

2016-2017 Catalog*
B.S. Business Administration
with a Specialization in Human Resource Management
Total Credits: 111- 113

***Please refer to the current Central Washington University Undergraduate/Graduate Catalog. For any majors outside of the College of Business and any College of Business minors, refer to the CWU University Catalog for requirements.**

Students pursuing the HRM specialization will deal with fundamental organizational processes that must be developed and managed for continuous involvement by both HR specialists and by all managers in general. Thus, the study of HR takes on a dual emphasis. First, by pursuing an HR specialization, students will be thoroughly trained to focus decision-making as it pertains to the acquisition, utilization, development and retention of employees. Alternatively, the study of HRM is applicable as a strong supplement to other specializations or majors.

<u>Pre-admission Requirements</u>	<u>Credits</u>	<u>Pre-Requisites</u>
ENG 101 – Composition I: Critical Reading and Responding	4	
ENG 102 – Composition II: Reasoning and Research	4	C- or higher in ENG 101
Pre-Admission Total Credits	8	

Additional Admission Requirements

- **Minimum Grade of "C-" (1.70) in ENG 101 and 102**
- **30 Credits** – Complete in first 2 or 3 quarters
- **2.25 Collegiate GPA** – This is your CWU/Transfer Combined GPA on your Academic Requirement Report
- **Good Academic Standing the quarter prior to admission** – 2.0 quarterly GPA and 2.0 cumulative GPA
- **Attend a CB New Student Orientation**

<u>Foundation</u> C- minimum required in these to count for major	<u>Credits</u>	<u>Pre-Requisites</u>
ACCT 251 – Financial Accounting*	5	
ACCT 252 – Managerial Accounting*	5	C- or higher in ACCT 251
BUS 221 – Introductory Business Statistics	5	Minimum grade C- in ECON 130 or MATH 130 or higher
BUS 241 – Legal Environment of Business	5	Sophomore Standing (45 credits)
ECON 130 – Foundations for Business Analytics or MATH 130- Finite Math or equivalent	5	500 on the SAT, 19 on the ACT, a Compass test score of either 50 - Pre-Algebra or 26 - Algebra or 31 Trigonometry on the Compass Test or pass Math 100B or a higher level math
ECON 201 – Principles of Economics Micro	5	
MATH 153 – Pre-Calculus Mathematics I (or Higher: MATH 154, MATH 170, MATH 172, or MATH 173)	5	C or higher in MATH 100C or satisfactory score on the Math Placement Test or Compass Test
Foundation Total Credits	35	

***A grade of C minimum is required to take 300 level Accounting courses.**

<u>BUSINESS CORE</u> C- minimum required in these to count for major	<u>Credits</u>	<u>Pre-Requisites</u>
ECON 202 – Principles of Macro Economics	5	ECON 201
MGT 200 – Essential Skills for Business Professionals or BUS 301– Contemporary Approaches to Personal & Professional Development	3-5	
FIN 370 – Introductory Financial Management*	5	ACCT 251, BUS 221, ECON 201 AND Admission to CB Major
MGT 382 – Principles of Management	5	ECON 201 AND Admission to a CB Major
MIS 386 – Management Information Systems	5	BUS 221 AND Admission to a CB Major
MKT 362 – Essential Marketing Concepts*	5	ECON 201, BUS 221, AND Admission to a CB Major
SCM 310 – Supply Chain Management*	5	BUS 221, ECON 201, AND Admission to a CB Major
COM 301 - Public Speaking for Business and Organizations	2	
ENG 311 - Business Writing	3	ENG 102 or Direct Transfer Degree
Core Total Credits	38-40	

***Students pursuing specializations in Supply Chain, Finance, or Marketing need a C minimum in the corresponding core requirement for their specialization.**

<u>Capstone Requirement</u>	<u>Credits</u>	<u>Pre-Requisites</u>
MGT 489 – Strategic Management	5	C- or higher in ECON 202, FIN 370, SCM 310, MIS 386, MKT 362, MGT 382, COM 301, ENG 311, MGT 200 or BUS 301, and a 2.25 collegiate GPA*
Capstone Total Credits	5	*ADMG 385 or COM 345 or ENG 310 can be used in place of ENG 311 and COM 301, for students admitted to 2014-2015 catalog or prior.

<u>HRM Specialization Requirements</u>	<u>Credits</u>	<u>Pre-Requisites</u>
Required:		
HRM 381 – Management of Human Resources	5	
HRM 486 – Problems in HRM	5	HRM 381 AND two HR electives AND Admission to a CB Major AND Completion of the CB Foundation courses with a minimum C- grade in each course and a minimum collegiate GPA of 2.25
Select a minimum of 15 credits from the following (with a minimum of 10 credits of HRM classes):		
BUS 490 – Cooperative Education Internship	1-6	Collegiate GPA of 2.8 or higher
HRM 442 – Training and Development	5	HRM 381 AND Admission to a CB Major AND Completion of the CB Foundation courses with a minimum C- grade in each course and a minimum collegiate GPA of 2.25
HRM 445 – Organizational Staffing	5	
HRM 479 – Employee Relations	5	
HRM 488 – Compensation Policy & Administration	5	
MGT 386 – Principles of Organizational Behavior	5	MGT 382
ECON 355 – Economics of Labor	5	ECON 201 and ECON 202
HRM Specialization Total Credits	25	

Additional Graduation Requirements

Minimum GPAs

- Must have a 2.25 average GPA for all major courses
- Must have a 2.25 average GPA for all 300-400 level major courses

Double Specialization- 20 unique credits required

- To be eligible for a second specialization, a minimum of 20 unique credits must be completed. Unique in this sense means the credits have not been used as part of any other BSBA specialization.
- Students cannot dual specialize in General Business plus another specialization.

Transfer Students

- Must complete at least 45 credits at CWU
- Must complete at least 40 credits used in their major at CWU

Business courses taken within last 10 years

- Courses taken to fulfill the requirements for a degree from the CWU College of Business must have been taken within the last ten years at the time of graduating.
- Exceptions may be made, but must be approved by the department chair and dean or designee.

****Warning:** For a timely graduation in your program you must complete specialization courses while taking business core requirements. Required specialization courses may only be offered once per year. Refer to the College of Business Tentative Yearly Class Schedules to plan, www.cwu.edu/business/cbadvising