

2025 Flash Career Reports

**Includes data on top employers,
job titles, and more for the
following majors (click to jump):**

[Accounting](#)

[Business Analytics & Information Systems](#)

[Economics](#)

[Entrepreneurship](#)

[Finance](#)

[Management](#)

[Marketing](#)

[Risk Management & Insurance](#)

Prepared annually by Tippie Undergraduate Career Services
Undergraduate Program Office, Tippie College of Business
Questions? Email tippie-careerservice@uiowa.edu

FLASH CAREER REPORT: ACCOUNTING

Top companies hiring Tippie majors

CliftonLarsonAllen

Creative Planning*

Deloitte

EY

Forvis Mazars

KPMG

Plante Moran

PwC

RSM

Transamerica

Williams & Company P.C.

Zurich North America

Campus resources for accounting majors

Student organizations: Beta Alpha Psi, Tippie Accounting Society

Career events: Meet the Firms Night (check the Beta Alpha Psi site for details at the start of the fall semester!)

Campus institutes: Hawkinson Institute

Job search keywords for accounting majors

- Account reconciliation/reconcile
- Audit (internal, external)
- Balance sheets
- Bookkeeping
- Budgeting/budget planning
- Capital
- Cash flow
- Compliance (GAAP compliance)
- Financial analysis/modeling/forecasting
- Financial statements
- Financial/regulatory reporting
- General ledger
- Invoicing
- Payables
- Receivables

*All data in this report sourced from the Iowa
Graduation Survey, 2021-2024*

Questions?

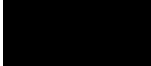
Contact tippie-careerservice@uiowa.edu

**Formerly BerganKDV*

Top job titles for accounting majors

Accountant	Financial Analyst
Accounting Assistant	Investment Banking Analyst
Accounting Intern	Staff Accountant
Assurance Associate	Tax Accountant
Assurance Staff	Tax Associate
Audit Associate	Tax Consultant
Auditor	Technology Risk Consultant
Consultant	Technology Risk Staff

RECRUITING TIMELINES

 FTE  INTERNSHIPS

Smr. Break	Fall Semester				Winter Break	Spring Semester				Summer Break	
Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.
	ACCOUNTING										
	CONSULTING										
	FINANCIAL SERVICES, FINANCIAL MANAGEMENT, & REAL ESTATE										
	GOVERNMENT & LEGAL										
	INSURANCE										

The timelines shown here were developed using data from multiple public and private institutions, along with insights from leading recruiting platforms. The selected industries were chosen as especially relevant to the accounting major. For more information and to see the full list of industries, click [here](https://students.tippie.uiowa.edu/sites/students.tippie.uiowa.edu/files/2025-07/Recruiting%20timelines%20one-pager%20v2.pdf) or visit <https://students.tippie.uiowa.edu/sites/students.tippie.uiowa.edu/files/2025-07/Recruiting%20timelines%20one-pager%20v2.pdf>.

FLASH CAREER REPORT: BAIS

Top companies hiring Tippie majors

Accenture

Amazon

Aon

Baker Tilly

Collins Aerospace

CRST

Deloitte

Epic

Epsilon

EY

GreatAmerica Financial

Hewlett Packard Enterprise

HNI

Holmes Murphy & Associates

Kum & Go

Medline Industries, Inc.

Principal Financial Group

PwC

RSM

Techtronic Industries

TopBloc, LLC

TrueNorth Companies

UIHC

Uline

Wells Fargo

Zirous

Campus resources for BAIS majors

Student organizations: Tippie Tech & Innovation Association

Campus institutes: Tippie Analytics Cooperative

Supplemental programs: BAIS Student Ambassadors

Job search keywords for BAIS majors

- Analysis (risk, etc.)
- Dashboard
- Data analysis
- Documentation
- Methodology
- Model
- Predictive analytics
- Project management
- Projections
- Quantitative/qualitative analysis
- Report
- Solutions
- Synthesize

All data in this report sourced from the Iowa Graduation Survey, 2021-2024

Questions?

Contact tippie-careerservice@uiowa.edu

Top job titles for BAIS majors

Account Executive	Financial Analyst
Analyst	IT Consultant
Associate	IT Analyst
Associate Analyst	Marketing Analyst
Business Analyst	Operations Analyst
Business System Analyst	Pricing Analyst
Consultant	Sales Analyst
Data Analyst	Supply Chain Associate
Data Analytics Consultant	Technology Risk Consultant
Entrepreneur	

RECRUITING TIMELINES

 FTE

 INTERNSHIPS

Smr. Break	Fall Semester				Winter Break	Spring Semester				Summer Break	
Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.
CONSULTING											
FINANCIAL SERVICES, FINANCIAL MANAGEMENT, & REAL ESTATE											
HEALTHCARE											
INFORMATION TECHNOLOGY											
OPERATIONS & LOGISTICS											

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FLASH CAREER REPORT: ECONOMICS

Top companies hiring Tippie majors

Alliant Group

AssuredPartners

Becker's Healthcare

Berkshire Hathaway

Cambridge Investment

Caterpillar Inc.

Dimensional Fund Advisors

FDIC

Frontier Airlines

Gravie

GreatAmerica Financial

Iowa Division of Banking

Total Quality Logistics

US Cellular

Campus resources for economics majors

Student organizations: Economics Student Association

Deciding between the 4 economics major options? Visit <https://tippie.uiowa.edu/undergraduate/majors/economics-major>

Job search keywords for economics majors

- Business strategy
- Comparative advantage
- Cost-benefit analysis
- Critical thinking
- Data analysis
- Economic analysis
- Economic development
- Fiscal policy
- Global trade
- Market trends
- Micro/macroeconomics
- Problem solving
- Research
- Stakeholder engagement
- Supply and demand

All data in this report sourced from the Iowa Graduation Survey, 2021-2024

Questions?

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Top job titles for economics majors

Account Representative	Financial Advisor
Associate Consultant	Global Mobility Specialist
Associate Product Manager	Investment Analyst
Bank Examiner	Marketing Analyst
Business Services Specialist	Revenue Analyst

RECRUITING TIMELINES

 FTE

 INTERNSHIPS

Smr. Break	Fall Semester				Winter Break	Spring Semester				Summer Break	
Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.
CONSULTING											
	CORPORATE FINANCE										
FINANCIAL SERVICES, FINANCIAL MANAGEMENT, & REAL ESTATE											
GENERAL MANAGEMENT											
	GOVERNMENT & LEGAL										

The timelines shown here were developed using data from multiple public and private institutions, along with insights from leading recruiting platforms. The selected industries were chosen as especially relevant to the economics major. For more information and to see the full list of industries, click [here](https://students.tippie.uiowa.edu/sites/students.tippie.uiowa.edu/files/2025-07/Recruiting%20timelines%20one-pager%20v2.pdf) or visit <https://students.tippie.uiowa.edu/sites/students.tippie.uiowa.edu/files/2025-07/Recruiting%20timelines%20one-pager%20v2.pdf>.

FLASH CAREER REPORT: ENTREPRENEURSHIP

Top companies hiring Tippie majors

Actalent

Amazon

Arrive Logistics

CDW

Cooks Direct

Enterprise Mobility

Gallagher

GForce Life Sciences

GreatAmerica Financial

Hibu

Hy-Vee

Medline Industries

PepsiCo

Principal Financial Group

Rapid Packaging

The Gazette

UIHC

United Healthcare

University of Iowa

Wells Fargo

Campus resources for entrepreneurship majors

Student organizations: Sigma Nu Tau

Campus institutes: John Pappajohn
Entrepreneurial Center (JPEC)

Job search keywords for entrepreneurship majors

- Business strategy
- Cost/budget management
- Customer/client relations
- Data-driven decisions
- Executed
- Goal setting
- Innovation
- Leadership
- Operations management
- Report writing/reporting
- Retention
- Stakeholder engagement
- Start-up
- Team collaboration
- Written/verbal communication

*All data in this report sourced from the John
Pappajohn Entrepreneurial Center*
Questions?
Contact tippie-careerservice@uiowa.edu

Top job titles for entrepreneurship majors

Account Manager	Marketing Manager
Administrative Assistant	Marketing Specialist
Associate Manager	Product Manager
Business Analyst	Professional Athlete
Customer Success Manager	Projects and Operations Manager
Event Manager	Real Estate Specialist
Finance & Accounting Specialist	Risk Management and Insurance Specialist
Healthcare Professional	Sales and Business Development
Hospitality Staff	Technician
HR & Recruitment Specialist	

RECRUITING TIMELINES

 FTE

 INTERNSHIPS

Smr. Break	Fall Semester				Winter Break	Spring Semester				Summer Break	
Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.
FINANCIAL SERVICES, FINANCIAL MANAGEMENT, & REAL ESTATE											
GENERAL MANAGEMENT											
HOSPITALITY AND TOURISM											
MEDIA & ENTERTAINMENT											
RETAIL & COMMERCE											

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FLASH CAREER REPORT: FINANCE

Top companies hiring Tippie majors

Aegon Asset Management

Aon

Bank of America Merrill Lynch

BMO Harris

CBRE

CDW

CIBC

Collins Aerospace

Cottingham & Butler

Deloitte

Farm Bureau Financial Services

Gallagher

GreatAmerica Financial

HNI Corporation

Holmes Murphy & Associates

JLL

JPMorgan Chase & Co.

Lincoln International

Lockton Companies

Motorola Solutions

Nationwide Insurance

Northern Trust

Northwestern Mutual

Principal Financial Group

PwC

RSM

Transamerica

UIHC

Wells Fargo

Wintrust Financial Corporation

Campus resources for finance majors

Student organizations: Tippie Tech & Innovation Association, Financial Management Association, HawkTrade, InvestHer, Tippie Real Estate Club, Quantitative Finance Club

Campus institutes: Hawkinson Institute

Job search keywords for finance majors

- Acquisition and mergers (M&A)
- Budgeting and forecasting
- Buy-side/sell-side experience
- Cash flow management
- Client relationship management
- Equities and fixed income
- Financial analysis
- Financial statements
- Hedge funds
- Investment analysis
- Investor reporting/relations
- Portfolio management
- Risk assessment/management
- Valuation
- Wealth management

All data in this report sourced from the Iowa Graduation Survey, 2021-2024

Questions?

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Top job titles for finance majors

Account Executive	Credit Analyst
Account Representative	Finance Development Program
Account Specialist	Financial Advisor
Accountant	Financial Analyst
Analyst	Financial Services Representative
Associate	Investment Banking Analyst
Associate Consultant	Manager
Client Services Representative	Sales Associate
Commercial Analyst Development Program	Sales Development Representative
Commercial Banking	Underwriter

RECRUITING TIMELINES

FTE



INTERNSHIPS

Smr. Break	Fall Semester				Winter Break	Spring Semester				Summer Break	
Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.
	CORPORATE FINANCE										
	FINANCIAL SERVICES, FINANCIAL MANAGEMENT, & REAL ESTATE										
	HEALTHCARE										
	INSURANCE										
INVESTMENT BANKING - MAJORITY OF FTE HIRES ARE INTERNSHIP CONVERSIONS											

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FLASH CAREER REPORT: MANAGEMENT

Top companies hiring Tippie majors

Accenture

Aerotek

ALDI

Crystal Group

Drury Hotels

Enterprise Holdings

Gallagher

GreenState Credit Union

Hy-Vee

Kohl's Corporation

MoLo Solutions

Principal Financial Group

RHM Staffing Solutions

Techtronic Industries

U.S. Army

UIHC

Uline

Wells Fargo

Campus resources for management majors

Student organizations: Tippie chapter of the Society for Human Resource Management (SHRM), Phi Gamma Nu

Job search keywords for management majors

- Business strategy
- Change management
- Collaboration/teamwork
- Compensation and benefits
- Conflict resolution
- Employee relations
- HR operations
- Leadership
- Organizational culture
- Performance oversight
- Project management/delegation
- Recruitment and retention
- Stakeholder administration
- Training and development
- Written/verbal communication

All data in this report sourced from the Iowa Graduation Survey, 2021-2024

Questions?

Contact tippie-careerservice@uiowa.edu

Top job titles for management majors

Account Executive	Business Consultant
Account Manager	Client Services Coordinator
Account Representative	District Manager
Administrative Assistant	HR
Administrative Services Coordinator	Human Resources Associate
Assistant Program Manager	Management Trainee
Assistant Property Manager	Manager
Associate Consultant	Project Manager
Associate Sales Producer	Recruiter
Business Analyst	Talent Acquisition Specialist

RECRUITING TIMELINES



FTE



INTERNSHIPS

Smr. Break	Fall Semester				Winter Break	Spring Semester				Summer Break	
Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.
CONSULTING											
GENERAL MANAGEMENT											
HEALTHCARE											
HOSPITALITY AND TOURISM											
HUMAN RESOURCES											

The timelines shown here were developed using data from multiple public and private institutions, along with insights from leading recruiting platforms. The selected industries were chosen as especially relevant to the management major. For more information and to see the full list of industries, click [here](https://students.tippie.uiowa.edu/sites/students.tippie.uiowa.edu/files/2025-07/Recruiting%20timelines%20one-pager%20v2.pdf) or visit <https://students.tippie.uiowa.edu/sites/students.tippie.uiowa.edu/files/2025-07/Recruiting%20timelines%20one-pager%20v2.pdf>.

FLASH CAREER REPORT: MARKETING

Top companies hiring Tippie majors

ADP

Arrive Logistics

AT&T

Athene

Casey's

Caterpillar Inc.

CDW

Collins Aerospace

Echo Global Logistics

Enterprise Holdings

Gartner

Goosehead Insurance

GreatAmerica Financial

HNI

Holmes Murphy & Associates

Insight Global

John Deere

Macy's

Medline Industries, Inc.

MoLo Solutions

OneDigital Advanced Health

Oracle

PepsiCo

Schneider

Spark Foundry

Stryker

Swoon

Techtronic Industries

Uline

UnitedHealth Group

Campus resources for marketing majors

Student organizations: American Advertising Federation chapter, American Marketing Association (AMA) chapter, Consumer Experience Consulting Club, National Retail Federation chapter, Sales and Consulting Club

Campus institutes: Marketing Institute

Job search keywords for marketing majors

- Advertising (paid/organic)
- Brand (management, awareness, etc.)
- Competitive analysis
- Content creation and management
- Cross-selling/Up-selling
- Customer insights
- Customer profiling
- Customer retention/loyalty
- GTM: Go to market strategy
- Key performance indicators (KPIs)
- Market share
- Marketing strategy and planning
- Sales funnel/buyer journey
- SEO/SEM (Search engine optimization/marketing)
- Target market segmentation

All data in this report sourced from the Iowa Graduation Survey, 2021-2024

Questions?

Contact tippie-careerservice@uiowa.edu

Top job titles for marketing majors

Account Executive	Marketing Coordinator
Account Manager	Marketing Manager
Account Representative	Marketing Specialist
Account Sales Representative	Outside Sales Representative
Business Development Representative	Recruiter
Carrier Sales Representative	Sales Development Associate
Digital Marketing Specialist	Sales Development Representative
Inside Sales Representative	Sales Management Associate
Marketing Assistant	Sales Representative
Marketing Associate	Sales Support Specialist

RECRUITING TIMELINES



FTE



INTERNSHIPS

Smr. Break	Fall Semester				Winter Break	Spring Semester				Summer Break	
Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.
			ADVERTISING, COMMUNICATIONS, & PR								
GENERAL MANAGEMENT											
HOSPITALITY AND TOURISM											
			MARKETING								
			MEDIA & ENTERTAINMENT								

The timelines shown here were developed using data from multiple public and private institutions, along with insights from leading recruiting platforms. The selected industries were chosen as especially relevant to the marketing major. For more information and to see the full list of industries, click [here](https://students.tippie.uiowa.edu/sites/students.tippie.uiowa.edu/files/2025-07/Recruiting%20timelines%20one-pager%20v2.pdf) or visit <https://students.tippie.uiowa.edu/sites/students.tippie.uiowa.edu/files/2025-07/Recruiting%20timelines%20one-pager%20v2.pdf>.

FLASH CAREER REPORT: RMI

Top companies hiring Tippie majors

Aegon

Aetna

Aflac

Allianz Life

Athene

Burns & Wilcox

Chubb

Cottingham & Butler

Delta Dental

EMC Insurance Companies

Farm Bureau Financial Services

Gallagher

Great West Casualty Company

Holmes Murphy & Associates

IAT Insurance Group

IMT Insurance

Innovative Captive Strategies

Kunkel & Associates

Lockton

Mutual of Omaha

National Indemnity Company

New York Life Insurance Company

Pinnacle Actuarial Resources, Inc.

Principal Financial Group

RLI

State Farm

Transamerica

UFG Insurance

United Life

Wellmark BCBS

Campus resources for RMI majors

Student organizations: Gamma Iota Sigma

Career Events: Actuarial Science and RMI Career Fair (look for info at the start of each fall semester), Insure Your Future program

Campus institutes: Vaughan Institute

Job search keywords for RMI majors

- Actuarial concepts
- Claims management
- Collateral evaluation
- Compliance and regulatory knowledge
- Coverage review and authorization
- Customer/client communication
- Insurance products/services
- Life and health insurance
- Loss mitigation
- Policy analysis
- Premium calculation
- Risk assessment/management
- Risk-based pricing
- Title and escrow
- Underwriting

Employer & title data in this report sourced from the Vaughan Institute. Salary and employment rate data sourced from the Iowa Graduation Survey, 2024

Questions?

Contact tippie-careerservice@uiowa.edu

Top job titles for RMI majors

Actuarial Analyst	Insurance Broker/Agent
Business Continuity Analyst	Insurance Claims Examiner
Catastrophe Risk Modeler	Insurance Underwriter
Claims Adjuster	Loss Prevention Specialist
Claims Investigator	Reinsurance Analyst
Compliance Analyst (Risk Management)	Risk & Insurance Program Coordinator
Corporate Insurance Assistant	Risk Analyst
Cyber Risk Analyst	Risk Consultant
Enterprise Risk Management Analyst	Risk Management Analyst
Financial Risk Analyst	Underwriting Assistant

RECRUITING TIMELINES



FTE



INTERNSHIPS

Smr. Break	Fall Semester				Winter Break	Spring Semester				Summer Break	
Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.
CONSULTING											
	CORPORATE FINANCE										
	HEALTHCARE										
	INSURANCE										
	OPERATIONS & LOGISTICS										

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