Instructor: Dr. Stephen Kosovich
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Phone: 936-468-1557
Office: 303G
Office Hours:
  Monday/Wednesday: 1:30 - 4:30 p.m.
  Tuesday: 10:00 a.m.-noon and 2:00 - 4:00 p.m.
Department: Economics and Finance
Class meeting time and place: M/W, 11:00-12:15 in McGee 369
Class website: https://d2l.sfasu.edu/
Prerequisites: ECO 231 OR 232
Catalog Description:
This course covers the theory of labor markets dealing with labor supply, demand, wage rate behavior, income distribution, wage differentials and unemployment.

Student Learning Outcomes:
After successfully completing this course, the student will understand the workings of the labor market and issues related to employment and earnings. Students will learn to answer questions such as: What determines the demand for labor? How does the demand for labor respond to changes in the minimum wage, mandated employee benefits, payroll taxes and other costs? How do these costs impact on a business’ use of labor i.e. part-time vs. full-time, overtime vs. higher employment levels? How does the cost of training affect the willingness of a business to invest in their employees’ wages during and after training? We also will examine investment in human capital from the individual perspective. What are the incentives and what are the costs? Labor economics also offers explanations as to why wage differentials exist. Economics teaches us how to approximate the monetary value of good and bad job attributes which can be used to explain the differences in wages across occupations. Earnings differentials also exist based on sex, race and participation in the labor market. Labor economics provides us a framework for understanding why some of these differentials exist.

Text and Materials:

Course Requirements/Grading/Attendance Policy:
Grades will be based on three exams (each worth 50 points), four projects¹ (worth 10 points each), attendance and participation (10 points) and a presentation (20 points). Note: final presentations will be given during the last week of the course (Dead week). No makeup exams will be given, and exams will only be excused if you promptly provide me verifiable evidence that the absence is excused based upon SFA policy (the absence was caused because of health, family emergencies, or student participation in approved university-sponsored events). If the exam is excused, the weight of the excused exam will be dropped from the course. Assignments will be submitted via a drop box in D2L and late assignments will not be accepted.

¹ You also have the option of replacing these projects with a term paper. If you choose to complete a term paper, you must have the topic cleared with me by the due date of the first project.
Exams will be a combination of multiple choice and short answer questions. Short answer questions will test your ability to apply the concepts presented in lecture. I will regularly provide a set of practice problems to help you evaluate your understanding of the concepts, and prepare for exams.

Although these problems will not be graded, I STRONGLY recommend that each student solves them before each exam.

Handouts will be provided in class with more details about the projects.

I will regularly take attendance and will weight attendance/participation points equally on attendance and your engagement in the classroom.

Letter grades are based on the following scale (from 220 possible points):
90% and above is an A
80% and above is a B
70% and above is a C
60% and above is a D
Less than 60% is an F

Tentative Course Calendar:

Week 1:  Intro to Basic Concepts (Chapter 1) and Economic Model review
Week 2:  Overview of Labor Markets terminology and Labor markets (Chapter 2)
Week 3:  Labor Demand (Chapters 3)
Week 4:  Labor Demand Elasticities (Chapter 4)
Week 5:  Frictions in the Labor Market (Chapter 5)
Exam #1  Wednesday, September 27th
Week 6 and 7:  Labor Supply Model (Chapter 6)
Week 8:  Household Production, Family and the Life Cycle (Chapter 7)
Week 9:  Compensating Wage Differentials (Chapter 8) and Human Capital (Chapter 9)
Exam #2  Wednesday, October 25th
Week 10 and 11:  Pay and Productivity: Wage Determination Within a Firm (Chapter 11)
Week 12:  Gender Race and Ethnicity in Labor Market (Chapter 12)
Week 13:  Unemployment (Chapter 14)
Week 14 (Dead Week):  Presentations
Exam #3  Monday, December 11th at 10:30 a.m.
Program Learning Outcomes:
Program learning outcomes define the knowledge, skills, and abilities students are expected to demonstrate upon completion of an academic program. These learning outcomes are regularly assessed to determine student learning and to evaluate overall program effectiveness. You may access the program learning outcomes for your major and particular courses at http://www.sfasu.edu/cob/ug-plo.asp

Withheld Grades--Grades Policy (5.5)
At the discretion of the instructor of record and with the approval of the academic unit head, a grade of WH will be assigned only if the student cannot complete the course work because of unavoidable circumstances. Students must complete the work within one calendar year from the end of the semester in which they receive a WH, or the grade automatically becomes an F, except as allowed through policy related to active military service. If students register for the same course in future semesters, the WH will automatically become an F and will be counted as a repeated course for the purpose of computing the grade point average. Please refer to the complete policy at http://www.sfasu.edu/policies/course-grades.pdf.

General Student Policies: Academic Integrity (4.1)
Academic integrity is a responsibility of all university faculty and students. Faculty members promote academic integrity in multiple ways including instruction on the components of academic honesty, as well as abiding by university policy on penalties for cheating and plagiarism.

Definition of Academic Dishonesty
Academic dishonesty includes both cheating and plagiarism. Cheating includes but is not limited to (1) using or attempting to use unauthorized materials to aid in achieving a better grade on a component of a class; (2) the falsification or invention of any information, including citations, on an assigned exercise; and/or (3) helping or attempting to help another in an act of cheating or plagiarism. Plagiarism is presenting the words or ideas of another person as if they were your own. Examples of plagiarism are (1) submitting an assignment as if it were one's own work when, in fact, it is at least partly the work of another; (2) submitting a work that has been purchased or otherwise obtained from an Internet source or another source; and (3) incorporating the words or ideas of an author into one's paper without giving the author due credit. Please read the complete policy at http://www.sfasu.edu/policies/student_academic_dishonesty.pdf.

Students with Disabilities
To obtain disability related accommodations, alternate formats and/or auxiliary aids, students with disabilities must contact the Office of Disability Services (ODS), Human Services Building, and Room 325, 468-3004 / 468-1004 (TDD) as early as possible in the semester. Once verified, ODS will notify the course instructor and outline the accommodation and/or auxiliary aids to be provided. Failure to request services in a timely manner may delay your accommodations. For additional information, go to http://www.sfasu.edu/disabilityservices/.

Classroom behavior should not interfere with the instructor’s ability to conduct the class or the ability of other students to learn from the instructional program (see the full Student Conduct Code at http://www.sfasu.edu/policies/student-conduct-code.pdf ). Unacceptable or disruptive behavior will not be tolerated. Students who disrupt the learning environment may be asked to leave class and may be subject to judicial, academic, or other penalties. This prohibition applies to all instructional forums, including electronic, classroom, labs, discussion groups, field trips, etc. The instructor shall have full discretion over what behavior is appropriate/ inappropriate in the classroom. Students who do not attend class regularly or who perform poorly on class projects/exams may be referred to the iCare Early Alert Program. This program provides students with recommendations for resources or other assistance that is available to help SFA students succeed.