

**AGRI-420**  
**AGRICULTURAL LEADERSHIP AND PERSONAL DEVELOPMENT**

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**INSTRUCTOR:** Dr. Win Phippen  
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**CLASS:** Tuesdays, 12:00-12:50pm KH 207

**CREDITS:** This is a one-semester hour lecture/discussion course

**OFFICE HOURS:** MW 11:00 – 12:00 pm, Thurs. 10-11:00am or by appointment

**COURSE DESCRIPTION AND PREREQUISITES**

AGRI-420 *Agricultural Leadership and Personal Development* will focus on the identification of styles and roles of leadership; development of leadership techniques and skills required in working with organizations and youth groups; dynamics of group action, methods of resolving conflict, of communicating, of guiding, and of evaluating; ethical considerations for leaders. Self-awareness and understanding of behavior preferences will be integrated throughout the course. Students should either have completed AGRI-340 or be concurrently enrolled in AGRI-340.

**TEXTS**

- Course handouts will be provided as necessary.

**COURSE OBJECTIVES**

At the conclusion of this course the student will be able to:

1. Explain the difference between management and leadership.
2. Identify leadership styles including relative strengths and weaknesses of each.
3. Understand leadership techniques appropriate for a given situation.
4. Recognize opportunities for self-improvement.
5. Understand conflict management.
6. Understand the ethics of leadership.

**COURSE POLICIES**

Your enrollment and attendance in this course automatically subjects you to course policies that have been established by the University. It is the **STUDENT'S RESPONSIBILITY** to follow the course policies. Brief descriptions of these policies are listed below. The University Handbook will be followed in cases where further clarification is needed. See

<http://www.wiu.edu/provost/students.php>

**PERSONAL HABITS:** Some personal habits are distracting to others in the classroom and are disallowed. They include, but may not be limited to: holding conversations with others during lecture, text messaging, making or receiving phone calls, using personal electronic devices for

gaming, using tobacco products, etc. Please respect those around you and limit these practices to personal time. You will be asked to leave the class if these habits are not controlled. See <http://www.wiu.edu/vpas/policies/disrupst.php>.

**ATTENDANCE AND PARTICIPATION:** Students will be allowed one unexcused absence. Students with more than one unexcused absence will have their final course grade reduced by 5% per absence. All students must clear absences in advance with the instructor, except in the case of an emergency, or the absence will be considered unexcused. It is to the student's advantage to get approval for absences via email.

**ACADEMIC HONESTY:** You are encouraged to work with your classmates in class and laboratory and study together in groups. However, exams must be completed independently. You are expected to maintain academic honesty as stated by the University. See <http://www.wiu.edu/policies/acintegrity.php>

**STUDENTS WITH DISABILITIES:** Students with disabilities: In accordance with University values and disability law, students with disabilities may request academic accommodations where there are aspects of a course that result in barriers to inclusion or accurate assessment of achievement. To file an official request for disability-related accommodations, please contact the Disability Resource Center at 309-298-2512, [disability@wiu.edu](mailto:disability@wiu.edu) or in 143 Memorial Hall. Please notify the instructor as soon as possible to ensure that this course is accessible to you in a timely manner.

**UNIVERSITY VALUES:** Title IX, and other federal and state laws prohibit sex discrimination, including sexual assault/misconduct, dating/domestic violence, and stalking. If you, or someone you know, has been the victim of any of these offenses, we encourage you to report this to the Title IX Coordinator at 309-298-1977 or anonymously online at: [http://www.wiu.edu/equal\\_opportunity\\_and\\_access/request\\_form/index.php](http://www.wiu.edu/equal_opportunity_and_access/request_form/index.php). If you disclose an incident to a faculty member, the faculty member must notify the Title IX Coordinator. The complete Title IX policy is available at: <http://www.wiu.edu/vpas/policies/titleIX.php>.

**Attention Education Majors:**

The changes within the state teaching license require all education majors to receive a grade of a "C-" or better in this course in order to meet Illinois teaching license requirements. With the university +/- grading system, receiving a "D+" or below will require you to retake this course or find a substitute course to meet School of Agriculture graduation requirements.

**GRADING POLICY:**

The course grade will be based on the following factors, with weightings as indicated:

Journal	50 %
Class Participation	15 %
Interview	5% Homework
Assignments	10%
<u>Comprehensive Final Exam</u>	<u>20 %</u>
Total	100%

An average for the course of 90% or above will earn an A, 80-89% a B, 70-79% a C, and 60-69% will earn a D. Less than 60% will result in a failing grade.

The final will consist of a wide variety of questions with emphasis on short answers and problem solving. I reserve the right to use unannounced quizzes. The final **will be comprehensive**. Makeup exams will be given only in extreme situations.

The following guidelines should be used for all assignments.

- a. All papers are expected to be typed and submitted electronically

## **COURSE JOURNAL**

Each student is expected to keep an Electronic course journal. In previous years we have used a bound laboratory notebook for this assignment. This year, students will keep a running electronic journal. For each class, a minimum of two entries should be placed in the journal. The first entry should be a paragraph or two summarizing the key points of that week's class discussion. The second entry should be personal observations related to the class. More explanation on the journal will be provided in class. The journals will be reviewed periodically throughout the course. After each class period, the instructor will give a specific comment to which students are to respond to in their respective journals. **Each entry should be dated!**

## **Interview**

Since this class only meets once a week it is very difficult for the instructor to get to know each student in the class. To assist with this, you are to schedule (**by email**) a 10-15 minute interview in-person with the course instructor. During the interview, be prepared to discuss career goals and what you hope to gain out of this course.

## **COURSE OUTLINE**

- I. Course Introduction
- II. Develop Your Freedom to Lead
- III. Adopt the Leadership Formula
- IV. Be an Effective Communicator
- V. Empower Followers
- VI. Expand Your Power of Influence
- VII. Make Better Decisions More Decisively
- VIII. Strive to Become a Visionary
- IX. Create a Positive Force
- X. Maximize Your Leadership Style
- XI. Conflict Resolution
- XII. Leadership and Ethics
- XIII. **COMPREHENSIVE FINAL EXAM**

## **NOTICES**

Please be advised that this syllabus is tentative. All classes are different and we may or may not be able to address all of the content areas or stick with the anticipated lectures. Any deviations from the syllabus will be announced as soon as possible.

**Policy on Student Absences:**

Absence from class will be considered excused if the absence is (1) due to a required isolation or quarantine based on a (2) documented directive from a public health official or health provider, and (3) if the instructor of record receives notification through WIU Student Services. The student (4) remains responsible for contacting instructors to arrange to complete missed work as soon as possible and is (5) ultimately responsible for material covered in class.

**Policy on Taking Attendance and Seat Assignments:**

WIU's COVID protocols require that faculty for all face-to-face classes maintain a seating chart and take attendance to facilitate contact tracing. Students are required to sit in their designated seat during all face-to-face class sessions.

**Policy on Disruptive Students:**

Students will face disciplinary action if they are found to be non-compliant with WIU's COVID-19 Health and Safety Policy ([http://www.wiu.edu/policies/covid\\_safety.php](http://www.wiu.edu/policies/covid_safety.php)). Non-compliance may be considered disruptive student behavior and disciplinary action will follow general process outlined in disruptive student behavior procedures (<http://www.wiu.edu/policies/disrupst.php>) and/or other applicable enforcement measures applicable to the Code of Student Conduct.