

- b. Exams (40%). Two exams will be offered during the semester, each worth 20% of the total grade. An option final will also be offered, the grade on the final can be used to replace the grade on the lower of the two exams.
- c. Class assignments (40%) A main objective of the class is to give students some opportunities to reflect on or apply the concepts taught in class. Hence a big portion of the total points in the class will be tied to these 17 assignments.

In addition, students can complete Questions 1 and 2 in Chapter 20 as an extra credit assignment. It is worth 25 points and is due on Friday, December 13th, 2018.

Academic Integrity: Students must uphold the academic integrity standards as explained in the university's Academic Integrity Policy of the Colorado State University General Catalog {Page 7} and the Student Conduct Code. This class requires a great deal of group work, but students should take responsibility for investing personally in the independent learning and development of project materials. Violations of CSU's academic integrity policies will be handled in accordance with the procedures discussed in the CSU General Catalog.

Principles of Community

In this course we strive to follow and extend Colorado State's University's Principles of Community, and welcome spirited discussion, lively debate and pursuit of knowledge in a manner that respects each of us as individuals.

The Principles of Community support the Colorado State University mission and vision of access, research, teaching, service and engagement. A collaborative and vibrant community is a foundation for learning, critical inquiry, and discovery. Therefore, each member of the CSU community has a responsibility to uphold these principles when engaging with one another and acting on behalf of the University.

Inclusion: We create and nurture inclusive environments and welcome, value and affirm all members of our community, including their various identities, skills, ideas, talents and contributions.

Integrity: We are accountable for our actions and will act ethically and honestly in all our interactions.

Respect: We honor the inherent dignity of all people within an environment where we are committed to freedom of expression, critical discourse, and the advancement of knowledge.

Service: We are responsible, individually and collectively, to give of our time, talents, and resources to promote the well-being of each other and the development of our local, regional, and global communities.

Social Justice: We have the right to be treated and the responsibility to treat others with fairness and equity, the duty to challenge prejudice, and to uphold the laws, policies and procedures that promote justice in all respects.

Service Animals in the Classroom

This course will follow all of the policies regarding service animal access to the classroom. The full university policy may be found here: <http://policylibrary.colostate.edu/policy.aspx?id=747> .

POLICY STATEMENT

The University will not discriminate against individuals with disabilities who use service dogs, nor, subject to the terms of this Policy, deny those persons access to programs, services and facilities of the University. In addition, only under certain limited conditions as stated in this policy, the University may permit an individual with a documented disability to have an Emotional Support Animal in a University residential facility. Pets are not permitted in any University building, including residence halls, except for the Veterinary Teaching Hospital and other veterinary facilities in accordance with their rules and policies, or when otherwise specially allowed with advance approval from Environmental Health Services for bona fide academic or University business purposes.

Service Dogs

Subject to some limitations, a service dog may accompany an individual with a disability throughout campus, such as in classrooms, recreational facilities and campus residences. It is strongly encouraged, but not required, that a service dog be identifiable to others through a visible signifier (e.g., vest or harness). Individuals with a disability who require a service dog in the classroom should contact Resources for Disabled Students (RDS) for assistance with accommodations.

Emotional Support Animals

An emotional support animal (ESA) is one that alleviates one or more identified symptoms or effects of a person's disability. ESAs are not permitted in university buildings, except in the rare situation where use of an ESA in University housing is approved in advance by the University upon the submission of appropriate documentation, as set forth in this policy.

ESAs are not permitted in non-residential buildings such as classrooms, laboratories, business offices, recreational facilities, dining halls, or the Lory Student Center; they are limited to the disabled individual's residence in a University residence hall, apartment, or other housing unit, and permitted only with prior approval

Textbooks: Two books will be used in the class:

1. Perry, Gregory M. *Managing People in Agribusinesses: A HR Handbook*. Copies are available in the bookstore for \$70.50
2. Bradberry, Travis and Jean Greaves. *Emotional Intelligence 2.0*. Copies are available in the bookstore for \$24.99.
3. You will also need an iclicker beginning on the first day of class. New iclickers are available in the bookstore for \$46.75, used are \$35.00.

Course Schedule

Date	Topic	Reading Assignment
Tues, Aug 21	Introduction	Introduction
Thurs, Aug 23	Emotional Intelligence	Review book <i>Emotional Intelligence 2.0</i>
Tues, Aug 28	Leading Agribusinesses	Chapter 1
Thurs, Aug 30	Managing Agribusinesses	Chapter 2
Tues, Sept 4	Communication and Professionalism	Chapter 3, pp. 1, 8-20 Chapter 4, pp 1-3, 6-8, 9-15
Thurs, Sept 6	Introduction to Ethics	Chapter 5, pp. 1-13
Tues, Sept 11	Obstructions to Ethical Behavior	Chapter 5 pp. 14-21
Thurs, Sep 13	Case Studies of Ethical Behavior	Handout
Tues, Sept 18	Discrimination, Harassment, Retaliation	Chapter 6
Thurs, Sept 20	Immigrant Labor Issues in Agribusinesses	Chapter 7
Tues, Sept 25	Other Employment Laws	Chapter 8
Thurs, Sept 27	Guest Speaker #1 –	
Tues, Oct 2	Exam #1	
Thurs, Oct 4	Compensation	Chapter 9
Tues, Oct 9	Introduction to Health Insurance	Chapter 10 pp. 1-7
Thurs, Oct 11	Insurance: Deductibles, Caps, HSAs, FSAs	Chapter 10 pp. 8-15
Tues, Oct 16	Affordable Care Act	Chapter 10 pp. 15-21
Thurs, Oct 18	Retirement Plans	Chapter 11
Tues, Oct 23	Other Employee Benefits	Chapter 12
Thurs, Oct 25	The Hiring Process	Chapter 13
Tues, Oct 30	Evaluating Performance	Chapter 14
Thurs, Nov 1	Exam #2	
Tues, Nov 6	Absenteeism and Turnover	Chapter 15
Thurs, Nov 8	Creating Great Employees	Chapter 16
Tues, Nov 13	Guest Speaker #2 – Bill Rupp (Former COO at JBS)	
Thurs, Nov 15	Disciplining & Firing Employees	Chapter 17
Nov 20 & 22	Fall Recess – Thanksgiving Break	
Tues, Nov 27	Dealing with Conflict in the Workplace	Chapter 18
Thurs, Nov 29	Bargaining	Chapter 19
Tues, Dec 4	Negotiating	Chapter 20
Thurs, Dec 6	Cognitive Biases	Chapter 21
	Final Exam	

Assignments for AREC 325

Assignments represent nearly half the grade in this class. They are an opportunity to think about and apply the principles discussed in class. Each assignment is given in the following table, along with the possible points for each and the due date. Unless otherwise indicated, each assignment is due at the beginning of class on the date indicated. Assignments turned in late are docked 10% for each day late. Assignments more than a week late are assigned a zero. **Note that the assignment on 11/27/18 involves role play with multiple individuals so can only be done in class.**

Assignment	Topic	Due Date	Points
In-Class Exercise	Leadership Style	8/28/2018	15
See directions on Canvas	Emotional Intelligence	8/30/2018	40
Question 4, Chapter 3 Question 6, Chapter 4	Communication and Professionalism	9/6/2018	15
In-Class Exercise	Business Ethics	9/13/2018	20
See Assignment #5	Dealing with Undocumented Workers	9/25/2018	25
Reflection	Guest Speaker #1	10/4/2018	15
Questions 3-4, Chapter 6 Questions 2-3, Chapter 8	Employment Laws	10/9/2018	25
Questions 1-3, Chapter 10	Health Insurance	10/18/2018	30
In-Class Exercise	Designing a Benefits Package	10/23/2018	20
Questions 1-2, Chapter 11	Retirement	10/25/2018	25
Questions 1-2, Chapter 12	Overhead Costs for Labor	10/30/2018	40
Question 1, Chapter 15	Cost of Employee Turnover	11/8/2018	40
Reflection	Guest Speaker #2	11/15/2018	15
In-Class Exercise	McDenny's Restaurant	11/15/2018	15
In-Class Exercise	Conflict Resolution	11/27/2018	20
In-Class Handout	Development Negotiation	12/11/2018	25
Question 2, Chapter 21	Cognitive Bias	12/13/2018	15
Total			400