

## Program Transfer Guide

**Hawkeye Community College Associate in Applied Science (AAS) in**

**HUMAN RESOURCES MANAGEMENT**

→ **UIU Bachelor of Science (BS) in**

**HUMAN RESOURCES MANAGEMENT**

**AUGUST 2020**



EDUCATION BUILT FOR LIFE

### Years 1 & 2 at Hawkeye Community College:

HCC Program Course Sequence			Course Transfers into UIU as			
Course ID	Course Name	# Cr	Course ID	Course Name	# Cr	Requirement Fulfilled
<b>Semester 1</b>						
BUS 102	Introduction to Business	3	---	---	3	Free Elective
BUS 108	Business College Experience	1	---	---	1	Free Elective
ENG 105	Composition I	3	ENG 101	English Composition I	3	Gen Ed Comm./Wrtn
MAT 110 <i>OR</i>	Math for Liberal Arts	3 <i>OR</i>	---	---	3 <i>OR</i>	Free Elective
<b>MAT 121</b> <i>OR</i>	<b>College Algebra</b>	<b>4</b> <i>OR</i>	<b>MATH 107</b>	<b>College Algebra</b>	<b>4</b> <i>OR</i>	<b>Gen Ed Mathematics</b>
MAT 128 <i>OR</i>	Precalculus	4 <i>OR</i>	---	---	4 <i>OR</i>	Free Elective
Math Elective		3	---	<i>See Electives Table</i>	3	<i>See Elective Table</i>
MGT 101	Principles of Management	3	BA 210	Management Principles	3	Business Core
PSY 111	Introduction to Psychology	3	PSY 190	General Psychology	3	Gen Ed Soc. Sci.
<b>Semester 2</b>						
ACC 131	Principles of Accounting I	4	ACCT 201	Accounting Principles I	4	Business Core
BUS 180	Business Ethics	3	BA 225	Business Ethics	3	Free Elective
CSC 110	Introduction to Computers	3	CS 102	Intro Computer Apps & Tech	3	Gen Ed Comp. Skills
MGT 170	Human Resource Management	3	BA 361	Human Resources Management	3	Major
SPC 101	Fundamentals of Oral Comm.	3	COMM 105	Public Speaking	3	Gen Ed Comm./Oral
<b>Semester 3</b>						
BUS 183	Business Law	3	BA 302	Business Law and Ethics	3	Major
BUS 903	Business Field Experience	3	---	---	3	Free Elective
MGT 174	Training & Employee Dvlpmnt	3	---	---	3	Free Elective
MGT 177	Staffing	3	---	---	3	Free Elective
MGT 180	Management & Labor Relations	3	---	---	3	Free Elective
ACC 132 <i>OR</i>	Principles of Accounting II ( <i>Elective</i> )	4 <i>OR</i>	ACCT 202	Accounting Principles II	4 <i>OR</i>	Business Core
Human Resource Elective		3	---	<i>See Elective Table</i>	3	<i>See Elective Table</i>
<b>Semester 4</b>						
MGT 142	Problems and Issues in Supervision and Management	3	BA 362	Supervision	3	Major
MGT 178	Employment Law	3	---	---	3	Free Elective
MGT 190	Employee Compensation and Benefits Management	3	---	---	3	Free Elective
<b>ENG 106</b> <i>OR</i>	<b>Composition II (<i>Elective</i>)</b>	<b>3</b> <i>OR</i>	<b>ENG 102</b>	<b>English Composition II</b>	<b>3</b> <i>OR</i>	<b>Gen Ed Comm./Wrtn</b>
Human Resource Elective		3	---	<i>See Elective Table</i>	3	<i>See Elective Table</i>
<b>ECN 130</b> <i>OR</i>	<b>Prin. of Microeconomics (<i>Elective</i>)</b>	<b>3</b> <i>OR</i>	<b>ECON 160</b>	<b>Principles of Microeconomics</b>	<b>3</b> <i>OR</i>	<b>Business Core &amp; Gen Ed Soc. Sci.</b>
Human Resource Elective		3	---	<i>See Elective Table</i>	3	<i>See Elective Table</i>
Total occupational course credits earned:		65-67	Total course credits accepted:		65-67	
Total credits required for graduation:		65				
Total transferable credits#:		65-67				

*UIU recommendations are **bolded**.*

Program Transfer Guide – HCC HUMAN RESOURCES MANAGEMENT → UIU HUMAN RESOURCES MANAGEMENT – August 2020  
**Years 3 & 4 at Upper Iowa University:**

UIU Program Course List		# Cr	Requirement Fulfilled	Transferred In
<b>General Education Courses</b>				
	any Gen Ed in Arts/Humanities	3	Gen Ed Arts/Humanities	---
	any Gen Ed in Arts/Humanities	3	Gen Ed Arts/Humanities	---
ENG 101	English Composition I	3	Gen Ed Comm./Wrtn	ENG 105
ENG 102	English Composition II	3	Gen Ed Comm./Wrtn	ENG 106
COMM 105	Public Speaking	3	Gen Ed Comm./Oral	SPC 101
CS 102	Intro Computer Applications & Technology	3	Gen Ed Computer Skills	CSC 110
	any Gen Ed in Natural Science	3	Gen Ed Natural Science	---
	any Gen Ed in Natural Science	3	Gen Ed Natural Science	---
	any Gen Ed in Social Science	3	Gen Ed Social Science	PSY 111
	any Gen Ed in Social Science	3	Gen Ed Social Science	ECN 130
	any Gen Ed in Cultures	3	Gen Ed Cultures	---
<b>Prerequisites</b>				
MATH 107	College Algebra	3	Gen Ed Math & Prereq. for BA 256 or MATH 220	MAT 121
<b>Business Core Courses</b>				
ECON 160	Principles of Microeconomics	3	Business Core	ECN 130
ECON 161	Principles of Macroeconomics	3	Business Core	---
ACCT 201	Accounting Principles I	3	Business Core	ACC 131
ACCT 202	Accounting Principles II	3	Business Core	ACC 132
MKT 208	Marketing Principles	3	Business Core	---
BA 210	Management Principles	3	Business Core	MGT 101
BA 222	Management Information Systems	3	Business Core	---
BA 302	Business Law and Ethics	3	Business Core	BUS 183
FIN 341	Corporate Financial Management	3	Business Core	---
BA 256 OR MATH 220	Quantitative Analysis for Business I Elementary Statistics	3	Business Core	---
BA 356	Quantitative Analysis for Business II	3	Business Core	---
BA 374	Business Communication	3	Business Core	---
BA 460	Strategic Management	3	Business Core	---
<b>Major Courses</b>				
BA 317	International Management	3	Major	---
BA 361	Human Resources Management	3	Major	MGT 170
BA 371	Training and Development	3	Major	---
BA 383	Compensation & Benefits Management	3	Major	---
BA 393	Personnel Selection and Evaluation	3	Major	---
BA 411	Labor Relations and Negotiation	3	Major	---
<i>Two of the following:</i>		6-3	Major	MGT 142 & ---
PSY/SOC 232	Group Dynamics	SOC 240	Diversity in the United States	
BA 362	Supervision [MGT 142]	BA 365	Leadership Theory	
BA 367	Cross-Cultural Leadership	BA 415	Cross-Cultural Negotiations •	
BA 474	Organizational Behavior •	ECON 466	Labor Economics	
PSY 340	Industrial Psychology •			
<b>Additional Electives</b>				
Upper-Division Elective (3 IF PSY/SOC 232 or SOC 240 selected above)		0-3	Degree Requirements	---
Total additional credits needed at UIU to complete degree:		<b>57-60</b>		
Total transferable credits from HCC:		<b>65-67</b>		
<b>Total Earned Credits:</b>		<b>122-127</b>		

Courses to be taken at Upper Iowa University

## ~~ NOTES ~~

**LEGEND:**

- # Transfer grades lower than a C- will not be accepted.
- ▲ notates courses that are upper-division that have an option of taking at HCC, however, would require an upper-division course in place of this to meet degree requirement.
- • Course has a prerequisite.
- **Bolded** text indicates UIU recommendations.
- *Grayed out text* indicates courses fulfilled through transfer. Strikethrough indicates specific course if within grouping.

A minimum of 120 semester credits is required for a baccalaureate degree; up to 78 lower-division college semester credits from Hawkeye Community College. A minimum of 30 credits must be upper-division credits for a UIU baccalaureate degree; lower-division transfer work from Hawkeye Community College does not contribute to the upper-division credit requirement at UIU.

*This program transfer guide is based on the May 2020 course-to-course articulation (UIU 2019-2020 catalog & HCC 2019-2020 catalog).*

Every effort has been made to ensure the accuracy and completeness of this program articulation. The office of the Registrar of Upper Iowa University reserves the right to make corrections, additions, and deletions as necessary.

### *Elective Transfer Table*

HCC ELECTIVES			Transfers as UIU Course			
Course Id	Course Name	# Cr	Course Id	Course Name	# Cr	Requirement Fulfilled
<b>Human Resource Electives</b>						
<b>ACC 132</b>	<b>Principles of Accounting II</b>	<b>4</b>	<b>ACCT 202</b>	<b>Accounting Principles II •</b>	<b>4</b>	<b>Business Core</b>
ACC 160	Payroll Accounting	2	---	---	2	Free Elective
ACC 310	Computer Accounting	2	---	---	2	Free Elective
ACC 803	Accounting Simulations	1	---	---	1	Free Elective
ADM 159	Proofreading and Editing	3	---	---	3	Free Elective
BCA 132	Electronic Communications	3	---	---	3	Free Elective
BCA 134	Word Processing	3	---	---	3	Free Elective
BUS 220	Intro to International Business	3	BA 317	International Management •▲	3	Major
<b>ECN 120</b>	<b>Principles of Macroeconomics</b>	<b>3</b>	<b>ECON 161</b>	<b>Principles of Macroeconomics •</b>	<b>3</b>	Business Core & Gen Ed Soc. Sci.
<b>ECN 130</b>	<b>Principles of Microeconomics</b>	<b>3</b>	<b>ECON 160</b>	<b>Principles of Microeconomics</b>	<b>3</b>	Business Core & Gen Ed Soc. Sci.
<b>ENG 106</b>	<b>Composition II</b>	<b>3</b>	<b>ENG 102</b>	<b>English Composition II •</b>	<b>3</b>	<b>Gen Ed Comm./Wrtn</b>
FIN 121	Personal Finance	3	FIN 288	Personal Financial Management	3	Free Elective
HCM 242	Event Planning & Customer Service	2	---	---	2	Free Elective
MGT 110	Small Business Management	3	BA 370	Entrepreneurship and Small Business Management •	3	Free Elective
<b>MKT 110</b>	<b>Principles of Marketing</b>	<b>3</b>	<b>MKT 208</b>	<b>Marketing Principles</b>	<b>3</b>	<b>Business Core</b>
MMS 117	Social Media for Business	3	---	---	3	Free Elective
WDV 102	Intro to Web Development	3	---	---	3	Free Elective
<b>Math Electives</b>						
MAT 134	Trigonometry and Analytic Geometry	3	MATH 115	Trigonometry and Analytic Geometry •	3	Gen Ed Mathematics
MAT 156	Statistics	3	MATH 220	Elementary Statistics •	3	Gen Ed Mathematics
MAT 210	Calculus I	4	MATH 120	Calculus I •	4	Gen Ed Mathematics
MAT 216	Calculus II	4	MATH 200	Calculus II •	4	Free Elective
MAT 219	Calculus III	4	MATH 215	Multivariable Calculus •	4	Free Elective

## Maximize Your Transfer to UIU

*Take up to 9 credits to fulfill general education and business core requirements.*

Choose up to 9 additional credits at Hawkeye Community College to transfer into Upper Iowa University to fulfill general education and business core requirements. View the Additional Elective Transfer Guide list below for course selection and recommendations. Talk with your advisors to ensure additional courses will fit with your degree plan and financial aid requirements.

**Choose up to 9 credits from the following areas:**

- Arts/Humanities General Education Requirement – up to 6 credits
- Natural Science General Education Requirement – up to 6 credits
- Cultures General Education Requirement – up to 3 credits
- Business Core – up to 9 credits

**LEGEND:**

- **Bolded** text indicates UIU recommendations
- • Course has a prerequisite

<b><i>Additional Elective Transfer Guide</i></b>						
<b>HCC ELECTIVES</b>			<b>Transfers as UIU Course</b>			
Course Id	Course Name	# Cr	Course Id	Course Name	# Cr	Requirement Fulfilled
<b>Arts/Humanities General Education Requirement</b>						
ART 101	Art Appreciation	3	ART 100	Introduction to Art	3	Gen Ed Arts/Humn.
ART 120	2-D Design	3	ART 109	Two Dimensional Foundations	3	Gen Ed Arts/Humn.
ART 123	3-D Design	3	ART 120	Three Dimensional Foundations	3	Gen Ed Arts/Humn.
ART 133	Drawing	3	ART 110	Drawing	3	Gen Ed Arts/Humn.
ART 134	Drawing II	3	ART 210	Intermediate Drawing •	3	Gen Ed Arts/Humn.
ART 143	Painting	3	ART 202	Painting •	3	Gen Ed Arts/Humn.
ART 144	Painting II	3	---	---	3	Gen Ed Arts/Humn.
ART 173	Ceramics	3	ART 222	Ceramics/Hand Building	3	Gen Ed Arts/Humn.
ART 184	Photography	3	---	---	3	Gen Ed Arts/Humn.
ART 203	Art History I	3	ART 211	Art History I	3	Gen Ed Arts/Humn.
ART 204	Art History II	3	ART 212	Art History II	3	Gen Ed Arts/Humn.
DRA 107	Theatrical Arts and Society	3	---	---	3	Gen Ed Arts/Humn.
DRA 110	Introduction to Film	3	---	---	3	Gen Ed Arts/Humn.
ENG 221	Creative Writing	3	ENG 170	Introduction to Creative Writing •	3	Gen Ed Arts/Humn.
ENG 235	Playwriting and Screenwriting	3	---	---	3	Gen Ed Arts/Humn.
FLF 145	French I	5	---	---	5	Gen Ed Arts/Humn.
FLF 245	French II	5	---	---	5	Gen Ed Arts/Humn.
FLS 128	Conversational Spanish	3	---	---	3	Gen Ed Arts/Humn.
FLS 151	Elementary Spanish I	5	SPN 101	Beginning Spanish I	5	Gen Ed Arts/Humn.
FLS 152	Elementary Spanish II	5	SPN 102	Beginning Spanish II •	5	Gen Ed Arts/Humn.
FLS 241	Intermediate Spanish I	4	SPN 201	Intermediate Spanish I •	4	Gen Ed Arts/Humn.
FLS 242	Intermediate Spanish II	4	SPN 202	Intermediate Spanish II •	4	Gen Ed Arts/Humn.
GRA 206	Advanced Design and Layout	4	GRAF 335	Publication Design •	4	Gen Ed Arts/Humn.
HUM 130	Holocaust Perspectives: Confronting the Future	3	---	---	3	Gen Ed Arts/Humn.
HUM 140	Shakespeare: Dramatist, Psychologist, Historian	3	---	---	3	Gen Ed Arts/Humn.

**Additional Elective Transfer Guide** (continued)

HCC ELECTIVES			Transfers as UIU Course			
Course Id	Course Name	# Cr	Course Id	Course Name	# Cr	Requirement Fulfilled
<b>Arts/Humanities General Education Requirement</b> (continued)						
HUM 141	J.R.R. Tolkien: Mythology and Methodology	3	ENG 135	Tolkien	3	Gen Ed Arts/Humn.
LIT 101	Introduction to Literature	3	ENG 125	Introduction to Literature	3	Gen Ed Arts/Humn.
LIT 133	Minority Voices in U.S. Literature	3	---	---	3	Gen Ed Arts/Humn.
LIT 142	Major British Writers	3	---	---	3	Gen Ed Arts/Humn.
LIT 189	Women and Literature	3	---	---	3	Gen Ed Arts/Humn.
MMS 103	Basic Digital Photography	3	GRAF 218	Digital Photography and Editing	3	Gen Ed Arts/Humn.
MUS 100	Music Appreciation	3	MUS 100	Introduction to Music	3	Gen Ed Arts/Humn.
MUS 102	Music Fundamentals	3	---	---	3	Gen Ed Arts/Humn.
PHI 101	Introduction to Philosophy	3	PHIL 150	Introduction to Philosophy	3	Gen Ed Arts/Humn.
PHI 105	Introduction to Ethics	3	PHIL 202	Contemporary Ethics	3	Gen Ed Arts/Humn.
PHI 121	Classical/Medieval Philosophy	3	---	---	3	Gen Ed Arts/Humn.
REL 101	Survey of World Religions	3	REL 120	Introduction to World Religions	3	Gen Ed Arts/Humn.
REL 130	Introduction to Religions of the East	3	REL 205	Religions of Asia	3	Gen Ed Arts/Humn.
<b>Cultures General Education Requirement</b>						
ANT 105 OR SOC 208	Cultural Anthropology Introduction to Cultural Anthropology	3	ANTH 110	Introduction to Cultural Anthropology	3	Gen Ed Cultures or Gen Ed Soc. Sci.
CLS 130	African Cultures	3	---	---	3	Gen Ed Cultures
CLS 141	Middle Eastern History and Culture	3	---	---	3	Gen Ed Cultures
CLS 150	Latin American History and Culture	3	SPN 125	Introduction to Hispanic Culture & Society	3	Gen Ed Cultures or Gen Ed Soc. Sci.
CLS 160	East Asian Cultures	3	---	---	3	Gen Ed Cultures
CLS 164	Japanese History and Culture	3	---	---	3	Gen Ed Cultures
CLS 172	Russian Civilization	3	---	---	3	Gen Ed Cultures
COM 148	Diversity and the Media	3	---	---	3	Gen Ed Cultures
EDU 223	Multicultural Education	3	EDU 162	Diversity for Teachers	3	Gen Ed Cultures
SOC 135	Death and Dying	3	PSY 321	Death and Dying *	3	Gen Ed Soc. Sci. or Gen Ed Cultures
SOC 200 OR SOC 205	Minority Group Relations Diversity in America	3 OR 3	SOC 240	Diversity in the United States	3	Gen Ed Cultures or Gen Ed Soc. Sci.
SPC 120	Intercultural Communications	3	COMM 221	Intercultural Communication	3	Gen Ed Cultures
<b>Natural Science General Education Requirement</b>						
AGA 154	Fundamentals of Soil Science	3	---	---		Gen Ed Nat. Sci.
BIO 105	Introductory Biology	4	BIO 100	General Biological Science	4	Gen Ed Nat. Sci.
BIO 112	General Biology I	4	BIO 135	Principles of Biology I	4	Gen Ed Nat. Sci.
BIO 113	General Biology II	4	BIO 140	Principles of Biology II *	4	Gen Ed Nat. Sci.
BIO 151	Nutrition	3	BIO 165	Human Biology and Nutrition	3	Gen Ed Nat. Sci.
BIO 154	Human Biology	3	---	---	3	Gen Ed Nat. Sci.

### *Additional Elective Transfer Guide (continued)*

HCC ELECTIVES			Transfers as UIU Course			
Course Id	Course Name	# Cr	Course Id	Course Name	# Cr	Requirement Fulfilled
<b>Natural Science General Education Requirement (continued)</b>						
BIO 163 <i>OR</i> BIO 166	Essentials of Anatomy and Physiology  Fundamentals of Anatomy and Physiology	4 <i>OR</i> 4	BIO 268	Introduction to Human Anatomy and Physiology •	4	Gen Ed Nat. Sci.
BIO 168	Human Anatomy and Physiology I	4	BIO 270	Human Anatomy and Physiology I •	4	Gen Ed Nat. Sci.
BIO 186	Microbiology	4	BIO 210	Microbiology •	4	Gen Ed Nat. Sci.
CHM 122	Introduction to General Chemistry	4	---	---	4	Gen Ed Nat. Sci.
CHM 132	Introduction to Organic and Biochemistry	4	---	---	4	Gen Ed Nat. Sci.
CHM 165	General Chemistry I	4	CHEM 151	General Chemistry I	4	Gen Ed Nat. Sci.
CHM 175	General Chemistry II	4	CHEM 152	General Chemistry II •	4	Gen Ed Nat. Sci.
CNS 121 <i>OR</i> ENV 115	Environmental Conservation  Environmental Science	3 <i>OR</i> 3	ES 161	Introduction to Environmental Science	3	Gen Ed Nat. Sci.
GEO 131	Physical Geography	3	GEOG 100	Introduction to Physical Geography	3	Gen Ed Nat. Sci. or Gen Ed Soc. Sci.
PHS 142	Principles of Astronomy	3	PHY 110	Intro to Astronomy	3	Gen Ed Nat. Sci.
PHY 100 <i>OR</i> PHY 183	Physics in Everyday Life  Applied Physics	3 <i>OR</i> 3	PHY 105	Conceptual Physics	3	Gen Ed Nat. Sci.
PHY 162 <i>OR</i> PHY 212	College Physics I  Classical Physics I	4 <i>OR</i> 5	PHY 111 & PHY 112	Introductory Physics I (3) & Introductory Physics Laboratory I (1)	4 <i>OR</i> 5	Gen Ed Nat. Sci.
PHY 172 <i>OR</i> PHY 222	College Physics II  Classical Physics II	4 <i>OR</i> 5	PHY 113 & PHY 114	Introductory Physics II (3) & Introductory Physics Laboratory II (1) •	4 <i>OR</i> 5	Gen Ed Nat. Sci.
<b>Business Core Requirement</b>						
ECN 120	Principles of Macroeconomics	3	ECON 161	Principles of Macroeconomics •	3	Business Core & Gen Ed Soc. Sci.
MKT 110	Principles of Marketing	3	MKT 208	Marketing Principles	3	Business Core
MAT 156	Statistics	3	MATH 220	Elementary Statistics •	3	Business Core & Gen Ed Mathematics