MANAGEMENT, HUMAN RESOURCE MANAGEMENT (HRM) EMPHASIS, COMPREHENSIVE MAJOR

(Code 820-003)

University Requirements

GRADUATION REQUIREMENTS FOR BACCALAUREATE DEGREE

Credit Requirements

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Credits Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum total for graduation</td>
<td>120</td>
</tr>
<tr>
<td>Upper division credits (courses numbered 300 and higher)</td>
<td>39</td>
</tr>
<tr>
<td>Liberal Education Core</td>
<td>36</td>
</tr>
</tbody>
</table>

Grade Point Requirements

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Grade Point Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>2.00 average</td>
</tr>
<tr>
<td>Resident</td>
<td>2.00 average</td>
</tr>
<tr>
<td>Major</td>
<td>2.00 average</td>
</tr>
<tr>
<td>Minor</td>
<td>2.00 average</td>
</tr>
<tr>
<td>Certificate</td>
<td>2.00 average</td>
</tr>
</tbody>
</table>

University Residency Requirements

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Minimum Total Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum total</td>
<td>30</td>
</tr>
<tr>
<td>Senior year</td>
<td>23</td>
</tr>
<tr>
<td>Major, Standard, upper division in residence</td>
<td>12</td>
</tr>
<tr>
<td>Major, Comprehensive, upper division in residence</td>
<td>21</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Percent of Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificate</td>
<td>25 percent of</td>
</tr>
<tr>
<td></td>
<td>total credits</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Credit Restrictions</th>
<th>Total Degree Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfactory/Unsatisfactory</td>
<td>maximum 12</td>
</tr>
<tr>
<td>Major, Standard</td>
<td>maximum 1 course</td>
</tr>
<tr>
<td>Major, Comprehensive</td>
<td>maximum 2 courses</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Credit by Examination</th>
<th>Total Degree Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>maximum ¼ of total</td>
</tr>
<tr>
<td>Major or minor</td>
<td>maximum ½ of total</td>
</tr>
</tbody>
</table>

Two-Year College Credits

<table>
<thead>
<tr>
<th>Total Degree Credit</th>
<th>Maximum 72 credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activity credit (band, chorus, drama, KINS 100-184)</td>
<td>maximum 1 credit</td>
</tr>
<tr>
<td>Total KINS 100-184</td>
<td>maximum 12 credits</td>
</tr>
<tr>
<td>Single course band, chorus, drama</td>
<td>maximum 4 credits</td>
</tr>
</tbody>
</table>

Extension credits

<table>
<thead>
<tr>
<th>Credit</th>
<th>Maximum Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>UW-System</td>
<td>no maximum</td>
</tr>
<tr>
<td>Other extension/ correspondence</td>
<td>maximum ¼ of total</td>
</tr>
</tbody>
</table>

USAFI

<table>
<thead>
<tr>
<th>Credit</th>
<th>Maximum Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>USAFI</td>
<td>maximum 32 credits</td>
</tr>
</tbody>
</table>

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 four learning goals of our liberal education core and the 11 learning outcomes they comprise.
Liberal Education Core Requirements

Knowledge Goal

Knowledge Outcome 1 (K1): Natural Sciences
Two (2) learning experiences

One experience in laboratory science must be selected from either K1 or K2.

Knowledge Outcome 2 (K2): Social Sciences
Two (2) learning experiences

One experience in laboratory science must be selected from either K1 or K2.

Knowledge Outcome 3 (K3): Humanities
Two (2) learning experiences

Knowledge Outcome 4 (K4): Fine Arts
One (1) learning experience

Skills Goal

Skills Outcome 1 (S1): Written and Oral Communication
Two (2) learning experiences

One S1 must meet the University Writing Requirement

Skills Outcome 2 (S2): Mathematics
One (1) learning experience

One S2 to meet the University Mathematics Requirement

Skills Outcome 3 (S3): Creativity
One (1) learning experience

Responsibility Goal

Responsibility Outcome 1 (R1): Equity, Diversity, and Inclusivity
Two (2) learning experiences

One R1 must satisfy Design for Diversity

Responsibility Outcome 2 (R2): Global Perspectives
One (1) learning experience

Responsibility Outcome 3 (R3): Civic and Environmental Issues
One (1) learning experience

Integration Goal

Integration Outcome 1 (I1): Integration
Two (2) learning experiences

Service-Learning Goal

Service-Learning
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 in a professional manner during their job search and to other professionals once they enter their chosen careers. Students are highly 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 Accounting and Health Care Administration.) 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 820-003)

This 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. Students are required to take and pass the Society for Human Resource Management Certification Test. Requirements for taking this test currently require 500 hours of HR experience.

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.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECON 103</td>
<td>Principles of Microeconomics</td>
<td>3</td>
</tr>
<tr>
<td>ECON 104</td>
<td>Principles of Macroeconomics</td>
<td>3</td>
</tr>
</tbody>
</table>
MATH 109  Algebra for Calculus  4
MATH 246  Elementary Statistics  4

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:

BUSCORE Courses
ACCT 201  Introduction to Accounting  3
BCOM 206  Business Writing  2
BCOM 207  Business Presentations  2
IS 240  Information Systems in Business  3
BSAD 300  Diversity in the Workplace  1
BSAD 305  Legal and Regulatory Environment  2
FIN 320  Principles of Finance  3
MKTG 330  Principles of Marketing  3
MGMT 340  Organizational Behavior  3
MGMT 341  Operations Management  3
MGMT 449  Strategic Management in a Global
Business Environment  3

Total Credits  28

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.

Requirements for the Human Resource
Management Emphasis
Sixty semester credits, including the 28 credit BUSCORE plus 32 additional
credits as follows:

Required Courses  20
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  2
ACCT 312  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:  12
MGMT 300  Developing the Leader Within You
MGMT 342  Quality Management
MGMT 343  Supply Chain Management
MGMT 344  Quantitative Methods for Management
MGMT 345  Managing Global Organizations
MGMT 347  Risk Management and Insurance
MGMT 363  International Logistics and Supply Chain Management
MGMT 398  Internship Program I
MGMT 399  Independent Study Projects
MGMT 414  Small Business Consulting
MGMT 441  Service Operations Management
MGMT 442  Production Planning and Control
MGMT 443  Process Simulation and Analysis
MGMT 447  Cross Cultural Leadership
MGMT 492  Topics in Human Resource Management
MGMT 494  Topics in Leadership
MGMT 499  Independent Study Projects
BCOM 405  Advanced Business Communications
BSAD 180  Foundations for Success in Business
BSAD 306  Business Law
ECON 330  Experiences of Minoritized Groups in U.S. Economy

1  Students who meet all requirements for this emphasis except the
certification requirement are considered to have satisfied requirements for
the Management emphasis.
2  With one course at most from MGMT 441, MGMT 442; and three credits at
most from MGMT 399, MGMT 499

HIP Assessment
Management majors with Human Resource Management emphasis must
complete the High Impact Practices (HIP) assessment during their last semester.