

**Program Transfer Guide**

**Hawkeye Community College Associate in Applied Science (AAS) in  
Human Resource Management**

**→ UIU Bachelor of Science (BS) in  
HUMAN RESOURCES MANAGEMENT**

**JANUARY 2024**



**Years 1 & 2 at Hawkeye Community College Associate in Applied Science:**

| HCC Program Course Sequence                 |  |          | Course Transfers into UIU as   |                                    |          |                          |
|---|--|----------|--------------------------------|------------------------------------|----------|--------------------------|
| Course ID                                   | Course Name                                | # Cr     | Course ID                      | Course Name                        | # Cr     | Requirement Fulfilled    |
| <b>Term 1</b>                               |  |          |                                |                                    |          |                          |
| BUS-102                                     | Introduction to Business                   | 3        | -----                          | -----                              | 3        | Free Elective            |
| ENG-105                                     | Composition I                              | 3        | ENG 101                        | English Composition I              | 3        | Gen Ed Comm Wrtn         |
| MGT-101                                     | Principles of Management                   | 3        | BA 210                         | Management Principles              | 3        | Major                    |
| PSY-111                                     | Introduction to Psychology                 | 3        | PSY 190                        | General Psychology                 | 3        | Gen Ed Soc. Sci          |
| SCV-108                                     | The College Experience                     | 1        | -----                          | -----                              | 1        | Free Elective            |
| Human Res. Mgmt Elective ( <b>ECN-120</b> ) |  | <b>3</b> | <b>ECON 161</b>                | <b>Principles of Macroecon.</b>    | <b>3</b> | <b>Business Core</b>     |
| <b>Term 2</b>                               |  |          |                                |                                    |          |                          |
| ACC-152                                     | Financial Accounting                       | 4        | ACCT 201                       | Accounting Principles I            | 4        | Business Core            |
| CSC-110                                     | Introduction to Computers                  | 3        | IS 102                         | Intro Computer Apps & Tech         | 3        | Gen Ed Comp. Skills      |
| MGT-142                                     | Problems & Issues in Supervision and Mgmt. | 3        | BA 362                         | Supervision                        | 3        | Major                    |
| MGT-170                                     | Human Resource Mgmt                        | 3        | BA 361                         | Human Resource Mgmt                | 3        | Major                    |
| SPC-101                                     | Fund. Of Oral Comm.                        | 3        | COMM 105                       | Public Speaking                    | 3        | Gen Ed Comm/Oral         |
| <b>Term 3</b>                               |  |          |                                |                                    |          |                          |
| BUS-903                                     | Business Field Experience                  | 3        | -----                          | -----                              | 3        | Free Elective            |
|   | Math Elective ( <b>MAT-156</b> )           | <b>3</b> | <b>MATH 220</b>                | <b>Elementary Statistics</b>       | <b>3</b> | <b>Gen Ed Math/Major</b> |
| <b>Term 4</b>                               |  |          |                                |                                    |          |                          |
| BUS-183                                     | Business Law                               | 3        | BA 302                         | Business Law & Ethics              | 3        | Business Core            |
| MGT-174                                     | Training and Employee Development          | 3        | -----                          | -----                              | 3        | Free Elective            |
| MGT-177                                     | Staffing                                   | 3        | -----                          | -----                              | 3        | Free Elective            |
| MGT-180                                     | Management and Labor Relations             | 3        | -----                          | -----                              | 3        | Free Elective            |
| Human Res. Mgmt Elective ( <b>ECN-130</b> ) |  | <b>3</b> | <b>ECON 160</b>                | <b>Principles of Microeconomic</b> | <b>3</b> | <b>Business Core</b>     |
| <b>Term 5</b>                               |  |          |                                |                                    |          |                          |
| BUS-180                                     | Business Ethics                            | 3        | BA 225                         | Business Ethics                    | 3        | Free Elective            |
| MGT-178                                     | Employment Law                             | 3        | -----                          | -----                              | 3        | Free Elective            |
| MGT-190                                     | Employee Compensation & Benefits Mgmt      | 3        | -----                          | -----                              | 3        | Free Elective            |
| Human Res. Mgmt Elective ( <b>ENG-106</b> ) |  | <b>3</b> | <b>ENG 102</b>                 | <b>English Composition II</b>      | <b>3</b> | <b>Gen Ed Comm/Wrtn</b>  |
| Total occupational course credits earned:   |  | 65       | Total course credits accepted: |                                    | 65       |                          |
| Total transferable credits#:                |  | 65       |                                |                                    |          |                          |

*UIU recommendations are **bolded**.*

**~~ NOTES ~~**

**LEGEND:**

- # Transfer grades lower than a C- will not be accepted.
- **Bolded** text indicates UIU recommendations.
- *Grayed out text* indicates courses fulfilled through transfer. Strikethrough indicates specific course if within grouping.

**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        |
| IS 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        |
| ECON 160   | any Gen Ed in Social Science             | 3          | Gen Ed Social Science          | ECN-130        |
|  | any Gen Ed in Cultures                   | 3          | Gen Ed Cultures                | ---            |
| <b>Business Core Courses</b>                               |  |            |                                |                |
| ECON 160   | Principles of Microeconomics             | 3          | Business Core                  | ECN-130        |
| ECON 161   | Principles of Macroeconomics             | 3          | Business Core                  | ECN-120        |
| ACCT 201   | Accounting Principles I                  | 3          | Business Core                  | ACC-152        |
| ACCT 202   | Accounting Principles II                 | 3          | Business Core                  | ---            |
| 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                  | ---            |
| MATH 220   | Elementary Statistics                    | 3          | Business Core                  | MAT-156        |
| 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: (one must be upper division)</i>  |  | 3-6        | Major                          | ---            |
| 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>                                |  |            |                                |                |
| Additional electives                                       |  | 1          | Degree Requirements            |                |
| Total additional credits needed at UIU to complete degree: |  | <b>55</b>  |                                |                |
| Total transferable credits from HCC:                       |  | <b>65</b>  |                                |                |
| <b>Total Earned Credits:</b>                               |  | <b>120</b> |                                |                |

This major is recognized by SHRM (Society of Human Resource Management).

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

*This program transfer guide is based on the November 2023 course-to-course articulation (UIU 2023-24 catalog & HCC 2023-24 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.

| <b>Elective Transfer Table A</b>           |                                     |          |                                |                                     |          |   |
|--|-------------------------------------|----------|--------------------------------|-------------------------------------|----------|---|
| <b>HCC ELECTIVES</b>                       |                                     |          | <b>Transfers as UIU Course</b> |                                     |          |   |
| Course Id                                  | Course Name                         | # Cr     | Course Id                      | Course Name                         | # Cr     | Requirement Fulfilled                   |
| <b>Human Resource Management electives</b> |                                     |          |                                |                                     |          |   |
| ACC-156                                    | Managerial Accounting               | 4        | ---                            | ---                                 | 4        | Free Elective                           |
| <b>ECN-120</b>                             | <b>Principles of Macroeconomics</b> | <b>3</b> | <b>ECON 161</b>                | <b>Principles of Macroeconomics</b> | <b>3</b> | <b>Major</b>                            |
| <b>ECN-130</b>                             | <b>Principles of Microeconomics</b> | <b>3</b> | <b>ECON 160</b>                | <b>Principles of Microeconomics</b> | <b>3</b> | <b>Major</b>                            |
| <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>                 |
| MGT-110                                    | Small Business Management           | 3        | BA 370                         | Entrepr. & Small Bus. Mgmt          | 3        | Free Elective                           |
| MGT-121                                    | Project Management Basics           | 3        | ---                            | ---                                 | 3        | Free Elective                           |
| MGT-590                                    | HR Certification Prep               | 3        | ---                            | ---                                 | 3        | Free Elective                           |
| MKT-110                                    | Principles of Marketing             | 3        | MKT 208                        | Marketing Principles                | 3        | Major                                   |
| <b>Math Electives</b>                      |                                     |          |                                |                                     |          |   |
| MAT-102                                    | Intermediate Algebra                | 4        | ---                            | ---                                 | 4        | Free Elective                           |
| MAT-110                                    | Math for Liberal Arts               | 3        | ---                            | ---                                 | 3        | Free Elective                           |
| MAT-121                                    | College Algebra                     | 4        | MATH 107                       | College Algebra                     | 4        | Gen. Ed. Mathematics                    |
| MAT-128                                    | Precalculus                         | 4        | MATH 107                       | College Algebra                     | 4        | Gen. Ed. Mathematics                    |
| MAT-134                                    | Trig. and Analytic Geometry         | 3        | MATH 115                       | Trig. and Analytic Geometry         | 3        | Gen. Ed. Mathematics                    |
| <b>MAT-156</b>                             | <b>Statistics</b>                   | <b>3</b> | <b>MATH 220</b>                | <b>Elementary Statistics</b>        | <b>3</b> | <b>Gen. Ed. Mathematics &amp; Major</b> |
| MAT-210                                    | Calculus I                          | 4        | MATH 120                       | Calculus I                          | 4        | Free Elective                           |
| 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 13 credits to fulfill general education and business core requirements.*

Choose up to 13 additional credits at Hawkeye Community College Associate in Applied Science to transfer into Upper Iowa University to fulfill general education and business core requirements. Talk with your advisors to ensure additional courses will fit with your degree plan and financial aid requirements.

**Choose up to 13 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 Requirement – up to 9 credits