# TABLE OF CONTENTS

Greetings from the Executive Director ........................................... 02
Mission, Vision, Values, & Pledge .................................................. 03
Who we Serve ....................................................................... 04
20–21 Quick Facts .................................................................... 05
Interns Across Campus ............................................................... 07
Hawkeye Internship Grant & Recipients ................................. 09
Academic Courses .................................................................. 12
Career Leadership Academy ...................................................... 13
Career Advising ...................................................................... 15
Student Spotlight: Alexi Bolden ............................................... 16
Career Fairs ........................................................................... 17
Student Spotlight: Becca Ploessi .............................................. 18
Student Employment ................................................................. 19
Employer Team Data ................................................................ 21
Post-Graduation Data ................................................................. 23
Student Spotlight: Paula Valiño Ramos ......................... 24
GREETINGS FROM THE EXECUTIVE DIRECTOR

Each and every student that becomes a Hawkeye has a goal for their future, they just may not know what that is yet when they take their very first course. We take the job of helping them discover what those goals are and how to achieve them seriously every day. The 2020-2021 school year was no different because our mission as a career center did not change—but it was new and different in every other way possible due to the changes and challenges in the world.

This report is special in many ways because it is a salute to the students who persevered and adapted to new ways of learning and growing while staying focused on their goals ahead, to our employer partners who found new ways to create opportunities for Iowa students eager to gain experience and start their careers, and our campus colleagues who continue to collaborate with us here at Pomerantz Career Center (PCC) in support of the success of our students and alumni, and last but not least a recognition of the hard work, innovation and creativity of the staff of Pomerantz Career Center who made it all possible.

Sincerely,

Angi McKie
Assistant Provost & Executive Director
Mission
Empowering students to transform their future and connect to their career possibilities

Vision
A campus community engaged in every student’s career

Values
- We encourage forward-thinking and adaptability
- We engage and act through a lens of diversity, equity, and inclusion
- We foster connection and collaboration
- We operate from a growth mindset

Our Pledge
The Pomerantz Career Center recognizes inequalities in access to career-related opportunities and networks. We pledge to be intersectional in our approach to career development and employer partnerships, acknowledging that career advancement is impacted by the reality of systemic racism, privilege and bias. We are committed as advocates, allies and active listeners in this ongoing conversation. Join us.
Enhancing the Pursuit
The Pomerantz Career Center provides a one-stop resource to help Hawkeyes develop skills and make smart choices well before they graduate, apply for graduate school or enter the job market. With 25 staff members, the Center is responsible for expert advising and programs that empower thousands of students as they choose and pursue their next steps. Our work builds their confidence by showing them their strengths and giving them experiences they can leverage toward their future goals.

We Advise
Henry B. Tippie College of Business
College of Engineering
College of Education
College of Nursing
College of Public Health
College of Medicine
University College
College of Liberal Arts and Sciences

For the 2020-21 enrollment report and student demographics, see: registrar.uiowa.edu/reports-statistics

For semester by semester student data, visit the student profile page at registrar.uiowa.edu/profile-students-enrolled
20–21 QUICK FACTS
71,889
Job, internship, student employment, & volunteer opportunities posted on Handshake

$49,919
Average salary for 20–21 graduates who found full-time employment related to their studies

5,358
Student advising sessions conducted by Career Peer Advisors, Career Advisors, & Staff

4,015
Registered undergraduate internships, practicums, & co-ops

$4,000
Given to students through Hawkeye Internship Grant

3,045
Students enrolled in PCC courses

2,921
Students attended virtual career fairs

493
Employers recruiting at Iowa in 20–21

95%
Outcome rate for 20–21 graduates (employed, continuing education, or not seeking employment)
The Pomerantz Career Center supports student internships by offering coaching, recruiting events and programs, academic credit and 0-credit internship courses.

**338**
REGISTERED INTERNSHIPS THROUGH PCC COURSES

**741**
0-CREDIT INTERNSHIPS REGISTERED*

*Includes PCC, Engineering, Tippie College of Business data

**4,015**
REGISTERED UNDERGRADUATE INTERNSHIPS, PRACTICUMS, & CO-OPS*

61% sites in person
39% virtual
WE ASKED THE INTERNS

"Would you consider permanent employment with the employer?"

54.4% SAID YES.

34.6% SAID MAYBE.

10.9% SAID NO.

"How did the experience influence your educational and professional plans?"

63.5% SAID IT CONFIRMED THEIR PLANS.

27.6% SAID IT CHANGED THEIR PLANS.

Search Methods

Career Center 26.8%
Personal Networks 20.0%
Faculty/Department 15.7%
Other 5.2%
Industry specific job/Internship website 11.9%
LinkedIn 5.6%
Student Organization 4.7%

Employers with the Largest Number of Interns

The Arc of Southeast Iowa
Child Serve
City of Iowa City
Four Oaks
Hy-Vee
Mercy
Northwestern Mutual

PwC
Principal Financial Group
TransAmerica
UFG Insurance
Unity Point
University of Iowa
University of Iowa Hospital and Clinics

Top Locations

IOWA 172
ILLINOIS 46
NEW YORK 15

WISCONSIN 15
WASHINGTON, DC 9
CALIFORNIA 7

MINNESOTA 7
Internships are essential for launching a strong career – those who participate in them are more likely to have positive post-graduate outcomes. However, the lack of pay at non-profit or government internships can be a barrier to participation for students with financial need.

That’s where the Hawkeye Internship Grant comes in. In summer 2021, 4 students received funds to support their living expenses while doing an unpaid internship at a non-profit or in government.

Read about the full eligibility and applications at careers.uiowa.edu/hawkeye-experience-grant
2021 HAWKEYE INTERNSHIP GRANT Awardees

MADISYN FAH

**Marketing Analytics at Summer of the Arts**
**Iowa City, IA**

**Marketing major from Springville, IA**

“I have helped Summer of the Arts see tremendous improvement in regards to Google Ads performance, increasing clicks and impressions by adding relevant keywords. I have also helped the organization with social media performance by tracking engagement and impressions, followers, and significant trends. My position is directly linked to my education. Some of the classes that helped me prepare for this internship are Business Analytics, Statistics for Business, Intro to Marketing Strategy, and Marketing Research.”

NIGEL GAWA

**Social Work Intern at UIHC – Outpatient Dialysis**
**Iowa City, IA**

**Social work major from Harare, Zimbabwe**

“I participated in role-plays as part of my studies which helped me massively in the preparation of my internship. I have become more aware of the challenges patients face on a daily basis. With that, I have acquired problem-solving skills and I have also gained experience in designing interventions to help clients live a more fulfilled life. The scholarship was a great financial relief for me. I lessened the time I spent at my job so I could focus more on the internship.”
**BROOKE MCKEON**

Recreational Therapist Intern at UIHC – Rehabilitation Therapies  
Iowa City, IA

*Therapeutic Recreation major from Plainfield, IL*

“This scholarship has drastically impacted my ability to complete the internship and it is so greatly appreciated. Since my internship is unpaid (one that I actually have to pay [tuition] for), I am not able to work as much as I usually am to afford tuition, rent, food, etc.—Summers are usually my time to work and save money, however, I am not able to due to the demands of the job. This grant allows me to focus on my internship without burning myself out or over working. I’m able to dedicate my time to doing the best I can in my position without having to worry if I’m going to be able to pay my bills or not, so thank you so much!”

---

**GRACE WENSTROM**

Summer Intern at US Department of Justice’s Civil Rights Division

*Journalism & Mass Communication major from Galesburg, IL*

“Since beginning work, I’ve found that the research, writing and investigative skills I’ve developed as a journalism student are highly transferable to law and have prepared me well for my assignments. My work with the Immigrant and Employee Rights Section has varied from working on open matters—i.e., doing legal research, writing legal memos, etc.—to conducting document review and drafting responses to the requests for assistance that our office receives from the public. Overall, my supervisors and fellow interns at the DOJ have taught me that adaptability and curiosity go far in the legal profession, and I look forward to continuing to develop and apply those traits in my future work.”
Real World Leadership

The Certificate in Leadership Studies

64 graduated or were conferred in the Certificate in Leadership Studies during Fall 2020-Summer 2021

167 students declared their pursuit of the Certificate in Leadership Studies as of Fall 2020

22 different courses

98 sections of courses

3,045 non-unique students enrolled
The Career Leadership Academy prepares aspiring Iowa undergraduate student leaders to excel in their future endeavors beyond the University setting and to live and lead with integrity.

35% of students majored in Enterprise Leadership

CLA Service Project Partners

- Active Minds University of Iowa
- Big Brothers
- Big Sisters of Johnson County
- CommUnity (Johnson County Crisis Center)
- Coralville Community Food Pantry
- Cornerstone Services (IL)
- Domestic Violence Intervention Program (DVIP)
- Field to Family
- Food Pantry at Iowa (UI)
- Hawkeye Area Community Action Program (HACAP)
- Iowa City Animal Car & Adoption Center
- Iowa City Bike Library
- Iowa Valley Habitat for Humanity
- Oaknoll Retirement Community
- Open Heartland
- Project GREEN
- Ronald McDonald House of Iowa City
- Shelter House of Iowa City
- Table to Table
- United Action for Youth
- University Counseling Services (UI)
- University of Iowa Dance Marathon
- University of Iowa Environmental Coalition
- University of Iowa Stead Family Children's Hospital
- Women's Resource and Action Center (WRAC)
### Students after completing CLA part 1

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Competency Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>91%</td>
<td>Improved their comfort level with networking</td>
</tr>
<tr>
<td>97%</td>
<td>Can identify &amp; speak about their Clifton strengths</td>
</tr>
<tr>
<td>92%</td>
<td>Can articulate their personal leadership philosophy</td>
</tr>
</tbody>
</table>

Top leadership competencies are

**Collaboration, Self Development, & Group Development.**

### Students after completing CLA part 2

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Competency Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>99%</td>
<td>Can explain how to enact positive social change in their local communities</td>
</tr>
<tr>
<td>97%</td>
<td>Can describe how their top 5 strengths impact their leadership practice &amp; group work</td>
</tr>
<tr>
<td>92%</td>
<td>Can practice personal branding through tailored application document &amp; prepared interview responses</td>
</tr>
</tbody>
</table>

Top leadership competencies are

**Self-Development, Collaboration, & Productive Relationships.**
WE ASSIST, YOU SUCCEED.

6,825 TOTAL UNIQUE STUDENTS SERVED ACROSS CAMPUS
Across advising, drop-in and career education

5,358 TOTAL APPOINTMENTS WITH CAREER ADVISORS & CAREER PEER ADVISORS*
—58.2% scheduled appointments (3,119)
—41.8% drop-in appointments (2,239)**

3,744 Non-unique
2,959 Unique

CAREER EDUCATION (PROGRAMS)

Note: All services provided during 20–21 were virtual

TOP SELECTED REASONS FOR CAREER ADVISING & DROP-INS
1 Improving Resume, Cover Letter or LinkedIn Profile
2 Finding Employment After Graduation (job or gap year experience)
3 Exploring Majors & Careers
4 Finding an Internship
5 Getting Ready for Graduate School, CV or personal statement review

*Non-unique student appointments
**Resume reviews via Handshake & online submission reflected in drop-in numbers starting in 20–21
“I met Garry for the first time either my freshman or sophomore year and I remember I said, ‘I want to be on SNL [Saturday Night Live]!'”

And he was like, ‘Got it! Here’s what we can do to get closer to that.’ When I was applying for the scholarship I have right now, which is the SNL Scholarship at Second City, Garry was one of the first people I contacted about my resume and my application for that process. I think it was most helpful because Garry had done comedy before and knew the way to infiltrate the field which is beneficial, especially coming from Iowa because [...] the entertainment industry is New York, LA, Chicago. So it was hard finding people who knew about where to go and how to pursue that path. That is why I leaned on Garry so heavily. He was very helpful during the application process.

When the opportunity arose to apply for this thing I said I wanted, he was like ‘Great! I’ve know you since [your first year at Iowa] and never change. Never change, kid.’ So that was the most impactful thing about Pomerantz Career Center: having someone who knew about the world that I wanted to go into.”

“He was a mentor when I needed one.”

— On Garry Klein, Career Advisor for the Arts, Media & Entertainment Career Community

Alexi is a recipient of the SNL Diversity Scholarship at Second City Chicago, where she works and takes classes. She is signed with Paonessa Talent agency.
Getting Students HIRED

Finding a silver lining:

“...I loved that you could register for virtual one-on-one spots in advance—no waiting in line!”

-Anonymous student feedback
Due to the COVID-19 pandemic, all Fall 2020 through Spring 2021 events were virtual.

A STUDENT’S EXPERIENCE
BECCA PLOESSI
BA21, Business Management

“I liked participating in the online career fair and meeting with employers in virtual one-on-ones because I wasn’t surrounded by a bunch of people at a career fair like I would be normally. So for those ten minutes or so I was able to talk about myself and learn about the company. That was something I wouldn’t have gotten in-person, at all. A lot of these companies typically have lines out the door for students that want to talk to them. So that was definitely a pro!”

“NETWORKING IS HUGE.”
— On finding success at the fair and in her career

After several internships during her time at Iowa, including one at the Career Center, Becca now works as a Human Relations Specialist at Bodine Electric Company.
UI Student to Employed Professional (STEP) Academic Course

28 TOTAL STUDENTS | 2 SECTIONS
20 DIFFERENT MAJORS
2ND–4TH YEARS REPRESENTED
100% WOULD RECOMMEND THE COURSE TO OTHERS

We asked, "How confident do you feel with the direction of your current career preparation and planning?"

1–Not at all confident
2–A little confident
3–Somewhat confident
4–Very confident
5–Extremely confident

2.80 CONFIDENCE RATING BEFORE COURSE

4.25 CONFIDENCE RATING AFTER

"I would 100% recommend this course. I believe every student should be required to take this course because why are you going to college? To get a job. Why not take a course that is going to benefit you and help guide you to that end goal?"

—UI Junior
UI STEP Workforce Development
Sessions For Students*

- 3 General Sessions 36 Attendees
- 5 Departmental Specific Sections 121 Attendees

*Due to the COVID-19 pandemic there were no general sessions Fall 2020.

“
I got more out of this training on job descriptions and interviews than I did out of my HR master’s class on these topics.                      —UI Staff Member

Supervising Today’s Students
Series For Supervisors

- 12 Workshops 323 Total Attendees
- 73 New Supervisors
- 33 Series Completion Certificates Earned

Student Employee
of the Year

68 16
Nominations* Finalists
14 Different Nominated Departments

*UI record. Previous record was 64.

Student Supervisor
of the Year

90 15
Nominations* Finalists
14 Different Nominated Departments

*Up from 74 in 19-20
EMPLOYERS
HIRING
HAWKEYES
EMPLOYER ENGAGEMENT DATA
Postings in Handshake @UIOWA

Approved and expired jobs from 07/01/20 through 06/30/21

71,889 TOTAL POSTINGS

52,501 JOBS
15,740 INTERNSHIPS
1,809 FELLOWSHIPS
682 CO-OPS (COOPERATIVE EDUCATION)
377 ON-CAMPUS STUDENT EMPLOYMENT
368 VOLUNTEER POSTINGS

Outreach to Employers

137 VIRTUAL VISITS & CALLS
45 RECRUITING AT IOWA CONSULTATION CALLS
45 VIRTUAL COMMUNITY EVENT INVOLVEMENT

5,032 STUDENTS ATTENDED EVENTS (NON-UNIQUE)
WHAT THE 20-21 GRADUATES ACCOMPLISHED
FIRST DESTINATION, SUMMER 2020-SPRING 2021
COLLECTED BY THE POMERantz CAREER CENTER

$49,919
AVERAGE SALARY FOR STUDENTS WHO FOUND FULL-TIME EMPLOYMENT RELATED TO THEIR STUDIES

95.07%
OUTCOME RATE
(EMPLOYED, CONTINUING EDUCATION, AND NOT SEEKING EMPLOYMENT)
POST-GRADUATION DATA - ALL UNDERGRADUATES

Below are the results for 4,039 UI graduates out of 5,358 graduates during the period from Summer 2020 through Spring 2021 for the Tippie College of Business, College of Liberal Arts & Sciences, College of Education, College of Engineering, College of Nursing, Carver College of Medicine, College of Public Health and University College.

- **73.01%** Full-time or part-time employed
- **21.31%** Continuing education
- **.74%** Not seeking employment
- **4.93%** Seeking employment

“A STUDENT’S EXPERIENCE

**PAULA VALIÑO RAMOS**

Paula is now in the MD/PhD program at Washington University in St. Louis, MO.

“The Pomerantz Career Center really came in when I was putting together my application because I wanted to get a competitive document together. The biggest cut came from the application phase into the interview. English is not my first language, so I wanted them to be written correctly and everything perfect. I had a lot of review sessions with [the PCC], not only focusing on grammar or how to phrase things correctly, but also them asking about my story and what I was trying to communicate, or tell me what to talk about, or highlighting what’s compelling about my story. That was really helpful, and I think that’s what got me through that phase that I was so concerned about.”