**Employer Needs Survey Form for the Sam M. Walton College of Business Interdisciplinary Minor:**

**“Blockchain Enterprise Systems Minor”**

**Date:** September 26, 2018

**Please return this survey by email to:** Mary Lacity mclacity@uark.edu **by date:** Thursday Sept 27 midnight

**Proposed Degree Program: Undergraduate “Blockchain Enterprise Systems Minor”**

**Reason for the minor:** *Consistent with the Sam M. Walton College of Business’s mission to deliver business knowledge that is innovative, the Walton College aims to create an inter-disciplinary minor that integrates a foundational innovation, namely blockchain technologies, across all business disciplines.  Blockchain's implications are widespread across every business function, including accounting, economics, finance, information systems, management, marketing, and supply chains. Students who take this minor will be able to:*

* *Articulate the benefits and limitations of different blockchain components and platforms to technical and non-technical managers*
* *Identify where blockchain technologies are suitable to solve business problems or to create new business opportunities*
* *Develop a functioning blockchain application that meets technical and business requirements*

**Employer:** Zoom Solutions, Inc.   
**Type of company:** Solutions Provider for Retail Package Industry

**Contact Person:** Duane Osborn

**Position Title:** Chief Blockchain Officer

**Email:** duane.osborn@zoompays.com  
**Telephone number:** +1.678.650.0042

1. List job titles with your company that require employees to have the knowledge and skills obtained from the proposed degree program:   
   Apprentice Blockchain Architect, Blockchain Architect, Blockchain Engineer, Apprentice Blockchain Software Engineer, Junior Blockchain Software Engineer, Blockchain Software Engineer
2. List the degree required for each job title listed in #1:   
   Apprentice Blockchain Architect or Junior Blockchain Software Engineer a bachelor’s degree in computer science or computer engineering with additional courses in blockchain. For the software engineer, a blockchain capstone project in one of the Hyperledger projects. For the architect, courses in systems modeling, software architecture, and a blockchain architecture and prototype capstone project in one of the Hyperledger projects.  
     
   Blockchain Architect or Blockchain Software Engineer a master’s degree in computer science or computer engineering with additional courses in blockchain. A plus would be a blockchain capstone project. For the software engineer, a blockchain capstone project in one of the Hyperledger projects. For the architect, courses in systems modeling, software architecture, and a blockchain architecture and prototype capstone project in Hyperledger Fabric or Composer.
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?  
   Currently we have 1 position for each of the Architecture roles and a total of 4 positions total for the software engineering roles.
5. How many position openings do you currently have for each job title listed in #1?  
   Currently we have defined the need for the positions, but we are currently securing funding or trying to land projects to be staffed.
6. How many position openings will you have the next 2–5 years for each job title listed in #1?  
   Being a startup company, that will be hard to forecast. A guesstimate would be that we would double or triple the software engineering headcount while doubling the architecture headcount.
7. What is the annual salary for each position listed in #4 & #5?  
   We are still working out the salary and benefits, but they will be market rates for Northwest Arkansas or a 10% premium above market rates if necessary to secure the right talent.
8. If no openings now, when do you anticipate having openings for the positions listed in #1?  
   We anticipate opening the positions within the next 2 to 6 months.
9. Would you give hiring preference to applicants with the proposed degree?  
   The degree would count higher, but we will also be considering experience and other factors.
10. Indicate the number of employees who would benefit from enrolling in selected coursework in the proposed degree program?  
    Don’t know at this time  
    If yes, would you provide tuition assistance?  
    Tuition assistance will be one of the benefits offered to employees, so yes.
11. Would it be helpful for your employees if the courses were offered online/distance technology, evenings or weekends?  
    Yes, evenings and weekends would allow us to hire students close to graduation or in the master’s program.  
    Indicate your preference:   
    Both evenings and 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:  
    Internships and tuition reimbursement.
13. Will you or a co-worker serve on the institution’s program advisory committee? (provide name of employee email)  
    Absolutely. We would love to assist in defining blockchain-based courses and curriculum.  
    Duane Osborn, [duane.osborn@zoompays.com](mailto:duane.osborn@zoompays.com)
14. Indicate the skills individuals would need for employment in the positions listed in #1:

\_X\_ Interpersonal communications \_X\_ Supervision/Management \_X\_ Budgeting

\_X\_ Written/oral communications \_\_\_\_ Leadership/initiative \_X\_ Data analysis

\_X\_ Team work \_\_\_\_ Planning/Organizing \_\_\_\_ Public Speaking

\_X\_ Independent worker \_\_\_\_ Conflict resolution \_\_\_\_ Marketing

\_X\_ Analytical reasoning \_X\_ Problem Solver \_\_\_\_ Teacher/Trainer

\_X\_ Computer programming \_X\_ Computer applications \_X\_ PowerPoint Presentations

\_\_\_\_ Foreign Language (specify) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_ Other skills not listed (identify) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. How will this proposed degree program benefit your local community, the state, region or nation?  
   One of Zoom Solutions’ stated purposes is to advance the state of blockchain in the state of Arkansas and to make Arkansas the blockchain state in the union. To this end, we intend to immerse ourselves at the community and state levels to achieve that goal.
2. Provide any additional comments about the proposed degree program.  
   None at this time.