

Program Transfer Guide
Kirkwood Community College Associate of Applied Science (AAS) in
BUSINESS ADMINISTRATION: MANAGEMENT
→ UIU Bachelor of Science (BS) in
MANAGEMENT
FEBRUARY 2025



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 OR PSY-111 | Human Relations in Mgmt OR Introduction to Psychology | 3 OR 3 | ---- | ---- | 3 OR 3 | Free Elective OR 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 OR SPC-112 OR MKT-140 | Fund of Oral Communication OR Public Speaking OR Principles of Selling | 3 OR 3 OR 3 | COMM 105 OR COMM 105 OR MKT 337 | Public Speaking OR Public Speaking OR Personal Selling | 3 OR 3 OR 3 | PPE COMM 105 OR PPE COMM 105 OR 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 | | <i>See Transfer Table A</i> | 3 | PPE Creative Expr. |
| ECN-120 OR ECN-130 | Principles of Macroeconomics OR Principles of Microeconomics | 3 OR 3 | ECON 161 OR ECON 160 | Principles of Macroecon OR Principles of Microecon | 3 OR 3 | Business Core OR Bus Core & PPE Civ/Ethics |
| ENG-108 OR ENG-106 | Comp II: Technical Writing OR Composition II | 3 OR 3 | ENG 102 | English Composition II | 3 | PPE ENG 102 |
| Term 4 | | | | | | |
| MGT-300 | Intro to Entrepreneurship | 3 | BA 370 | Entrepre. & Sm Bus Mgmt | 3 | Major |
| MGT-121 OR WBL-145 | Project Mgmt Basics OR Project: Bus, Fin, Mkt & Mgt | 3 OR 3 | ---- | ---- | 3 | Free Elective |
| 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 OR ACC-152 | Intro to Accounting OR Financial Accounting | 3 OR 4 | ---- | ---- | 3 OR 4 | Free Elective OR 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) 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 Diversity, Equity & Inclusion | 3 | PPE Divers., Equity & Inclusion (DEI) | --- |
| | | any Quantitative Reasoning | 3 | PPE Quantitative Reasoning (QR) | 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 |
| | | any Creative Expression | 3 | PPE Creative Expression (CREX) | Humanities Course |
| | Prerequisites | | | | |
| | MATH 105 OR MATH 107 | 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 | MAT-156 |
| | 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 |
| | Select One: | BA 403 Internship OR BA 499 Special Project OR BA 454 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 Business 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 October 2024 course-to-course articulation (UIU 2024-25 catalog & KCC 2024-25 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.

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 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
- Diversity, Equity and Inclusion PPE Requirement – up to 3 credits
- Elective Requirements – up to 14 credits

| <i>Transfer Table A</i> | | | | | | |
|--------------------------------|-------------------------------|------|--------------------------------|-------------------------------|------|-----------------------|
| 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. |

Program Transfer Guide – KCC BUSINESS ADMINISTRATION: MANAGEMENT → UIU MANAGEMENT – February 2025

| | | | | | | |
|----------------------------|-------------------------------------|----------|-----------------|-------------------------------------|----------|---------------------------|
| 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: Nonfiction | 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 |
| ECN-130 | Principles of Microeconomics | 3 | ECON 160 | Principles of Microeconomics | 3 | Bus Core & PPE Civ/Ethics |
| 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 |