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

(Code 820-003)

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)
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_TRNSCRDWZ.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.

APPLICATION 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

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 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 (https://catalog.uwec.edu/undergraduate/business/accounting-finance/accounting-comprehensive-major-bba/) and 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 820-003)

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.

<table>
<thead>
<tr>
<th>Code</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>
<tr>
<td>MATH 109</td>
<td>Algebra for Calculus</td>
<td>4</td>
</tr>
<tr>
<td>MATH 246</td>
<td>Elementary Statistics</td>
<td>4</td>
</tr>
</tbody>
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1 MATH 109 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:

<table>
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</tr>
</thead>
<tbody>
<tr>
<td>ACCT 201</td>
<td>Introduction to Accounting</td>
<td>3</td>
</tr>
<tr>
<td>BCOM 206</td>
<td>Business Writing</td>
<td>2</td>
</tr>
<tr>
<td>BCOM 207</td>
<td>Business Presentations</td>
<td>2</td>
</tr>
<tr>
<td>IS 240</td>
<td>Information Systems in Business</td>
<td>3</td>
</tr>
<tr>
<td>BSAD 300</td>
<td>Equity, Diversity, and Inclusion in the Workplace</td>
<td>1</td>
</tr>
<tr>
<td>BSAD 305</td>
<td>Legal and Regulatory Environment</td>
<td>3</td>
</tr>
<tr>
<td>FIN 320</td>
<td>Principles of Finance</td>
<td>3</td>
</tr>
<tr>
<td>MKTG 330</td>
<td>Principles of Marketing</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 340</td>
<td>Organizational Behavior</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 341</td>
<td>Operations Management</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 449</td>
<td>Strategic Management in a Global Business Environment</td>
<td>3</td>
</tr>
</tbody>
</table>

**Total Credits** 29

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

**Requirements for the Human Resource Management Emphasis**

Sixty semester credits, including the 29-credit BUSCORE plus 31 additional credits as follows:

<table>
<thead>
<tr>
<th>Code</th>
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<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGMT 349</td>
<td>Human Resource Management</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 445</td>
<td>Compensation Theory and Administration</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 446</td>
<td>Advanced Organizational Behavior</td>
<td>3</td>
</tr>
</tbody>
</table>

MGMT 455 Industrial Relations 3
MGMT 459 Advanced Human Resource Management 2
ACCT 214 Managerial Accounting 3
CJ 350 Human Resource Development 3

**Pass the Society for Human Resource Management (SHRM) Certification Examination**

**Human Resource Management Electives - Select from the following:**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGMT 300</td>
<td>Personal Leadership Management</td>
<td></td>
</tr>
<tr>
<td>MGMT 342</td>
<td>Quality Management</td>
<td></td>
</tr>
<tr>
<td>MGMT 343</td>
<td>Supply Chain Management</td>
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</tr>
<tr>
<td>MGMT 344</td>
<td>Managerial Decision Modeling and Analysis</td>
<td></td>
</tr>
<tr>
<td>MGMT 345</td>
<td>Managing Global Organizations</td>
<td></td>
</tr>
<tr>
<td>MGMT 347</td>
<td>Risk Management and Insurance</td>
<td></td>
</tr>
<tr>
<td>MGMT 363</td>
<td>International Logistics and Supply Chain Management</td>
<td></td>
</tr>
<tr>
<td>MGMT 398</td>
<td>Internship Program I</td>
<td></td>
</tr>
<tr>
<td>MGMT 399</td>
<td>Independent Study Projects</td>
<td></td>
</tr>
<tr>
<td>MGMT 414</td>
<td>Small Business Consulting</td>
<td></td>
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<tr>
<td>MGMT 442</td>
<td>Production Planning and Control</td>
<td></td>
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<tr>
<td>MGMT 443</td>
<td>Process Simulation and Analysis</td>
<td></td>
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<tr>
<td>MGMT 447</td>
<td>Cross Cultural Leadership</td>
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<tr>
<td>MGMT 492</td>
<td>Topics in Human Resource Management</td>
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<tr>
<td>MGMT 494</td>
<td>Topics in Leadership</td>
<td></td>
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<tr>
<td>MGMT 499</td>
<td>Independent Study Projects</td>
<td></td>
</tr>
<tr>
<td>BCOM 405</td>
<td>Advanced Business Communications</td>
<td></td>
</tr>
<tr>
<td>BSAD 180</td>
<td>Foundations for Success in Business</td>
<td></td>
</tr>
<tr>
<td>BSAD 306</td>
<td>Business Law</td>
<td></td>
</tr>
<tr>
<td>ECON 330</td>
<td>Experiences of Minoritized Groups in U.S. Economy</td>
<td></td>
</tr>
</tbody>
</table>

**HIP Assessment**

1 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. 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 442 and three credits at most from MGMT 399 and MGMT 499.

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

**Program Learning Outcomes**

Students completing this program will be expected to meet the following learning outcomes:

- Identify common reasons why employees often resist organizational change and recommend specific methods/options for managing change.
- Demonstrate an understanding of key elements of the vision process.
- Provide multiple factors that go into creating and promoting an ethical organizational culture.
• Apply knowledge and skills learned across all functional business areas when developing firm strategy.
• Demonstrate knowledge and competency in the core areas of HR (these include safety and health, strategy, recruitment and selection, training and development, employee and labor relations, HR law, comp and benefits).