

AEB 5757
STRATEGIC AGRIBUSINESS HUMAN RESOURCE MANAGEMENT

Spring 2006 Section 6796

Class Meets Tuesdays 11:45am – 1:40 pm & Thursdays 12:50 – 1:40 pm in room 3108 McCarty B

Course Facilitator:

Allen Wysocki, Associate Professor

Department of Food and Resource Economics

Rm. 1161 McCarty A

IFAS, University of Florida

Phone: (352) 392-1826, ext. 403

Phone: (352) 331-5500 (home)

Fax: (352) 392-846-0988

E-mail: wysocki@ufl.edu

Office Hours: Monday, Wednesday, and Friday: 1:00 – 2:00 pm

Many Other Times by Appointment

Program Asst: Jess Herman

Phone: (352) 392-1826, ext.200

Course Concepts

AEB 5757 was developed as a venue for the discussion of information, ideas, techniques, etc., that can be utilized by course participants for the effective management and leadership of an organization's most valuable resource, its people. The course facilitators plan to emphasize and utilize cooperative learning techniques. Cooperative learning is based upon the belief that adults learn best when:

- They recognize why they have the need to know before they begin the learning process.
- They believe they are responsible for their own decisions and they exercise self-directiveness.
- The educational process utilizes their experiences as a resource for learning.
- They can readily and immediately apply the subject matter to real-life situations.
- They can visualize how the subject matter can assist in solving current and future life problems.
- They are motivated from within and the learning facilitators create a positive motivational learning environment.

Most importantly, adults do not learn very well by being told. Therefore, university educators should not view themselves as teachers but rather as facilitators of the learning process. To effectively accomplish this cooperative learning mission, students must willingly participate in the selection of specific human resource management topics to be emphasized, the subject matter learning tasks, the course evaluation process etc.

Course Texts and Readings

In response to student feedback from past semesters, I will be assigning two books and numerous articles to read during the semester. These reading materials will form the basis for common classroom knowledge and discussion throughout the semester. Please purchase the following two textbooks ASAP:

Leadership on the Line: Staying Alive Through the Dangers of Leading by Ronald A. Heifetz and Marty Linsky (Available at Barnes and Noble.com for \$26.12 or from Amazon.com for \$19.77)

Reframing Organizations: Artistry, Choice, and Leadership, 2nd or 3rd edition by Lee G. Bolman, Terrence E. Deal (Available at Barnes and Noble.com for \$32.30 or from Amazon.com for \$34.00)

E-Mail Accounts

Every student at the University of Florida has the privilege of a Gatorlink account that provides a mailbox, computer lab access, and limited Internet dialup. From the IFAS Computer lab, you may access the Gatorlink site to establish a Gatorlink account. The URL is <http://www.gatorlink.ufl.edu>. You may also go to CIRCA, located on the fifth floor of the CSE building, and establish an account there.

Course Web Site

Throughout the semester, we will rely on our course website. It is best for you to access the course website through your "My WebCT Homepage." You will need a Gatorlink account (discussed above) to log on to WebCT and add courses. To log on to WebCT, you must go to <http://lss.at.ufl.edu/> and click on the hyperlink in the orange box titled "Login to WebCT." From here, you should select the hyperlink titled "Log in to My WebCT." Next you will input your Gatorlink username and password to access you "My WebCT Homepage." From here, you can easily access the course website by clicking on the appropriate hyperlink.

Command of knowledge and course concepts

This will be shown through a number of written and oral activities. You are responsible for applying what you have learned to actual human resource management problems. In addition to quality of analysis and synthesis, quality of presentation (written or oral) will be part of the grading. You must be willing to apply concepts and models. You are encouraged to maintain an open, receptive, and inquisitive attitude toward learning.

UF Counseling Services

Resources are available on-campus for students having personal problems or lacking clear career and academic goals which interfere with their academic performance. These resources include:

1. University counseling Center, 301 Peabody Hall, 392-1575, personal and career counseling;
2. Student Mental Health, Student Health Care Center, 392-1171, personal counseling
3. Sexual Assault Recovery Services (SARS), Student Health Care Center, 392-1161, sexual counseling;
4. Career Resource Center, Reitz Union, 392-1601, career development assistance and counseling.

Pictures

To facilitate getting to know each other, returning quizzes/exams, and enhancing discussion opportunities. We will also be asking your permission to take your picture. Please help me to get to know you sooner by having your picture taken.

Students with Disabilities

If you have a need for accommodations due to a disability, please meet with me privately during office hours or by appointment.

Software Use

All faculty, staff and students of the University are required and expected to obey the laws and legal agreements governing software use. Failure to do so can lead to monetary damages and/or criminal penalties for the individual violator. Because such violations are also against University policies and rules, disciplinary action will be taken as appropriate.

We, the members of the University of Florida community pledge to hold ourselves and our peers to the highest standards of honesty and integrity.

Use of Library, Personal References, PC Programs, and Electronic Data Bases

These items are university property and should be utilized with other users in mind. Never remove, mark, modify nor deface resources that do not belong to you. If you're in the habit of underlining text, do it only on your personal copy. It is inconsiderate, costly to others, and dishonest to use common references otherwise.

Academic Honesty

In the fall of 1995 the UF student body enacted a new honor code and voluntarily committed itself to the highest standards of honesty and integrity. When students enroll at the university, they commit themselves to the standard drafted and enacted by the students.

The Honor Code: We, the members of the University of Florida community, pledge to hold ourselves and our peers to the highest standards of honesty and integrity. On all work submitted for credit by students at the university, the following pledge is either required or implied:

"On my honor, I have neither given nor received unauthorized aid in doing this assignment." Formally, as a result of completing registration forms, every student has signed and thus agreed to the following statement: "I understand that the University of Florida expects its students to be honest in all their academic work. I agree to adhere to this commitment to academic honesty and understand that my failure to comply with this commitment may result in disciplinary action up to and including expulsion from the University."

For additional information regarding the University of Florida guidelines on academic honesty, visit: <http://www.dso.ufl.edu/judicial/honestybrochure.htm>.

Grading

2 Major Evaluations (Mid Term & Final).....	20%
Class Leadership of HRM topics.....	15%
HRM FACT Sheet.....	10%
Term Project (1 or 2 person teams) or Book Review.....	20%
Triad Exercises and Reflection ¹	15%
Contribution ²	20%
	100%

¹ A Triad consists of teams of three students who videotape the proper use of HRM course concepts in action. The Triad exercise is explained in greater detail in a separate handout.

² Contribution is comprised of oral contribution to class discussions, including being prepared to discuss assigned readings, various homework and other written assignments, and in-class presentations.

Grading Scale

Course grades will be assigned based on the following percentages:

A	90-100%	Excellent Performance
B+	87-89.99%	Very Good Performance
B	80-86.99%	Good Performance
C+	77-79.99%	Adequate Performance
C	70-76.99%	Acceptable Performance
D+	67-69.99%	Marginally Acceptable Performance
D	60-66.99%	Weak Performance
E	<60%	Unacceptable Performance

Major Evaluations

During the semester you will be given the opportunity to illustrate your command of the human resource management topics covered in class. The format for these evaluations will be essay.

Class Leadership

Each student will be required to lead a class discussion based on an HRM topic of your choosing (subject to the facilitators' approval). Topics selected can supplement course readings or come from HRM topics not covered in the readings. Assignment specifics are forthcoming.

FACT Sheet

A FACT sheet is a 4-7 page HRM document targeted to a specific audience. FACT sheets are placed on the web-based IFAS EDIS system. EDIS is the Extension Digital Information Source (EDIS) that is THE comprehensive, single source reference of all current IFAS Extension Publications. Therefore, if your FACT sheets are of acceptable quality, they will be published on the EDIS system, with you as the lead author and your instructor as a secondary author. You are to work individually on this assignment.

Term Project

You will be given two options for carrying out the term project:

1. Write a mini-human resource management research paper based upon interviewing (surveying) industry leaders and managers and/or associates.
2. Write a human resource management case study and critique as a result of shadowing a manager/leader.

Additional details regarding the term project are found in a separate handout.

Triads

As a class, we will be studying and practicing effective human resource management skills based on each of the following eight management scenarios.

1. Recognizing Average Associates
2. Helping Associates Improve Performance
3. Recognizing Improved Performance
4. Discussing Disciplinary Action
5. Performance Evaluation of Associates
6. Responding to Associate Complaints
7. Termination for Economic and Business Reasons (together we will develop firing process guidelines)
8. Termination for Cause

You will be required to play the role of a manager for 3 out of the 8 scenarios. You will play the role of a manager and your triad partners will play the roles of associate and observer for 2 of the 3 scenarios. For the remaining scenario, you will play the role of the manager and either Dr. Wysocki or a fellow classmate will play the role of the associate. This scenario will be played out in front of the entire class and critiqued by the entire class.

Dates to Remember: FACT Sheet Proposal due by class time Thursday February 9th
Term Project Proposal Due Thursday February 23rd
Description of Average Associate due Thursday March 2nd
Mid-Term Evaluation Tuesday March 7th
Spring Break: March 13-17 (No class)
FACT Sheet due by class time Thursday March 31st
Term Project Due Tuesday April 25th
Last day of class Tuesday April 25th
Final Evaluation handed out Tuesday April 25th
Triad Write-ups due Thursday April 27th by 5pm
Final Evaluation due Wednesday May 3rd