HUMAN RESOURCE MANAGEMENT, COMPREHENSIVE MAJOR

(Code 823-000)

University Requirements

GRADUATION REQUIREMENTS FOR BACCALAUREATE DEGREE

Credit Requirements

Minimum total for graduation [1]	120
Upper division credits (courses numbered 300 and higher)	39
Liberal Education Core (http://catalog.uwec.edu/undergraduate/graduation-requirements/#header1)	36
Academic Concentrations (http://catalog.uwec.edu/undergraduate/graduation-requirements/#header16)	
Grade Point Requirements (http://catalog.uwec.edu/undergraduate/graduation-requirements/#header14) [2]	
Total	2.00 average
Resident	2.00 average
Major	2.00 average
Minor	2.00 average
Certificate	2.00 average
University Residency Requirements (http://catalog.uwec.edu/undergraduate/graduation-requirements/#header15)	
Minimum total	30
Senior year	23
Major, Standard, upper division in residence	12
Major, Comprehensive, upper division in residence	21
Certificate	25 percent of credits

Procedures Required for Graduation

Obtain admission to the degree program and/or the College offering it.
Apply for graduation on CampS.

[1]   Certain programs exceed this minimum.
[2]   See special requirements in each College.

Applicability of Credits Toward Graduation

Junior College or Two-Year College Credits. A maximum of 72 semester credits earned in a junior college or two-year college will be accepted as degree credits at UW-Eau Claire.

Extension Credits. Credits earned in credit outreach courses offered by UW-Eau Claire are treated as resident credits. Credits earned in extension courses offered by other units of the University of Wisconsin System are treated as transfer credits. All other (non-UW) extension and correspondence credits are normally limited to one-fourth of the total required for graduation from any curriculum.

WTCS Credits. A maximum of 72 semester credits earned in college parallel programs at Madison Area Technical College, Milwaukee Area Technical College, Nicolet Area Technical College, or Chippewa Valley Technical

College may be accepted as degree credits at UW-Eau Claire. A set number of general education courses will be accepted from other technical schools. Occupational and technical courses may also be considered for transfer if the quality and content of the course work from the technical college is judged to be comparable to course work at UW-Eau Claire. Refer to the Transfer Credit Wizard (https://my.uwec.edu/psp/PUBLIC/EMPLOYEE/HRMS/c/EAU_SS_CUSTOM.EAU_TRNCRDWZ.GBL) or contact the UW-Eau Claire Admissions Office for information about the current transfer policy.

USAFI Credit. UW-Eau Claire will accept up to 32 semester credits for work done through the United States Armed Forces Institute, under the provision for non-UW correspondence credit (see Extension Credits above).

Activity Credit (band, chorus, drama, KINS 100-184 courses) Students may count toward graduation no more than one credit of KINS 110-184 courses. Students may count toward graduation no more than four credits earned in any single activity course and no more than 12 credits resulting from any combination of activity courses (excluding KINS 110-184 courses).

Other Restricted Credits. For other University restrictions, see the following: Cooperative Education; Credit by Examination; Satisfactory/Unsatisfactory Registration; Transfer of Credits. College or departmental restrictions may also be placed on Independent Study (399-499 courses), Directed Study (395-495), and other types of credits.

APPLICABILITY OF CREDITS TOWARD GRADUATION	Credit Restrictions
Satisfactory/Unsatisfactory	
Total degree credit	maximum 12
Major, Standard	maximum 1 course
Major, Comprehensive	maximum 2 courses
Minor	maximum 1 course
Credit by Examination	
Total degree credit	maximum ¼ of total
Major or minor	maximum ½ of total
Two-Year College Credits	
Total degree credit	maximum 72 credits
Activity credit (band, chorus, drama, KINS 100-184)	
Total KINS 100-184	maximum 1 credit
Total Band, chorus, drama	maximum 12 credits
Single course band, chorus, drama	maximum 4 credits
Extension credits	
UW-System	no maximum
Other extension/correspondence	maximum ¼ of total
USAFI	
USAFI	maximum 32 credits

Liberal Education Core

The University of Wisconsin-Eau Claire measures learning outcomes to ensure that its graduates have achieved a liberal education and prepared themselves to contribute to a complex society. Upon graduation, each undergraduate will have met the five learning goals of our liberal education core and the 12 learning outcomes they comprise.

LIBERAL EDUCATION CORE REQUIREMENTS	a minimum of 36 credits
Knowledge Goal	
Knowledge Outcome 1 (K1): Natural Sciences (http://catalog.uwec.edu/undergraduate/attribute-k1/)	Two (2) learning experiences
One experience in laboratory science must be selected from either K1 or K2.	
Knowledge Outcome 2 (K2): Social Sciences (http://catalog.uwec.edu/undergraduate/attribute-k2/)	Two (2) learning experiences
One experience in laboratory science must be selected from either K1 or K2.	
Knowledge Outcome 3 (K3): Humanities (http://catalog.uwec.edu/undergraduate/attribute-k3/)	Two (2) learning experiences
Knowledge Outcome 4 (K4): Fine Arts (http://catalog.uwec.edu/undergraduate/attribute-k4/)	One (1) learning experience
Skills Goal	
Skills Outcome 1 (S1): Written and Oral Communication (http://catalog.uwec.edu/undergraduate/attribute-S1/)	Two (2) learning experiences
One S1 must meet the University Writing Requirement (http://catalog.uwec.edu/undergraduate/graduation-requirements/#header10)	
Skills Outcome 2 (S2): Mathematics (http://catalog.uwec.edu/undergraduate/attribute-S2/)	One (1) learning experience
One S2 to meet the University Mathematics Requirement (http://catalog.uwec.edu/undergraduate/graduation-requirements/#header11)	
Skills Outcome 3 (S3): Creativity (http://catalog.uwec.edu/undergraduate/attribute-S3/)	One (1) learning experience
Responsibility Goal	
Responsibility Outcome 1 (R1): Equity, Diversity, and Inclusivity (http://catalog.uwec.edu/undergraduate/attribute-R1/)	Two (2) learning experiences
One R1 must satisfy Design for Diversity (http://catalog.uwec.edu/undergraduate/attribute-DDIV/#header13)	
Responsibility Outcome 2 (R2): Global Perspectives (http://catalog.uwec.edu/undergraduate/attribute-R2/)	One (1) learning experience
Responsibility Outcome 3 (R3): Civic and Environmental Issues (http://catalog.uwec.edu/undergraduate/attribute-R3/)	One (1) learning experience
Integration Goal	
Integration Outcome 1 (I1): Integration (http://catalog.uwec.edu/undergraduate/attribute-I1/)	Two (2) learning experiences
Service-Learning Goal	
Service-Learning (http://catalog.uwec.edu/undergraduate/attribute-SL/#header13)	30 hours

College Degree Requirements

Bachelor of Business Administration Degree Requirements

Credits for Graduation

All candidates for the BBA degree need a minimum of 120 credits to graduate, to include a minimum of 48 semester credits in courses other than those offered by the College of Business. The Health Care Administration major is exempt from the 48-credit requirement.

Student Professional Development Program

All students pursuing a major in the College of Business must complete the Student Professional Development Workshops. All students pursuing a minor in the Department of Management and Marketing must complete the Student Professional Development Workshops. The program is designed to equip students with the skills needed to present themselves professionally during their job search and upon entering their chosen careers. Students are strongly encouraged to complete the workshops prior to the end of their third semester on campus. The workshops are prerequisites for a number of 300-level courses in the College of Business Core and need to be completed prior to registration for those courses.

The program consists of four workshops: The Business Professional, Professional Image, Professional Etiquette, Professional Networking Event. For more information, visit the College of Business website (http://www.uwec.edu/academics/college-business/academic-resources/student-professional-development-program/).

Grade Point Requirements

Candidates for the BBA degree must earn a minimum GPA of 2.00 in their major and in courses taken in residence. (See the special requirements for the Comprehensive Major in Health Care Administration (https://catalog.uwec.edu/undergraduate/business/management-marketing/health-care-administration-comprehensive-major-bba/).) If a minor is required, or is to be listed as an official minor, the candidate must earn a minimum GPA of 2.00 in the minor.

- No course may be taken on a Satisfactory/Unsatisfactory basis as part of a major, minor, or certificate described by one of the departments in the College of Business.
- Business courses may be taken on a Satisfactory/Unsatisfactory basis only concurrent with or following completion of the student's major or business minor.

Major Requirements

(Code 823-000)

The Human Resource Management emphasis is structured to prepare students for careers in HRM immediately upon graduation or shortly thereafter. Historically, "personnel departments" were primarily administrative in scope. Today, there is tremendous complexity, diversity, and sophistication confronting managers of human resources. Most corporations require highly skilled professionals who have been academically trained in the areas of HRM. Corporations now are looking to the "human resource function" as a strategic partner in executive decision making. The HRM emphasis will prepare students in the following areas: staffing (recruitment and selection), training

and development, labor relations, compensation and benefits, employee relations, organizational change, and relevant legal concerns. Special focus will be directed at the changing demographic composition of employees and Workforce 2000 issues. Students are encouraged to take additional written and oral communication courses.

Proficiency Requirements

Proficiency requirements include basic prerequisite courses and/or entry-level competencies for the major. These are not counted as credits in the major.

Code	Title	Credits
ECON 103	Principles of Microeconomics	3
ECON 104	Principles of Macroeconomics	3
MATH 109	Algebra for Calculus [1]	4
MATH 246	Elementary Statistics	4

[1] MATH 109 or UWX MA116 or beyond, or competency to enter MATH 111

The BUSCORE

The BUSCORE is the common body of courses taken by all BBA students with the exception of the Health Care Administration major. It consists of the following courses:

Code	Title	Credits
BUSCORE Courses		
ACCT 201	Introduction to Accounting	3
BCOM 206	Business Writing [1]	2
BCOM 207	Business Presentations [1]	2
BSAD 180	Foundations for Success in Business	3
BSAD 300	Equity, Diversity, and Inclusion in the Workplace	1
BSAD 305	Legal and Regulatory Environment	3
FIN 320	Principles of Finance	3
IS 240	Information Systems in Business	3
MKTG 330	Principles of Marketing	3
MGMT 340	Organizational Behavior	3
MGMT 449	Strategic Management in a Global Business Environment [2]	3
OSCM 341	Operations Management	3
Total Credits		**32**

[1] Students must earn a grade of C or above in BCOM 206 and BCOM 207.

[2] MGMT 449 is a capstone course that requires prior completion of all other BUSCORE courses. This prerequisite is strictly enforced.

Human Resource Management Major

Sixty semester credits, including the 32-credit BUSCORE plus 28 additional credits as follows:

Code	Title	Credits
Required Courses		**21**
MGMT 349	Human Resource Management	3
MGMT 445	Compensation Theory and Administration	3
MGMT 446	Advanced Organizational Behavior	3
MGMT 455	Industrial Relations	3
MGMT 459	Advanced Human Resource Management	3
ACCT 214	Managerial Accounting	3
CJ 350	Human Resource Development	3
Pass the Society for Human Resource Management (SHRM) Certification Examination [1]		
Human Resources Management Electives - Select from the following: [2]		**7**
MGMT 300	Personal Leadership Management	
MGMT 345	Managing Global Organizations	
MGMT 347	Risk Management and Insurance	
MGMT 398	Internship Program I	
MGMT 399	Independent Study Projects [2]	
MGMT 414	Small Business Consulting	
MGMT 447	Cross Cultural Leadership	
MGMT 481	Community Leadership	
MGMT 482	Leadership and Ethics	
MGMT 492	Topics in Human Resource Management	
MGMT 499	Independent Study Projects [2]	
MGMT 494	Topics in Leadership	
OSCM 342	Quality Management	
OSCM 343	Supply Chain Management	
OSCM 344	Managerial Decision Modeling and Analysis	
OSCM 363	International Logistics and Supply Chain Management	
OSCM 442	Production Planning and Control	
OSCM 443	Process Simulation and Analysis	
BCOM 405	Advanced Business Communications	
BSAD 306	Business Law	
ECON 330	Experiences of Minoritized Groups in U.S. Economy	

[1] Students are required to take and pass the Society for Human Resource Management Certification Test. Students who meet all requirements for this emphasis except the certification requirement are considered to have satisfied requirements for the Management major.

[2] With three credits at most from MGMT 399 and MGMT 499.

Program Learning Outcomes

Students in the Human Resource Management program are assessed on their ability to meet the following COB learning competencies:

- Written and Oral Communication: Students will be effective communicators.
- Teamwork: Students will be effective team members.
- Problem Solving: Students will be effective problem solvers.
- BBA Common Body of Knowledge: Students will demonstrate discipline-specific knowledge (represented by the BUSCORE).

Additionally, students are expected to meet the program learning outcomes associated with demonstrating knowledge and competency in the core areas of HR:

- Employee Safety and Health
- Employee and Labor Relations
- Strategic Human Resource Planning
- Recruitment and Selection
- Training and Development
- Compensation and Benefits

Sample Degree Plan
Human Resource Management, B.B.A. (Comprehensive Major)

The following is a sample degree plan, based on the current catalog. It is based on the 120-credit graduation requirement and assumes no transferred credits, no requirements waived by placement tests, no courses taken in the summer or winter, no repeated courses, and no remedial courses that may be required. This sample degree plan is intended for first-year students entering UW-Eau Claire in the fall semester. Your own degree plan may differ depending on the course of study selected (second major, minor, etc.). UW-Eau Claire cannot guarantee all courses will be offered as shown, but will provide a range of courses that may enable prepared students to fulfill their requirements in a timely period. This sample degree plan is just a guide. Please consult your advisor, your degree audit, and the catalog to create your own degree plan. *Note*: In order to earn the required minimum of 120 credits for the degree in four years, you should plan to take 15 credits each semester or 30 credits each year.

To earn a degree, students must fulfill all University Graduation Requirements, including the Liberal Education (LE) Core. LE Core course work in the following sample degree plan uses abbreviations such as LE-K1, LE-S2, LE-R3, and LE-I1 to represent the learning outcomes students will meet via completion of their liberal education course work. Please click (https://catalog.uwec.edu/undergraduate/graduation-requirements/)here for a description of the Liberal Education Core outcomes and requirements. Note that the LE Core may be completed through both course and non-course experiences.

FIRST YEAR

FIRST SEMESTER		
MATH 109	Algebra for Calculus (LE-S2)	4

SOMETIME IN THE FIRST YEAR		
BSAD 180	Foundations for Success in Business	3
ECON 103	Principles of Microeconomics (LE-K2)	3
ECON 104	Principles of Macroeconomics (LE-K2)	3
WRIT 114	Intensive Blugold Seminar in Critical Reading and Writing (LE-S1, 5 credits)	5
OR		
WRIT 116	Blugold Seminar in Critical Reading and Writing (LE-S1, 5 credits)	
OR		
WRIT 118	Accelerated Blugold Seminar in Critical Reading and Writing (LE-S1, 2 credits)	
OR		
WRIT 120	Blugold Seminar in Critical Reading and Writing for Transfer Students (LE-S1, 2 credits)	

SOMETIME IN THE FIRST OR SECOND YEAR		
LE Option: Knowledge 1 (K1) Natural Sciences		3
LE Option: Knowledge 1 (K1L) Natural Sciences with Lab		4
LE Option: Knowledge 3 (K3) Humanities		3

LE Option: Knowledge 3 (K3) Humanities		3
LE Option: Knowledge 4 (K4) Fine Arts		3
LE Option: Responsibility 1 (R1) Equity, Diversity, and Inclusivity		3
LE Option: Responsibility 1 (R1, DDIV) Equity, Diversity, and Inclusivity with Design for Diversity		3
LE Option: Responsibility 2 (R2) Global Perspectives		3
LE Option: Responsibility 3 (R3) Civic and Environmental Issues		3
Service-Learning (LE-SL)		

SPDP: Student Professional Development Program (SPDP) workshop completion recommended by the end of the 1st year, 2nd semester—but no later than the end of the 3rd semester or 45 credits earned. [1]

Study Abroad: Students optionally participating in study abroad may opt-in to complete one of the two Integrative Learning 1 (LE-I1) experiences. Many courses taken at approved study-abroad institutions will satisfy LE or elective requirements. Consult the Transfer Credit Wizard and consult with your academic advisor to plan which LE or elective courses to take while abroad. See third-year note below regarding upper-division business courses.

NSE: Students optionally participating in National Student Exchange (NSE) should work with their academic advisor to select courses at their NSE site that will cover UWEC degree requirements.

SECOND YEAR

SOMETIME IN THE SECOND YEAR		
ACCT 201	Introduction to Accounting	3
BCOM 206	Business Writing (LE-S1)	2
BCOM 207	Business Presentations (LE-S1)	2
IS 240	Information Systems in Business	3
MATH 246	Elementary Statistics (LE-S2)	4

THIRD YEAR

FIRST SEMESTER		
MGMT 340	Organizational Behavior	3
MGMT 349	Human Resource Management	3

SOMETIME IN THE THIRD YEAR		
ACCT 214	Managerial Accounting	3
BSAD 300	Equity, Diversity, and Inclusion in the Workplace	1
BSAD 305	Legal and Regulatory Environment	3
FIN 320	Principles of Finance	3
MKTG 330	Principles of Marketing	3
OSCM 341	Operations Management	3
LE Option: Integration (I1) [2]		3
Human Resource Management Electives: See catalog and degree audit for list of approved courses.		3

SOMETIME IN THE THIRD OR FOURTH YEAR

Study Abroad: Please note that if studying abroad in the third or fourth year, upper-division business courses must be taken at an AACSB-accredited institution. For a list of AACSB-accredited institutions, please see the Your Major + Study Abroad page: http://www.uwec.edu/cie (http://www.uwec.edu/cie/). **Human Resource Management majors:** consider especially Seoul, Korea; Limerick, Ireland; and Glasgow, Scotland--then Lorenzo d'Medici, Italy and Massey University in New Zealand. Courses that transfer from AACSB-accredited institutions to UWEC as 907U courses with a program prefix (e.g., BSAD, MGMT) might contribute as major electives. Work closely with your academic advisor to plan for your study abroad experience. [3]

FOURTH YEAR

FIRST SEMESTER

MGMT 445	Compensation Theory and Administration	3

SECOND SEMESTER

MGMT 455	Industrial Relations	3
MGMT 459	Advanced Human Resource Management	3
Certification Exam: Take and pass the SHRM-CP exam [4]		

SOMETIME IN THE FOURTH YEAR

CJ 350	Human Resource Development	3
MGMT 446	Advanced Organizational Behavior	3
MGMT 449	Strategic Management in a Global Business Environment (LE-I1)	3
Human Resource Management Electives: See catalog and degree audit for list of approved courses.		4
LE Option: Skills 3 (S3) Creativity		3
Elective Credits: Additional credits needed to reach 120 credits		

Minimum total for the baccalaureate degree = 120 credits

[1] Please see this webpage (https://www.uwec.edu/academics/college-business/academic-resources/student-professional-development-program/) for more information regarding the SPDP program.

[2] Students opting to complete the I1 through study abroad can replace this course with an approved elective course.

[3] Please see this webpage (https://studyabroad.apps.uwec.edu/?FuseAction=Abroad.ViewLink&Parent_ID=95F842BE-5056-B565-C4F8B52A589A0A9D&Link_ID=62E08FAA-A555-5AF9-7AA625856C21266F) for more information regarding Your Major + Study Abroad.

[4] Professional Certification Exam – All HRM majors are required to pass the SHRM-CP exam (to be completed the same semester a student is enrolled in MGMT 459). If a student does not pass the exam, they may still graduate with a general management major.

RECOMMENDATIONS FOR HIGH IMPACT PRACTICES (HIPs)

The University of Wisconsin-Eau Claire encourages all students to participate in High Impact Practices. The following information identifies any specific recommendations that faculty in this major have concerning which HIPs might be most beneficial to students, and any recommendations about when those HIPs best fit into the degree plan. Students should also consult their faculty advisor for information on HIPs. There are many additional high impact opportunities available. Talk to your academic advisor for more information about incorporating HIPs like Study Abroad (https://studyabroad.apps.uwec.edu/), Intercultural Immersion (https://www.uwec.edu/immersion/), Internship (https://www.uwec.edu/career-services/info-students/internships/), and/or Student/Faculty Collaborative Research (https://www.uwec.edu/orsp/students/student-faculty-collaborative-research-guide/) into your time at UW-Eau Claire.

Liberal Education (LE) Core Guidance

Liberal Education Core (LE Core)

The LE Core comprises 17 learning experiences across 11 learning outcomes. Students must complete a minimum of 36 credits in courses approved for the LE Core.

- K1 – Natural Sciences; two experiences (one lab science experience is required in K1 or K2).

- K2 – Social Sciences; two experiences (one lab science experience is required in K1 or K2).

- K3 – Humanities; two experiences.

- K4 – Fine Arts; one experience.

- S1 – Written and Oral Communication; two experiences (one experience must satisfy the University writing requirement).

- S2 – Mathematics; one experience (must satisfy the University math competency requirement).

- S3 – Creativity; one experience (can be fulfilled in a student's major).

- R1 – Equity, Diversity, and Inclusivity; two experiences (one experience must meet the UW System Design for Diversity (DD) requirement).

- R2 – Global Perspectives; one experience.

- R3 – Civic and Environmental Issues; one experience.

- I1 – Integration; two experiences (one experience can be fulfilled in a student's major).

- SL—Service Learning; 30 hours

Additional LE Core Information

- Most LE Core learning experiences are course based, and many courses meet more than one learning outcome (e.g., K3 and R2 or K1 and R3).

- Some learning experiences can also be met outside of a traditional course (e.g., undergraduate research (S3), study abroad (I1)).

- S1 – An English placement score that fulfills the University writing requirement fulfills one S1 experience.

- S1 – A foreign Language placement score that qualifies the student to enter the 102 level satisfies one S1 experience.

- S1, R2 – A foreign language placement score that qualifies the student to enter the 202 level satisfies one experience in S1 and the R2 experience.

- S2 – A math placement score that qualifies the student to enter Math 111, 112, 113 or 114 fulfills the S2 experience.

- S3 – Completion of two credits from any approved music ensemble fulfills the S3 experience.

- I1 – Any semester long study abroad program can fulfill one I1 experience.