The University of Oklahoma
College of Continuing Education
Advanced Programs – Course Syllabus

Course Title:
Special Studies: Labor Economics

Course Number:
ECON 5990-106

Course Description:
The U.S. labor market is undergoing rapid changes. The demographics of the working population will be significantly altered over the next few years as an increasing number of minorities and immigrants enter the labor force. At the same time, the baby boomers are retiring and there will be a shortage of workers in several professions. Global competition is forcing U.S. employers to minimize production costs and the effects of outsourcing are yet to be determined. The erosion of unskilled blue-collar jobs and decline in unionization has resulted in unemployment and poverty among the less educated workers. The labor market is simultaneously experiencing job growth in the skilled professional sector. The present labor market is witnessing significant wage premiums associated with specialized education and technical skills. The wage disparity between the skilled and unskilled workers is growing every year. This, in turn, is intensifying income inequality in this country.

This course will address labor market issues related to human capital, immigration, outsourcing, unemployment, income inequality, and discrimination, using an interdisciplinary approach. Current issues and case studies will be discussed frequently in order to supplement theory and statistics with real world problems. Major emphasis will be placed on classroom discussions and student participation.

Class Dates, Location and Hours:
- Dates: July 20-22 & 27-29, 2012
- Location: OCCE, Norman, Oklahoma. Classes are held at the Thurman White Forum Building of OCCE, 1704 Asp Avenue.
- Hours: Fri 5:30-9:30 p.m.; Sat 8:30 a.m.-4:30 p.m.; Sun 1:00-5:00 p.m.
- Last day to enroll or drop without penalty: June 21, 2012

Site Director:
Cathy Yeaman. Assistant: Jan Plavchak. Phone: 405-325-3333; Fax: 405-325-9148; email: apnorman@ou.edu

Professor Contact Information:
- Course Professor: Aparna Mitra, Ph.D.
  Mailing Address: The University of Oklahoma
  Department of Economics
  Room 320 Hester Hall
  729 Elm Avenue
  Norman, OK 73019
  Phone Number: 405-325-5859
  Fax Number: 405-325-5842
  E-mail address: amitra@ou.edu
- Professor availability: The professor will be available via e-mail to students before and after the class sessions. On-site office hours are half an hour before and after each class session, by appointment.
Textbook(s) and Instructional Materials:
Student materials are available at the Follett/AP Bookstore located in the Oklahoma Memorial Union, 900 Asp Ave., Norman, OK. Orders can be placed online at www.oklahomaunion.bkstr.com or by telephone at 866-369-9713 (toll free in the U.S.) or 405-325-5960 (outside the U.S.). E-mail orders may be sent to oklahomaunion@bkstr.com. Representatives are available from 8 a.m. to 6 p.m. CST Monday through Thursday and 8 a.m. to 5 p.m. CST on Friday. Summer hours: 8 a.m. to 4 p.m. CST. Faxed orders may be placed 24 hours a day to 866-223-5607 (toll free in the U.S.) or 405-325-7140 (outside the U.S.).


   The Textbook is optional and may be used in conjunction with the lecture material. The professor will cover the material from the book in class. Additional short articles will be provided on D2L.

2. Materials posted on the OU Desire to Learn (D2L) system: Access D2L at http://learn.ou.edu; enter your OU NetID (4+4) and password, and select course to access material. Please contact your local Site Director if you require assistance.

Note: The Follett/AP Bookstore is the Advanced Programs contractual textbook provider. Should text changes become necessary after publication of the course syllabus, Advanced Programs will facilitate text returns/refunds only for texts purchased through the Follett/AP Bookstore.

Course Objective:

At the end of the course, students are expected to have an in-depth understanding of the U.S. labor market.

Course Outline:

Students are encouraged to consult the Department of Labor (www.dol.gov), the Bureau of Labor Statistics (www.bls.gov), U.S. Census Data (www.census.gov), and National Center for Education Statistics (NCES) websites for updated statistics and data.

SESSION 1
A. Introduction to the course
B. 3 Views of the Labor Market
D. Work and Leisure – Chapters 2, 3

SESSION 2
A. Education, Skills, and the Current Labor Market
B. Test Scores, Quality of Education, and Education Reform
C. The Human Capital Model – Chapter 4
D. Demand for and Supply of Labor - Chapters 5 & 6
E. Outsourcing and Off-shoring of U.S. Jobs

SESSION 3
A. Pay for Performance – Chapter 7
B. Global Comparison of CEO Pay and Performance
C. Immigration and the U.S. Labor Market (articles will be provided on D2L)
D. Illegal Immigration and Policy
E. Quiz 1
SESSION 4

A. Earnings Inequality in the Labor Market – Chapter 16
B. Discrimination in the Labor Market – Chapter 14

SESSION 5

A. Unemployment – Chapter 18
B. Policy Implications
C. Review

SESSION 6

Final Exam

Study Guide

Chapter 2

- Work-Leisure Decision: Basic Model —— Pages 14-22
  - Indifference Curves —— Fig. 2-1, 2-2, 2-3
  - Budget Constraint —— Fig. 2-4
  - Utility Maximization —— Fig. 2-5
- Wage Rate Changes —— Pages 23-28
  - Income and Substitution Effects —— Fig. 2-7
- Backward Bending Labor Supply Curves —— Pages 28-29, Fig. 2-6
- Wage Elasticity of Labor Supply —— Page 30
- Non-participants and the Reservation Wage —— Pages 32-35, Fig. 2-8
- Income Maintenance Programs & TANF —— Pages 40-46, Fig. 2-12
- Policy Issues and Discussions —— World of Work 2.1-2.5

Chapter 3

- Becker’s Model: The Allocation of Time —— Page 54-58
- *Labor Force Participation Rate —— Pages 59-60
- Trends in Labor Force Participation Rates —— Pages 60-71
- Rising Female Participation Rates —— Pages 64-72
- Racial Differences in LFPR —— Pages 72-76
- Added Worker Effect, Discouraged Worker Effect —— Page 75
- Hours of Work —— Pages 78-81
- Policy Issues and Discussions —— World of Work 3.1-3.7

Chapter 4

- Investment in Human Capital, Age Earnings Profile —— Pages 85-86, Fig. 4-1
- The Human Capital Model —— Pages 87-94, Fig. 4-2
- *Present Value —— Pages 90-92
- Implications of the Human Capital Model —— Pages 93-94
- Empirical Data —— Pages 95-100
- Private vs. Social Perspectives —— Pages 100-103
- Differences in Human Capital Investment —— Pages 107-111
- On-the-job Training —— Pages 112-116, Fig. 4-8
- Criticisms of Human Capital Theory —— Pages 119-124
- Policy Issues and Discussions —— World of Work 4.1-4.5
Chapter 5, 6, & 7– General Reading

Chapter 14
- Occupational Distribution----------------------------- P. 426-427, Table 14.1
- Education ---------------------------------------- P. 428-429
- Types of Discrimination --------------------------------- P. 430-443
- Antidiscrimination Policies and Issues ---------------- P. 453-457

Chapter 16
- Lorenz Curve & the Gini coefficient --------------- Pp. 484-487
- Explaining the distribution of earnings------------- Pp. 487-496
- Why the Increase in Earnings Inequality? -------- Pp. 501-505
- Policy Issues and Discussions---------------------- World of Work 16.1, 16.3

Chapter 18
- *Measurement ----------------------------------------- P. 538
- Macroeconomic Output and Employment ----------- P. 546-548
- Frictional Unemployment ----------------------------- P. 548-550
- Structural Unemployment ----------------------------- P. 550-553
- Demand-Deficient Unemployment --------------------- P. 553-556
- The Distribution of Unemployment ------------------- P. 557-559
- Reducing Unemployment ----------------------------- P. 560-564

Assignments Grading and Due Dates:

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Due Date</th>
<th>Weight</th>
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</thead>
<tbody>
<tr>
<td>Quiz 1</td>
<td>3rd Day of Class</td>
<td>15%</td>
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<tr>
<td>Class Participation and Discussions</td>
<td>Each Class Session</td>
<td>10%</td>
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<tr>
<td>based on readings and research</td>
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<td></td>
</tr>
<tr>
<td>Final Examination</td>
<td>Last Day of Class</td>
<td>45%</td>
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<tr>
<td>Post Seminar Paper</td>
<td>Two weeks after class</td>
<td>30%</td>
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Post Seminar Assignment:
Complete a term paper (10-15 pages) on any topic dealing with labor market issues. Some possible term paper topics are listed on page 568 in the text book. Topics need to be discussed with and approved by the Professor. Due Date: (two weeks after class)

Grading:

This is a letter-graded course: A, B, C, D, or F.

NOTICE: Failure to meet assignment due dates could result in a grade of I (Incomplete) and may adversely impact Tuition Assistance and/or Financial Aid.
POLICIES AND NOTICES

Attendance/Grade Policy

Attendance and participation in interaction, individual assignments, group exercises, simulations, role playing, etc. are valuable aspects of any course because much of the learning comes from discussions in class with other students. It is expected that you attend all classes and be on time except for excused emergencies.

Excused absences are given for professor mandated activities or legally required activities such as emergencies or military assignments. Unavoidable personal emergencies, including (but not limited to) serious illness; delays in getting to class because of accidents, etc.; deaths and funerals, and hazardous road conditions will be excused.

If you are obtaining financial assistance (TA, STAP, FA, VA, Scholarship, etc.) to pay all or part of your tuition cost, you must follow your funding agency/institution’s policy regarding “I” (Incomplete) grades unless the timeline is longer than what the University policy allows then you must adhere to the University policy.

Students who receive Financial Aid must resolve/complete any “I” (Incomplete) grades by the end of the term or he/she may be placed on “financial aid probation.” If the “I” grade is not resolved/completed by the end of the following term, the student’s Financial Aid may be suspended make the student ineligible for further Financial Aid.

Students are responsible for meeting the guidelines of Tuition Assistance and Veterans Assistance. See the education counselor at your local education center for a complete description of your TA or VA requirements.

Academic Honesty

Honesty is a fundamental precept in all academic activities and … [you] have a special obligation to observe the highest standards of honesty. Academic misconduct in any form is inimical to the purposes and functions of the University and is therefore unacceptable and is rigorously proscribed. Academic misconduct includes:

- cheating (using unauthorized materials, information, or study aids in any academic exercise), plagiarism, falsification of records, unauthorized possession of examinations, intimidation, and any and all other actions that may improperly affect the evaluation of a student’s academic performance or achievement; assisting others in any such act; or attempting to engage in such acts.

All acts of academic misconduct will be reported and adjudicated as prescribed by the student code of the University of Oklahoma. All students should review the “Student’s Guide to Academic Integrity” found at http://www.ou.edu/provost/integrity

Accommodation Statement

The College of Continuing Education [Advanced Programs] is committed to making its activities as accessible as possible. For accommodations on the basis of disability, please contact your OU Site Director.

Course Policies

Advanced Programs policy is to order books in paperback if available. Courses, dates, and professors are subject to change. Please check with your OU Site Director. Students should retain a copy of any assignments that are mailed to the professor for the course. Advanced Programs does not provide duplicating services or office supplies.

Copyright

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For more information about Advanced Programs, visit our website at: http://www.goou.ou.edu/
INSTRUCTOR VITA
Aparna Mitra, Ph.D.

EDUCATION
Ph.D., Political Economy, University of Texas at Dallas

CURRENT POSITIONS
• Associate Professor of Economics, Department of Economics, University of Oklahoma
• Director, Advanced Program in Economics, Department of Economics, University of Oklahoma

FREQUENTLY TAUGHT ADVANCED PROGRAMS COURSES
• Labor Economics
• Discrimination in Labor Markets
• Managerial I
• Poverty
• Income Inequality
• Public Policy

MAJOR AREAS OF TEACHING AND RESEARCH INTEREST
• Labor Economics
• Economics of Race and Gender
• Gender and Labor Markets in Developing Countries
• Economics of Aging
• Economic Development in India

REPRESENTATIVE PUBLICATIONS AND PRESENTATIONS

CONFERENCE PRESENTATIONS
• “Gender Violence and Women’s Mental Health in India,” 13th World Congress for Social Economics, Montreal, Canada, June 2010
• “Gender Inequality and the Spread of HIV/AIDS in India,” Southwestern Economics Association, Houston, April 2010