

Goolsby Scholar Handbook



AY 2023-2025

INTEGRITY

COURAGE

IMPACT



The Goolsby Leadership Academy exists because of the generosity of many individuals who have given freely of their time and money to ensure that the program fulfills its mission to provide leadership, education and guidance to a very select group of students in the College of Business at The University of Texas at Arlington. I am proud to be associated with the Academy and proud of the many accomplishments that our current and former Scholars have achieved.

To each of the Scholars, much is given. In return, much is expected. I urge you to fully embrace all that the Academy has to offer and to search for ways that you can contribute to the future of the program. Remember, you are always a representative (Ambassador) of this program, the College of Business and The University of Texas at Arlington.

I look forward to working with you now, and in the future.

Jerry D. Hubbard, PhD
Director, Goolsby Leadership Academy

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This document is designed as an aid for Goolsby Leadership Academy Scholars.

It is a general information publication. It does not contain all policies that relate to Goolsby Scholars. It does not represent or imply a contract between the College of Business and a Scholar.

The official university and college policies are specified in the on-line Undergraduate Catalog. The on-line Undergraduate Catalog is the ultimate source for information.

GOOLSBY ACADEMY COAT OF ARMS

The Goolsby Leadership Academy coat of arms development was guided by Dr. James Campbell Quick in 2003. The coat of arms, or crest, was designed to symbolize the aspects of leadership emphasized by the Academy and the business education gained by its Scholars.

Eagle - indicates a person of action, true magnanimity and strength of mind.

Parchment or Scroll - reference to academic or scholarly achievement.

Serpent or Snake - the symbol for wisdom.

Horse - signifies readiness for duty, preparation and initiative.



Integritas-Fortitudo-Effectus - Integrity-Courage-Impact, the three essential leadership qualities emphasized in the Academy.

Arm in Armor - indicates a person with qualities of leadership.

2003 - year the program was established.

GOOLSBY LEADERSHIP ACADEMY

WHO IS JOHN GOOLSBY?

John Goolsby is a native of Hughes Springs, Texas. He grew up in Fort Worth and is a 1964 graduate of the UTA College of Business with a degree in accounting. He started his career as a CPA and management consultant with the public accounting firm, Arthur Young and Company. He later served in several executive capacities with American Medicorp, which was at the time, one of the nation's largest health-care companies. Mr. Goolsby eventually became CEO for the firm's northwest region before leaving to establish his own real estate company in San Antonio.

In 1980, Mr. Goolsby joined the Hughes organization as Vice President of Real Estate. He was named President in 1988 and Chief Executive Officer in 1990. Much of his career was spent helping to create one of North America's leading and most successful real estate development companies.

THE ACADEMY

As Chief Executive Officer, Mr. Goolsby succeeded by standing firm on a strong foundation built of character, integrity, and courage. He recognized that leaders who truly make an impact in their organizations are bound by strong ethical values, a cornerstone principle at The University of Texas at Arlington's College of Business. This shared vision conceived the Goolsby Leadership Academy, which was created as a forum for young Scholars to discover their full potential through a "strength-based" approach to leadership development. Established in 2003, the Goolsby Leadership Academy is a long-standing institution at The University of Texas in Arlington, Texas.

The mission of the Academy is to advance the knowledge and practice of exceptional leadership by empowering individuals, organizations, and communities. The Academy is committed to student education, scholarly research, publication, and engagement with executives ... all in a spirit of personal integrity.

At the Academy, Scholars interact with select business faculty and executive leaders from across the nation who share their wisdom, inspire, and mentor our future business leaders.

The Academy selects a cohort from a group of undergraduate student applicants to prepare for the lifelong journey of leadership. The Academy's approach favors both self-discovery and learning from example, challenging its Scholars to overcome boundaries and hone their professionalism.

UNIVERSITY POLICIES AND PROCEDURES

TUITION REBATE FOR GRADUATES

Texas residents enrolling for the first time in a Texas public college or university in Fall 1997 or later may be eligible for a tuition rebate up to \$1000 upon completion of a bachelor degree. To qualify a student must:

- Complete all work at a Texas public college or university paying in-state tuition
- Have attempted no more than 3 semester hours beyond the degree requirements
- Apply for the rebate before degree is awarded – follow the link, fill out rebate form, and return to the Registrar's Office:
www.uta.edu/records/graduation/tuition-rebate.php

Rebate is only available for first bachelor degree from a Texas public university.

GRADUATION

Commencement ceremonies are held twice a year (May and December); see advisor for grad audit the semester before graduation. Participation is encouraged but is not mandatory. You must apply for graduation even if you do not plan to attend the ceremony. A student must apply for graduation through your Student Center in MyMav. The College of Business recommends that you apply for graduation before you enroll for your last semester of classes, that time frame would be midterm the semester before graduation. The official deadline to apply is the second week of the graduating semester. **LATE GRADUATION PAPERWORK is accepted by the Registrar for a 30-day period and a late fee is assessed.** No applications are accepted after the 30-day grace period. A student **MUST** apply for graduation even if they do not intend to participate in the ceremony. A graduation fee is charged. This fee is not refundable or transferable to another semester. An additional charge for cap and gown is required of students who attend the graduation ceremony.

GRADUATING WITH LATIN HONORS

Bachelor's degree candidates who have attempted and completed at least 45 semester hours in residence at The University of Texas at Arlington, including all hours completed in the first and final semesters that contain the last 45 hours, will receive:

Cum Laude Latin Honors

If their overall GPA is 3.500 - 3.699 OR

(their overall GPA is 3.300 - 3.499 and the GPA for their last 45 semester hours in residence is 3.500 - 3.699)

Magna Cum Laude Latin Honors

If their overall GPA is 3.700 - 3.899 OR

(their overall GPA is 3.500 - 3.699 and the GPA for their last 45 semester hours in residence is 3.700 - 3.899)

Summa Cum Laude Latin Honors

If their overall GPA is 3.900 - 4.000 OR

(their overall GPA is 3.700 - 4.000 and the GPA for their last 45 semester hours in residence is 3.900 - 4.000)

DEGREE PROGRESS AND MAJOR DISMISSAL

Students who have been accepted to a business degree program must maintain satisfactory progress in their field of study (major). Declared business majors are subject to dismissal from a business degree program and will not be permitted to enroll for additional courses in that major if they:

- Receive a grade of D or F in more than one upper level major course, or
- Receive any combination of grades of D or F in two attempts of the same major course.

REQUESTING A DEGREE WORKSHEET

A business-intended student may request a business degree worksheet by completing the Degree Worksheet Request Form found in Suite 107 in the Business Building or on the website, <https://www.uta.edu/academics/schools-colleges/business/undergraduate-advising/undergraduate-forms>. The form must be submitted to the Business Undergraduate Advising Center. Declared business majors may view their degree progress through the Map found on the Student Center in MyMav.

It is recommended that a worksheet be requested upon transferring, changing majors, or upon becoming a sophomore. Requests are completed within 3-5 working days. This is NOT declaring a major. Tracking progress toward degree completion is essential to a student's success.

EVALUATION OF TRANSFER HOURS

University Admissions initially evaluates transfer hours upon admission to the University. The College of Business has the authority for determining which transfer courses apply toward any undergraduate business degree program or business minor. A student may ask for this assessment by an advisor or the Degree Plan Evaluator in the College of Business by requesting a degree worksheet as noted in the section above.

Students transferring business classes taken at another institution may be required to submit both a catalog course description and/or syllabus for each course to the Business Undergraduate Advising Center for approval. This transfer articulation documentation can be attached to a Degree Worksheet Request Form and submitted.

COURSE TRANSFER POLICY

Permission through the College of Business Transfer Credit Approval Form is required before a student can take courses outside of UT Arlington for credit transfer. Courses should be completed at the same level (freshman, sophomore, junior, senior) as The UT Arlington course. A course completed at the freshman or sophomore level at another institution will not be considered an equivalent of an upper level (junior or senior) course or degree requirement.

*** You are expected to complete all coursework at UTA after being admitted to the Academy; exceptions will be reviewed on a case by case basis.**

GOOLSBY LEADERSHIP ACADEMY ADVISING (GLA ADVISOR ON PAGE 14)

When meeting with an advisor, identify as a Goolsby Scholar. You are expected to use the Academy Advisor, but if you must meet with another advisor, any adjustments will not be final until approved by the Goolsby Advisor.

DECLARING A BUSINESS MAJOR

Upon satisfying the Business Admission Standards, a student may officially declare a business major. This can be handled without visiting an advisor by simply completing the Change of Major MachForm, found at <https://www.uta.edu/academics/schools-colleges/business/undergraduate-advising/undergraduate-forms>.

FAST TRACK PROGRAMS

A Fast Track Program enables outstanding undergraduate Business students to satisfy degree requirements that will lead to a select master's degree in business while completing their undergraduate studies. The program is designed to encourage our most gifted students to complete a master's degree at UTA, and is intended to offer incentives in time and money saved to complete an advanced business degree at UTA.

Admitted students will be allowed to complete up to 9 hours of selected graduate coursework that may be used to satisfy both bachelor's and master's degree requirements. Any Fast Track student who completes 6 to 9 hours of graduate coursework with grades of B or better will be automatically admitted to Graduate School. The student will not be required to complete the GMAT/GRE or the Graduate School Application, and will have the related application fees waived.

The Fast Track Programs available are the MS Accounting, Master of Business Administration (MBA), MS Business Analytics, MS Economics Data Analytics, MS Human Resource Management, MS Market Research, MS Quantitative Finance, MS Real Estate, and MS Taxation.

CLERY ACT

In compliance with the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the University of Texas at Arlington publishes specified campus crime statistics and campus security policies through the Office of the Chief of the University Police:
<https://police.uta.edu/public-info/clery/>

INTERNSHIPS

Undergraduate business students can earn three hours of credit for an approved internship in their field of study. An internship is not required for a business degree. To be eligible for internship credit, a student must be a declared business major with a minimum 2.5 overall GPA, have three hours of business electives available, and complete the approval process. For details on the paperwork process, deadlines, and minimum requirements, students should consult the Internship Information Packet available in Business Undergraduate Advising or at <https://www.uta.edu/academics/schools-colleges/business/undergraduate-advising/undergraduate-forms>.

SCHOLARSHIPS

Scholarships are awarded to undergraduate business students annually by the Dean's office. Applications are available on Scholarship at www.uta.edu/fao/scholarships/ and on MavScholarshop.

MAVERICK ADVANTAGE DISTINCTION

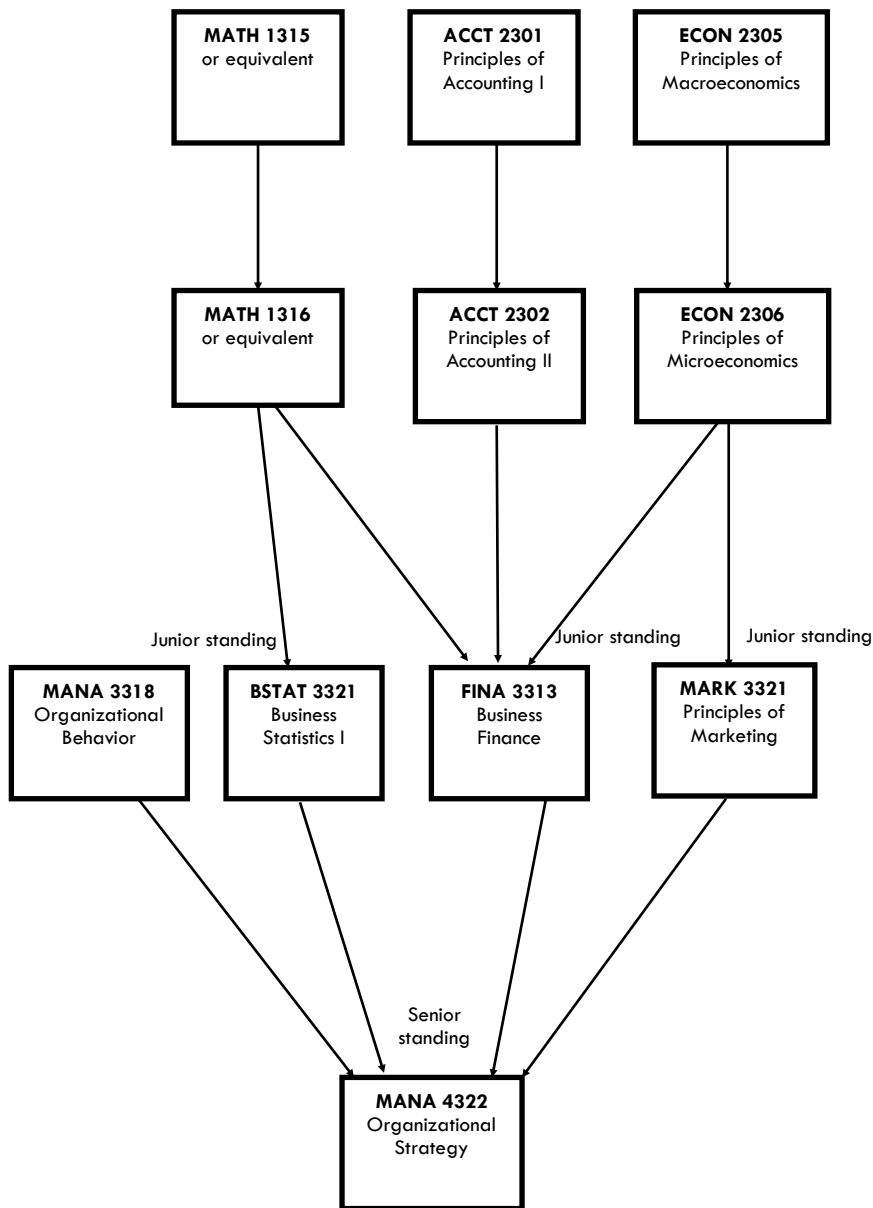
Scholars that complete the Goolsby Leadership Academy Emerging Leader Program will receive the Maverick Advantage Distinction. Seniors completing the GLA program will **not** be required to submit a MavAdvantage Application or complete an interview. The Academy meets the requirements associated with the following activities: Career Development, Global Engagement (must complete Study Abroad), Leadership Development, and Service; the student will earn a Maverick Advantage Stole to wear at commencement.

For those students that do not complete the Emerging Leader Program: Students who have completed 3 of the 5 distinguishing activities are eligible to apply for Maverick Advantage Distinction. The application process requires students to submit one written reflection summarizing the three experiences that had the most impact on their skill development and how those experiences have prepared them for their future career. In addition, students must submit a resume where the three experiences are highlighted.

Applicants submit their application online. Once the application is submitted, reviewed, and approved, the student will earn a Maverick Advantage Stole to wear at commencement. If you have any questions about the application process, please email studentaffairs@uta.edu OR <https://www.uta.edu/student-affairs/maverick-advantage/maverick-advantage-distinction>.

MANA 4322 PREREQUISITE FLOWCHART

Prerequisites: Are courses or requirements that must be completed **before** enrollment in a course.



GOOLSBY EMERGING LEADER PROGRAM (EmLP) POLICIES

ENROLLMENT

All Goolsby Scholars must maintain full-time enrollment as a business major during Fall and Spring semesters to retain their position in the Academy. Specifically, this requires a minimum enrollment in 12 credit hours per semester unless you are in your final semester at UTA.

Additionally, all Goolsby Scholars must enroll in the required Goolsby curriculum as specified, and complete the required business degree program coursework. No exceptions are made under any circumstances regarding the required Goolsby curriculum.

If you withdraw from the Academy, you are subject to repayment of the scholarship; this includes the Fouse Scholarship for study abroad.

Once admitted to the Academy, students must take coursework at UT Arlington. Students may NOT take MANA 4325 once admitted as a Goolsby Scholar.

The required Goolsby coursework is in Appendix A.

Those who have previously completed MANA 3318 are required to successfully audit the Goolsby MANA 3318 in Year 1 of the Academy and complete course requirements to earn a B or better average.

To continue as a Goolsby Scholar, an overall grade point average of 3.1 must be maintained. Additionally, grades in Goolsby classes must be a B or better.

AT THE END OF YOUR JUNIOR YEAR, YOUR PARTICIPATION IN THE ACADEMY WILL BE ASSESSED FOR CONTINUATION AS A GOOLSBY SCHOLAR.

STUDY ABROAD

Dr. Jackie Fouse generously donated funds to allow students to study abroad. The study abroad course is limited to 25 Scholars that apply and are accepted by the Academy staff. LSHP 4314 travel is during the Maymester between the junior and senior year. Scholars attending the study abroad will enroll in LSHP 4314 during the spring semester before travel. The Academy will select a location and select number of juniors will travel as a cohort to experience the culture, business environment, and university settings. In addition to paying for the course, there will be cost to scholars (i.e., airfare, food costs, passport and Visa fees). The Fouse Scholarship will be applied to program fees for the study abroad.

See Appendix B for the study abroad student conduct and behavior contract.

BNSF EARLY LEADER PROGRAM (ELP) POLCES

ENROLLMENT

All Early Leader students must maintain full-time enrollment to retain their positions in the program. Specifically, this requires a minimum enrollment in 12 credit hours per semester, while establishing and maintaining a 3.1 GPA or higher. Freshman Students will be contingently enrolled during their first semester with scores on the ACT (26 or higher), SAT (1250 or higher), or based on class rank. Additionally, students must enroll in the required ELP curriculum as specified. Exceptions are made under rare circumstances. The required Goolsby coursework is in Appendix A

FRESHMAN CURRICULUM

Fall

UNIV-03/07

Spring

ECON 2306-10

SOPHOMORE CURRICULUM

Fall

LSHP 2302

Spring

BCOM 3360-09

EXPECTATIONS

Students are expected to attend cohort activities, guest speaker events, and team building exercises.

Freshmen and Sophomore students will complete a service/community engagement event each Spring during the UTA "Big Event".

AT THE END OF EACH YEAR, YOUR PARTICIPATION WILL BE ASSESSED FOR CONTINUATION IN THE BNSF ELP.

SCHOLARSHIPS: \$500 per semester; Freshmen scholarships begin in Spring

GOOLSBY ACADEMY PROBATION (ELP/EmLP)

Goolsby probation students are defined as those with

- less than a 3.1 cumulative UTA GPA, or
 - **2.5 GPA** or less on the previous UTA semester, or
 - did not complete a full time course load, or
 - received an incomplete grade on any enrollment (**1 full semester to resolve**).
- A. Scholarship is immediately suspended. It will be reinstated when the academic situation complies with the Goolsby Academic Standards.
 - B. A Scholar with a cumulative GPA below a 3.1 is required to meet with the Goolsby Advisor before the next semester. A strategy for success will be reviewed and submitted to the Director. This may include enrollment limitations and specific course selections as determined by the advisor so as to ensure the student's future success and continuance as a Goolsby Scholar.
 - C. For Scholars with less than a 2.5 cumulative GPA, a review to assess continuance in the program must be completed. If it is determined that the cumulative GPA cannot be repaired, the Scholar will be dismissed from the Goolsby Leadership Academy.
 - D. Restrictions and determinations made by the Goolsby Academic Advisor are reviewed with the Goolsby Leadership Academy Director and must be complied with in total to continue in the program.
 - E. Conduct/Behavior. Scholars are expected meet the conditions of Student Conduct (SL-SC-PO-01) and the Goolsby Scholar Contract (Appendix C); failure to meet these expectation will be considered for probation and potentially for dismissal.

Goolsby Scholars are expected to Graduate with a 3.1 GPA or better.

GOOLSBY ACADEMY DISMISSAL (ELP/EmLP)

Immediate Dismissal from the Goolsby Leadership Academy

- A. Not enrolled in the required Academy curriculum.
- B. Changing to a non-business degree program.
- C. Earning less than a B in a required Academy course. (Appendix A)
- D. Maintaining less than a 3.0 for two semesters.
- E. Any scholar on Probation who does not rectify their academic situation or cannot feasibly meet academic standards.
- F. Scholars that fail to report disciplinary actions will be immediately dismissed from the Academy*.

* Scholars who receive any type of disciplinary action, academic or otherwise, will be assessed on a case by case and may be immediately dismissed from the Goolsby Leadership Academy. Read Policy **SL-SC-PO-01**

GOOLSBY FACULTY AND STAFF**Jerry D. Hubbard, MSIT, PhD**

Director, Goolsby Leadership Academy
Room 348A
817.272.1876
jerry.hubbard@uta.edu

Rebecca Neilson, PHR

Assistant Dean - LSHP 4311
Room 334
817.272.3649
rneilson@uta.edu

Denise Hayes

Undergrad Advising
Goolsby Academic Advisor
Room 107
817.272.3377
dwyllie@uta.edu

Dr. Jorge F. Jaramillo

Associate Dean of the College of
Business Students and Programs
Room 334
817.272.3149
jaramillo@uta.edu

Dr. Anna-Lisa Leefers

Associate Professor - MANA 3318
Room 424
817-272-3166
annalisa.leefers@uta.edu

Dr. Jeffrey McGee

Professor - MANA 4322
817.272.3866
jmcgee@uta.edu

Dr. Roger Meiners

Professor - ECON 2306
Goolsby-Rosenthal Distinguished Chair
Room 315 Business
817.272.3116
meiners@uta.edu

Wayne Brittingham, MBA

Lecturer - MANA 1301
Room 431
817-272-3166
marvin.brittingham@uta.edu

Michael Buckman, MBA

Lecturer - BCOM 3360
Room 323
817.272.9135
buckman@uta.edu

Correy Retzloff, MBA, PMP

Lecturer - LSHP 2302
Room 348A
correy.retzloff@uta.edu

COLLEGE OF BUSINESS OFFICES

DEAN'S OFFICE

817.272.2882 Room 334

Dean
Harry M. Dombroski

Sr. Associate Dean
Dr. Greg Frazier

Associate Dean for Culture and Inclusion
Dr. Myrtle Bell

Associate Dean for Research
Dr. Wendy Casper

Associate Dean for Students and Programs
Dr. Jorge Jaramillo

Assistant Dean
Ms. Rebecca Neilson, PHR

Senior Advisor to the Dean
Dr. David Mack

DEPARTMENTAL OFFICES

Accounting

817.272.7029
Room 409

Dr. Ram Venkataraman, Chair

Economics

817.272.3061
Room 309

Dr. William Crowder, Chair

Finance and Real Estate

817.272.3705
Room 434

Dr. Sanjiv Sabherwal, Chair

Information Systems and Operations

Management

817.272.3502
Room 535

Dr. Radha Mahapatra, Chair

Management

817.272.3166
Room 209

Dr. George Benson, Chair

Marketing

817.272.2876
Room 234

Dr. Elten Briggs, Chair

APPENDIX A

ACADEMY COURSES BY SEMESTER

This is the sequencing and requirements for the Goolsby Leadership Academy, specifically for the Early Leader Program and the Emerging Leader Program. This is not a separate degree program/plan or certificate.

		Fall	Spring
Early Leader Courses	Freshman	UNIV-BU 1131-003/007 Student Success (freshman only)	ECON 2306-010 Principles of Microeconomics
		MANA 1301 Business in a Global Environment	
	Sophomore	LSHP 2302-001 Leader/Communication in Organization	BCOM 3360-009* Business Communication
Emerging Leader Courses	Junior	MANA 3318-005 Managing Organizational Behavior	LSHP 4311-001 Leader as Communicator
		BCOM 3360-002* Business Communication	LSHP 4314-001** Global Marketplace Study Abroad
	Senior	MANA 4322 Strategic Management	LSHP 4313-001 Senior Executive Leadership

* Fast Track Accounting Scholars will NOT take BCOM 3360

** Required for Scholars traveling in May for the Study Abroad experience

APPENDIX B

Study Abroad: Student Conduct Clearance & Behavioral Contract

Before you can be officially cleared to study abroad with UT Arlington, your complete academic and judicial record must be reviewed by the Office of International Education and your Host University, Program Provider, or Faculty Leader depending on your program. Your signature on this form provides consent for the release of this information to the UT Arlington Study Abroad Office and with relevant partner institutions for the purpose of your application and acceptance to the specified program.

Behavioral Expectations: The undersigned must be aware of the behavior expected of him/her while participating in study abroad and the consequences of inappropriate behavior. The undersigned hereby assures the University of Texas Arlington that he/she shall conduct himself/herself in a safe manner, without undue risk to personal rights, health and safety, and in an appropriate manner which does not infringe upon the health and welfare of other study abroad participants nor the customs and laws of the country in which the program is being conducted. To achieve personal safety and cultural sensitivity, students must:

- Read and carefully consider all materials issued by the sponsor that relate to safety, health, legal, environmental, political, cultural, and religious conditions in the host country (ies), including U.S. Department of State Travel Warnings and other communications.
- Understand and comply with the terms of participation, codes of conduct, and emergency procedures of the program.
- Be aware of local conditions and customs that may present health or safety risks when making daily choices and decisions. Promptly express any health or safety concerns to the program staff or other appropriate individuals before and/or during the program.
- Secure health insurance that will cover all study and travel abroad.
- Accept responsibility for their own decisions and actions.
- Obey host-country laws.
- Behave in a manner that is respectful of the rights and well-being of other study abroad participants and encourage others to behave in a similar manner.
- Avoid illegal drugs and excessive or irresponsible consumption of alcohol.
- Follow the program policies for keeping program staff informed of their whereabouts and well-being.
- Inform parents/guardians/families and any others who may need to know about their participation in the study abroad program, provide them with emergency contact information, and keep them informed of their whereabouts and activities.

Consequences *

1. If the undersigned participates in illegal activity abroad, he/she will be solely responsible for any legal action that may be taken against him/her by local governments and authorities, for which neither UT Arlington nor the U.S. government may provide assistance.
2. The undersigned's participation in the study abroad program may be terminated, at any time, if the undersigned engages in action endangering him/herself or others or jeopardizing the success of the study abroad program.
3. The undersigned's conduct abroad may be subject to disciplinary proceedings at UT Arlington if his/her alleged conduct violates UT Arlington expectations for student conduct and academic responsibility.

By signing, you accept and agree to the above stated terms for participation in study abroad with UT Arlington. You certify that you have reviewed the Study Abroad Handbook and understand that you are a representative of UT Arlington while abroad and are thus subject to the policies and regulations of the University at all times. You also certify that you will attend one of the mandatory pre-departure orientations for all UT Arlington students studying abroad.

* This may result in an earlier departure back to the US based on the severity of the egregious action.

APPENDIX C



GOOLSBY LEADERSHIP ACADEMY Contract

I understand that, as a Goolsby Scholar, more is expected of me. As a member of the Academy, I represent The University of Texas at Arlington, the College of Business, and the Goolsby Leadership Academy. This is an honor that is bestowed upon few students and I pledge to uphold the standards and ethics of the Goolsby Leadership Academy.

- I will at all times represent the Goolsby Leadership Academy with integrity, courage and impact.
- I will come to class on time and fully participate in all classroom activities.
- I will focus intentionally on my studies and work to maintain a 3.1 GPA or better.
- I will do my best to fully participate in outside activities that are designed to assist me in my leadership development.
- I will have a professional appearance at all Goolsby Leadership events and classroom events where there are visitors.
- I will give back to the Goolsby Leadership Academy by mentoring and sharing my natural leadership talents with other students.
- I will encourage other Students to pursue membership in the Academy.
- I will read and abide by the Goolsby Leadership Academy handbook.
- I understand continued participation and performance are required to remain in the Academy.
- Infractions with Student Conduct or any student performance violations will be reported to the Academy Staff within 3 business days. Results of conduct or performance violations can include payback of scholarships.
- If over the age of 18, I authorize the Academy to use my photo for recruiting material: Yes ___ No ___.

Name: _____

SID: _____

Signature: _____

Date: _____

NOTES

“...the real reinforcement is leadership from the top. If it's good for all the employees, it's good for all the executives; it's good for the CEO.”

John Goolsby, Three Lessons for Ethical Leadership
The Business Maverick UTA CoB Magazine - Fall 2020

“WHO ARE YOU?” This is the first question your constituents want you to answer for them. Your leadership journey begins when you set out to find the answer and are able to express it.”

James M. Kouzes, The Leadership Challenge: How to Make
Extraordinary Things Happen in Organizations

“Learning agility,” as they define it, “is the ability to reflect on experience and then engage in new behaviors based on those reflections.”

James M. Kouzes, The Truth about Leadership: The No-fads,
Heart-of-the-Matter Facts You Need to Know

“The instrument of leadership is the self, and mastery of the art of leadership comes from mastery of the self.”

James M. Kouzes, The Leadership Challenge: How to Make
Extraordinary Things Happen in Organizations

“It's been said that only three things happen naturally in organizations: friction, confusion, and underperformance; everything else requires leadership.”

James M. Kouzes, Learning Leadership: The Five
Fundamentals of Becoming an Exemplary Leader

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