

IOWA

Pomerantz
Career Center

2022-2023 ANNUAL REPORT



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GREETINGS FROM THE EXECUTIVE DIRECTOR

Welcome to the University of Iowa Pomerantz Career Center Annual Report for the 2022-2023 academic year. This year, our dedicated staff engaged more actively than ever with students, faculty, and the wider campus community, providing essential support as students navigate their paths toward post-graduation success in a rapidly changing employment landscape.

This year was important for laying groundwork for new programs soon to come to better serve employers, students, and our campus partners. In addition, we continued to focus on quality and timely service to our stakeholders.

To mention a couple of new things this year, a greater focus was made on campus partnerships around experiential education – providing funds to help create new opportunities for students doing applied learning both on and off campus. Also new was an end of year celebration – our Career Impact Awards held in May, where we were able to recognize the fantastic work of our employer and campus partners and colleagues. What a wonderful way to end the year and celebrate!

We invite you to explore this report and learn more about the impactful work we've undertaken. Thank you for your continued support of our mission and efforts.

Sincerely,

Angi McKie

*Assistant Provost &
Executive Director*



WHAT DRIVES US



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.

Strategic Plan

The Career Center's strategic plan prioritizes serving more undergraduates in scalable, sustainable, and cost-effective ways. Goals 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. **View the Strategic Plan:**

→ [CAREERS.UIOWA.EDU/POST-GRAD-DATA](https://careers.uiowa.edu/post-grad-data)



WHO WE SERVE

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

For the 2022-23 enrollment report and student demographics, see:

→ [REGISTRAR.UIOWA.EDU/REPORTS-STATISTICS](https://registrar.uiowa.edu/reports-statistics)

For semester-by-semester student data, visit the student profile page at:

→ [REGISTRAR.UIOWA.EDU/PROFILE-STUDENTS-ENROLLED](https://registrar.uiowa.edu/profile-students-enrolled)

QUICK FACTS

156,851

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

5,505

total student advising sessions
conducted by Career Coaches and
Peer Advisors

3,915

students enrolled in PCC courses

\$55,000

average salary for 22–23 graduates
who found full-time employment
related to their studies

3,983

registered undergraduate
internships, practicums, and co-ops

2,444

students attended career fairs

\$54,000

awarded among 28 students through
the Hawkeye Internship Grant

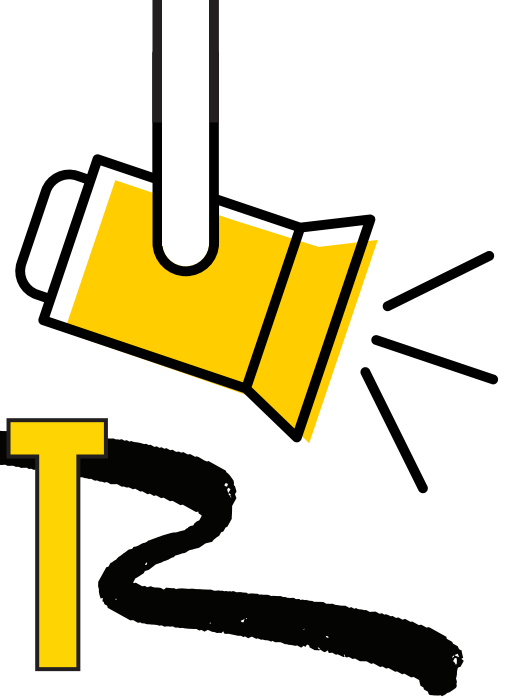
693

employers recruiting at Iowa in 22–23

96%

outcome rate for 22–23 graduates
(employed, continuing education,
or not seeking employment)

STUDENT SPOTLIGHT



Zach McKay '23

"Meeting with career coach Mallory and utilizing the Career Center must be one of the greatest decisions I made during my undergraduate education. Mallory directed me to application portals, coached me through application processes, created a space to practice and refine my interviewing skills, guided me as I explored my career interests, supported me as I applied to graduate schools, and provided me with feedback no matter how niche my question might have been. With Mallory's help, I became an undergraduate research assistant, then a member of Iowa's department of human rights Youth Action Squad, then a member of the University Counseling Service Student Advisory Board member, and finally a graduate student. In May of 2023, I graduated with an undergraduate degree in psychology.

When I needed a mentor most, Mallory assumed that mentor role.

Today, I am preparing for my second year as a graduate student here at the University of Iowa enrolled in the Clinical Mental Health Counseling M.A. program. Utilizing the services provided by the career center taught me so much about pursuing my own career, and how to better support others as they grow as professionals and individuals."

CAREER COACHING AND ADVISING



Top 5 reasons students scheduled coaching appointments

1. Improving resume, cover letter, or LinkedIn profile
2. Exploring majors and 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

Career Education

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

- ✓ Non-unique student attendees: **5,161**
- ✓ Unique attendees: **3,779**
- ✓ First time attendees: **2,291**
- ✓ Repeat attendees: **1,666**

Popular topics for Career Education

- ✓ Overview of Services
- ✓ Interview Preparation
- ✓ Finding Employment After Graduation (job or gap year experience)
- ✓ Career Fair Preparation
- ✓ Internship Search
- ✓ Professionalism in the Workplace
- ✓ Identifying and Marketing Transferable Skills
- ✓ LinkedIn, Personal Branding, and Networking Basics

Note: some programs/workshops address more than one topic

5,505

Total visits

(includes multiple visits per student)

3,650

Total visitors

(counts each unique student once)

1,908

First time visitors

1,869

Repeat visitors

2,917

Total scheduled appointments with Career Coaches

(includes multiple visits per student)

2,588

Total drop-ins, virtual appointments, and online resume reviews with Career Peer Advisors

(includes multiple visits per student)

ACADEMIC COURSES AND PROGRAMS

22

Different courses

106

Sections

3,915

Students enrolled
(non-unique)

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.



Certificate in Leadership Studies

- ✓ 65 graduated or were conferred in the Certificate in Leadership Studies during fall 2022–spring 2023
- ✓ 204 students declared their pursuit of the Certificate in Leadership Studies as of spring 2023

Career Leadership Academy

- ✓ 475 students participated in CLA representing all 4 school years and more than 50 majors
- ✓ Largest Major: Enterprise Leadership
- ✓ 90 employers participated in CLA classes and events resulting in over 150 engagements with students
- ✓ Project Partners in Fall 2022
 - CommUnity Crisis Service and Food Bank
 - Oaknoll Retirement Residence
 - Iowa City Free Lunch Program
 - Johnson County Public Health
- ✓ Project Partners in Spring 2023
 - Red Shamrock
 - Oaknoll Retirement Residence
 - Wesley Center
 - Johnson County Public Health
- ✓ Project Partners in Summer 2023
 - South of 6 Iowa City Business District

Students after completing CLA part 1

- ✓ 92% improved their comfort level with networking
- ✓ 94% can identify and speak about their CliftonStrengths
- ✓ 91% can articulate their personal leadership philosophy

Top leadership competencies are:

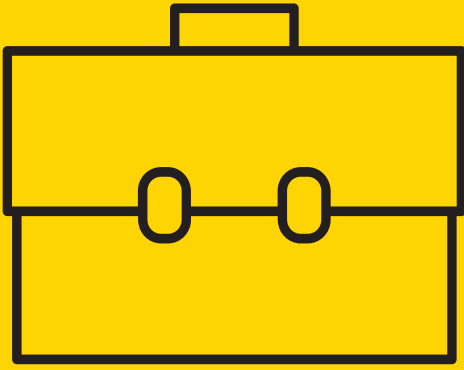
self-development, productive relationships, and group development.

Students after completing CLA part 2

- ✓ 91% can explain how to enact positive social change in their local communities
- ✓ 93% can describe how their top 5 strengths impact their leadership practice and group work
- ✓ 94% can practice personal branding through tailored application document and prepared interview responses

Top leadership competencies are:

self-development, collaboration, and productive relationships.



EXPERIENTIAL EDUCATION

The Pomerantz Career Center supports student internships by offering coaching, recruiting events and programs, academic credit and 0-credit internship courses.

Internship Support

- ✓ **558** internship-related visits to the Career Center
- ✓ **149** students participated in an Internship Search presentation or workshop
- ✓ **83** students enrolled in *CCP:2004 Internship: Search, Secure, Succeed*
- ✓ **32,956** internship and co-op postings in Handshake
- ✓ **33,048** internship and co-op applications submitted in Handshake
- ✓ Tabling events across campus promoting internships and other experiences

Internship Courses Across Campus

- ✓ **327** registered internships through PCC courses (*79% in-person, 21% virtual*)
- ✓ **671** 0-credit internships registered (*includes PCC, Engineering, and Tippie College of Business 0-credit internship courses*)
- ✓ **3,983** registered undergraduate internships, practicums, and co-ops

WE ASKED THE INTERNS

"Would you consider permanent employment with the employer?"

63%

SAID "YES"

29%

SAID "MAYBE"

8%

SAID "NO"

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

81%

SAID IT
CONFIRMED
THEIR PLANS

11%

SAID IT
CHANGED
THEIR PLANS

9%

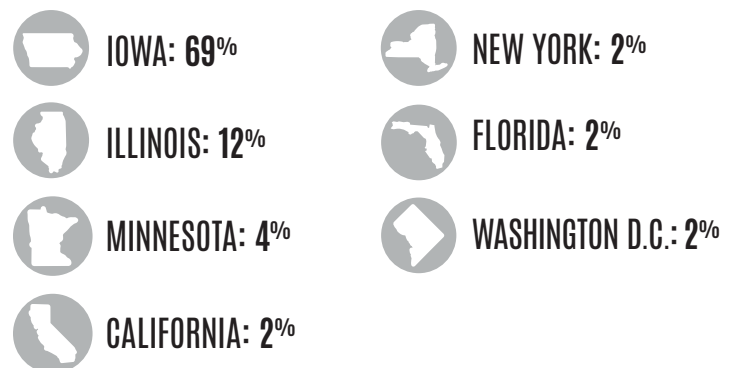
RESPONDED
OTHER

Search Methods

Career Center Services*	26%
Faculty/Department	22%
Family/Friend	20%
Other	14%
LinkedIn	9%
Industry-Specific Job/ Internship Website	9%
Student Organization	3%

*Includes coaching appointments, classes, career fairs, Handshake, and Career Center website.

Top Internship Locations



Employers with Largest Numbers of Interns

- Aegon Asset Management
- Argonne National Laboratory
- BerganKDV
- Center for Worker Justice of Eastern Iowa
- City of Iowa City
- Clifton Larson Allen LLP
- Collins Aerospace
- CommUnity Crisis Services & Food Bank
- Deloitte
- Ernst & Young
- Federal Government Agencies
- Feed Iowa First
- Four Oaks
- HNI Corporation
- Hogan- Hansen P.C.
- Holmes Murphy & Associates
- Northwestern Mutual
- Oak Ridge National Laboratory
- Parkview Evangelical Free Church
- RSM
- Sidley Austin LLP
- St. Luke's Hospital
- State of Iowa Offices/Agencies
- Tanager Place
- The Pentacrest Museums
- TransAmerica
- TrueNorth Companies
- University of Iowa
- University of Iowa Hospitals & Clinics
- Walt Disney Company
- Wellmark Blue Cross Blue Shield

→ INTERNSHIP EVALUATION RESPONSES AND DATA FROM PCC REGISTERED INTERNSHIP COURSES

HAWKEYE EXPERIENCE GRANT

57 TOTAL QUALIFIED APPLICATIONS

TOTAL FUNDING REQUESTED: \$168,000

7 APPLICATION HELP SESSIONS

Undergraduate research, community engagement, study abroad and field experiences like internships, practicums, and co-ops enrich students educational experiences, and are essential for students post-graduation success. High cost of living and/or lack of pay with many of these opportunities can be barriers to student participation, especially for students who are struggling financially.

The Hawkeye Experience Grant reduces the financial barrier to participation. In Summer 2023, through approximately \$54,000 in funds from the UI Strategic Initiative Fund and Collins Aerospace, 28 students were supported in their research, internships, and study abroad.

Funds supported experiences at Harvard, Mayo Clinic Health Systems, and NASA; sites close to Iowa City at local non-profits, UI, and UIHC; and globally with Office of Study Abroad internship sites in Europe, Africa, South America, and Oceania. Award offers were in variable amounts up to \$4,000 with the average amount being \$2,105.

You can read about full eligibility and application requirements at

→ [CAREERS.UIOWA.EDU/HAWKEYE-EXPERIENCE-GRANT](https://careers.uiowa.edu/hawkeye-experience-grant)

Of those awarded

- ✓ 41% were First-Generation students
- ✓ 52% had experiences required to graduate
- ✓ 55% had Estimated Family Contributions below \$10,000
- ✓ 48% were CIAE eligible
- ✓ 14% were non-traditional students
- ✓ 14% were in the Honors program
- ✓ 48% had cumulative GPA above 3.5
- ✓ 7% had cumulative GPA below 3.0
- ✓ 76% were from Iowa
- ✓ 55% had sites outside of Iowa
- ✓ 24% had sites outside the USA



Yajatra Kulkarni '23

BSE Mechanical Engineering, Certificate in Artificial Intelligence, Modeling and Simulation in Engineering

Yaj had received research funding to do some work on a NASA funded project under a UI professor during Spring semester, but he was unable to increase his involvement by doing an internship at NASA during the summer unless he found outside funding as required by NASA.

Giving back to his fellow students as a resident assistant restricted his time and he did not think he would make enough money between being a resident assistant and a research assistant. With the Hawkeye Experience Grant, he was able to be on site in Houston networking with NASA professionals and interns from across the United States while working on aerospace projects.

2023 Awardees

Razan Babikir

Internship Site: Cooperacion Internacional, Sevilla, Spain

Claire Benson

Research Site: Flint Email Lab, UI Dept. of African American Studies, Iowa City, IA

Emily Bonert

Internship Site: Unity Point - St. Luke's Hospital, Cedar Rapids, IA

Olivia Bork

Internship Site: Mayo Clinic Health System, Waseca, MN

Chelsea Bouslog

Internship Site: UI Paleontology Repository, Iowa City, IA

Emma Chase

Internship Site: Bambuddha Group, Sydney, Australia

Taylor Cline

Internship Site: Tanager Place, Cedar Rapids, IA

Greta Coenen

Internship Site: St. Luke's Hospital, Cedar Rapids, IA

Emma Contant

Internship Site: Radiation Oncology, UIHC, Iowa City, IA

Samantha Corso

Internship Site: Metro Prep and Laureate Day School, Arlington Heights, IL

Gabrielle Crawley

Internship Site: American Family Children's Hospital, Madison, WI

Guadalupe De La Rosa

Internship Site: Good Neighbors, Santiago, Chile

Charles Docherty

Internship Site: Museum of Russian Art, Minneapolis, MN

Megan Gardner

Internship Site: YWCA, Fort Dodge, IA

Yamam Hussien

Internship Site: SIT Counseling & Humanitarian Action Internship, Amman, Jordan

Samuel Keenan

Internship Site: Polk County Attorney's Office, Des Moines, IA

Molly Klutts

Internship Site: CommUnity Crisis Services and Food Bank, Iowa City, IA

Yajatra "Yaj" Kulkarni

Internship Site: NASA - ER3 Flight Systems Branch, Houston, TX

Matthew McDonnell

Internship Site: NASA - ER3 Flight Systems Branch, Houston, TX

Eddie Morales

Internship Site: UI Paleontology Repository, Iowa City, IA

Finn Naughton

Internship Site: Camp Courageous, Monticello, IA

Cierra Payeur-Douglas

Internship Site: Center for Worker's Justice of Eastern Iowa, Iowa City, IA

Jonathan Percy

Research Site: Radiation Oncology, UCLA, Los Angeles, CA

Aubrie Robel

Internship Site: Olga Cola Cosmetics, Milan, Italy

Allison Rux

Research Site: Neurology Dept., Brigham & Women's Hospital, Harvard University, Boston, MA

Shawn Sanyal

Internship Site: Salvador Mundi Hospital, Rome, Italy

Lesley Trujillo

Internship Site: Kenya Medical Research Institute, Nairobi, Kenya

Emma Utley

Internship Site: Auckland U. of Technology - Living Laboratories Research and Education Program, Auckland, New Zealand



Lesley Trujillo '23

BS Global Health Studies, minor in Human Physiology

Lesley, a first-generation college student, has been working since the age of 8. During her time at the University of Iowa, she was often working at least two jobs to support her living and educational costs. She thought study abroad was too expensive to be able to participate, but with funding from the Hawkeye Experience Grant and 5 other scholarships, she was able to spend her summer gaining exposure to a new culture and language, supporting the health and emotional needs of HIV/AIDS patients, gaining an understanding of maternal health and the complications associated with pregnancy that contribute to maternal mortality, and learning about the Kenyan healthcare system.

STUDENT EMPLOYMENT

UI STEP: Academic Course

- ✓ 55 total students | 2 sections
- ✓ 28 different majors
- ✓ 1st-4th years represented
- ✓ **100% course recommendation rate**

UI STEP: Workforce Development Sessions

- ✓ 9 general sessions
- ✓ 5 departmental specific sessions
- ✓ **300 total attendance**

Supervising Today's Students Series

- ✓ 16 workshops | 423 attendees | 96 new supervisors
- ✓ 41 certificates earned
- ✓ 8 unique workshops

Note: Last semester of in-person workshops

Student quotes:

"Without UI STEP I would not know where to start on how to be competitive after graduation. The tools I have learned to portray myself as the best applicant are priceless and I will share them with friends."

– UI Senior

"UI STEP has improved my confidence in myself so much. It made me realize there was so much I still didn't know, but also taught me the tools I need to expand on those things. It's an easy but super important class for personal development. I'm surprised this class isn't mandatory! Thank you!"

– UI Junior

"I would 100% recommend. I learned more in this class than I did any class I took this semester. Everything I learned will be able to help impact my future and has helped prepare me for my career after college. Also, having Josh as a teacher who is thoughtful, honest, and reliable was valuable to me, so I think taking this class with Josh is the most beneficial class I have taken at U of I."

– UI Sophomore



"Thank you so much for this tremendous honor. It's impossible for me to accept much of the credit for it, since Art Library Student Assistants and Student Associates are such a terrific group of people that it makes working here an absolute pleasure every single day.

The Art Library Director, Patricia Gimenez deserves most of the credit for fostering an atmosphere where everyone is cherished, and each individual is appreciated for their unique gifts and contributions.

On their behalf I am happy to receive this award."

Jim Hall – Supervisor of the Year Winner

Student Employee of the Year

86

NOMINATIONS*
*UI record.
Previous record
was 69.

18

FINALISTS

17

DEPARTMENTS
REPRESENTED



106

NOMINATIONS*
*UI record.
Previous record
was 91 in 2016.

17

FINALISTS

17

DEPARTMENTS
REPRESENTED

Student Supervisor of the Year

"Wow, thank you so much choosing me to represent all of the hard-working student employees at the University of Iowa. I am fortunate to work under Melanie Cuchna and the entire liveWELL team, who have all pushed me to grow in this role. I am excited to continue my time in this position and start the Master of Clinical Nutrition program in the fall. Thank you again, I am honored."

Erica Blaha – UI Senior & Overall Winner



CAREER FAIRS

Fall 2022 Fairs

FALL ALL MAJORS CAREER FAIR

1,340

STUDENTS
ATTENDED

168

EMPLOYERS
REGISTERED

ACTUARY SCIENCE, INSURANCE & RISK MANAGEMENT CAREER FAIR

145

STUDENTS
ATTENDED

45

EMPLOYERS
REGISTERED

SCIENCE, HEALTH & SUSTAINABILITY CAREER FAIR

184

STUDENTS
ATTENDED

45

EMPLOYERS
REGISTERED

Spring 2023 Fairs

SPRING ALL MAJORS CAREER FAIR

685

STUDENTS
ATTENDED

140

EMPLOYERS
REGISTERED

EDUCATOR CAREER FAIR

90

STUDENTS
ATTENDED

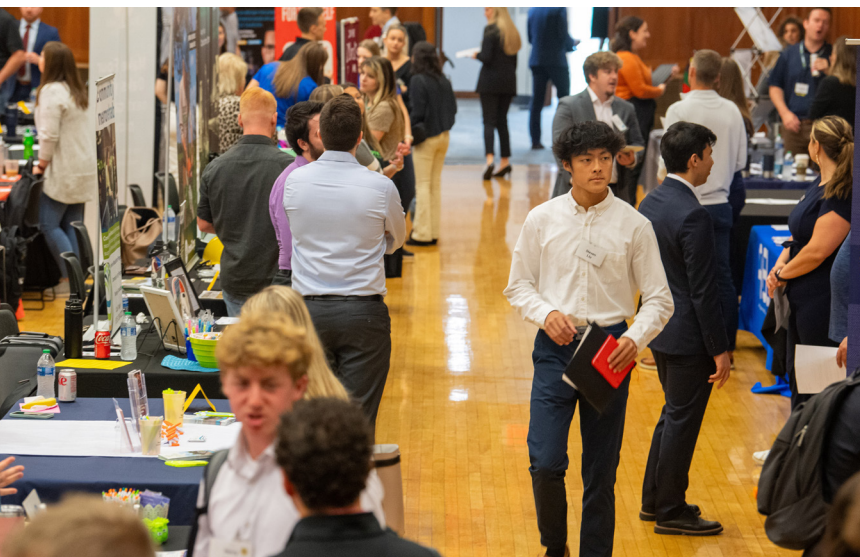
43

EMPLOYERS
REGISTERED

Student quotes:

"The wide variety of companies was amazing and the check-in process of getting a name tag was extremely easy and made it less stressful going into the event."

"I liked the variety of options. You bring in a lot of capable and enthusiastic recruiters, which alleviates some of the pressure one feels when walking in. I also appreciated how organized and easy to navigate this fair was."



CAREER TREKS

Career Treks provide a unique career exploration opportunity for students, allowing them to travel and visit directly with industry professionals. This initiative offers invaluable face-to-face interactions with employers, enabling students to gain insider insights about their fields of interest.

Fall Treks

- ✓ Real Estate & Small Business, Iowa City
21 students registered
- ✓ Data & IT, Iowa City
10 students registered
- ✓ Science & Research, Iowa City
6 students registered

Spring Treks

- ✓ Law & Public Service, Iowa City
25 students registered
- ✓ Environment & Sustainability, Dubuque
14 students registered
- ✓ Helping & Counseling, Cedar Rapids
14 students registered
- ✓ Finance & IT, West Des Moines
10 students registered

100

TOTAL PARTICIPANTS



EMPLOYER ENGAGEMENT

693

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

61

**Recruiting at
Iowa calls**

58

**Employer site
visits and calls**

73

**Community outreach
and events**



Handshake Postings

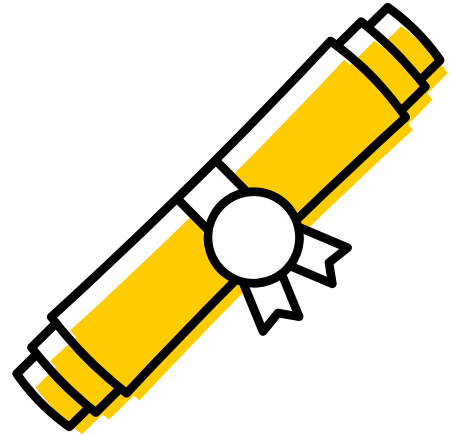
from 7/1/2022 to 6/30/2023

- ✓ 156,851 total opportunities
- ✓ 117,041 jobs
- ✓ 33,682 internships
- ✓ 547 student employment
- ✓ 5,581 other
- ✓ 75,034 total applications to postings

Interviews

- ✓ 1,494 total virtual and in-person interviews
- ✓ 34 employers conducted 120 Mock Interviews
- ✓ 4,735 students used Big Interview for virtual interview practice

POST-GRADUATION DATA



All Undergraduates

Below are the results for **3,787 out of 5,038 University of Iowa graduates** during the period from Summer 2022 through Spring 2023 for the Carver College of Medicine, College of Education, College of Engineering, College of Liberal Arts & Sciences, College of Nursing, College of Public Health, Tippie College of Business, and University College.

Explore more data, dashboards, and reports at:

[→ CAREERS.UIOWA.EDU/POST-GRAD-DATA](https://careers.uiowa.edu/post-grad-data)

\$55,000

Median salary for students who found full-time employment related to their studies

96%

Placement rate (employed, continuing education, and not seeking employment)

