At a Glance
• 85% of graduates stayed in Iowa
• Average salary increased for the fourth consecutive year: $41,524
• 63% of all graduates reported post graduate plans
• A full, historical report is available at www.uni.edu/careerservices

About the Self-Reported Data
UNI Career Services uses multiple methods for data collection including e-mail surveys, classroom visits, phone calling, and social media analysis. The “Success Rate” is the rate by which students have met their immediate post graduation objective of locating employment, continuing education, or pursuing other plans but not seeking (military, stay at home parent, etc.). The 2012 report allowed data collection for up to six months after graduation to align with the University of Iowa and Iowa State University.

University of Northern Iowa Career Services
102 Gilchrist Hall, Cedar Falls, IA 50614  |  319-273-6857

Director, Career Services: Robert.Frederick@uni.edu
Business & Industry: Laura.Wilson@uni.edu, Matt.Nuese@uni.edu
Government, Healthcare, & Non-Profit: Sarah.Goblirsch@uni.edu, Libby.Vanderwall@uni.edu, and Isabela.Varela@uni.edu
Education & Teacher Education: Tracey.Godon@uni.edu
Employer Relations: Kristin.Cahill@uni.edu
Technology: Dale.Hartz@uni.edu
Support Team: Julie.Grosse@uni.edu, Shannon.Seehase@uni.edu

This report is compiled and designed by Matt.Nuese@uni.edu. Cover Photo provided by UNI student Whitney Phillips.

The 2012 Summary

<table>
<thead>
<tr>
<th>Executive Summary</th>
<th>Total Grads</th>
<th>Respondents</th>
<th>Success Rate</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>Still Seeking</th>
<th>UNI Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>College of Business</td>
<td>551</td>
<td>416</td>
<td>391</td>
<td>335</td>
<td>49</td>
<td>31</td>
<td>$43,043</td>
</tr>
<tr>
<td>College of Education</td>
<td>724</td>
<td>403</td>
<td>380</td>
<td>340</td>
<td>39</td>
<td>30</td>
<td>$42,066</td>
</tr>
<tr>
<td>College of Humanities, Arts, and Sciences</td>
<td>1001</td>
<td>640</td>
<td>574</td>
<td>438</td>
<td>126</td>
<td>69</td>
<td>$42,530</td>
</tr>
<tr>
<td>College of Social and Behavioral Sciences</td>
<td>592</td>
<td>349</td>
<td>316</td>
<td>254</td>
<td>53</td>
<td>38</td>
<td>$36,052</td>
</tr>
<tr>
<td>Individual Studies</td>
<td>56</td>
<td>30</td>
<td>25</td>
<td>24</td>
<td>0</td>
<td>5</td>
<td>N/A</td>
</tr>
<tr>
<td>Overall</td>
<td>2924</td>
<td>1838</td>
<td>1686</td>
<td>1391</td>
<td>267</td>
<td>173</td>
<td>$41,524</td>
</tr>
</tbody>
</table>
Gold Team – Top 60 Hiring Organizations

1. Deere & Company
2. Waterloo Community Schools
3. Wells Fargo
4. Target Corporation/Distribution
5. Cedar Falls Comm. School District
6. Principal Financial Group
7. CBE Group
8. Hy-Vee
9. Self Employed
10. Transamerica (AEGON)
11. Exception Persons Incorporated
12. McGladrey
13. Aviva USA
14. College Community School District
15. GMAC Mortgage
16. Lutheran Services in Iowa
17. Davenport Community Schools
18. Des Moines Public Schools
19. Dubuque Community School District
20. Four Oaks
21. HON/HNI Corporation
22. Veridian Credit Union
23. West Des Moines Community Schools
24. Allen Memorial Hospital
25. AmeriCorps
26. Bettendorf Comm Schools
27. Cedar Rapids Community School District
28. Council Bluffs Community School District
29. CUNA Mutual Group
30. Northwestern Mutual

About this List:
- List is in order from most to least full-time hires (46 hires to 4)
- 750+ total organizations were reported
- All attempts were made to match names listed by graduates
  (example: RSM McGladrey, McGladrey & Pullen, RSM, McGladrey, were changed to McGladrey)

Purple Team - Most Active

1. Aerotek
2. Aviva USA
3. Bergan Paulsen CPA
4. CBE Group
5. Clifton Gunderson LLP
6. Deere & Company*
7. Deloitte
8. Eide Bailly LLP
9. Ernst & Young
10. HON/HNI Corporation
11. Hy-Vee
12. Kohler
13. KPMG
14. McGladrey
15. Modern Woodmen*
16. Nationwide Insurance
17. Northwestern Mutual
18. Pella*
19. Pioneer Hi-Bred International
20. PricewaterhouseCoopers
21. Principal Financial Group
22. Rockwell Collins*
23. Target
24. Transamerica (AEGON)*
25. Wells Fargo

* Sponsors of UNI Career Services

About this List:
- Alphabetical order
- Includes career service event attendance
- Number of postings through CareerCat 2.0
- Engage on campus (presentations, training, etc.)
- To learn more, contact Kristin Cahill, 319-273-6857

uni.edu/careerservices | The Leaders 3
Destination Iowa

Cedar Valley
The Cedar Valley Chamber of Commerce invited 50 students on a bus tour of the area’s top employers for networking, which often led to internships and full-time jobs.

Des Moines
The Greater Des Moines Partnership hosted a series of events called “Do More in the City” for all local interns. These events brought together community leaders, providing leadership training.

Dubuque
The Dubuque Area Chamber attended career fairs and events, representing area businesses both large and small. Their strong presence was widely remembered by students.

Fall 2011 Career Fair
141 Organizations, 1296 Students

Spring 2012 Career Fair
119 Organizations, 833 Students

Overseas Teacher Fair
123 Organizations (70 countries)
788 Teachers

UNI Teacher Fair
35 Schools, 314 Teachers
About the Enrollment Data
- 83% of all enrollees are found in 40 largest majors
- UNI offers more than 120 majors
- Enrollment provided by UNI Registrar, Oct. 2012

UNI Enrollment by Major

<table>
<thead>
<tr>
<th>Major</th>
<th>Enrollments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary Education</td>
<td>1250</td>
</tr>
<tr>
<td>Music Education</td>
<td>174</td>
</tr>
<tr>
<td>Biology</td>
<td>670</td>
</tr>
<tr>
<td>Physical Education</td>
<td>173</td>
</tr>
<tr>
<td>Communication</td>
<td>626</td>
</tr>
<tr>
<td>Athletic Training</td>
<td>155</td>
</tr>
<tr>
<td>Accounting</td>
<td>600</td>
</tr>
<tr>
<td>Family Services</td>
<td>155</td>
</tr>
<tr>
<td>Deciding</td>
<td>484</td>
</tr>
<tr>
<td>Social Science Teaching</td>
<td>146</td>
</tr>
<tr>
<td>Management</td>
<td>482</td>
</tr>
<tr>
<td>Early Childhood Ed</td>
<td>141</td>
</tr>
<tr>
<td>Psychology</td>
<td>442</td>
</tr>
<tr>
<td>Business - Potential</td>
<td>130</td>
</tr>
<tr>
<td>Marketing</td>
<td>333</td>
</tr>
<tr>
<td>Continuing Ed Graduate</td>
<td>124</td>
</tr>
<tr>
<td>Art</td>
<td>328</td>
</tr>
<tr>
<td>Music</td>
<td>118</td>
</tr>
<tr>
<td>English</td>
<td>300</td>
</tr>
<tr>
<td>Language Pathology</td>
<td>113</td>
</tr>
<tr>
<td>Exercise Science</td>
<td>297</td>
</tr>
<tr>
<td>Pre-Prof: Nursing</td>
<td>103</td>
</tr>
<tr>
<td>Criminology</td>
<td>296</td>
</tr>
<tr>
<td>Information Systems</td>
<td>98</td>
</tr>
<tr>
<td>Social Work</td>
<td>265</td>
</tr>
<tr>
<td>Construction Mgmt</td>
<td>91</td>
</tr>
<tr>
<td>Finance - Potential</td>
<td>260</td>
</tr>
<tr>
<td>Economics</td>
<td>91</td>
</tr>
<tr>
<td>History</td>
<td>259</td>
</tr>
<tr>
<td>Spanish</td>
<td>89</td>
</tr>
<tr>
<td>Communicative Disorders</td>
<td>243</td>
</tr>
<tr>
<td>General Studies</td>
<td>88</td>
</tr>
<tr>
<td>LYHS</td>
<td>201</td>
</tr>
<tr>
<td>Political Science</td>
<td>87</td>
</tr>
<tr>
<td>Mathematics</td>
<td>186</td>
</tr>
<tr>
<td>Technology Mgmt</td>
<td>87</td>
</tr>
<tr>
<td>Non-Degree</td>
<td>182</td>
</tr>
<tr>
<td>Actuarial Science</td>
<td>86</td>
</tr>
<tr>
<td>Computer Science</td>
<td>174</td>
</tr>
<tr>
<td>TESOL</td>
<td>81</td>
</tr>
</tbody>
</table>

Fastest Growing Occupations through 2018

1. Biomedical engineer
   - Bachelor’s
2. Network systems analyst
   - On-the-job training
3. Home health aides
   - On-the-job training
4. Personal care aides
   - On-the-job training
5. Financial examiners
   - Bachelor’s
6. Medical scientist
   - Doctoral
7. Physician assistants
   - Master’s
8. Skin care specialist
   - Vocational
9. Biochemist
   - Doctoral
10. Athletic trainers
    - Bachelor’s
11. Physical therapist aides
    - On-the-job training
12. Dental hygienists
    - Associate
13. Computer engineers
    - Bachelor’s
14. Medical assistants
    - On-the-job training
15. Physical therapy asst.
    - Associate
16. Veterinarians
    - Professional degree
17. Self-enrichment teachers
    - Experience in related occupation
18. Compliance officer
    - Long-term, On-the-job training
19. Environmental engineers
    - Bachelor’s
20. Pharmacy technicians
    - Moderate, On-the-job

Data provided by Bureau of Labor Statistics

Students Sought by Employers

Skills/Qualities
1. Ability to work in a team
2. Verbal communication
3. Decision-making/Problem-solving
4. Obtain and process information
5. Plan, organize and prioritize work
6. Ability to analyze quantitative data
7. Technical knowledge related to the job
8. Proficiency with computer software
9. Create and edit written reports
10. Ability to sell or influence others

Interview Influence
1. Major
2. Held leadership position
3. Involved in extracurricular
4. High GPA (3.0 or above)
5. Volunteer experience
6. School attended

As reported by the National Associations Colleges and Employers (NACE) annual NACE Job Outlook, 2012.
### College of Business Administration

**93%**  
Business grads secured employment, were accepted to graduate school, or pursue other plans.

**$43,043**  
Mean Salary

Enrolled in graduate programs including: Arizona State, Kansas State, Loyola, Kansas, Minnesota, North Carolina-Chapel Hill, Washington, Wisconsin, Iowa, Iowa State, and UNI.

### Top Hiring Full-time Employers:
1. Deere & Company
2. Wells Fargo
3. Principal Financial Group
4. Transamerica
5. McGladrey
6. Target Corporation
7. HON/HNI Corporation
8. Aviva USA
9. CBE Group
10. Deloitte

### Internship Overview
- 86% Paid
- 176 Total Enrolled
- Top 5: Deere & Company, McGladrey, Auditor of State, Pricewaterhouse Coopers, and Principal

All data was collected by UNI Career Services. Data was collected through 6 months post graduation.

---

<table>
<thead>
<tr>
<th>College of Business</th>
<th>Total Grads</th>
<th>Respondents</th>
<th>Success Rate</th>
<th>Employed</th>
<th>Still Seeking</th>
<th>UNI Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>127</td>
<td>101</td>
<td>93</td>
<td>61</td>
<td>8</td>
<td>$45,174</td>
</tr>
<tr>
<td>Master of Business Administration</td>
<td>31</td>
<td>11</td>
<td>10</td>
<td>7</td>
<td>1</td>
<td>NA</td>
</tr>
<tr>
<td>Economics</td>
<td>28</td>
<td>21</td>
<td>20</td>
<td>16</td>
<td>2</td>
<td>$42,283</td>
</tr>
<tr>
<td>Finance</td>
<td>100</td>
<td>77</td>
<td>74</td>
<td>69</td>
<td>7</td>
<td>$40,382</td>
</tr>
<tr>
<td>Real Estate</td>
<td>17</td>
<td>14</td>
<td>14</td>
<td>13</td>
<td>2</td>
<td>$36,750</td>
</tr>
<tr>
<td>Management</td>
<td>193</td>
<td>144</td>
<td>134</td>
<td>127</td>
<td>11</td>
<td>$43,785</td>
</tr>
<tr>
<td>Business Teaching</td>
<td>11</td>
<td>6</td>
<td>6</td>
<td>6</td>
<td>0</td>
<td>NA</td>
</tr>
<tr>
<td>Information Systems</td>
<td>29</td>
<td>26</td>
<td>25</td>
<td>25</td>
<td>1</td>
<td>$48,620</td>
</tr>
<tr>
<td>Business Administration</td>
<td>106</td>
<td>74</td>
<td>66</td>
<td>61</td>
<td>9</td>
<td>39,520</td>
</tr>
<tr>
<td>Human Resources</td>
<td>26</td>
<td>23</td>
<td>23</td>
<td>21</td>
<td>0</td>
<td>$35,550</td>
</tr>
<tr>
<td>Supply Chain</td>
<td>21</td>
<td>15</td>
<td>14</td>
<td>14</td>
<td>1</td>
<td>$48,040</td>
</tr>
<tr>
<td>Marketing</td>
<td>72</td>
<td>62</td>
<td>60</td>
<td>55</td>
<td>2</td>
<td>$41,753</td>
</tr>
</tbody>
</table>
COE grads secured employment, were accepted to graduate school, or pursued other plans

93%  

Mean Salary

$42,066

Enrolled in graduate programs including: Creighton, Des Moines, Minnesota State, Missouri, Northwestern, Palmer College of Chiropractic, Roseman, Southern Illinois, Memphis, Washington University in St. Louis, Iowa, Iowa State, and UNI

8%

Top Employers:
1. Des Moines Community School District
2. Cedar Falls Community Schools
3. College Community School District
4. Council Bluffs Community School District
5. YMCA/YWCA
6. Davenport Community Schools
7. West Des Moines Community Schools
8. Deere & Company
9. Four Oaks (AEA School)
10. Cedar Rapids Community School District

Internship Overview:
88 Total Enrolled in Co-op
615 Enrolled in Student Teaching

Teacher education salary reported by Iowa Dept. of Ed  
All data was collected by UNI Career Services.  
Data was collected through 6 months post graduation.

<table>
<thead>
<tr>
<th>College of Education</th>
<th>Total Grads</th>
<th>Respondents</th>
<th>Success Rate</th>
<th>Employed</th>
<th>Still Seeking</th>
<th>UNI Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Curriculum &amp; Instruction</td>
<td>406</td>
<td>217</td>
<td>212</td>
<td>205</td>
<td>5</td>
<td>$48,802</td>
</tr>
<tr>
<td>Early Childhood</td>
<td>28</td>
<td>15</td>
<td>15</td>
<td>12</td>
<td>0</td>
<td>$35,680*</td>
</tr>
<tr>
<td>Elementary Education</td>
<td>301</td>
<td>165</td>
<td>160</td>
<td>157</td>
<td>5</td>
<td>$35,680*</td>
</tr>
<tr>
<td>Middle Level Education</td>
<td>16</td>
<td>10</td>
<td>10</td>
<td>9</td>
<td>0</td>
<td>$35680*</td>
</tr>
<tr>
<td>Educational Leadership, Counseling &amp; Postsecondary Education</td>
<td>47</td>
<td>18</td>
<td>17</td>
<td>17</td>
<td>1</td>
<td>NA</td>
</tr>
<tr>
<td>Educational Psychology &amp; Foundations</td>
<td>17</td>
<td>5</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>NA</td>
</tr>
<tr>
<td>Health, Physical Education &amp; Leisure Services</td>
<td>244</td>
<td>159</td>
<td>143</td>
<td>113</td>
<td>23</td>
<td>$40,695</td>
</tr>
<tr>
<td>Special Education</td>
<td>10</td>
<td>4</td>
<td>4</td>
<td>3</td>
<td>0</td>
<td>NA</td>
</tr>
</tbody>
</table>

* As reported by the Iowa Department of Education

uni.edu/careerservices | Education 7
### College of Humanities, Arts, and Sciences

#### Total Grads

<table>
<thead>
<tr>
<th>College of Humanities, Arts, and Sciences</th>
<th>Total Grads</th>
<th>Respondents</th>
<th>Success Rate</th>
<th>Employed</th>
<th>Still Seeking</th>
<th>UNI Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Art</td>
<td>82</td>
<td>56</td>
<td>52</td>
<td>47</td>
<td>5</td>
<td>NA</td>
</tr>
<tr>
<td>Biology</td>
<td>147</td>
<td>106</td>
<td>97</td>
<td>38</td>
<td>9</td>
<td>NA</td>
</tr>
<tr>
<td>Chemistry &amp; Biochemistry</td>
<td>18</td>
<td>12</td>
<td>11</td>
<td>7</td>
<td>1</td>
<td>NA</td>
</tr>
<tr>
<td>Communication Sciences &amp; Disorders</td>
<td>88</td>
<td>60</td>
<td>56</td>
<td>24</td>
<td>4</td>
<td>NA</td>
</tr>
<tr>
<td>Communication Studies</td>
<td>133</td>
<td>112</td>
<td>89</td>
<td>80</td>
<td>23</td>
<td>$34,067</td>
</tr>
<tr>
<td>Computer Science</td>
<td>44</td>
<td>28</td>
<td>26</td>
<td>25</td>
<td>2</td>
<td>$46,000</td>
</tr>
<tr>
<td>Earth Science</td>
<td>16</td>
<td>7</td>
<td>5</td>
<td>3</td>
<td>2</td>
<td>NA</td>
</tr>
<tr>
<td>Industrial Technology</td>
<td>128</td>
<td>78</td>
<td>72</td>
<td>70</td>
<td>7</td>
<td>$49,291</td>
</tr>
<tr>
<td>Construction Management</td>
<td>28</td>
<td>17</td>
<td>17</td>
<td>17</td>
<td>0</td>
<td>$45,000</td>
</tr>
<tr>
<td>Electrical Engineering Technology</td>
<td>14</td>
<td>5</td>
<td>4</td>
<td>4</td>
<td>1</td>
<td>NA</td>
</tr>
<tr>
<td>Graphic Communications/Technology</td>
<td>20</td>
<td>16</td>
<td>13</td>
<td>13</td>
<td>4</td>
<td>NA</td>
</tr>
<tr>
<td>Manufacturing Technology</td>
<td>18</td>
<td>12</td>
<td>11</td>
<td>11</td>
<td>1</td>
<td>NA</td>
</tr>
<tr>
<td>Technology Education &amp; Training</td>
<td>12</td>
<td>8</td>
<td>8</td>
<td>8</td>
<td>0</td>
<td>NA</td>
</tr>
<tr>
<td>Technology Manufacturing</td>
<td>34</td>
<td>19</td>
<td>18</td>
<td>16</td>
<td>1</td>
<td>NA</td>
</tr>
<tr>
<td>Interdisciplinary</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>NA</td>
</tr>
<tr>
<td>Languages &amp; Literatures</td>
<td>159</td>
<td>61</td>
<td>56</td>
<td>46</td>
<td>5</td>
<td>$29,725</td>
</tr>
<tr>
<td>Mathematics</td>
<td>58</td>
<td>41</td>
<td>39</td>
<td>37</td>
<td>2</td>
<td>$51,367</td>
</tr>
<tr>
<td>Actuarial Sciences</td>
<td>17</td>
<td>14</td>
<td>12</td>
<td>11</td>
<td>2</td>
<td>NA</td>
</tr>
<tr>
<td>School of Music</td>
<td>59</td>
<td>35</td>
<td>31</td>
<td>28</td>
<td>4</td>
<td>$41,180</td>
</tr>
<tr>
<td>Philosophy &amp; World Religions</td>
<td>18</td>
<td>14</td>
<td>14</td>
<td>10</td>
<td>0</td>
<td>NA</td>
</tr>
<tr>
<td>Physics</td>
<td>18</td>
<td>13</td>
<td>12</td>
<td>9</td>
<td>1</td>
<td>NA</td>
</tr>
<tr>
<td>Science &amp; Science Education</td>
<td>11</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>NA</td>
</tr>
<tr>
<td>Theatre</td>
<td>20</td>
<td>13</td>
<td>10</td>
<td>10</td>
<td>4</td>
<td>NA</td>
</tr>
</tbody>
</table>

#### CHAS grads secured employment, were accepted to graduate school, or pursued other plans.

- **89%**

#### Mean Salary

- **$42,530**

#### Enrolled in graduate programs including:
- Allen College
- Columbia
- Des Moines
- Drake
- Duke
- George Mason
- Harvard
- Illinois State
- Johns Hopkins
- Kansas State
- Loyola
- Miami
- Minnesota
- Palmer College of Chiropractic
- SUNY
- Wisconsin
- Iowa
- Iowa State
- and UNI

#### Top Hiring Full-time Employers:

1. Deere & Company
2. Hy-Vee
3. Waterloo*
4. CBE Group
5. Ottumwa*
6. Aviva USA
7. Banno
8. Bettendorf*
9. DisTek Integration
10. Target

* Denotes a Community School or District

**Internship Overview**

- 67% Paid
- 289 Total Enrolled

All data was collected by UNI Career Services. Data was collected through 6 months post graduation.

---

### Notes

- All data was collected by UNI Career Services. Data was collected through 6 months post graduation.

---

### Top Hiring Full-time Employers:

1. Deere & Company
2. Hy-Vee
3. Waterloo*
4. CBE Group
5. Ottumwa*
6. Aviva USA
7. Banno
8. Bettendorf*
9. DisTek Integration
10. Target

* Denotes a Community School or District

---

### Internship Overview

- 67% Paid
- 289 Total Enrolled

---

### All data was collected by UNI Career Services. Data was collected through 6 months post graduation.
All data was collected by UNI Career Services. Data was collected through 6 months post graduation.

89% of CSBS grads secured employment, were accepted to graduate school, or pursued other plans.

Mean Salary

$36,052

Enrolled in graduate programs including: Allen College, Drake Law, East Tennessee State, George Mason, Kansas, Minnesota, Missouri State, Moody Bible Institute, Oklahoma State, Southern Illinois, St. Cloud State, Southern California, South Dakota, Truman State, UTEP, Iowa, Iowa State, and UNI

Top Employers:
1. Exceptional Persons Incorporated
2. Lutheran Services in Iowa
3. Deere & Company
4. Four Oaks
5. Target Corp.
6. CVCSS
7. Homeland Security
8. Obama for America
9. Veridian Credit Union
10. University of Iowa

Internship Overview:
27 Enrolled in Co-op Credit
287 Completed Required Practicum/Trainings

All data was collected by UNI Career Services. Data was collected through 6 months post graduation.

<table>
<thead>
<tr>
<th>College of Social and Behavioral Sciences</th>
<th>Total Grads</th>
<th>Respondents</th>
<th>Success Rate</th>
<th>Employed</th>
<th>Still Seeking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Geography</td>
<td>14</td>
<td>9</td>
<td>7</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td>History</td>
<td>57</td>
<td>36</td>
<td>33</td>
<td>22</td>
<td>3</td>
</tr>
<tr>
<td>Interdisciplinary</td>
<td>9</td>
<td>7</td>
<td>7</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>Political Science</td>
<td>47</td>
<td>30</td>
<td>27</td>
<td>23</td>
<td>3</td>
</tr>
<tr>
<td>Psychology</td>
<td>102</td>
<td>66</td>
<td>64</td>
<td>41</td>
<td>2</td>
</tr>
<tr>
<td>School of Applied Human Sciences</td>
<td>130</td>
<td>83</td>
<td>74</td>
<td>65</td>
<td>14</td>
</tr>
<tr>
<td>Social Work</td>
<td>38</td>
<td>16</td>
<td>16</td>
<td>16</td>
<td>0</td>
</tr>
<tr>
<td>Sociology, Anthropology &amp; Criminology</td>
<td>95</td>
<td>44</td>
<td>42</td>
<td>37</td>
<td>2</td>
</tr>
</tbody>
</table>
Students Graduating with Experiential Education

71%

Credit Breakdown

136 in Transcript Notation

402 Registered in Traditional Co-op/Internship

902 Registered for Field Experience/Student Teaching

Registration by College

19% CHAS

13% CBA

6% COE

21% CSBS

13% Student Teaching
Experience Matters

Employers are Increasingly Seeking New Hires with Experience

It has been 35 years since UNI launched an internship and cooperative education program. In that time, the value placed on internships by employers has increased. To remain competitive, nearly every academic program at UNI offers students the opportunity to earn credit while performing preprofessional experiences. From a traditional summer internship to a 50 hour experience, students are finding ways to gain experience and make themselves more marketable.

In 2009, UNI launched the zero credit transcript notation program. This program enables students to earn a notation on their transcript for preprofessional work, most often in the Cedar Valley. Since its rollout, over 334 students have participated.

Growth Opportunity

When a student is working in a preprofessional experience, they often are not aware they can earn credit or a transcript notation for their experience. In the next year, UNI Career Services seeks to expand the process by working with students and employers in earning recognition for work completed.

1439 Experienced Graduates

- $12.02 Average Wage
- 73% Paid (Internship/Co-op)
- 22.6 Average Hours Per Week
- 29% Full-Time Experiences
- 91% In Iowa

University of Northern Iowa
RECRUITING TRENDS
Economic Changes and the UNI Brand

Success Rate

<table>
<thead>
<tr>
<th>Year</th>
<th>Success Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>85%</td>
</tr>
<tr>
<td>2009</td>
<td>80%</td>
</tr>
<tr>
<td>2010</td>
<td>78%</td>
</tr>
<tr>
<td>2011</td>
<td>84%</td>
</tr>
<tr>
<td>2012</td>
<td>92%</td>
</tr>
</tbody>
</table>

Mean Salary

<table>
<thead>
<tr>
<th>Year</th>
<th>Mean Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>$32,271</td>
</tr>
<tr>
<td>2009</td>
<td>$36,751</td>
</tr>
<tr>
<td>2010</td>
<td>$38,707</td>
</tr>
<tr>
<td>2011</td>
<td>$38,233</td>
</tr>
<tr>
<td>2012</td>
<td>$41,524</td>
</tr>
</tbody>
</table>

Success Found in Iowa

<table>
<thead>
<tr>
<th>Year</th>
<th>Success Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>77%</td>
</tr>
<tr>
<td>2009</td>
<td>84%</td>
</tr>
<tr>
<td>2010</td>
<td>78%</td>
</tr>
<tr>
<td>2011</td>
<td>67%</td>
</tr>
<tr>
<td>2012</td>
<td>85%</td>
</tr>
</tbody>
</table>