Women account for 37% of students in supply chain courses, yet for only 5% of C-suite executives in Fortune 500 companies. In comparison, women hold 15% of C-suite executive officer positions across all Fortune 500 firms. While there is a relative balance of genders at the undergraduate level, the imbalance at senior leadership levels remains dramatic.

Seven years ago, The Max M. Fisher College of Business created a program to enhance the pathways to success for students in supply chain as a means of enhancing the aggregate skillset.

Pathways is a scholarship, experiential cohort program, with access to industry mentorship.

Fisher proudly fosters a diverse, supportive and inclusive learning environment. All are welcome!
The Pathways to Supply Chain Program, offered by the Department of Operations and Business Analytics in Fisher College of Business, is a combination scholarship and experiential engagement program that will introduce undergraduate students to supply chain careers earlier in their college experience and provide them with opportunities to engage with industry executives in a mentoring capacity.

The Pathways Program is supported by corporate sponsors and individual philanthropic investors. These funds support each of our scholars with financial aid and enhanced program offerings, including mentoring, corporate site visits, and career preparedness.

Now in the 7th year, the program has provided over $250,000 in scholarship support to 94 students.
Corporate Sponsors

Pathways’ primary source of support comes from our corporate sponsors. These companies make a fiscal and HR commitment to the program, providing funds used for scholarships, career preparedness events, and site visit travel. Additionally, executives spend their time mentoring individual students and hosting the group on site or at the college.

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Many thanks to the individuals who have paid forward through their time and commitment, *** denotes mentors with multiple years of participation.
Mentorship Program

From the beginning of the program, providing a runway to the world of business was a primary goal. A primary component of the program has been mentoring, which has evolved over the years. In the first few years the OSU team worked with students to develop and mentor. Then in the second or third year, corporate sponsors were added. At a later point we incorporated the use of Peer Mentors – students who had participated in the program who received additional scholarships to coordinate mentor meetings.

One of the tools implemented along the journey included the use of *Lean In* by Sheryl Sandberg for discussion. Students are asked to read one or two chapters for each meeting with their mentors. Then Covid happened ..... which while horrible, had some hidden blessings. In this case we learned how to use Zoom and Teams to have 4-person conversations with the student, peer mentor, corporate mentor and university mentor. This year we are using *My Life in Full: Work, Family and Our Future* by Indra Nooyi, CEO Emeritus of Pepsi as a read along.
Year 1: 2016-2017

In this inaugural year, Pathways was proud to secure founding support from Motorists (now Encova) and Wendy’s QSCC. We continued creating relationships to build a meaningful program for our students and corporate partners. The students visited an Amazon fulfillment center and attended a lunch with the National Association of Women Business Owners. In addition, we visited Conitech, a producer of conveyor belts for heavy industry. Finally, the year was capped when Motorists and Wendy’s QSCC won the Fisher Diversity Award for their advocacy and involvement with this program and across the college.

**Cohort 1 Scholars:**
Chloe Felice (BSBA ’20)
Charlotte Fore (BSBA ’20)
Morgan Martinez (BSBA ’20)
Mackenzie McMullen (BSBA ’20)
Megan Myers (BSBA ’20)
Hannah Richardson (BSBA ’19)
Claire Thompson (BSBA ’20)
Amy Zucker (BSBA ’20)
Year 2: 2017-2018

In the second year, we expanded the cohort to 12 scholars with additional corporate sponsors’ support. New sponsors this year included Sherwin-Williams, with the first site visit to view paint production at their Columbus factory. General Motors became a sponsor and arranged a visit to supplier, Worthington Industries. Finally, the group visited Target’s DC which serves 83 stores.

Cohort 2 Scholars:
Grace Figliomeni (BSBA ’21)  
Alexa Fillingim (BSBA ’21)  
Kalyn Hawkins (BSBA ’21)  
Jenny Jung (BSBA ’21)  
Jessica Kavinsky (BSBA ’21)  
Daija Kidd (BSBA ’22)  
Celeste Lueers (BSBA ’20)  
Haley McCrory (BSBA ’21)  
Shiying Pan (BSBA ’20)  
Soumya Sibani Pati (BSBA ’21)  
Devon Priess (BSBA ’21)  
Sierra Waite (BSBA ’21)
Year 3: 2018-2019

Corporate sponsors doubled in year 3, which allowed for deeper experiential programming. We welcomed 12 scholars, representing five states and four countries. Highlights of the year included a visit to Chase’s Columbus offices, a facility with the same square footage as the Empire State Building and a tour of DSW’s distribution center.

Cohort 3 Scholars:
Breleigh Berry, Class of 2023
Aadya Bubna (BSBA ’22)
Dominique Carravetta (BSBA ’21)
Sihan (Jasmine) Chen (BSBA ’22)
Kang-Chi Chu (BSBA ’22)
Sydney Feldman (BSBA ’22)
Sadie Lichaa (BSBA ’22)
Madison Metague (BSBA ’22)
Jessica Shockey (BSBA ’22)
Abby Van Fossen (BSBA ’21)
Remington Weir (BSBA ’22)
Marlie Weprin (BSBA ’22)

*Pathways scholars tour the DSW Distribution Center in February 2019*

*Pathways scholars visit Chase Columbus offices*
Year 4: 2019-2020

The sustained support from corporate sponsors and growth of the program meant that in year 4 we were able to grow the mentorship program to also include three senior mentors, program alumnae in their senior year. Half way through the year we adjusted to a virtual schedule and were thankful for our partners who braved the new normal with us and made meaningful connections with our students in a new way.

Cohort 4 Scholars:
Olivia Blay (BSBA ’22)
Emmie Cohn, Class of 2023
Isha Gupta (BSBA ’22)
Grace Hessler, Class of 2023
Jada Jackson, Class of 2023
Megan Kozinski, Class of 2023
Lauren Krisko, Class of 2023
Shangyi Li (BSBA ’22)
Amy Teitelbaum, Class of 2023
Abby Wandtke, Class of 2023
Clara Yau (BSBA ’22)
Rena Zhang, Class of 2023

The Pathways group gathered at the beginning of the year to kick-off the year and thank our sponsors for their continued support.

Pathways scholars with Chase executives, Jim Flynn, Matt Taylor, Nicole Alexander, Kathy Wyse and Jill Davis.
Year 5: 2020-2021

Sustained support from corporate partners meant we were able to increase the annual scholarships to each student. As the world continued to navigate the pandemic, we strengthened ties with our scholars and their mentors in virtual environments.

During virtual site visits we regularly used breakout rooms to facilitate smaller groups and bigger conversations. The strengths of our partners and presenters were on display each month and we were so grateful for their commitment to our program.

Cohort 5 Scholars:
- Anne Clubb, Class of 2023
- Alaina Croskey, Class of 2024
- Gabrielle Frazier, Class of 2024
- Sarah Fredericks, Class of 2023
- Jasmin Lau, Class of 2024
- Heijing Li, Class of 2024
- Krista Malecki, Class of 2024
- Kate Saxer, Class of 2023
- Carrie Scherer, Class of 2024
- Deysha Tolliver, Class of 2023
- Sally Wysong, Class of 2024

A classic attempt at O-H-I-O while on a virtual visit with Encova and Norfolk Southern executives.

Spotlights: Women in the Field

- **Purchasing**
  - Tracy Rosisch, Sr. VP of Purchasing

- **Supply Chain**
  - Lori Peterson, Director, Supply Chain

- **Operations**
  - Sarah Wilson, Supervisor-Production

- **Human Resources**
  - Searra Davis, Recruitment Specialist

- **Transportation**
  - Susan Vidovic, Director, Transportation
  - Kristen Belardo, Manager-Transportation

“Women in the Field” discussion with representatives, including Sarah Wilcom, at Sherwin-Williams.
Year 6: 2021-2022

A welcome change of scenery meant a return to hosting students and partners in person again. The prestige of our program has grown through the years, in year 6 we welcomed our largest cohort yet: 20 students from 7 states and two countries. Students and corporate partners alike were thrilled to be back in person, we were able to have any in person events, including visits to the facilities of long-time partners Sherwin-Williams and Wendy’s QSCC.

Cohort 6 Scholars:
Abi Baldwin, Class of 2024
Adiaratou Bangaly, Class of 2025
Alexis Barton, Class of 2024
Lily Bean, Class of 2025
Sydney Cagnon, Class of 2024
Samantha Corbo (BSBA ’22)
Sarah Frankel, Class of 2025
Victoria Gaughan, Class of 2025
Lauren Gillsespie, Class of 2025
Kylie Hack, Class of 2025
Brooke Macina, Class of 2025
Megan Morrissey, Class of 2025
Juhi Rai, Class of 2025
Yasmine Rifai, Class of 2025
Emma Robinson, Class of 2025
Lindsey Rowane (BSBA ’22)
Winnie Shang, Class of 2025
Ruizi Sun, Class of 2025
Allie Weprin, Class of 2025
Taylor Young, Class of 2025

Pathways students visited the Sherwin-Williams paint plant in South Columbus for a tour of the plant and showcase of their Early Talent Internship Program and Accelerated Development Program for recent graduates.

QSCC and The Wendy’s associates met with Pathways scholars to speak about careers and offered a tour of campus and their newly renovated Innovation Center.
Year 7: 2022-2023

This year we are celebrating the largest number of students and corporate partners. We know that making the investment in the future of women in the supply chain is valuable and are very grateful to our partners who continue to recognize the impact this program and these young women will have in our companies and in our communities for years to come.

Cohort 7 Scholars:

Ellie Boiston, Class of 2026  
Lauren Brandonburg, Class of 2024  
Hannah Bricker, Class of 2026  
Charlae Calloway, Class of 2025  
Jennifer Fries, Class of 2026  
Samantha Grenda, Class of 2026  
Lexi Gruszcqynski, Class of 2024  
Ishwarya Iyer, Class of 2026  
Sylvia Li, Class of 2026  
Meenakshi Manne, Class of 2026  
Jenna McConnell, Class of 2026  
Ava Molinski, Class of 2026  
Victory Nita, Class of 2026  
Whitney Nkweteyim, Class of 2026  
Prateeksha Prabhakaf, Class of 2026  
Rhea Reddy, Class of 2026  
Lindsay Topliff, Class of 2026  
Olivia Tyka, Class of 2026  
Vivian Wangm Class of 2026  
Erin Williams, Class of 2026  
Molly Youngblood, Class of 2026
“Advice for Future Pathways Scholars – Network, make friendships and connections!”
Morgan Martinez (BSBA ’20), Cohort 1
Category Manager, Focus Brands

“It’s never too early to start making connections. I came in with the preconceived notion that I couldn’t have an internship until I had taken at least some of my business classes. Pathways showed me that’s not necessarily the truth!”
Haley McCrory (BSBA ’21), Cohort 2

“I learned about all different fields of study and it helped me decide my overall specialization. It also allowed me to have a mentorship with one of the professors who runs the program which helped me reach my goals.”
Sadie Lichaa (BSBA ’22), Cohort 3
Analyst, Risk COO Team, Morgan Stanley

“Absorb everything and really think about the avenue you would like to pursue.”
Sally Wysong, Class of 24, Cohort 5
Supply Chain Intern, Meijer

“I enjoyed learning about each company’s operations and being exposed to these learning opportunities as a 1st year!”
Emmie Cohn, Class of 23, Cohort 4
Demand & Deployment, Victoria’s Secret

“I learned so much about the field of supply chain and all it has to offer for women in the workplace. We heard from such a wide range of companies who really showed how far and wide supply chain goes and the importance of it at each business.”
Lily Bean, Class of 2025, Cohort 6
Realtor Assistant, Keller Williams
Thank you to our corporate sponsors and individual investors, new and continuing, your support will ensure that the impact of this program continues to grow.

We welcome any questions you have.

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