



UNIVERSITY OF  
ARKANSAS

**Student Affairs**  
*Career Development Center*

# Class of 2021 Career Outcomes Report

**Academic Year**

**2020-2021**

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## Introduction and Procedures

The University of Arkansas Career Outcomes Report series provide insight into the post-graduation pursuits of recent university graduates. These annual reports constitute the only centralized placement data collection for the university and serve as a resource for career planning for current and prospective students, used by colleges/schools, departments, employers and other stakeholders. These data are also reported to various organizations that rank colleges, such as US News and World Report, the College Portrait of Undergraduate Education/Voluntary System of Accountability, National Association of Colleges and Employers (NACE), Princeton Review survey, Peterson’s Undergraduate survey, College Board Survey, and a few others.

University of Arkansas (U of A) measures the career/post-graduation outcomes for its each graduating class through first-destination surveys (FDS). U of A Class of 2021 includes those students who graduated in August 2020, December 2020 and May 2021. The post-graduation outcomes data collection is managed by the University Career Development Center (CDC) following the procedures outlined in the [NACE Standards and Protocols for Undergraduate First Destination Surveys](#) and the [NACE Standards and Protocols for the Collection and Dissemination of Graduating Student Initial Career Outcome Information for Advanced Degree Candidates](#). College of Engineering (ENGR) and the School of Law (LAWS) used their own surveys in addition to FDS and collected ENGR data was reported to the CDC.

Data collection on student career outcomes takes place from the date of graduation until six months after the end of the class year. A few weeks prior to the graduation date all graduating students receive an invitation from the CDC to participate in the online FDS with a secure no-login required link. Graduating students can access the FDS on Handshake platform multiple times during the data collection period to ensure the most accurate, current data is captured. Students responding to FDS are the primary source of information for the Career Outcomes Reports prepared by CDC. However, NACE standards also allows for collecting information from a variety of alternative sources (the graduates’ LinkedIn profiles, social media, parents, employers, faculty, staff and, etc.). Additionally, the CDC staff and National Phone Campaign “Hog Callers” surveyed the “non-respondent” and “still looking” recent graduates via phone, email, and text messages later after their graduation.

The deadline for completing data collection for the Class of 2021 was December 30, 2021.

## Methodology and Data Compilations

Summary calculations were developed from the FDS data, as follows:

*Knowledge Rate (KR)* - This is the percentage of the graduating class for whom an outcome destination is known. It includes the sum of all the employment categories plus service and military plus continuing education plus the number of students still seeking an outcome or not seeking an outcome. It excludes those students for whom no information is available.

Mathematically, the knowledge rate can be expressed as:

(# employed + # service + # military + # continuing education + # still seeking employment and continuing education + # not seeking)/total graduates.<sup>1</sup>

*Career Outcome Rate (COR)* - This is the number of graduates who have landed in any of the employment categories plus service and military plus continuing education divided by the number of students for whom an outcome is known minus those graduates identified as not seeking an outcome. Expressed mathematically, the career outcomes rate is:

$$\frac{(\# \text{ employed} + \# \text{ service} + \# \text{ military} + \# \text{ continuing education})}{(\# \text{ employed} + \# \text{ service} + \# \text{ military} + \# \text{ continuing education} + \# \text{ still seeking employment and continuing education})}$$

Additional rates, such as the percentage of graduates in standard full-time employment, were created by taking the number of graduates in a specific category and then dividing by the number of known graduates as identified in the knowledge rate above.

*Working* - consists of those accepted full time employment or part-time employment.

*Continuing Education* - those continuing education at graduate or professional schools.

*Still Looking* - consists of those seeking employment or seeking continuing education or planning to continue education but not enrolled yet.

*Not Seeking* - consists of those not seeking employment or graduate school acceptance, have other plans after graduation.

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<sup>1</sup> Detailed methodology of calculations can be seen in [NACE](#), pages 119 - 122.

## Class of 2021 FDS Summary

<i>Degree Levels and Schools</i>	<i># Graduated</i>	<i># Information Available</i>
<b>Bachelors</b>	<b>5,156</b>	<b>3,961</b>
College of Education & Health Professions (EDUC)	875	692
College of Arts & Sciences (ARSC)	1,621	1,103
School of Architecture & Design (FJAD)	72	51
College of Engineering (ENGR)	664	620
College of Agri, Food & Life Sciences (AFLS)	512	346
College of Business (WCOB)	1,412	1,149
<b>Masters</b>	<b>1,177</b>	<b>910</b>
Graduate Education & Health Professions (EDUC)	392	329
Graduate Arts & Sciences (ARSC)	172	115
Graduate School & International Education (GRAD)	31	22
Graduate Engineering (ENGR)	307	262
Graduate Agriculture, Food & Life Sciences (AFLS)	81	62
Graduate School of Architecture & Design (FJAD)	1	1
Graduate Business (WCOB)	183	114
School of Law (LAWS)	10	5
<b>Doctorate</b>	<b>337</b>	<b>255</b>
Graduate Education & Health Professions (EDUC)	73	68
Graduate Arts & Sciences (ARSC)	40	36
Graduate School & International Education (GRAD)	32	28
Graduate Engineering (ENGR)	47	42
Graduate Agriculture, Food & Life Sciences (AFLS)	22	19
Graduate Business (WCOB)	14	8
School of Law (LAWS)	109	54
<b>Advanced Certificate</b>	<b>4</b>	<b>3</b>
Graduate Education & Health Professions (EDUC)	4	3
<b>U of A Overall</b>	<b>6,674</b>	<b>5,129</b>

## Student Career Outcomes by Degrees and Schools

<i>Degree Levels and Schools</i>	<i>Working</i>	<i>Continuing Education</i>	<i>Military &amp; Volunteer</i>	<i>Still Looking</i>	<i>Not Seeking</i>
<b>Bachelors</b>	<b>2,324</b>	<b>923</b>	<b>34</b>	<b>633</b>	<b>47</b>
EDUC	388	228		69	7
ARSC	455	392	19	226	11
FJAD	35	7		9	
ENGR	374	99	10	118	19
AFLS	208	93	2	43	
WCOB	864	104	3	168	10
<b>Masters</b>	<b>668</b>	<b>89</b>	<b>35</b>	<b>111</b>	<b>7</b>
EDUC	281	15	1	30	2
ARSC	60	28		24	3
FJAD	1				
GRAD	11	10		1	
ENGR	182	18	34	27	1
AFLS	40	15		7	
WCOB	88	3		22	1
LAWS	5				
<b>Doctorate</b>	<b>206</b>	<b>8</b>		<b>39</b>	<b>2</b>
EDUC	61	2		5	
ARSC	27	1		7	1
GRAD	21	1		5	1
ENGR	36			6	
AFLS	18			1	
WCOB	8				
LAWS	35	4		15	
<b>Advanced Certificate</b>	<b>2</b>	<b>1</b>			
EDUC	2	1			
<b>U of A Overall</b>	<b>3,200</b>	<b>1,021</b>	<b>69</b>	<b>783</b>	<b>56</b>

## Knowledge Rates (KR) and Career Outcome Rates (COR) by School and Degree

Schools	All Degrees		Bachelors		Masters		Doctorate		Adv. Certif.	
	KR	COR	KR	COR	KR	COR	KR	COR	KR	COR
AFLS	69%	88%	68%	88%	77%	89%	86%	95%		
ARSC	68%	79%	68%	79%	67%	79%	90%	80%		
FJAD	71%	83%	71%	82%	100%	100%				
EDUC	81%	90%	79%	90%	84%	91%	93%	93%	75%	100%
GRAD	79%	88%			71%	95%	88%	81%		
ENGR	91%	83%	93%	80%	85%	90%	89%	86%		
WCOB	79%	85%	81%	85%	62%	81%	57%	100%		
LAWS	50%	75%			50%	100%	50%	72%		
<b>U of A</b>	<b>77%</b>	<b>85%</b>	<b>77%</b>	<b>84%</b>	<b>77%</b>	<b>88%</b>	<b>76%</b>	<b>85%</b>	<b>75%</b>	<b>100%</b>

## Placement Locations, KR and COR by Graduate's Residency Status

Residency	Class Share	In-State Placement	KR	COR
Arkansans	59.7%	60.2%	76.0%	84.3%
Non-Arkansans	40.1%	19.0%	78.2%	84.9%
No Data	0.2%	77.8%	69.2%	100.0%

## Graduates' Placement Location Regions

Placement Location	Working Full Time		Continuing Education		Military Service		Volunteering	
	#	%	#	%	#	%	#	%
NWA	1,137	37.4%	455	44.6%	1	1.8%	8	57.1%
Other AR areas	378	12.4%	121	11.9%	4	7.3%		
Outside of AR	1,479	48.6%	445	43.6%	43	78.2%	6	42.9%
Undisclosed	47	1.5%			7	12.7%		
<b>Total</b>	<b>3,041</b>	<b>100.0%</b>	<b>1,021</b>	<b>100.0%</b>	<b>55</b>	<b>100.0%</b>	<b>14</b>	<b>100.0%</b>

## Class of 2021 Salary Statistics

### Overall Reported Full-Time Employment Salary Statistics

<i>Degree Levels</i>	<i>Salary Means</i>	<i>Salary Medians</i>	<i>Salary Q<sub>1</sub></i>	<i>Salary Q<sub>3</sub></i>
Bachelors	\$51,415	\$50,000	\$36,400	\$60,000
Masters	\$60,812	\$55,000	\$43,000	\$70,000
Doctorate	\$68,949	\$62,558	\$51,893	\$82,000

### Full-Time Employment Average Salary by Schools and Degrees

<i>Schools\Degrees</i>	<i>All Degrees</i>	<i>Bachelor's Degrees</i>	<i>Master's Degrees</i>	<i>Doctoral Degrees</i>	<i>Advanced Certificates</i>
AFLS	\$44,877	\$41,489	\$52,280	\$60,003	N/A
ARSC	\$46,936	\$46,045	\$48,796	\$54,145	N/A
FJAD	\$43,192	\$43,192	N/A	N/A	N/A
EDUC	\$53,115	\$50,233	\$50,738	\$74,097	N/A
GRAD	\$55,706	N/A	\$68,100	\$49,510	N/A
ENGR	\$68,996	\$64,780	\$74,701	\$81,522	N/A
WCOB	\$55,491	\$51,622	\$74,227	\$120,000	N/A
LAWS	\$67,129	N/A	N/A	\$67,666	N/A
<b>U of A Overall</b>	<b>\$55,108</b>	<b>\$51,415</b>	<b>\$60,812</b>	<b>\$68,949</b>	<b>N/A</b>

### Salary Means and Medians by Undergraduate Majors<sup>1</sup>

<i>Majors</i>	<i>Salary Means</i>	<i>Salary Medians</i>
Accounting	\$56,663	\$57,000
Agri Education Comm & Tech	\$40,822	\$40,000
Agricultural Business	\$55,653	\$48,235
Animal Science	\$30,911	\$28,600
Anthropology	\$34,669	\$29,120
Apparel Merchandising/Prod Dev	\$41,214	\$40,000
Architecture	\$45,838	\$47,000
Art	\$30,048	\$30,000
Biological Engineering	\$59,438	\$57,500
Biology	\$35,060	\$32,000
Biomedical Engineering	\$49,309	\$50,000
Business Economics	\$51,833	\$53,000
Career & Technical Education	\$40,233	\$38,000

<sup>1</sup> Full-time employment salaries only, data included when three or more graduates within a major submit reports



Chemical Engineering	\$69,167	\$71,650
Chemistry	\$34,187	\$33,000
Civil Engineering	\$59,119	\$60,320
Comm Sciences & Disorders	\$46,333	\$51,000
Communication	\$54,138	\$40,000
Computer Engineering	\$69,062	\$70,600
Computer Science	\$71,849	\$72,650
Criminal Justice	\$140,762	\$37,500
Criminology	\$34,988	\$35,600
Educational Studies	\$40,000	\$35,000
Electrical Engineering	\$66,528	\$71,655
Elementary Education	\$43,251	\$47,000
English	\$33,010	\$30,000
Environmental Soil & Water Sci	\$38,346	\$35,000
Finance	\$50,230	\$48,500
Food Science	\$52,000	\$55,000
General Business	\$55,624	\$44,000
German	\$52,750	\$48,000
Graphic Design	\$46,240	\$35,620
History	\$40,867	\$38,000
Horticulture, Landscape & Turf Sci	\$36,021	\$39,520
Hospitality Management	\$38,403	\$37,760
Human Development & Family Sci	\$38,631	\$36,500
Human Resource & Workforce Dev	\$58,040	\$56,000
Industrial Engineering	\$61,864	\$64,000
Information Systems	\$58,502	\$61,000
Interdisciplinary Studies	\$50,571	\$42,500
Interior Design	\$39,150	\$39,000
International & Global Studies	\$28,191	\$23,000
International Business	\$60,722	\$60,000
Journalism	\$44,487	\$37,378
Kinesiology	\$35,469	\$30,000
Landscape Architecture	\$48,500	\$50,000
Management	\$48,626	\$50,000
Marketing	\$45,369	\$42,000
Mechanical Engineering	\$62,489	\$62,000
Music	\$43,464	\$36,000
Nursing	\$58,443	\$55,380
Political Science	\$52,400	\$45,000
Poultry Science	\$42,020	\$40,560
Psychology	\$40,571	\$37,440
Public Health	\$40,304	\$40,000
Recreation & Sport Management	\$45,074	\$45,000
Social Studies Education	\$34,680	\$39,000

Social Work	\$31,905	\$34,320
Special Education	\$41,278	\$41,413
Studio Art	\$30,160	\$31,200
Supply Chain Management	\$50,853	\$50,000
Teach K-12 Physical Educ/Health	\$42,647	\$40,000

## Continuing Education Fields

<i>Bachelor's Degree Recipients' Continuing Education Fields</i>	<i>% pursued</i>
Arts & Sciences	19.39%
Education	19.28%
Business	11.92%
Engineering	10.51%
Law	8.67%
Medicine	5.31%
Dentistry	2.17%
Veterinary Medicine	1.19%
Theology	0.43%
Other	19.28%
No Data	1.84%

## Career Outcomes by Student Groups

### KR and COR by Undergraduate Student Ethnicity / Race / Affiliation

<i>Ethnicity / Race / Affiliation</i>	<i>KR</i>	<i>Working</i>	<i>Continuing Education</i>	<i>Military &amp; Volunteer</i>	<i>Not Seeking</i>	<i>Still Looking</i>	<i>COR</i>
African Am	75.8%	65.4%	40.2%	2.8%	0.9%	30.8%	77.9%
Am Indian	82.9%	44.8%	37.9%			17.2%	82.8%
Asian	77.4%	46.9%	27.1%		4.2%	21.9%	77.2%
Caucasian	76.6%	60.2%	22.5%	0.9%	1.0%	15.4%	84.4%
Foreign	76.8%	47.9%	26.1%	1.7%	1.7%	22.7%	76.9%
Unknown	55.6%	20.0%	60.0%		20.0%		100.0%
Hispanic	77.3%	59.6%	22.7%	0.3%	1.6%	15.8%	83.9%
Multiple Ethnic	78.3%	57.8%	26.6%	0.6%	1.2%	13.9%	86.0%
No Response	95.8%	65.2%	26.1%			8.7%	91.3%
Athlete-NCAA	85.9%	36.2%	44.0%		5.2%	14.7%	84.5%
Athlete-CLUB	68.4%	53.8%	7.7%		7.7%	30.8%	66.7%
Greek Life	77.4%	61.3%	25.8%	0.6%	0.7%	11.7%	88.3%
Honors College	72.3%	48.6%	34.8%	1.3%	1.4%	13.9%	85.9%
First Generation	71.2%	63.2%	13.6%	1.2%	0.8%	21.2%	78.6%
Veterans	78.9%	60.0%	13.3%	6.7%		20.0%	80.0%
<b>Undergrad Total</b>	<b>77.0%</b>	<b>58.7%</b>	<b>23.3%</b>	<b>0.9%</b>	<b>1.2%</b>	<b>16.0%</b>	<b>83.8%</b>

## Career Outcomes by Undergraduate Programs

College of Agricultural, Food & Life Sciences	Graduated	KR	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	COR
Agri Education Comm & Tech	23	82.6%	12	5			2		89.5%
Agricultural Business	93	58.1%	39	11			4		92.6%
Animal Science	59	67.8%	21	14	1		4		90.0%
Apparel Merchandising/Prod Dev	85	71.8%	49	7			5		91.8%
Apparel Studies	1	100.0%	1						100.0%
Birth through Kindergarten	3	66.7%				1	1		50.0%
Crop Science	3	100.0%		3					100.0%
Environmental Soil & Water Sci	29	65.5%	10	6			3		84.2%
Food Science	16	87.5%	13	1					100.0%
Food, Nutrition and Health	9	33.3%	2	1					100.0%
Horticulture, Landscape & Turf	16	75.0%	5	5			2		83.3%
Hospitality Management	54	63.0%	25	4			5		85.3%
Human Development & Family Sci	50	70.0%	16	10			9		74.3%
Human Environmental Sciences	1	100.0%	1						100.0%
Human Nutr & Hospitality Innov	8	50.0%	4						100.0%
Human Nutrition & Dietetics	38	65.8%	4	18			3		88.0%
Poultry Science	24	79.2%	6	8			5		73.7%
<b>Total</b>	<b>512</b>	<b>67.6%</b>	<b>208</b>	<b>93</b>	<b>1</b>	<b>1</b>	<b>43</b>		<b>87.6%</b>

School of Architecture & Design	Graduated	KR	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	COR
Architectural Studies	6	66.7%	3	1					100.0%
Architecture	32	71.9%	16	3			4		82.6%
Interior Design	24	70.8%	10	3			4		76.5%
Landscape Architectural Studies	4	75.0%	2				1		66.7%
Landscape Architecture	6	66.7%	4						100.0%
<b>Total</b>	<b>72</b>	<b>70.8%</b>	<b>35</b>	<b>7</b>			<b>9</b>		<b>82.4%</b>

College of Arts & Sciences	Graduated	KR	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	COR
Anthropology	36	77.8%	14	8			6		78.6%
Arabic	3	100.0%	1	2					100.0%
Art	25	76.0%	12	1			6		68.4%
Art Education	4	50.0%	1	1					100.0%
Art History	5	100.0%	3	1		1			100.0%
Biology	239	67.8%	49	73	1	1	37	1	77.0%
Chemistry	57	78.9%	6	29			9	1	79.5%
Classical Studies	5	80.0%	1	2			1		75.0%
Communication	249	67.5%	106	35		2	24	1	85.6%
Criminal Justice	40	70.0%	12	11	1	1	3		89.3%
Criminology	63	63.5%	17	10	1		11	1	71.8%
Earth Science	5	60.0%	2				1		66.7%
Economics	25	68.0%	7	6			4		76.5%
English	56	64.3%	14	13		1	7	1	80.0%
English/Journalism	4	75.0%	2				1		66.7%
French	12	50.0%	3	3					100.0%
Geography	7	42.9%	2	1					100.0%
Geology	8	62.5%	3	1			1		80.0%
German	5	100.0%	2	2			1		80.0%
Graphic Design	26	61.5%	9				7		56.3%
History	57	66.7%	11	20	2	1	4		89.5%
Interdisciplinary Studies	35	71.4%	14	4			5	2	78.3%
International & Global Studies	28	75.0%	10	3		2	5	1	75.0%
International Relations	1	100.0%					1		0.0%
Journalism	118	65.3%	44	17	1		15		80.5%
Journalism/Political Science	12	66.7%	1	6			1		87.5%
Mathematics	25	80.0%	5	11		1	3		85.0%
Music	35	60.0%	8	2			11		47.6%
Music Education	1	100.0%					1		0.0%
Philosophy	11	63.6%	1	4			1	1	83.3%

Physics	13	76.9%	2	5			3		70.0%
Political Science	86	69.8%	16	32	1		11		81.7%
Psychology	185	64.9%	37	52	1	1	29		75.8%
Social Work	65	78.5%	19	24			7	1	86.0%
Sociology	12	75.0%	7	1			1		88.9%
Spanish	12	75.0%	2	7					100.0%
Studio Art	26	57.7%	6	2			7		53.3%
Theatre	25	48.0%	6	3			2	1	81.8%
<b>Total</b>	<b>1,621</b>	<b>68.0%</b>	<b>455</b>	<b>392</b>	<b>8</b>	<b>11</b>	<b>226</b>	<b>11</b>	<b>79.3%</b>

College of Education & Health Professions	Graduated	KR	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	COR
Career & Technical Education	10	80.0%	6	1			1		87.5%
Childhood Education	38	94.7%	2	34					100.0%
Comm Sciences & Disorders	71	84.5%	4	54			1	1	98.3%
Educational Studies	23	52.2%	6	2			4		66.7%
Elementary Education	39	79.5%	26	1			4		87.1%
English Education	1	100.0%	1						100.0%
Exercise Science	8	87.5%	4	2				1	100.0%
Human Resource & Workforce Dev	20	80.0%	13	2			1		93.8%
Kinesiology	158	83.5%	47	62			20	3	84.5%
Nursing	289	74.4%	193	10			10	2	95.3%
Public Health	107	81.3%	31	36			20		77.0%
Recreation & Sport Management	73	74.0%	29	19			6		88.9%
Social Studies Education	4	100.0%	4						100.0%
Special Education	15	93.3%	9	4			1		92.9%
Teach K-12 Physical Educ/Health	19	78.9%	13	1			1		93.3%
<b>Total</b>	<b>875</b>	<b>79.1%</b>	<b>388</b>	<b>228</b>			<b>69</b>	<b>7</b>	<b>89.9%</b>

College of Engineering	Graduated	KR	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	COR
Biological Engineering	38	97.4%	22	6		1	6	2	82.9%
Biomedical Engineering	73	93.2%	17	26	1		17	7	72.1%
Chemical Engineering	74	89.2%	42	7	1		14	2	78.1%
Civil Engineering	78	98.7%	59	8	1		7	2	90.7%
Computer Engineering	27	96.3%	15	8			3		88.5%
Computer Science	102	88.2%	58	6		1	21	4	75.6%
Electrical Engineering	73	91.8%	38	14	1		14		79.1%
Industrial Engineering	63	98.4%	42	7	3		9	1	85.2%
Mechanical Engineering	136	93.4%	81	17	1		27	1	78.6%
<b>Total</b>	<b>664</b>	<b>93.4%</b>	<b>374</b>	<b>99</b>	<b>8</b>	<b>2</b>	<b>118</b>	<b>19</b>	<b>80.4%</b>

College of Business	Graduated	KR	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	COR
Accounting	199	81.4%	103	42	1		14	2	91.3%
Business Economics	40	75.0%	21	4			5		83.3%
Finance	335	80.0%	213	21			32	2	88.0%
General Business	26	88.5%	18	2			3		87.0%
Information Systems	86	88.4%	55	6	1		13	1	82.7%
International Business	30	80.0%	15	2			7		70.8%
Management	192	76.0%	107	10	1		24	4	83.1%
Marketing	311	84.2%	201	11			49	1	81.2%
Retail	2	100.0%	2						100.0%
Supply Chain Management	191	81.7%	129	6			21		86.5%
<b>Total</b>	<b>1,412</b>	<b>81.4%</b>	<b>864</b>	<b>104</b>	<b>3</b>		<b>168</b>	<b>10</b>	<b>85.3%</b>

## Career Outcomes by Graduate Programs

Graduate Agricultural, Food & Life Sciences	Graduated	KR	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	COR
Agri, Food & Life Sciences	1	100.0%	1						100.0%
Agricultural & Extension Education	11	72.7%	6	2					100.0%
Agricultural Economics	20	85.0%	10	3			4		76.5%
Animal Science	11	81.8%	6	2			1		88.9%
Crop, Soil & Environmental Science	16	81.3%	11	2					100.0%
Entomology	2	50.0%	1						100.0%
Food Safety	8	75.0%	6						100.0%
Food Science	12	75.0%	8	1					100.0%
Horticulture	3	100.0%	2				1		66.7%
Human Environmental Sciences	5	80.0%	2	1			1		75.0%
Plant Pathology	4	75.0%	1	2					100.0%
Plant Science	1	100.0%	1						100.0%
Poultry Science	9	66.7%	3	2			1		83.3%
<b>Total</b>	<b>103</b>	<b>78.6%</b>	<b>58</b>	<b>15</b>			<b>8</b>		<b>90.1%</b>

Graduate Education & Health Professions	Graduated	KR	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	COR
Adult & Lifelong Learning	17	88.2%	15						100.0%
Athletic Training	18	94.4%	14				3		82.4%
Career & Technical Education	2	100.0%	2						100.0%
Comm Sciences & Disorders	27	88.9%	22				2		91.7%
Community Health Promotion	9	100.0%	6	2			1		88.9%
Counseling	21	95.2%	11	1			8		60.0%
Counselor Educ & Supervision	8	100.0%	8						100.0%
Curriculum & Instruction	20	75.0%	13				1	1	92.9%
Educ Stats & Research Methods	1	100.0%	1						100.0%
Education Policy	3	100.0%	3						100.0%

Educational Equity	41	82.9%	31	2			1		97.1%
Educational Leadership	38	86.8%	32	1					100.0%
Educational Technology	15	86.7%	13						100.0%
Elementary Education	49	69.4%	30	1			3		91.2%
Health, Sport & Exercise Science	5	80.0%	4						100.0%
Higher Education	31	96.8%	25	2			3		90.0%
Human Resource & Workforce Dev	29	75.9%	16	1			4	1	81.0%
Kinesiology	9	77.8%	5	1			1		85.7%
Nursing	3	100.0%	2	1					100.0%
Nursing Practice	20	90.0%	13	2			3		83.3%
Physical Education	46	84.8%	36	1	1		1		97.4%
Recreation & Sport Management	19	100.0%	15	3			1		94.7%
Special Education	11	63.6%	6				1		85.7%
Teach English to Spk Other Lang	1	100.0%	1						100.0%
Teacher Education	26	84.6%	20				2		90.9%
<b>Total</b>	<b>469</b>	<b>85.3%</b>	<b>344</b>	<b>18</b>	<b>1</b>		<b>35</b>	<b>2</b>	<b>91.2%</b>

Graduate Engineering	Graduated	KR	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	COR
Biological Engineering	4	75.0%	2				1		66.7%
Biomedical Engineering	6	83.3%	5						100.0%
Chemical Engineering	5	100.0%	1	4					100.0%
Civil Engineering	17	100.0%	14	2			1		94.1%
Computer Engineering	3	100.0%	2				1		66.7%
Computer Science	7	85.7%	5				1		83.3%
Electrical Engineering	24	100.0%	18	4	1		1		95.8%
Engineering	39	87.2%	29		3		2		94.1%
Engineering (CENG)	3	66.7%	2						100.0%
Engineering (Chemical Engr)	5	100.0%	2				3		40.0%
Engineering (Civil Engr)	5	80.0%	3				1		75.0%
Engineering (Computer Science)	7	85.7%	6						100.0%
Engineering (Electrical Engr)	17	88.2%	14				1		93.3%



Engineering (Industrial Engr)	2	100.0%	2						100.0%
Engineering (Mechanical Engr)	3	100.0%	2				1		66.7%
Engineering Management	20	80.0%	11		5				100.0%
Industrial Engineering	6	83.3%	3	1			1		80.0%
Mechanical Engineering	4	100.0%	3	1					100.0%
Operations Management	177	81.9%	94	6	25		19	1	86.8%
<b>Total</b>	<b>354</b>	<b>85.9%</b>	<b>218</b>	<b>18</b>	<b>34</b>		<b>33</b>	<b>1</b>	<b>89.1%</b>

Graduate Arts & Sciences	Graduated	KR	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	COR
Anthropology	5	60.0%	3						100.0%
Art	13	53.8%	4				3		57.1%
Biology	12	91.7%	6	2			3		72.7%
Chemistry	9	100.0%	4	1			4		55.6%
Communication	10	60.0%	2	2			2		66.7%
Comp Lit & Cultural Studies	2	50.0%		1					100.0%
Creative Writing	10	10.0%					1		0.0%
English	11	72.7%	5				2	1	71.4%
Geography	5	80.0%	4						100.0%
Geology	9	88.9%	4	3			1		87.5%
Geosciences	3	100.0%	2	1					100.0%
History	10	100.0%	8	1			1		90.0%
Journalism	10	70.0%	5				2		71.4%
Mathematics	7	71.4%	3	1			1		80.0%
Modern Language	5	40.0%	1	1					100.0%
Music	11	63.6%	4	1			2		71.4%
Philosophy	3	66.7%		2					100.0%
Physics	8	87.5%	3	2			1	1	83.3%
Political Science	3	66.7%		1			1		50.0%
Psychology	11	90.9%	4	6					100.0%
Public Admin/Nonprofit Studies	3	100.0%	2	1					100.0%
Secondary Mathematics	4	75.0%	3						100.0%

Social Work	34	61.8%	15				4	2	78.9%
Sociology	8	75.0%	3	1			2		66.7%
Spanish	2	100.0%		2					100.0%
Theatre	4	75.0%	2				1		66.7%
<b>Total</b>	<b>212</b>	<b>71.2%</b>	<b>87</b>	<b>29</b>			<b>31</b>	<b>4</b>	<b>78.9%</b>

Graduate Architecture & Design	Graduated	KR	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	COR
Design Studies	1	100.0%	1						100.0%
<b>Total</b>	<b>1</b>	<b>100.0%</b>	<b>1</b>						<b>100.0%</b>

Graduate School & International Education	Graduated	KR	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	COR
Cell & Molecular Biology	21	76.2%	7	4			4	1	73.3%
Environmental Dynamics	1	100.0%	1						100.0%
Materials Sci & Engineering	1	100.0%	1						100.0%
Microelectronics-Photonics	11	90.9%	7	2			1		90.0%
Public Policy	8	87.5%	7						100.0%
Space & Planetary Sciences	2	100.0%	1				1		50.0%
Statistics & Analytics	19	68.4%	8	5					100.0%
<b>Total</b>	<b>63</b>	<b>79.4%</b>	<b>32</b>	<b>11</b>			<b>6</b>	<b>1</b>	<b>87.8%</b>

School of Law	Graduated	KR	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	COR
Agricultural & Food Law	10	50.0%	5						100.0%
Law	109	49.5%	35	4			15		72.2%
<b>Total</b>	<b>119</b>	<b>49.6%</b>	<b>40</b>	<b>4</b>			<b>15</b>		<b>74.6%</b>

Graduate Business	Graduated	KR	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	COR
Accounting	1	100.0%	1						100.0%
Applied Business Analytics	4	100.0%	4						100.0%
Business Administration	97	47.4%	39	1			5	1	88.9%
Business Administration (ACCT)	1	0.0%							N/A
Business Administration (FINN)	1	100.0%	1						100.0%
Business Administration (ISYS)	2	50.0%	1						100.0%
Business Administration (MKTG)	3	66.7%	2						100.0%
Business Administration (SCMT)	2	100.0%	2						100.0%
Business Administration (MGMT)	1	100.0%	1						100.0%
Economic Analytics	11	81.8%	4				5		44.4%
Economics	3	66.7%	1	1					100.0%
Finance	10	60.0%	4				2		66.7%
Information Systems	39	76.9%	20	1			9		70.0%
Professional Accounting	22	77.3%	16				1		94.1%
<b>Total</b>	<b>197</b>	<b>61.9%</b>	<b>96</b>	<b>3</b>			<b>22</b>	<b>1</b>	<b>81.8%</b>

## Appendix A

**Table 1. FDS Responses by Undergraduate Student Ethnicity / Race**

Ethnicity/Race	Graduated	KR	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	COR
African Am	198	75.8%	70	43	1	2	33	1	77.9%
Am Indian	35	82.9%	13	11			5		82.8%
Asian	124	77.4%	45	26			21	4	77.2%
Caucasian	3,900	76.6%	1,797	671	18	9	461	31	84.4%
Foreign	155	76.8%	57	31		2	27	2	76.9%
Hispanic	490	77.3%	226	86	1		60	6	83.9%
Multiple	221	78.3%	100	46		1	24	2	86.0%
No Response	24	95.8%	15	6			2		91.3%
Unknown	9	55.6%	1	3				1	100.0%
<b>Undergraduate Total</b>	<b>5,156</b>	<b>76.8%</b>	<b>2,324</b>	<b>923</b>	<b>20</b>	<b>14</b>	<b>633</b>	<b>47</b>	<b>83.8%</b>

**Table 2. FDS Responses by Undergraduate Student Affiliation Groups**

Affiliation/Group	Graduated	KR	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	COR
Athlete-NCAA	135	85.9%	42	51			17	6	84.5%
Athlete-CLUB	19	68.4%	7	1			4	1	66.7%
First Generation	1,073	71.2%	483	104	5	4	162	6	78.6%
Honors College (HNRC)	1,524	72.3%	536	384	8	6	153	15	85.9%
Greeks	2,038	77.4%	966	407	5	4	184	11	88.3%
Veterans	19	78.9%	9	2	1		3		80.0%
<b>Undergraduate Total</b>	<b>5,156</b>	<b>76.8%</b>	<b>2,324</b>	<b>923</b>	<b>20</b>	<b>14</b>	<b>633</b>	<b>47</b>	<b>83.8%</b>

## Appendix B

### Top Schools and Number of Enrolled U of A Class of 2021 Members

School/Program	#Enrolled	School/Program	#Enrolled
University of Arkansas - Fayetteville	430	New York University	4
University of Arkansas for Medical Sciences	67	Northeastern State University	4
University of Arkansas at Little Rock	19	Oklahoma State University	4
University of Central Arkansas	18	Texas A&M College of Dentistry	4
University of Texas - Austin	11	Union University	4
Washington University in Saint Louis	11	University of Michigan	4
Southern Methodist University	9	University of Tulsa	4
Texas A&M University	9	University of Wisconsin - Madison	4
University of Tennessee Health Science Center	9	Arizona State University	3
John Brown University	8	Clemson University	3
Arkansas State University	7	Cleveland University - Kansas City	3
University of North Texas	7	Georgetown University	3
University of Oklahoma Health Sciences Center	7	Lipscomb University	3
University of Texas at Dallas	7	Louisiana State University Health Sciences Center - New Orleans	3
Arkansas Colleges of Health Education	6	Southern New Hampshire University	3
Auburn University	6	Tennessee State University	3
Louisiana State University	6	Texas Tech University	3
Parker University	6	University of Arkansas - Fort Smith	3
Saint Louis University	6	University of Colorado Boulder	3
Texas Woman's University	6	University of Denver	3
University of Florida	6	University of Illinois at Urbana-Champaign	3
University of Kansas Medical Center	6	University of Mississippi	3
University of Missouri - Kansas City	6	University of Texas Medical Branch – Galveston	3
Vanderbilt University	6	American University	2
Purdue University	5	Arkansas Tech University	2
Tulane University	5	Boston University	2
University of Houston	5	Colorado School of Mines	2
University of Kansas	5	Florida Institute of Technology	2
University of Missouri	5	George Washington University	2
University of Oklahoma	5	Goldfarb School of Nursing	2
University of Texas at Arlington	5	Harding University	2
Baylor University	4	Indiana University - Purdue University Indianapolis	2
Duke University	4	Kansas City University of Medicine & Biosciences	2
Georgia Institute of Technology	4	King's College London	2
Kansas State University	4		
Logan University	4		

## Appendix C

### Top Employers and Numbers of Hired Class of 2021 Members

Employer Name	#Hired	Employer Name	#Hired
University of Arkansas - Fayetteville	123	Ozark Guidance	8
Walmart	96	PepsiCo	8
J.B. Hunt Transport Services, Inc	67	UT Southwestern Medical Center	8
Tyson Foods, Inc.	43	AmeriCorps	7
Washington Regional Medical Center	24	Deloitte	7
KPMG LLP	23	Enterprise Holdings	7
Mercy Northwest	21	FedEx	7
Cerner Corporation	18	General Mills	7
Goosehead Insurance	18	L3Harris Technologies	7
Arvest Bank	17	MARSHALLTOWN	7
Fayetteville Public Schools	17	PricewaterhouseCoopers (PwC)	7
Amazon	15	Sam's Club	7
Bentonville Public Schools	15	Siloam Springs School District	7
Lockheed Martin	14	Simmons Foods	7
Self-Employed	14	TQL (Total Quality Logistics)	7
ArcBest	13	TTI, Inc.	7
Baylor Scott & White Health Care System	13	Verizon	7
Rogers Public Schools	13	Cru	6
Springdale Public Schools	12	International Paper	6
University of Kansas Health System	12	Parkland Health & Hospital System	6
Dillard's, Inc.	11	Richardson ISD	6
EY LLP	11	State Farm Insurance Company	6
Stephens, Inc.	11	Texas Instruments, Inc.	6
Transplace	11	U.S. Air Force	6
Benchmark Group	10	University of Arkansas Division of Agriculture	6
NTT DATA	10	Vanderbilt University Medical Center	6
University of Arkansas for Medical Sciences	10	49 Financial	5
Arkansas Children's Hospital	9	AIM Clinics	5
Baptist Health - Arkansas	9	Austin Bridge and Road	5
Burns & McDonnell	9	Dell Technologies	5
Fidelity Investments	9	Garver	5
Little Rock School District	9	Honeywell	5
Medical City Healthcare	9	Kimley-Horn	5
USA Truck, Inc.	9	MANA Medical Associates of Northwest Arkansas	5
Acorn: The Influence Company	8	Microsoft	5
Insight Global	8	PAM Transport	5
Northwestern Mutual	8	Saint Luke's Health System	5

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