

University of North Texas – G. Brint Ryan College of Business



MGMT 4300 Talent Acquisition and Management

Spring 2026 Syllabus: January 12 – May 8, 2026

Section 001: Hybrid Format – Meets on Tuesdays 12:30 – 1:50 PM, BLB 225

Instructor Contact

Name: Professor Welch, Department of Management Principal Lecturer

Office Location: 358A - Business Leadership Building - Denton Campus

Phone Number: 940-565-4766 – Office

Office Hours: Tuesdays - 10:30 am-12:20 pm and 2:00-2:30 pm (On Campus); Other times available by appointment/Zoom (see Canvas for more information); By Appointment Only During Finals Week

Email: Erin.Welch@unt.edu

Please put MGMT 4300 in the Subject Line

Communication Expectations: Emails are checked on a regular basis, Monday through Friday. However, there may be times when it could take me up to 24 hours to respond, especially on weekends. If you do not receive a reply from me within 24 hours, please send a follow-up email. I will inform you if I am unable to respond due to travel or illness.

Course Description

MGMT 4300 Talent Acquisition and Management (3 credit hours) is a senior-level course. This course is about making selection decisions from the employer's perspective. We will examine test validation and other recruitment and selection techniques related to EEO, ADA, and AAP laws and learn how to recruit, select, and place employees in a culturally agile workforce. Your task during the semester is to become familiar with the talent acquisition and management strategies necessary to attract, develop, and retain employees with the necessary skills and aptitude to meet an organization's current and future needs.

Course Structure

What makes this class unique is that it's hybrid, which means it will combine face-to-face and online instruction. This means we only meet on Tuesdays for an hour and twenty minutes (T 12:30-1:50 pm) instead of three hours per week, as is typical for a traditional face-to-face class.

For a hybrid class structure to be effective, students must spend time outside of class reviewing material and completing online assignments. While the course structure provides flexibility for students, please note that the course is not self-paced. It has a set schedule of meetings and weekly assignments that must be met. Additionally, it has a standardized process that must be followed, with scheduled times and defined availability windows for taking exams.

Class lectures are designed to enhance the key concepts covered in the textbook. This is a partnership – you must study the materials (read the chapters and review the material in the Canvas Modules), and I will utilize the class time to expand on key concepts. The class lectures will also help prepare you for the exams. **Please note that the lecture PowerPoint slides can be found on Canvas, but they are only a rough outline. More details will be**

provided during the lecture. Students must be present during class to receive credit for the in-class assignments.

Lessons in the course will be conducted using the textbook, lectures, guest speakers, articles, and other supporting material. Recognize that supporting materials/articles are simply a record of issues that have been faced by HR professionals. It is not to be construed as portraying either correct or incorrect behaviors. Instead, these articles/cases contain the facts, opinions, and prejudices upon which talent acquisition strategies and decisions have been made. As such, they will provide the basis for an in-depth examination of key concepts. For this method of instruction to work effectively, you must read and analyze all assigned material.

Dropping the Course

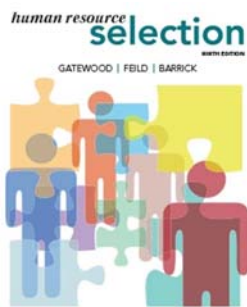
Please note that April 10th is the last day for a student to drop a course with the instructor's consent. If you decide to drop by the deadline, you will receive a W (not a WF), which doesn't impact your GPA. If you have any questions regarding your grade, please do not hesitate to contact me via email. Please visit the [UNT Registrar Website](https://registrar.unt.edu/) (<https://registrar.unt.edu/>) for detailed procedures and deadlines regarding these drops.

Course Objectives

The course prepares students to enter the HR field as qualified professionals. The major focus of this senior-level HR class is an intensive review of the functional disciplines related to talent acquisition and management. After completing this course, students will be able to:

- CO-1. Identify the steps involved in developing a recruitment and selection program.
- CO-2. Examine how job performance measures and job analysis are used to build a selection program.
- CO-3. Explain the role of legal policies in employment decisions, the fair treatment of all applicants, and the methods for identifying the job-relatedness of selection devices.
- CO-4. Describe the stages of the recruitment process and how the talent acquisition strategy should align with the overall business strategy.
- CO-5. Discuss the concepts of HR measurement in selection, reliability, and validity in choosing useful selection measures.
- CO-6. Describe various selection tools, including applications, background checks, interviews, ability tests, and personality tests.

Required Materials



Gatewood, Feild, and Barrick. (2019). *Human Resource Selection* (9th Ed). Published by Wessex Learning. ISBN Hard Cover 978-0-9995547-4-6; ISBN Soft Cover 978-0-9995547-5-3; and ISBN eBook 978-0-9995547-6-0.

The book mentioned above will serve as the basis for our class. The UNT Bookstore and Publisher offer it in different formats (digital or print to rent or buy). Visit [Wessex Publishing](https://wessexlearning.com/collections/human-resources/products/human-resource-selection) (<https://wessexlearning.com/collections/human-resources/products/human-resource-selection>) for more information.

If you are purchasing/renting online from a source other than the publisher or the UNT Bookstore, please exercise caution and purchase from a reputable source.

Additional material will be distributed on Canvas.

To fully participate in this class, students will need reliable internet access to reference content on the Canvas Learning Management System and a computer with speakers, a webcam, and Microsoft Office (Word, Excel, PowerPoint). If you are new to Canvas, please visit [Canvas Technical Requirements](https://clear.unt.edu/supported-technologies/canvas/requirements) (<https://clear.unt.edu/supported-technologies/canvas/requirements>) for more information on Canvas app and browser compatibility.

Eagle Connect / Canvas

All students should activate and regularly check their **EagleConnect (email) account**. EagleConnect is used for official communication from the University to students. For information about EagleConnect, including how to activate an account and how to have EagleConnect forwarded to another email address, visit [Eagle Connect](https://it.unt.edu/eagleconnect) (<https://it.unt.edu/eagleconnect>). To access the course in Canvas:

- Go to [Canvas](https://canvas.unt.edu) (<https://canvas.unt.edu>)
- Login using your EUID and Password
- Click on “MGMT 4300” from your list of courses

Getting Help with Technology Issues

Here at UNT, we have a Student Help Desk that you can contact for help with your EagleConnect email, Canvas, or other technology issues.

NOTE: Be sure to ask for a ticket number and then email it to me along with the report from the help desk. I can't follow up on the technical issue without a ticket number.

Technical difficulties will be resolved as they arise (please do not wait to report them). The University computer techs can determine exactly what has taken place and will advise me of the outcome. I will decide on how to resolve the technical issue based on their advice, University policy, and my experience.

Help Desk: [Helpdesk Website](https://aits.unt.edu/support/) (<https://aits.unt.edu/support/>)

Email: helpdesk@unt.edu

Phone: 940-565-2324

Canvas Announcements

I will share quick news and course updates with the class using Announcements in Canvas. Announcements can be accessed via the left-hand navigation menu. **Please check Announcements on a regular basis throughout the semester.**

Course-Related E-Mail Messages

Please consider the following example of an appropriate e-mail to send to a professor:

To: Erin.Welch@unt.edu
From: Good.Student@my.unt.edu
Title: MGMT 4300 Question – Team Project

Professor Welch,

Hope your day is going well.

For the team project, how many members are allowed per group?

Thanks,
Good Student

Please keep in mind that my name is Professor Welch and not “*Hey Prof*” or “*Yo Momma*”. Be professional.

Teaching Philosophy

My goal is to provide a high level of customer service. If you need assistance with anything related to this course, you should email me at Erin.Welch@unt.edu, and we can schedule an appointment to meet if needed.

As you review the material, I ask that you think about how it applies to your career and think of ways you can be a more effective applicant, talent acquisition specialist, HR professional, and/or hiring manager. As your professor, I will guide you toward self-discovery, the acquisition, and application of knowledge, as well as creative problem-solving. All readings, assessments, assignments, etc., are structured in a way to maximize your potential, challenge you to explore new horizons, and make you more marketable in the workplace. You will not be successful if you simply memorize facts/definitions/practice questions; you must be able to apply concepts to real-life talent acquisition and management situations. **Keeping me informed of your progress and any issues that may arise is critical.** The University of North Texas has many resources available to ensure you are making appropriate progress toward the attainment of your educational and personal goals. You are not alone.

Inclusive Learning Environment

As members of the UNT community, we have all made a commitment to being part of an institution that respects and values the identities of the students and employees with whom we interact. UNT does not tolerate identity-based discrimination, harassment, and retaliation, so we will work as a class to collaborate in ways that encourage inclusivity. If you have any concerns, please don't hesitate to contact me.

Succeed at UNT

At UNT, our mission is to empower you to thrive in a rapidly changing world by providing a high-quality education and a caring, creative community. As a faculty member, I am committed to helping you excel and grow as a student. To learn more about campus resources and information on how you can be successful at UNT, visit the [success website](https://www.unt.edu/success/) (<https://www.unt.edu/success/>). To find answers to enrollment and student financial-related questions, visit scrappysays.unt.edu (<https://scrappysays.unt.edu/>). If you can't find what you're looking for, I am available to help answer questions or provide resources for one-on-one assistance.

Attendance, Participation, and Classroom Conduct

Regular attendance and participation are expected. Attendance may be taken during each class. Arrive on time so class can start promptly. Honing your professional skills is a key part of the university experience and one of the primary learning outcomes of this class. **Professionalism** means arriving on time, not being called out for playing on your phone and distracting others, actively participating in discussions, and more. If you use a laptop, please be respectful of the classmates around you. If I receive complaints regarding your laptop usage, I will ask that you move to the back row. If complaints continue regarding your classroom conduct, an academic penalty may be assessed. Students should be prepared to discuss material and ask questions.

Student behavior that interferes with an instructor's ability to conduct a class or other students' opportunity to learn is unacceptable and disruptive and will not be tolerated in any instructional forum at UNT. Students engaging in unacceptable behavior may be referred to the Dean of Students for consideration of whether the student's conduct has violated the Code of Student Conduct. The University's expectations for students apply to all instructional forums. Visit UNT's [Code of Student Conduct](https://deanofstudents.unt.edu/conduct) (<https://deanofstudents.unt.edu/conduct>) to learn more.

Rules of engagement refer to the manner in which students are expected to interact with one another and with their instructors online. Here are some general guidelines for the online portion of the class:

- Treat your instructor and classmates with respect in email or any other communication.
- Remember that all college level communication should have correct spelling and grammar.
- Use standard fonts such as Arial, Calibri, or Times New Roman and use a size 10- or 12-point font.

Course Requirements

Grading Breakdown/Assessing Your Work

Assignment	Points Possible
Syllabus Quiz	5 points
In-Class Assignments (6 at 5 points each)	30 points
Guest Speaker Observations (3 at 8 points each)	24 points
Team Formation – Charter/Contact Information	5 points
Strategic Talent Acquisition Team Project	50 points
Chapter Quizzes (12 at 3 points each)	36 points
Exams (3 at 100 points each)	300 points
Total Points Possible	450 points

Final Letter Grade = Total Points Earned

A = 405-450 points

B = 360-404.9 points

C = 315-359.9 points

D = 270-314.9 points

F = 0-269.9 points

NOTES:

- **As the instructor, I reserve the right to curve exam grades if deemed appropriate after analyzing the results.**
- **Final grades will be calculated based on total points earned – no rounding and no extra credit.**
- **Please try from the first day of class and do your best on all assigned items. No deals will be given because it would be unethical for me to give you points that have not been earned.**
- **The Department of Management has high standards for its junior and senior-level courses that will be enforced by holding you accountable for mastering the material.**

Requests for Alternative Testing Times/Assignment Deadlines

Requests for alternative testing times or assignment deadlines should be made **prior** to the deadline. Please forward the request to me via email, keeping the absence policy in mind. Final exams can be rescheduled if you have two or more on the same day.

Sundown Rule

NOTE: You have one (1) week (from the date the grade is released) to inquire about your grade on any assessment or assignment. The exception to this is the last round of assignments, the last exam, and your Final Letter Grade, when inquiries need to be addressed as soon as possible before I submit grades to the Registrar. The purpose is to resolve any issues during the term, rather than wait until the last week. Please check your grades.

GenAI Use

In this course, you are encouraged to use Generative AI (GenAI) tools such as ChatGPT and others to support your learning and development skills for a GenAI-oriented workforce (**GenAI use is not permitted when taking quizzes**

or exams). This use will help us stay technically proficient and ethically grounded. However, GenAI should complement, not replace, our course materials. If anything seems unclear, please don't hesitate to reach out. I use GenAI to enhance materials and streamline tasks. I will always disclose how I use GenAI and expect the same from you. In line with the UNT Honor Code, all the work you submit must be your own. Using GenAI tools without proper attribution or relying on them to complete assignments violates academic integrity and will be addressed in accordance with university policy.

Event Timing

All times stated in the course will conform to **US Central Standard Time (CST)** and Texas state daylight saving time adjustments.

Course Evaluation

This semester, UNT will administer course evaluations online, known as the “SPOT” (Student Evaluation of Teaching). The evaluations are used to evaluate the faculty’s performance and provide guidance on what can be improved and what you like about the course.

These are very important to me, as you are the reason I’m here. I truly value your feedback and appreciate you taking the time to complete the evaluations, which will be administered at the end of the semester. You will be notified on Canvas and via your UNT email once the evaluations open.

Course Policies and Assignment Information

Assignment Policy

Students are required to log in to the online class at least twice a week (more frequently during summer sessions) to check class announcements, view grades, and complete assignments.

NOTE: For specific due dates and exam times, please see the Course Schedule towards the end of this syllabus.

Please note that it is each student’s responsibility to complete online assignments and take exams in a location with a reliable computer and internet connection.

Syllabus Quiz (completed in Canvas)

IMPORTANT: Available in Canvas under the Introductory Assignments Canvas Module. Webcam and Browser Required for the Syllabus Quiz, which allows you to test your system before taking an Exam. Other Quizzes don’t require a Webcam or LockDown Browser.

Each student will complete an online syllabus quiz by the due date in the Course Schedule at the end of this document. The syllabus quiz will familiarize you with taking an online assessment within Canvas and ensure that you understand the respective course and university policies. There are 5 multiple-choice and true/false questions (worth 1 point each), and you have 10 minutes to complete the quiz.

In-Class Exercises (completed in class)

Students will participate in exercises that expand on key concepts discussed in the lecture. More information provided in class. 5 maximum possible points per exercise. Allow a few days for responses to be reviewed and points posted.

Guest Speaker Observations Reports (presentations in class, upload reports in Canvas)

IMPORTANT: Available in the corresponding Canvas Module.

We will have guest speakers/industry professionals present on course topics throughout the semester. Students must attend the presentations. For each presentation, students will submit their observations (more information on Canvas). Additionally, be prepared to see exam questions based on the guest speaker's presentations. Each short-written assignment will be worth 8 points (see the rubric in Canvas). Please allow up to a week for written assignments to be graded.

Team Formation – Charter and Contact Info (completed in Canvas)

IMPORTANT: Connect in class and submit the charter in the corresponding Canvas Module.

Students will need to form teams for the team presentation (completed in the last half of the semester). Students must form a team per the instructions in Canvas. One contact sheet/charter per team to be submitted. 5 maximum possible points. Allow a few days for points to be posted.

Team Project (presented in class)

IMPORTANT: Guidelines available in the Project Module in Canvas.

To apply concepts learned throughout the course, a team assignment will require a strategic talent acquisition proposal. A detailed description of the project, including deliverables and due dates, will be provided in Canvas as the project progresses. 50 maximum possible points. Allow one week for the team assignment to be graded.

Chapter Quiz Policy (completed in Canvas)

IMPORTANT: Available in the corresponding Canvas Chapter Module.

You will have 12 chapter quizzes throughout the course term. No Chapter Quiz Grades will be dropped. Each quiz consists of 3 multiple-choice or true/false questions that you must answer within 6 minutes. Keep in mind that this is not representative of the exams – the exams are timed and designed to quickly test your knowledge with 50 questions in 60 minutes. You only have 1 shot for each quiz.

Each quiz is worth 3 points total (1 point per question). Three points may not seem like a lot, but the points go a long way toward your final letter grade in the course, so be sure to complete the chapter quizzes by the assigned due date in the course schedule. Complete the quizzes as you work through each corresponding lesson. Scores show up instantaneously.

Examination Policy for EXAMS 1-3 (completed in Canvas)

IMPORTANT: All exams are mandatory. LockDown Browser and Webcam Required. They are available at the end of each major module in Canvas – for example, Exam 1 is at the end of the Part 1 Module. Before you take the exam, be sure to read the Exam 1 Information Page towards the end of the Part 1 Module. There is an information page for each exam.

Exams will be offered online via Canvas. For exam dates and availability windows, please visit the course schedule.

Exams will be administered over the assigned material. The last exam is not cumulative (all three exams are the same format). You will have one opportunity to take the exam on Canvas. Each exam will have 50 multiple-choice and true/false questions, and once you access the exam, you will have 60 minutes to complete each exam. (50 questions at 2 points each = 100 possible points on each exam)

Each student will be required to access and take the exam using a Webcam and the LockDown Browser software, which is available through the university. [Download LockDown Browser](https://download.respondus.com/lockdown/download.php?id=165715487#1) (confirm you have the current version - <https://download.respondus.com/lockdown/download.php?id=165715487#1>)

Exams require preparation, critical thinking, and careful reading! You must know the material to do well. Please note that the exam locks in Canvas at the designated closing time.

Students must take the exam using a dependable internet connection. If you experience technical issues, please contact the help desk immediately and then forward the ticket/documentation to Erin.Welch@unt.edu. Do not wait to report technical difficulties. Without a ticket number, I am unable to follow up on the technical issue. After receiving the ticket number, I will decide on how to resolve the technical issue based on the help desk report, University policy, and my experience.

You will not be able to view your exam score until I have completed a post-exam analysis. I will send an announcement via Canvas once scores have been released (usually within 48 hours after the exam closes). After I send the announcement that scores have been released, you will be able to view your scores on Canvas, but exams will not be released electronically. To review your exam results, please schedule an appointment with me.

Study guides are not provided in my junior or senior-level courses. To do well on the exams, you must read and analyze the assigned material. Pay special attention to the recorded lectures. The material covered in the lecture will be tested, and during the lecture, I will provide hints on what will appear on the test. Give yourself time to review and analyze the material. Start preparing in advance for the exam. Starting the day before is not studying; that is, cramming! Give yourself a fair shot!

IMPORTANT: Academic Integrity -- Usage of cell phones, iPhones, cameras, artificial intelligence, or ANY other electronic device is NOT allowed during a test. Talking to other students, soliciting help, or giving assistance is not allowed. Copying, photographing, or disseminating the questions in any form is prohibited. Remember, exam questions are randomized. You will not see the same questions in the same order as your classmates. You should not discuss exam questions with classmates.

Syllabus Change Policy

This syllabus is subject to change. If a modification is made, I will post an announcement on Canvas to keep you informed.

Intellectual Property

State common law and federal copyright law protect my posted web material. It is my own original work. Whereas you are authorized to take notes, thereby creating a derivative work from my material, the authorization extends only to making one set of notes for your own personal use and no other use. You are not authorized to make any commercial use of your notes without my express prior permission. Moreover, I will not use your work without your permission.

Emergency Evacuation Procedures for Business Leadership Building

Severe Weather: In the event of severe weather, all building occupants should immediately seek shelter in the designated shelter-in-place area in the building. If unable to safely move to the designated shelter-in-place area, seek shelter in a windowless interior room or hallway on the lowest floor of the building. All building occupants should take shelter in rooms 055, 077, 090, and the restrooms on the basement level. In rooms 170, 155, and the restrooms on the first floor.

Bomb Threat/Fire: In the event of a bomb threat or fire in the building, all building occupants should immediately evacuate the building using the nearest exit. Once outside, proceed to the designated assembly area. If unable to safely move to the designated assembly area, contact one or more members of your department or unit to let them know you are safe and inform them of your whereabouts. People with mobility impairments who are unable to safely exit the building should move to a designated area of refuge and await assistance from emergency responders. All building occupants should immediately evacuate the building and proceed to the south side of Crumley Hall in the grassy area, west of parking lot 24.

UNT Policies

Academic Integrity Policy

Academic Integrity Standards and Consequences. According to UNT Policy 06.003, Student Academic Integrity, academic dishonesty occurs when students engage in behaviors including, but not limited to, cheating, fabrication, facilitating academic dishonesty, forgery, plagiarism, and sabotage. A finding of academic dishonesty may result in a range of academic penalties or sanctions ranging from admonition to expulsion from the University.

The term "cheating" includes, but is not limited to, (1) use of any unauthorized assistance in taking quizzes, tests or examinations including e-mail messages, on-line chat tools, Group-Me Chats, ChatGPT/artificial intelligence; (2) dependence upon the aid of sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems, or carrying out other assignments; (3) the acquisition, without permission, of tests or other academic material belonging to a faculty member or staff of the university; (4) dual submission of a paper, discussion post, or project, or resubmission of a paper or project to a different class without express permission

from the instructor; or (5) any other act designed to give a student an unfair advantage on an academic assignment.

The term “plagiarism” includes, but is not limited to, the use, by paragraph or direct quotation, of the published or unpublished work of another person without full and clear acknowledgment. It also includes the unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials.

Instructors have primary responsibility for academic assessment. In instances of academic dishonesty, instructors may impose an educational assignment if it is determined that the student did not intend to harm another or gain an advantage. A finding by an instructor that academic dishonesty occurred may be considered grounds for more serious academic penalties, up to and including failure in the course. Instructors will report all instances of academic dishonesty to the Academic Integrity Database.

This policy is designed to protect honest students from unfair competition with unscrupulous individuals who may attempt to gain an advantage through cheating. [Student Academic Integrity Policy](#) (<https://policy.unt.edu/policy/06-003>).

Please review the Academic Integrity pages in the Getting Started Module (in Canvas), including the Ryan College of Business (RCoB) Statement on Academic Honesty.

ADA Policy

UNT makes reasonable academic accommodations for students with disabilities. Students seeking accommodation must first register with the Office of Disability Accommodation (ODA) to verify their eligibility. If a disability is verified, the ODA will provide a student with an accommodation letter to be delivered to faculty, initiating a private discussion regarding the student’s specific course needs. Students may request accommodations at any time; however, ODA notices of accommodation should be provided as early as possible in the semester to avoid any delay in implementation. Note that students must obtain a new letter of accommodation for every semester and must meet with each faculty member prior to implementation in each class (for online classes, please send me an email to request a meeting, or we may be able to handle it via email/Zoom). For additional information, see the [ODA website](#) (<https://disability.unt.edu/>).

Emergency Notification & Procedures

UNT uses a system called Eagle Alert to quickly notify students with critical information in the event of an emergency (i.e., severe weather, campus closing, and health and public safety emergencies like chemical spills, fires, or violence). In the event of a university closure, please refer to Canvas for contingency plans for covering course materials.

Retention of Student Records

Student records pertaining to this course are maintained in a secure location by the instructor of record. All records, including exams, answer sheets, and written papers submitted during the course, are retained for at least one calendar year after course completion. Coursework completed via the Canvas online system, including grading information and comments, is also stored in a safe electronic environment for one year. Students have the right to view their individual records; however, information about students’ records will not be divulged to other individuals without proper written consent. Students are encouraged to review the Public Information Policy, the Family Educational Rights and Privacy Act (FERPA) laws, and the University’s policy. Refer to UNT Policy 10.10, Records Management and Retention, for additional information.

Sexual Assault Prevention

UNT is committed to providing a safe learning environment free of all forms of sexual misconduct, including sexual harassment, sexual assault, domestic violence, dating violence, and stalking. Federal laws (Title IX and the Violence Against Women Act) and UNT policies prohibit discrimination on the basis of sex and therefore prohibit sexual misconduct. If you or someone you know is experiencing sexual harassment, relationship violence, stalking, and/or sexual assault, there are campus resources available to provide support and assistance. UNT’s Survivor Advocates can assist students who have been impacted by violence by filing protective orders, completing crime victim’s

compensation applications, contacting professors for absences related to an assault, working with housing to facilitate a room change where appropriate, and connecting students to other available resources both on and off campus. The Survivor Advocates can be reached at SurvivorAdvocate@unt.edu or by calling the Dean of Students Office at 940-565- 2648. Additionally, alleged sexual misconduct can be non-confidentially reported to the Title IX Coordinator at oeo@unt.edu or at (940) 565 2759.

Student Verification

UNT takes measures to protect the integrity of educational credentials awarded to students enrolled in distance education courses by verifying student identity, protecting student privacy, and notifying students of any special meeting times/locations or additional charges associated with student identity verification in distance education courses.

See [UNT Policy 07-002 Student Identity Verification, Privacy, and Notification and Distance Education Courses](https://policy.unt.edu/policy/07-002) (<https://policy.unt.edu/policy/07-002>).

Important Notice for F-1 Students taking Distance Education/Online Courses

Federal Regulation

To read detailed Immigration and Customs Enforcement regulations for F-1 students taking online courses, please go to the [Electronic Code of Federal Regulations website](http://www.ecfr.gov/) (<http://www.ecfr.gov/>). The specific portion concerning distance education courses is located at Title 8 CFR 214.2 Paragraph (f)(6)(i)(G).

The paragraph reads:

(G) For F-1 students enrolled in classes for credit or classroom hours, no more than the equivalent of one class or three credits per session, term, semester, trimester, or quarter may be counted toward the full course of study requirement if the class is taken on-line or through distance education and does not require the student's physical attendance for classes, examination or other purposes integral to completion of the class. An online or distance education course is a course that is offered principally through the use of television, audio, or computer transmission, including open broadcast, closed circuit, cable, microwave, or satellite, audio conferencing, or computer conferencing. If the F-1 student's course of study is in a language study program, no online or distance education classes may be considered to count toward a student's full course of study requirement.

University of North Texas Compliance

To comply with immigration regulations, an F-1 visa holder within the United States may need to engage in an on-campus experiential component for this course. This component (which must be approved in advance by the instructor) can include activities such as taking an on-campus exam, participating in an on-campus lecture or lab activity, or other on-campus experiences integral to the completion of this course.

If such an on-campus activity is required, it is the student's responsibility to do the following:

- (1) Submit a written request to the instructor for an on-campus experiential component within one week of the start of the course.
- (2) Ensure that the activity on campus takes place and the instructor documents it in writing with a notice sent to the International Student and Scholar Services Office. ISSS has a form available that you may use for this purpose.

Because the decision may have serious immigration consequences, if an F-1 student is unsure about his or her need to participate in an on-campus experiential component for this course, s/he should contact the UNT International Student and Scholar Services Office (telephone 940-565-2195 or email internationaladvising@unt.edu) to get clarification before the one-week deadline.

Course Schedule MGMT 4300.001 Talent Acquisition Hybrid Spring 2026

Week	Date	Topic	Reading/Assignment
Week 1	January 13 Tuesday	<ul style="list-style-type: none"> ▪ Welcome (in class) ▪ Syllabus/Introduction (in class) ▪ CH 1: An Introduction to Talent Acquisition (in class) ▪ In-Class Assignment 1 (in class) <p><i>Save The Date: Thursday, January 22nd, UNT SHRM Open Meeting, 5-6 pm (room to be announced)</i></p>	<ul style="list-style-type: none"> ▪ Attend Class ▪ Read the Syllabus and Rent Textbook ▪ Review the Getting Started and Introduction Modules in Canvas ▪ Review the CH 1 Canvas Page ▪ Read Text: CH 1 (portions covered in lecture) ▪ The following assignments are DUE by 11:59 pm, Sunday, January 18th: <ul style="list-style-type: none"> ▪ Syllabus Quiz ▪ CH 1 Quiz
Week 2	January 20 Tuesday	<ul style="list-style-type: none"> ▪ Guest Speaker #1 (in class) ▪ CH 2: Job Performance Concepts and Measures (online) <p><i>Note: Martin Luther King Jr. Holiday, Monday, January 19th – No Classes</i></p>	<ul style="list-style-type: none"> ▪ Attend Class ▪ Review the CH 2 Recorded Lecture and Materials in Canvas ▪ Read Text: CH 2 ▪ The following assignments are DUE by 11:59 pm, Sunday, January 25th: <ul style="list-style-type: none"> ▪ Guest Speaker Observations Report #1 ▪ CH 2 Quiz
Week 3	January 27 Tuesday	<ul style="list-style-type: none"> ▪ CH 3: Job Analysis in HR Selection (online) ▪ CH 4: Legal Issues in Selection (in class) ▪ In-Class Assignment 2 (in class) 	<ul style="list-style-type: none"> ▪ Attend Class ▪ Review the CH 3 Recorded Lecture and Materials in Canvas ▪ Read Text: CH 3 ▪ Review the CH 4 Canvas Page ▪ Read Text: CH 4 ▪ The following assignments are DUE by 11:59 pm, Sunday, February 1st: <ul style="list-style-type: none"> ▪ CH 3 Quiz ▪ CH 4 Quiz ▪ Prepare for Exam #1
Week 4	Feb. 3 Tuesday	<p><i>IMPORTANT: Exam #1 (Material from Chapters 1-4 and Guest Speaker) - online</i></p> <p>Note: For exams, focus on the lecture material and review supporting materials. Lockdown Browser and Webcam required for Exams. Please read the Exam 1 Information Page in Canvas before taking the exam.</p>	<p>Exam #1: Available via Canvas from 12:00am until 11:59pm, Tuesday, February 3rd</p> <p>Once you access Exam #1, you will have 60 mins to complete 50 multiple-choice and true/false questions. The exam will lock at 11:59 PM.</p> <p>Scores will be released along with Exam 1 feedback via an announcement within 48 hours after the exam closes.</p>

Week 5	Feb. 10 Tuesday	<ul style="list-style-type: none"> ▪ CH 5: Recruitment of Applicants (in class) ▪ In-Class Assignment 3 (in class) ▪ CH 6: Human Resource Measurement in Selection (online) 	<ul style="list-style-type: none"> • Attend Class • Review the CH 5 Canvas Page • Read Text: CH 5 • Review the CH 6 Recorded Lecture and Materials in Canvas • Read Text: CH 6 • The following assignments are DUE by 11:59 PM, Sunday, February 15th: <ul style="list-style-type: none"> ▪ CH 5 Quiz ▪ CH 6 Quiz
Week 6	Feb. 17 Tuesday	<ul style="list-style-type: none"> ▪ Guest Speaker #2 (in class) <p><i>Save The Date: Tuesday, Feb. 17, HR Networking Event, 4-6 pm</i></p>	<ul style="list-style-type: none"> • Attend Class • The following assignment is DUE by 11:59 PM, Sunday, February 22nd: <ul style="list-style-type: none"> ▪ Guest Speaker Observations Report #2
Week 7	Feb. 24 Tuesday	<ul style="list-style-type: none"> ▪ CH 7: Reliability of Selection Measures (online) ▪ CH 8: Validity of Selection Procedures (online) 	<ul style="list-style-type: none"> ▪ Online Week (No Class Meeting) ▪ Review the CH 7 Recorded Lecture and Materials in Canvas ▪ Read Text: CH 7 ▪ Review the CH 8 Recorded Lecture and Materials in Canvas ▪ Read Text: CH 8 ▪ The following assignments are DUE by 11:59 PM, Sunday, March 1st: <ul style="list-style-type: none"> ▪ CH 7 Quiz ▪ CH 8 Quiz ▪ Prepare for Exam #2
Week 8	March 3 Tuesday	<p><i>IMPORTANT: Exam #2 (Material from Chapters 5-8 and Guest Speaker 2) - online</i></p> <p>Note: For exams, focus on the lecture material and review supporting materials in Canvas. Lockdown Browser and Webcam required for Exams. Please read the Exam 2 Information Page in Canvas before taking the exam.</p>	<p>Exam #2: Available via Canvas from 12:00am until 11:59pm, Tuesday, March 3rd.</p> <p>Once you access Exam #2, you will have 60 mins to complete 50 multiple-choice and true/false questions. The exam will be at 11:59 PM.</p> <p>Scores will be released along with Exam 2 feedback via an announcement within 48 hours after the exam closes.</p>
Week 9	March 10	<p>Spring Break!!!</p> <p><i>Note: Spring Break, March 9-15, No Classes</i></p>	<ul style="list-style-type: none"> ▪ No Assignments. Enjoy the break!!!

Week 10	March 17 Tuesday	<ul style="list-style-type: none"> ▪ Guest Speaker #3 (in class) ▪ Introduction of Team Project (online) 	<ul style="list-style-type: none"> ▪ Attend Class ▪ Review the Team Project Module and Start to Find Team Members ▪ The following assignment is DUE by 11:59 PM, Sunday, March 22nd: <ul style="list-style-type: none"> ▪ Guest Speaker Observations Report #3
Week 11	March 24 Tuesday	<ul style="list-style-type: none"> ▪ CH 9: Application Forms and Biodata Assessments, Training and Experience Evaluations, and Reference Checks (in class) ▪ In-Class Assignment 4 (in class) ▪ Team Project Discussion (online/in class) ▪ Form Teams and Work on Team Charter (in class and online) 	<ul style="list-style-type: none"> ▪ Attend Class ▪ Review the CH 9 Canvas Page ▪ Read Text: CH 9 ▪ Connect with Classmates – Form Team and Complete Team Charter/Contact Sheet ▪ The following assignments are DUE by 11:59 PM, Sunday, March 29th: <ul style="list-style-type: none"> ▪ CH 9 Quiz ▪ Team Charter/Contact Sheet
Week 12	March 31 Tuesday	<ul style="list-style-type: none"> ▪ CH 10: The Selection Interview (in class) ▪ In-Class Assignment 5 (in class) ▪ Decide Order of Presentations 	<ul style="list-style-type: none"> ▪ Attend Class ▪ Review the CH 10 Canvas Page ▪ Read Text: CH 10 ▪ Brainstorm on Team Project ▪ The following assignment is DUE by 11:59 PM, Sunday, April 5th: <ul style="list-style-type: none"> ▪ CH 10 Quiz
Week 13	April 7 Tuesday	<ul style="list-style-type: none"> ▪ Meet with your Teams and Finalize Presentation (class does not meet) ▪ <i>NOTE: If you need to DROP this course, you MUST do so by April 10th. Please visit the UNT Registrar website for instructions on how to drop. If you have any questions about your grade, please don't hesitate to contact me via email.</i> 	<ul style="list-style-type: none"> ▪ Online Week (No Class Meeting) ▪ Work with your team to finalize the presentation ▪ Note Deadlines for Presentation (below)
Week 14	April 14 Tuesday	<ul style="list-style-type: none"> ▪ Team Presentations 	<ul style="list-style-type: none"> ▪ Attend Class and Present ▪ Presentation PPT Slides (one per team) must be uploaded to Canvas by 11:59 pm, Monday, April 13th ▪ Be ready to present in class on Tuesday, April 14th ▪ Peer Evaluations should be uploaded to Canvas by 3:00 pm, Tuesday, April 14th

Week 15	April 21 Tuesday	<ul style="list-style-type: none"> ▪ CH 11: Ability Tests for Selection (online) ▪ CH 12: Personality Assessment for Selection (in class) ▪ In-Class Assignment 6 (in class) 	<ul style="list-style-type: none"> ▪ Attend Class ▪ Review the CH 11 Recorded Lecture and Materials in Canvas ▪ Read Text: CH 11 ▪ Review the CH 12 Canvas Page ▪ Read Text: CH 12 ▪ The following assignments are DUE by 11:59 PM, Sunday, April 26th: <ul style="list-style-type: none"> ▪ CH 11 Quiz ▪ CH 12 Quiz ▪ Prepare for Exam #3
Week 16	April 28 Tuesday	<p>IMPORTANT: Exam #3 (Material from Chapters 9-12 and Guest Speaker 3)</p> <p>Note: For exams, focus on the lecture material and review supporting materials. Lockdown Browser and Webcam required for Exams. Please read the Exam 3 Information Page in Canvas before taking the exam.</p>	<p>Exam #3: Available via Canvas from 12:00am until 11:59pm, Tuesday, April 28th</p> <p>Once you access Exam #3, you will have 60 minutes to complete 50 multiple-choice and true/false questions. The exam will lock at 11:59 PM.</p>
Week 17	May 5 Finals	Final Exam/Class Meeting Time	Finals Week: Please refer to Canvas Announcements for more information on the final class meeting time. Good luck with your final exams and projects!

Spring 2026 Important Dates

- **January 12, Monday:** Classes Begin
- **January 19, Monday:** Martin Luther King Jr. Holiday, No Classes
- **January 22, Thursday:** First UNT SHRM Meeting for anyone interested in HR, 5-6 PM. Location to be announced. I encourage you to explore student organizations that align with your major/career interests.
- **February 17, Tuesday:** HR Networking Event, Location to be announced, 4-6 PM. Bring your resume and network with employers hiring for HR Internships and Jobs. Watch the Career Center Calendar of Events for other career fairs and networking events.
- **March 9-15, Monday-Sunday:** Spring Break, No Classes
- **April 10, Friday:** Last day to drop a class with a W
- **May 1, Friday:** Reading Day, No Classes
- **May 4-8, Monday through Friday:** Finals week. [Final Exam Schedule](https://registrar.unt.edu/exams/final-exam-schedule) (https://registrar.unt.edu/exams/final-exam-schedule)
- **For those graduating, remember to apply for graduation and congratulations** – [Apply for Graduation](https://registrar.unt.edu/apply-graduate) (https://registrar.unt.edu/apply-graduate)