

# 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](mailto: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

\*Formerly BerganKDV

## 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](mailto:tippie-careerservice@uiowa.edu)*

## 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](mailto: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											

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 BAIS 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: 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.
	<b>CONSULTING</b>											
	<b>CORPORATE FINANCE</b>											
	<b>FINANCIAL SERVICES, FINANCIAL MANAGEMENT, &amp; REAL ESTATE</b>											
	<b>GENERAL MANAGEMENT</b>											
	<b>GOVERNMENT &amp; LEGAL</b>											

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](mailto: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												

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 entrepreneurship 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: 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

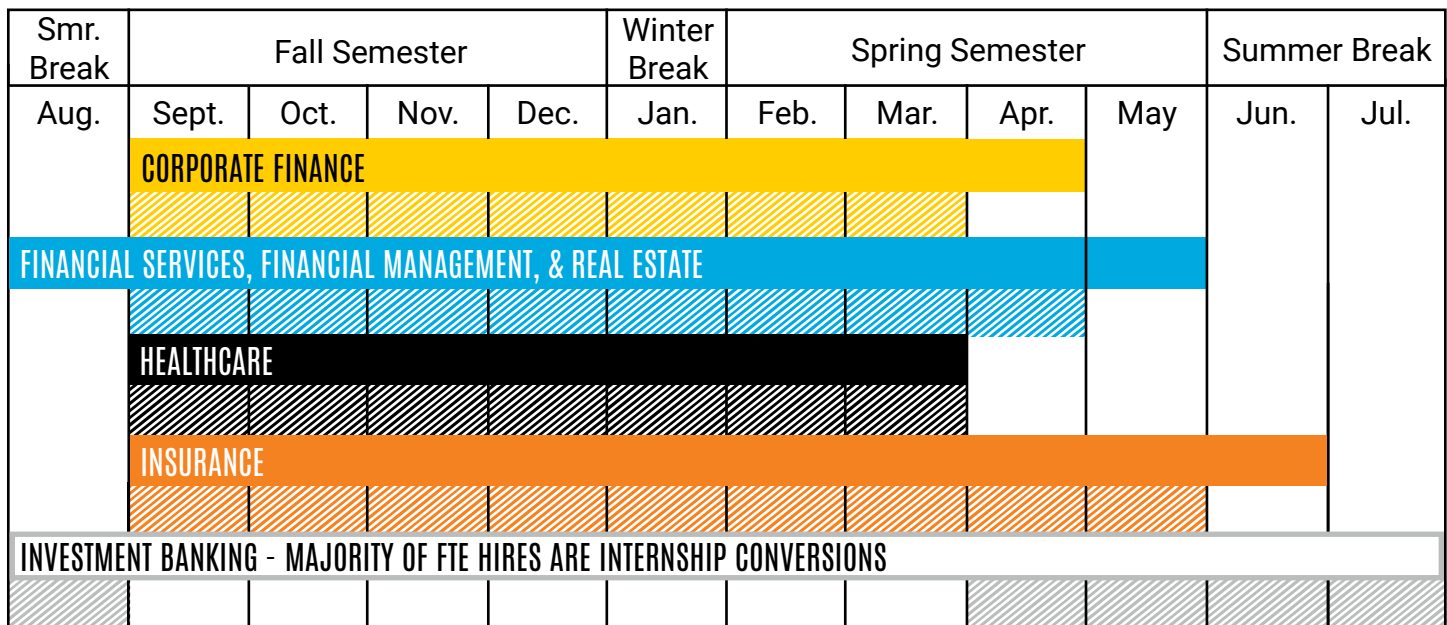
## RECRUITING TIMELINES



FTE



INTERNSHIPS



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 finance 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: 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?*

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## 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](mailto: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](mailto: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											

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 RMI 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>.