Program Transfer Guide
Kirkwood Community College Associate of Applied Science (AAS) in
BUSINESS ADMINISTRATION: MANAGEMENT
→ UIU Bachelor of Science (BS) in
MANAGEMENT
JUNE 2026

UPPER IOWA UNIVERSITY
EDUCATION BUILT FOR LIFE

Years 1 & 2 at Kirkwood Community College:

KCC Program Course Sequence			Course Transfers into UIU as			
Course ID	Course Name	# Cr	Course ID	Course Name	# Cr	Requirement Fulfilled
Term 1						
BUS-101	Business Professionalism	1	----	----	1	Free Elective
BUS-102	Introduction to Business	3	----	----	3	Free Elective
MGT-145	Human Relations in Mgmt	3	----	----	3	Free Elective
OR	*OR*	*OR*	*OR*	*OR*	*OR*	*OR*
PSY-111	**Introduction to Psychology**	**3**	**PSY 190**	**General Psychology**	**3**	**PPE Soc Science**
ENG-105	Composition I	3	ENG 101	English Composition I	3	PPE ENG 101
Approved Math Course **(MAT-156)**		3	**MATH 220**	**Elementary Statistics**	**3**	**Bus Core & PPE QR**
Term 2						
MGT-101	Principles of Management	3	BA 210	Management Principles	3	Business Core
CSC-116	Information Computing	3	IS 102	Intro to Comp App & Tech	3	Prereq to BA 256
SPC-101	**Fund of Oral Communication**	**3**	**COMM 105**	**Public Speaking**	**3**	**PPE COMM 105**
OR	***OR***	***OR***	***OR***	***OR***	***OR***	***OR***
SPC-112	**Public Speaking**	**3**	**COMM 105**	**Public Speaking**	**3**	**PPE COMM 105**
OR	*OR*	*OR*	*OR*	*OR*	*OR*	*OR*
MKT-140	Principles of Selling	3	MKT 337	Personal Selling	3	Free Elective
MGT-170	HR Management	3	BA 361	HR Management	3	Major
BUS-192	Prof: Business Comp	1	----	----	1	Free Elective
Term 3						
Humanities or History/Cultures Course		3	----	*See Transfer Table A*	3	***Select PPE Creative Expression**
ECN-120	Principles of Macroeconomics	3	ECON 161	Principles of Macroecon	3	Business Core
OR	*OR*	*OR*	*OR*	*OR*	*OR*	*OR*
ECN-130	**Principles of Microeconomics**	**3**	**ECON 160**	**Principles of Microecon**	**3**	**Bus Core & PPE Civ/Ethics**
ENG-108	Comp II: Technical Writing	3				
OR	*OR*	*OR*	ENG 102	English Composition II	3	PPE ENG 102
ENG-106	Composition II	3				
Term 4						
MGT-300	Intro to Entrepreneurship	3	BA 370	Entrepre. & Sm Bus Mgmt	3	Major
MGT-121	Project Mgmt Basics	3				
OR	*OR*	*OR*	----	----	3	Free Elective
WBL-145	Project: Bus, Fin, Mkt & Mgt	3				
MGT-130	Principles of Supervision	3	BA 362	Supervision	3	Major
MKT-110	Principles of Marketing	3	MKT 208	Marketing Principles	3	Business Core
Management Elective **(ECN-120)**		3	**ECON 161**	**Principles of Macroecon.**	**3**	**Business Core**
Term 5						
ACC-111	Intro to Accounting	3	----	----	3	Free Elective
OR	*OR*	*OR*	*OR*	*OR*	*OR*	*OR*
ACC-152	**Financial Accounting**	**4**	**ACCT 201**	**Accounting Principles I**	**4**	**Bus Core & PPE QR**
MGT-206	Global Business Skills	3	----	----	3	Free Elective
MGT-301	Management Capstone	3	----	----	3	Free Elective
Management Elective **(ACC-156)**		4	**ACCT 202**	**Principles of Accounting II**	**4**	**Business Core**
Total occupational course credits earned:		64	Total course credits accepted:		64	
Total transferable credits[#]:		64				*UIU recommendations are **bolded**.*

Years 3 & 4 at Upper Iowa University:

Courses to be taken at Upper Iowa University

UIU Program Course List		# Cr	Requirement Fulfilled	Transferred In
General Education Courses				
FYS 120 *OR* FYS 122	First Year Seminar (Fayette) *OR* First Year Seminar (Online/Self-Paced)	~~3~~	Success in Higher Education	--- *OR* ---
ENG 101	English Composition I	~~3~~	PPE Prof Comm/Wrtn (PW)	ENG-105
ENG 102	English Composition II	~~3~~	PPE Prof Comm/Wrtn (PW)	ENG-106 or ENG-108
COMM 105 *OR* COMM 200	Public Speaking *OR* Interpersonal Communication	~~3~~	PPE Prof Comm/Oral (PC)	SPC-101 *OR* SPC-112
	any Human Values & Cultural Perspectives	3	PPE Human Values & Cultural Persp. (HVCP)	---
	any Quantitative Reasoning	~~3~~	PPE Quantitative Reasoning (QR)	*ACCT 201 in major*
	any Science	3	PPE Science (SCI)	---
	any Social Science	~~3~~	PPE Social Science (SSCI)	PSY-111
	any Civics, Ethics & Citizenship	~~3~~	PPE Civics, Ethics & Citizenship (CIV)	*ECON 160 in major*
	any Creative Expression	~~3~~	PPE Creative Expression (CREX)	Humanities course
Peacock Professional Experience (Gen Ed) Electives (if needed) *All students must complete at least 30 hours of general education (Peacock Professional Experience) coursework. If the student has had specific general education requirements waived above, you must meet the 30-hour minimum using any general education course(s) not already applied in the Peacock Professional Experience section.*				
PPE 100	Peacock Professional Experience Elective	~~3~~	PPE Electives	MAT-156
Prerequisites				
MATH 101 *OR* MATH 105 *OR* MATH 107	Math for Liberal Arts *OR* College Mathematics with Applications *OR* College Algebra	~~3~~	PPE QR & Prereq. for BA 256 or MATH 220 & ACCT 201	MAT-156
IS 102	Computer Applications and Technology	~~3~~	Prereq. For BA 256	CSC-116
Business Core Courses				
ECON 160	Principles of Microeconomics	~~3~~	Business Core/PPE CIV	ECN-130
ECON 161	Principles of Macroeconomics	~~3~~	Business Core	ECN-120
ACCT 201	Accounting Principles I	~~3~~	Business Core/PPE QR	ACC-152
ACCT 202	Accounting Principles II	~~3~~	Business Core	ACC-156
MKT 208	Marketing Principles	~~3~~	Business Core	MKT-110
BA 210	Management Principles	~~3~~	Business Core	MGT-101
BA 222	Management Information Systems	3	Business Core	---
BA 256 *OR* MATH 220	Quantitative Analysis for Business I *OR* Elementary Statistics	~~3~~	Business Core/PPE QR	MAT-156
BA 302	Business Law and Ethics	3	Business Core	---
FIN 341	Corporate Financial Management	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	---
Major Courses				
BA 317	International Management	3	Major	---
BA 361	Human Resources Management	~~3~~	Major	MGT-170

	BA 403 *OR* BA 499 *OR* BA 454	Internship *OR* Special Project *OR* Management Cases	3	Major	---
	BA 423	Production & Operations Management	3	Major	---
	Two of the following:		~~6~~	Major	MGT-300 & MGT-130
	BA 362	Supervision	BA 474	Organizational Behavior	
	BA 365	Leadership Theory	BA 367	Cross-Cultural Leadership	
	BA 370	Entrepreneurship & Small Bus. Mgmt	BA 411	Labor Relations & Negotiation	
	BA 415	Cross-Cultural Negotiations	ACCT 422	Cost Accounting	
	PSY 338	Motivation	BA 445	Contemporary Topics in Management	
	Additional Electives				
	Upper-Division Electives		6	Degree Requirements	---
	Electives		17	Degree Requirements	---

Total additional credits needed at UIU to complete degree:	**56**
Total transferable credits from KCC:	64
Total Earned Credits:	**120**

~~ 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.

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

This program transfer guide is based on the March 2026 course-to-course articulation (UIU 2025-26 catalog & KCC 2025-26 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.

Transfer Table A

KCC ELECTIVES			Transfers as UIU Course			
Course Id	Course Name	# Cr	Course Id	Course Name	# Cr	Requirement Fulfilled
Humanities Course						
ART-101	Art Appreciation	3	ART 100	Introduction to Art	3	PPE Creative Expr.
ART-133	Drawing	3	ART 110	Drawing	3	PPE Creative Expr.
ART-184	Photography	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
ART-186	Digital Photography	3	GRAF 218	Digital Photography	3	PPE Creative Expr.
ART-204	Art History II	3	ART 212	Art History II	3	PPE Creative Expr.
ART-420	Introduction to Glass	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
ASL-141	American Sign Language I	4	CREX150	Creative Expression Gen Ed	4	PPE Creative Expr.
ASL-171	American Sign Language II	4	CREX150	Creative Expression Gen Ed	4	PPE Creative Expr.

DRA-116	Film Analysis	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
DRA-117	Film Topics	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
DRA-125	Introduction to Play Analysis	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
ENG-221	Creative Writing	3	ENG 170	Introduction to Creative Wrtg	3	PPE Creative Expr.
FLS-141	Elementary French I	4	CREX150	Creative Expression Gen Ed	4	PPE Creative Expr.
FLS-142	Elementary French II	4	CREX150	Creative Expression Gen Ed	4	PPE Creative Expr.
FLS-118	Spanish for Professionals	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
FLS-141	Elementary Spanish I	4	CREX150	Creative Expression Gen Ed	4	PPE Creative Expr.
FLS-142	Elementary Spanish II	4	CREX150	Creative Expression Gen Ed	4	PPE Creative Expr.
HUM-105	Working in America	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
HUM-116	Encounters in Humanities	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
HUM-123	US Film History I	3	ENG 290	The Movies	3	PPE Creative Expr.
HUM-142	Popular Culture	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
HUM-190	Culture and Technology	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
LIT-203	Forms of Literature: Story Cycle	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
LIT-204	Forms of Literature: Nonficton	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
LIT-205	Forms of Literature: Drama	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
LIT-206	Forms of Literature: Fiction	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
LIT-207	Forms of Literature: Poetry	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
LIT-208	Forms of Literature: New Media	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
LIT-209	Forms of Literature: Film Adapt.	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
LIT-222	Lit & Culture: American Dreams	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
LIT-226	Lit Themes: Lit and Identity	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
MUS-100	Music Appreciation	3	MUS 100	Introduction to Music	3	PPE Creative Expr.
MUS-207	Introduction to Film Music	3	CREX150	Creative Expression Gen Ed	3	PPE Creative Expr.
PHIL-101	Introduction to Philosophy	3	PHIL150	Introduction to Philosophy	3	PPE Creative Expr.
Management Elective						
ACC-156	**Managerial Accounting**	**4**	**ACCT 202**	**Accounting Principles II**	**4**	**Business Core**
APP-120	Apparel Visual Merchandising	3	----	----	3	Free Elective
BCA-213	Intermediate Comp Bus App	3	IS 102	Intro to Comp App & Tech	3	Prereq to BA 256
BCA-290	Web Design Principles	3	----	----	3	Free Elective
BUS-185	Business Law I	3	BA 302	Business Law	3	Business Core
BUS-280	Fund of Lean Process Improv.	3	----	----	3	Free Elective
CIS-290	Web Content & E-Commerce Sys	3	----	----	3	Free Elective
ECN-120	**Principles of Macroeconomics**	**3**	**ECON 161**	**Principles of Macroeconomics**	**3**	**Business Core**
FIN-121	Personal Finance	3	FIN 288	Personal Financial Mgmt	3	Free Elective
MGT-124	Project Management Tools	3	----	----	3	Free Elective
MGT-137	Developing Leadership Skills	1	----	----	1	Free Elective
MGT-139	Effective Team Build. For Mngrs	1	----	----	1	Free Elective
MGT-140	Time Management in the Workpl.	1	----	----	1	Free Elective
MGT-155	Integrated Project Management	3	----	----	3	Free Elective
MGT-161	Agile Project Mgmt with Scrum	3	----	----	3	Free Elective
MGT-171	HR Strat Talent Mgt/Empl Rel	3	----	----	3	Free Elective
MGT-179	HR Strat Talent Reward/Safe/Lab	3	----	----	3	Free Elective
MGT-305	Business Plans for Entrepreneurs	3	BA 325	New Venture Creation	3	Free Elective
MKT-130	Social Media in Business	3	----	----	3	Free Elective
MKT-135	Content Marketing	3	----	----	3	Free Elective

MKT-140	Principles of Selling	3	MKT 337	Personal Selling	3	Free Elective
MKT-150	Principles of Advertising	3	----	----	3	Free Elective
MKT-160	Principles of Retailing	3	----	----	3	Free Elective
MKT-180	Customer Service Strategies	1	----	----	1	Free Elective
WBL-200	Practicum/Field Experience	1-4	----	----	1-4	Free Elective
WBL-305	Intern: Bus/Finance/Mktg/Mgt	1-5	----	----	1-5	Free Elective

Maximize Your Transfer to UIU

Take up to 14 credits to fulfill the Peacock Professional Experience (PPE) and Elective Requirements.

Choose up to 14 additional credits at Kirkwood Community College to transfer into Upper Iowa University to fulfill PPE and Elective Core requirements. Talk with your advisors to ensure additional courses will fit with your degree plan and financial aid requirements.

Choose up to 14 credits from the following areas:

- Science PPE Requirement – up to 3 credits
- Human Values & Cultural Perspectives PPE Requirement – up to 3 credits
- Elective Requirements – up to 14 credits

Additional Elective Transfer Guide

KCC ELECTIVES			Transfers as UIU Course			
Course Id	Course Name	# Cr	Course Id	Course Name	# Cr	Requirement Fulfilled
Human Values & Cultural Perspectives PPE Requirement						
ANT-105	Cultural Anthropology	3	ANTH 110	Intro to Cultural Anthropology	3	PPE HVCP
CLS-151	Understanding Cultures: Latin Am.	3	HVCP 150	Hum. Val/Cltrl Persp. Gen Ed	3	PPE HVCP
CLS-159	Understanding Cultures: Indigenous CA	3	HVCP 150	Hum. Val/Cltrl Persp. Gen Ed	3	PPE HVCP
CLS-165	Understanding Cultures: Modern Japan	3	HVCP 150	Hum. Val/Cltrl Persp. Gen Ed	3	PPE HVCP
CLS-192	Communication & Culture	3	COMM 107	Human Communication	3	PPE HVCP
HIS-257	African American History	3	HIST 330	African American History	3	PPE HVCP
HUM-124	World Film History	3	HVCP 150	Hum. Val/Cltrl Persp. Gen Ed	3	PPE HVCP
HUM-200	International Study in Humanities	3	HVCP 150	Hum. Val/Cltrl Persp. Gen Ed	3	PPE HVCP
LIT-130	African American Literature	3	ENG 265	African American Literature	3	PPE HVCP
LIT-224	Literature & Culture: Women and Work	3	HVCP 150	Hum. Val/Cltrl Persp. Gen Ed	3	PPE HVCP
LIT-227	Literature & Culture: World Poetry	3	HVCP 150	Hum. Val/Cltrl Persp. Gen Ed	3	PPE HVCP
REL-101	Survey of World Religions	3	REL 120	Intro to World Religions	3	PPE HVCP
REL-140	Religion in the US	3	HVCP 150	Hum. Val/Cltrl Persp. Gen Ed	3	PPE HVCP
SOC-200	Minority Group Relations	3	SOC 240	Diversity in the US	3	PPE HVCP
SOC-265	Intro to LGBTA+ Studies	3	HVCP 150	Hum. Val/Cltrl Persp. Gen Ed	3	PPE HVCP
Science PPE Requirement						
AGH-238	Fundamentals of Soil Science	3	ES 220	Soil and Water Conservation	3	PPE Science
BIO-104	Introductory Biology w/ lab	3	BIO 100	General Biological Science	3	PPE Science
BIO-112	General Biology I	4	BIO 135	Principles of Biology	4	PPE Science
BIO-151	Nutrition	3	BIO 165	Human Biology & Nutrition	3	PPE Science
BIO-154	Human Biology	3	SCI150	Science Gen Ed	3	PPE Science
BIO-161	Basic Anatomy & Physiology	3	SCI150	Science Gen Ed	3	PPE Science
BIO-195	Human Evolution	3	SCI150	Science Gen Ed	3	PPE Science
CHM-110	Introduction to Chemistry	3	SCI150	Science Gen Ed	3	PPE Science
CHM-132	Intro to Organic & Biochem.	4	SCI150	Science Gen Ed	4	PPE Science
CHM-165	General Chemistry I	4	CHEM 151	General Chemistry I	4	PPE Science

ENV-115	Environmental Science	3	ES 161	Intro to Environ. Science	3	PPE Science
PHS-151	Introduction to Astronomy	3	PHY 110	Introduction to Astronomy	3	PPE Science
PHS-170	Physical Geology	3	ES 100	Introduction to Geology	3	PPE Science
PHS-175	Environmental Geology	3	SCI150	Science Gen Ed	3	PPE Science
PHS-180	Evolution of the Earth	3	SCI150	Science Gen Ed	3	PPE Science
PHY-120	Introductory Physics	3	SCI150	Science Gen Ed	3	PPE Science