



THE OHIO STATE UNIVERSITY

AEDE 3101 PRINCIPLES OF AGRIBUSINESS MANAGEMENT

Tuesdays & Thursdays @ 12:45 PM

SPRING 2021

INSTRUCTOR: Denise Kestner, MHS, MLHR, SPHR, SHRM-SCP
MAILBOX: Agricultural Administration Building 250, AEDE Administrative Office
HOURS: By Appointment
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REQUIRED MATERIALS:

Text: ISBN 9781260194005

Management: A Practical Introduction, 8th ed.

StrengthsFinder 2.0 From Gallup, Tom Rath (Please note that you will need to purchase a new copy of this book with the access code to the assessment tool).

COURSE Description:

An introduction to agribusiness management principles and skills in the context of the four functions of management: planning, organizing, leading and controlling.

Objectives:

Provide students with opportunities to understand a wide variety of topics related to agribusiness management, focusing on:

- Fundamental management principles and concepts that apply to agribusiness.
- Traditional management skills, and new competencies needed to succeed in a fast-paced environment that demands ongoing innovation.
- The changing nature of management.
- Role of strategy in determining an organization's future and performance.
- Importance of innovation in keeping an organization relevant and enabling it to sustain itself and prosper.
- How the leadership of change is becoming a key aspect of management.

NATURE OF THE APPROACH:

Students in this course will explore behavioral science concepts and research findings directed toward managing organizations and human behavior within businesses. This course presents the opportunity to study and understand the contemporary role of the manager with a focus on organizations operating in the agriculture, construction, and corporate environments.

Assignments: A detailed description of each assignment can be found in the course shell in Carmen. In addition to the exams, students will have the opportunity to display mastery of course concepts through participation in active learning opportunities.

Examinations: Two exams will be administered throughout the semester. Term exams will primarily include objective questions but may also include short answer and essay. Exam questions will cover material presented in lectures, chapter slides, and the textbook.

No exceptions. If you are going to miss an exam please notify me prior to the exam. All make-up exams must be approved by me and within an agreed upon time frame.

Grading: Grading for the course will be based on the accumulation of points.

Grade Components	Points Assigned
Exams (Mid-Term Exam & Final Exam)	400
The Ethics Case	60
Self-Assessment Project	200
Attendance & Participation	140
Total	800

Final grades: Letter grades will be assigned according to the OSU Standard Grading Scheme cutoffs

Grade Range	Letter Grade	Grade Range	Letter Grade	Grade Range	Letter Grade
>93	A	80-82.9	B-	67-69.9	D+
90-92.9	A-	77-79.9	C+	60-66.9	D
87-89.9	B+	73-76.9	C	<60	E
83-86.9	B	70-72.9	C-		

Tips for Success:

1. Attend class, engage in the discussion, take notes, take a break from your phone.
2. Communicate and be flexible.
3. Let me know if you need accommodation (see syllabus section on Disability Services)
4. Do your own work (see syllabus section on Academic Misconduct)
5. Follow the code of student conduct at <http://studentconduct.osu.edu/page.asp?id=1>

Class Format:

It is preferred that our classes have a mix of informality, seriousness, and flexibility. That being said, there exists something special that goes on in the classroom when we are learning something new, testing it against our experiences, and discussing the gaps. While we will work through course content using power point slides, these will be complemented by the use of contemporary news sources, movies, documentaries, and other supporting media. Media clips are utilized to demonstrate perspective, to point out errors in judgment, and illustrate the prevalence of behaviors that challenge those working to manage organizational units. Most of the time we will be reviewing multimedia materials looking for validation or clarification of topical areas. On occasion however, you may be asked to look for examples of behaviors that fly in the face of what is acceptable behavior. The goal here is to provide us all a singular concrete example that allows you to recognize the issue, describe the behavior utilizing the language of business/management, and offer feedback regarding the behavior that is supported by the content we are studying. In these cases, you will receive preparation for the media being used. Additionally, this will provide you with the opportunity to contemplate questions to think about while you watch, and we will debrief immediately following.

Office Hours:

Office hours are offered on an as needed basis and can be arranged according to mutually beneficial schedules. Office hours, if needed, will be held in the administrative offices of the Agriculture Administration Building.

Disability Services:

The University strives to make all learning experiences as accessible as possible. If you anticipate or experience academic barriers based on your disability (including mental health, chronic or temporary medical conditions), please let me know immediately so that we can privately discuss options. You are also welcome to register with Student Life Disability Services to establish reasonable accommodations. After registration, make arrangements with me as soon as possible to discuss your accommodations so that they may be implemented in a timely fashion. **SLDS contact information:** slds@osu.edu; 614-292-3307; slds.osu.edu; 098 Baker Hall, 113 W. 12th Avenue.

Academic Misconduct:

Students must recognize that failure to follow the rules and guidelines established in the University’s *Code of Student Conduct* and this syllabus may constitute “Academic Misconduct.”

The Ohio State University’s *Code of Student Conduct* (Section 3335-23-04) defines academic misconduct as: “Any activity that tends to compromise the academic integrity of the University, or subvert the educational process.”

While many people associate academic misconduct with "cheating," the term encompasses a wider scope of student behaviors which include, but are not limited to, the following:

- Violation of course rules;
- Fabricating or falsifying data or information required for a course assignment;
- Knowingly providing or receiving information during a course exam or program assignment;
- Possession and/or use of unauthorized materials during a course exam or program assignment;
- Knowingly providing or using assistance (purchased or volunteered) on an individual course assignment, unless such assistance has been authorized specifically by the course instructor;
- Submission of work not performed in a course: This includes the utilization of materials or submissions from one course to satisfy the requirements of another course;
- Submitting plagiarized work for a course/program assignment;
- Placing your name on a team assignment that you have not participated fully in and/or placing the name of an individual who did not participate fully on a team assignment;
- Serving as or asking another student to serve as a substitute (a "ringer") while taking an exam;

Other sources of information on academic misconduct (integrity) to which you can refer include:

- The Committee on Academic Misconduct web pages (oaa.osu.edu/coam/home.html)
- *Ten Suggestions for Preserving Academic Integrity*
- (oaa.osu.edu/coam/ten-suggestions.html)
- *Eight Cardinal Rules of Academic Integrity* (www.northwestern.edu/uacc/8cards.html)

If you have any questions about the above policy or what constitutes academic misconduct in this course, please contact me.

AEDE 3101-SPRING 2021
COURSE SCHEDULE

Week	Date	Topic	Deliverables
1	January 12 th , 2021	Introduction to the Course & Management	
	January 14 th , 2021	Chapter 1: Management	
2	January 19 th , 2021	Chapter 2: Management History & Application	
	January 21 st , 2021	Chapter 2: Management History & Application Management Theory: Successful Managers	
3	January 26 th , 2021	Chapter 3: Changing Environment & Ethics	

	January 28 th , 2021	Chapter 3: Changing Environment & Ethics	
4	February 2 nd , 2021	Chapter 5: Planning & Ethics Case Discussion	
	February 4 th , 2021	Chapter 6: Strategic Management	<i>Ethics Case Analysis Due</i>
5	February 9 th , 2021	Chapter 6: Strategic Management	
	February 11 th , 2021	Chapter 7: Decision Making	
6	February 16 th , 2021	Chapter 8: Organizational Culture & Structure	
	February 18 th , 2021	Chapter 8: Organizational Culture & Structure	
7	NO Class Feb. 23rd		
	February 25 th , 2021	Building a Business Case for Culture	
8	March 2 nd , 2021	Mid-Term Exam	
	March 4 th , 2021	Chapter 9: HR Management	
9	March 9 th , 2021	Chapter 9: HR Management	
	March 11 th , 2021	Chapter 10: Change & Innovation	
10	March 16 th , 2021	Chapter 11: Personality and Behavior	
	March 18 th , 2021	Chapter 12: Motivating Employees	
11	March 23 rd , 2021	Chapter 13: Groups, Teams & Conflict	
	March 25 th , 2021	Chapter 13: Groups, Teams & Conflict	
12	March 30 th , 2021	Chapter 14: Power, Influence & Leadership	
	NO Class on April 1st	Note: this is not an April Fool's joke ☺	
13	April 6 th , 2021	Chapter 15: Communication Communication: The Most Sought After Competency	
	April 8 th , 2021	Chapter 16: Control & TQM	<i>Self-Assessment Project Due</i>
14	April 13 th , 2021	Future of Human Resources	
	April 15 th , 2021		
15	April 20 th , 2021	Course Wrap Up & Review for the Final Exam (Chapters 9 – 16)	
	April 22 nd , 2021	Final Exam	

**schedule above may be adjusted to accommodate learning needs, speaker availability and unforeseen circumstances.*