

Goolsby Scholar Handbook



AY 2022-2023

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 too 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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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 - is a reference to academic or scholarly achievement.

Serpent or Snake - is 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 - The 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, 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 firm 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 on 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 vital institution within one of the nation's largest and most prolific business schools.

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 distinguished 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

PREREQUISITES

The purpose of establishing prerequisites is to ensure that students have the necessary background knowledge to successfully complete specific courses. This enhances the student's learning experience in a particular course. For certain courses, prerequisite courses or requirements have been established.

Prerequisites must be completed before enrollment in a course. Concurrent enrollment in a course and its prerequisite is NOT acceptable; unless you receive prior approval. **MyMav will restrict enrollment based on prerequisites** when a student is registering for classes or making schedule changes.

Students should actively seek prerequisite and course information from the Undergraduate Catalog or consult with their advisor before a registration period if there is a question about proper prerequisites.

More information about prerequisites is found in the **Prerequisite** section of this handbook for MANA 4322.

PLACEMENT EXAMS

Several departments offer or require a student to take an examination before registering for certain courses.

Accounting 3311 Entrance Exam

Students are required to pass an Entrance Exam before enrollment in ACCT 3311. The goal of the exam is to make sure that students are prepared to succeed in the class. For exam information, refer to the Department of Accounting website, wweb.uta.edu/accounting, where details regarding test dates, test content, and test procedures are available.

Foreign Language Placement Exam

Some majors have a foreign language requirement. If the degree program does, knowing which level language course to take is important. If a student is a native speaker, had foreign language in high school, or equivalent knowledge, he/she should take the AP or CLEP exams. These exams have two purposes: 1) determining the correct language course, and 2) providing credit for language courses based on skill level. To take an exam, contact Testing Services, University Hall.

EXCESSIVE UNDERGRADUATE HOURS

A student will be required to pay **nonresident tuition rates** when attempted hours exceed 45 hours more than required for the student's bachelor degree program. This Texas legislature ruling applies to all students who first enrolled in a college or university *Fall 1999 through Summer 2006*.

A student who first enrolled in a state college or university in the Fall 2006 semester or later will pay nonresident tuition rates when attempted hours exceed 30 hours more than what is required for the student's bachelor degree program. Critical to understanding this policy is an awareness that the tally of hours includes all classes enrolled in at any Texas public institution, and specifically includes even classes with a grade of "W" and any grade replacements or grade exclusions. Hours earned at a private or out-of-state institution are not counted toward the limit.

GRADE FORGIVENESS POLICY*

Students first entering UT Arlington in Fall 2013 or later may use the Grade Forgiveness Policy upon earning a D or F in a 1000 or 2000 course. Students are limited to a total of two Grade Forgiveness opportunities. Prior to the request being made, a business student must consult with their major advisor to initiate the approval process.

There are two options for Grade Forgiveness: Grade Omission and Grade Substitution.

Grade Omission may be used for only one course if the student is changing majors and the course is not required for the new major.

- If used, the student may not re-enter the major or program requiring the course excluded.
- The student is NOT required to retake the course.

Grade Substitution may be used for one or both of the Grade Forgiveness opportunities. The course must be retaken at UTA, even if it is not required for the student's current major. The second grade earned will be used in calculating the student's GPA (unless the 2nd attempt is a "W"). The policy applies only to the attempt immediately after earning the D or F. Attempts include course enrollment that was later dropped.

Several restrictions apply to the Grade Forgiveness Policy. They are:

- This policy only applies to 1000 or 2000 courses.
- This policy will not apply to Pass/Fail courses or on grades resulting from disciplinary action.
- Once the course has been "excluded" or "replaced", the action may not be revoked.
- Forgiven grades will be included in the calculation of GPA for determining Latin Honors.
- Students on academic suspension cannot use a grade forgiveness option until their dismissal period is completed.

* Students first enrolling at UTA prior to Fall 2013 may have grade forgiveness options in the form of Grade Exclusions. These students should consult with their academic advisor.

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

Graduation 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 (<https://www.uta.edu/records/graduation/latin-honors.php>):

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 by mail or in person to the Business Undergraduate Advising Center. Declared business majors may view their degree progress through the Map found on a 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 a syllabus for each course to the Business Undergraduate Advising Center for approval. This 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.**

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 Form, found in Suite 107 Business Building or at <https://www.uta.edu/academics/schools-colleges/business/undergraduate-advising/undergraduate-forms>. Complete the form, leave it in the drop box in Suite 107.

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 (Graduate Management Admissions Test) and the Graduate School Application, and will have the related application fees waived.

The Fast Track Programs available are the Master of Science Accounting, Master of Business Administration (MBA), Master of Science Business Analytics, Master of Science Economics, Master of Science Human Resource Management, Master of Science Information Systems, Master of Science Quantitative Finance, and Master of Science Real Estate.

CLERY ACT

Rights Under the Jeanne Clery Disclosure of Campus Security Policy

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/>

FACILITATED ADMISSIONS PROGRAM TO GRADUATE SCHOOL

Upon the recommendation of the Graduate Advisor, outstanding graduates of The University of Texas at Arlington may be admitted to a master's degree program by facilitated admission. To qualify, the student must meet the following minimum requirements:

1. The student must have graduated from a commensurate bachelor's degree program at UT Arlington no more than one academic year prior to the semester for which admission to a graduate program is sought. A commensurate bachelor's degree program is one that is a normal feeder program for the master's degree program to which the student seeks admission. Undergraduate students in their final year of study are also eligible; in such cases, facilitated admission is conditional upon successful completion of the bachelor's degree.
2. The student's grade-point average must equal or exceed 3.5 in each of two calculations:
 - A. the grade-point average in the last 60 hours of study as calculated in the Graduate School for admission purposes;
 - B. all work completed at UT Arlington to date.

Students who qualify for facilitated admission will be admitted directly to Graduate School without completing the application for admission, submitting an application evaluation charge or taking the GRE or GMAT. Students who believe they may qualify for this program should contact the appropriate Graduate Advisor. Some programs may require a higher grade-point average to qualify. Not all graduate programs participate in Facilitated Admission of outstanding undergraduates.

The following programs participate in the Facilitated Admissions program: MBA, MS Economics Data Analytics, MS Human Resource Management, MS Information Systems, MS Business Analytics, MS Marketing Research and MS Real Estate. Students pursuing Facilitated Admission must demonstrate quantitative proficiency.

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>.

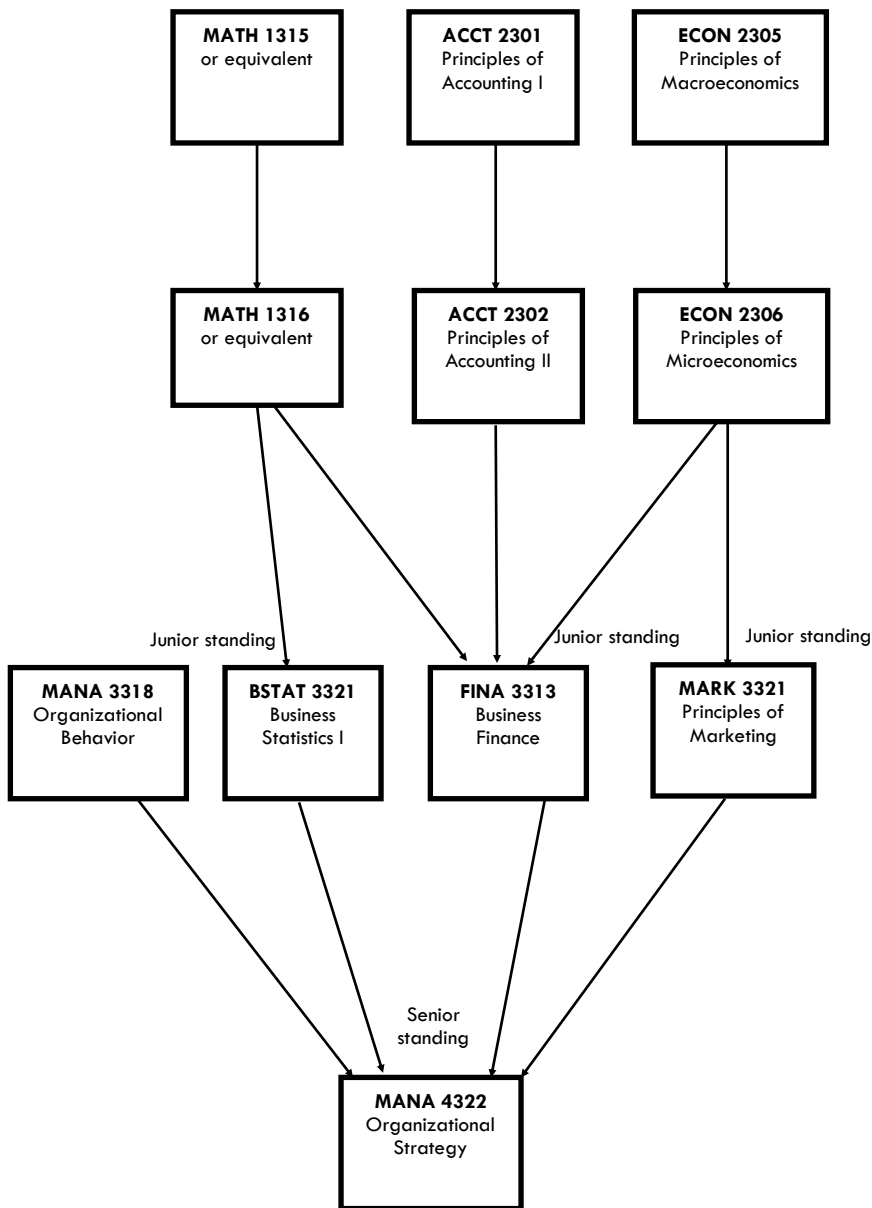
SCHOLARSHIPS

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

To be considered, a student must be a full-time student and have completed at least 24 hours at UT Arlington with a 3.0 or better GPA.

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. 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 B.

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 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).

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

BNSF EARLY LEADER PROGRAM (ELP) POLICIES

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) and SAT (1250 or higher).

Additionally, students must enroll in the required ELP curriculum as specified. Exceptions are made under rare circumstances.

FRESHMAN CURRICULUM

Spring
ECON 2306-10

SOPHOMORE CURRICULUM

Fall
MANA/LSHP 2302-14
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 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.

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

GOOLSBY ACADEMY DISMISSAL

Immediate Dismissal from the Goolsby Leadership Academy

- A. Not enrolled in the required Goolsby Academy curriculum.
- B. Changing to a non-business degree program.
- C. Earning less than a B in a required Goolsby Academy course. (Appendix B)
- 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, Ph.D.**

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Chair ECON - ECON 2306
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correy.retzloff@uta.edu

BUSINESS COLLEGE ADVISING

UNDERGRADUATE STUDIES

www.uta.edu/academics/schools-colleges/business/undergraduate-advising/cob-advising
817.272.3368
Suite 107

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.

LIBRARY

817.272.5327
Room 342

When not in the business building, the librarians, may be reached at the Main Library.

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 DREI

Dr. Myrtle Bell

Associate Dean for Research

Dr. Wendy Casper

Associate Dean for Students and Programs

Dr. Jorge Jaramillo

Senior Advisor to the Dean

Dr. David Mack

Assistant Dean

Ms. Rebecca Neilson, PHR

DEPARTMENTAL OFFICES**Accounting**

817.272.7029

Room 409

Dr. Ram Venkataraman, Chair

Economics

817.272.3061

Room 309

Dr. Roger Meiners, 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

Student Behavior Contract

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 anytime, 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.

Click print, and send this page to the following address:

The University of Texas at Arlington
Swift Center, 1022 UTA Blvd
Box 19028
Arlington, TX 76019-0028

STUDY ABROAD

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

APPENDIX B

This is an Academic Flow of Courses for the Academy; Not a Separate Degree Plan

LEADERSHIP

**Goolsby Leadership Academy
2022-2023**

The University of Texas at Arlington
College of Business is accredited by AACSB
International, true of only 5 percent of all
business schools worldwide.



ACADEMY ACADEMIC SECTIONS

EARLY LEADER PROGRAM (FRESHMAN)

First Semester

UNIV 1131-03/7 Student Success (Freshmen)

Second Semester

MANA 1301-15 Business in a Global Environment
or Trust Emerging Leader Certification

BIG EVENT Participation

EARLY LEADER PROGRAM (SOPHOMORE >25 HOURS)

First Semester

LSHP 2302-01 Leader/Communication in Organizations

Second Semester

BCOM 3360-09** Effective Business Communications
or
ECON 2306-10 Principles of Microeconomics

BIG EVENT Participation

** Fast Track Accounting Scholars will not take BCOM 3360

EMERGING LEADER PROGRAM (JUNIOR >55 HOURS)

First Semester

MANA 3318-05 Managing Organizational Behavior
BCOM 3360-02** Effective Business Communications
COHORT PROJECT PLANNING

Second Semester

LSHP 4311 Leader as Communicator
LSHP 4314* Global Market Place (Study Abroad)

* Required for Scholars traveling in May

** Fast Track Accounting Scholars will not take BCOM 3360

EMERGING LEADER PROGRAM (SENIOR)

First Semester

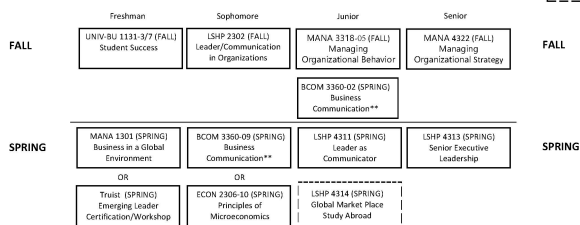
MANA 4322-15 Organizational Strategy

Second Semester

LSHP 4313 Senior Executive Leadership

COHORT PROJECT

COURSE FLOW



UTA College of Business

ugadvise@uta.edu
uta.edu/business/ugadvise

This is an Academic Flow of Courses for the Academy; Not a Separate Degree Plan

APPENDIX C

MAVERICK ADVANTAGE DISTINCTION

Scholars that complete the Goolsby Leadership Academy will receive the Maverick Advantage Distinction. Seniors completing the GLA program will not be required to submit an 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.

<https://www.uta.edu/student-affairs/maverick-advantage/maverick-advantage-distinction>

APPENDIX D

Below are examples of rubric that may be used in the GLA curriculum. The rubrics should provide insight into the basic expectation for written and oral presentations.

Grading Rubric for Written Assignments (xx Points)

Criteria	Inadequate = x (Below Standard)	Adequate = x (Standard)	Above Average = x (Above Standard)	Exemplary = x (Exceeds Standard)
Organization	Writing lacks logical organization. It shows some coherence but ideas lack unity. Serious errors.	Writing is coherent and logically organized. Some points remain misplaced and stray from the topic. Transitions evident but not used throughout essay.	Writing is coherent and logically organized with transitions used between ideas and paragraphs to create coherence. Overall unity of ideas is present.	Writing shows high degree of attention to logic and reasoning of points. Unity clearly leads the reader to the conclusion and struts thought regarding the topic.
Level of Content	Shows some thinking and reasoning but most ideas are underdeveloped and unoriginal.	Content indicates thinking and reasoning applied with original thought on a few ideas.	Content indicates original thinking and develops ideas with sufficient and firm evidence.	Content indicates synthesis of ideas, in-depth analysis and evidences original thought and support for the topic.
Development	Main points lack detailed development. Ideas are vague with little evidence of critical thinking.	Main points are present with limited detail and development. Some critical thinking is present.	Main points well developed with quality supporting details and quantity. Critical thinking is weaved into points	Main points well developed with high quality and quantity support. Reveals high degree of critical thinking.
Grammar & Mechanics	Spelling, punctuation, and grammatical errors create distraction, making reading difficult: fragments, comma splices, run-ons evident. Errors are frequent.	Most spelling, punctuation, and grammar correct allowing reader to progress though essay. Some errors remain.	Essay has few spelling, punctuation, and grammatical errors allowing reader to follow ideas clearly. Very few fragments or run-ons.	Essay is free of distracting spelling, punctuation, and grammatical errors; absent of fragments, comma splices, and run-ons.
Style	Mostly in elementary form with little or no variety in sentence structure, diction, rhetorical devices or emphasis.	Approaches business level usage of some variety in sentence patterns, diction, and rhetorical devices.	Attains business level style; tone is appropriate and rhetorical devices used to enhance content; sentence variety used effectively.	Shows outstanding style going beyond usual business level; rhetorical devices and tone used effectively; creative use of sentence structure and coordination
Format	Fails to follow format and assignment requirements; incorrect margins, spacing and indentation; restlessness of essay needs attention.	Meets format and assignment requirements; generally correct margins, spacing, and indentations; essay is neat but may have some assembly errors.	Meets format and assignment requirements; margins, spacing, and indentations are correct; essay is neat and correctly assembled.	Meets all formal and assignment requirements and evidences attention to detail; all margins, spacing and indentations are correct; essay is neat and correctly assembled with professional look.

<http://home.snu.edu/~hculbert/criteria.pdf>

Presentation Rubric

(xx) points total)

Name: _____ Title: _____ Date: _____

Criteria	X	X	X	
Content Introduction, body, and conclusion	Knowledgeable of content and includes an engaging introduction, detailed body and memorable conclusion	Knowledgeable of content and includes an introduction, detailed body and conclusion	Somewhat knowledgeable of content and is missing an introduction, body or conclusion	Some content facts seem questionable and is missing an introduction, body and/or conclusion
Eye Contact	Makes eye contact with everyone in the room	Makes eye contact with most everyone in the room	Makes eye contact with some of the people in the room	Makes very little or no eye contact with people in the room
Volume & Clarity Loudness, articulation and no mumbling	The people in the back can hear the speech very clearly	The speaker mumbles a bit but people in the back can hear most of the speech	The speaker mumbles some and the people in the back can hear parts of the speech	The speaker consistently mumbles so that people in the back cannot hear the speech
Flow Pauses/verbal fillers: um, uh, er	The speech flows nicely with no pauses or distracting verbal fillers	The speech includes 1-2 pauses and a few verbal fillers	The speech includes some distracting pauses and verbal fillers	Speech includes several distracting pauses and many verbal fillers
Confidence and Attitude Body Language	Speaks with enthusiasm, poise and assurance	Mostly speaks with enthusiasm, poise and assurance	Speaks with some enthusiasm, poise and assurance	Speaks with little or no enthusiasm, poise and/or assurance
Visual Aid/ Appropriate Attire	The visual aid complements the speech and is neat, colorful, and creative Attire: Professional – Interview worthy	The visual aid connects to speech and is mostly neat, colorful, and creative Attire: Business Casual	The visual aid somewhat connects to the speech and is somewhat neat, colorful and creative Attire: Casual Clothing	The visual aid does not connect to the speech and is messy, lacks color and creativity Attire: Inappropriate for business interview
Time	Speech is given in the time allotted	Speech is more than 3 Min short or over the allotted time	Speech is 6 min short or over the allotted time	Speech is more than 6 min short or over the allotted time

Grade: _____

Time Speech Began: _____

Time Speech Ended: _____

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.

“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*

“Showing appreciation for another's unique viewpoint demonstrates respect for them and their ideas. Being sensitive to what others are going through creates bonds that make it easier to accept one another's guidance and advice.”

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

“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*

INTEGRITY

COURAGE

IMPACT