

Employer Needs Survey Form

Date: 09/10/2015 Institution: Sam M. Walton College of Business, University of Arkansas
Return this survey by email to: Dr. Craig G. Rennie at crennie@walton.uark.edu by date: 09/28/2015

Proposed Degree Program: Bachelor of Science in Business Administration (BSBA), Finance Major with an Energy Finance Concentration

Brief description of the program: The proposed program will consist of a Bachelor of Science in Business Administration, Finance Major with concentration in Energy Finance. It will include two specialized 3-credit hour courses, FINN 4XXX/5XXX Energy Finance and ACCT 4XXX/5XXX Energy Accounting, plus a recommended 1 hour lab FINN 4XXX/5XXX Energy Finance Lab (Field trip to energy firms in Arkansas, Oklahoma, and Texas). Students will also be required to take the 3-credit hour course FINN 3103 Financial Modeling and any two of FINN 3063 Investments, FINN 3603 Corporate Finance, FINN 4133 Advanced Investments, FINN 4233 Advanced Corporate Finance, FINN 4143 Portfolio Management I, and FINN 4153 Portfolio Management II. Of course, many of these courses also have stringent pre- and co-requisites. Our thinking is that the program will give students the option of focusing on corporate finance or investments. We envisage enhanced versions of the Energy Finance and Accounting courses also being made available to MBA and MACC students. The concentration will also require: three finance major 3-credit hour courses FINN 3013 Financial Analysis, FINN 3053 Financial Markets and Institutions, and FINN 3703 International Finance; two interdisciplinary 3-credit hour courses ACCT 3723 Intermediate Accounting I, and ACCT 3753 Intermediate Accounting II; four Junior/Senior level 3-credit hour business electives; University of Arkansas Core Natural Sciences 3-credit hour GEOS 1113 General Geology and 1 credit hour lab GEOS 111L General Lab; and University of Arkansas 3-credit hour GEOS 4253 Petroleum Geology. Students who participate in the concentration will also be strongly encouraged to participate in the Energy Risk Professional (ERP) exam in their junior or senior year, much like MACC and Finance students participate in the CPA and CFA exams, and will of course also be encouraged to work toward their CPAs/CFAs. The program may also be extended to include an Energy Industry Supply Chain course covering pipelines, storage facilities, crude/final product transportation/LNG tankers, rail, warehousing, natural gas pipelines, electrical transmission, and trucking – all of which also form part of the ERP curriculum. It may also include a LAWW 4XXXX/5XXXX Oil and Gas Law for Business Majors, covering interests in oil and gas, rights of landowners, provisions in oil and gas leases, rights of assignees, and legislation dealing with production and conservation.

Employer New Prospect Company Type of company Oil and gas consulting firm.

Contact Person Richard Howard Position Title President

Email rhoward@newprospect.com Telephone number 479-783-6734

1. List job titles with your company that require employees to have the knowledge and skills obtained from the proposed degree program (*insert additional lines/attach additional pages as needed*) VP of Finance, Accountant, VP of Accounting

2. List the degree required for each job title listed in #1 Accounting and Finance
3. Indicate the certification/licensure required for each job title listed in #1? CFA and CPA
4. How many positions do you currently have for each job title listed in #1? one each
5. How many position openings do you currently have for each job title listed in #1? none
6. How many position openings will you have the next 2–5 years for each job title listed in #1? two
7. What is the annual salary for each position listed in #4 & #5? (new hire out of school/certification) \$50,000 to 75,000
8. If no openings now, when do you anticipate having openings for the positions listed in #1? 3-5 years
9. Would you give hiring preference to applicants with the proposed degree? Yes
10. Indicate the number of employees who would benefit from enrolling in selected coursework in the proposed degree program? 5 If yes, would you provide tuition assistance? No

11. Would it be helpful for your employees if the courses were offered online/distance technology, evenings or weekends? Yes _____ Indicate your preference evenings or weekends _____
12. Indicate the type of support your company will provide for the proposed degree program, such as, program start-up funds, provide an internship site, part-time faculty, tuition reimbursement, employee release time, or equipment? internship _____
13. Will you or a co-worker serve on the institution's program advisory committee? Yes Richard Howard,
rhoward@newprospect.com _____ (provide name of employee & email)
14. Indicate the skills individuals would need for employment in the positions listed in #1.
- | | | |
|--|--|--|
| <input checked="" type="checkbox"/> Interpersonal communications | <input checked="" type="checkbox"/> Supervision/Management | <input type="checkbox"/> Budgeting |
| <input checked="" type="checkbox"/> Written/oral communications | <input checked="" type="checkbox"/> Leadership/initiative | <input type="checkbox"/> Data analysis |
| <input checked="" type="checkbox"/> Team work | <input checked="" type="checkbox"/> Planning/Organizing | <input type="checkbox"/> Public Speaking |
| <input checked="" type="checkbox"/> Independent worker | <input type="checkbox"/> Conflict resolution | <input type="checkbox"/> Marketing |
| <input checked="" type="checkbox"/> Analytical reasoning | <input checked="" type="checkbox"/> Problem Solver | <input type="checkbox"/> Teacher/Trainer |
| <input type="checkbox"/> Computer programming | <input checked="" type="checkbox"/> Computer applications | <input checked="" type="checkbox"/> PowerPoint Presentations |
| <input type="checkbox"/> Foreign Language (specify) _____ | | |
| <input checked="" type="checkbox"/> Other skills not listed (identify) <u>Word, Excel, Power Point, Access</u> _____ | | |
15. How will this proposed degree program benefit your local community, the state, region or nation? Provide enhanced skill set for companies in the energy sector.
16. Provide any additional comments about the proposed degree program. I believe that it is a rewarding degree program that would also be a degree that could lead to higher earning potential and highly compensated career path.

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Employer Phillips 66 Type of company Energy
Contact Person Ashley Jones Position Title Director, Corporate Strategy
Email ashley.jones@p66.com Telephone number (832) 765-1327

- List job titles with your company that require employees to have the knowledge and skills obtained from the proposed degree program (*insert additional lines/attach additional pages as needed*)
Accounting/Finance – University New Hire, Accounting/Finance – University Intern
- List the degree required for each job title listed in #1
Bachelor's degree or higher in Accounting or Finance (minimum of 15 hours of Accounting upon graduation preferred)
- Indicate the certification/licensure required for each job title listed in #1? None required
- How many positions do you currently have for each job title listed in #1?
Phillips 66 Accounting/Finance needs vary depending on business needs

5. How many position openings do you currently have for each job title listed in #1?
See question 4
6. How many position openings will you have the next 2–5 years for each job title listed in #1?
Future hiring targets may vary depending on business needs
7. What is the annual salary for each position listed in #4 & #5?
Phillips 66 offers industry-competitive compensation and benefits packages
8. If no openings now, when do you anticipate having openings for the positions listed in #1? N/A
9. Would you give hiring preference to applicants with the proposed degree?
Preference will be given to the best candidates that meet our hiring requirements

Basic/Required:

- Legally authorized to work in the job posting country
- Pursuing a Bachelor's degree or higher in Accounting or Finance
- Graduating in Winter 2015 or Spring/Summer 2016 (2016 New Hire)
- Currently enrolled in an undergraduate or postgraduate program as a Sophomore or higher (2016 Intern)

Preferred:

- A minimum cumulative GPA of 3.25 on a 4.0 scale
- Pursuing a minimum of 15 hours of Accounting
- Masters of Accountancy
- Previous internship or co-op participant in related industry
- Previous internship with Phillips 66
- Willing to work in any of our operating locations

10. Indicate the number of employees who would benefit from enrolling in selected coursework in the proposed degree program? N/A If yes, would you provide tuition assistance?
11. Would it be helpful for your employees if the courses were offered online/distance technology, evenings or weekends?
N/A Indicate your preference
12. Indicate the type of support your company will provide for the proposed degree program, such as, program start-up funds, provide an internship site, part-time faculty, tuition reimbursement, employee release time, or equipment? N/A
13. Will you or a co-worker serve on the institution's program advisory committee? We may consider in the future but would need to understand the objectives of the committee, commitment required, etc.
14. Indicate the skills individuals would need for employment in the positions listed in #1.
- | | | |
|---|---|---|
| <input checked="" type="checkbox"/> Interpersonal communications | <input type="checkbox"/> Supervision/Management | <input type="checkbox"/> Budgeting |
| <input checked="" type="checkbox"/> Written/oral communications | <input type="checkbox"/> Leadership/initiative | <input type="checkbox"/> Data analysis |
| <input checked="" type="checkbox"/> Team work | <input type="checkbox"/> Planning/Organizing | <input type="checkbox"/> Public Speaking |
| <input checked="" type="checkbox"/> Independent worker | <input type="checkbox"/> Conflict resolution | <input type="checkbox"/> Marketing |
| <input checked="" type="checkbox"/> Analytical reasoning | <input type="checkbox"/> Problem Solver | <input type="checkbox"/> Teacher/Trainer |
| <input type="checkbox"/> Computer programming | <input type="checkbox"/> Computer applications | <input type="checkbox"/> PowerPoint Presentations |
| <input type="checkbox"/> Foreign Language (specify) _____ | | |
| <input type="checkbox"/> Other skills not listed (identify) _____ | | |
15. How will this proposed degree program benefit your local community, the state, region or nation? N/A
16. Provide any additional comments about the proposed degree program. N/A

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Employer Koch Industries Type of company refining, chemicals, biofuels and ingredients; forest and consumer products; fertilizers; polymers and fibers; process and pollution control equipment and technologies; electronic components; commodity trading; minerals; energy; ranching; glass; and investments
Contact Person Andy Ek Position Title Manager, College Relations
Email andrew.ek@kochind.com Telephone number 316-828-7420

1. List job titles with your company that require employees to have the knowledge and skills obtained from the proposed degree program (*insert additional lines/attach additional pages as needed*) market analyst, business development analyst, supply chain analyst, trade support analyst, contracts analyst.
2. List the degree required for each job title listed in #1 any business or engineering related degree
3. Indicate the certification/licensure required for each job title listed in #1? none
4. How many positions do you currently have for each job title listed in #1? 500+
5. How many position openings do you currently have for each job title listed in #1? 50+
6. How many position openings will you have the next 2-5 years for each job title listed in #1? 100-500
7. What is the annual salary for each position listed in #4 & #5? Commensurate with experience – competitive within market and geographic locations
8. If no openings now, when do you anticipate having openings for the positions listed in #1? n/a
9. Would you give hiring preference to applicants with the proposed degree? no

10. Indicate the number of employees who would benefit from enrolling in selected coursework in the proposed degree program? n/a If yes, would you provide tuition assistance? possibly
11. Would it be helpful for your employees if the courses were offered online/distance technology, evenings or weekends? yes Indicate your preference Due to our geographic location, on-campus classes during the workweek would be difficult for students to attend
12. Indicate the type of support your company will provide for the proposed degree program, such as, program start-up funds, provide an internship site, part-time faculty, tuition reimbursement, employee release time, or equipment? potential for internships and college graduate full-time positions
13. Will you or a co-worker serve on the institution's program advisory committee? Possibly other employees – depends on frequency of meetings
14. Indicate the skills individuals would need for employment in the positions listed in #1.
- | | | |
|---|---|---|
| <input checked="" type="checkbox"/> Interpersonal communications | <input type="checkbox"/> Supervision/Management | <input checked="" type="checkbox"/> Budgeting |
| <input checked="" type="checkbox"/> Written/oral communications | <input checked="" type="checkbox"/> Leadership/initiative | <input checked="" type="checkbox"/> Data analysis |
| <input checked="" type="checkbox"/> Team work | <input checked="" type="checkbox"/> Planning/Organizing | <input checked="" type="checkbox"/> Public Speaking |
| <input checked="" type="checkbox"/> Independent worker | <input checked="" type="checkbox"/> Conflict resolution | <input checked="" type="checkbox"/> Marketing |
| <input checked="" type="checkbox"/> Analytical reasoning | <input checked="" type="checkbox"/> Problem Solver | <input checked="" type="checkbox"/> Teacher/Trainer |
| <input type="checkbox"/> Computer programming | <input checked="" type="checkbox"/> Computer applications | <input type="checkbox"/> PowerPoint Presentations |
| <input type="checkbox"/> Foreign Language (specify) _____ | | |
| <input type="checkbox"/> Other skills not listed (identify) _____ | | |
15. How will this proposed degree program benefit your local community, the state, region or nation?
16. Provide any additional comments about the proposed degree program.

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Employer Stephens INC. Type of company Investment Bank
 Contact Person Keith Behrens Position Title Managing Director
 Email Keith.Behrens@stephens.com Telephone number 214-258-2762

1. List job titles with your company that require employees to have the knowledge and skills obtained from the proposed degree program (insert additional lines/attach additional pages as needed) Analyst, Associate, Vice President & Managing Director
2. List the degree required for each job title listed in #1 Bachelor / Masters (Masters not req'd)
3. Indicate the certification/licensure required for each job title listed in #1? Series 7/63
4. How many positions do you currently have for each job title listed in #1? 3 Associates / 2 VP's
5. How many position openings do you currently have for each job title listed in #1? NONE
6. How many position openings will you have the next 2-5 years for each job title listed in #1? 3-5
7. What is the annual salary for each position listed in #4 & #5? \$80,000 - \$100,000
8. If no openings now, when do you anticipate having openings for the positions listed in #1? within next 12 mos.
9. Would you give hiring preference to applicants with the proposed degree? YES
10. Indicate the number of employees who would benefit from enrolling in selected coursework in the proposed degree program? NONE If yes, would you provide tuition assistance? _____
11. Would it be helpful for your employees if the courses were offered online/distance technology, evenings or weekends? YES Indicate your preference Either

12. Indicate the type of support your company will provide for the proposed degree program, such as, program start-up funds, provide an internship site, part-time faculty, tuition reimbursement, employee release time, or equipment? N/A
13. Will you or a co-worker serve on the institution's program advisory committee? sure

_____ (provide name of employee & email)

14. Indicate the skills individuals would need for employment in the positions listed in #1.

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|--|--|--|
| <input checked="" type="checkbox"/> Interpersonal communications | <input checked="" type="checkbox"/> Supervision/Management | <input type="checkbox"/> Budgeting |
| <input checked="" type="checkbox"/> Written/oral communications | <input checked="" type="checkbox"/> Leadership/initiative | <input type="checkbox"/> Data analysis |
| <input checked="" type="checkbox"/> Team work | <input checked="" type="checkbox"/> Planning/Organizing | <input type="checkbox"/> Public Speaking |
| <input checked="" type="checkbox"/> Independent worker | <input checked="" type="checkbox"/> Conflict resolution | <input type="checkbox"/> Marketing |
| <input checked="" type="checkbox"/> Analytical reasoning | <input checked="" type="checkbox"/> Problem Solver | <input type="checkbox"/> Teacher/Trainer |
| <input checked="" type="checkbox"/> Computer programming | <input checked="" type="checkbox"/> Computer applications | <input checked="" type="checkbox"/> PowerPoint Presentations |
| Foreign Language (specify) _____ | | |
| Other skills not listed (identify) _____ | | |

15. How will this proposed degree program benefit your local community, the state, region or nation? N/A.

16. Provide any additional comments about the proposed degree program.

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Employer ExxonMobil Corporation- Controller's

Contact Person Terri Willoughby

Email terri.l.willoughby@exxonmobil.com

Type of company Energy

Position Title Global Development Manager

Telephone number 832-624-7453

1. List job titles with your company that require employees to have the knowledge and skills obtained from the proposed degree program (*insert additional lines/attach additional pages as needed*) **Financial Analyst, Intern**
2. List the degree required for each job title listed in #1 **MBA, Masters of Accountancy, and Undergraduate degree with focus in accounting / finance**
3. Indicate the certification/licensure required for each job title listed in #1? **Preference for CPAs ~25% of recruiting target**
4. How many positions do you currently have for each job title listed in #1?
5. How many position openings do you currently have for each job title listed in #1? **U.S. Annual target ~50 (MBA-50%, MA-25%, UG-25%)**
6. How many position openings will you have the next 2–5 years for each job title listed in #1? **Similar target expected over the next 5 years**
7. What is the annual salary for each position listed in #4 & #5? **Starting salary based on market conditions: 2016 UG \$60k+, MA \$65k+, MBA based on experience**
8. If no openings now, when do you anticipate having openings for the positions listed in #1?
9. Would you give hiring preference to applicants with the proposed degree? **No; please refer to #16**

10. Indicate the number of employees who would benefit from enrolling in selected coursework in the proposed degree program? N/A If yes, would you provide tuition assistance? _____
11. Would it be helpful for your employees if the courses were offered online/distance technology, evenings or weekends? N/A Indicate your preference _____
12. Indicate the type of support your company will provide for the proposed degree program, such as, program start-up funds, provide an internship site, part-time faculty, tuition reimbursement, employee release time, or equipment? N/A
13. Will you or a co-worker serve on the institution's program advisory committee? _____
 _____ (provide name of employee & email)
14. Indicate the skills individuals would need for employment in the positions listed in #1.
- | | | |
|---|---|--|
| <input checked="" type="checkbox"/> Interpersonal communications | <input type="checkbox"/> Supervision/Management | <input checked="" type="checkbox"/> Budgeting |
| <input checked="" type="checkbox"/> Written/oral communications | <input checked="" type="checkbox"/> Leadership/initiative | <input checked="" type="checkbox"/> Data analysis |
| <input checked="" type="checkbox"/> Team work | <input checked="" type="checkbox"/> Planning/Organizing | <input checked="" type="checkbox"/> Public Speaking |
| <input checked="" type="checkbox"/> Independent worker | <input checked="" type="checkbox"/> Conflict resolution | <input checked="" type="checkbox"/> Marketing |
| <input checked="" type="checkbox"/> Analytical reasoning | <input checked="" type="checkbox"/> Problem Solver | <input type="checkbox"/> Teacher/Trainer |
| <input type="checkbox"/> Computer programming | <input checked="" type="checkbox"/> Computer applications | <input checked="" type="checkbox"/> PowerPoint Presentations |
| <input type="checkbox"/> Foreign Language (specify) _____ | | |
| <input type="checkbox"/> Other skills not listed (identify) _____ | | |
15. How will this proposed degree program benefit your local community, the state, region or nation? N/A
16. Provide any additional comments about the proposed degree program.

We would prefer the emphasis to be on coursework, which support managing financial processes, business analysis, and financial reporting.

Preferred Coursework

Accounting (12-15 hours): Introduction to Accounting (6 hours), Intermediate Accounting (6 hours), Cost Accounting (3 hours)

Finance: Financial concepts and analysis, focus on Corporate environment