

**Economics 321: Economics of Discrimination  
Spring 2022**

**Lecture: Monday/Wednesday/Friday 11:00-11:50, Pearson 2157**

**Instructor:** Tugba Somuncu

173 Heady Hall

[tsomuncu@iastate.edu](mailto:tsomuncu@iastate.edu)

[Webex: https://iastate.webex.com/meet/tsomuncu](https://iastate.webex.com/meet/tsomuncu)

Office Hours: W 12:30-2; F 1-2:30 and by appointment

**Guest Instructor:** Dr. Peter Orazem

267 Heady Hall

[pfo@iastate.edu](mailto:pfo@iastate.edu)

**Teaching Assistant:** Huanping Fan

280B Heady Hall

[huanping@iastate.edu](mailto:huanping@iastate.edu)

[Webex: https://iastate.webex.com/meet/huanping](https://iastate.webex.com/meet/huanping)

Office Hours: M 12:30- 2:00; TR 2:30-4:00

**Aim:** To develop a working knowledge of economic models of discrimination, household decisions, and time allocation; to understand the facts regarding wages, labor supply, and household formation and their differences between men and women and between majority and minority groups; to understand how economic forces have caused gender roles to evolve over time; to gain a facility for reading and discussing the latest economics research on discrimination; to understand federal laws addressing discrimination; and to build a working knowledge of U.S. government data used to monitor the economic progress of demographic groups and to guide policy.

**Class Web Page:** ECON 321 Section 1 on Canvas

**COVID-19 health and safety guidance**

Face masks encouraged: Because of the continuing COVID-19 pandemic, all students are encouraged—but not required—to wear face masks, consistent with current recommendations from the Centers for Disease Control and Prevention. Further information on the proper use of face masks is available at: <https://www.cdc.gov/coronavirus/2019-ncov/your-health/effective-masks.html>

Vaccinations encouraged: All students are encouraged to receive a vaccination against COVID-19. Multiple locations are available on campus for free, convenient vaccination. Further information is available at: <https://web.iastate.edu/safety/updates/covid19/vaccinations>

Vaccinations may also be obtained from health care providers and pharmacies.

Physical distancing encouraged for unvaccinated individuals: Classrooms and other campus spaces are operating at normal capacities, and physical distancing by faculty, staff, students, and visitors to campus is not required.

**Assigned Seating. You will be given a seat assignment in proximity with your team. This will help with group assignments and spread the seating.**

**Required Text**

**(BW)** Blau, Francine D., and Anne E. Winkler. 2018. *The Economics of Women, Men and Work*, 8<sup>th</sup> edition. Oxford University Press.

**Required On-line Exercise Packback:** Participation is a requirement for this course, and the Packback Questions platform will be used for online discussion about class topics. Packback Questions is an online community where you can be fearlessly curious and ask open-ended questions to build on top of what we are covering in class and relate topics to real-world applications. Each week, we will ask you to pose one question and respond to two questions from your peers.

**Supplemental: Not required (1 copy on Reserve)**

**(ES)** Ehrenberg, Ronald, and Robert Smith. 2012. *Modern Labor Economics: Theory and Public Policy*, 11<sup>th</sup> edition. Addison-Wesley. Standard text in labor economics.

**(HO)** Hubbard, R. Glenn and Anthony Patrick O'Brien. *Microeconomics*, 3<sup>rd</sup> edition. 2010. Prentice Hall. Principles text useful for review.

## **Course Outline**

Note: Required readings denoted by an asterisk (\*) Background readings are denoted by (#) if you need a refresher. Readings possible for group presentation are denoted by (+)

### **I. Introduction to labor markets and discrimination**

\*BW, Chpt 1

#For review, see HO Chpts. 3, 16

### **II. Working men and women in historical and international context and the economics of homeproduction**

\*BW, Chapters 2 and 17.

#ES, Chapter 7

Fogel, Robert W. 1994. "Economic Growth, Population Theory, and Physiology: The Bearing of Long-Term Processes on the Making of Economic Policy" *The American Economic Review* (84):3 : 369-395.

Tilly, Louise A. and Joan W. Scott. 1978. *Women, Work, and Family*

Mammen, Kristin and Christina Paxson. 2000. "Women's Work and Economic Development." *Journal of Economic Perspectives* 14 (Fall): 141-164.

Cowan, Ruth Schwartz. 1976. "The "Industrial Revolution" in the Home: Household Technology and Social Change in the 20th Century." *Technology and Culture* 17 (January): 1-23.

+Chen, Yuyu, Hongbin Li and Lingsheng Meng. 2013. "Prenatal Sex Selection and Missing Girls in China: Evidence from the Diffusion of Diagnostic Ultrasound." *The Journal of Human Resources* 48(1): 36-70.

+Bharadwaj, Prashant and Leah K. Lakdawala. 2013. "Discrimination Begins in the Womb: Evidence of Sex-Selective Prenatal Care." *The Journal of Human Resources* 48(1): 71-113.

Jayachandran, Seema. 2017. "Fertility Decline and Missing Women." *American Economic Journal: Applied Economics* 9 (1): 118-139.

Goldin, Claudia. 2006. "The Quiet Revolution that Transformed Women's Employment, Education, and Family." *American Economic Review* 96(2): 1-21

Goldin, Claudia and Joshua Mitchell. 2017. "The New Life Cycle of Women's Employment: Disappearing Humps, Sagging Middles, Expanding Tops." *Journal of Economic Perspectives* 31 (1): 161-82.

Moehling, Carolyn M., and Melissa A. Thomasson. 2020. "Votes for Women: An Economic Perspective on Women's Enfranchisement." *Journal of Economic Perspectives* 34(2): 3-23.

Lundberg, Shelly, and Jenna Stearns. 2019. "Women in Economics: Stalled Progress." *Journal of Economic Perspectives* 33(1): 3-22.

### **III. Theory and evidence of marriage and family formation**

\*BW Chapters 3, 4, 13: 349-366, 16

#### **a. Broad trends**

Juhn, Chinhui and Kristin McCue. 2017. "Specialization Then and Now: Marriage, Children, and the Gender Earnings Gap across Cohorts." *Journal of Economic Perspectives* 31 (1): 183-204.

Lundberg, Shelly, Robert A. Pollak, and Jenna Stearns. 2016. "Family Inequality: Diverging Patterns in Marriage, Cohabitation, and Childbearing." *Journal of Economic Perspectives* 30 (2): 79-102.

Greenwood, Jeremy, Nezih Guner, Georgi Kocharkov, and Cezar Santos. 2014. "Marry your like: Assortative mating and income inequality." *American Economic Review* 104(5): 348-53.

Fryer, Roland G. Jr. 2007. "Guess Who's Been Coming to Dinner? Trends in Interracial Marriage over the 20<sup>th</sup> Century." *The Journal of Economic Perspectives* 21(2): 71-90.

Black, Dan A., Seth G. Sanders and Lowell J. Taylor. 2007. "The Economics of Lesbian and Gay Families." *The Journal of Economic Perspectives* 21(2): 53-70.

#### **b. Applications**

Mechoulan, Stéphane. 2011. "The External Effects of Black Male Incarceration on Black Females." *Journal of Labor Economics* 29(1):1-36.

+Abramitzky, Ran, Adeline Delavande and Luis Vasconcelos. 2011. Marrying Up: The Role of Sex Ratio in Assortative Matching." *American Economic Journal: Applied Economics* 3(3): 124-157

+Hankins, Scott and Mark Hoekstra. Lucky in Life, 2011. "Unlucky in Love? The Effect of Random Income Shocks on Marriage and Divorce." *Journal of Human Resources* 46(2): 403-426.

+Buckles, Kasey, Melanie Guldi, and Joseph Price. 2011. "Changing the Price of Marriage: Evidence from Blood Test Requirements." *Journal of Human Resources* 46(3): 539-567.

Cacioppo, John T., Stephanie Cacioppo, Gian C. Gonzaga, Elizabeth L. Ogburn, and Tyler J. VanderWeele. 2013. "Marital satisfaction and break-ups differ across on-line and off-line meeting venues." *Proceedings of the National Academy of Sciences*

#### **IV. Intergenerational transmission of wealth and poverty**

\*BW Chpt 14.

+Fryer, Roland G. Jr. and Steven D. Levitt. 2004. "The Causes and Consequences of Distinctively Black Names." *Quarterly Journal of Economics* 119 (3): 767-805.

Cunha, Flavio, James J. Heckman, Lance Lochner and Dimitriy V. Masterov. 2006. "Interpreting the evidence on life cycle skill formation." In E. A. Hanushek and F. Welch, eds. *Handbook of the Economics of Education, Vol 1*. Amsterdam: Elsevier B.V.

Corak, Miles. 2013. "Income Inequality, Equality of Opportunity, and Intergenerational Mobility." *The Journal of Economics Perspectives* 27(3):79-102.

Duncan, Greg J. and Katherine Magnuson. 2013. "Investing in Preschool Programs." *The Journal of Economics Perspectives* 27(2): 109-132.

Chetty, Raj, John N. Friedman, Nathaniel Hilger, Emmanuel Saez, Diane Whitmore Schanzenbach, and Danny Yagan. "How does your kindergarten classroom affect your earnings? Evidence from Project STAR." *The Quarterly Journal of Economics* 126, no. 4 (2011): 1593-1660.

Ludwig, Jens, Greg J. Duncan, Lisa A. Gennetian, Lawrence F. Katz, Ronald C. Kessler, Jeffrey R. Kling, and Lisa Sanbonmatsu. 2012. "Neighborhood effects on the long-term well-being of low-income adults." *Science* 337, no. 6101: 1505-1510.

Ludwig, Jens, Greg J. Duncan, Lisa A. Gennetian, Lawrence F. Katz, Ronald C. Kessler, Jeffrey R. Kling, and Lisa Sanbonmatsu. 2013. "Long-Term Neighborhood Effects on Low-Income Families: Evidence from Moving to Opportunity." *The American Economic Review* 103(3): 226-231.

Chetty, Raj, Nathaniel Hendren, Patrick Kline, and Emmanuel Saez. 2014. "Where is the Land of Opportunity? The Geography of Intergenerational Mobility in the United States." *Quarterly Journal of Economics* 129(4): 1553-1623.

+Dobbie, Will and Roland G. Fryer. 2015. "The Medium-Term Impacts of High-Achieving Charter Schools" *Journal of Political Economy* 123 (5): 985-1037.

+ Reber, Sarah J. 2010. "School Desegregation and Educational Attainment for Blacks." *Journal of Human Resources* 45(4): 893-914.

+Backes, Ben . 2012. "Do Affirmative Action Bans Lower Minority College Enrollment and Attainment? Evidence from Statewide Bans." *Journal of Human Resources* 47(2): 435-455.

## **V. Female labor supply at home and abroad**

\*BW Chapters 5, 6, 13:367-378 15, 18

#ES Chapter 6

#HO, Appendix to Chapter 10 (pages 355-364)

+Bailey, Martha. 2006. "More Power to the Pill: The Impact of Contraceptive Freedom on Women's Life Cycle Labor Supply." *Quarterly Journal of Economics* (Feb.) 121: 289-320.

+Bailey, Martha J. 2012. "Reexamining the Impact of Family Planning Programs on US Fertility: Evidence from the War on Poverty and the Early Years of Title X." *American Economic Journal: Applied Economics* (4)2: 62-97.

+Kearney, Melissa S., and Phillip B. Levine. 2015. "Media influences on social outcomes: the impact of MTV's *16 and pregnant* on teen childbearing." *The American Economic Review* 105 (12):3597-3632.

+Aguiar, Mark and Erik Hurst. 2007. "Measuring Trends in Leisure: The Allocation of Time over Five Decades." *Quarterly Journal of Economics* (Aug.) 122: 969-1006.

+Dettling, Lisa J. 2017. "Broadband in the Labor Market: The Impact of Residential High-Speed Internet on Married Women's Labor Force Participation." *Industrial and Labor Relations Review* 70(2): 451-482.

Bargain, Olivier, Kristian Orsini, and Andreas Peichl. 2014. "Comparing labor supply elasticities in Europe and the US: new results" *Journal of Human Resources* 49(3): 723-838.

Jacobsen, Joyce P., Melanie Khamis, and Mutlu Yuksel. 2015. "Convergences in men's and women's life patterns: lifetime work, lifetime earnings, and human capital investment." In Polachek, Tatsiramos and Zimmermann eds. *Research in Labor Economics Vol. 41: Gender Convergence in the Labor Market*

## **VI. Models of discrimination**

\*BW, Chapter 11, 12

#ES, Chapter 12

### **Taste discrimination**

Arrow, Kenneth. 1974. The Theory of Discrimination in O. Ashenfelter and A. Rees, eds., *Discrimination in Labor Markets*. Princeton University Press.

Becker, Gary S. 1971. The Economics of Discrimination, 2nd edition. Chicago: University of Chicago Press.

Charles, Kerwin Kofi and Jonathan Guryan. 2008. "Prejudice and Wages: An Empirical Assessment of Becker's *The Economics of Discrimination*." *Journal of Political Economy* 116(5):773-809.

+Carlsson Magnus and Dan-Olof Rooth. 2016. "Employer Attitudes, the Marginal Employer, and the Ethnic Wage Gap." *Industrial and Labor Relations Review* 69 (1): 227-252.

+Janssen, Simon, Simone Tuor Sartore, and Uschi Backes-Gellner. 2016. "Discriminatory Social Attitudes and Varying Gender Pay Gaps within Firms." *Industrial and Labor Relations Review* 69 (1): 253-279.

### **Employer**

+Bertrand, Marianne and Sendhil Mullainathan. 2004. "Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination." *American Economic Review* 94 (Sept): 991-1013.

+Baert, Stijn, Bart Cockx, Niels Gheyle, and Cora Vandamme. 2015. "Is There Less Discrimination in Occupations Where Recruitment Is Difficult?" *Industrial and Labor Relations Review* 68 (3): 467-500.

+Grogger, Jeffrey. 2011. "Speech Patterns and Racial Wage Inequality." *Journal of Human Resources* 46(1): 1-25.

+ Pope, Devin G. and Justin R. Snyder. 2011. "What's in a Picture? Evidence of Discrimination from Prosper.com." *Journal of Human Resources* 46(1): 53-92.

+Black, Sandra E., and Elizabeth Brainerd. 2004. "Importing Equality? The Impact of Globalization on Gender Discrimination." *Industrial & Labor Relations Review* 57 (July): 540-559.

+Heyman, Fredrik, Helena Svaleryd, and Jonas Vlachos. 2013. "Competition, Takeovers, and Gender Discrimination." *Industrial and Labor Relations Review* 66 (2): 409-432.

+Weichselbaumer, Doris. 2020. "Multiple Discrimination against Female Immigrants Wearing Headscarves." *Industrial and Labor Relations Review* 73(3): 600 - 627

### **Employee**

Plug, Erik, Dinand Webbink, and Nick Martin. 2014. "Sexual Orientation, Prejudice and Segregation." *Journal of Labor Economics* 32(1):123-160.

Weinberger, Catherine J. 2011. "In Search of the Glass Ceiling: Gender and Earnings Growth among U.S. College Graduates in the 1990s." *Industrial and Labor Relations Review* 64(5): 949-980.

+Price, Joseph and Justin Wolfers. 2010. "Racial Discrimination by NBA Referees." *The Quarterly Journal of Economics* 125(4): 1859-1887.

### **Customer**

+Nardinelli, Clark and Curtis Simon. 1990. "Customer Racial Discrimination in the Market for Memorabilia: The Case of Baseball." *The Quarterly Journal of Economics* 105 (August):575-595.

+Bar, Revital and Asaf Zussman. 2017. "Customer Discrimination: Evidence from Israel." *Journal of Labor Economics*. 35(4): 1031-1059.

### **Audit studies debate**

Yinger, John. 1998. "Evidence on Discrimination in Consumer Markets." *The Journal of Economic Perspectives* 12 (Spring): 23-40.

Ladd, Helen F. 1998. "Evidence on Discrimination in Mortgage Lending." *The Journal of Economic Perspectives* 12 (Spring): 41-62.

Heckman, James J. 1998. "Detecting Discrimination." *The Journal of Economic Perspectives* 12 (Spring): 101-116.

### **Statistical discrimination**

Aigner and Cain. 1977. "Statistics Theories of Discrimination in Labor Markets." *Industrial and Labor Relations Review* 30: 175-187.

Pinkston, Joshua C. 2006. "A Test of Screening Discrimination with Employer Learning." *Industrial and Labor Relations Review* 59 (January): 267-284.

### **Occupational crowding**

Schelling, Thomas. 1978 *Micromotives and Macrobehavior* Chpt. 4

### **Internal labor markets**

+Bossler, Mario, Alexander Mosthaf, and Thorsten Schank. 2020. "Are Female Managers More Likely to Hire More Female Managers? Evidence from Germany." *Industrial and Labor Relations Review* 73(3):676 – 704

+ Giuliano, Laura, David I. Levine, and Jonathan Leonard. 2011. "Racial Bias in the Manager-Employee Relationship: An Analysis of Quits, Dismissals, and Promotions at a Large Retail Firm." *Journal of Human Resources* 46(1): 26-52.

Pekkarinen, Tuomas and Juhana Vartiainen. 2006. "Gender Differences in Promotion on a Job Ladder: Evidence from Finnish Metalworkers." *Industrial and Labor Relations Review* 59 (January): 285-301.

+ Gobillon, Laurent, Dominique Meurs, and Sébastien Roux. 2015. "Estimating Gender Differences in Access to Jobs" *Journal of Labor Economics* 33 (2): 317-363.

+Bednar, Steven, and Dora Gicheva. 2018. "Career Implications of Having a Female-Friendly Supervisor." *Industrial and Labor Relations Review* 71(2):426-457.

Fernandez, Roberto M. Fernandez, Santiago Campero, and Santiago Campero. 2017. "Gender Sorting and the Glass Ceiling in High-Tech Firms." *Industrial and Labor Relations Review* 70(1): 160-189

+ Kofoed, Michael S. and Elizabeth McGovney 2019. The Effect of Same-Gender or Same-Race Role Models on Occupation Choice: Evidence from Randomly Assigned Mentors at West Point *Journal of Human Resources* 54(2): 430-467

+Hill, Nicholas, and Marc Remer. 2020. "Race and Employment Outcomes: Evidence from NBA Coaches." *Economic Inquiry* 58(3): 1469-1486.

## **VII. Empirical evidence**

### **a. Differences in Occupations, Education and Earnings**

\*BW, Chapter 7

Goldin Chapter 3

Goldin, Claudia. 2014. "A grand gender convergence: Its last chapter." *The American Economic Review* 104(4): 1091-1119.

Fortin, Nicole M., Philip Oreopoulos, and Shelley Phipps. 2015. "Leaving boys behind: Gender disparities in high academic achievement." *Journal of Human Resources* 50(3): 549 - 579.

Binder, Ariel J., and John Bound. 2019. "The Declining Labor Market Prospects of Less-Educated Men." *Journal of Economic Perspectives* 33 (2): 163-90.

Coile, Courtney C., and Mark G. Duggan. 2019. "When Labor's Lost: Health, Family Life, Incarceration, and Education in a Time of Declining Economic Opportunity for Low-Skilled Men." *Journal of Economic Perspectives* 33 (2): 191-210.

### **b. The human capital model**

\*BW, Chapter 8

Heckman, James J., John Eric Humphries, Paul A. LaFontaine, and Pedro Rodriguez. 2012. "Taking the Easy Way Out: How the GED Testing Program Induces Students to Drop Out." *Journal of Labor Economics*. " 30(3): 495-520.

### **c. Earnings functions and measuring discrimination**

\*BW, Chapter 9, 10

## **VIII. Case evidence on discrimination**

### **a. Women**

Blau, Francine D., and Lawrence M. Kahn. 2017. "The Gender Wage Gap: Extent, Trends, and Explanations." *Journal of Economic Literature* 55(3): 789-865.

### **b. Blacks**

Lang, Kevin, and Ariella Kahn-Lang Spitzer. 2020. "Race Discrimination: An Economic Perspective." *Journal of Economic Perspectives* 34(2): 68-89.

Small, Mario L., and Devah Pager. 2020. "Sociological Perspectives on Racial Discrimination." *Journal of Economic Perspectives* 34(2): 49-67.

+McHenry, Peter, and Melissa McInerney. 2014. "The Importance of Cost of Living and Education in Estimates of the Conditional Wage Gap Between Black and White Women." *Journal of Human Resources* 49 (3): 695-722.

### **c. Hispanics**

+Fry, Richard and B. Lindsay Lowell. 2006. "The Wage Structure of Latino-Origin Groups across Generations." *Industrial Relations: A Journal of Economy and Society* 45 (April): 147-168.

Mora, Marie M., and Alberto Davilla. 2006. "A Note on the Changes in the Relative Wages of LEP Hispanic Men between 1980 and 2000." *Industrial Relations: A Journal of Economy and Society* 45 (April): 169-172.

### **d. Sexual Preference**

+Sabia, Joseph J. 2014. "Sexual Orientation and Earnings in Young Adulthood: New Evidence from Add Health." *Industrial & Labor Relations Review* 67 (1): 239-267

+Carpenter, Christopher S., Samuel T. Eppink, and Gilbert Gonzales. 2020. "Transgender Status, Gender Identity, and Socioeconomic Outcomes in the United States." *Industrial and Labor Relations Review* 73(3):573 - 599

+Burn, Ian. 2020. "The Relationship between Prejudice and Wage Penalties for Gay Men in the United States." *Industrial and Labor Relations Review* 73(3): 650 -675

### **e. Disability**

Burkhauser, Richard V., Maximilian D. Schmeiser and Robert R. Weathers II. 2012. "The Importance of Anti-Discrimination and Workers' Compensation Laws on the Provision of Workplace Accommodations Following the Onset of a Disability." *Industrial and Labor Relations Review* 65(1): 681-698

### **f. Premarket differences**

#### **Willingness to compete**

Niederle, Muriel and Lise Vesterlund. 2007. "Do Women Shy Away from Competition? Do Men Compete Too Much?" *Quarterly Journal of Economics* 122 (August): 1067-1102.

Manning, Alan and Farzad Saidi. 2010. "Understanding the Gender Pay Gap: What's Competition Got to do with it?" *Industrial and Labor Relations Review* 63(4): 681-698.

#### **Personality**

+Mueller, Gerrit and Erik Plug. 2006. "Estimating the Effect of Personality on Male and Female Earnings." *Industrial and Labor Relations Review* 60 (October): 3-22.

Grove, Wayne A., Andrew Hussey, and Michael Jetter. 2011. "The Gender Pay Gap Beyond Human Capital: Heterogeneity in Noncognitive Skills and in Labor Market Tastes." *Journal of Human Resources* 46(4): 827-874.

Lindqvist, Erik and Roine Vestman. 2011. "The Labor Market Returns to Cognitive and Noncognitive Ability: Evidence from the Swedish Enlistment." *American Economic Journal: Applied Economics* 3(1): 101-28.

+Heineck, Guido. 2011. "Does it Pay to be Nice? Personality and Earnings in the UK." *Industrial and Labor Relations Review* 64(5): 1020-1038.

#### **Height**

+Persico, Nicola, Andrew Postlewaite and Dan Silverman. 2004. "The Effect of Adolescent Experience on Labor Market Outcomes: The Case of Height," *Journal of Political Economy* 112 (October): 1019-1053.

+Lundborg, Petter, Paul Nystedt, and Dan-Olof Rooth. "Height and Earnings: The Role of Cognitive and Noncognitive Skills." *Journal of Human Resources* 49, no. 1 (2014): 141-166.

#### **Looks**

+Hamermesh, Daniel and Jeff Biddle. 1994. "Beauty and the Labor Market." *American Economic Review* 84 (Dec.): 1174-1194.

+Belot, Michele, V. Bhaskar, and Jeroen van de Ven. 2012. "Beauty and the Sources of Discrimination." *Journal of Human Resources* 47(3): 851-872.

### **Names**

+Biavaschi, Costanza, Corrado Giulietti, and Zahra Siddique. 2017. "The Economic Payoff of Name Americanization." *Journal of Labor Economics*. 35(4): 1089–1116.

### **Criminal background**

+Baert and Verhofstadt. 2015. "Labor Market Discrimination Against Former Juvenile Delinquents: Evidence from a Field Experiment." *Applied Economics* 47(11): 1061-72.

## **IX. Government antidiscrimination policy: aims and impacts**

\*BW Chapter 12

Olivetti, Claudia, and Barbara Petrongolo. 2017. "The Economic Consequences of Family Policies: Lessons from a Century of Legislation in High-Income Countries." *Journal of Economic Perspectives* 31 (1): 205-30.

Antecol, Heather and Deborah Cobb-Clark. 2004. "The Changing Nature of Employment-Related Sexual Harassment: Evidence from the U.S. Federal Government, 1978-1994." *Industrial and Labor Relations Review* 57 (April): 443-461.

Collins, William J. 2003. "The Labor Market Impact of State-Level Anti-Discrimination Laws, 1940-1960." *Industrial and Labor Relations Review* 56 (January): 244-272.

Neumark, David and Wendy A. Stock. 2006. "The Labor Market Effects of Sex and Race Discrimination Laws." *Economic Inquiry* 44 (July): 385-419.

Graham, Mary E., Maura A. Belliveau, Julie L. Hotchkiss. 2017. "The View at the Top or Signing at the Bottom? Workplace Diversity Responsibility and Women's Representation in Management." *Industrial and Labor Relations Review* 70(1): 223-258.

### **Useful web pages:**

**The Bureau of Labor Statistics Home Page** (<http://www.bls.gov/home.htm>) contains results from the numerous surveys conducted by the Department of Labor regarding employment, earnings, benefits, unions, unemployment, demographics and many other labor market issues.

**The Monthly Labor Review** (<http://stats.bls.gov/opub/mlr/mlrhome.htm>) is the journal of the Bureau of Labor Statistics. It contains accessible analyses of U.S. labor market data. Issues back to 1981 are available on-line.

**The NCS Wage Query System** (<http://data.bls.gov/labjava/outside.jsp?survey=nc>) presents mean hourly wage data for all workers in an occupation for over 85 specific geographical areas. The system also produces modeled hourly wage estimates for many area, occupation, and work level combinations for which BLS has no officially published data.

**BLS Occupational Wages** (<http://www.bls.gov/bls/blswage.htm>) contains the summary data that generated the modeled estimates in the NCS Wage Query System.

**Exams:** There will be two midterms and a comprehensive final, all composed primarily of short essay questions. If, due to unavoidable conflicts or illness, you are unable to attend on the day of an exam, you must notify me beforehand to arrange a make-up. Failure to contact me or to leave me a message before the exam is handed out will result in an F on the exam.

**Tentative Midterm dates are Friday March 4, 2022 and Friday April 22, 2022. The cumulative final is scheduled for Tuesday, May 10, 2022 9:45 AM.**

**Problems Sets:** There will be several required problem sets. These problems sets must be handed in by the start of class on the due date. You may hand in a problem set early, but late problem sets will receive no credit. If you will not be able to hand the assignment in on time, you must notify me in advance. Illegible or sloppy work will not be accepted.



***What is Immediate Access?***

Immediate Access is a collaborative affordability initiative between the ISU Book Store, faculty, and publishers. Students that are enrolled in an Immediate Access course will receive access to all required digital course materials the first day of class and at a reduced cost compared to the national average.

***What is the title and price of the required content for this course?***

This information is posted in your student booklist through Access Plus, or it can be accessed by going to [www.isubookstore.com/textbooks](http://www.isubookstore.com/textbooks) and searching by the course for which you are enrolled.

***How is Immediate Access billed?***

You will be automatically charged on your u-bill for this digital content. The billing description on your u-bill will show the department and course number, followed by "IMMED ACCESS" and the last 4 digits of the billing ISBN.

***What if I drop the course?***

Students who drop the course within the first 10 days of class will receive a refund on their u-bill (5 days for courses 8 weeks or shorter). **You do not have to notify the bookstore if you drop the course.** This is an automated process.

***Can I opt out of Immediate Access?***

Students may choose to opt out of the program. Opting out does not mean you are dropping the course. It simply means you are choosing not to receive the digital content from the bookstore and you must find another way to acquire it in order to complete required homework assignments. Students have within the

**Team Activities:** You will be randomly placed on a team.

**Presentation:** Your team will be expected to present one of the journal articles in the list included on Canvas. You will have ten minutes to present. The team must meet with me to go over the paper in the week before your presentation. You must use PowerPoint. The presentation must clearly lay out the hypotheses, the data, the research method, and the results.

**Group Problem Sets:** Some of the problem sets will be done with your group or with subsets of your group.

**Packback:**

Your participation on Packback will count toward 10% of your overall course grade.

There will be a Weekly Saturday at 11:59PM CST deadline for submissions. In order to receive full credit, you should submit the following per each deadline period:

1. open-ended Question every week with a minimum Curiosity Score of 40, worth 33.33% of each assignment grade
  2. Responses every week with a minimum Curiosity Score of 40, worth 66.67% of each assignment grade
- Half credit will be provided for questions and responses that do not meet the minimum curiosity score.

How to Register on Packback:

An email invitation will be sent to you from [help@packback.co](mailto:help@packback.co) prompting you to finish registration. If you don't receive an email (**be sure to check your spam**), you may register by following the instructions below:

1. Create an account by navigating to <https://questions.packback.co> and clicking "Sign up for an Account"
- Note: If you already have an account on Packback you can log in with your credentials.
2. Then enter our class community's lookup key into the "Looking to join a community you don't see here?" section in Packback at the bottom of the homepage.

Community Lookup Key: ae221e60-812a-46b1-9e95-50a826abbfd0

3. Follow the instructions on your screen to finish your registration.

How to Get Help from the Packback Team:

If you have any questions or concerns about Packback throughout the semester, please read their FAQ at [help.packback.co](http://help.packback.co). If you need more help, contact their customer support team directly at [help@packback.co](mailto:help@packback.co)

**Immediate Access:** This course is enrolled in the Iowa State University Immediate Access Program.

first 10 days of class to opt out and receive a refund to their u-bill (5 days for courses 8 weeks or shorter). Instructions on how to opt out will be emailed shortly before classes start.

***How do I access the required digital content?***

There is a tool on the navigation menu of your Canvas course called **Immediate Access Course Materials**. You will receive an email shortly before classes start that will instruct you on how to access the required digital course materials. You may not be able to access the digital content until the first day of class.

For further questions about Immediate Access please email [immediateaccess@iastate.edu](mailto:immediateaccess@iastate.edu).

**Review Questions:** In addition to the problem sets, you will receive several sets of review topics to aid in studying for exams. These will not be handed in and will not be graded.

**Absences:** Students are responsible for all material discussed in class. I will not release my notes to absent students. If a student foresees an extended period of absence, he/she should notify me in advance so that some accommodation can be made. Absent students can keep up with assignments by logging in to the Econ 321 web page on <https://bb.its.iastate.edu>

**Graduate Students:** The course is offered for nonmajor graduate credit. For graduate students, all requirements are as stated above, except that graduate students are required to write a short paper of about 10 pages. The paper should analyze a business or public policy question using one or more of the models covered in class. The paper should clearly discuss the nature of the problem and how the model relates to the policy question. The paper should not be merely a review of the literature, but rather should represent the student's own conclusions derived from his/her analysis. **Paper outlines are due on March 10, 2022**, although earlier submissions are welcome. Each student should have previously discussed his/her topic with me to insure that the topic is satisfactory. **The paper is due on May 10, 2022**, although earlier submissions are welcome.

<b><u>Point Breakdown:</u></b>	Undergraduate	Graduate
Midterms:	50 percent	40 percent
Homework	15 percent	15 percent
Class participation	10 percent	10 percent
Final:	25 percent	25 percent
Paper:		10 percent

**Disability Policy**

Please address any special needs or special accommodations with me at the beginning of the semester or as soon as you become aware of your needs. Those seeking accommodations based on disabilities should obtain a Student Academic Accommodation Request (SAAR) form from the Disability Resources (DR) office (515-294-7220). DR is located on the main floor of the Student Services Building, Room 1076.

**Freedom of Speech**

Iowa State University supports and upholds the First Amendment protection of [freedom of speech](#) and the principle of [academic freedom](#) in order to foster a learning environment where open inquiry and the vigorous debate of a diversity of ideas are encouraged. Students will not be penalized for the content or viewpoints of their speech as long as student expression in a class context is germane to the subject matter of the class and conveyed in an appropriate manner.