Human resource (HR) managers play an essential and strategic role in helping organizations recruit, train and retain an effective workforce. HR managers understand people and help organizations create an inclusive and productive workforce by providing performance and talent management systems, offering training, career development and work-life programs, and by creating effective compensation and benefits packages. HR managers also help organizations develop effective leaders and teams, and proactively work with top-management to build inclusive and positive organizational cultures. Effective HR managers are skilled in interpersonal communication, conflict resolution, diversity management, and perspective-taking.

This major prepares students for entry-level careers in either generalist or specialist areas of human resource management. The curriculum offers students a broad base of knowledge and skills needed to work with an increasingly diverse and global workforce.

### Requirements

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Advancement to the Major

Students are eligible to advance within the major when the following requirements have been met:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Advancement to the Major

Students are eligible to advance within the major when the following requirements have been met:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Lubar School of Business General Education Requirements

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Oral and Written Communication

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENGLISH 102</td>
<td>College Writing and Research (or equivalent)</td>
<td>1</td>
</tr>
<tr>
<td>ENGLISH 205</td>
<td>Business Writing</td>
<td>3</td>
</tr>
</tbody>
</table>

#### Quantitative Literacy

Select one of the following (QL-A):

- MATH 105 | Introduction to College Algebra |
- MATH 108 | Algebraic Literacy II |

Or equivalent course

Select one of the following (QL-B):

- MATH 208 | Quantitative Models for Business |
- MATH 211 | Survey in Calculus and Analytic Geometry |

Or equivalent course

#### Arts

Select 3 credits

#### Humanities

Select 6 credits

#### Social Sciences

Select 6 credits

#### Natural Sciences

Select 6 credits (At least two courses including one lab)

#### UWM Foreign Language Requirement

Complete Foreign Language Requirement through:

- Two years (high school) of a single foreign language
- Two semesters (college) of a single foreign language

Or equivalent

#### UWM Cultural Diversity Requirement

One course from the Arts, Humanities, or Social Sciences must also satisfy UWM’s Cultural Diversity requirement

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1 Credit earned for 100-level English and Math courses, as well as college credit earned for Foreign Languages, is counted towards General Electives.

2 Excluding COMMUN 103 if used to satisfy a Foundation course requirement.

3 Excluding COMMUN 105 if used to satisfy a Foundation course requirement. Only one 100- or 200-level economics course can be used to satisfy the Social Science requirement (excluding ECON 103 and ECON 104). Students completing a Human Resources major must complete PSYCH 101.

4 Excluding MATH 211, MATH 221, or MATH 231.

### Business Foundation Courses

Complete with a cumulative grade point average of 2.25 or higher.

### HUMAN RESOURCES MANAGEMENT, BBA

Human resource (HR) managers play an essential and strategic role in helping organizations recruit, train and retain an effective workforce. HR managers understand people and help organizations create an inclusive and productive workforce by providing performance and talent management systems, offering training, career development and work-life programs, and by creating effective compensation and benefits packages. HR managers also help organizations develop effective leaders and teams, and proactively work with top-management to build inclusive and positive organizational cultures. Effective HR managers are skilled in interpersonal communication, conflict resolution, diversity management, and perspective-taking.

This major prepares students for entry-level careers in either generalist or specialist areas of human resource management. The curriculum offers students a broad base of knowledge and skills needed to work with an increasing diverse and global workforce.
### Human Resources Management, BBA

#### Course Requirements

<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>BUS ADM 201</td>
<td>Introduction to Financial Accounting ¹</td>
<td>4</td>
</tr>
<tr>
<td>BUS ADM 230</td>
<td>Introduction to Information Technology Management ²</td>
<td>4</td>
</tr>
<tr>
<td>MATH 208</td>
<td>Quantitative Models for Business ³</td>
<td>4</td>
</tr>
<tr>
<td>or MATH 211</td>
<td>Survey in Calculus and Analytic Geometry</td>
<td></td>
</tr>
<tr>
<td>COMMUN 103</td>
<td>Public Speaking</td>
<td>3</td>
</tr>
<tr>
<td>or COMMUN 105</td>
<td>Business and Professional Communication</td>
<td></td>
</tr>
</tbody>
</table>

Total Credits: 21

1. A grade of 'B' or better in BUS ADM 201 is required for Accounting majors. Students in the Business Scholars Program (http://catalog.uwm.edu/business/businessscholars/) should enroll in the equivalent BUS ADM 207 course.

2. A grade of 'C' or better in BUS ADM 230 is required for Information Technology Management majors. Students interested in the Business Scholars Program (http://catalog.uwm.edu/business/businessscholars/) should consider the equivalent BUS ADM 231 course.

3. Or equivalent to MATH 208 or MATH 211.

### Business Core Courses

#### Code

**BUS ADM 202**
Managerial Accounting
3

**BUS ADM 210**
Statistical Modeling in Business Analytics (Business Scholars course option) ¹
4

**BUS ADM 300**
Career and Professional Development: ¹
1

**BUS ADM 330**
Organizations ²
3

**BUS ADM 350**
Principles of Finance ³
3

**BUS ADM 360**
Principles of Marketing ⁴
3

**BUS ADM 370**
Introduction to Supply Chain Management ⁵
3

**BUS ADM 391**
Business Law I
3

**BUS ADM 600**
Management Analysis
3

#### International Business Component

Complete one of the following:

- **BUS ADM 456**
  International Financial Management

- **BUS ADM 465**
  International Marketing

- **BUS ADM 496**
  International Business

- **BUS ADM 498**
  Study Abroad: Business Topics:

- **BUS ADM 535**
  Global Information Technology Management

- **BUS ADM 541**
  Cross-Cultural Management

- **BUS ADM 551**
  International Investments

Total Credits: 29

1. Students in the Business Scholars Program should enroll in the equivalent BUS ADM 211 course.
2. Students in the Business Scholars Program should consider the equivalent BUS ADM 331 course.

### Human Resources Management Major Requirements

Human Resources Management majors are required to complete PSYCH 101 (Introductory Psychology) as part of their Social Sciences requirement.

The major in human resources management requires 21 human resources management credits beyond the 3 credits of BUS ADM 330 (Organizations) or BUS ADM 331 (Business Scholars: Organizations).

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUS ADM 444</td>
<td>Human Resources Management ¹</td>
<td>3</td>
</tr>
</tbody>
</table>

#### Core

9

Select three courses from the list below:

- **BUS ADM 440**
  Compensation Management ¹

- **BUS ADM 441**
  Diversity in Organizations ¹

- **BUS ADM 443**
  Special Topics in Human Resources Management: (Topic: Employment Law) ¹

- **BUS ADM 445**
  Training & Development in Organizations ¹

- **BUS ADM 448**
  Staffing Human Resources ¹

- **ECON 415**
  Economics of Employment and Labor Relations

#### HRM Electives

9

Select three courses from the Core Courses listed above or from the following:

- **BUS ADM 442**
  Industrial Psychology

- **BUS ADM 443**
  Special Topics in Human Resources Management: (subtitle)

- **BUS ADM 449**
  Human Resources Management Professional Internship

- **COMMUN 300**
  Interviewers and Interviewing

- **COMMUN 310**
  Communication in Organizations

- **ECON 448**
  Economics of Human Resources

- **PSYCH 325**
  Research Methods in Psychology

Total Credits: 21

1. These HRM major courses represent foundational material for the SHRM Assurance of Learning Certification exam.

### Business Electives

A business elective is any course with Bus Adm as the subject. The course cannot be one a student has already taken as part of the foundation, core, or major coursework. Students often use business electives to complete a double major or certificate.
Select 12 credits in the Lubar School of Business. May include 300-level Bus Adm internship courses, additional Bus Adm courses in the major, business courses outside of the major, and/ or Bus Adm courses used in the completion of a second Business major or Business Certificate program.

**Total Credits**

**General Electives**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENGLISH 101</td>
<td>Introduction to College Writing</td>
<td>13</td>
</tr>
<tr>
<td>ENGLISH 102</td>
<td>College Writing and Research</td>
<td></td>
</tr>
<tr>
<td>MATH 105</td>
<td>Introduction to College Algebra</td>
<td></td>
</tr>
<tr>
<td>MATH 108</td>
<td>Algebraic Literacy II</td>
<td></td>
</tr>
</tbody>
</table>

**Total Credits**

**Degree Completion Requirements**

**Credits**

A minimum of 120 credits is required for graduation for all majors. At least 50% of the business credit hours required for the business degree must be completed at UWM.

**Grade Point Average**

Students are required to earn at least a 2.25 overall GPA to graduate. Non-accounting majors are required to earn a minimum 2.25 GPA in all business and economics courses, as well as a 2.25 GPA in all business and economics courses completed at UWM, to graduate.

Accounting majors must have earned a 2.5 GPA for all business and economics courses completed at UWM, to graduate.

**Residence Requirements**

A minimum of 12 credits must be completed in residence at UWM in each Business Administration major.

Students must earn their last 30 credits at UWM. BBA degree and major requirements must be completed within 10 years of initial enrollment at UW-Milwaukee. Should students not complete the degree and major within the 10-year time frame, the students will switch to the most current degree and major requirements. A new 10-year time frame would then begin.

**Post-Baccalaureate Options**

The above requirements refer to the full requirements of an initial bachelors degree only. Requirements of a second undergraduate degree are listed on the Lubar School’s Policies and Regulations ([http://catalog.uwm.edu/business/#policiesandregulations](http://catalog.uwm.edu/business/#policiesandregulations)). The Accounting major may not be completed as a second undergraduate degree.

**Double Majors**

Students interested in completing a double major with another UWM program or within Business should meet with an academic advisor to discuss how best to combine their academic plans.

**Advising**

For information on Academic Advising for undergraduate business majors, see Undergraduate Student Services. ([http://uwm.edu/business/academics/undergrad/academic-advising/](http://uwm.edu/business/academics/undergrad/academic-advising/)) All students should meet with an academic advisor at least once a semester.

**Career Services**

The Lubar School of Business also features a dedicated Career Services Center ([http://uwm.edu/business/academics/career-services/](http://uwm.edu/business/academics/career-services/)) for its students. Internship positions and job requests are posted on a special bulletin board, which is maintained by the School as a service to students and to businesses that have specifically requested UWM business students to fill positions. The Career Services Center also provides a resume referral service. Potential employers may request resumes by functional area or by special interests within functional areas. Online national job searches and an alumni placement service are other services offered.

**Honors in the Lubar School of Business**

Beta Gamma Sigma ([http://uwm.edu/business/academics/student-organizations/](http://uwm.edu/business/academics/student-organizations/)) is the national scholastic honor society in the field of business. Election to membership is available to both undergraduate and graduate students in business. Each semester, students are invited to join Beta Gamma Sigma. Selection is based upon outstanding scholastic achievement.

See also information on the Business Scholars Program ([http://catalog.uwm.edu/business/businessscholars/](http://catalog.uwm.edu/business/businessscholars/)).

**Dean’s Honor List**

GPA of 3.500 or above, earned on a full-time student’s GPA on 12 or more graded credits in a given semester.

**Honors Degree and Honors Degree with Thesis**

Granted to graduating seniors who complete Honors College requirements, as listed in the Honors College ([http://catalog.uwm.edu/opportunities-resources/honors-college/](http://catalog.uwm.edu/opportunities-resources/honors-college/)) section of this site.

**Commencement Honors**

Students with a cumulative GPA of 3.500 or above, based on a minimum of 40 graded UWM credits earned prior to the final semester, will receive all-university commencement honors and be awarded the traditional gold cord at the December or May Honors Convocation. Please note that for honors calculation, the GPA is not rounded and is truncated at the third decimal (e.g., 3.499).

**Final Honors**

Earned on a minimum of 60 graded UWM credits: Cum Laude - 3.500 or above; Magna Cum Laude - 3.650 or above; Summa Cum Laude - 3.800 or above.