**Program Transfer Guide**
**Kirkwood Community College**
**Associate of Applied Science (AAS) in**
**BUSINESS ADMINISTRATION**
**→ UIU Bachelor of Science (BS) in**
**HEALTH SERVICES ADMINISTRATION – Gen Leadership Emphasis**
**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 |
| CSC-116 | Information Computing | 3 | IS 102 | Intro to Comp App/Tech | 3 | Prereq for HSA 241 |
| ENG-105 | Composition I | 3 | ENG 101 | English Composition I | 3 | PPE ENG 101 |
| Approved Social Science Course | | 3 | ---- | *See Electives Table* | 3 | ***Select PPE Soc. Sci.** |
| **MAT-156**<br>***OR***<br>**MAT-165**<br>*OR*<br>MAT-163 | **Statistics**<br>***OR***<br>**Business Calculus**<br>*OR*<br>Quant Reasoning for Business | **3**<br>***OR***<br>**3**<br>*OR*<br>4 | **MATH 220**<br>***OR***<br>**QR 150**<br>*OR*<br>BA 256 | **Elementary Statistics**<br>***OR***<br>**Quant Reasoning Gen Ed**<br>*OR*<br>Quant Analysis for Bus I | **3**<br>***OR***<br>**3**<br>*OR*<br>4 | **PPE Quant Reasoning**<br>***OR***<br>**PPE Quant Reasoning**<br>*OR*<br>PPE Quant Reasoning |
| **Term 2** | | | | | | |
| MGT-101 | Principles of Management | 3 | BA 210 | Management Principles | 3 | Major |
| ENG-108<br>*OR*<br>ENG-106 | Comp II: Technical Writing<br>*OR*<br>Composition II | 3<br>*OR*<br>3 | ENG 102 | English Composition II | 3 | PPE ENG 102 |
| PHI-105<br>*OR*<br>PHI-135 | Introduction to Ethics<br>*OR*<br>Multicultural Ethics | 3<br>*OR*<br>3 | PHIL 202<br>*OR*<br>---- | Contemporary Ethics<br>*OR*<br>---- | 3 | PPE Civ/Ethics<br>*OR*<br>Free Elective |
| SPC-101<br>*OR*<br>SPC-112 | Fundamentals of Oral Comm<br>*OR*<br>Public Speaking | 3<br>*OR*<br>3 | COMM 105 | Public Speaking | 3 | PPE COMM 105 |
| MAT-162 | Business Statistics | 4 | BA 256 | Quant Analysis for Bus I | 4 | PPE Quant. Reason. |
| **Term 3** | | | | | | |
| ECN-130 | Principles of Microeconomics | 3 | ECON 160 | Principles of Microecon. | 3 | PPE Civ/Ethics & Major |
| ACC-152 | Financial Accounting | 4 | ACCT 201 | Accounting Principles I | 4 | PPE QR & Major |
| BUS-185 | Business Law I | 3 | BA 302 | Business Law & Ethics | 3 | Free Elective |
| Approved Humanities Course | | 3 | ---- | *See Electives Table* | 3 | ***Select PPE Creative Expression** |
| Approved Science Course | | 3 | ---- | *See Electives Table* | 3 | ***Select PPE Science** |
| **Term 4** | | | | | | |
| ACC-156 | Managerial Accounting | 4 | ACCT 202 | Accounting Principles II | 4 | Free Elective |
| ECN-120 | Principles of Macroeconomics | 3 | ECON 161 | Principles of Macroecon. | 3 | Free Elective |
| Approved Literature Course | | 3 | ---- | *See Electives Table* | 3 | PPE Creative Expr. |
| Approved Business Course **(MGT-170)** | | 3 | **BA 361** | **HR Management** | 3 | Major |
| POL-121<br>*OR*<br>**CLS-151** | International Relations<br>*OR*<br>**Understanding Cultures: Latin Am** | 3<br>*OR*<br>**3** | PS 211<br>*OR*<br>**HVCP 150** | International Relations<br>*OR*<br>**Hum. Val/Crtl Persp. Gen Ed** | 3<br>*OR*<br>**3** | PPE Civ/Ethics<br>*OR*<br>**PPE HVCP** |
| BUS-294 | Business Admin Capstone | 1 | ---- | ---- | 1 | Free Elective |
| Total occupational course credits earned: | | 65 | Total course credits applied: | | 65 | |
| Total transferable credits[#]: | | 65 | | | | *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 |
|---|---|---|---|---|
| **Peacock Professional Experience (PPE) Courses** | | | | |
| FYS 120<br>*OR*<br>FYS 122 | First Year Seminar (Fayette)<br>*OR*<br>First Year Seminar (Online/Self-Paced) | ~~3~~ | Success in Higher Education | ---<br>*OR*<br>--- |
| 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<br>*OR*<br>COMM 200 | Public Speaking<br>*OR*<br>Interpersonal Communication | ~~3~~ | PPE Prof Comm/Oral (PC) | SPC-101<br>*OR*<br>SPC-112 |
| | any Human Values & Cultural Perspectives | ~~3~~ | PPE Human Values & Cultural Persp. (HVCP) | CLS-151 |
| | any Quantitative Reasoning | ~~3~~ | PPE Quantitative Reasoning (QR) | *ACCT 201 in major* |
| | any Science | ~~3~~ | PPE Science (SCI) | Term 3 |
| | any Social Science | ~~3~~ | PPE Social Science (SSCI) | Term 1 |
| | any Civics, Ethics & Citizenship | ~~3~~ | PPE Civics, Ethics & Citizenship (CIV) | *ECON 160 Required* |
| | any Creative Expression | ~~3~~ | PPE Creative Expression (CREX) | Term 3 |
| **Peacock Professional Experience (Gen Ed) Electives (if needed)**<br>*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-162 |
| **Prerequisites** | | | | |
| MATH 101<br>*OR*<br>MATH 105<br>*OR*<br>MATH 107<br>*OR*<br>MATH 220 | Math for Liberal Arts<br>*OR*<br>College Mathematics w/ Applications<br>*OR*<br>College Algebra<br>*OR*<br>Elementary Statistics | ~~3~~ | PPE QR & Prereq. for ACCT 201 | ACC-152 |
| IS 102 | Intro to Computer Applications and Tech | ~~3~~ | Prereq. For HSA 241 | CSC-116 |
| **Major Courses** | | | | |
| ACCT 201 | Accounting Principles I | ~~3~~ | Major/PPE QR | ACC-152 |
| BA 210 | Management Principles | ~~3~~ | Major | MGT-101 |
| BA 361 | Human Resources Management | ~~3~~ | Major | MGT-170 |
| BA 460 | Strategic Management | 3 | Major | --- |
| HSA 205 | Intro to the American Health System | 3 | Major | --- |
| HSA 241 | Healthcare Informatics | 3 | Major | --- |
| HSA 344 | Population Health Management | 3 | Major | --- |
| HSA 360 | Healthcare Law & Ethics | 3 | Major | --- |
| HSA 362 | Financial Mgmt of Healthcare Org | 3 | Major | --- |
| HSA 440 | Health Services Administration | 3 | Major | --- |
| HSA 460 | Health Services Policy & Regulation | 3 | Major | --- |
| HSA 490 | Health Program Planning & Evaluation | 3 | Major | --- |
| **Emphasis Courses** | | | | |
| HSA 306 | Long Term Care Administration | 3 | Emphasis | --- |
| HSA 312 | Community & Public Health | 3 | Emphasis | --- |
| ECON 455 | Economics of Health and Healthcare | 3 | Emphasis | --- |

| | Additional Electives | | | |
|---|---|---|---|---|
| | Electives | 19 | Degree Requirements | --- |

| | |
|---|---|
| Total additional credits needed at UIU to complete degree: | **55** |
| Total transferable credits from KCC: | 65 |
| **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.**

## *Recommended Electives Transfer Table*

| KCC ELECTIVES | | | Transfers as UIU Course | | | |
|---|---|---|---|---|---|---|
| Course Id | Course Name | # Cr | Course Id | Course Name | # Cr | Requirement Fulfilled |
| **Humanities** | | | | | | |
| DRA-116 | Film Analysis | 3 | CREX 150 | Creative Expression Gen Ed | 3 | PPE Creative Expr. |
| HUM-105 | Working in America | 3 | CREX 150 | Creative Expression Gen Ed | 3 | PPE Creative Expr. |
| HUM-116 | Encounters in Humanities | 3 | CREX 150 | Creative Expression Gen Ed | 3 | PPE Creative Expr. |
| HUM-123 | U.S. Film History | 3 | COMM 290 | The Movies | 3 | PPE Creative Expr. |
| **Science** | | | | | | |
| BIO-151 | Nutrition | 3 | BIO 165 | Human Biology & Nutrition | 3 | PPE Science |
| BIO-154 | Human Biology | 3 | SCI 150 | Science Gen Ed | 3 | PPE Science |
| ENV-115 | Environmental Science | 3 | ES 161 | Intro to Environmental Science | 3 | PPE Science |
| PHS-180 | Evolution of Earth | 3 | SCI 150 | Science Gen Ed | 3 | PPE Science |
| **Social Science** | | | | | | |
| PSY-111 | Introduction to Psychology | 3 | PSY 190 | General Psychology | 3 | PPE Social Science |
| PSY-121 | Developmental Psychology | 3 | EDU 142 | Human Growth/Dev./Guid. | 3 | PPE Social Science |
| SOC-110 | Introduction to Sociology | 3 | SOC 110 | Principles of Sociology | 3 | PPE Social Science |
| SOC-115 | Social Problems | 3 | SOC 220 | Social Problems | 3 | PPE Social Science |

# Maximize Your Transfer to UIU

*Take up to 13 credits to fulfill Elective Requirements.*

Choose up to 13 additional credits at Kirkwood Community College to transfer into Upper Iowa University to fulfill Elective 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:***

- Elective Requirement – up to 13 credits