

Any organization that needs people needs human resources expertise—businesses, nonprofits, government agencies. Human resources managers help those organizations to hire employees and then to compensate them, assure they're equipped to be productive, assure legal compliance, and manage employee relations.

Studying employment law, compensation, negotiations, recruitment and selection, and employee benefits provides the training to succeed in this field. Within the COB, students also receive a well-rounded business background, learning accounting, computer information systems, finance, international business, management, and marketing.

This program is accredited by the Accreditation Council for Business Schools and Programs. ACBSP is a leading specialized accreditation association for business education supporting, celebrating, and rewarding teaching excellence.

### Communication Competency Requirements

| FSU Course | FSU Course Title                | FSU Cr. Hrs. | NMC Equiv.    | NMC Course Title    | NMC Cr. Hrs.  |
|------------|---------------------------------|--------------|---------------|---------------------|---------------|
| COMM 121   | Fundamentals of Public Speaking | 3            | COM 111       | Public Speaking     | 4             |
| ENGL 150   | English 1                       | 3            | ENG 111       | English Composition | 4             |
| ENGL 250   | English 2                       | 3            | ENG 112       | English Composition | 4             |
| ENGL 325   | Advanced Business Writing       | 3            | No Equivalent | No Equivalent       | No Equivalent |

### Quantitative Literacy Requirements

| FSU Course                 | FSU Course Title   | FSU Cr. Hrs. | NMC Equiv. | NMC Course Title     | NMC Cr. Hrs. |
|----------------------------|--|--------------|------------|----------------------|--------------|
| MATH 114<br>or<br>MATH 115 | Quantitative Reasoning for Professionals 2 or Intermediate Algebra | 4<br>or<br>3 | MTH 111    | Intermediate Algebra | 4            |

**Natural Sciences Competency Requirements** - 2 courses are required with a minimum of 6 credits: must have at least 1 lab course.

| FSU Course | FSU Course Title          | FSU Cr. Hrs. | NMC Equiv. | NMC Course Title | NMC Cr. Hrs. |
|------------|---------------------------|--------------|------------|------------------|--------------|
| Varies     | Natural Sciences Elective | 6            | Varies     | Varies           | 6 - 7        |

### Self and Society Competency Requirements

| FSU Course | FSU Course Title             | FSU Cr. Hrs. | NMC Equiv. | NMC Course Title             | NMC Cr. Hrs. |
|------------|------------------------------|--------------|------------|------------------------------|--------------|
| ECON 221   | Principles of Macroeconomics | 3            | ECO 201    | Principles of Macroeconomics | 3            |
| ECON 222   | Principles of Microeconomics | 3            | ECO 202    | Principles of Microeconomics | 3            |
| PSYC 150   | Introduction to Psychology   | 3            | PSY 101    | Introduction to Psychology   | 3            |

**Culture Competency Requirements** - 3 courses required; minimum of 9 credits; from 2 different disciplines; at least 1 at 200 level or higher

| FSU Course                             | FSU Course Title  | FSU Cr. Hrs. | NMC Equiv. | NMC Course Title  | NMC Cr. Hrs. |
|--|---|--------------|------------|-------------------|--------------|
| LITR 203 or<br>LITR 204 or<br>RELG 325 | Introduction to African Literature or Native American Literature or Eastern Religions | 3            | PHL 122    | Eastern Religions | 4            |
| Varies                                 | FSU General Education – Culture electives   | 6            | Varies     | Varies            | 6            |

**Additional General Education Requirements** – Human Resource Management degrees students must complete 48 General Education credits to meet College of Business and University Requirements.

| FSU Course | FSU Course Title                | FSU Cr. Hrs. | NMC Equiv.    | NMC Course Title          | NMC Cr. Hrs.  |
|------------|---------------------------------|--------------|---------------|---------------------------|---------------|
| ECON 331   | Labor Economics Labor Relations | 3            | No Equivalent | No Equivalent             | No Equivalent |
| SOCY 121   | Introductory Sociology          | 3            | SOC 101       | Introduction to Sociology | 3             |
| SOCY 340   | Race and Ethnicity in the US    | 3            | No Equivalent | No Equivalent             | No Equivalent |

**Ferris State University General Education Program** Students are encouraged to work with an advisor to select appropriate general education courses

### Diversity Competency – 2 Courses Required

If not met by courses taken for Culture, Self and Society, or MTA, a student must meet the following:

- 1 course with the Global Diversity attribute
- 1 course with the U.S. Diversity attribute

**Business Core Requirements - 30 Credits Required**

| FSU Course | FSU Course Title                    | FSU Cr. Hrs. | NMC Equiv.    | NMC Course Title                           | NMC Cr. Hrs.  |
|------------|-------------------------------------|--------------|---------------|--|---------------|
| ACCT 201   | Principles of Financial Accounting  | 3            | ACC 121       | Principles of Accounting                   | 4             |
| ACCT 202   | Principles of Managerial Accounting | 3            | ACC 122       | Principles of Accounting                   | 4             |
| STQM 260   | Introduction to Statistics          | 3            | MTH 131       | Introduction to Probability and Statistics | 3             |
| MGMT 301   | Applied Management                  | 3            | MGT 241       | Principles of Management                   | 3             |
| BLAW 301   | Legal Environment of Business       | 3            | No Equivalent | No Equivalent                              | No Equivalent |
| MKTG 321   | Principles of Marketing             | 3            | MKT 201       | Principles of Marketing                    | 3             |
| ISYS 321   | Business Information Systems        | 3            | No Equivalent | No Equivalent                              | No Equivalent |
| FINC 322   | Financial Management 1              | 3            | No Equivalent | No Equivalent                              | No Equivalent |
| MGMT 370   | Quality-Operations Management       | 3            | No Equivalent | No Equivalent                              | No Equivalent |
| BUSN 499   | Integrating Experience              | 3            | No Equivalent | No Equivalent                              | No Equivalent |

**Major Requirements – 33 Credits Required**

| FSU Course        | FSU Course Title          | FSU Cr. Hrs. | NMC Equiv.    | NMC Course Title                    | NMC Cr. Hrs.  |
|-------------------|---------------------------|--------------|---------------|-------------------------------------|---------------|
| ISYS 200          | Database Design           | 3            | CIT 212       | Introduction to Database Management | 3             |
| INTB 335          | Cross Cultural Business   | 3            | No Equivalent | No Equivalent                       | No Equivalent |
| MGMT 338          | Employee Benefits         | 3            | No Equivalent | No Equivalent                       | No Equivalent |
| MGMT 373          | Human Resource Management | 3            | MGT 251       | Human Resources Management          | 3             |
| MGMT 375          | Negotiation               | 3            | No Equivalent | No Equivalent                       | No Equivalent |
| MGMT 385          | Recruitment and Selection | 3            | No Equivalent | No Equivalent                       | No Equivalent |
| BLAW 421          | Employment Law            | 3            | No Equivalent | No Equivalent                       | No Equivalent |
| MGMT 472          | Compensation              | 3            | No Equivalent | No Equivalent                       | No Equivalent |
| MGMT 491          | MGMT Internship           | 3            | No Equivalent | No Equivalent                       | No Equivalent |
| Directed Elective | Advisor Approval          | 6            | Varies        | Varies                              | Varies        |

**Additional Requirements – 9 Credits Required**

| FSU Course | FSU Course Title                                   | FSU Cr. Hrs. | NMC Equiv. | NMC Course Title      | NMC Cr. Hrs. |
|------------|--|--------------|------------|-----------------------|--------------|
| ISYS 105   | Introduction to Microcomputer Systems and Software | 3            | CIT 100    | Computers in Business | 3            |
| Varies     | Free Electives                                     | 6            | Varies     | Varies                | Varies       |

**Total Credits Required for Degree****120****Program Contact Information:****Main Campus, Big Rapids****College of Business – Management Department**(231) 591-2427 | [Management Department Email](#)[Transfer Partnerships Webpage](#)**Delivery Locations**

This degree and the Ferris courses are offered at the following locations:

- Ferris State University, Main Campus, Big Rapids
- Select courses may be delivered online and/or in a mixed delivery format (i.e. a mix of online and face-to-face instruction at the Ferris Main Campus or at an off-campus location).

**General Admission Criteria****New Student SAT Scores**

- 2.50 High School GPA (on a 4.00 scale)
- Two of the Three Criteria:
  1. ERW SAT score of 450 or higher.
  2. Math SAT score of 500 or higher. Placement in MATH 109 or 110 will be considered (Math SAT score of 480 or higher).
  3. Composite SAT of 900 or higher.

**New Student ACT Scores**

- 2.50 High School GPA (on a 4.00 scale)
- Two of the Three Criteria:
  1. English ACT score of 16 or higher.
  2. Math ACT score of 19 or higher.
  3. Reading ACT score of 19 or higher.

## **Transfer Students**

- Combined college or university GPA of 2.35 (on a 4.00 scale) from all institutions attended. GPA based on completion of 12 credit hours or more. Developmental courses will not be considered in computing the GPA requirement.
- Transfer equivalency for FSU ENGL 150 or placement during the first semester at FSU which would require an English ACT score of 16 or higher; or ERW SAT score of 450 or higher; or English Accuplacer score of 6 or higher.
- Transfer equivalency for FSU MATH 114 or 115 or placement during the first semester at FSU which would require a Math ACT score of 19 or higher; Math SAT of 500 or higher; or Math Accuplacer scores: Elementary Algebra score 75 or higher and College Level Math 0 to 49.

## **Advising Notes**

It is recommended that potential applicants meet with an advisor to review the degree, course schedule, and have any questions answered prior to completing an application. Students who are completing the MTA may have different general education course requirements for the particular degree selected. Meeting with a Ferris advisor prior to the selection of general education or elective course work may reduce the chance of completing a course that will not apply toward the selected degree. Once admitted, students must continue to meet with an advisor as they work toward graduation.

## **Transfer Student Orientation**

All new students to Ferris State University are required to complete an orientation.

## **Reverse Transfer Agreement**

The Community College and Ferris have entered into a partnership in order to work collaboratively and creatively to increase student completion of associate and bachelor degrees. The partners work together to provide a seamless transfer experience and increase student retention and completion at both the community college and Ferris.

## **Michigan Transfer Agreement (MTA)**

Ferris participates in the Michigan Transfer Agreement (MTA). This agreement will facilitate the transfer of general education requirements from one Michigan institution to another. Students may complete the MTA as part of a degree program or as a stand-alone package. The MTA consists of a minimum of 30 general education credit hours as identified by the college or university.

Students transferring to Ferris with the Michigan Transfer Agreement (MTA) and entering a degree program will have met a 30-hour block of lower-level general education courses. However, this does not exempt students from completing program specific prerequisites or higher-level general education course requirements. Students should contact their advisor regarding classes that meet the MTA.

Students must work with their Ferris advisor to declare a Minor or Concentration and for selection of Directed Electives.

## **Disclaimer**

This is a guide for students who plan to transfer to Ferris State University. This guide is not intended to be a contract with Ferris. The information on this guide is subject to change. Students should contact their community college or Ferris to keep informed of changes. Final responsibility for verifying all transfer information lies with the student. Please refer to effective and/or revised date on the bottom of this guide.