

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 Thursday, May 14th, 2020.

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: One textbook will be used in the class:

1. Perry, Gregory M. *Managing People in Agribusinesses: A HR Handbook. Third Edition.* Copies are available in the bookstore for \$93.25. Please don't use earlier editions of the book, you will end up doing the wrong assignments.
2. You will also need an iclicker beginning on the first day of class. New iclickers are available in the bookstore for \$48.00, used are \$36.00.

Course Schedule

Date	Topic	Reading Assignment
Tues, Jan 21	Introduction	Introduction
Thurs, Jan 23	Emotional Intelligence	
Tues, Jan 28	Leading Agribusinesses	Chapter 1
Thurs, Jan 30	Managing Agribusinesses	Chapter 2
Tues, Feb 4	Communication and Professionalism	Chapter 3, pp. 1, 8-20 Chapter 4, pp 1-3, 6-8, 9-15
Thurs, Feb 6	Introduction to Ethics	Chapter 5, pp. 1-13
Tues, Feb 11	Obstructions to Ethical Behavior	Chapter 5 pp. 14-21
Thurs, Feb 13	Case Studies of Ethical Behavior	Handout
Tues, Feb 18	Discrimination, Harassment, Retaliation	Chapter 6
Thurs, Feb 20	Guest Speaker #1 – Robert Sakata (Sakata Farms)	
Tues, Feb 25	Immigrant Labor Issues in Agribusinesses	Chapter 7
Thurs, Feb 27	Other Employment Laws	Chapter 8
Tues, Mar 3	Exam #1	
Thurs, Mar 5	Compensation	Chapter 9
Tues, Mar 10	Introduction to Health Insurance	Chapter 10 pp. 1-7
Thurs, Mar 12	Insurance: Deductibles, Caps, HSAs, FSAs	Chapter 10 pp. 8-15
Mar 17 & 19	Spring break	
Tues, Mar 24	Affordable Care Act	Chapter 10 pp. 15-21
Thurs, Mar 26	Retirement Plans	Chapter 11
Tues, Mar 31	Other Employee Benefits	Chapter 12
Thurs, Apr 2	The Hiring Process	Chapter 13
Tues, Apr 7	Evaluating Performance	Chapter 14
Thurs, Apr 9	Exam #2	
Tues, Apr 14	Absenteeism and Turnover	Chapter 15
Thurs, Apr 16	Creating Great Employees	Chapter 16
Tues, Apr 21	Guest Speaker #2 – Bill Rupp (Former COO at JBS)	
Thurs, Apr 23	Disciplining & Firing Employees	Chapter 17
Tues, Apr 28	Dealing with Conflict in the Workplace	Chapter 18
Thurs, Apr 30	Bargaining	Chapter 19
Tues, May 5	Negotiating	Chapter 20
Thurs, May 7	Cognitive Biases	Chapter 21
Tues, May 12	Final Exam	TBD

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 4/28/2020 involves role play with multiple individuals so can only be done in class.**

Assignment	Topic	Due Date	Points
In-Class Exercise	Leadership Style	1/28/2020	15
See directions on Canvas	Emotional Intelligence	1/30/2020	25
Question 4, Chapter 3 Question 6, Chapter 4	Communication and Professionalism	2/6/2020	20
In-Class Exercise	Business Ethics	2/13/2020	25
Reflection	Guest Speaker #1	2/25/2020	15
See Assignment #5	Dealing with Undocumented Workers	2/27/2020	25
Questions 3-4, Chapter 6 Questions 2-3, Chapter 8	Employment Laws	3/3/2020	25
Questions 1-3, Chapter 10	Health Insurance	3/26/2020	30
In-Class Exercise	Designing a Benefits Package	3/31/2020	25
Questions 1-2, Chapter 11	Retirement	4/2/2020	25
Questions 1-2, Chapter 12	Overhead Costs for Labor	4/7/2020	40
Question 1, Chapter 15	Cost of Employee Turnover	4/21/2020	40
Reflection	Guest Speaker #2	4/23/2020	15
In-Class Exercise	McDenny's Restaurant	4/23/2020	15
In-Class Exercise	Conflict Resolution	4/28/2020	20
In-Class Handout	Development Negotiation	5/12/2020	25
Question 2, Chapter 21	Cognitive Bias	5/14/2020	15
Total			400

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Assignment	Topic	Due Date	Points
Discussion Board	Leadership Style	8/28/2018	15
See Canvas	Emotional Intelligence	8/30/2018	40
Question 4, Chapter 3 Question 6, Chapter 4	Communication and Professionalism	9/6/2018	15
Discussion Board	Business Ethics	9/13/2018	20
Discussion Board	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
Discussion Board	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
Discussion Board	McDenny's Restaurant	11/15/2018	15
Discussion Board	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