

# HRIR 5662 Personnel Economics

Sec 060, Spring 2021 B Term, 2 credits

## Course Instructor

### John Budd

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**Office Hours:** Tuesdays 4:00-5:00 p.m., Fridays 9:00-10:00 a.m., and by appointment

## Course Description, Goals, & Objectives

Personnel economics is the application of economic theories to human resource management issues, such as compensation, promotions, performance evaluation, selection, and training. Personnel economics provides a rigorous framework for analyzing human resources policies by focusing on the behavior of self-interested workers. Personnel economics is particularly useful for understanding workers' responses to economic incentives, especially when information is imperfect so that employees and their work cannot be perfectly observed or monitored. Human resource managers can use the teachings of personnel economics to predict employees' responses to various human resources policies, and use this knowledge to complement other perspectives when designing policies to best achieve the desired goals.

### Learning Objectives

By the end of this course, students should be able to:

- **Identify** the key assumptions and topics of personnel economics.
- **Discuss** the mainstream economics view of incentives within organizations and the implications for compensation, promotions, performance evaluation, selection, and training as developed through stylized economic models.
- **Analyze** human resource management issues using the insights generated by economic theories.

- Note: this does not involve the literal application of stylized economic models; rather, the goal is to develop more sophisticated ways of thinking so that you are better prepared to analyze real cases in a holistic way.
- **Understand** the limitations of personnel economics.

## Advice

*Overall:* Strive to understand the economic models in this course as they are presented (that is, in a stylized, homo economicus world) and then look for real-world applications of the insights. Do not try to understand the models as literal presentations of real-world applications.

*In-Class:* ASK QUESTIONS!

## Course Meeting Information

### Time and Location

**Time:** Tuesdays March 9 to April 27, 2021, 5:45pm-9:05pm

**Place:** ONLINE via Zoom

### Additional Meetings:

- Optional Question and Answer session in preparation for the exam: Saturday, April 24, 2021 (10:00am-noon).

### Zoom Expectations

This course is being delivered remotely with an emphasis on synchronous interaction during the designated class time each week. **For the subject matter of this course, the biggest value of synchronous class meetings is to allow you to ask questions in real time and avoid a lot of wasted time struggling with confusion. Please take advantage of this opportunity and ask questions whenever you are confused.** Additionally, please treat the Zoom classroom the same as a traditional classroom, with a particular focus on respect, attentiveness, and engagement. Please keep your microphone muted when not speaking, but do not hesitate to participate. If it is a source of stress or discomfort, you do not need to turn your camera on; rather, the top priorities are learning and engagement. Please add a picture of yourself to your Zoom profile and make sure that your screenname includes your preferred first name and last name. Be sure to let the instructor know in real time if something isn't working. And again, ask questions in real time by speaking up, raising your hand, or using the chat feature.

## Textbook & Reading Materials

The course is designed to be successfully completed through student engagement with class lectures, slides, videos, and assignments. There is also an optional textbook that can be used if it's helpful in understanding the course content.

### Optional Textbook

William S. Neilson (2006) Personnel Economics (Upper Saddle River, NJ: Pearson Education). [Thanks to Professor Neilson's generosity, the needed sections can be accessed in Canvas]

## Assignments & Grading

### Assignment Weights

Problem Set	25%
Application	30%
Padlet Connections Postings	5%
Exam	30%
Performance Evaluation Self-Study Quizzes	10%

### Assignments Summary

(See individual assignment pages for details and due dates)

**Problem Set:** A set of problems to solve and answer, covering the first three weeks of topics (units 1-3).

**Application:** A short paper / memo or a concise PowerPoint slide deck that analyzes the application of personnel economics to a specific human resources situation.

**Padlet Connections Postings:** Up to two postings in Padlet that connect personnel economics to outside material, with one example that is consistent with personnel economics and one that is not, and including brief explanations.

**Exam:** A **mostly cumulative** 

([https://canvas.umn.edu/courses/221700/files/18180838/preview/download?download\\_frd=1](https://canvas.umn.edu/courses/221700/files/18180838/preview/download?download_frd=1)) exam in Canvas consisting of short answers, problems, and essays. An optional Q&A session in preparation for the exam will be offered on the Saturday before the exam, along with extra office hours.

**Performance Evaluation Self-Study Quizzes:** Two short quizzes that follow a two-part video on performance evaluation.

### Assignments Note

With the exception of an option to complete the application with a partner, these are all individual assignments. You are welcome—even encouraged—to discuss the course material and assignments

with each other to deepen your understanding, but each student is responsible for submitting their own, unique, original work.

## **Make-up for Missed Attendance, Assignments, & Exams**

Please review the [university policy on make-up work](https://policy.umn.edu/education/makeupwork) [\\_\(https://policy.umn.edu/education/makeupwork\)](https://policy.umn.edu/education/makeupwork)

## **Learning Community Expectations**

Professors, students, and other participants in the HRIR 5662 learning community are expected to behave respectfully, professionally, and empathetically at all times. These expectations include, but are not limited to, the following

### **Inclusion and Civility**

Always demonstrate the utmost respect to class participants, guests, and any group members. Welcome diverse perspectives and voices to be heard and understood. Engage in a collaborative exploration of issues rather than a defense of pre-conceived ideas. Contribute to the class and your groups in a constructive, inclusive, supportive, and respectful manner free from rudeness, prejudice, bias, and harassment. Listen thoughtfully to others, do not interrupt, and respond to dissenting views with reason, civility, and empathy. .

### **Honesty**

Do your own work. Plagiarizing from other students, books and journals, the internet, and other sources is a serious offense and is not acceptable. Be sure to fully cite your work. Make honest contributions to any group projects (do not be a free rider).

All course materials, such as slides, assignments, videos, and classroom recordings, are only for the use of students enrolled in this course, and it is dishonest to share them. Students must not share any of these materials with other University of Minnesota students not in the same section of this course, and must not distribute, upload, or share them in any other manner inside and outside of the university. This violates the instructor's rights to their intellectual work product, violates student privacy, and allows others to cheat.

### **Attentiveness**

Find a location for class sessions and group work that allows you to be attentive. Mute your microphone when not speaking, and try to avoid other distracting or disruptive behaviors. Unforeseen events occur and students have multiple demands on their time. If you have to attend to something else, please make sure your microphone is muted and your video is off. Only use the chat for the task at hand.

### **Flexibility and Patience**

We are in uncertain times. Please be flexible and patient if there are technological disruptions or if any aspect of the course must change. Please communicate openly with the instructor if you experience problems or have concerns.

## Preparation

Come to class prepared to listen, learn, and participate. Attend group meetings prepared to make full contributions and to help other group members make valuable contributions. Ask questions when you are confused!

## Timeliness

Complete assignments on time. Be on time for class. If you must arrive late or leave early, please do so quietly. Provide advance notice to the professor whenever possible.;

## Course Outline

Week	Date	Unit(s)
1	March 9	I. Introduction—Homo Economicus at Work II. Labor Demand and Optimal Skill Ratios
2	March 16	III. Pay for Performance
3	March 23	III. Pay for Performance (continued)
	self-directed	IV. Performance Evaluation
4	March 30	V. Promotions and Tournaments
5	April 13	VI. Selecting and Motivating Multiple Types of Workers
	self-directed	VII. Implicit Contracts and Efficiency Wages
6	April 20	VIII. Training XI. Conclusion—The Power & Limits of Personnel Economics

7	April 27	exam
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## Video Timing and the Content Coverage of Assignments

Curious about what videos to watch when? Not sure about what the exam or other assignments cover? See: [a summary of video expectations along with the content coverage of the problem set, exam, and self-study quizzes](https://canvas.umn.edu/courses/221700/files/18180838/preview/download?download_frd=1)  ([https://canvas.umn.edu/courses/221700/files/18180838/preview/download?download\\_frd=1](https://canvas.umn.edu/courses/221700/files/18180838/preview/download?download_frd=1)).

## Tennessee Warning Notice Pursuant to MN Department of Administration's Data Practices

To make this class more accessible to all enrolled students, I intend to record all class meetings. Since your audio/video may be part of those recordings I am informing you. Any recordings that clearly show your image or name will only be shared with students enrolled in this class during this semester, in accordance with FERPA regulations. De-identified recordings maybe shared by the instructor with parties not enrolled in this class this semester.

## Carlson & University Policies

### Student Academic Misconduct and Scholastic Dishonesty

The Carlson School defines academic misconduct as any act by a student that misrepresents the student's own academic work or that compromises the academic work of another. Scholastic misconduct includes (but is not limited to) cheating on assignments or examinations, plagiarizing, i.e., misrepresenting as one's own work any work done by another, submitting the same paper, or substantially similar papers, to meet the requirement of more than one course without the approval and consent of the instructors concerned, or sabotaging another's work. Within this general definition, however, instructors determine what constitutes academic misconduct in the courses they teach. Students found guilty of academic misconduct face penalties ranging from lowering of the course grade or awarding a grade of F or N for the entire course, to suspension from the University.

Review the [Student Conduct Code](https://z.umn.edu/policy-carlson_student_conduct_code) ([https://z.umn.edu/policy-carlson\\_student\\_conduct\\_code](https://z.umn.edu/policy-carlson_student_conduct_code)) and [Student Conduct and Academic Integrity website](https://z.umn.edu/student_conduct_academic_integrity) ([https://z.umn.edu/student\\_conduct\\_academic\\_integrity](https://z.umn.edu/student_conduct_academic_integrity)).

If you are interested in learning more about how to cite sources and avoid plagiarism, U of M libraries offers online [tutorials and tools related to citations](https://z.umn.edu/research_citation_tools) [\\_\(https://z.umn.edu/research\\_citation\\_tools\)\\_](https://z.umn.edu/research_citation_tools). You can also visit the [Center for Writing](https://z.umn.edu/center_for_writing) [\\_\(https://z.umn.edu/center\\_for\\_writing\)\\_](https://z.umn.edu/center_for_writing) for additional assistance.

## Accommodations for Students with Disabilities

The University of Minnesota is committed to providing all students equal access to learning opportunities.

The Disability Resource Center (DRC) is the campus office that works with students who have disabilities to provide and/or arrange reasonable accommodations. Students registered with the DRC, who have a letter requesting accommodations, are encouraged to contact the instructor early in the semester. Students who have, or think they may have, a disability (e.g. psychiatric, attention, learning, vision, hearing, physical, or systemic), are invited to contact the DRC for a confidential discussion at 612-626-1333 (V/TTY) or at [drc@umn.edu](mailto:drc@umn.edu) [\\_\(mailto:drc@umn.edu\)\\_](mailto:drc@umn.edu). Additional information is available on the [Disability Resource Center website](https://z.umn.edu/disability_resource_center) [\\_\(https://z.umn.edu/disability\\_resource\\_center\)\\_](https://z.umn.edu/disability_resource_center).

## Title IX

**Title IX** [\\_\(https://z.umn.edu/title\\_ix\\_process\)\\_](https://z.umn.edu/title_ix_process) prohibits sex discrimination, including sexual harassment, sexual assault, stalking, and relationship violence, in education.

## Students with Mental Health and Stress Management

As a student you may experience a range of issues that can cause barriers to learning, such as strained relationships, increased anxiety, alcohol/drug problems, feeling down, difficulty concentrating and/or lack of motivation. These mental health concerns or stressful events may lead to diminished academic performance or reduce a student's ability to participate in daily activities. University of Minnesota services are available to assist you with addressing these and other concerns you may be experiencing. Learn more about the broad range of confidential [mental health services](https://z.umn.edu/mental_health_services) [\\_\(https://z.umn.edu/mental\\_health\\_services\)\\_](https://z.umn.edu/mental_health_services) available on campus.

## Student Writing Support

As a student, you may experience challenges in your writing. The University of Minnesota has a [student writing support resource](https://z.umn.edu/student_writing_support) [\\_\(https://z.umn.edu/student\\_writing\\_support\)\\_](https://z.umn.edu/student_writing_support) to help with your writing.

## Additional University Policies

1. Grade definitions from the Administrative Policy: [Grading and Transcripts: Twin Cities, Crookston, Morris, Rochester](https://z.umn.edu/policy-grading_definitions_transcripts) [\\_\(https://z.umn.edu/policy-grading\\_definitions\\_transcripts\)\\_](https://z.umn.edu/policy-grading_definitions_transcripts).
2. Scholastic Dishonesty (see Board of Regents Policy: [Student Conduct Code](https://z.umn.edu/policy-student_conduct_code) [\\_\(https://z.umn.edu/policy-student\\_conduct\\_code\)\\_](https://z.umn.edu/policy-student_conduct_code) and the Administrative Policy: [Teaching and Learning: Instructor and Unit Responsibilities: Twin Cities, Morris, Rochester](https://z.umn.edu/policy-instructor_unit_responsibilities) [\\_\(https://z.umn.edu/policy-instructor\\_unit\\_responsibilities\)\\_](https://z.umn.edu/policy-instructor_unit_responsibilities)).

3. Administrative Policy: **[Makeup Work for Legitimate Absences: Twin Cities, Crookston, Morris, Rochester](https://z.umn.edu/policy-makeup_work)** [\\_\(https://z.umn.edu/policy-makeup\\_work\)](https://z.umn.edu/policy-makeup_work)
4. Board of Regents Policy: **[Student Conduct Code](https://z.umn.edu/policy-student_conduct_code)** [\\_\(https://z.umn.edu/policy-student\\_conduct\\_code\)](https://z.umn.edu/policy-student_conduct_code); Administrative Policy: **[Teaching and Learning: Student Responsibilities \(Twin Cities, Crookston, Morris, Rochester\)](https://z.umn.edu/policy-student_responsibilities)** [\\_\(https://z.umn.edu/policy-student\\_responsibilities\)](https://z.umn.edu/policy-student_responsibilities)
5. Board of Regents Policy: **[Sexual Harassment, Sexual Assault, Stalking and Relationship Violence](https://z.umn.edu/policy-sexual_harassment_assault_stalking_relationship_violence)** [\\_\(https://z.umn.edu/policy-sexual\\_harassment\\_assault\\_stalking\\_relationship\\_violence\)](https://z.umn.edu/policy-sexual_harassment_assault_stalking_relationship_violence)
6. Board of Regents Policy: **[Equity, Diversity, Equal Employment Opportunity, and Affirmative Action](https://z.umn.edu/policy-equity_diversity_eo_aa)** [\\_\(https://z.umn.edu/policy-equity\\_diversity\\_eo\\_aa\)](https://z.umn.edu/policy-equity_diversity_eo_aa)
7. Board of Regents Policy: **[Disability Services](https://z.umn.edu/policy-disability_services)** [\\_\(https://z.umn.edu/policy-disability\\_services\)](https://z.umn.edu/policy-disability_services)
8. Board of Regents Policy: **[Academic Freedom and Responsibility](https://z.umn.edu/policy-academic_freedom_responsibility)** [\\_\(https://z.umn.edu/policy-academic\\_freedom\\_responsibility\)](https://z.umn.edu/policy-academic_freedom_responsibility)

## Course Summary:

Date	Details	Due
Tue Mar 9, 2021	 <b><u><a href="https://canvas.umn.edu/calendar?event_id=470231&amp;include_contexts=course_221700">office hours--HRIR 5662 (060) Personnel Economics (Spring 2021)</a></u></b> <a href="https://canvas.umn.edu/calendar?event_id=470231&amp;include_contexts=course_221700">_(https://canvas.umn.edu/calendar?event_id=470231&amp;include_contexts=course_221700)</a>	4pm to 5pm
	 <b><u><a href="https://canvas.umn.edu/calendar?event_id=470910&amp;include_contexts=course_221700">HRIR 5662 (060) Personnel Economics (Spring 2021)</a></u></b> <a href="https://canvas.umn.edu/calendar?event_id=470910&amp;include_contexts=course_221700">_(https://canvas.umn.edu/calendar?event_id=470910&amp;include_contexts=course_221700)</a>	5:30pm to 9pm
Fri Mar 12, 2021	 <b><u><a href="https://canvas.umn.edu/calendar?event_id=470481&amp;include_contexts=course_221700">Budd office hours</a></u></b> <a href="https://canvas.umn.edu/calendar?event_id=470481&amp;include_contexts=course_221700">_(https://canvas.umn.edu/calendar?event_id=470481&amp;include_contexts=course_221700)</a>	9am to 10am
Tue Mar 16, 2021	 <b><u><a href="https://canvas.umn.edu/calendar?event_id=470232&amp;include_contexts=course_221700">office hours--HRIR 5662 (060) Personnel Economics (Spring 2021)</a></u></b> <a href="https://canvas.umn.edu/calendar?event_id=470232&amp;include_contexts=course_221700">_(https://canvas.umn.edu/calendar?event_id=470232&amp;include_contexts=course_221700)</a>	4pm to 5pm
	 <b><u><a href="https://canvas.umn.edu/calendar?event_id=470911&amp;include_contexts=course_221700">HRIR 5662 (060) Personnel Economics (Spring 2021)</a></u></b> <a href="https://canvas.umn.edu/calendar?event_id=470911&amp;include_contexts=course_221700">_(https://canvas.umn.edu/calendar?event_id=470911&amp;include_contexts=course_221700)</a>	5:30pm to 9pm

Date	Details	Due
Fri Mar 19, 2021	 <b><u>Budd office hours</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470483&amp;include_contexts=course_221700">           (https://canvas.umn.edu/calendar?event_id=470483&amp;include_contexts=course_221700)         </a>	9am to 10am
Tue Mar 23, 2021	 <b><u>office hours--HRIR 5662 (060) Personnel Economics (Spring 2021)</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470233&amp;include_contexts=course_221700">           (https://canvas.umn.edu/calendar?event_id=470233&amp;include_contexts=course_221700)         </a>	4pm to 5pm
Fri Mar 26, 2021	 <b><u>HRIR 5662 (060) Personnel Economics (Spring 2021)</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470912&amp;include_contexts=course_221700">           (https://canvas.umn.edu/calendar?event_id=470912&amp;include_contexts=course_221700)         </a>	5:30pm to 9pm
Fri Mar 26, 2021	 <b><u>Budd office hours</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470485&amp;include_contexts=course_221700">           (https://canvas.umn.edu/calendar?event_id=470485&amp;include_contexts=course_221700)         </a>	9am to 10am
Tue Mar 30, 2021	 <b><u>office hours--HRIR 5662 (060) Personnel Economics (Spring 2021)</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470234&amp;include_contexts=course_221700">           (https://canvas.umn.edu/calendar?event_id=470234&amp;include_contexts=course_221700)         </a>	4pm to 5pm
Tue Mar 30, 2021	 <b><u>HRIR 5662 (060) Personnel Economics (Spring 2021)</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470913&amp;include_contexts=course_221700">           (https://canvas.umn.edu/calendar?event_id=470913&amp;include_contexts=course_221700)         </a>	5:30pm to 9pm
Fri Apr 2, 2021	 <b><u>Problem Set</u></b> <a href="https://canvas.umn.edu/courses/221700/assignments/1547378">           (https://canvas.umn.edu/courses/221700/assignments/1547378)         </a>	due by 5:45pm
Fri Apr 2, 2021	 <b><u>Budd office hours</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470527&amp;include_contexts=course_221700">           (https://canvas.umn.edu/calendar?event_id=470527&amp;include_contexts=course_221700)         </a>	9am to 10am
Tue Apr 13, 2021	 <b><u>office hours--HRIR 5662 (060) Personnel Economics (Spring 2021)</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470236&amp;include_contexts=course_221700">           (https://canvas.umn.edu/calendar?event_id=470236&amp;include_contexts=course_221700)         </a>	4pm to 5pm

Date	Details	Due
	 <b><u>HRIR 5662 (060) Personnel Economics (Spring 2021)</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470914&amp;include_contexts=course_221700">https://canvas.umn.edu/calendar?event_id=470914&amp;include_contexts=course_221700</a>	5:30pm to 9pm
	 <b><u>Application Assignment</u></b> <a href="https://canvas.umn.edu/courses/221700/assignments/1547375">https://canvas.umn.edu/courses/221700/assignments/1547375</a>	due by 5:45pm
	 <b><u>Engstrom Auto Mirror Plant upload</u></b> <a href="https://canvas.umn.edu/courses/221700/assignments/1549050">https://canvas.umn.edu/courses/221700/assignments/1549050</a>	due by 5:45pm
	 <b><u>Glengarry Glen Ross upload</u></b> <a href="https://canvas.umn.edu/courses/221700/assignments/1549048">https://canvas.umn.edu/courses/221700/assignments/1549048</a>	due by 5:45pm
	 <b><u>Real-life Human Resources Situation upload</u></b> <a href="https://canvas.umn.edu/courses/221700/assignments/1549051">https://canvas.umn.edu/courses/221700/assignments/1549051</a>	due by 5:45pm
Fri Apr 16, 2021	 <b><u>Budd office hours</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470537&amp;include_contexts=course_221700">https://canvas.umn.edu/calendar?event_id=470537&amp;include_contexts=course_221700</a>	9am to 10am
Tue Apr 20, 2021	 <b><u>office hours--HRIR 5662 (060) Personnel Economics (Spring 2021)</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470237&amp;include_contexts=course_221700">https://canvas.umn.edu/calendar?event_id=470237&amp;include_contexts=course_221700</a>	4pm to 5pm
	 <b><u>HRIR 5662 (060) Personnel Economics (Spring 2021)</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470915&amp;include_contexts=course_221700">https://canvas.umn.edu/calendar?event_id=470915&amp;include_contexts=course_221700</a>	5:30pm to 9pm
Thu Apr 22, 2021	 <b><u>Budd office hours</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470257&amp;include_contexts=course_221700">https://canvas.umn.edu/calendar?event_id=470257&amp;include_contexts=course_221700</a>	10:30am to 12pm
Fri Apr 23, 2021	 <b><u>Budd office hours</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470539&amp;include_contexts=course_221700">https://canvas.umn.edu/calendar?event_id=470539&amp;include_contexts=course_221700</a>	9am to 10am

Date	Details	Due
Sat Apr 24, 2021	 <b><u>optional Q&amp;A session in preparation for the exam</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470145&amp;include_contexts=course_221700">https://canvas.umn.edu/calendar?event_id=470145&amp;include_contexts=course_221700</a>	10am to 12pm
	 <b><u>optional Q&amp;A: HRIR 5662 (060) Personnel Economics (Fall 2020)</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470141&amp;include_contexts=course_221700">https://canvas.umn.edu/calendar?event_id=470141&amp;include_contexts=course_221700</a>	10am to 12pm
Mon Apr 26, 2021	 <b><u>Budd office hours</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470258&amp;include_contexts=course_221700">https://canvas.umn.edu/calendar?event_id=470258&amp;include_contexts=course_221700</a>	12pm to 1pm
	 <b><u>Budd office hours</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470259&amp;include_contexts=course_221700">https://canvas.umn.edu/calendar?event_id=470259&amp;include_contexts=course_221700</a>	12pm to 1pm
	 <b><u>office hours--HRIR 5662 (060) Personnel Economics (Spring 2021)</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470238&amp;include_contexts=course_221700">https://canvas.umn.edu/calendar?event_id=470238&amp;include_contexts=course_221700</a>	4pm to 5pm
Tue Apr 27, 2021	 <b><u>HRIR 5662 (060) Personnel Economics (Spring 2021)</u></b> <a href="https://canvas.umn.edu/calendar?event_id=470916&amp;include_contexts=course_221700">https://canvas.umn.edu/calendar?event_id=470916&amp;include_contexts=course_221700</a>	5:30pm to 9pm
	 <b><u>Exam</u></b> <a href="https://canvas.umn.edu/courses/221700/assignments/1547376">https://canvas.umn.edu/courses/221700/assignments/1547376</a>	due by 6pm
	 <b><u>Exam, Part 1</u></b> <a href="https://canvas.umn.edu/courses/221700/assignments/1547374">https://canvas.umn.edu/courses/221700/assignments/1547374</a>	due by 6pm
	 <b><u>Exam, Part 2</u></b> <a href="https://canvas.umn.edu/courses/221700/assignments/1547373">https://canvas.umn.edu/courses/221700/assignments/1547373</a>	due by 6pm
	 <b><u>Padlet Connections Postings</u></b> <a href="https://canvas.umn.edu/courses/221700/assignments/1547377">https://canvas.umn.edu/courses/221700/assignments/1547377</a>	due by 6pm

Date	Details	Due
Fri Apr 30, 2021	 <b><u>Budd office hours</u></b> ( <a href="https://canvas.umn.edu/calendar?event_id=470581&amp;include_contexts=course_221700">https://canvas.umn.edu/calendar?event_id=470581&amp;include_contexts=course_221700</a> )	9am to 10am
Sat May 1, 2021	 <b><u>Performance Evaluation Self-Study Quiz, Part 1</u></b> ( <a href="https://canvas.umn.edu/courses/221700/assignments/1577463">https://canvas.umn.edu/courses/221700/assignments/1577463</a> )	due by 11:59pm
	 <b><u>Performance Evaluation Self-Study Quiz, Part 2</u></b> ( <a href="https://canvas.umn.edu/courses/221700/assignments/1577602">https://canvas.umn.edu/courses/221700/assignments/1577602</a> )	due by 11:59pm
	 <b><u>Performance Evaluation Self-Study Overview</u></b> ( <a href="https://canvas.umn.edu/courses/221700/assignments/1588488">https://canvas.umn.edu/courses/221700/assignments/1588488</a> )	