We welcome you to learn more about our year and the many ways that our staff engaged with students, staff, and faculty across campus in the 21-22 year. Staff have been busier than ever supporting students in their exploration and preparation for post-graduation success in a changing employment world. Resuming in-person events and other networking events, such as Career Treks, has allowed for rebuilding and increased student and employer connections. An increased importance this year has been placed on re-introducing students to career services and employer connections as students come back to campus. As new graduate hiring activity rebounded and exceeded previous trends, our employer relations team worked hard to meet the needs of those employers, both small and large. It has been an exciting year of trying new things and revisiting existing pursuits. Thank you for reading our report and, more importantly, supporting our efforts.

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 the historical inequities and bias that impact career advancement. We are committed as advocates, allies, and active listeners in this ongoing conversation.

2021–2027 Strategic Plan
By the fall of 2021, the Career Center finalized the 2021-2027 strategic plan, prioritizing the goals of serving more undergraduates in scalable, sustainable, cost-effective ways, and better aligning to the new mission, vision, and values recently adopted. The priorities were selected based on input and feedback collected from campus colleagues, employer partners, and students; and on the recommendations provided by consultants belonging to the Career Leadership Collective.

The fall of 2021 not only began a series of efforts to meet the goals of the new plan, but in addition launched a campus wide initiative called, Future of Work @ Iowa - Exploring Flexible Work Arrangements Post-Pandemic. The Career Center remains committed to adapting to the ever-changing landscape of work and being intentional on valuing work/life balance.

View the Strategic Plan:
CAREERS.UIOWA.EDU/POST-GRAD-DATA
Connecting to Career Possibilities

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 Career Center is responsible for expert career coaching 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 serve undergraduates in

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

For the 2021-22 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
21-22 Quick Facts

144,948 job, internship, student employment, and volunteer opportunities posted on Handshake

5,963 total student advising sessions conducted by Career Coaches and Peer Advisors

3,247 students enrolled in PCC courses

$52,000 average salary for 21–22 graduates who found full-time employment related to their studies

4,240 registered undergraduate internships, practicums, and co-ops

2,367 students attended career fairs (we offered hybrid event options in 21–22 for COVID-19 mitigation)

$50,000 awarded among 21 students through the Hawkeye Internship Grant

695 employers recruiting at Iowa in 21–22

97% outcome rate for 21–22 graduates (employed, continuing education, or not seeking employment)
Top 5 reasons students scheduled coaching appointments

1. Improving Resume, Cover Letter, or LinkedIn profile
2. Exploring Majors & Careers
3. Finding Employment after Graduation (job or gap year experience)
4. Finding an Internship or Part-Time Job
5. Getting Ready for Graduate school, CV, or Personal Statement Review

Popular topics for Career Peer Advisor appointments

- Improving Resume, Cover Letter, or LinkedIn profile
- Getting Ready for Graduate School, CV, or Personal Statement Review
- Finding Campus/Student Employment

Career Education

Attendance across all programs/workshops in classes, with student organizations, etc.:

- Non-unique student attendees: 4,106
- Unique attendees: 3,103
- First time attendees: 1,817
- Repeat attendees: 1,370

Popular topics for Career Education

- Overview of Services
- Resumes and Cover Letters
- Professionalism in the Workplace
- Interview Preparation
- LinkedIn, Personal Branding, and Networking Basics
- Finding Employment After Graduation (job or gap year experience)
- Internship Search

Note: some programs/workshops address more than one topic
Career Leadership Academy

- 405 students participated in CLA representing all 4 school years and more than 50 majors
- Largest Major: Enterprise Leadership
- 75 employers participated in CLA classes and events resulting in over 136 engagements with students
- Project Partners in Fall 2021
  - Coralville Food Pantry
  - Backyard Abundance
  - Open Heartland
  - Girls on the Run

Leadership Studies Certificate

- 63 graduated or were conferred in the certificate in leadership studies during fall 2021–spring 2022
- 169 students declared their pursuit of the certificate in leadership studies as of fall 2021

Academic courses in career-related topics, such as career exploration and job search skills, are available each semester for academic credit ranging from 1-3 s.h. per course.

Students also can dive deeper into building career skills by participating in professional development courses and leadership programs that offer more hands-on skills-based instruction relevant to careers and leadership development.

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Students after completing CLA part 1

- Improved their comfort level with networking: 93%
- Can identify & speak about their Cliftonstrengths: 90%
- Can articulate their personal leadership philosophy: 90%

Top leadership competencies are productive relationships, self-development, and group development.

Students after completing CLA part 2

- Can explain how to enact positive social change in their local communities: 93%
- Can describe how their top 5 strengths impact their leadership practice & group work: 95%
- Can practice personal branding through tailored application document & prepared interview responses: 91%

Top leadership competencies are self-development, collaboration, and productive relationships.
The Pomerantz Career Center supports student internships by offering coaching, recruiting events and programs, academic credit and 0-credit internship courses. In addition, the Career Center expanded its definition of what defines an experiential opportunity, allowing students to apply for the newly named, Hawkeye Experience Grant, to now not only qualify for students with underpaid or unpaid internships, but also to help with the barriers of cost to attend internships abroad, research or creative scholarship opportunities, and community engagement or service-learning experiences.

**Internship Support**
- 382 internship-related coaching and registration visits to the Career Center
- 133 students participated in an Internship Search presentation
- 84 students enrolled in CCP:2004 Internship: Search, Secure, Succeed
- 28,142 internship postings in Handshake
- 30,197 internship applications submitted in Handshake

**Internship Courses Across Campus**
- 373 registered internships through PCC courses (77% in-person, 23% virtual)
- 815 0-credit internships registered (includes PCC, Engineering, and Tippie College of Business 0-credit internship courses)
- 4,240 registered undergraduate internships, practicums, and co-ops across campus
We asked the interns...

Employers with Largest Numbers of Interns
- University of Iowa
- University of Iowa Hospital and Clinics
- RSM
- Bergan KDV
- Ceras Health
- Clifton Larsen Allen LLP
- NuCara Pharmacy
- UFG Insurance
- Hogan–Hansen, CPAS and Consultants
- AbbVie
- City of Iowa City
- Mercy Hospital
- Amazon
- Athene
- Child Serve
- Collins Aerospace
- General Electric
- Northwestern Mutual
- PWC
- Principal

Search Methods
- Career Center Services* 36%
- Personal Networks 25%
- Faculty/Department 23%
- LinkedIn 14%
- Industry-Specific Job/Internship Website 10%
- Student Organization 4%
*Includes appointments, classes, fairs/events, workshops/presentations, and websites.

Top Internship Locations
- Iowa: 57%
- Wisconsin: 3%
- Illinois: 12%
- Texas: 2%
- California: 5%
- Massachusetts: 2%
- New York: 3%

“How did the experience influence your education and professional plans?”
- 80% said it confirmed their plans
- 11% said it changed their plans
- 9% responded other

“Iowa: 57%
Illinois: 12%
California: 5%
New York: 3%
Wisconsin: 3%
Texas: 2%
Massachusetts: 2%
Experiences that connect academic experiences and application outside of the classroom like undergraduate research, community engagement, study abroad, and internships, practicums, etc. are both educational and career-readiness best practices. These not only strengthen a student’s competencies and educational experience, but also are essential for students to launch a strong career. High cost of living and/or lack of pay with many of these opportunities can be barriers to student participation.

The Hawkeye Experience Grant reduces that barrier to participation. In Summer 2022, through $50,000 in funds from the UI Strategic Initiative Fund, 21 students were supported in their research, internships, and study abroad. You can read about full eligibility and application requirements at CAREERS.UIOWA.EDU/HAWKEYE-EXPERIENCE-GRANT

36 TOTAL QUALIFIED APPLICATIONS

Of those awarded

- 43% CIAE Eligible
- 24% Underrepresented Minorities
- 24% Expected Family Contribution under $10,000
- 48% First-Generation College Students
- 76% from Iowa
- 81% Identified as Women
- 86% UI GPA of 3.0 or above
- 52% Honors Program participants
- 24% Transfer students
- 1% Non-traditional students

2022 Awardees

**Julissa Alvarado**  
Internship Site: Oaknoll, Iowa City, IA

**Acacia Brown**  
Internship Site: Grand Living at Bridgewater, Coralville, IA

**Alexis Carfrae**  
Internship Site: Office of Cindy Axne, Washington, D.C.

**Montalba Carruthers**  
Internship Site: Valle D’hebron University - Transcultural Department of Psychiatry, Barcelona, Spain

**Olivia Dudgeon**  
Internship Site: UIHC Recreational Therapy Department, Iowa City, IA

**Eveline Gonzalez**  
Internship Site: UI Paleontology Repository, Iowa City, IA

**Hailey Hakes**  
Research Site: UI Translational Vascular Physiology Lab, Department of Health and Human Physiology, Iowa City, IA

**Jessica Holland**  
Internship Site: Girls on the Run Eastern Iowa, Iowa City, IA

**Bryce Hunger**  
Research Site: UI Department of Otolaryngology, Iowa City, IA

**Katelyn Kempkes**  
Internship Site: Link Associates, West Des Moines, IA

**Mallory Kimpler**  
Internship Site: Highland Park Hospital, Highland Park, IL

**Sarah King**  
Research Site: UI Howard Lab, Department of Radiation Oncology, Iowa City, IA

**Katherine Kustes**  
Internship Site: Ludwig Boltzmann Institute for Human Rights, Vienna, Austria

**Peter Lainson**  
Internship Site: Open Heartland, Iowa City, IA

**Alena Longnecker**  
Internship Site: Unity Point Health

**Asel Nasr**  
Research Site: Stead Pediatrics, Iowa City, IA

**Malany Parker**  
Internship Site: City of Cedar Rapids, Cedar Rapids, IA

**Benjamin Rodriguez**  
Research Site: Vanderbilt, Nashville, TN

**Hannah Teague**  
Internship Site: City of Cape Canaveral Office of Sustainability, Cape Canaveral, FL

**Emma Tews**  
Internship Site: SIT Kenya Public Health in Tropics, Kisumu, Kenya

**Saloni Upadhyay**  
Research Site: UI Psycholinguistics Lab, Department of Communication Sciences and Disorders, Iowa City, IA

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**My main takeaway is to use resources available to you and learn that mentors are there to help you succeed. Do not be afraid to ask questions from your mentors if you need help in regards to your work or for your career development.**  
— Benjamin Rodriguez

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**I have been completely immersed in the type of work that I am striving for and am now able to see the types of challenges and setbacks that are typical when working with paleontological specimens. A massive ‘thank you’ to the University of Iowa for facilitating my learning with the Hawkeye Experience Grant.**  
— Eveline Gonzalez

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HAWKEYE EXPERIENCE GRANT
UI STEP: Academic Course
- 41 total students | 2 sections
- 25 different majors
- 1st-4th years represented
- 100% course recommendation rate

“I already have recommended this to my friends. I want others who were just as scared/confused as me to walk out of this class feeling confident and ready for the future.”
– UI Senior

UI STEP: Workforce Development Sessions
- 11 general sessions
- 12 departmental specific sessions
- 486 total attendance
Note: No general sessions in Fall 2020 due to COVID-19

Supervising Today’s Students Series
- 16 workshops | 255 attendees | 57 new supervisors
- 22 certificates earned
- 9 unique workshops
Note: Last semester of in-person workshops

Student Employee of the Year
- 69 nominations
- 16 finalists
- 16 departments represented

Student Supervisor of the Year
- 88 nominations
- 16 finalists
- 16 departments represented

*UI record. Previous record was 68.
CAREER FAIRS AND TREKS

## Fall 2021 Fairs

### Helping, Counseling & Wellness Fair
- **Students Attended**: 96
- **Employers Registered**: 39

### Fall Virtual Fair
- **Students Attended**: 383
- **Employers Registered**: 120

### Business, Entrepreneurship & Technology Fair
- **Students Attended**: 871
- **Employers Registered**: 85

### Actuary Science, Insurance & Risk Management Fair
- **Students Attended**: 134
- **Employers Registered**: 35

## Spring 2022 Fairs

### Spring Job & Internship Fair
- **Students Attended**: 678
- **Employers Registered**: 103

### Spring Virtual Fair
- **Students Attended**: 157
- **Employers Registered**: 75

### Virtual Educator Fair
- **Students Attended**: 48
- **Employers Registered**: 80

Note: We offered hybrid event options in 2021-2022 for COVID-19 mitigation.

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**Career Treks**

Career Treks put students face-to-face with industry professionals and is a great way to connect with employers and understand the different positions available in the industry. Due to COVID-19, the Career Center opted to provide virtual opportunities to students to interact with employers from different companies, such as Braze, ChildServe, United Talent Agency, and the F.B.I.

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I got a lot of experience talking to companies and felt more confident. — Student Attendee
EMPLOYER ENGAGEMENT

695 Total employers recruiting on campus
(includes Career Fair participation)

60 Recruiting at Iowa calls

69 Employer site visits and calls

64 Community outreach and events

Interviews

- 1,095 total virtual and in-person interviews
- 44 employers conducted 189 mock interviews
- 2,791 students used Big Interview for virtual interview practice

Handshake
Postings from 7/1/2021 to 6/30/2022

13,583 Total organizations

144,948 Total opportunities

111,098 Jobs

28,142 Internships

683 Student employment

5,025 Other

62,668 Total applications to postings
Post-Graduation Data – All Undergraduates

Below are the results for 3,722 UI graduates out of 4,913 graduates during the period from Summer 2021 through Spring 2022 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.

- **Median salary for students who found full-time employment related to their studies**: $52,000
- **Placement rate (employed, continuing education, and not seeking employment)**: 97%

**Full-Time or Part-Time Employed**: 75.30%
**Continuing Education**: 21.09%
**Not Seeking Employment**: 0.59%
**Seeking Employment**: 3.01%

Explore more at careers.uiowa.edu/post-grad-data