



**The Journal of  
Human Resources**  
Contents  
Volume 46, Number 1  
Winter 2011

---

**Articles**

*Speech Patterns and Racial Wage  
Inequality / 1*

Jeffrey Grogger

*Racial Bias in the Manager-Employee  
Relationship: An Analysis of Quits,  
Dismissals, and Promotions at a  
Large Retail Firm / 26*

Laura Giuliano  
David I. Levine  
Jonathan Leonard

*What's in a Picture? Evidence of  
Discrimination from Prosper.com / 53*

Devin G. Pope  
Justin R. Sydnor

*Do Conditional Cash Transfers for  
Schooling Generate Lasting Benefits?  
A Five-Year Followup of  
PROGRESA/Oportunidades / 93*

Jere R. Behrman  
Susan W. Parker  
Petra E. Todd

*The Contributions of School Quality  
and Teacher Qualifications to Student  
Performance: Evidence from a  
Natural Experiment in Beijing Middle  
Schools / 123*

Fang Lai  
Elisabeth Sadoulet  
Alain de Janvry

*Pollution, Health, and Avoidance  
Behavior: Evidence from the Ports of  
Los Angeles / 154*

Enrico Moretti  
Matthew Neidell

*Incentives for Reporting Infectious  
Disease Outbreaks / 176*

Anup Malani  
Ramanan Laxminarayan

*Pensions and Household Wealth  
Accumulation / 203*

Gary V. Engelhardt  
Anil Kumar