Goolsby Scholar Handbook

AY 2022-2023
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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APPENDIX D  ACADEMY COURSE RUBRICS
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.

**Horse** - signifies readiness for duty, preparation and initiative.

**Serpent or Snake** - is the symbol for wisdom.

**Parchment or Scroll** - is a reference to academic or scholarly achievement.

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

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

**2003** - The year the program was established.
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.
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:

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

**MANA 4322 PREREQUISITE FLOWCHART**

- **MANA 4322 Organizational Strategy**
  - Junior standing
- **MANA 3318 Organizational Behavior**
- **BSTAT 3321 Business Statistics I**
- **FINA 3313 Business Finance**
- **MARK 3321 Principles of Marketing**
  - Senior standing
- **MATH 1315 or equivalent**
  - Junior standing
- **ACCT 2301 Principles of Accounting I**
  - Junior standing
- **ECON 2305 Principles of Macroeconomics**
  - Junior standing
- **ECON 2306 Principles of Microeconomics**
  - Junior standing
- **MATH 1316 or equivalent**
- **ACCT 2302 Principles of Accounting II**
- **FINA 3313 Business Finance**
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

SOPHOMORE CURRICULUM

Fall
MANA/LSHP 2302-14

Spring
ECON 2306-10

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.
G O O L S B Y  F A C U L T Y  A N D  S T A F F

Jerry D. Hubbard, Ph.D.
Director, Goolsby Leadership Academy
Room 348A Business Building
817.272.1876
jerry.hubbard@uta.edu

Rebecca Neilson, PHR
Assistant Dean - LSHP 4311
Room 334 Business Building
817.272.3649
rneilson@uta.edu

Denise Hayes
Undergrad Advising
Goolsby Academic Advisor
Room 107 Business Building
817.272.3370
dwylie@uta.edu

Dr. Jorge F. Jaramillo
Associate Dean of the College of Business Students and Programs
Room 334 Business Building
817.272.3149
jaramillo@uta.edu

Dr. Jeffrey McGee
Professor of Management - MANA 4322
817.272.3866
jmcgee@uta.edu

Dr. Roger Meiners
Chair ECON - ECON 2306
Goolsby-Rosenthal Distinguished Chair
Room 315 Business Building
817.272.3116
meiners@uta.edu

Michael Buckman, MBA
Lecturer - BCOM 3360
Room 323 Business Building
817.272.9135
buckman@uta.edu

Correy Retzloff, MBA, PMP
Lecturer - LSHP 2302
Room 348A Business Building
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

- **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**
  - Dr. Ram Venkataraman, Chair
  - Dr. Roger Meiners, Chair
  - Dr. Sanjiv Sabherwal, Chair
  - Dr. Radha Mahapatra, Chair
  - Dr. George Benson, Chair
  - Dr. Elten Briggs, Chair

## Departmental Offices

<table>
<thead>
<tr>
<th>Department</th>
<th>Phone</th>
<th>Room</th>
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<tbody>
<tr>
<td>Accounting</td>
<td>817.272.7029</td>
<td>409</td>
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<td>Economics</td>
<td>817.272.3061</td>
<td>309</td>
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<tr>
<td>Finance and Real Estate</td>
<td>817.272.3705</td>
<td>434</td>
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<td>Information Systems and Operations Management</td>
<td>817.272.3502</td>
<td>535</td>
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<tr>
<td>Management</td>
<td>817.272.3166</td>
<td>209</td>
</tr>
<tr>
<td>Marketing</td>
<td>817.272.2876</td>
<td>234</td>
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</tbody>
</table>
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:
- UNRV 1133-03/17: Student Success (Freshmen)
- MANA 1301-15: Business in a Global Environment or Freshman Emerging Leader Certification

Second Semester:
- MANA 1301-15: Business in a Global Environment or Freshman Emerging Leader Certification

BIG EVENT Participation

EARLY LEADER PROGRAM (SOPHOMORE ¥25 HOURS)

First Semester:
- SHAP 3322-01: Leader/Communication in Organizations
- BCOM 3360-09**: Effective Business Communications

Second Semester:
- BCOM 3360-09**: Effective Business Communications

** BIG EVENT Participation
** Few Track Accounting Students will include BCOM 3360

EMERGING LEADER PROGRAM (JUNIOR ¥35 HOURS)

First Semester:
- MANA 3510-01: Managing Organizational Behavior
- SHAP 4311: Leader as Communicator
- BCOM 3360-09**: Effective Business Communications
- SHAP 4314**: Global Market Place (Study Abroad)

Second Semester:
- SHAP 4314**: Global Market Place (Study Abroad)

* Program for Scholars traveling in Asia
** Required for Scholars traveling in Asia

EMERGING LEADER PROGRAM (SENIOR)

First Semester:
- MANA 4322-15: Organizational Strategy

Second Semester:
- SHAP 4313: Senior Executive Leadership
- SHAP 4313: Senior Executive Leadership

COURSE FLOW

FALL
- UNRV 1133-03/17: Student Success
- MANA 1301-15: Business in a Global Environment
- SHAP 4311: Leader as Communicator
- BCOM 3360-09**: Effective Business Communications
- SHAP 4314**: Global Market Place (Study Abroad)

SPRING
- MANA 3510-01: Managing Organizational Behavior
- BCOM 3360-09**: Effective Business Communications
- SHAP 4314**: Global Market Place (Study Abroad)
- OR
- A year (SPRING) Managing Leaders in Practical Organizations

FALL
- MANA 4322-15: Organizational Strategy
- SHAP 4313: Senior Executive Leadership
- SHAP 4313: Senior Executive Leadership

SPRING
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
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)

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Inadequate (Rate: 1)</th>
<th>Adequate (Rate: 2)</th>
<th>Average (Rate: 3)</th>
<th>Above Average (Rate: 4)</th>
<th>Exemplary (Rate: 5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organization</td>
<td>Writing lacks logical organization. Ideas do not flow smoothly. Ignores standard English usage.</td>
<td>Writing is coherent and logically organized. Ideas flow smoothly. Writing is clear and logically organized.</td>
<td>Writing is clear and logically organized. Ideas flow smoothly. Writing is clear and logically organized. All ideas are supported throughout.</td>
<td>Writing is clear and logically organized. Ideas flow smoothly. Writing is clear and logically organized. All ideas are supported throughout.</td>
<td>Writing is clear and logically organized. Ideas flow smoothly. Writing is clear and logically organized. All ideas are supported throughout.</td>
</tr>
<tr>
<td>Level of Content</td>
<td>Ideas are not well developed. Concepts are not well supported.</td>
<td>Ideas are well supported.</td>
<td>Ideas are developed in depth and are well supported.</td>
<td>Ideas are very well developed. Concepts and ideas are explored in depth.</td>
<td>Ideas are very well developed. Concepts and ideas are explored in depth.</td>
</tr>
<tr>
<td>Development</td>
<td>Writing is present with limited details. Ideas are not well developed.</td>
<td>Ideas are well developed.</td>
<td>Ideas are developed in depth and are well supported.</td>
<td>Ideas are very well developed.</td>
<td>Ideas are very well developed.</td>
</tr>
<tr>
<td>Grammar &amp; Mechanics</td>
<td>Spelling, punctuation, and mechanics are incorrect. Ideas are not developed.</td>
<td>Spelling, punctuation, and mechanics are accurate. Ideas are well developed.</td>
<td>Spelling, punctuation, and mechanics are accurate. Ideas are well developed.</td>
<td>Spelling, punctuation, and mechanics are accurate. Ideas are well developed.</td>
<td>Spelling, punctuation, and mechanics are accurate. Ideas are well developed.</td>
</tr>
<tr>
<td>Style</td>
<td>Main ideas are stated in a general manner.</td>
<td>Main ideas are stated in a specific manner.</td>
<td>Main ideas are stated in a specific manner.</td>
<td>Main ideas are stated in a specific manner.</td>
<td>Main ideas are stated in a specific manner.</td>
</tr>
<tr>
<td>Format</td>
<td>Rubric is not followed and presentation is not organized.</td>
<td>Rubric is followed and presentation is organized.</td>
<td>Rubric is followed and presentation is organized.</td>
<td>Rubric is followed and presentation is organized.</td>
<td>Rubric is followed and presentation is organized.</td>
</tr>
</tbody>
</table>

### Presentation Rubric

- **Criteria**: Content, Eye Contact, Volume & Clarity, Flow, Confidentiality, Visual Aid, Appropriate Attire, Time
- **X** indicates the criteria that are important for the presentation
- **K** indicates the criteria that are not important for the presentation

<table>
<thead>
<tr>
<th>Criteria</th>
<th>X</th>
<th>K</th>
</tr>
</thead>
<tbody>
<tr>
<td>Content, Introduction, body, and conclusion</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Knowledgeable of content and includes an engaging introduction, detailed body and memorable conclusion.</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Knowledge of content and includes an introduction, detailed body and memorable conclusion.</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Good knowledge of content and includes an introduction, detailed body or conclusion.</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Some content facts seem questionable and is missing an introduction, body or conclusion.</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Eye Contact</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Makes eye contact with everyone in the room</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Makes eye contact with everyone in the room</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Makes eye contact with everyone in the room</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Volume &amp; Clarity</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Loudness, articulation, and rate of delivery</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>The people in the back can hear the speaker very clearly</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>The people in the back can hear the speaker very clearly.</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>The people in the back can hear the speaker very clearly.</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Flow</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Speech is clear and understandable.</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Speech is clear and understandable.</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Speech is clear and understandable.</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Speech is clear and understandable.</td>
<td>X</td>
<td></td>
</tr>
<tr>
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<td>X</td>
<td></td>
</tr>
<tr>
<td>Speech is clear and understandable.</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Speech is clear and understandable.</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Confidence and Attitude</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Politeness and courteous manner</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Politeness and courteous manner</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Politeness and courteous manner</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Politeness and courteous manner</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Politeness and courteous manner</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Politeness and courteous manner</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Visual Aid/Appropriate Attire</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Visual aids are used appropriately.</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Visual aids are used appropriately.</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Visual aids are used appropriately.</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Visual aids are used appropriately.</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Time</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Speech is given in the time allotted</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Speech is given in the time allotted</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Speech is given in the time allotted</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Speech is given in the time allotted</td>
<td>X</td>
<td></td>
</tr>
</tbody>
</table>

**Grade:**

**Time Speech Began:**

**Time Speech Ended:**

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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