



G. BRINT RYAN COLLEGE OF BUSINESS
Professional Leadership Program



BUSI 3300.001
Spring 2026
Professional Leadership Program
Wednesday 5:00 PM – 6:20 PM
Business Leadership Building Room 170
(Extended Cluster Time 6:30–7:00 PM TBD)

Office: Online and by Appointment
Phone: Office: (940) 369-5012
Office Hours: M-W 1:00-2:00 PM
Contact: via email Jose.Grimaldo@unt.edu

COURSE DESCRIPTION:

The Professional Leadership Program (PLP) course will cultivate servant leadership in students at the University of North Texas through weekly workshops & connections with industry mentors. PLP is so much more than a student activity. It is a critically fundamental platform for students to acquire the soft skills required for success outside of college and in their chosen career fields. Professionalism in the representation of PLP on campus, in courses, at external events, and engaging with mentors, etc.



G. BRINT RYAN COLLEGE OF BUSINESS

Professional Leadership Program

COURSE MATERIALS:

The Professional Leadership Program (PLP) course curriculum will be based on class activity, engagement with speakers, attendance, and assignments as instructed by the PLP Executive Director. Students will develop competencies in soft skills, including public speaking, stewardship, communication, teamwork, financial literacy, problem-solving, and ethical practice.

GRADING:

Resume	100 points
Recruitment	200 points
Attendance	160 points
Mentor Meeting	140 points
*End Semester Survey	400 points
TOTAL	1,000 points

RESUME (100 points):

Assume you attend a meeting where professionals and recruiters are gathered and chat with a vice president or a CEO “Looking for an exceptional UNT graduate highly capable to do great things for your company?” you ask. She replies, “Send me your resume to me by Noon Thursday.” Do you have your resume ready? You should.

Your assignment:

First, in order to receive credit you must complete and electronically submit your resume in CANVAS or CANVAS as per your instructors portal no later than 5:00 on Friday, February 6, 2026. The PLP Staff may use this version of your resume to send to companies that contact us throughout the semester so make sure it is your very best. **There is a 100% penalty for late submissions. No Exceptions.**

Second, you must provide the following naming convention for your document upload into CANVAS

Example: Grimaldo_Spring_2026

Third, in order to be visible to employers you must submit your resume via Eagle Careers powered by Handshake <http://studentaffairs.unt.edu/career-center/eagle-careers>. You need to

have a profile created as well. A Student User Guide will be provided to you with instructions on how to submit your resumé.

Fourth, once you have your resume ready to upload into Handshake you must do the following:



G. BRINT RYAN COLLEGE OF BUSINESS

Professional Leadership Program

1. Under 'Personal Goals', you need to select either 'I want a job' or 'I want an internship', then click 'Done.'
2. Now, you need to choose in the 'Other' dropdown 'Has Public Resume' If you want to have recruiters see your resumes.

****RECRUITMENT: (Up to 225 POINTS) (Recruitment Begins February 11, 2026)**

Each PLP member must earn 200 recruitment points to satisfy your Recruitment requirement for this semester.

Class Presentations: (75 Points each) min. 2 presentations, 3 max.

Procedure:

- 1.) Contact your professor for the class you will present in via email, requesting permission to speak. YOU MUST cc: PLP@unt.edu when you send that email.
- 2.) After you present, you will need to email your professor with a “Thank you” email. You must cc: PLP@unt.edu
3. Finally, you must submit a copy in CANVAS for scoring.

Tabling: (25 Points each) min. 1 session, 2 max.

Procedure:

- 1.) Contact the Recruitment Student Director (SD) to sign up once Tabling Sessions begin.
- 2.) Coordinate with Recruitment SD for time and assigned duties;
- 3.) Be sure you know what key elements to communicate to potential recruits
- 4.) Recruitment SD will record activity for scoring in CANVAS

ATTENDANCE MANDATORY (160 points):

Attendance is Mandatory. Everyone will start with 160 points. Each time you have an unexcused absence, you will be docked **10 points**. You will not be able to make up the time. If you have to miss due to a medical emergency. ***NOTE: You must email me at Jose.Grimaldo@unt.edu and notify your SD, in that order. I determine whether or not an absence is excused or not, not the SD.*** Also, if another meeting is scheduled at the last minute for another organization, it is not an excused absence.

I will follow UNT policy and request that you present a note from a doctor. You will still be responsible for the coursework and material as necessary. Work is not an excuse for being late or missing the PLP course.



G. BRINT RYAN COLLEGE OF BUSINESS

Professional Leadership Program

Attendance Penalty Point System

- Excused Absence: 24-hour advanced notice to PLP staff about missing the weekly PLP meeting as per will require a doctor's excuse.
- **Unexcused Absence (10 points):** Less than 24 hours' notice or no communication about absence at weekly PLP meeting
- LATE to Class:
 - 5 points each time, 10-15 minutes
 - 15 points if later than 20 minutes
 - Absent if 30 minutes late (unexcused)

NOTE: Members who receive 20 penalty points will be required to meet with a PLP staff member to discuss their program status.

COVID-19 impact on attendance

While attendance is expected as outlined above, it is important for all of us to be mindful of the health and safety of everyone in our community, especially given concerns about COVID-19. Please contact me if you are unable to attend class due to illness or a COVID-19-related issue. It is important that you communicate with me *prior to being absent* as to what may be preventing you from coming to class, so I may make a decision about accommodating your request to be excused from class.

If you are experiencing cough, shortness of breath or difficulty breathing, fever, or any of the other possible symptoms of COVID-19 (<https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>), please seek medical attention from the Student Health and Wellness Center (940-565-2333 or askSHWC@unt.edu) or your health care provider. While attendance is an important part of succeeding in this class, your own health and those of others in the community are more important.



G. BRINT RYAN COLLEGE OF BUSINESS

Professional Leadership Program

MENTOR MEETINGS (MANDATORY up to 140 points)

You are required to meet at a minimum twice a month or more if schedules allow, consistently, with your assigned Mentor for the entire semester. It is your responsibility to pursue the mentoring relationship. You will be required to make contact with your assigned Mentor via email, phone message or phone text. You will also be responsible for managing the schedule/calendar. **Note: You will also be required to respond to your Mentor within 24 hours, or less, after contact has been made.** *If you are having routine difficulty connecting with your mentor, please contact the PLP Assistant Director or the Executive Director after the 3rd week of classes.*

Note: If your mentor contacts me after one week and you have not been in contact, you will lose 10 points from your overall score. If you do not meet with your Mentor within 15 days of classes starting, you will be required to meet with the PLP Executive Director.

***SURVEYS (400 points)**

End of Semester Survey 400 Points:

The success of PLP stems from the feedback our students provide and how we can enhance PLP to make a positive experience for all.

SUITABLE – BADGES

- 1/28 Ethics
- 2/6 Resume
- 2/11 Financial Literacy
- 3/25 Pitch Competition (Public Speaking)
- TBD Mock Interviews – Choices:
 - Interview with Career Center
 - Interview with Industry Professional
 - Interview with Mentor
- 4/22 PLP Case Study

Academic Integrity :

Academic integrity stems from a culture that fosters the core values of trust and honesty, essential for effective learning to occur. As a student-centered public research university, UNT promotes the integrity of the learning process by establishing and enforcing academic standards. Academic dishonesty breaches the mutual trust necessary in an academic environment and undermines all scholarship. Academic dishonesty encompasses cheating, plagiarism, forging the signature of an instructor or another student, fabrication, and/or facilitating or sabotaging the academic dishonesty of other students.



G. BRINT RYAN COLLEGE OF BUSINESS

Professional Leadership Program

Any suspected occurrence of academic dishonesty will be investigated and handled in accordance with UNT policy and procedures. The following academic penalties may be assessed at the instructor's discretion upon determination that academic dishonesty has occurred. *Admonitions and educational assignments are not subject to appeal.*

1. *Admonition.* The student may be issued a verbal or written warning.
2. *Assignment of Educational Coursework.* The student may be required to perform additional coursework not required of other students in the specific course.
3. *Partial or no credit for an assignment or assessment.* The instructor may award partial or no credit for the assignment or assessment on which the student engaged in academic dishonesty, which will be factored into the final course grade.
4. *Course Failure.* The instructor may assign a failing grade for the course.

Should the procedure for appeal of a case of academic dishonesty extend beyond the date when the instructor submits course grades for the semester, the student will be assigned a grade that reflects the penalty, which shall be adjusted, as appropriate, at the conclusion of any appeal process.

Specific details and description of UNT's Policy on Student Standards of Academic Integrity (18.1.16) and students' right to appeal are available at http://policy.unt.edu/sites/default/files/untpolicy/pdf/7-Student_Affairs-Academic_Integrity.pdf.

The G. Brint Ryan College of Business takes academic honesty seriously. Ethics and integrity are important business values, essential to building trust and adhering to both professional and legal standards. Academic dishonesty destroys trust, damages the reputation and the value of the degree, and is unacceptable.

Cheating, plagiarism, or other forms of academic dishonesty on examinations, abstracts, or case studies will be treated with **zero tolerance** and will result in a grade of "F" for the course. Any work should be solely your effort with ABSOLUTELY NO outside help or assistance. Students must be familiar with and adhere to the University's Academic Integrity policies. A dedicated website for this information can be found at: <https://vpaa.unt.edu/ss/integrity>.

To steal and pass off (the ideas or words of another) as one's own is plagiarism. If you quote or reference others' material, you must cite your sources. Cutting and pasting from other sources, even if properly footnoted, does not meet the criterion of submitting your own work and will result in a failing grade for the course. The examination instructions are very clear regarding what materials may be used on the exam. If you "preprogram" your calculator, use any materials other than those permitted on the exam, talk with other individuals during the exam, exchange information about an exam with an individual that has not taken the exam, or copy or use material from another individual's exam, you will receive a failing grade for the course. According to University policy, if you become aware of any misconduct related to academic integrity, you should inform me or another proper authority such as the Department Chair or Associate Dean.



G. BRINT RYAN COLLEGE OF BUSINESS

Professional Leadership Program

Additionally, the use of artificial intelligence (e.g., ChatGPT) on any coursework is considered plagiarism and is prohibited, unless expressly authorized. These violations are taken seriously, will be investigated, and academic sanctions will be actively pursued. **The minimum penalty is an "F" on the assignment and referral to the Dean of Students for disciplinary action, which may include expulsion from the University.** For team-based deliverables, no distinction will be made between which student contributed a particular part(s) of the work. Any plagiarism in any part of any deliverable will result in the aforementioned penalties to **all** team members. Hence, team members are responsible for policing academic integrity within their team. For additional information about the University Integrity policy, go to <http://vpaa.unt.edu/academic-integrity.htm>.

"Distractions" GUIDELINE:

Preferably, content-related questions are asked in class for the benefit of the entire class. Individual issues should be discussed during office hours. Immediately after each presentation is completed, some students try to discuss issues with Mr. Grimaldo. Between taking attendance, shutting down the front of the classroom, and trying to pay close attention to your needs, there is a lot going on. Please make it a practice to follow up any discussions with an email so that anything discussed is agreed upon and documented. All emails are retained until the end of the course.

OFFICE HOURS:

Will be by appointment only and between the hours of 1:00-2:00 PM, Monday through Wednesday. Problems, or potential problems, should be addressed before they escalate into major issues. Email me at Jose.Grimaldo@unt.edu to schedule an appointment.

CHALLENGE POLICY:

You have until the start of the next class to submit a **written** request for a regrade (known as a "challenge") after an exam or assignment has been returned to the class. To earn additional points, you must be able to convince me, **in writing**, that your answer is correct.

DISABILITIES ACCOMMODATION:

In accordance with university policies and state and federal regulations, UNT is committed to full academic access for all qualified students, including those with disabilities. To this end, all academic units are willing to make reasonable and appropriate adjustments to the classroom environment and teaching, testing, or learning methodologies to facilitate equal educational access for persons 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 the



G. BRINT RYAN COLLEGE OF BUSINESS

Professional Leadership Program

student with an accommodation letter to be hand-delivered to the instructor to begin a private discussion regarding the student's specific needs in the course.

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. Every semester, students must obtain a new letter of accommodation, and they must meet with each faculty member prior to implementation in each class.

Students are strongly encouraged to deliver letters of accommodation during faculty office hours or by appointment. Faculty members have the authority to request that students discuss such letters during their designated office hours to protect the student's privacy.

For additional information, visit the Office of Disability Accommodation (ODA) in Sage Hall, suite 167, or their website at <http://disability.unt.edu>. You may also contact the ODA office by phone at [940.565.4323](tel:940.565.4323). Specific information on UNT's policies related to disability accommodations is available at <http://policy.unt.edu/policy/18-1-14>.

Please note that disability accommodations are not retroactively applied to the start of a course. Accommodations in the course become effective after the student has delivered an official accommodation letter from UNT's ODA.

The College of Business Administration complies with the Americans with Disabilities Act in making reasonable accommodations for qualified students with a disability. If you have an established disability, as defined in the Americans with Disabilities Act, and would like to request accommodation, please see Mr. Grimaldo as soon as possible.

CLASSROOM ETIQUETTE/STUDENT CONDUCT/DRESS CODE

To promote your plunge into business professionalism, here are classroom etiquette requirements:

- 1) Adhering to the proper dress code, including wearing a PLP nametag
 - a. Business Casual: No jeans, no shorts, no sneakers, no sandals, no ball caps, etc. (Details covered in orientation)
 - b. Business Professional: Elevated attire from business casual (when required)
 - c. **Violation of Dress Code will result in a 20-point penalty**
- 2) **No cell phones or cameras.** Please turn your cell phone off. Ringing cell phones (as well as twittering) are a distraction to the class and an insult, implying that you are more important than anyone around you. Any ringing or twittering cell phones will be confiscated and returned to the owner at the final exam. The use of cell phones during lectures or exams may result in confiscation. Similarly, the use of cameras in the classroom is considered distracting and is therefore prohibited.
- 3) **Use of computers is allowed during the presentations,** but users must sit in the first two rows of the classroom.



G. BRINT RYAN COLLEGE OF BUSINESS

Professional Leadership Program

4) *Please do not come to class late or depart early unless you have an emergency. It is discourteous and an interruption to the class.*

5) Any student behavior that interferes with an instructor's ability to conduct class or other students' opportunity to learn is unacceptable and will not be tolerated in any instructional setting at UNT. This includes traditional face-to-face classes, online or blended classes, labs, discussion groups or boards, field trips, and verbal and/or written (including email) communication with the instructor and/or other students. Examples of unacceptable behavior include, but are not limited to, disrespectful treatment of other students (verbal or written), disrupting lectures, and using inappropriate or profane language or gestures in class or other instructional settings.

A student engaging in unacceptable behavior may be directed to leave the classroom or other instructional setting, and will be counted as an absence and considered unexcused, and may also be

- 6) referred to the Dean of Students to consider whether his/her conduct violates UNT's Student Code of Conduct.
- 7) The "unauthorized" use of any person or technology that assists in a student's assignment, project, or paper is considered cheating under the UNT Student Academic Integrity Policy (UNT Policy 6.003). Unless a professor or instructor gives explicit "authorization," AI cannot be used to complete assignments, projects, or papers. Doing so will result in a "cheating" violation.

FINAL GRADES

It is the practice of Mr. Grimaldo to post your final grade on CANVAS.

CAMPUS CARRY & CONCEALED HANDGUNS

In accordance with state law and UNT policy, students who are licensed may carry a concealed handgun on campus premises except in locations and at any function, event, and program prohibited by law or by this policy. Students may learn more about UNT's concealed handgun policy at <https://campuscarry.unt.edu>.

SEXUAL DISCRIMINATION, HARRASSMENT, & ASSAULT

UNT is committed to providing an environment free of all forms of discrimination and sexual harassment, including sexual assault, domestic violence, dating violence, and stalking. If you (or someone you know) has experienced or experiences any of these acts of aggression, please know that you are not alone. The federal Title IX law makes it clear that violence and harassment based on sex and gender are Civil Rights offenses. UNT has staff members trained to support you in navigating campus life, accessing health and counseling services, providing academic and housing accommodations, helping with legal protective orders, and more.



G. BRINT RYAN COLLEGE OF BUSINESS

Professional Leadership Program

UNT's Dean of Students' website offers a range of on-campus and off-campus resources to support survivors, tailored to their unique needs: <http://deanofstudents.unt.edu/resources>. Renee LeClaire McNamara is UNT's Student Advocate, and she can be reached through e-mail at SurvivorAdvocate@unt.edu or by calling the Dean of Students' office at 940-565-2648. You are not alone. We are here to help.

EMERGENCY NOTIFICATIONS & PROCEDURES

UNT uses a system called Eagle Alert to quickly notify you 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). The system sends voice messages (and text messages upon permission) to the phones of all currently enrolled students. Please ensure that you update your phone numbers at <https://my.unt.edu/>.

Some helpful emergency preparedness actions include:

- 1) know the evacuation routes and severe weather shelter areas in the buildings where your classes are held,
- 2) determine how you will contact family and friends if phones are temporarily unavailable, and
- 3) Identify where you will go if you need to evacuate the Denton area suddenly. In the event of a university closure, please refer to Canvas for contingency plans regarding course materials.
- 4)

Spring 2026 Important Dates

<https://registrar.unt.edu/sites/default/files/spring-2026-academic-calendar.pdf>

PRE-FINALS DAYS

To enable students to prepare more adequately for their final examinations, UNT sets aside days preceding the final examinations during which no new material may be disseminated and extracurricular and organizational activities are suspended. "Pre-Finals Days" refer to the two calendar days preceding the Reading Day of each Fall and Spring semester. The dates will be established as part of the final examination schedule. Any deviation from these requirements must be approved in advance by the appropriate dean or director.

READING DAY

Reading Day is the Friday of the week immediately preceding final exams each Fall and Spring semester. No classes are held on this day.



G. BRINT RYAN COLLEGE OF BUSINESS
Professional Leadership Program

FINAL EXAM SCHEDULING

There is no Final Exam requirement for this course.

SPOT Evaluation

While you are welcome to visit with me and provide personal, verbal feedback, UNT utilizes the Student Perceptions of Teaching (SPOT) system. To promote (group) participation, there is a point value in the grading for completing the SPOT evaluation. Because I cannot determine who completed the evaluations, I cannot award the points individually. Thus, while you will get an individual score for this assignment, it is a group effort that will determine your score:

- If less than 20% of the class completes the SPOT evaluation, everyone in the class will get 0 pts.
- If 20-39% of the class completes the SPOT evaluation, everyone in the class will get 2.0 pts.
- If 40-44% of the class completes the SPOT evaluation, everyone in the class will get 5.0 pts.
- If 45-49% of the class completes the SPOT evaluation, everyone in the class will get 6.0 pts.
- If 50-59% of the class completes the SPOT evaluation, everyone in the class will get 8.0 pts.
- If 60-69% of the class completes the SPOT evaluation, everyone in the class will get 9.0 pts.
- If greater than 70% of the class completes the SPOT evaluation, everyone in the class will get 10 pts.



G. BRINT RYAN COLLEGE OF BUSINESS
Professional Leadership Program

BUSI 3300.001 Spring 2026

UNT Professional Leadership Program Spring 2026

Wednesdays, 5:00 - 6:20 p.m.

UNT Business Leadership Building, Room 170

Date	Topic	Speaker
1/12/2026	Spring Semester Begins	
1/14/2026	PLP Orientation	
1/19/2026	MLK Holiday	
1/21/2026	Time & Attention Management	Roy Foster
1/28/2026	Ethics	Brenda Sweeten
2/4/2026	Job Search to Job Secured: Resumes (Bring A Friend)	Olegario Madera
2/6/2026	RESUME ASSIGNMENT DUE	
2/11/2026	Business Career Fair	
2/11/2026	Financial Literacy	Mark Evers
2/11/2026	Begin Recruitment	
2/18/2026	Dining Etiquette	Joseph O' Donell
2/25/2026	How to Network & Networking w/Mentors	Adrian Terry
3/4/2026	Business After Hours	
3/11/2026	Spring Break - No PLP	
3/18/2026	Public Speaking	Pallavi Ridout
3/25/2026	Pitch Competition	
4/1/2026	PLP Alumni Panel	
4/8/2026	PLP Case Study Intro & Work Day	Saleem Zafar
4/15/2026	PLP Case Study Work Day (Coaching Day)	Jose Grimaldo
4/22/2026	PLP Case Study Presentations & Reception	
4/22/2026	End of Semester Survey OPENS	
4/29/2026	Myths of Happiness & PLP Awards Reception	Ray White
5/6/2026	Final (End of Semester Survey)	