

This syllabus is 16 pages long (**and subject to change**). Please review it in detail.

**Professor:** Mariya Gavrilova Aguilar, PhD, SHRM-SCP, Clinical Assistant Professor  
**Office:** 379C Business Leadership Building  
**Phone:** 940-565-3635 – Office  
**E-mail:** [Mariya.GavrilovaAguilar@unt.edu](mailto:Mariya.GavrilovaAguilar@unt.edu)  
**Student Hours:** Virtual Hours (via Zoom) on Mondays at 12:00 pm or by appointment

**Please contact me directly through Canvas messaging.** I will respond within 24-48 hours. I will share quick news, course updates, and other pertinent information with the class using the Announcements tab in Canvas. Students should check Announcements **twice a week**. **If you have questions about this course**, please do not hesitate to contact me. **We are learning together.**

### **COURSE DESCRIPTION**

**Leadership Research and Development** (MGMT 5870, 3 credit hours) is a graduate level course. Theories and current research on leadership with emphasis placed on leadership development and specific applications within the organizational setting.

Prerequisites: None.

### **COURSE OBJECTIVES**

The course strives to guide students to achieve the following:

1. Gain in-depth knowledge on the topic of leadership and relevant research informing the practice of leadership in organizations.
2. Learn practical tools and methods of leadership that will apply to a variety of organizational structures.
3. Become aware of how leadership topics apply to work settings through engaging in various activities in the course and conducting research on leaders.
4. Gain insight about your own personalities, skills, ethics, values, and beliefs as they relate to leading others.

### **REQUIRED TEXTBOOK**

We will use the following textbook for this course. Chapter readings are closely aligned with lesson content and assignments. Please read the assigned chapters before or as you complete the related module.

[\*The Leadership Challenge \(7th Edition\), James Kouzes & Barry Posner, Wiley \(ISBN: 9781119278962\), 2023.\*](#)

Please also ensure you can log in through [LinkedIn Learning](#) with your UNT credentials.

## **COURSE STRUCTURE**

This course is offered through Canvas so that you have the convenience of an Internet-based class meeting the high standards established by various accreditation agencies. You will be providing examples from your current/former employers, professional associations, or volunteer experience to better understand the complexities of effective leadership behaviors at all levels.

**This course is introspective so please consider how decisions you make may affect others.**

Lessons in the course will be conducted using the textbook and modules on Canvas (includes PowerPoint slides, articles, discussion boards, and videos). The online notes, articles, and videos are designed to complement the weekly textbook reading assignments. It is strongly recommended that you read your text assignment before completing the corresponding module. Course exams will be drawn from both the textbook reading and the modules. It is essential that you read both in preparing for your exams. Videos and articles will present concepts related to **leadership issues**. Notes and other materials posted online are not a substitute for a thorough reading of the chapter. Each video/article is simply a record of an issue that has been faced by business executives and should not be viewed as portraying correct/incorrect behavior. For this method of instruction to work effectively, **you must have read, viewed, and thought about all assigned material**. Although the structure of the course provides flexibility for students, the course is **not** self-paced. Please review the tips on [“How to Succeed as an Online Student.”](#)

**Ethical Perspectives:** Students will be required to recognize ethical issues and to identify and apply appropriate ethical criteria in making decisions as leaders.

**Global Perspectives:** Students will be encouraged to identify the general impact of globalization and cross-cultural leadership concerns.

**Political, Social, Legal, Regulatory, and Environmental Perspectives:** Leaders make decisions that have to comply with laws and regulations, established practices, and also innovate. Such decisions may often get challenged so it is important to understand large-scale environments.

## **MY APPROACH TO SUPPORTING YOUR LEARNING JOURNEY**

*“The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires.”* – William Arthur Ward

One of the Department of Management’s core values is **Students First**. As your professor, **I will guide you toward self-discovery, acquisition and application of knowledge, and creative problem-solving**. All readings, videos, 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. Focus on applying concepts to real life business situations. If I have not heard from you and you have not completed the assigned work, I will be contacting you. Another university representative may also contact you. Keeping me informed of your progress and any issues that may arise is critical, especially in an online environment and during a summer course. 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.**

## WELCOME TO UNT!

As members of the UNT community, we have all committed 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. [Please review UNT's full Non-Discrimination Policy.](#)

## ASSESSMENT AND GRADING

I provide multiple opportunities for students to receive feedback on their learning and performance throughout the course. You will be responsible for completing all work independently, unless instructed otherwise by me. Your grade in this class will be calculated by adding the **total points earned** during the semester. **I do not round grades.** You will **earn** points that correspond to the respective letter grade based on successful completion of the following:

Assignment	Points Possible	Percentage of Final Grade
Student Introduction Survey	10 points	2.5%
Academic Integrity Module & Quiz	10 points	2.5%
Module Discussions: 3 @ 30 pts. each	90 points	22.5%
Exams (2)	160 points	40%
Guest Speaker Reflection	30 points	7.5%
Video Recording & Working with Peers, Analysis of Leadership Theories	100 points	25%
<b>Maximum Course Points Possible</b>	<b>400 points</b>	<b>100%</b>

Total Points	Grade Earned
360-400	A
320-359	B
280-319	C
240-279	D
0-239	F

\*\* I reserve the right to adjust exam grades if deemed appropriate after analyzing the results.

This course can be challenging to students because some of the topics emphasize research-based concepts. There is substantial reading involved. Many of us have observed ineffective leadership behaviors in organizations. The focus is on your personal development and growth through reflecting on what has led you on your current career path and how you will shape your career and build better relationships. This may involve unlearning and being uncomfortable. In addition, **this course is not asking you to develop your own theories.** Use the theories and concepts to chart a pathway for leadership development and effectiveness. Always provide sufficient context about the industry, the business or organization, their strategic direction and anything else that will help us better understand contingency factors and help solve problems.

**Leadership does not occur in a silo. We are all learning together. And together all of us create a space where you and your interests matter, and where communal learning is a priority!**

**MGMT 5870.401 – LEADERSHIP RESEARCH AND DEVELOPMENT  
SUMMER 5W1 2026 COURSE SCHEDULE**

The schedule is subject to change at the discretion of the professor. Students will be notified.

Week	Date	Topic	Reading/Assignment
1	May 18 – May 24	- Canvas Overview, Access to Book, Syllabus Review - Chapter 1: When Leaders are Their Best - <i>Module #1: The Foundations of Leadership</i> - Chapter 2: Clarify Values - Chapter 3: Set the Example - <i>Module #2: Values-Based Leadership &amp; Credibility</i>	<b>DUE by 11:59 pm, Sunday, May 24<sup>th</sup>:</b> 1) Student Introduction Survey 2) Academic Integrity Module & Quiz 3) Discussion #1 (Post #1 due by 5/21) <i>Professor assigns groups for Video Message Feedback</i>
2	May 25 - May 31	- Chapter 4: Envision the Future - Chapter 5: Enlist Others - <i>Module #3: Vision, Power, and Influence</i> - <b>Exam 1 – All chapters are included.</b> <i>UNT is closed on May 25<sup>th</sup>.</i>	<b>DUE by 11:59 pm, Sunday, May 31<sup>st</sup>:</b> 1) Discussion #2 (Post #1 due by 5/28) 2) <b>Exam 1 (Mod 1-3):</b> Available via Canvas from <b>6:00 am, Friday, May 29<sup>th</sup> until 11:59 pm, Sunday, May 31<sup>st</sup></b> Exam requires Respondus LockDown Browser + WebCam & Mobile Device.
3	June 1 - June 7	- Chapter 6: Search for Opportunities - Chapter 7: Experiment and Take Risks - <i>Module #4: Challenging the Status Quo</i> - Chapter 8: Foster Collaboration - Chapter 9: Strengthen Others - <i>Module #5: Empowering &amp; Developing Others</i>	<b>DUE by 11:59 pm, Sunday, June 7<sup>th</sup>:</b> 1) Discussion #3 (Post #1 due by 6/4) 2) Guest Speaker Reflection 3) Peer Feedback – Video Message Script  <i>Work with peers on Video Message Content/Script</i>
4	June 8 – June 14	- Chapter 10: Recognize Contributions - Chapter 11: Celebrate the Values & Victories - <i>Module #6: Engaging Followers &amp; Emotional Intelligence</i>	<b>DUE by 11:59 pm, Sunday, June 14<sup>th</sup>:</b> 1) Guest Speaker Reflection 2) Video Message Recording & Leadership Theories Analysis
5	June 15 – June 18	- Chapter 12: Treat Challenge as an Opportunity - <i>Module #7: Becoming a Lifelong Leader</i> - <i>UNT is closed on June 19<sup>th</sup>.</i> - <b>Exam #2 – All chapters are included.</b>	<b>DUE by 11:59 pm, Thursday, June 18<sup>th</sup>:</b> 1) <b>Exam 2 (Mod 4-7):</b> Available via Canvas from <b>6:00 am, Tuesday, June 16<sup>th</sup> until 11:59 pm, Thursday, June 18<sup>th</sup></b> Exam requires Respondus LockDown Browser + WebCam & Mobile Device. <b>Best of luck on all exams and projects!</b>

## ASSIGNMENTS

### INTRODUCTORY COURSE SURVEY & ACADEMIC INTEGRITY MODULE

You will complete a brief student information survey intended to help me better understand your background and experience so that I can effectively tailor the instructional methods. Every measure will be taken to safeguard the personal information you share in the survey. I will also use this information to put you in groups for the Video Message & Working with Peers assignment. The Academic Integrity Module and Quiz are of critical importance and will help you better understand when students may unintentionally find themselves in a challenging situation.

### DISCUSSIONS

The Discussions are intended to promote the exchange of ideas and resources related to course content. Your prompt posts and meaningful responses are critical to creating and maintaining an effective online learning environment. Discussions should be ongoing. A discussion may involve reflecting on leadership experiences, applying theory to current events, analyzing supplementary materials (such as articles, videos, or cases), or exploring other leadership topics. These discussions are designed to stimulate thoughtful conversation and peer learning. Because students in this class come from varied professional backgrounds, the forum is an important space to share perspectives and deepen understanding of leadership. Your postings will be graded on completeness, integration of course concepts, originality of thought, and engagement with peers. **You need to post one (1) original post by Thursday and two (2) responses to peers by Sunday at 11:59 pm of the assigned week. All posts (including responses to your peers) should be 250-300 words in length to demonstrate depth and quality and reference both the case(s) and at least one of the week's readings or videos.** Include your word count at the end of each post (e.g., "Original Post: 224"). **Clearly cite your sources and add in-text citations and references.** APA style is preferred but not required. Please note that excessive spelling and/or grammatical errors will result in point deductions. **Failure to identify sources and any form of plagiarism will be addressed according to the Academic Integrity Policy.**

### GUEST SPEAKER RECORDING & REFLECTION

I will supplement your learning experience with a guest speaker recording that relates to what we have covered in our materials. You will watch the recording and answer several content-based questions to complete the guest speaker reflection. More information is in Canvas.

### EXAMS (Require Respondus LockDown Browser + WebCam & Mobile Device)

Exams are "knowledge-acquisition-application" oriented designed to "quickly" test your knowledge. The questions cover content from the textbook, additional articles, videos. **Using textbooks and/or notes on exams is not permitted.** You will have **40 minutes** to answer 40 multiple choice and true/false questions. **You are allowed to use a 3" by 5" note card.**

You will need to download the free [Respondus LockDown Browser](#) & Respondus Monitor and have a WebCam and an additional mobile device (e.g., a phone) available. [You will be using the](#)

[Second Camera feature that will record your testing environment](#). You may be able to check out laptops through the UNT library or complete the exam at UNT Computer Labs that have a WebCam. You must complete the exam **independently** in one sitting during the exam availability window. I will complete a post-exam analysis and notify you of your scores via Canvas. If you would like to review your exam, please contact me within 7 days. **There are specific guidelines about taking the exams using Respondus LockdDown & Respondus Monitor. If you do not follow them, you may be reported to the Office of Academic Integrity.**

Usage of cell phones, cameras, or ANY other electronic device is NOT allowed during a test. Talking to other students, soliciting, or giving help is NOT allowed. Copying, photographing, or disseminating the questions in any form is prohibited. Test questions are randomized so you will NOT see the same questions in the same order as your classmates. Please review and abide by the Academic Integrity Policies included in this syllabus.

**As a leader and business professional, your integrity is of the utmost importance. This is emphasized throughout the course. Make good choices as adults and prioritize your learning.**

#### **VIDEO MESSAGE RECORDING, WORKING WITH PEERS & ANALYSIS OF THEORIES (100 PTS)**

You will assume the role of a leader (depending on your current/prior position, you may already act in a leadership role). You will work draft a message to your immediate team, the entire organization (employees), clients, or a specific group of stakeholders, etc. depending on the circumstances (actual or somewhat fictitious). **The message must be in response to a serious threat to your business model** (e.g., an acquisition), **or a weakness you have identified** (e.g., faulty product, sexual harassment allegations, reorganization). Please do not discuss COVID-19. **All issues must be recent and relevant (within the past year)**. Provide sufficient context about this organization, the industry, their strategic plan, SWOT analysis or anything else relevant that can help us determine if your message is properly tailored to the audience needs and delivered authentically. This assignment also requires you to incorporate two leadership theories into the message you will deliver to the appropriate audience. Explain the theories and their principles in detail and discuss why you have incorporated them into the script. **Using Generative AI software such as ChatGPT without explaining the purpose and uploading examples of the prompts and respective output and the changes you have made is prohibited.**

You will also work in small groups (3 students or so) to gather feedback on your script from your peers. Every leader must have a group of trusted colleagues or advisors. You will provide each other your scripts and the background information about the organization and the current challenge. **Feeding your peers' scripts into ChatGPT or other similar platforms is prohibited.**

While the assignment does not require you to meet with others, you are strongly encouraged to schedule one or two meetings. You will be evaluated on the quality of your feedback and ability to offer alternative viewpoints and resources to your peers. More details are provided in Canvas. **The video message recording and analysis of leadership theories is an individual submission.**

## POLICIES & HELPFUL INFORMATION

### SUBMISSION OF ASSIGNMENTS

You will submit assignments through the respective tab on Canvas (unless instructed differently by me). Students are required to submit written assignments for this class to Turnitin, a web-based plagiarism detection service. Before submitting your paper to Turnitin, please remove your title page and other personal information. Any paper that is not submitted to Turnitin will not be graded. **Please review these reports and abide by the Academic Integrity Policy.**

### SCHOLARLY EXPECTATIONS

**All work submitted for credit must be originally created by the student uniquely for the class.** It is considered inappropriate and unethical, particularly at the graduate level, to make duplicate submissions of a single work for credit in multiple classes, unless specifically allowed by the professor. You are expected to demonstrate higher-order thinking skills. You should compose grammatically correct sentences, write well-developed paragraphs, and express ideas coherently. Submissions must have complete sentences, correct punctuation, and capitalization. Avoid using abbreviations and acronyms without appropriate clarification. **Cite all sources in-text and include a list of corresponding references.** APA style is preferred but not required.

### USE OF GENERATIVE AI & OTHER AI TECHNOLOGY

Use of AI technology (e.g., ChatGPT, Claude, Google's Bard, etc.) is permitted in **a limited capacity in this course**. Students should refer to individual assignments for details and to determine how/when appropriate citation for the tool should be used. When in doubt, ask the professor. In any event, the use of AI on any assignments needs to be disclosed in advance. Students must document the use of AI (e.g., keeping screenshots and notes of your process, documenting your workflow, and sharing your prompts and output) and ensuring that you cite generative AI use: <https://apastyle.apa.org/blog/how-to-cite-chatgpt>

**Using generative AI in an unauthorized manner or in a way that provides an unfair advantage is a violation of this policy and other university policies. Falsely representing AI work as your own is dishonest. Violating this policy constitutes cheating and will result in academic discipline. The Academic Integrity policy is referenced elsewhere in this syllabus.**

Please understand that my aim is not to penalize curiosity and experimentation with emerging technologies like AI and Generative AI. **Nevertheless, the use of AI on submitted work that was not permitted or discussed in class and/or was not properly cited will be considered a violation of course policy and as such, the student may be referred to the Office of Academic Integrity. I appreciate your cooperation and your commitment to submitting original work.**

### LATE WORK

I do not accept late work. An exception may be made on a case-by-case basis if you provide documentation substantiating a valid personal emergency. Please email me within 48 hours of the missed deadline. **If you are overwhelmed or feeling behind, please contact me before the**

**assignment is due. Early submission of assignments is welcome.** The assignments/activities have varying degrees of complexity and preparation time so please plan ahead and prioritize.

### **GRADING FEEDBACK**

Review the assignment description and requirements a few times. **We are overwhelmed and can easily miss some details. I encourage you to ask questions before submitting your work.** I usually return feedback within five (5) working days of submission due dates. Please consider my feedback open-mindedly. My goal is to help you better understand concepts and clarify misconceptions. Attempt to see the reasoning instead of becoming upset about not receiving the maximum points for an assignment. I dedicate a lot of time to grade your submissions and provide you meaningful feedback so that you can succeed in this course, other courses, and the workplace. **I expect you to review your work, recognize what could be revised, and improve your future submissions. Review and reflection contribute to an effective learning process.**

### **REQUESTS FOR ALTERNATIVE TESTING TIMES**

If you have a conflict, contact me **prior to the exam** at [Mariya.GavrilovaAguilar@unt.edu](mailto:Mariya.GavrilovaAguilar@unt.edu) with “MGMT 5870 Exam Conflict” in the subject line and include your name, student ID number, and detailed reason for request. Your request must comply with University policy. No make-up exams will be granted for missed or late assessments, quizzes, assignments, or exams unless this is outside of your control and you have an excusable reason.

**Caregiver Responsibilities:** I have great respect for students who are balancing their pursuit of education with the responsibilities of caring for children or other family members. If you run into challenges that require you to miss a class, an assignment or an exam, or if your caregiving responsibilities are interfering with your ability to engage in remote learning, please contact me. There may be some instances of flexibility we can offer to support your learning.

### **ACHIEVING SUCCESS**

UNT endeavors to offer you a high-quality education and to provide a supportive environment to help you learn and grow. I am committed to helping you be successful as a student. **Show up. Find support. Get advised. Be prepared. Get involved. Stay focused.** To learn more about various campus resources and information, please review [this resource](#).

### **ACCESS TO CANVAS & HELPDESK**

- Access the [Canvas website](#)
- Login using your EUID and Password
- Click “MGMT 5870” from the list of courses

**Please immediately report all Canvas problems to the helpdesk at 940-565-2324.** Forward any such communication to me as needed and obtain a ticket number. **Google Chrome and Mozilla Firefox are the preferred browsers for Canvas.** Canvas uses pop-up windows to display content so you will need to modify pop-up blocker software. Complete a browser check as well.

**Special Note about Canvas:** Canvas is committed to making certain that online courses are open and accessible to people with disabilities. As a result, Canvas complies with Section 508 of the United States Rehabilitation Act of 1973, enabling people with disabilities and those using assistive technologies, such as screen readers, to fully use the software.

### **USE OF PERSONAL COMPUTERS AND THE CANVAS LEARNING SYSTEM**

The student assumes **ALL** responsibility for the operating condition of personal computers and the functionality of individual Internet connections. Your enrollment in this class signifies that you possess basic personal computer skills and have a rudimentary knowledge of Canvas. Please ensure you have stable Internet connection during quizzes and exams. You are strongly discouraged from taking exams on mobile devices. The student assumes **ALL** responsibility for participating on the discussion board, taking exams, uploading assignments, etc. within the Canvas Learning System. Review the short tutorials on how to navigate Canvas and familiarize yourself with the Canvas requirement and [information about Canvas compatibility](#). You will need:

- Speakers
- Microphone
- Plug-ins
- Microsoft Office Suite (please learn how to use “Track Changes” in Word)
- [Zoom Web Conferencing Tool](#)
- [Respondus LockDown Browser](#) (free) & WebCam

### **EAGLE CONNECT E-MAIL ACCOUNTS**

All students should activate and regularly check their EagleConnect (e-mail) account used for official communication from the University to students. Set your notification preferences in Canvas so that you receive announcements at that account (and other secondary e-mail addresses). You can also forward [EagleConnect](#) to another e-mail address.

### **EVENT TIMING**

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

### **SUNDOWN RULE**

You have **one (1) week from the date the grade is posted** to inquire about your grade on an exam, quiz, discussion, or any other assignment. During the final week of the semester, contact me as soon as possible before I submit grades to the Registrar. The purpose is to resolve any issue during the semester and not wait until the last week of the semester.

### **DROPPING THE COURSE**

Before you decide to drop the course, please speak with me first, **meet with an advisor** and adhere to the Academic Calendar on the [Registrar’s website](#). Please note that **June 11<sup>th</sup>** is the deadline to drop a course and to withdraw (drop all classes) where grades of W will be assigned.

## **COURSE EVALUATIONS (SPOT – Student Perception of Teaching)**

UNT administers course evaluations to evaluate faculty performance and provide guidance on what can be improved with respect to course design, pedagogy, etc. Your honest feedback is very important so please complete the evaluations. I will not see responses until after the semester ends. For additional information, please visit the [SPOT website](#) or email [spot@unt.edu](mailto:spot@unt.edu).

## **SYLLABUS MODIFICATIONS**

I reserve the right to make changes to the syllabus to reflect university-wide policy changes as well as to adjust due dates and content covered to better assist you in mastering the material. I will notify you of any such changes via e-mail or Canvas, and I will provide the updated syllabus to you. Any changes will be out of necessity or to benefit the class as a whole.

## **ACCEPTABLE STUDENT BEHAVIOR**

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 will be directed to leave the classroom and the instructor may refer the student to the Dean of Students to consider whether the student's conduct violated the Code of Student Conduct. The university's expectations for student conduct apply to all instructional forums, including university and electronic classroom, labs, discussion groups, field trips, etc. Please consult [the Code of Student Conduct](#).

Please treat others with respect and civility. This is an educational environment and as such, please follow these rules of engagement so we have a collaborative and engaging learning experience.

- While the freedom to express yourself is a fundamental human right, any communication that uses cruel and derogatory language on the basis of race, color, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, disability, genetic information, veteran status, or any other characteristic protected under applicable federal or state law will not be tolerated.
- Treat your instructor and classmates with respect in any communication online or face-to-face, even when their opinion differs from your own.
- Speak from personal experiences. Use "I" statements to share thoughts and feelings. Try not to speak on behalf of groups or other individual's experiences.
- Use your critical thinking skills to challenge other people's ideas, instead of attacking individuals.
- Avoid using all caps while communicating digitally. This may be interpreted as "YELLING!"
- Be cautious when using humor or sarcasm in emails or discussion posts as tone can be difficult to interpret digitally.
- Avoid using "text-talk" unless explicitly permitted by your instructor.
- Proofread and fact-check your sources.
- Keep in mind that online posts can be permanent, so think first before you type.

## **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 and on-line chat tools; (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; or (3) the acquisition, without permission, of tests or other academic material belonging to a faculty member or staff of the university.

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.

The dual submission of a paper or project, or resubmission of a paper or project to a different class without express permission from the instructor or submitting the same assignment in two different courses is a violation of the Academic Integrity policy.

The incident will be reported to University authorities for appropriate disciplinary action. **If you have engaged in academic dishonesty related to this course, possible consequences include a failing grade on the test or assignment, or a failing grade in the course.** This policy is intended to protect the honest student from unfair competition with unscrupulous individuals who might attempt to gain an advantage through cheating. Consult the [Student Integrity Policy](#) if needed.

NOTE: I will submit your work to an electronic plagiarism monitoring service such as [TurnItIn](#). Proper action will be taken if significant plagiarism, including AI-generated content, is evident.

## **RCOB SYLLABUS STATEMENT ON ACADEMIC HONESTY**

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.

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 from admonition (a warning) to expulsion from the University.

Some of the most common examples of academic integrity violations include plagiarism or cheating, such as unauthorized assistance on examinations, homework, research papers or case analyses. Your work must be entirely your own. When working on assignments, you should not discuss your work with others unless approved by the course instructor. Group assignments should only be discussed with members assigned to your group, and all group members may be held accountable in some way for known academic integrity violations in a group assignment.

Another example of academic dishonesty relates to improper attribution. When preparing your assignments, you must cite all outside sources in the manner requested by your instructor. Copying or using material from any source prepared by or previously submitted by others, at UNT or other institutions, or downloaded from the Internet, is plagiarism. Unless directed otherwise in an assignment, large scale “cutting and pasting” from other sources, even if properly footnoted, is not appropriate. You should synthesize this material in your own words and provide a footnote.

Your instructor will specify what materials, if any, may be used on the tests and exams. Using materials other than those permitted, talking with other individuals during the exam, individuals exchanging information about an exam when one has taken the exam and the other has not, or copying or using material from another individual’s exam is academic dishonesty and will result in a meeting to discuss academic integrity violations and potentially issue sanctions mentioned above, and may result in ineligibility for academic scholarships. The use of online assistance, such as sites commonly used for finding homework solutions, group chat, cell phones, smart watches, and similar tools during exams is not allowed for any reason unless specifically permitted. No portion of an exam may be copied or photographed without permission.

Students are expected to conduct themselves in a manner consistent with the University's status as an institution of higher education. A student is responsible for responding to a request to discuss suspected academic dishonesty when issued by an instructor or other University official. If a student fails to respond after a proper attempt at notification has been made, the University may take appropriate academic actions in the absence of the student’s participation.

### **EMERGENCY NOTIFICATION & PROCEDURES**

The University of North Texas uses an emergency Notification System, [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. As a student, you may also register with Eagle Alert to receive notification of any warnings or campus closings that are announced. Enroll at [my.unt.edu](http://my.unt.edu). The [university's website](#) will provide updated information during an emergency situation.

## **CLASS MATERIALS FOR REMOTE INSTRUCTION**

This course is conducted entirely online and the required materials are listed above. Review this resource for more information on [how to be successful in a remote learning environment](#).

## **OFFICE OF DISABILITY ACCESS**

UNT makes reasonable academic accommodation for students with disabilities. Students seeking accommodation must first register with the Office of Disability Access (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 to begin a private discussion regarding one'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 additional information see the [ODA website](#).

The course instructor works closely with and conforms to the strict guidelines of the ODA. Printed exams can be administered by ODA at a location agreed upon by the client, the instructor, and ODA staff. In addition, recommendations as to extended timing and other conditions as prescribed will be met. **University Policy requires that students notify their instructor(s) within the first week of class that an accommodation will be needed** (usually this is done by sending the Instructor the letter of accommodation that has been approved by ODA for the semester).

## **RETENTION OF STUDENT RECORDS**

Student records pertaining to this course are maintained in a secure location by the instructor of record. All records such as exams, answer sheets (with keys), and written papers submitted during the duration of the course are kept for at least one calendar year after course completion. Course work completed via the Blackboard 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 record; however, information about student's records will not be divulged to other individuals without proper written consent. Students are encouraged to review the Public Information Policy and the Family Educational Rights and Privacy Act (FERPA) laws and the University's policy. See UNT Policy 10.10, Records Management and Retention.

## **IMPORTANT INFORMATION FOR F-1 VISA HOLDERS**

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 on-line 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

on-line or distance education classes may be considered to count toward a student's full course of study requirement [Title 8 CFR 214.2 Paragraph (f)(6)(i)(G)].

**UNT 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 experience 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 may be used 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, he or she should contact the UNT International Student Office at 940.565.2195 or [InternationalAdvising@unt.edu](mailto:InternationalAdvising@unt.edu) to get clarification before the one-week deadline.

### **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 the [UNT Policy on Student Identity](#) for more information.

### **USE OF STUDENT WORK**

A student owns the copyright for all work (e.g. software, photographs, reports, presentations, and email postings) he or she creates within a class and the University is not entitled to use any student work without the student's permission unless all of the following criteria are met:

- The work is used only once.
- The work is not used in its entirety.
- Use of the work does not affect any potential profits from the work.
- The student is not identified.
- The work is identified as student work.

If the use of the work does not meet all of the above criteria, then the University office or department using the work must obtain the student's written permission.

## **TRANSMISSION AND RECORDING OF STUDENT IMAGES IN ELECTRONICALLY-DELIVERED COURSES**

1. No permission is needed from a student for his or her image or voice to be transmitted live via videoconference or streaming media, but all students should be informed when courses are to be conducted using either method of delivery.
2. In the event an instructor records student presentations, he or she must obtain permission from the student using a signed release in order to use the recording for future classes in accordance with the Use of Student-Created Work guidelines above.
3. Instructors who video-record their class lectures with the intention of re-using some or all of recordings for future class offerings must notify students on the course syllabus if students' images may appear on video. Instructors are also advised to provide accommodation for students who do not wish to appear in class recordings.

Example: This course employs lecture capture technology to record class sessions. Students may occasionally appear on video. The lecture recordings will be available to you for study purposes and may also be reused in future course offerings.

No notification is needed if only audio and slide capture is used or if the video only records the instructor's image. However, the instructor is encouraged to let students know the recordings will be available to them for study purposes.

## **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 a student who has 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 resources available both on and off campus.

The Survivor Advocates can be reached at [SurvivorAdvocate@unt.edu](mailto: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](mailto:oeo@unt.edu) or at (940) 565 2759.

## **STUDENT & ACADEMIC SUPPORT SERVICES**

- [Code of Student Conduct](#): provides Code of Student Conduct along with other useful links
- [Office of Disability Access](#): exists to prevent discrimination based on disability and to help students reach a higher level of independence
- [Counseling and Testing Services](#): provides counseling and testing services
- [UNT Libraries](#)
- [UNT Learning Center](#): provides services to enhance the student academic experience

- [UNT Writing Center](#): offers free writing tutoring to all UNT students, including online tutoring

## **MENTAL HEALTH**

UNT provides mental health resources to students to help ensure there are numerous outlets to turn to that wholeheartedly care for and are there for students in need, regardless of the nature of an issue or its severity. Listed below are several resources on campus that can support your academic success and mental well-being:

- [Student Health and Wellness Center](#)
- [UNT Care Team](#)
- [UNT Psychiatric Services](#)
- [Individual Counseling](#)

## **UPDATING PERSONAL INFORMATION**

- [UNT Transcripts and Records](#)
- [UNT ID Card](#)

## **ADDITIONAL STUDENT SUPPORT SERVICES**

- [Registrar](#)
- [Financial Aid](#)
- [Student Legal Services](#)
- [Career Center](#)
- [UNT Food Pantry](#)

## **SUMMER 5W1 2026 IMPORTANT DATES PER THE UNT REGISTRAR**

- **May 18** - First Class Day
- **May 21** - Census
- **May 22** - Beginning this date, a student may drop a course with a grade of W.
- **June 11** - Last day for a student to drop a course. Last day to Withdraw (drop all classes). Grades of W are assigned.
- **June 12** - Beginning this date, a student who qualifies may request an Incomplete.
- **June 18** - Final Exams, Last Session
- **Memorial Day** - No Classes
- **Juneteenth** - No Classes