**Earnings and Earnings Functions**

1. Relative pay
   a. Men and Women
   b. Minorities vs Whites
   c. Patterns in Europe

2. Mincerian Earnings Functions
   a. Derivations and interpretations
      - log wages
      - linear schooling and the rate of return to an additional year of schooling
      - linear and quadratic experience
   b. Earnings decompositions
      - Marginal revenue product
      - Observed wage differences
      - Explained differences
      - Unexplained differences
   c. Measuring wage discrimination
      - Method 1: use of dummy variables
      - Method 2: Oaxacca decomposition
      - Examples of results
         - Male Female
         - Black White
         - Hispanic White
         - Homosexual-Heterosexual
         - Key explanatory factors for each group
   d. Caveats
      - Measurement Error
      - Immigrants
         - unsuccessful immigrants who migrate back
      - Age of arrival versus age of reported arrival
      - Male-Female
         - Potential versus actual experience
      - Hourly wage versus weekly wage versus annual earnings
         - (role of hours and weeks worked)
      - Missing Variables
         - Hispanic-white
      - English Language
      - Including variables that are themselves subject to discrimination
   e. Extensions
      - Beauty
      - Personality
      - Height
      - Willingness to Compete

**Discontinuous Labor Supply**

The rise of women’s college and professional status
   a. The 1970s: the start of the rapid rise
   b. Human Capital explanations: the role of permanent labor market status
      - Cost of time out of the labor market
      - Lost earnings
      - Human capital depreciation
      - Obsolescence
The role of expected labor market status

c. The case of science careers
   Anne Preston: *Leaving Science*

d. Elite pools and elite positions
   Human capital and the pipeline to elite positions
   The Glass Ceiling: cracking or staying put?

e. Do career starting conditions really matter for success?
   Application: Academic market
   Women in academia
   Minorities in academia