Columbia College
established 1851

BS in Human Resource Management Plan Category III (2025-2026 Catalog)

Degree Requirement	Required Semester Credits	CCAF Transfer Credits	Course Credits to take at Institution
Core Requirements	**42**	**9**	**33**
ACCT/MGMT 278 Introductory Business Analytics	3		3
ACCT 280 Accounting I (See Note 5)	3	3	
ACCT 281 Accounting II	3		3
ECON 293 Macroeconomics #	3		3
ECON 294 Microeconomics #	3		3
FINC 350 Business Finance	3		3
MGMT 230 Principles of Management (See Note 4)	3		3
MGMT 254W Business Communication (See Note 5)	3	3	
MGMT 265 Business Law I	3		3
MGMT 338 International Business	3		3
MGMT 368W Business Ethics	3		3
MGMT 393 Business information Systems (See Note 5)	3	3	
MGMT 479 Strategic Management	3		3
MKTG 210 Principles in Marketing	3		3
HRM Major Requirements	**24**	**3**	**21**
MGMT 261 Intro to Human Resource Management (See Note 5)	3	3	
MMGT 339 Diversity in Organizations	3		3
MGMT 341 Introduction to Entrepreneurship or MGMT 345 Intrapreneurship Corporate Entrepreneurship	3		3
MGMT 364 Recruitment, Staffing and Performance Mgmt	3		3
MGMT 365 Compensation and Benefits	3		3
MGMT 461 Training and Development	3		3
MGMT 490 Strategic Human Resource Management	3		3
HRM Upper Level Major Elective	3		3
General Education (see Note 1)	**27**	**15**	**12**
Written Composition Course # (See Note 2)	3	3	
Oral Communications Course #	3	3	
Humanities Course #	3	3	
Social Science Course #	3	3	
MATH 250 Statistics I # (see Note 5)	3	3	
General Education SCIENCE Group # (See Note 1)	3		3
General Education Electives # (See Note 1)	9		9

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Upper Level General Electives	**6**	**0**	**6**
General Electives	**21**	**21**	**0**
Total Credits Required	**120**	**48**	**72**

Place for notes/explanations:

1. A student with a CCAF AAS degree receives the General Education waiver by completing ENGL 133W (or transfer equivalent), and 30 credit hours from the four groups identified below (at least one course in each group):

    a. Group 1: Anthropology, Economics, Geography, Political Science, Psychology, Sociology
    b. Group 2: Arts, Communications, English, History, Music, Philosophy, Religion
    c. Group 3: Astronomy, Biology, Chemistry, Environmental Science, Geology, Physics
    d. Group 4: MATH; Beginning Algebra or higher

2. ENGL 133W is the Columbia College equivalent of English Composition II.

3. # Course counts towards the 33 credit hours needed to obtain the General Education waiver.

4. MGMT 230 is CCAF-approved for 3 credit hours of Leadership, Management, and Military Studies (LMMS) requirement for the CCAF AAS.

5. The following CCAF courses equate to required courses for the BS Human Resource Management
    - FIN 1201 Accounting Principles (at least 2 credits**) (ACCT 280 Accounting I)**
    - HRM 1001 Introduction to Human Resource Management (at least 2 credits), or HRM 2109 Human Resource Counseling & Interventions (at least 2 credits), or HRM 2202 Human Resource Selection Methods & Techniques (at least 2 credits) **(MGMT 261, Introduction to Human Resource Management**
    - HRM 1002 Introduction to Human Resource Information Systems (at least 2 credits), or HRM 2101 Manpower and Personnel Base-Level Systems (at least 2 credits), or HRM 2203 Human Resource Information Systems (at least 2 credits) **(MGMT 393 Business Information Systems, transfers as lower level credit)**
    - LMM 1102 Managerial Communications and LMM 2122 Managerial Communications II (complete both for **MGMT 254 Business Communication)**
    - MAT 1103 Introduction to Statistics (at least 2 credits) **(MATH 250 Statistics I**)

6. Complete at least 39 semester hours of upper level credit to satisfy the degree completion requirement. CCAF credit hours can not be used to meet this requirement.

7. Complete at least 30 semester hours of Columbia College coursework to satisfy the residency requirement.

8. A minimum of 60 of the 120 credit hours for degree completion must be traditional college credit. A student may transfer as many college credits as they have earned, not all transferred credit will be applied to the degree plan.

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