



THE OHIO STATE UNIVERSITY

AEDE 3101 PRINCIPLES OF AGRIBUSINESS MANAGEMENT

Tuesdays & Thursdays (8:00 AM-9:20 AM)

209 W. 18th Ave., Room 170

Spring 2024

INSTRUCTOR: Denise Kestner, MHS, MLHR, SPHR, SHRM-SCP
MAILBOX: Agricultural Administration Building 250, AEDE Administrative Office
HOURS: By Appointment
PHONE: (614)774-0106
E-MAIL : kestner.8@osu.edu

REQUIRED MATERIALS:

The Essential Manager's Handbook (DK Essential Managers), New Edition (the original edition will be attached in Carmen under the files section and is acceptable for use with this course).

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).

The Growing Season by Sarah Frey (can be a used, borrowed, or new copy). This item can be purchased at Amazon or Barnes & Noble. You may also find it at a local library.

The Eight Paradoxes of Great Leadership: Embracing the Conflicting Demands of Today's Workplace by Tim Elmore (can be a used, borrowed or new copy). This item can be purchased at Amazon or Barnes & Noble. You may also find it at a local library.

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 all industries, including 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. All assignments will be due by Midnight (EST) on the date indicated below in this syllabus.

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 Growing Season Assignment/Paper	50
HBR Assignment	50
Randy Pausch Last Lecture Assignment	50
Self-Assessment (StrengthsFinder) Results	50
Self-Assessment Final Project	150
Attendance & Participation	150
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. Most of the battle is just showing up!
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 2024
COURSE SCHEDULE

Week	Date	Topic	Deliverables
1	JANUARY 9, 2024	Introductions & Course Expectations	
	JANUARY 11, 2024	Paradox One: Uncommon Leaders balance Both Confidence and Humility	
2	JANUARY 16, 2024	Essential Manager's Handbook: Chapter 1 Understanding Yourself	
	JANUARY 18, 2024	Paradox Two: Uncommon Leaders Leverage Both Their Vision and Their Blind Spots	
3	JANUARY 23, 2024	Essential Manager's Handbook: Chapter 2 Managing a Team	
	JANUARY 25, 2024	Paradox Three: Uncommon Leaders Embrace Both Visibility and Invisibility	<i>StrengthsFinder Results Due</i>
4	JANUARY 30, 2024	Essential Manager's Handbook: Chapter 3 Leading Others	
	FEBRUARY 1, 2024	Paradox Four: Uncommon Leaders Are Both Stubborn and Open-Minded	
5	FEBRUARY 6, 2024	Essential Manager's Handbook: Chapter 5 Understanding Leadership	<i>Remote Class via Zoom</i>
	FEBRUARY 8, 2024	Paradox Five: Uncommon Leaders Are Both Deeply Personal and Inherently Collective	<i>Last Lecture Assignment</i>
6	FEBRUARY 13, 2024	Essential Manager's Handbook: Chapter 6 Taking up your leadership role	
	FEBRUARY 15, 2024	Paradox Six: Uncommon Leaders Are Both Teachers and Learners	
7	FEBRUARY 20, 2024	Essential Manager's Handbook: Chapter 7 Leading through challenges	
	FEBRUARY 22, 2024	Paradox Seven: Uncommon Leaders Model Both High Standards and Gracious Forgiveness	
8	FEBRUARY 27, 2024	Essential Manager's Handbook: Chapter 8 Developing Leaders	
	FEBRUARY 29, 2024	MIDTERM EXAM	
9	MARCH 5, 2024	Essential Manager's Handbook: Chapter 9 Knowing Yourself	
	MARCH 7, 2024	Paradox Eight: Uncommon Leaders Are Both Timely and Timeless	<i>HBR Assignment Due</i>
10	MARCH 12, 2024	NO CLASS	
	MARCH 14, 2024	SPRING BREAK	
11	MARCH 19, 2024	Essential Manager's Handbook: Chapter 10	

		Improving Your Skills	
	MARCH 21, 2024	Essential Manager's Handbook: Chapter 11 Becoming More Effective	
12	MARCH 26, 2024	Essential Manager's Handbook: Chapter 12 Becoming Successful	<i>The Growing Season Assignment/Paper Due</i>
	MARCH 28, 2024	<i>Guest Lecturer</i>	
13	APRIL 2, 2024	Essential Manager's Handbook: Chapter 13 Understanding Communication Skills	
	APRIL 4, 2024	Essential Manager's Handbook: Chapter 13 Understanding Communication Skills	
14	APRIL 9, 2024	Essential Manager's Handbook: Chapter 15 Communicating with Your Team	
	APRIL 11, 2024	<i>Guest Lecturer</i>	<i>Self-Assessment Project Due</i>
15	APRIL 16, 2024	Essential Manager's Handbook: Chapter 16 Communicating Externally	
	APRIL 18, 2024	FINAL EXAM	

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