

A low-angle photograph of a large, classical-style building with columns and windows, partially obscured by vibrant pink cherry blossoms in the foreground. The sky is blue with scattered white clouds.

IOWA

20-21 ANNUAL REPORT

Pomerantz Career Center

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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





THIS IS WHO WE ARE

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)*

INTERNS ACROSS CAMPUS

The Pomerantz Career Center supports student internships by offering coaching, recruiting events and programs, academic credit and O-credit internship courses.

338

REGISTERED
INTERNSHIPS
THROUGH PCC
COURSES



61% sites
in person
39% virtual

741

O-CREDIT
INTERNSHIPS
REGISTERED*

**Includes PCC,
Engineering,
Tippie College
of Business data*

4,015

REGISTERED UNDERGRADUATE
INTERNSHIPS, PRACTICUMS,
& CO-OPS*



WE ASKED THE INTERNS



PCC Internship Evaluation Responses & Data

"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	PwC
Child Serve	Principal Financial Group
City of Iowa City	TransAmerica
Four Oaks	UFG Insurance
Hy-Vee	Unity Point
Mercy	University of Iowa
Northwestern Mutual	University of Iowa Hospital and Clinics

Top Locations

IOWA  172	WISCONSIN  15	MINNESOTA  7
ILLINOIS  46	WASHINGTON, DC  9	
NEW YORK  15	CALIFORNIA  7	



HAWKEYE INTERNSHIP GRANT

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

22

DIFFERENT
COURSES

98

SECTIONS
OF COURSES



3,045

NON-UNIQUE
STUDENTS ENROLLED

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



CAREER LEADERSHIP ACADEMY

*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.*



432
STUDENTS
PARTICIPATED IN
CLA REPRESENTING
ALL
4
SCHOOL YEARS AND
MORE THAN
50
MAJORS



35% OF STUDENTS MAJORED
IN ENTERPRISE
LEADERSHIP

88 EMPLOYERS PARTICIPATED
IN CLA CLASSES & EVENTS
RESULTING IN OVER

175 ENGAGEMENTS WITH
STUDENTS

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

91%

IMPROVED THEIR
COMFORT LEVEL
WITH NETWORKING

97%

CAN IDENTIFY &
SPEAK ABOUT THEIR
CLIFTONSTRENGTHS

92%

CAN ARTICULATE THEIR
PERSONAL LEADERSHIP
PHILOSOPHY

TOP LEADERSHIP COMPETENCIES ARE

**COLLABORATION, SELF DEVELOPMENT,
& GROUP DEVELOPMENT.**

Students after completing CLA part 2

99%

CAN EXPLAIN HOW
TO ENACT POSITIVE
SOCIAL CHANGE
IN THEIR LOCAL
COMMUNITIES

97%

CAN DESCRIBE
HOW THEIR TOP 5
STRENGTHS IMPACT
THEIR LEADERSHIP
PRACTICE &
GROUP WORK

92%

CAN PRACTICE
PERSONAL BRANDING
THROUGH TAILORED
APPLICATION
DOCUMENT &
PREPARED INTERVIEW
RESPONSES

TOP LEADERSHIP COMPETENCIES ARE

**SELF-DEVELOPMENT, COLLABORATION,
& PRODUCTIVE RELATIONSHIPS.**





6,825

**TOTAL UNIQUE STUDENTS
SERVED ACROSS CAMPUS**

*Across advising, drop-in
and career education*

**CAREER EDUCATION
(PROGRAMS)**

3,744

Non-unique

• • • •

2,959

Unique

5,358

**TOTAL APPOINTMENTS WITH CAREER
ADVISORS & CAREER PEER ADVISORS***



—58.2% scheduled appointments (3,119)

—41.8% drop-in appointments (2,239)**

**Non-unique student appointments*

***Resume reviews via Handshake & online submission reflected in drop-in
numbers starting in 20-21*

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

*Note: All services
provided during 20-21
were virtual*

**WE
ASSIST,
YOU
SUCCEED.**

A STUDENT'S EXPERIENCE

ALEXI BOLDEN

BA21, Theatre & African
American Studies



Photo by Ian McLaren

"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 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

CAREER FAIRS

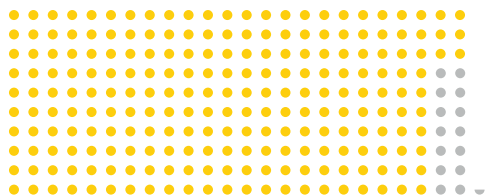


Finding a silver lining:

“ I LOVED THAT YOU COULD REGISTER FOR VIRTUAL
ONE-ON-ONE SPOTS IN ADVANCE—NO WAITING IN LINE!

-Anonymous student feedback

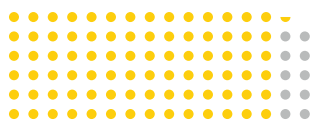
Fall Job & Internship Fair



1,860 STUDENTS ATTENDED

145 EMPLOYERS REGISTERED

Spring Job & Internship Fair



845 STUDENTS ATTENDED

100 EMPLOYERS REGISTERED

● = 10 students ● = 10 Employers/organizations

Actuary Science, Insurance & Risk Management Career Fair

142 STUDENTS ATTENDED

26 EMPLOYERS PARTICIPATED

Educator Fair

74 STUDENTS ATTENDED

50 EMPLOYERS REGISTERED

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.



GAINING EXPERIENCE ON CAMPUS STUDENT EMPLOYMENT

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

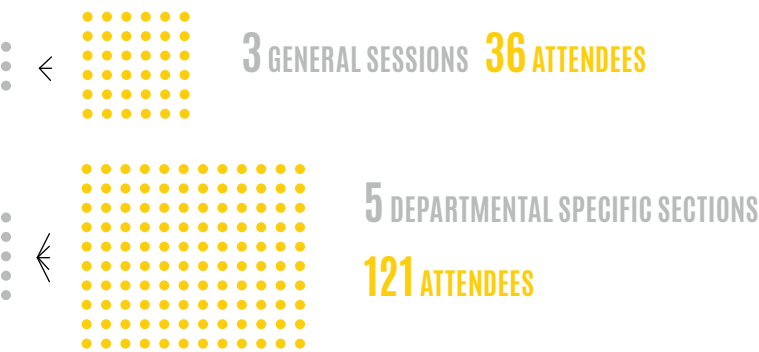
2.80 CONFIDENCE RATING BEFORE COURSE

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*



**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



Student Employee of the Year



**UI record. Previous record was 64.*



Student Supervisor of the Year



**Up from 74 in 19-20*

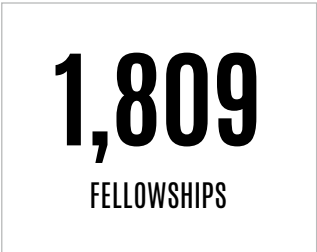


EMPLOYERS HIRING HAWKEYES

EMPLOYER ENGAGEMENT DATA

Postings in Handshake @UIOWA

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



Outreach to Employers



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%

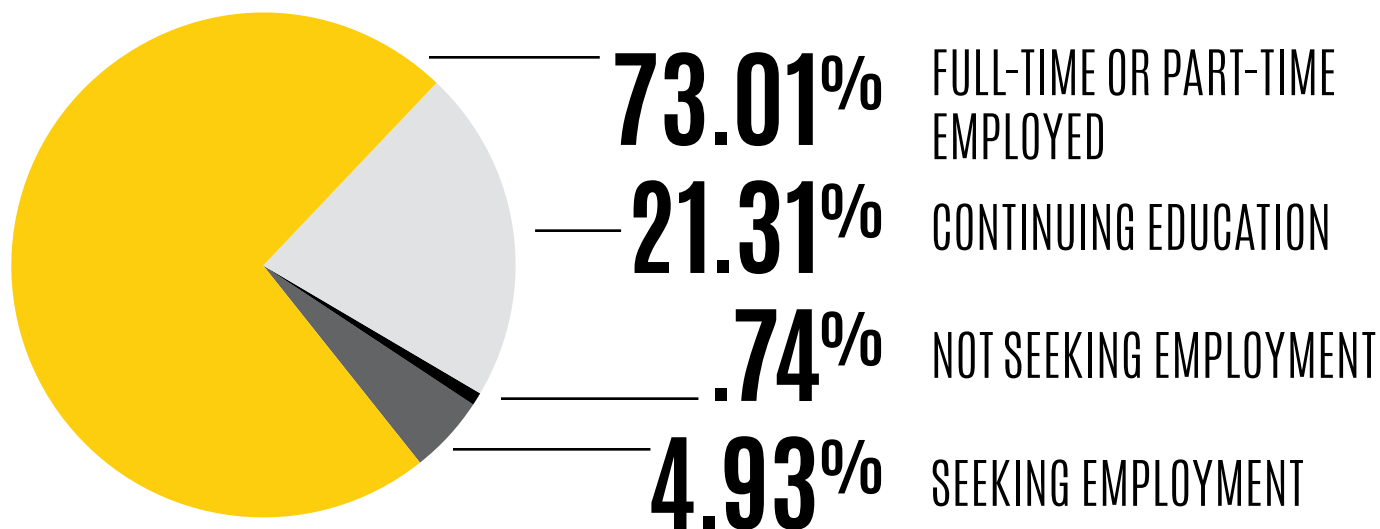
OUTCOME RATE

(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.



"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."



A STUDENT'S EXPERIENCE
PAULA VALIÑO
RAMOS *BS2o Biochemistry*

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



IOWA

Pomerantz
Career Center

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