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## **COURSE INFORMATION**

- RHAB 4700: Employment Services
- Spring 2023
- RHAB 4700, section 900 3 credit hours
- Online course, using Canvas
- Pre-Requisite: RHAB 3100 or consent of department

## **Professor/Instructor Contact Information**

**Name: Dr. Mary Shuma Rudberg, Ph.D, CRC, LPC, CAADC**

**Pronouns: She/Her/Hers**

**Office Location: Virtual Office Via Email or other communication**

**Office Hours: Available as needed via email,**

**Email: [Mary.Shumarudberg@unt.edu](mailto:Mary.Shumarudberg@unt.edu)**

## **Materials – Text, Readings, Supplementary Readings**

*Griffin, C.C., Hammis, D. & Geary, T. (2007). The Job Developer's Handbook: Practical Tactics for Customized Employment. Baltimore: Brookes Publishing.*

## **Course Description**

This course is designed to provide knowledge and practical application of the development and implementation of employment plans. Information and skills building are provided through sources of occupational information, along with methods involved in job placement and job development. Emphasis is on programs and methods that promote community-integrated employment for persons with significant disabilities.

## **COURSE OBJECTIVES & OUTCOMES**

Participation in the course and completion of course requirements will enable the student to:

- A. To describe the principles of community inclusion and integration of people with disabilities and its relationship to employment
- B. To address the attitudinal barriers to people with disabilities in the workplace and in the community.
- C. To demonstrate an awareness of the world of work and the factors that impact people with disabilities accessing employment.

- D. To develop a working knowledge of key legislation relevant to the employment of persons with disabilities.
- E. To demonstrate an understanding of the disclosure issues related to employment and the importance of informed consent.
- F. To identify the information necessary to develop a community assessment for employment including the financial needs of the individual.
- G. To demonstrate an understanding of the job seeking and job keeping skills'
- H. To create a resume that is reflective of an individual's vocational assets and corresponding job goal.
- I. To develop knowledge of disability accommodation, assistive technology, and other supports to assist individuals in keeping a job.
- J. To demonstrate knowledge of job development strategies and marketing skills.

## **TECHNICAL REQUIREMENTS/ASSISTANCE**

The following information has been provided to assist you in preparation for the technological aspect of the course.

- UIT Help Desk: <http://www.unt.edu/helpdesk/index.htm>
- Hardware and software necessary to use Bb Learn: <http://www.unt.edu/helpdesk/bblearn/>
- Browser requirements: [unt.instructure.com](http://unt.instructure.com)
- Computer and Internet Literacy: [http://clt.odu.edu/oso/index.php?src=pe\\_comp\\_lit](http://clt.odu.edu/oso/index.php?src=pe_comp_lit)
- Necessary plug-ins: <http://goo.gl/1lsVF>
- Internet Access with compatible web browser
- Headset/Microphone (if required for synchronous chats)
- Word Processor

### **Minimum Technical Skills Needed:**

- navigate and utilize the features of the learning management system (i.e., Canvas), such as:
  - o access and open posted files documents, videos, and weblinks
  - o submit assignments using assignment links (e.g, Turnitin)
  - o access, complete, and submit tests correctly
  - o access and post comments on discussion boards
  - o use email and send documents as attachments
- create documents using commonly used word processing program (e.g., Word)
- save documents as .doc or .docx files (all documents submitted as an assignment must be saved as a .doc or .docx file)
- copy and paste within documents
- download and install required software to ensure proper operation of Canvas

### **Student Support**

The University of North Texas provides student technical support in the use of Canvas and supported resources. The student help desk may be reached at:

- Email: [helpdesk@unt.edu](mailto:helpdesk@unt.edu)
- Phone: 940.565-2324
- In Person: Sage Hall, Room 130

Regular hours are maintained to provide support to students. Please refer to the website: <http://www.unt.edu/helpdesk/hours.htm> for updated hours.

## **ACCESS & NAVIGATION**

### **Access and Log in Information**

This course was developed and will be facilitated utilizing the University of North Texas' Learning Management System, Canvas. To get started with the course, please go to: <https://learn.unt.edu> You will need your EUID and password to log in to the course. If you do not know your EUID or have forgotten your password, please go to: <http://ams.unt.edu>.

### **Student Resources**

As a student, you will have access to:

- [Student Orientation via Canvas](#). It is recommended that you become familiar with the tools and tutorials within the Orientation to better equip you in navigating the course.

### **Being a Successful Online Student**

- [What Makes a Successful Online Student?](#)
- [Self-Evaluation for Potential Online Students](#)

### **Course Organization**

The course is organized through the use of learning modules. Each module is labeled based on the weeks found in the course schedule. For example, Learning Module 1 is based on the materials and assignments for Week 1 in the course.

Once logged into the course on Canvas, students should attempt to familiarize themselves with the course. Students are expected to read the course syllabus and schedule. Students should also read all the materials provided in Learning Module 1 during the first week of class.

### **How Students Should Proceed Each Week for Class Activities**

Each week, students are expected to log on to the Canvas course site and read the materials found in the week's corresponding modules, including the weekly announcement. Students are also required to complete any assignments found in the learning module and turn those in by the due date.

There are weekly activities which must be submitted each week on Monday at 11:59 pm, unless otherwise noted. These activities are designed to assist in integrating the information imparted through the reading or viewing material for the specific week. The activities may be discussion boards, specific assignments or quizzes over the material. Instructions and a grading rubric will be posted for each assignment in the corresponding Weekly Module.

## **COMMUNICATIONS**

Communication among participants in this course, including the instructor, teaching assistant, and students will use the following tools in the course in the following way:

- Announcements: I will post an announcement each Monday about the upcoming week's activities;
- E-mail: emails will be sent using the course Internal email feature. You may email me, our teaching assistant, or other students using the course email feature.

The e-mails I send out to students using our Canvas e-mail tool will go to your Eagle Connect e-mail account. You may wish to have your Eagle Connect e-mails directed to your preferred e-

mail account, which you can do by going to <http://eagleconnect.unt.edu/> and following the directions.

Announcements will be available to you both in the Announcement course link as well as sent to you as e-mail.

### Interaction with Instructor Statement

To contact me, students should send an email to [Mary.Shumarudberg@unt.edu](mailto:Mary.Shumarudberg@unt.edu) or utilize the internal email function in Canvas.

### GRADING

Grades will be reported on a point system. The total points earned will determine your class letter grade, as indicated in the table below.

#### Grading Structure

**A: 400 – 360 points**    **B: 359 – 320 points**    **C: 319 – 280 points**  
**D: 279 – 240 points**    **F: 239 points or under**

It is important to complete all weekly activities by their due dates, to earn the highest points possible and to facilitate your success in the course. There will be no midterm or final exams.

	DB	Quiz	Assignment
Week 1	16		
Week 2		46	
Week 3		18	
Week 4	16		
Week 5		23	24
Week 6	16		
Week 7		23	19
Week 8	16		16
Week 9 SPRING BREAK!!!			24
Week 10			24
Week 11		20	
Week 12	16	12	
Week 13		12	
Week 14		28	
Week 15	16	9	
Week 16	16	14	
	Total course points		400

**Submission of Assignments:** Each week, assignments are due by **Monday at 11:59 pm**. For some assignments, such as quizzes, discussion boards, or web exercises, students should submit their responses in the text boxes provided via Canvas. For assignments, such as response papers, and resource guide materials, students should upload their documents via the assignment drop box provided in Canvas. If uploading an assignment to the drop box, it should be saved only as a word document, as no other formats will be accepted. Students experiencing technical difficulties during this process should contact the helpdesk for technical support and document the remedy ticket number before contacting the instructor. If no resolution is reached through the assistance of the helpdesk, only then, shall the student contact the instructor regarding the submission of work in the event of technical issues. It is up to the discretion of the instructor to accept work through an alternative submissions process, and as a result, some assignments may not be accepted by alternative means.

***There will be no acceptance of late assignments, unless there is a remedy ticket number from the helpdesk.***

**Participation / Discussions:** Students are expected to contribute to the class by presenting their ideas and questions on the Canvas site. Students are expected to prepare for class by completing reading assignments as scheduled.

There will be several **discussion boards** related to participation in this course. To receive complete credit for the discussion boards, each student is required to make *one original post* and two *substantial responses* to a classmate, ***no less than 12 hours apart***.

Please remember that all posts should be in Person First Language and should be respectful of those participating. The point is to engage in a meaningful discussion about topics impacting the field of rehabilitation.

**Online Quizzes:** Quizzes will only be given via Canvas for this class. Quizzes can be found under the learning module for the corresponding week. Each quiz is timed and can only be accessed once during the scheduled week. Please read the on-screen instructions carefully before you click “Begin Assessment.” Once you begin a quiz, you may not stop or ask to resubmit the quiz for any reasons, so be sure you have enough time and proper software needed to complete the quiz.

**Accessing Grades:** Assignments will be graded on a weekly basis and grades will be updated via the Canvas Grade Center. Students are encouraged to check their grades on a weekly basis. If your grades have not been updated after one week from submission of an assignment, please contact the instructor. If the instructor is unable to grade assignments within the week timeframe, he will contact the students, so they are made aware of the situation.

**Class Participation:** Students are required to login weekly to the online class site. The instructor will use the tracking feature in Canvas to monitor student activity. Students are also required to participate in all class activities, such as discussion boards or conference sessions and group projects.

## **COURSE EVALUATION**

At the end of the semester, you will find a student evaluation for this course available to you on your My UNT site. I consider completing this short survey as part of the participation requirements - your comments are important to me, as I rely on your feedback to help me improve as an educator and to make modifications to the course.

## COURSE POLICIES

### Assignment Policy

Students can locate information about all assignments via Canvas. Each week, assignments are opened on Monday at 8 am and due by the following Monday at 11:59 pm. Information regarding the specifics of an assignment can be found on the Assignment Resources tab, as well as on the corresponding week's learning module.

***Assignments will not be accepted late for this course, unless there is a remedy ticket number from the helpdesk.*** Otherwise, there will be no acceptance of late assignments, regardless of the situation. Students are encouraged to complete assignments in a timely manner to avoid being late and missing an assignment.

### Instructor Responsibilities and Feedback

As the instructor, it is my responsibility to provide a positive environment that facilitates students' ability to grow and learn. I am also responsible for providing clear instructions for projects and assessments, answering questions about assignments, identifying additional resources as necessary, provide grading rubrics, and continually reviewing and updating course content. Students can anticipate a response to their emails within 24 hours; discussion board posts and assignment grades posted within one week of submission, and final grades posted by the end of the semester. **Virtual**

### Classroom Citizenship

The same guidelines that apply to traditional classes should be observed in the virtual classroom environment. Please use proper netiquette when interacting with class members and the professor.

### Incompletes

Students are expected to complete the course within the session time frame. A grade of Incomplete will only be given if the student is (a) passing the course, (b) has completed 75% of the course requirement, (c) has very compelling special circumstances, and (d) provides adequate documentation. I will require that the course requirements be fulfilled by the end of the following semester. According to UNT policy:

*An Incomplete Grade ("I") is a non-punitive grade given only during the last one-fourth of a term/semester and only if a student (1) is passing the course and (2) has a justifiable and documented reason, beyond the control of the student (such as serious illness or military service), for not completing the work on schedule. The student must arrange with the instructor to finish the course at a later date by completing specific requirements. These requirements must be listed on a Request for Grade of Incomplete form signed by the instructor, student, and department chair; and also entered on the grade roster by the instructor.*

*(<http://essc.unt.edu/registrar/incomplete.htm>, p. 1)*

If you fail to complete the course requirements by the end of the subsequent semester the grade of Incomplete will be replaced with an "F". I strongly urge you to complete the course. If you find you are falling behind, or not passing, I recommend you consider withdrawing from the class so that your record and GPA is not negatively affected. Please communicate with me if you find yourself having any difficulties with keeping up with the assignments or are not doing well on the quizzes.

### Copyright Notice

Some or all of the materials on this course Web site may be protected by copyright. Federal copyright law prohibits the reproduction, distribution, public performance, or public display of

copyrighted materials without the express and written permission of the copyright owner, unless fair use or another exemption under copyright law applies. Additional copyright information may be located at: <http://copyright.unt.edu/content/unt-copyright-policies>.

**Information about the University of Texas' Attendance Policy may be found at:**  
<http://policy.unt.edu/policy/15-2-5>

### **Administrative Withdrawal**

Please refer to the Office of the Registrar regarding the Withdrawal Policy.

### **Syllabus Change Policy**

The course syllabus is a general plan for the course; deviations announced to the class by the instructor may be necessary.

### **Policy on Server Unavailability or Other Technical Difficulties**

The University is committed to providing a reliable online course system to all users. However, in the event of any unexpected server outage or any unusual technical difficulty which prevents students from completing a time sensitive assessment activity, the instructor will extend the time windows and provide an appropriate accommodation based on the situation. Students should immediately report any problems to the instructor and also contact the UNT Student Help Desk: [helpdesk@unt.edu](mailto:helpdesk@unt.edu) or 940.565.2324. The instructor and the UNT Student Help Desk will work with the student to resolve any issues at the earliest possible time.

## **UNT POLICIES**

### **Student Conduct and Discipline**

The primary concern of the University of North Texas is the student. The university attempts to provide for all students a campus environment that is conducive to academic endeavor and social and individual growth. To that end, rules, regulations, and guidelines governing student behavior and the student's relationship with the university have been formulated into a student code of conduct and discipline. Enrollment at the University of North Texas is considered implicit acceptance of these and other policies applicable to students, all of which are educational in nature and designed to help students understand expectations and accept responsibility for their own actions. Additional information can be found in the [Code of Student Conduct](#).

### **Academic Honesty Policy**

Policies regarding student conduct and academic honesty posted by the University Center for Student Rights and Responsibilities in the Student Handbook apply to this class. As stated in the Policy:

[http://www.unt.edu/csrr/student\\_conduct/misconduct.html](http://www.unt.edu/csrr/student_conduct/misconduct.html), misconduct for which students are subject to discipline falls into the following categories:

#### *A. Acts of Dishonesty, including but not limited to:*

- 1. Academic dishonesty - cheating. The term "cheating" includes, but is not limited to:*
  - a. use of any unauthorized assistance in taking quizzes, tests, or examinations;*
  - b. dependence upon the aid of sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems, or carrying out other assignments;*
  - c. the acquisition, without permission, of tests, notes or other academic material belonging to a faculty or staff member of the University;*



- d. *dual submission of a paper or project, or resubmission of a paper or project to a different class without express permission from the instructor(s);*
        - e. *any other act designed to give a student an unfair advantage.*
2. *Academic Dishonesty — plagiarism. The term "plagiarism" includes, but is not limited to:*
  - a. *the knowing or negligent use by paraphrase or direct quotation of the published or unpublished work of another person without full and clear acknowledgement and/or*
  - b. *the knowing or negligent unacknowledged use of materials prepared by another person or by an agency engaged in the selling of term papers or other academic materials.*

Discipline may range from not having an assignment accepted for credit to expulsion from the course.

For more information regarding policies regarding student conduct, please visit:

[http://www.unt.edu/csrr/student\\_conduct/index.html](http://www.unt.edu/csrr/student_conduct/index.html)

### **ADA Policy**

The University of North Texas makes reasonable academic accommodation 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 you with an accommodation letter to be delivered to faculty to begin a private discussion regarding your specific needs in a course. You 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 Office of Disability Accommodation website at <http://www.unt.edu/oda>. You may also contact them by phone at 940.565.4323.

### **Add/Drop/Incomplete Policies**

Please refer to the Office of the Registrar regarding the following policies:

- [Add/Drop Policy](#)
- [Incomplete Policy](#)

### **Important Notice for F-1 Students taking Distance Education 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 at <http://www.oea.gov/index.php/links/electronic-code-of-federal-regulations>. The specific portion concerning distance education courses is located at "Title 8 CFR 214.2 Paragraph (f) (6) (i) (G)" and can

be found buried within this document: <http://www.gpo.gov/fdsys/pkg/CFR-2012-title8vol1/xml/CFR2012-title8-vol1-sec214-2.xml>

*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 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.*

### 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 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 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](mailto:internationaladvising@unt.edu)) to get clarification before the one-week deadline.

### **RESOURCES**

- Computer Labs: General access computer lab information (including locations and hours of operation) can be located at: <http://www.gacl.unt.edu/>
- UNT Portal: <http://my.unt.edu>
- UNT Library Information for Off-Campus Users: <http://www.library.unt.edu/services/for-special-audiences/offcampus/information-for-offcampus-users>
- UNT Computing and Information Technology Center: <http://citc.unt.edu/servicessolutions/students>
- UNT Academic Calendar: <http://www.unt.edu/catalogs>

### **Course Schedule**

Welcome, Class! This schedule is intended to give you an overview of topics and timelines for the course. Deadlines and due dates are listed below; additional articles and resources will be provided to reinforce concepts and enhance learning.

**\*\*NOTE: All Assignments will be due the following MONDAY evening by 11:59 pm, unless otherwise stated\*\***

**Note:** When necessary, this course schedule may be modified and revised by the instructor. Notice of any changes will always be provided to students through e-mail.

Week Beginning	Topic	Readings	Videos/Resources	Assignments Due
Week 1 1/17/2023	Welcome and Overview. Review Syllabus: “Why do we work and attitudinal barriers that inhibit access to work.”	<b><u>Syllabus</u></b>  <b><u>Why do we work?</u></b> <b><u>(Lecture)</u></b>	Aimee Mullen: “The Opportunity of adversity”  Loretta Calborne: “Let’s Talk about Intellectual Disabilities”  Deby Hergenrader the director from Break the Barriers shares her thoughts on Disability.  Jeff Underwood: “Changing Disability”	Discussion Board: Attitudinal Barriers <b>Due</b> <b>1/23/2023</b>
Week 2 1/23/2023	Values, philosophy, and employment legislation	<b><u>Employment (Lecture)</u></b>  <b><u>Schroder letter</u></b>  <b><u>Chapter 1 in Griffin, et al.</u></b>		<b>QUIZ</b> <b>Due</b> <b>1/30/2023</b>
Week 3 1/30/2023	Discovery, Assessment, and Vocational Evaluation	<b><u>Traditional Assessment (Lecture)</u></b>  <b><u>Hagner Article</u></b>  <b><u>Chapter 2 in Griffin, et.al.</u></b>	Jennie Fenton: “Inclusion, belonging and the disability revolution.”	<b>QUIZ</b> <b>Due</b> <b>2/6/2023</b>

Week 4 2/6/2023	Person-centered approaches to employment; Self-Determination, Person-Centered Planning and disclosure		Maysoon Zayid: “Creating more positive images of disability.”  “The 411 of Disability Disclosure.”	Discussion Board: Disclosure  <b>Due 2/13/2023</b>
Week 5 2/13/2023	Job search, Resumes, and Career exploration	<b><u>Susan Adams Forbes article</u></b>  <b><u>Resume (Lecture)</u></b> <b><u>Job and Career Information (Lecture)</u></b>  <b><u>Chapter 4 in Griffin, et al.</u></b>  <b><u>Optional Read: What Can I do with a Major in Rehabilitation Studies and Apprenticeship USA</u></b>	Phil Hanson: “Embrace the Shake.”	1. QUIZ 2. Assignment Develop 2 resumes: one-page personal resume and one-page resume for another job seeker.  <b>Due 2/20/2023</b>
Week 6 2/20/2023	Social media, Interview preparation including job seekers with criminal histories	<b><u>Social media (Lecture)</u></b>  <b><u>Interview Preparation (Lecture)</u></b>  <b><u>Interviewing tips for applicants with ASD, Whetzel</u></b>	Job interview questions  100 potential interview questions  10 most common interview questions  Interview tips for ex-offenders	Discussion Board: Interview preparation  ***Extra Credit Opportunity: Informational Interviews  <b>Due 2/27/2023</b>

			From hard time to full time: Strategies to help move Ex-offenders from welfare to work	
Week 7 2/27/2023	Employer relationships; Job Development	<u><b>Job Development (Lecture)</b></u>  <u><b>US Department of Labor's Office of Disability Employment Policy: Inclusion</b></u>  <u><b>Chapter 5 in Griffin, et al.</b></u>	Howard Green, "Building Business Partnerships to increase employment opportunities: It's all about relationships!"  Texas Career Check	<b>QUIZ</b>  Texas Career Check Quiz  <b>Due 3/6/2023</b>
Week 8 3/6/2023	Assistive Technology Accommodations		NDEAM "What accommodations do people with disabilities need at work?"	Discussion Board: Accommodations and Assistive Technology  Assignment: Complete the two modules titled: "Automatic Speech Recognition," and "Overview of Assistive Technology. Upload the post test.  ****Extra Credit Rehab 4700 Mid-Semester Extra Credit  <b>Due 3/13/2023</b>

<p>***March 13<sup>th</sup>- March 17<sup>th</sup> ***Spring Break*** No class this week</p>				
Week 9 3/13/2023	Task Analysis, Job Analysis and Job Match	<u><b>Job Task Analysis (Lecture)</b></u>  <u><b>Job Match Considerations (Lecture)</b></u>  <u><b>Chapter 3 in Griffin, et al.</b></u>		Assignment Activity: Task Analysis  <b>Due 3/20/2023</b>
Week 10 3/20/2023	Negotiation and Conflict Resolution	<u><b>Negotiation and Conflict Resolution (Lecture)</b></u>  <u><b>Chapter 7 in Griffin, et al.</b></u>		QUIZ  <b>3/27/2023</b>
Week 11 3/27/2023	Supported Employment Services	<u><b>Supported employment- “The Evidence.”</b></u>	SAMSHA: Supported Employment  National Council on Disability Report on Subminimum wage and supported employment	QUZ  Discussion Board: Subminimum Wage and Supported Employment  <b>Due 4/3/2023</b>
Week 12 4/3/2023	Job Carving and Customized Employment	<u><b>The institute Brief Issue: When existing jobs don’t fit- Condon, Donovan, Gilmore, and Jordan</b></u>  <u><b>Journal Article</b></u>  <u><b>Chapter 8 in Griffin, et al.</b></u>		QUIZ  <b>Due 4/10/2023</b>

Week 13 4/10/2023	SSI and Work Incentive Programs	<u><a href="#">Social Security Work Incentives</a></u>  <u><b>Chapter 9 in Griffin, et al.</b></u>  <u><b>Transcripts benefits barrier part 1 and part 2</b></u>		Part 1 QUIZ Part 2 QUIZ  <b>Due</b> <b>4/17/2023</b>
Week 14 4/17/2023	Natural Supports	<u><b>Natural supports (Lecture)</b></u>  <u><b>Murphy, Mullen, and Spagnolo Journal Article: Enhancing Individual Placement and Support</b></u>  <u><b>Chapter 10 in Griffin, et al.</b></u>	Norine Gill: “Developing Workplace Supports.”	QUIZ  Discussion Board: Natural Supports  <b>Due</b> <b>4/24/2023</b>
Week 15 4/24/2023	Job Retention Issues	<u><b>Job Retention (Lecture)</b></u>  <u><b>Journal article: Bond and Campbell</b></u>	Nancy Shugart’s TEDtalk- “Be the one to make it happen.”	QUIZ  Discussion Board: Course Feedback  <b>Due</b> <b>5/1/2023</b>
Week 16 5/1/2023	***There are no finals for this course***	UNT FINALS WEEK		END of Course 5/12/2023