

**MINNESOTA STATE COLLEGES AND
UNIVERSITIES*
ARTICULATION AGREEMENT
BETWEEN**

**Anoka Ramsey Community College
AND
Concordia University, St. Paul**

*The Board of Trustees of the Minnesota State Colleges and Universities is authorized by Minnesota Statutes, Chapter 136F to enter into Agreements and has delegated this authority to colleges and universities.

This Agreement is entered into between Anoka Ramsey Community College (hereinafter sending institution), and Concordia University, St. Paul (hereinafter receiving institution). This Agreement and any amendments and supplements, shall be interpreted pursuant to the laws of the State of Minnesota.

The sending institution has established a **Human Resources Associate AS** (hereinafter sending program), and the receiving institution has established a **Human Resource Management BA** (hereinafter receiving program), and will facilitate credit transfer and provide a smooth transition from one related program to another. It is mutually agreed:

Admission and Graduation Requirements

- A. The receiving institution's admission and program admission requirements apply to both direct entry students and to students who transfer under this agreement.
- B. Students must fulfill the graduation requirements at both institutions.
- C. Students must complete the entire sending program and meet the receiving institution's admission requirements for the agreement to apply, including grade requirements for courses and an overall GPA requirement.

Transfer of Credits

- A. The receiving institution will accept 60 credits from the sending program. A total of 68 credits remain to complete the receiving program.
- B. Courses will transfer as described in the attached Program Articulation Table. For system institutions, once the courses are encoded, they will transfer as described in the "*Transferology*" audit.

Implementation and Review

- A. The Chief Academic Officers or designees of the parties to this agreement will implement the terms of this agreement, including identifying and incorporating any changes into subsequent agreements, assuring compliance with system policy, procedure and guidelines, and conducting a periodic review of this agreement.
- B. This Articulation Agreement is effective on 03/01/2016 and shall remain in effect until the end date of 03/01/2021 or for five years, whichever occurs first, unless terminated or amended by either party with 90 days prior written notice.
- C. The college and university shall work with students to resolve the transfer of courses should changes to either program occur while the agreement is in effect.
- D. This Articulation Agreement will be reviewed by both parties beginning 09/01/2020 (within six months of the end date).
- E. When a student notifies the receiving institution of their intent to follow this agreement, the receiving institution will encode course waivers and substitutions.

April 7, 2015

PROGRAM ARTICULATION TABLE

Check if the sending program ___ or receiving program ___ is new.

	College (sending)	University (receiving)
Institution	Anoka Ramsey Community College	Concordia University - St. Paul
Program name	Human Resources Associate	Human Resource Management
Award Type (e.g., AS)	AS	BA
Credit Length	60	128
CIP code (6-digit)	52.1001	
Describe program admission requirements (if any)		Must meet CSP Admission Requirements

Instructions

- List all required courses in both academic programs.
- MnTC goal areas transfer to the receiving institution according to the goal areas designated by the sending institution.
- Do not indicate a goal area for general education courses that are not part of the MnTC.
- For restricted or unrestricted electives, list number of credits.
- Credits applied: the receiving institution course credit amount may be more or less than the sending institution credit amount. Enter the number of credits that the receiving institution will apply toward degree completion.
- Show equivalent university-college courses on the same row to ensure accurate DARS encoding.
- Equiv/Sub/Wav column: If a course is to be encoded as equivalent, enter Equiv. If a course is to be accepted by the university as a "substitution" only for the purposes of this agreement, enter Sub. If a course requirement is waived by the receiving institution, enter Wav. If a course is to be accepted by the university as a MnTC goal area, restricted elective or unrestricted elective, leave the cell blank.

(To add rows, place cursor outside of the end of a row and press enter.)

SECTION A - Minnesota Transfer Curriculum-General Education

College (sending)			University (receiving)			
course prefix, number and name	Goal(s) ¹	Credits	course prefix, number and name	Goal(s) ¹	Credits Applied	Equiv Sub Wav
Minnesota Transfer Curriculum-General Education						
ENGL 1121 College Writing & Critical Reading	1	4	Writing		4	Equiv.
Natural Science (One course required, must include a lab)	3	3-4	Depends on course selection. See Concordia Transfer Guide for recommendations.		3-4	Sub.
MATH1110-Intro to Statistics	4	3	Mathematics		3	Equiv.
MATH1200-College Algebra I	4	3			3	
ECON2205-Principles of Macroeconomics	5	3	Global Studies		3	Equiv.
ECON2206-Principles of Microeconomics	5	3	Elective		3	
Additional MnTC from Goals 2,6,7,8,9,10 to reach a total of 30 general education credits	2, 6-10	10	Will Depend on Course Selection		10	
MnTC/General Education Total		30				

Special Notes, if any:

¹ MnTC goal areas transfer to the receiving MnSCU college/university according to the goal areas designated by the sending college/university

SECTION B - Major, Emphasis, Restricted and Unrestricted Electives or Other

(pre-requisite courses, required core courses, required courses in an emphasis, or electives (restricted or general) within the major). **Restricted electives (in Major)** fulfill a specific requirement within a major. Example A: "Chose two of the following three courses;" Example B: A Biology degree may require 40 science credits (20 credits of required courses + 20 credits of listed related courses, such as botany, genetics, sociobiology, etc. which students can select).

Major, Emphasis, Restricted, Unrestricted Electives or Other Courses				
BUS1112-Computer Concepts & Applications	3	Elective	3	
BUS1125-Financial Accounting	4	Elective	4	
BUS1135-Payroll Accounting	2	Elective	2	
BUS2010-Intro to Human Resources	3	HRM320-Advanced Human Resource Management	3	SUB
BUS2015-Benefits & Compensation	3	HRM353-Comp/Benefit Systems and Theories	3	SUB
BUS2020-Employee Training & Development	3	HRM410-Organizational Dev. and Change	3	SUB
BUS2025-Labor Relations	3	Elective	3	
BUS2030-Human Resources Information Systems	2	Elective	2	
BUS2217-Employment Law for Business	3	HRM350-Legal Issues in HR	3	SUB
BUS2244-Principles of Management	4	HRM310-Managing in Organizations	4	SUB
Major, Emphasis, Unrestricted Electives Total	30	Total College Credits Applied (sum of sections A and B)	60	

SECTION C - Remaining University (receiving) Requirements




	course prefix, number and name	Credits
	HRM325-Survey and Research Methods	4
	HRM352-Staffing the Organization	4
	HRM435-Business and Personal Ethics	4
	HRM440-Human Resource Plan	4
	HRM470-Strategic Human Resources	4
	General Education Requirements:	
	Theology (Must be taken at CSP)	4
	Communication (Or Meet Goal Area 1)	4
	Literature (Or Meet Goal Area 6)	4
	Fine Arts (Or Meet Goal Area 6)	4
	History/Political Science (Or Meet Goal Area 5 or 9)	4
	Social/Behavioral Sciences (Or Meet Goal Area 5 or 7)	4
	Health/Physical Education	3
	Natural Science (Or Meet Goal Area 3 or 10)	5
	Additional Elective Credits	16
	Total Remaining University Credits²	68

Special Notes, if any: Remaining General Education requirements will depend on course selection from Section A. Remaining general education credits will vary, depend on student courses selection in section A.

SECTION D - Summary of Total Program Credits

College (sending) Credits		University (receiving) Requirements	
MnTC/General Education	30		
Major, Emphasis, Unrestricted Electives or Other	30		
Total College Credits	60	Total College Credits Applied	60
		Remaining credit to be taken at the university (receiving institution)	68
		Total Program Credits	128
Special Notes, if any:			

² At least 40 of the required credits for the baccalaureate degree shall be at the upper-division level. If a lower division course is shown as equivalent to an upper division course, check with the university to determine if it will count toward the 40 required credits of upper division.

College	Name	Signature	Date
Vice President of Academic Affairs	Deidra Peaslee		5/7/16
Dean	Luanne Kane		4/29/16
University	Name	Signature	Date
Chief Academic Officer	Eric LaMott		6-8-16
Title			
DARS Encoder			
Date when equivalencies were verified/encoded in DARS by the receiving MnSCU institution.			