
HRD 4372: Capstone Experience
Fall 2025

Dr. Rochell McWhorter

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*Office Hours (in-person or online)

- Mondays: 8-11am & 12:30pm-3:30pm
- Wednesdays: 9-11am & 12:30-2:30pm

*Email me for an appointment

Office # 903.566-7330

My Office: Soules COB #315.15

Classroom: SCOB #214

My GTA is: [Terasita Cowan](#)

Course Overview/Description:

An integrated perspective of the problems in Human Resource Development. This course offers the students the opportunity to integrate their knowledge of the undergraduate HRD principles and interventions for organizations through practical applications of their coursework as final preparation for entering the workforce. This course culminates in a mock team interview experience and a final capstone project.

Student Learning Outcomes:

- Prepare a well-written resume, cover letter, and references list
- Demonstrate dressing appropriately for an interview for a professional position.
- Develop networking and job searching skills.
- Clearly communicate professional brand to an employer at a mock team interview (MTI) experience and through a LinkedIn account.
- Integrate knowledge of the undergraduate HRD principles and interventions for organizations with learning acquired in the course and major field of study through a final Capstone project.

Required Textbook/Materials:

1. Johnson, G., & Gerwig, K. (Jan. 2023 ed.). ***Your Standout Brand Workbook – Build and Grow a Success-Ready Career***©. Solving Business Problems Creatively, LLC, 1st edition. Lulu.com
 - Note: You will need the workbook by Monday, August 28th
2. Johnson, G., & Gerwig, K. (2018). !WONTUOTEG® - third edition (2018). Lulu.com. ISBN: 978-1-387-72786-5. **Also available as an e-book through the publisher at lulu.com. ISBN: 978-0-359-20513-4**
3. American Psychological Association (2019). APA Publication Manual, 7th edition. Washington, DC. OR [Access the Purdue Website](#).
4. Various Readings and Videos provided by Instructor



Grading Policy for HRD 4372:

Professional Brand Profile including STAR Examples	10%
Final Written Portfolio (with Resume, Cover Letter, Reference List/folder)	15%
Mock Interviews (1 Small Group=5%, 1 Final=20%)	25%
Earning an industry-related certificate	10%
Participation: (Attendance for in-class and remote participation activities)	15%
Final Exam and !WONTUOTEG essay	10%
End of Program Capstone Project—Your LinkedIn Account	15%

Grading Scale:

A	90-100	B	80-89	C	70-79
D	60-69	F	< - 59		

A New Brand You© Professional Brand Profile: This profile assignment includes professional Brand Profile list of Value Statements and then you will create examples to support your values using, the S.T.A.R. method. You will be given numerous opportunities to practice your interviewing skills with your peer coach (a chosen classmate) and your group (classmates).

Final Written Portfolio: A UT-Tyler branded or new 2 pocket folder will contain 5 copies of your 1-page Resume and **MUST BE APPROVED** by Instructor and then will be printed by student on resume paper. Students may add business cards if they wish to give out at MTI event and job interviews.

Mock Team Interviews: There will be 2 opportunities to practice interviewing skills in front of your instructor and peers: one in your small group and one in a larger group. Then, you will be assigned a mock interview with business professional(s) from the community at the Mock Team Interview (MTI) event

FRIDAY, NOVEMBER 7th. Note: the MTI is mandatory for passing this course.

Final Written Portfolio: A UT Tyler branded or new 2 pocket folder will contain 5 copies of your 1-page Resume and MUST BE APPROVED by Instructor and then printed by student on resume paper. Students may add their business cards.

Earning an industry related certificate: students will be provided opportunities to earn a certificate that demonstrates their knowledge/skills conducive to an area of business they are pursuing.

<https://coursera.org/programs/mcwhorter-hrd-4372-capstone-05kcp>

Attendance & Participation. Students are expected to come to class prepared, bring their textbook, and laptop to facilitate in-class workshop activities and participate in learning activities on days designated. Not doing so will reduce participation grade. Group work outside of the classroom is also required and can be done through Zoom as assigned. Group work will be handled on several Fridays as instructor directs.

End of Program Capstone Project – each student will create an attractive **LinkedIn account** including completing each designated section, invite others to connect with them, ask for recommendations, highlight specific learning artifacts they have created over the course of their program, as shown in grading rubric. Some larger projects and learning artifacts can be built into an ePortfolio with the URL, then embedded into their LinkedIn account for viewing.

Make-Up Work and Late Work - Make-Up work is allowed with a medical/official university business excuse with proper documentation. Otherwise, there will be a **50% per calendar day penalty (including weekends)** for all late work not otherwise pre-authorized. Email instructor ahead of time if you will not meet the deadline. Also, email for special cases (such as military duty/training, health, or family emergencies; Dr. McWhorter will ask for documentation for these situations).

Writing Expectations

This is a university course with numerous written assignments that should be free of spelling and grammatical errors and should include appropriate organizational structure, demonstrate critical thinking, and the proper citing of sources and references according to APA 7 guidelines. If you seek assistance from the UT Tyler Writing Center, you should plan well in advance for them to look over your paper and offer advice. If you need further tutoring, **CLICK HERE** for the webpage for the Writing Center, phone: (903) 565-5995, or email them: writingcenter@uttyler.edu

Important Dates:

Census Date = **September 8, 2025**

Last Day to Withdraw from Classes = **November 3, 2025**

Mandatory Mock Team Interview = November 7, 2025

Plagiarism Detection

Student's assignments are subject to faculty's use of Turnitin to detect plagiarism. This tool has an AI Detection tool as part of its plagiarism framework.

Use of Artificial Intelligence

UT Tyler is committed to exploring and using artificial intelligence (AI) tools as appropriate for the discipline and task undertaken. We encourage discussing AI tools' ethical, societal, philosophical, and disciplinary implications. All uses of AI should be acknowledged as this aligns with our commitment to honor and integrity, as noted in UT Tyler's Honor Code. Faculty and students must not use protected information, data, or copyrighted materials when using any AI tool. Additionally, users should be aware that AI tools rely on predictive models to generate content that may appear correct but is sometimes shown to be incomplete, inaccurate, taken without attribution from other sources, and/or biased. Consequently, an AI tool should not be considered a substitute for traditional approaches to research. You are ultimately responsible for the quality and content of the information you submit. Misusing AI tools that violate the guidelines specified for this course is considered a breach of academic integrity. The student will be subject to disciplinary actions as outlined in UT Tyler's Academic Integrity Policy.

For this course, AI is permitted only for specific assignments or situations, and appropriate acknowledgment is required. **Note:** You have permission (but not required) to utilize an AI tool of your choice for this one assignment: **Final Written Portfolio**.

—See UT Tyler Syllabus Module in the Canvas Course
for University Policies and Information—
University Policies and Information: HRD-4372 (2025-FALL) 001
And, **University Information**

*Note: Tentative Course Outline is presented on the next 2 pages

***Instructor reserves the right to adjust this tentative schedule to promote learning and if an adjustment is needed, students will be notified through an Announcement in Canvas and/or Class meetings.**

*Tentative Course Outline for HRD 4372

Capstone in HRD--Fall 2025

****Due Dates on Saturday, unless otherwise specified**

Class Meeting Times: 11:15 am-12:10 pm on assigned days in SCOB Classroom #214

Date		H	Topics/Activities	**ASSIGNMENTS
Aug	25		-About our Class & What is Branding? -Read Business Article #1 (Gialelli, 2024)	1.1 "Introduce Yourself" Discussion Post 1.2 Class Discussion Posting -Article #1
	27		-Form Discussion Groups, Read Business Article #2 -Introduce Industry Certificates	1.3 Get to Know Your Group 1.4 Group Discussion over Article #2
	29	H	-Hybrid Friday: Explore Industry Certificates -Take 10-item quiz over Week 1 materials	1.5 Write a 2-sentence update on certificate you chose 1.6 Online Quiz over Week 1 materials
Sep	1		==NO CLASS – LABOR DAY==	
W	3		-Read pp. 4-17 in the YSOB Workbook -Go to: Jung Typology Test in Class & "Take the Test"	2.1 Group Discussion posting after taking Jung Typology Test 2.2 Complete Exercise 1 (p. 21 in textbook)
F	5	H	-Hybrid Friday: Work on an Industry Certificate	2.3 Post an update on earning a Certificate
M	8		-Discuss Exercise One in YSOB Book	3.1 Complete Exercise One from YSOB Workbook
W	10		-About Elevator Pitch (Exercise 7): "Tell Me about Yourself Response"	3.2 Elevator Pitch: Upload your recording
F	12	H	-Hybrid Day: Work on an Industry Certificate	3.3 Post an update on progress of earning a Certificate
M	15		-Work on Resume in-class	4.1 Turn in First Draft of your Resume
W	17		-Work on or create a LinkedIn account	4.2 Invite Dr. McWhorter to your LinkedIn Account
F	19	H	-Hybrid Day: Work on your LinkedIn Account	4.3 Post an update on your LinkedIn Account
M	22		-YSOB Activity (LinkedIn) + Read Business Article #3 in small groups	5.1 YSOB Activity – Work on LinkedIn Account 5.2 Small Group Discussions over Business Article #3
W	24		-Discuss 2 Business Articles in Class	5.2 Whole Group Discussion of Business Article
F	27	H	-Hybrid Day: Work on an Industry Certificate	5.3 Post an update on earning a Certificate
M	29		-YSOB Activity	6.1 YSOB Activity – Work on Portfolio for MTI
Oct				
W	1		-YSOB Activity	6.2 YSOB Activity – Work on MTI Portfolio
F	3	H	-Hybrid Day: Work on an Industry Certificate	6.3 Post an update on earning a Certificate
M	6		-YSOB Activity: ePortfolio	7.1 YSOB Activity – Work on ePortfolio for MTI
W	8		Read Article #4 in your Groups	7.2 Discussion over Article #4
F	10	H	-Hybrid Day: Work in Virtual Teams and practice responses for MTI	7.3 Each student posts an update on how your MTI practice went
M	13		-Teams debrief in class about Hybrid Day responses regarding practicing for the MTI	8.1 Team posts a 1-page summary of the MTI practice
W	15		-Dr. McWhorter works with Team #1 -Team #2 practices together	8.2 Reflection on MTI Practice w/ Dr. McWhorter #1 (Team #1)
F	17	H	Work in Virtual Teams and practice responses for MTI	8.3 Teams post a 1-page summary of the MTI practice
M	20		Dr. McWhorter works with Team #2 -Team #1 practices together	9.1 Reflection on MTI Practice w/ Dr. McWhorter #1 (Team #2)
W	22		Dr. McWhorter works with Team #1 (business suit)	9.2 Reflection on MTI Practice w/ Dr. McWhorter #2 (Team #1)
F	24	H	Work in Virtual Team and practice for MTI	9.3 Each Team posts a 1-page summary of the MTI practice
M	27		Dr. McWhorter works with Team #2 (business suit)	10.1 Reflection on MTI Practice w/ Dr. McWhorter #2 (Team #2)
W	29		Work in Class for last preparation for MTI	10.2 Write your current reflection on your thoughts for MTI event
F	31	H	Practice with your group online or in-person for your last preparation for MTI	-No assignment due-

Nov				
M	3		In-Class Practice for MTI	-No assignment due-
W	5		In-Class Practice for MTI	-No assignment due-
Fri.	7		-REQUIRED MOCK TEAM INTERVIEW EVENT-	11.1 Bring your YSOB portfolio with resumes 11.2 Actively Engage with Business Leaders at the "meet and greet" portion as well as those at your Interview Table
M	10		Debrief MTI Event	12.1 Post-Reflection on MTI
W	12		Introduction to the Reflection Paper	No assignment due
F	14	H	Work on Certificate	12.2 Update me on your certificate
M	17		Work on your Social Media (LinkedIn &/or other social media platform)	13.1 Post on Social Media about the MTI
W	19		Work on Reflection Paper or LinkedIn during class	No assignment due
F	21	H	Work on earning a certificate (or 2 nd certificate)	13.2 Update on earning certificate(s)
Nov 24-Nov 30--Thanksgiving Holidays (No Class)				
Dec M	1		Release Time to Finalize your Reflection Paper	14.1 Upload your Reflection Paper
W	3		Review for Final Exam	No assignment due
F	5		Finalize LinkedIn Account for Grading	14.2 Post LinkedIn URL in Canvas
--FINAL EXAM WEEK				
Dec M	8		Mon, Dec. 8 FINAL EXAM TIME: 10:15 am – 12:15 pm	15.1 Write and Submit Exam over the Major Learnings in the Course and !WONTUOTEG essay.

H = Hybrid days where quizzes, activities (i.e., such as earning a certificate will be presented online).

Sept. 9th Census Day

Nov. 4th Last day to withdraw from this course