompetitive Labor Markets: Monopsony
 - Noncompetitive Labor Markets: Monopoly
- Core learning objectives covered – Critical Thinking, Social Responsibility

Midterm Exam

Week 4

- Ch 6 **Compensating Wage Differentials**
 - ❖ After completing this chapter, students should be able to:
 - The Market for Risky Jobs
 - The Hedonic Wage Function
 - Policy Application: How Much Is a Life Worth?
 - Policy Application: Safety and Health Regulations
 - Compensating Differentials and Job Amenities
 - Policy Application: Health Insurance and the Labor Market
 - Theory at Work: The Value of Life on the Interstate
 - Theory at Work: Workers' Compensation May Be Hazardous to Your Health
- Core learning objectives covered – Critical Thinking
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- Ch 7 **Human Capital**
 - ❖ After completing this chapter, students should be able to:
 - Education in the Labor Market: Some Stylized Facts
 - Present Value
 - The Schooling Model
 - Education and Earnings
 - Estimating the Rate of Return to Schooling
 - Policy Application: School Construction in Indonesia
 - Policy Application: School Quality and Earnings
 - Do Workers Maximize Lifetime Earnings?
 - Schooling as a Signal
 - Post-School Human Capital Investments
 - On-the-Job Training
 - On-the-Job Training and the Age-Earnings Profile
 - Policy Application: Evaluating Government Training Programs
 - Theory at Work: Can We Afford to Improve the Skills of High School Dropouts?
 - Theory at Work: Is the GED Better Than Nothing?

- Theory at Work: Earnings and Substance Abuse
 - Core learning objectives covered – Critical Thinking
 - Ch 8 **The Wage Structure**
 - ❖ After completing this chapter, students should be able to:
 - The Earnings Distribution
 - Measuring Inequality
 - The Wage Structure: Basic Facts
 - Policy Application: Why Did Wage Inequality Increase?
 - The Earnings of Superstars
 - Inequality across Generations
 - Theory at Work: Computers, Pencils, and the Wage Structure
 - Theory at Work: Rock Superstars.
 - Core learning objectives covered – Critical Thinking
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Week 5

- Ch 9 **Labor Mobility**
 - ❖ After completing this chapter, students should be able to:
 - Geographic Migration as a Human Capital Investment
 - Internal Migration in the United States
 - Family Migration
 - Immigration in the United States
 - Immigrant Performance in the U.S. Labor Market
 - The Decision to Immigrate
 - Policy Application: Intergenerational Mobility of Immigrants
 - Specific Training and Job Turnover
 - Job Turnover and the Age-Earnings Profile
 - Theory at Work: Migration and EU Expansion
 - Theory at Work: Power Couples
 - Theory at Work: Visas Available
- Core learning objectives covered – Critical Thinking, Empirical and Quantitative Skills
- Ch 10 **Labor Market Discrimination**
 - ❖ After completing this chapter, students should be able to:
 - Race and Gender in the Labor Market
 - The Discrimination Coefficient
 - Employer Discrimination
 - Employee Discrimination
 - Customer Discrimination
 - Statistical Discrimination
 - Experimental Evidence on Discrimination
 - Measuring Discrimination
 - Policy Application: Determinants of the Black-White Wage Ratio
 - Discrimination against Other Groups
 - Policy Application: Determinants of the Female-Male Wage Ratio
- Core learning objectives covered – Critical Thinking, Empirical and Quantitative Skills
- ❖ Review for Final Exam

Final Exam

Student Support and Success

John B. Coleman Library

The library and its partners have as their mission to provide resources and instructional material in support of the evolving curriculum, as a partner in Prairie View A&M University's mission of teaching, research, and service and to support the University's core values of access and quality, diversity, leadership, relevance, and social responsibility through emphasis on ten key areas of service. It maintains library collections and access both on campus, online,

and through local agreements to further the educational goals of students and faculty.
<https://www.pvamu.edu/library/> Phone: 936-261-1500

The Learning Curve (Center for Academic Support)

The Learning Curve offers Tutoring via peer tutoring. The services include workshops (i.e., Save My Semester, Recalculate Your Route), seminars (i.e., Tools You Can Use: TI-84), group review sessions (i.e., College Algebra Topic Reviews, GRE Preparation), group study opportunities (i.e., TSIA, HESI, Study Break, Exam Cram), and test-taking strategies (How to take Notes, Study Buddy, 5 Day Study Guide). The Learning Curve is a nationally certified tutoring program through the National Tutoring Association. The peer tutors are trained and certified by the coordinator each semester. Location: J.B. Coleman Library Rm. 207F. Phone: 936-261-1561

The Center for the Oversight and Management of Personalized Academic Student Success (COMPASS)

The Center for the Oversight and Management of Personalized Academic Student Success (COMPASS) is designed to help Prairie View students in their second year and beyond navigate towards graduation by providing the following services: Academic Advisement, Targeted Tutorials for Personalized Learning, Campus-Wide Referrals, and Academic & Social Workshops. Location: J.B. Coleman Library Rm. 306. Phone: 936-261-1040

Writing Center

The Writing Center provides student consultants on all aspects of the writing process and a variety of writing assignments. Writing Center consultations assist students in such areas as prewriting, brainstorming, audience awareness, organization, research, and citation. Students taking on-line courses or courses at the Northwest Houston Center or College of Nursing may consult remotely or by email. Location: Hilliard Hall Rm. 121. Phone: 936-261-3724.

Student Counseling Services

The Student Counseling Services unit offers a range of services and programs to assist students in maximizing their potential for success: short-term individual, couples, and group counseling, as well as crisis intervention, outreach, consultation, and referral services. The staff is licensed by the State of Texas and provides assistance to students who are dealing with academic skills concerns, situational crises, adjustment problems, and emotional difficulties. Information shared with the staff is treated confidentially and in accordance with Texas State Law. Location: Owens-Franklin Health Center Rm. 226. Phone: 936-261-3564

Testing

The Department of Testing administers College Board CLEP examinations, the HESI A2 for pre-nursing majors, LSAT for law school applicants and MPRE for second-year law students, the Experiential Learning Portfolio option, the Texas Success Initiative (TSI) Assessment, which determines college readiness in the state, and exam proctoring, among other service such as SAT and ACT for high school students. Location: Delco Rm. 141. Phone: 936-261-4286

Office of Diagnostic Testing and Disability Services

As a federally-mandated educational support unit, the Office of Disability Services serves as the repository for confidential disability files for faculty, staff, and students. For persons with a disability, the Office develops individualized ADA letters of request for accommodations. Other services include: learning style inventories, awareness workshops, accessibility pathways, webinars, computer laboratory with adapted hard and software, adapted furniture, proctoring of non-standardized test administrations, ASL interpreters, ALDs, digital recorders, livescribe, Kurtzweil, and a comprehensive referral network across campus and the broader community. Location: Evans Hall Rm. 317. Phone: 936-261-3585

Veteran Affairs

Veterans Services works with student veterans, current military and military dependents to support their transition to the college environment and continued persistence to graduation. The Office coordinates and certifies benefits for both the G.I. Bill and the Texas Hazlewood Act. Location: Evans Hall Rm. 323. Phone: 936-261-3563

Office for Student Engagement

The Office for Student Engagement delivers comprehensive programs and services designed to meet the co-curricular needs of students. The Office implements inclusive and accessible programs and services that enhance student development through exposure to and participation in diverse and relevant social, cultural, intellectual, recreational, community service, leadership development and campus governance. Location: Memorial Student

Center Rm. 221. Phone: 936-261-1340

Career Services

Career Services supports students through professional development, career readiness, and placement and employment assistance. The Office provides one-on-one career coaching, interview preparation, resume and letter writing, and career exploration workshops and seminars. Services are provided for students at the Northwest Houston Center and College of Nursing in the Medical Center twice a month or on a requested basis. Distance Learning students are encouraged to visit the Career Services website for information regarding services provided. Location: Evans Hall Rm. 217. Phone: 936-261-3570

Tutorial and Student Support – College of Business

Center for Business Communication [Ag & Business Building, Room #200]

If you need someone to review or critique your writing assignment, you are invited to visit the Center for Business Communication during the posted hours. Tutorial assistance is provided for COB students with class and professional assignments such as resumes, essays, reports, articles, biographical sketches, research papers, outlines, memoranda, book reviews and various business correspondences. Please stop by, call (936)261-9267, or send an e-mail to Ms. Edwina Garcia at ecgarcia@pvamu.edu. The CBC also has a copy machine for student use and a large reference library with some textbooks available for student checkout.

Academic Enhancement, Progress Monitoring & Achievement Planning [Ag & Business Building, Room #453]

The College of Business has full-time dedicated personnel to help students succeed academically. Any student who is falling behind on his/her studies or having trouble coping academically is encouraged to seek the office's help. Students can stop by at any time during the working hours and should not wait until the end of the semester or the point of no return to seek help. The office can help in establishing study schedule, time management, goal setting, mentoring among many things. For questions or further details, please contact Mrs. Carolyn S. Davis at (936) 261-9237 or via email at csdavis@pvamu.edu.

Course Tutorial Assistance

Student tutors are available in the Center for Business Communication for certain COB classes during the posted hours and in the John B. Coleman Library. Tutorial assistance is also provided by faculty tutors and mentors.

University Rules and Procedures

Disability Statement (Also See Student Handbook):

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 contact Disability Services, in Evans Hall, Room 317, or call 936-261-3585/3.

Academic Misconduct (See Student Handbook):

You are expected to practice academic honesty in every aspect of this course and all other courses. Make sure you are familiar with your Student Handbook, especially the section on academic misconduct. Students who engage in academic misconduct are subject to university disciplinary procedures.

Forms of Academic Dishonesty:

1. Cheating: deception in which a student misrepresents that he/she has mastered information on an academic exercise that he/she has not mastered; giving or receiving aid unauthorized by the instructor on assignments or examinations.
2. Academic misconduct: tampering with grades or taking part in obtaining or distributing any part of a scheduled test.
3. Fabrication: use of invented information or falsified research.
4. Plagiarism: unacknowledged quotation and/or paraphrase of someone else's words, ideas, or data as one's own in work submitted for credit. Failure to identify information or essays from the Internet and

submitting them as one's own work also constitutes plagiarism.

Nonacademic Misconduct (See Student Handbook)

The University respects the rights of instructors to teach and students to learn. Maintenance of these rights requires campus conditions that do not impede their exercise. Campus behavior that interferes with either (1) the instructor's ability to conduct the class, (2) the inability of other students to profit from the instructional program, or (3) campus behavior that interferes with the rights of others will not be tolerated. An individual engaging in such disruptive behavior may be subject to disciplinary action. Such incidents will be adjudicated by the Dean of Students under nonacademic procedures.

Sexual Misconduct (See Student Handbook):

Sexual harassment of students and employers at Prairie View A&M University is unacceptable and will not be tolerated. Any member of the university community violating this policy will be subject to disciplinary action.

Title IX Statement

Prairie View A&M University (PVAMU) is committed to supporting students and complying with the Texas A&M University System non-discrimination policy. It seeks to establish an environment that is free of bias, discrimination, and harassment. If you experience an incident of sex- or gender-based discrimination, including sexual harassment, sexual assault or attempted sexual assault, we encourage you to report it. While you may talk to a faculty member about an incident of misconduct, the faculty member must report the basic facts of your experience to Ms. Alexia Taylor, PVAMU's Title IX Coordinator. If you would like to speak with someone who may be able to afford you privacy or confidentiality, there are individuals who can meet with you. The Title IX Coordinator is designated to handle inquiries regarding non-discrimination policies and can assist you with understanding your options and connect you with on- and off-campus resources. The Title IX Coordinator can be reached by phone at 936-261-2123 or in Suite 013 in the A.I. Thomas Administration Building.

Class Attendance Policy (See Catalog for Full Attendance Policy)

Prairie View A&M University requires regular class attendance. Attending all classes supports full academic development of each learner whether classes are taught with the instructor physically present or via distance learning technologies such as interactive video and/or internet.

Excessive absenteeism, whether excused or unexcused, may result in a student's course grade being reduced or in assignment of a grade of "F". Absences are accumulated beginning with the first day of class during regular semesters and summer terms. Each faculty member will include the University's attendance policy in each course syllabus.

Student Academic Appeals Process

Authority and responsibility for assigning grades to students rests with the faculty. However, in those instances where students believe that miscommunication, errors, or unfairness of any kind may have adversely affected the instructor's assessment of their academic performance, the student has a right to appeal by the procedure listed in the Undergraduate Catalog and by doing so within thirty days of receiving the grade or experiencing any other problematic academic event that prompted the complaint.

Technical Considerations

Minimum Recommended Hardware and Software:

- Intel PC or Laptop with Windows 7; Mac with OS X; Smartphone or iPad/Tablet with Wi-Fi
- High speed Internet access
- 8 GB Memory
- Hard drive with 320 GB storage space
- 15" monitor, 800x600, color or 16 bit
- Sound card w/speakers
- Microphone and recording software
- Keyboard & mouse
- Most current version of Google Chrome, Safari, Internet Explorer or Firefox

Note: Be sure to enable Java & pop-ups in the Web browser preferences

Participants should have a basic proficiency of the following computer skills:

- Sending and receiving email

- A working knowledge of the Internet
- Proficiency in Microsoft Word (or a program convertible to Word)
- Proficiency in the Acrobat PDF Reader
- Basic knowledge of Windows or Mac O.S.

Netiquette (online etiquette):

Students are expected to participate in all discussions and virtual classroom chats as directed. Students are to be respectful and courteous to others on discussions boards. Foul or abusive language will not be tolerated.

Technical Support:

Students should go to <https://mypassword.pvamu.edu/> if they have password issues. The page will provide instructions for resetting passwords and contact information if login issues persist. For other technical questions regarding eCourses, call the Office of Distance Learning at 936-261-3283.

Communication Expectations and Standards:

Emails or discussion postings will receive a response from the instructor, usually in less than 48 hours. Urgent emails should be marked as such. Check regularly for responses.

Discussion Requirement:

Online courses often require minimal to no face-to-face meetings. However, conversations about the readings, lectures, materials, and other aspects of the course can take place in a seminar fashion. This will be accomplished by the use of the discussion board. The exact use of discussion will be determined by the instructor.

It is strongly suggested that students type their discussion postings in a word processing application and save it to their PC or a removable drive before posting to the discussion board. This is important for two reasons: 1) If for some reason your discussion responses are lost in your online course, you will have another copy; 2) Grammatical errors can be greatly minimized by the use of the spell-and-grammar check functions in word processing applications. Once the post(s) have been typed and corrected in the word processing application, it/they should be copied and pasted to the discussion board.