



UNIVERSITY OF
ARKANSAS

Student Affairs
Career Development Center

Class of 2020 Career Outcomes Report

Academic Year

2019-2020

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Introduction and Methodology

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 2020 includes those students who graduated in August 2019, December 2019 and May 2020. 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 (LAW) 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 career outcomes report 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 surveyed the December'19 graduating students during the Graduation Salute event at U of A Bookstore, "non-respondent" and "still looking" graduates were contacted by CDC staff, volunteers and National Phone Campaign callers via phone later after graduation.

The deadline for completing data collection for the Class of 2020 was December 30, 2020.

Data Compilations

Summary calculations were developed from the 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.¹

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.

¹ Detailed methodology of calculations can be seen in [NACE](#), pages 117 - 119.

Class of 2020 Summary

<i>Degree Levels and Schools</i>	<i># Graduated</i>	<i># Available Information</i>
Bachelors	5,056	3,586
College of Education & Health Professions (COEHP)	870	651
College of Arts & Sciences (ARSC)	1,592	1,096
School of Architecture & Design (ARCH)	79	55
College of Engineering (ENGR)	662	556
College of Agri, Food & Life Sciences (AFLS)	485	359
College of Business (WCOB)	1,368	869
Masters	1,065	766
Graduate Education & Health Professions (COEHP)	352	242
Graduate Arts & Sciences (ARSC)	173	137
Graduate School & International Education (GSIE)	27	23
Graduate Engineering (ENGR)	293	235
Graduate Agriculture, Food & Life Sciences	84	70
Graduate Business (WCOB)	125	57
School of Law (LAW)	11	2
Doctorate	331	222
Graduate Education & Health Professions (COEHP)	60	53
Graduate Arts & Sciences (ARSC)	61	61
Graduate School & International Education (GSIE)	22	21
Graduate Engineering (ENGR)	39	38
Graduate Agriculture, Food & Life Sciences (AFLS)	21	19
Graduate Business (WCOB)	16	9
School of Law (LAW)	112	21
Advanced Certificate	4	4
Graduate Education & Health Professions (COEHP)	4	4
U of A overall	6,456	4,578

Student Career Outcomes by Degrees and Schools

<i>Degree Level and School</i>	<i>Working</i>	<i>Continuing Education</i>	<i>Military & Volunteer</i>	<i>Still Looking</i>	<i>Not Seeking</i>
Bachelors	1,995	920	28	622	21
COEHP	327	253	6	64	1
ARSC	482	383	13	212	6
ARCH	37	6		12	
ENGR	331	97	3	125	
AFLS	210	98		48	3
WCOB	608	83	6	161	11

<i>Degree Level and School</i>	<i>Working</i>	<i>Continuing Education</i>	<i>Military & Volunteer</i>	<i>Still Looking</i>	<i>Not Seeking</i>
Masters	542	104	34	80	6
COEHP	188	16	1	35	2
ARSC	71	38	1	25	2
GSIE	13	8		2	
ENGR	173	16	32	12	2
AFLS	40	25		5	
WCOB	55	1		1	
LAW	2				
Doctorate	188	7		25	2
COEHP	49			3	1
ARSC	51	4		6	
GSIE	15	1		5	
ENGR	35			3	
AFLS	17	1		1	
WCOB	8			1	
LAW	13	1		6	1
Advanced Certificate	4				
COEHP	4				
All Degrees	2,729	1,031	62	727	29

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

School	All Degrees		Bachelors		Masters		Doctorate		Adv. Certif.	
	<i>KR</i>	<i>COR</i>	<i>KR</i>	<i>COR</i>	<i>KR</i>	<i>COR</i>	<i>KR</i>	<i>COR</i>	<i>KR</i>	<i>COR</i>
AFLS	76%	88%	74%	87%	83%	93%	90%	95%		
ARSC	71%	81%	69%	81%	79%	82%	100%	90%		
ARCH	68%	78%	68%	78%						
COEHP	74%	89%	74%	90%	68%	85%	89%	94%	100%	100%
GSIE	90%	84%			84%	90%	96%	77%		
ENGR	83%	83%	84%	78%	80%	95%	97%	92%		
WCOB	62%	82%	63%	81%	49%	99%	56%	89%		
LAW	19%	73%			18%	100%	19%	70%		
U of A	71%	84%	71%	82%	72%	90%	67%	89%	100%	100%

In-State Placement, KR and COR by Graduate's Residency Status

<i>Grads' Residency</i>	<i>Class Share</i>	<i>In-State Placement</i>	<i>KR</i>	<i>COR</i>
Arkansans	54.1%	71.3%	70.1%	84.6%
Non-Arkansans	45.8%	28.0%	71.9%	83.6%

Placement Locations for U of A Class of 2020 Graduates

Placement Location	Working Full Time		Continuing Education		Military Service		Volunteering	
	Number	%	Number	%	Number	%	Number	%
NWA	967	37.8%	442	43.0%			3	30.0%
Other AR areas	306	12.0%	121	11.8%	5	9.6%		
Outside of AR	1,279	50.0%	466	45.3%	44	84.6%	7	70.0%
Undisclosed	5	0.2%			3	5.8%		
Total	2,557	100.0%	1,029	100.0%	52	100.0%	10	100.0%

Salary Statistics

Overall Reported Full-time Salary Statistics

Degree Levels	Salary Means	Salary Medians	Salary Q ₁	Salary Q ₃
Bachelors	\$51,720	\$51,000	\$40,000	\$62,401
Masters	\$64,440	\$58,000	\$45,000	\$78,500
Doctorate	\$70,996	\$61,250	\$49,250	\$91,350

Selected Undergraduate Salary Means and Medians¹

Majors	Salary Means	Salary Medians
Accounting	\$52,797	\$27,040
Agri Education Comm & Tech	\$38,265	\$10,000
Agricultural Business	\$44,801	\$29,560
Anthropology	\$42,112	\$24,398
Apparel Merchandising/Prod Dev	\$41,568	
Architecture	\$47,286	\$38,000
Art	\$30,872	\$10,000
Biological Engineering	\$55,059	\$55,600
Biology	\$32,797	
Biomedical Engineering	\$54,090	\$18,000
Business Economics	\$52,988	\$46,450
Chemical Engineering	\$69,667	\$65,750
Civil Engineering	\$57,974	\$57,000
Communication	\$50,007	

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

Computer Engineering	\$73,732	\$54,595
Computer Science	\$62,554	\$36,400
Criminal Justice	\$41,474	
Economics	\$49,998	
Electrical Engineering	\$67,159	\$68,000
Elementary Education	\$50,495	\$43,300
English	\$35,900	
Environmental Soil & Water Sci	\$50,386	\$38,272
Finance	\$53,695	
Food Science	\$52,662	\$41,600
General Business	\$49,791	\$35,000
Graphic Design	\$31,850	\$15,400
History	\$38,146	\$20,800
Horticulture, Landscape & Turf	\$39,400	
Human Development & Family Sci	\$42,428	
Human Nutrition & Hospitality Innovation	\$22,840	
Human Resource & Workforce Dev	\$46,391	\$31,500
Industrial Engineering	\$67,382	\$67,000
Information Systems	\$57,664	\$38,000
Interdisciplinary Studies	\$50,525	
Interior Design	\$46,333	\$22,000
International & Global Studies	\$39,600	
International Business	\$57,929	
Journalism	\$38,145	\$30,000
Kinesiology	\$37,475	
Management	\$50,147	\$31,560
Marketing	\$47,804	
Mathematics	\$52,033	\$50,000
Mechanical Engineering	\$65,110	\$62,250
Music	\$32,616	
Nursing	\$55,961	\$49,960
Physics	\$81,800	\$72,000
Political Science	\$49,571	
Poultry Science	\$45,613	\$42,500
Psychology	\$31,373	
Public Health	\$37,714	
Recreation & Sport Management	\$49,930	
Social Work	\$30,776	
Spanish	\$42,450	\$34,000
Special Education	\$43,950	\$45,000
Supply Chain Management	\$51,916	\$32,500
Teach K-12 Physical Educ/Health	\$39,100	\$42,000

Continuing Education Fields

<i>Bachelor's Degree Recipients' Continuing Education Fields</i>	<i>% pursued</i>
Arts & Sciences	17.18%
Education	12.99%
Law	10.06%
Medicine	10.51%
Engineering	8.70%
Business	8.47%
Dentistry	2.03%
Theology	1.58%
Veterinary Medicine	1.69%
Other	24.63%
No Data	2.15%

Career Outcomes for Different Student Affiliation Groups

KR and COR by Undergraduate Student Ethnicity & Affiliation Groups

<i>Ethnicity/Race & Affiliation</i>	<i>KR</i>	<i>Working</i>	<i>Continuing Education</i>	<i>Military & Volunteer</i>	<i>Not Seeking</i>	<i>Still Looking</i>	<i>COR</i>
African Am	67.3%	52.3%	28.8%			18.9%	81.1%
Am Indian	63.8%	50.0%	26.7%	3.3%		20.0%	80.0%
Asian	74.7%	51.4%	27.5%			21.1%	78.9%
Caucasian	70.8%	56.5%	26.3%	0.9%	0.4%	16.3%	83.7%
Foreign	75.5%	49.1%	23.2%	0.9%	7.1%	26.8%	73.2%
Hawaiian	100.0%	100.0%					100.0%
Hispanic	71.1%	58.4%	21.4%	0.6%	0.6%	19.5%	80.5%
Multiple Ethnic	70.7%	51.5%	24.6%			23.8%	76.2%
No Response	69.6%	62.5%	12.5%			25.0%	75.0%
Athlete-NCAA	72.4%	28.6%	57.1%	1.2%		13.1%	86.9%
Athlete-CLUB	72.5%	58.6%	13.8%	3.4%		24.1%	75.9%
Greek Life	69.7%	56.3%	29.5%	0.4%	0.1%	13.8%	86.2%
UA Honors	79.9%	46.0%	37.4%	0.9%	0.2%	15.6%	84.4%
First Generation	69.8%	63.2%	16.3%	0.5%	0.4%	20.1%	79.9%
Veterans	80.0%	66.7%	20.8%			12.5%	87.5%
Undergrad Total	70.9%	56.0%	25.8%	0.8%	0.6%	17.4%	82.6%

KR and COR by Graduate Student Ethnicity & Affiliation Groups

<i>Ethnicity/Race & Affiliation</i>	<i>KR</i>	<i>Working</i>	<i>Continuing Education</i>	<i>Military & Volunteer</i>	<i>Not Seeking</i>	<i>Still Looking</i>	<i>COR</i>
African Am	71.6%	88.5%	3.8%		1.9%	7.7%	92.3%
Am Indian	60.0%	88.9%				11.1%	88.9%
Asian	57.7%	66.7%	20.0%	6.7%		6.7%	93.3%
Caucasian	67.6%	74.0%	10.6%	4.6%	0.6%	10.8%	89.2%
Foreign	88.7%	75.4%	15.8%		1.2%	8.8%	91.2%
Hawaiian	100.0%		100.0%				100.0%
Hispanic	74.7%	66.1%	14.3%	3.6%		16.1%	83.9%
Multiple Ethnic	62.1%	82.4%			5.9%	17.6%	82.4%
Race Unknown	50.0%	100.0%					100.0%
No Response	75.0%	66.7%	8.3%	8.3%		16.7%	66.7%
Athlete-NACE	61.1%	80.0%	10.0%		10.0%	10.0%	90.0%
Athlete-CLUB	87.1%	96.3%				3.7%	96.3%
First Generation	70.0%	82.2%	6.7%		1.1%	11.1%	88.9%
Greeks	56.4%	84.3%	7.2%		1.2%	8.4%	91.6%
Veterans	56.4%	84.3%	7.2%		1.2%	8.4%	91.6%
Graduate Total	70.9%	74.6%	11.3%	3.5%	0.8%	10.7%	89.3%

Program Data for Bachelors' Degrees Recipients

College of Agricultural, Food & Life Sciences	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Agri Education Comm & Tech	26	88.5%	17	3			3		87.0%
Agricultural Business	82	62.2%	32	10			9		82.4%
Animal Science	59	67.8%	13	23			4		90.0%
Apparel Merchandising/Prod Dev	82	80.5%	57	4			5		92.4%
Birth through Kindergarten	5	60.0%	3						100.0%
Crop Science	3	66.7%	1	1					100.0%
Environmental Soil & Water Sci	22	81.8%	9	3			5	1	70.6%
Food Science	22	90.9%	11	7			2		90.0%
Food, Nutrition and Health	14	71.4%	6	1			3		70.0%
Horticulture, Landscape & Turf	14	78.6%	8	2			1		90.9%
Hospitality Management	14	78.6%	7	1			3		72.7%
Human Development & Family Sci	62	67.7%	20	17			5		88.1%
Human Environmental Sciences	3	100.0%	1	2					100.0%
Human Nutri & Hospitality Innova	28	71.4%	12	4			4		80.0%
Human Nutrition and Dietetics	19	89.5%	3	12			1	1	93.8%
Poultry Science	30	73.3%	10	8			3	1	85.7%
Total	485	74.0%	210	98			48	3	86.5%

School of Architecture & Design	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Architectural Studies	7	71.4%	2	2			1		80.0%
Architecture	49	65.3%	25	1			6	1	81.3%
Interior Design	20	75.0%	7	3			5		66.7%
Landscape Architectural Studies	1	100.0%	1						100.0%
Landscape Architecture	2	100.0%	2						100.0%
Total	79	69.6%	37	6			12		78.2%

College of Arts & Sciences	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
American Studies	1	100.0%	1						100.0%
Anthropology	50	72.0%	12	13			11		69.4%
Arabic	4	100.0%	2	2					100.0%
Art	39	64.1%	13	3			9		64.0%
Art Education	1	100.0%		1					100.0%
Art History	1	0.0%							N/A
Biology	248	70.2%	46	95	1		31	1	82.1%
Chemistry	53	75.5%	3	26		1	10		75.0%
Classical Studies	5	80.0%	2	2					100.0%
Communication	216	61.1%	87	30			14	1	89.3%
Criminal Justice	66	65.2%	18	8	3	1	13		69.8%
Criminology	21	66.7%	5	8			1		92.9%
Earth Science	6	66.7%		2			2		50.0%
Economics	20	75.0%	11	2		1	1		93.3%
English	57	64.9%	18	14			4	1	88.9%
English/Journalism	6	83.3%	3	2					100.0%
French	8	75.0%	4	1			1		83.3%
Geography	8	87.5%	4	1			2		71.4%
Geology	13	69.2%	2	5			2		77.8%
German	6	66.7%		2			2		50.0%
Graphic Design	21	71.4%	11				4		73.3%
History	67	70.1%	17	20	3		7		85.1%
Interdisciplinary Studies	25	60.0%	12	1			2		86.7%
International & Global Studies	45	75.6%	12	7	1		13	1	60.6%
Journalism	117	69.2%	50	14			17		79.0%
Journalism/Political Science	3	33.3%		1					100.0%
Mathematics	27	70.4%	9	8			2		89.5%
Music	39	69.2%	19	3		1	4		85.2%
Philosophy	18	88.9%	6	9				1	100.0%
Physics	13	92.3%	7	4	1				100.0%
Political Science	102	70.6%	25	35			11	1	84.5%

Pre-Physical Therapy	1	100.0%					1		0.0%
Psychology	163	68.7%	47	35			30	35	73.2%
Social Work	62	74.2%	19	21			6		87.0%
Sociology	17	76.5%	6	4			3	4	76.9%
Spanish	18	61.1%	5	3			3		72.7%
Studio Art	7	28.6%					2		0.0%
Theatre	18	61.1%	6	1			4		63.6%
Total	1,592	68.8%	482	383	9	4	212	6	80.6%

College of Education & Health Professions	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Career and Technical Education	8	75.0%	3				3		50.0%
Childhood Education	52	100.0%		52					100.0%
Comm Sciences and Disorders	65	93.8%	3	53			5		91.8%
Educational Studies	25	76.0%	10	7			2		89.5%
Elementary Education	47	55.3%	19	1			6		76.9%
Human Resource & Workforce Dev	22	77.3%	14	2			1		94.1%
Kinesiology	158	73.4%	25	71	1	1	18		84.5%
Nursing	281	74.0%	180	11	3	1	12	1	94.2%
Pre-Physical Therapy	1	0.0%							N/A
Public Health	77	66.2%	19	26			6		88.2%
Recreation & Sport Management	100	74.0%	40	24			10		86.5%
Special Education	20	65.0%	9	3			1		92.3%
Teach K-12 Physical Educ/Health	14	57.1%	5	3					100.0%
Total	870	74.8%	327	253	4	2	64	1	90.2%

College of Engineering	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Biological Engineering	24	91.7%	14	4			4		81.8%
Biomedical Engineering	80	83.8%	17	26			24		64.2%
Chemical Engineering	86	86.0%	47	8			19		74.3%
Civil Engineering	91	81.3%	51	13	1		9		87.8%

Computer Engineering	26	92.3%	16	6			2	91.7%
Computer Science	106	75.5%	59	10		1	10	87.5%
Electrical Engineering	52	75.0%	22	10			7	82.1%
Industrial Engineering	67	92.5%	39	8	1		14	77.4%
Mechanical Engineering	130	87.7%	66	12			36	68.4%
Total	662	84.0%	331	97	2	1	125	77.5%

College of Business	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Accounting	186	61.8%	81	22	1		10	1	91.2%
Business Economics	34	64.7%	12	7	1		2		90.9%
Finance	311	58.5%	119	18	1		43	1	76.2%
General Business	26	57.7%	10		1		4		73.3%
Information Systems	85	62.4%	40	3			10		81.1%
International Business	27	85.2%	15	4			4		82.6%
Management	190	65.3%	84	7	1	1	31		75.0%
Marketing	320	67.2%	159	17			38	1	82.2%
Retail	2	0.0%							N/A
Supply Chain Management	187	64.2%	88	5			19	8	83.0%
Total	1,368	63.5%	608	83	5	1	161	11	81.2%

Program Data for Masters' Degrees Recipients

Graduate Agricultural, Food & Life Sciences	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Agricultural & Extension Educ	10	60.0%	4	2					100.0%
Agricultural Economics	13	76.9%	7	3					100.0%
Animal Science	8	87.5%	3	2			2		71.4%
Crop, Soil & Environmental Sci	14	100.0%	7	6			1		92.9%
Food Safety	6	66.7%	4						100.0%
Food Science	8	75.0%	2	3			1		83.3%
Horticulture	7	100.0%	5	2					100.0%
Human Environmental Sciences	10	80.0%	4	3			1		87.5%
Plant Pathology	3	100.0%	1	2					100.0%
Poultry Science	5	100.0%	3	2					100.0%
Total	84	83.3%	40	25			5		92.9%

Graduate Education & Health Professions	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Adult and Lifelong Learning	10	100.0%	8	1			1		90.0%
Athletic Training	20	50.0%	6	2			2		80.0%
Career and Technical Education	1	100.0%	1						100.0%
Comm Sciences and Disorders	25	56.0%	13				1		92.9%
Community Health Promotion	4	100.0%	4						100.0%
Counseling	34	70.6%	16				8		66.7%
Educational Equity	5	100.0%	4	1					100.0%
Educational Leadership	25	84.0%	21						100.0%
Educational Technology	17	88.2%	13			1	1		93.3%
Elementary Education	47	55.3%	21	3			2		92.3%
Higher Education	19	100.0%	11	2			6		68.4%
Human Resource & Workforce Dev	20	70.0%	13				1		92.9%
Kinesiology	12	75.0%	4	1			2	2	71.4%
Nursing	5	60.0%	2				1		66.7%

Physical Education	31	51.6%	15	1					100.0%
Recreation & Sport Management	26	65.4%	14	2			1		94.1%
Rehabilitation	9	55.6%	2				3		40.0%
Secondary Education	1	100.0%		1					100.0%
Special Education	18	66.7%	10	2					100.0%
Teach Engl to Speakers Other Lang	1	0.0%							N/A
Teacher Education	22	72.7%	10				6		62.5%
Total	352	68.8%	188	16		1	35	2	85.4%

Graduate Engineering	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Biomedical Engineering	2	100.0%	2						100.0%
Chemical Engineering	3	66.7%		2					100.0%
Civil Engineering	11	100.0%	10		1				100.0%
Computer Engineering	1	100.0%	1						100.0%
Computer Science	16	100.0%	14				2		87.5%
Electrical Engineering	33	78.8%	18	5			3		88.5%
Engineering	44	70.5%	22	2	5		2		93.5%
Engineering Management	11	100.0%	10				1		90.9%
Industrial Engineering	8	100.0%	3	2			3		62.5%
Operations Management	164	77.4%	93	5	26		1	2	99.2%
Total	293	80.2%	173	16	32		12	2	94.8%

Graduate Arts & Sciences	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Anthropology	3	100.0%	1	2					100.0%
Art	4	100.0%	3				1		75.0%
Biology	5	100.0%	3	1			1		80.0%
Chemistry	1	100.0%		1					100.0%
Communication	11	90.9%	6	1			3		70.0%
Comp Lit and Cultural Studies	1	100.0%		1					100.0%
Creative Writing	9	100.0%	5	2			2		77.8%
English	8	87.5%	4	1			2	1	71.4%

Geography	4	100.0%	1	1		1	1		75.0%
Geology	9	88.9%	4	3			1		87.5%
History	7	100.0%	2	3			1	1	83.3%
Journalism	5	100.0%	5						100.0%
Mathematics	6	83.3%	3	2					100.0%
Modern Language	6	50.0%	1	1			1	1	66.7%
Music	11	54.5%	3	3					100.0%
Philosophy	3	100.0%	2	1					100.0%
Physics	1	100.0%					1		0.0%
Political Science	6	50.0%	1	1			1	1	66.7%
Psychology	8	100.0%		8					100.0%
Public Admin/Nonprofit Studies	2	100.0%	2						100.0%
Secondary Mathematics	3	100.0%	3						100.0%
Social Work	45	60.0%	17				9	1	65.4%
Sociology	10	80.0%	3	4			1		87.5%
Spanish	4	75.0%	1	2					100.0%
Theatre	1	100.0%	1						100.0%
Total	173	79.2%	71	38		1	25	2	81.5%

Graduate School & International Education	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Cell and Molecular Biology	9	88.9%	4	3			1		87.5%
Microelectronics-Photonics	8	87.5%	3	3			1		85.7%
Space and Planetary Sciences	1	100.0%	1						100.0%
Statistics and Analytics	9	77.8%	5	2					100.0%
Total	27	85.2%	13	8			2		91.3%

School of Law	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Agricultural & Food Law	11	18.2%	2						100.0%
Total	11	18.2%	2						100.0%

Graduate Business	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Accounting	21	42.9%	9						100.0%
Business Administration	64	31.3%	20						100.0%
Economics	2	0.0%							N/A
Information Systems	38	73.7%	26	1			1		96.4%
Total	125	45.6%	55	1			1		98.2%

Program Data for Advanced Certificate Recipients

Graduate Education & Health Professions	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Educational Leadership	4	100.0%	4						100.0%
Total	4	100.0%	4						100.0%

Program Data for Doctoral Degree Recipients

Graduate Agricultural, Food & Life Sciences	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Animal Science	6	83.3%	3	1			1		80.0%
Food Science	6	100.0%	6						100.0%
Plant Science	1	100.0%	1						100.0%
Poultry Science	8	87.5%	7						100.0%
Total	21	90.5%	17	1			1		94.7%

Graduate Arts & Sciences	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Anthropology	5	100.0%	5						100.0%
Biology	5	100.0%	4	1					100.0%
Chemistry	8	100.0%	7	1					100.0%
Comp Lit and Cultural Studies	5	100.0%	3				2		60.0%
English	8	100.0%	6				2		75.0%
Geosciences	3	100.0%	3						100.0%
History	7	100.0%	6				1		85.7%
Mathematics	4	100.0%	4						100.0%
Philosophy	1	100.0%	1						100.0%
Physics	4	100.0%	4						100.0%
Psychology	11	100.0%	8	2			1		90.9%
Total	61	100.0%	51	4			6		90.2%

Graduate Education & Health Professions	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Adult and Lifelong Learning	4	100.0%	4						100.0%
Community Health Promotion	2	100.0%	2						100.0%
Counselor Educ & Supervision	5	100.0%	4				1		80.0%
Curriculum and Instruction	9	100.0%	9						100.0%
Educ Stats & Research Methods	1	100.0%						1	N/A

Education Policy	3	100.0%	3						100.0%
Educational Leadership	6	100.0%	6						100.0%
Health, Sport and Exercise Sci	4	100.0%	4						100.0%
Higher Education	4	100.0%	4						100.0%
Human Resource & Workforce Dev	2	100.0%	2						100.0%
Kinesiology	1	100.0%	1						100.0%
Nursing Practice	18	61.1%	9				2		81.8%
Rehabilitation	1	100.0%	1						100.0%
Total	60	88.3%	49				3	1	94.2%

Graduate Engineering	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Biological Engineering	1	100.0%	1						100.0%
Biomedical Engineering	2	100.0%	2						100.0%
Engineering (CENG)	1	100.0%	1						100.0%
Engineering (Chemical Engr)	5	100.0%	5						100.0%
Engineering (Civil Engr)	6	100.0%	6						100.0%
Engineering (Computer Science)	6	100.0%	5				1		83.3%
Engineering (Electrical Engr)	13	92.3%	11				1		91.7%
Engineering (Industrial Engr)	4	100.0%	3				1		75.0%
Engineering (Mechanical Engr)	1	100.0%	1						100.0%
Total	39	97.4%	35				3		92.1%

Graduate School & International Education	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Cell and Molecular Biology	10	100.0%	6				4		60.0%
Environmental Dynamics	2	100.0%	2						100.0%
Microelectronics-Photonics	4	75.0%	3						100.0%
Public Policy	3	100.0%	2				1		66.7%
Space and Planetary Sciences	3	100.0%	2	1					100.0%
Total	22	95.5%	15	1			5		76.2%

Graduate Business	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Business Administration	8	50.0%	4						100.0%
Business Administration (ACCT)	1	0.0%							N/A
Business Administration (FINN)	1	0.0%							N/A
Business Administration (ISYS)	2	50.0%	1						100.0%
Business Administration (MKTG)	1	100.0%	1						100.0%
Business Administration (MGMT)	1	100.0%	1						100.0%
Economics	2	100.0%	1				1		50.0%
Total	16	56.3%	8				1		88.9%

School of Law	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Law	112	18.8%	13	1			6	1	70.0%
Total	112	18.8%	13	1			6	1	70.0%

Appendix A

Table 1. Undergraduate Survey Response by Student Ethnicity

Ethnicity/Race	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
African Am	196	67.3%	69	38			25		81.1%
Am Indian	47	63.8%	15	8		1	6		80.0%
Asian	146	74.7%	56	30			23		78.9%
Caucasian	3859	70.8%	1539	717	18	6	443	11	83.7%
Foreign	159	75.5%	55	26		1	30	8	73.2%
Hawaiian	1	100.0%	1	0					100.0%
Hispanic	436	71.1%	180	66	2		60	2	80.5%
Multiple	184	70.7%	67	32			31		76.2%
No Response	23	69.6%	10	2			4		75.0%
Unknown	5	80.0%	3	1					100.0%
Undergraduate Total	5,056	70.9%	1,995	920	20	8	622	21	82.6%

Table 2. Undergraduate Survey Response by Student Groups

Affiliation/Group	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Athlete-NCAA	116	72.4%	24	48		1	11		86.9%
Athlete-CLUB	40	72.5%	17	4		1	7		75.9%
First Generation	1,167	69.8%	513	132	3	1	163	3	79.9%
Honors	1,226	79.9%	450	366	6	3	153	2	84.4%
Greeks	2,043	69.7%	801	420	4	2	196	1	86.2%
Veterans	30	80.0%	16	5			3		87.5%
Undergraduate Total	5,056	70.9%	1,995	920	20	8	622	21	82.6%

Table 3. Graduate Survey Response by Student Ethnicity

Ethnicity/Race	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
African Am	74	71.6%	46	2			4	1	92.3%
Am Indian	15	60.0%	8				1		88.9%
Asian	26	57.7%	10	3	1		1		93.3%
Caucasian	967	67.6%	481	69	28	2	70	4	89.2%
Foreign	195	88.7%	129	27			15	2	91.2%
Hawaiian	1	100.0%		1					100.0%
Hispanic	75	74.7%	37	8	2		9		83.9%
Multiple Race	29	62.1%	14				3	1	82.4%
Unknown	2	50.0%	1						100.0%
No Response	16	75.0%	8		1		2		66.7%
Graduate Total	1,400	70.9%	734	111	32	2	105	8	89.3%

Table 4. Graduate Survey Response by Student Groups

Affiliation/Group	Number of Graduates	Knowledge Rate	Working	Continuing Education	Military Service	Volunteer Service	Still Looking	Not Seeking	Career Outcomes
Athlete-NACA	18	61.1%	8	1			1	1	90.0%
Athlete-CLUB	31	87.1%	26				1		96.3%
First Generation	130	70.0%	74	6			10	1	88.9%
Greeks	149	56.4%	70	6			7	1	91.6%
Veterans	13	61.5%	4	2	2				100.0%
Graduate Total	1,400	70.9%	734	111	32	2	105	8	89.3%

Appendix B

Top Schools and Number of Enrolled U of A Class of 2020 Members

School/Program	#Enrolled	School/Program	#Enrolled
University of Arkansas	426	Texas State University	4
University of Arkansas for Medical Sciences	65	University of Denver	4
University of Arkansas at Little Rock	21	University of Georgia	4
University of Missouri	14	University of Kansas Medical Center	4
Texas Woman's University	13	University of Kentucky	4
Southern Methodist University	9	University of Texas - Arlington	4
University of Central Arkansas	9	University of Texas at Dallas	4
Oklahoma State University	8	University of Wisconsin - Madison	4
University of Texas - Austin	8	Fontbonne University	3
Louisiana State University	7	Georgetown University	3
University of Missouri - Kansas City	7	Harding University	3
University of North Texas	7	Indiana University - Bloomington	3
Vanderbilt University	7	Kansas State University	3
Columbia University	6	Liberty University	3
John Brown University	6	Louisiana State University - Shreveport	3
Parker University	6	New England Law Boston	3
University of Arkansas for Medical Sciences - Northwest	6	Pennsylvania State University	3
University of Oklahoma Health Science Center	6	Pepperdine University	3
University of Tennessee Health Science Center	6	Rockhurst University	3
University of Tulsa	6	UA Clinton School of Public Service	3
Arkansas State University	5	University of Memphis	3
Cleveland University - Kansas City	5	University of St. Augustine for Health Sciences	3
Colorado State University	5	University of Tennessee	3
Oklahoma City University	5	University of Texas - Tyler	3
Saint Louis University	5	University of Virginia	3
Texas A&M University	5	University of Wyoming	3
University of Florida	5	Washington University in Saint Louis	3
University of North Texas Health Science Center	5	A.T. Still University	2
University of Oklahoma	5	American Public University System	2
Baylor University	4	Arizona State University	2
Louisiana State University Health Sciences Center - New Orleans	4	Arkansas Colleges of Health Education	2
Missouri State University	4	Arkansas State University - Newport	2
Northwest Arkansas Community College	4	Auburn University	2
		Belmont University	2
		Clemson University	2
		Cornell University	2
		Culinary Institute of America	2

Appendix C

Top Employers and Numbers of Hired Class of 2020 Members

Employer Name	#Hired	Employer Name	#Hired
University of Arkansas - Fayetteville	179	Crafton, Tull & Associates	6
Walmart	79	Dallas Independent School District	6
J.B. Hunt Transport Services, Inc.	64	Fayetteville Public Schools	6
Tyson Foods, Inc.	53	Fort Smith Public Schools	6
Washington Regional Medical Center	27	ISN	6
Lockheed Martin	20	Nestle USA	6
Baylor Scott & White Health Care System	16	Northrop Grumman Corporation	6
Springdale Public Schools	16	TQL (Total Quality Logistics)	6
Goosehead Insurance Agency	15	Arisa Health	5
Self-Employed	15	Black & Veatch	5
University of Arkansas for Medical Sciences	15	Burns & McDonnell	5
U.S. Air Force	14	Cargill	5
Amazon	13	Children's Medical Center	5
Cerner Corporation	13	Children's Mercy Kansas City	5
PricewaterhouseCoopers (PwC)	13	Colgate-Palmolive Company	5
Sam's Club	13	Credera	5
Arkansas Children's Hospital	12	Eastman Chemical Company	5
Arvest Bank	12	Hilti North America	5
Dillard's, Inc.	11	Insight Global	5
Mercy Hospital	11	L3Harris Technologies	5
FedEx	9	Learning and Behavior Solutions	5
General Mills	9	Little Rock School District	5
PepsiCo	9	Northwest Health	5
University of Kansas Medical Center	9	Rheem Manufacturing MEA	5
USA Truck	9	Siloam Springs School District	5
Ernst & Young LLP (EY)	8	State Farm	5
Simmons Foods	8	The Hershey Company	5
Vanderbilt University Medical Center	8	University of Arkansas - Fort Smith	5
Bentonville Public Schools	7	Department of Veterans Affairs	4
Multiview	7	Fayetteville Montessori School	4
Ozark Guidance	7	Frito-Lay	4
Teach For America	7	Fulbright U.S. Student Program	4
Techtronic Industries, NA (TTI)	7	Garver	4
Baptist Health - Arkansas	6	Great Southern Bank	4
BNSF	6	Honeywell	4
CEI Engineering Associates, Inc.	6	Intel Corporation	4
CenterPoint Energy	6	Kimberly-Clark	4
		Medical City Healthcare	4

