Pathways to Supply Chain

April & May 2024
Year 8, Newsletter 6
Thank you to our sponsors for another great year!

Scarlet Sponsors

Grey Sponsors
On Friday, April 5, 2024, the Pathways Scholars had their final meeting of the year with representatives from Nationwide on campus. Hope Jacoway, Consultant, Supplier Diversity, kicked off the meeting and Chuck White, Vice President of Procurement, provided an overview of Nationwide's Procurement function and provided examples of what types of services and products they source. He also spoke about his career path and what he enjoys about working at Nationwide. Chris Fauth, AVP, Procurement Shared Services and Clay Rowley, Procurement Senior Analyst provided insight into their respective roles and career paths. Clay also spoke about his time as an undergraduate student at Fisher as well as his experience in Fisher's MBA program which he was just completing. He encouraged the Pathways Scholars to consider pursuing their MBA.

Alexa Blank, a member of Nationwide's Recruiting Team, provided an overview of Nationwide's Internship program and recruiting timeline.

We'd like to thank Nationwide for their ongoing support of the Pathways Program.
Nationwide On-campus

Photos of Nationwide representatives speaking with the Pathways Scholars.
Meet 2023-24 Pathways Scholars!

Hannaniah Matthews  
Freshman  
Major – Operations Management & Hospitality

Lauren Millard  
Freshman  
Major – Marketing

Mia Zamora  
Freshman  
Major – Accounting / Supply Chain

Sarah Zouaoui  
Freshman  
Major – Finance
Meet Hannaniah!

Hannaniah Matthews
Freshman
Double Major – Operations Management & Hospitality Management
Metro Early College High School
Hometown – Columbus, Ohio

"The one thing about business that draws me in is its ability to be vulnerable and versatile. When doing (good) business, you have to have courage, honesty, integrity and honor. When doing business, you must learn to adapt to new concepts and solutions to combat new problems.

I worked as an intern at Cameron Mitchell’s Premier Events. During my time there, I learned of a culture that the company lives on. I’ve learned about philosophies that every business should go by. For example, CMR is very inclusive to their employees and makes sure they are taken care of physically and mentally. This company advocates for awareness, sensitivity and fairness based on their core philosophies. I wholeheartedly believe in treating your associates like family because not only does it raise retention rates, but also allows you to depend on your employees to go above and beyond for the clients. You also build connections that open the door for everyone to move up in the world. Cameron Mitchell allows his living concepts to speak for themselves. I have my own small business that I plan on growing throughout and after college. One thing I’ve learned is it’s ok to say no and decline requests. Usually, the clients that have you bend over backwards don’t appreciate your efforts in the end and try to get over you on the price. I have realized that I can’t stress myself out doing what I love. To continue doing what I love, I want to excel in the business industry first to make a career out of a hobby. I want a legacy to be passed on in my name; to make my dream a reality, I need to understand the ins and outs of operations and business analytics. I have a grounded foundation for wanting to explore this industry. My short-term goal is to open a book cafe and a vending machine business with my own treats inside. My long-term goal is to have a company, owning many culinary concepts and miscellaneous properties to aid small black owned businesses/companies. I admire that most black owned companies are healthcare based. They are willing to make a change towards the disparities we, African Americans, face in the healthcare industry. I honor the companies such as Pattern Beauty, for their support and honest intentions. Pattern Beauty honors black and textured hair during the times where society deems our hair unprofessional or nappy when worn as a fro. I volunteer at an outreach facility my church rents out every Sunday. I’ve helped organize deals with restaurants and thrift stores to help donate to our cause. We provide food, hygiene kits and clothes to people that are homeless and that live in poor communities. I am a manager helping the younger ones in my church see the good we put in peoples' eyes. I'm in charge of food prep, cleaning responsibilities, clothes sorting, food serving, driving some of them to their facilities or homes, making sure everyone is good before we close."
Meet Lauren!

Lauren Millard
Freshman
Major – Marketing
Magnificat High School
Hometown – Avon, OH

"Business has always been a major part of my life. The aspect that interests me the most is the amount of growth so many businesses go through, specifically what causes that growth and the effects it has on the business. I also am incredibly interested in the creativity aspect of businesses, especially with social media and the versatility it has. I adore small businesses, and with so many being a part of my life, I feel it is appropriate to talk about one that has influenced my interest in business.

For three years now, I have been working at a local shave ice shop, 808 Shave Ice, and since I started, I have watched it grow into a chain of five establishments around Ohio, with over 11 thousand followers on Instagram. I truly admire this business due to its social media presence, the creative aspects of their products, and the strive to be eco-friendly in the world today. Along with an Instagram page, showcasing their many products and how to make them, they are also present on TikTok, making funny, relatable videos for those who have visited the shops before. The creativity aspect really plays a part in their social media presence but also their products. Every month, 808 has new specials, showcasing a new theme, as an attempt to engage more with their customers. Whether it is Harry Potter or a fun beachy theme, the amount of creativity that goes into creating the products and the posters, and the social media highlights of these specials is truly admirable. Lastly, I admire their commitment to being eco-friendly. Even small changes, like biodegradable bowls and napkins, are small steps in the right direction. I volunteer for my hometown parish. When COVID-19 first emerged, many parishioners were worried about their safety, yet still desired to attend Mass. My parish director asked me to find the means necessary to videotape Mass to make it easily accessible for anyone to watch and participate in the ceremony, especially the elderly parishioners of our community or those who were at high risk. Using 4 different iPads, all connected to one main device, allowed me to control angles and the sound and microphone levels. I also found an online version of the readings and bulletin for each Mass, attaching them to the video for easy access. Using YouTube and Facebook, I live-streamed the ceremony, while also attaching it permanently, so parishioners could go back and watch Mass, or watch Mass later. Even after COVID-19 no longer became a national emergency, my parish continues to videotape certain Masses. I now have the job of teaching new students how to work the cameras and sound system, so that the live streams can continue to be used for many years to come."
Meet Mia!

Mia Zamora
Freshman
Major – Accounting / Supply Chain
Tom C Clark High School
Hometown – San Antonio, TX

"As I think about my personal interests and what I am looking for in a career, I consistently ask myself “How can I first and foremost be of service to my community while still incorporating my desire to study and create a thriving business?” On the surface, these may each seem like very different areas of discipline. However, after attending a summer internship program to explore business leadership and careers, I have realized that I can apply the business education I receive in the Fisher business program to any service-oriented career I choose.

I am drawn to the world of business for many reasons, but for me, my biggest interest in business is in what makes a business run. I have looked at my grandfather’s rug business and my mom’s clinic and I am intrigued by how a business resembles an engine in so many ways. It has so many different pieces that must function together to make it an efficient machine. Its customers and the supply chain are like the gas and oil of the engine and help it run well. Some engines are used for racing, some engines are used for construction, and so on. In business, some are used to create wealth, some are used to provide a service to the community, and some are used to provide a service to the community for those in extreme need of help.

Through my interviews conducted at The Ohio State University, I was introduced to the intriguing world of business operations for non-profit corporations. Specifically, the research work of Dr. Mittendorf, who is a professor of Accounting at the Fisher College of Business. I met with him during my senior year in high school and have continuous discussions about his work. Dr. Mittendorf’s specialization in nonprofit accounting and supply chain management intrigued me even more. His analysis and interpretation of financial statements of non-profit organizations are what I find most interesting as of now. I have come to realize that nonprofit does not mean no profit, it just means that the profit that does come into an organization can go back to the community to do good. Through my education, I hope to learn about new areas of need where I can create a company that fulfills that need but still has a mission of service. I was especially excited to learn of Fishers’ initiative and commitment to excelling in student diversity and the presence of Hispanic and Women student business organizations. As a Buckeye, I am part of a student body that is contributing to the development of innovative initiatives and solutions to better our communities. My family taught me that service is a key meaning to life. Because of this engrained mentality, I work every day to incorporate service into my actions and hopefully be a teacher of this principle by example. Sitting at a guest table at a friend’s quinceañera, I was disheartened to know that the flower centerpieces on each table would simply be discarded after the event. It was at this moment that my Blossom Train project was born. My idea was that I would obtain flowers used as decorations in joyous events that were donated to us and deliver them to gravesites and people suffering in hospitals. I pitched my idea to teachers and friends, and I quickly had lots of eager volunteers all committed to providing a service for our community. My goal for this project was to connect my community through their life experiences. Indeed, I was prolonging the life of the flowers, but I was also creating an opportunity for my diverse team of volunteers and recipients to interact. I bridged cultural and generational gaps and allowed for better communication and understanding to occur between people of different backgrounds, young and old. The project has grown to the point that it has its own 501c3 IRS status and a website https://blossomtrain.com/ to take orders. While at OSU, I hope to begin to collaborate with other students and professors to see how we can be of service to the community of Columbus."
Meet Sarah!

Sarah Zouaoui
Freshman
Major – Finance
Perrysburg High School
Hometown – Perrysburg, OH

"As an eighteen-year-old, I am scornful to say I have indulged myself in numerous opportunities and experiences that shaped many features needed for “real life”. For one, moving to the United States in the second grade hardened my perseverance through problematic situations. Learning my “A, B, C’s” while everyone else could read a book taught me to work hard. My hard work resulted in me being an honor student taking AP classes and college courses in a few years. As an immigrant, I was driven to work hard because I left everything behind. I embraced academic excellence but also became involved socially in numerous clubs, sports, and organizations. I took on leadership role. The responsibility of heading events and drives that better our community was a job I relished. Through the numerous extracurriculars and positions I held throughout my high school years, I learned a lot about leadership, communication, and capital. Mostly being the treasurer of two clubs I was responsible for tracking our yearly balance as we operated drives. Through my communication, I also mobilized individuals to participate in events held by our organizations that not only donated and supported persons in our town but internationally as well. I tell you all this to try and paint a tiny picture of who I am. My prominent traits are communication, decisiveness, and leadership. I set out to be the best in any field no matter the struggle ahead of me. I’ve overcome bullying, and stereotypes that tried to tarnish my identity and religious views. I worked twice as hard in school just to catch up to peers who called me “terrorist”. In the end, when I see a goal, I chase it and run until I reach it. There will not be an individual that is more hardworking than I am, and I live by it. My past proves that statement in so many ways and the stories I hold allude to the truth. Don’t let my hard-shell deceive the soft heart I have inside. Through my social skills and the exchanges, I’m able to have with people, I have always been a natural-born leader. The relationships and connections I’ve built with teachers, peers, and coworkers prove that my communication is special. How I lead people isn’t by being in front of a pack, but rather by being inside the pack. As the first female in my family to attend college in the States, I am proud to say I not only honor immigrant students as I venture my way towards success, but I shine a light on female students like me. There was never a strong female figure in my home country to push me toward a life of education except for my mother. Through my mother, I acquired all the traits I’ve listed briefly, and through her, I wish to continue to acquire more. As a female immigrant Muslim, I will prove that I am one of the most special and hardworking students you will come by. Though my grandpa died right before my birth, the stories of his presence alluded to an image of a perfect man. My grandpa was everyone’s grandpa regardless of whether they were in our family or not. His love stretched from one end of our town to another because of the kind of heart he held. My late grandpa didn’t just leave love behind, but he left a business that grounded the morals and beliefs others praise him for every day. He built a school in Jordan for disabled kids, gave jobs to those in need of one, and, most notably, created a safe environment for children who struggle to fit in. He established one of the first facilities that guide and mentor special mentally challenged kids. Normally, we don’t think of a school as a corporation, but growing up overhearing business calls my family would have, I soon figured out a school is like any other company. Seeing this school and solely being drawn to it because of the love I have for my grandpa, I saw the vision he tried to establish. Safe ground for those who never had one. As my mother and cousins worked in this school, they built connections with these kids who had various disabilities. They found their job to have more purpose than receiving a paycheck, and my grandpa, so I’ve been told, founded this company to be more than just a business but a home. Those types of foundations are ones I yearn to care for, lead, and be a part of. Just like my grandpa, I hope to acquire the wisdom needed to not only continue my family business but to build my own. My grandpa found a fault in our community and took the initiative to change it. One brick, one penny, and one handshake at a time, he made a business out of the goodness in his heart. What draws me to this field of study is the stories, smiles, and happiness I encounter every time an individual overseas talks about my grandfather’s work. I never met my grandpa, yet I learned so much from him. One of the greatest lessons he left behind is that business can change a community that is led and run by the right heart."
Thank you to our 2023-2024 Peer Mentors for an outstanding year!

Alaina Croskey  
Senior

Alexis Barton  
Senior

Lexi Gruszczynski  
Senior

Megan Morrissey  
Junior

Victory Nita  
Sophomore
Thank you from your Peer Mentors

Alaina Croskey (Lead Peer Mentor)

“I’m so grateful for Pathways and for all the generous mentors that give their time into this amazing program. The advice and wisdom that you all provide is invaluable and your dedication to empowering women in business has made a profound impact not only on me, but on so many other young women. When I first entered the program as a freshman, I vividly remember feeling a sense of awe and disbelief at the idea of working at one of the sponsor companies. The prospect seemed daunting, and I struggled to envision myself as a contender in such a competitive landscape.

However, Pathways grew me so much professionally and personally, building my confidence and skills to network, lead important conversations, work with all different kinds of people, and hear many different perspectives. It’s helped me to overcome a lot of the imposter syndrome that is so common in college, and to give back to the program and further value mentorship. Every single person that is a part of the Pathways Program is contributing to the advancement of young women at Ohio State and I’m forever thankful. I’m so excited to start this July in the Corporate Analyst Development Program at JPMorgan Chase in Columbus, OH!”

Lexi Gruszczynski

“To all corporate sponsors of the Pathways for Women in Supply Chain Program: I wanted to express my thanks for all that you have provided to the program. I’ve had wonderful conversations with many of you over the course of the last year and I’ve learned a great deal about life in general, being a working woman in the corporate space, and so much more! I can say on behalf of all of us, you are what makes the program go round. We wouldn’t be able to do it without you. Again, thank you for your continued support and engagement!”

Lexi has accepted with PNC Bank in Cincinnati as a Private Bank Analyst.
Thank you from your Peer Mentors

Alexis Barton (Lead Peer Mentor)

“Thank you so much to all the sponsors of this amazing program. This program has been a pivotal piece of my college career, and I could not be more grateful.”

Alexis has accepted a position with Pepsi-Co as a Supply Chain & Engineering Associate Analyst.

Victory Nita

“I just want to say thank you to all our sponsors. Pathways has brought me many friends, mentors and opportunity. This all would not be possible without the help of our sponsors. This summer I’m happy to announce that I will be part of Johnson Controls Future Leaders internship program and I found out about opportunity through the Pathways program. With much help from my corporate mentor and student mentor I am able to be part Johnson Controls team. Pathways women in supply chain wouldn’t be possible without our sponsors, so once again thank you.”

Megan Morrissey

“I want to send a huge thank you to the sponsors of Pathways. This program would not be what it is without the support these companies provide. I would not have my internship over the summer with Nationwide without the sponsors of Pathways. The companies who sponsor Pathways are leading the way for the future workforce of women in supply chain. I both look back in appreciation towards Pathways and feel incredibly optimistic about the future of the program for students who will be in it, and I know that comes from the companies who are involved in the program. Thanks again to all the sponsors of Pathways!”
Thank you messages from some of our 2023-2024 Pathways Scholars

Thank you for supporting the amazing program that is Pathways for Women in Supply Chain. I am so grateful for those who took the time to speak with us about their jobs and responsibilities within different companies. By hearing all of your experiences it's made me more aware of how I can further my career in the field of supply chain management. It has been comforting to hear everyone's unpredictable paths to their dream jobs. I am so grateful to have such a strong sense of support and community within the program that I can rely on. I will be a better woman in business because of all that I have learned, I cannot express how much your support means.

-Elena Boger

I want to start by saying I am extremely thankful for this opportunity! One key takeaway that I have had from the meetings with Pathways sponsors is how extensive the career choices in supply chain management are. From logistics and procurement to operations and distribution, the supply chain offers a diverse range of career paths. This exposure has opened my eyes to the endless possibilities within this industry and has solidified my interest in pursuing a career in supply chain management. I would like the pathways program to continue company visits, as seeing it all come to life helped me personally better understand the concepts explained and each company's supply chain and logistics department. I have no critiques for the program; it was very well organized, and each session I attended went smoothly and efficiently. Overall, the program provided valuable insights and networking opportunities that have further fueled my interest in supply chain management. I look forward to applying what I have learned to my future career endeavors in this field. I would like to extend my gratitude again to the sponsors for not only supporting us financially but for mentoring us as well! I look forward to joining one of the sponsors in the coming years!

-A'Shaunti Boyd

Many thanks to our sponsors for funding this program and paving a path for women in supply chain! Your constant support has fueled my motivations as a business professional and I'm so excited to step into the world using the knowledge that I have gained from this program. Special thank you to Michelle V. of Nationwide for being my mentor and always offering priceless advice. Thank you to all our sponsors for the support and making this program possible!

-Rachael Johnson

My name is Hannaniah Matthews and I'm a first-year double majoring in hospitality management and operations management. Thank you so much for your support and service throughout these few months. I loved every site visit and everyone being so hospitable. From the various sponsors we've had, I've learned to just take as many opportunities as possible because our life afterwards won't be as easy in terms of making connections and being involved. I enjoyed the sponsors coming in and talking with us afterwards. I enjoyed the site visits because there were very interactive. But we still got to discuss the company's values/morals. I would love for each meeting to be somewhere if the company has a branch in Ohio. The meetings at Fisher aren't very interactive in terms of audience engagement besides asking questions. I would describe Pathways as revolutionary because most of our sponsors loved seeing our group. They loved seeing more women in supply chain because this field is dominated by men. This group is helping young female scholars revolutionize the business industry. Thank you again for this opportunity, I can't wait to become a mentor in the future.

-Hannaniah Matthews
Thank you messages from some of our 2023-2024 Pathways Scholars

I want to personally thank you for everything you currently and continuously do for the program. I have learned so much and grown both professionally and personally after working with all of you. Your lessons and experiences are something I will continuously use and look back on during my career. Thank you for all your hard work and dedication to your own job yet also helping to shape us future businesswomen, it is greatly appreciated!

-Katherine Klepecyk

One key takeaway I had from our meetings this year is to always be prepared for different versions of the interview process. In our current day and age, the common face to face meeting is not the only interview format we have to prepare for. There are virtual face to face, recorded, and even variations such as behavior based or the STAR method. We have a plethora of situations to prepare for and our sponsor meetings offered a new way to prepare for each of them.

I would love to see the Pathways program continue. I truly valued the time and effort that was put into us as Pathways Scholars and feel I have gained a lot from the experience. To describe Pathways in one word, I would say “enlightening.” I have truly appreciated the Pathways program and am excited to see where this goes in the future.

-Cerena Dawson

Words cannot even begin to explain the amount of appreciation and gratitude I have for your support with this program. With your help, I have learned a multitude of new skills to help me succeed in the future, with life and my employment. I have been able to surround myself with wonderful young women and extraordinary mentors. Pathways has been with me every step of the way as I navigate my freshman year, providing support I didn’t even know I needed. None of this would have been able without your help. So, I thank you.

-Lauren Millard

I want to express my gratitude for your generous support of the Pathways for Women in Supply Chain Program. Your investment in our professional careers has made a tremendous difference in my life, allowing me to learn more about this field and giving me insight into my future. I’ve been thankful for each and every opportunity and am truly grateful for the opportunity to learn from experts. Your dedication has not only helped us all financially, but it encompasses mentorship, guidance, and genuine care for our success. Thank you for making such a difference in our lives.

-Saiyami Patel
Thank you messages from some of our 2023-2024 Pathways Scholars

As a participant in the Pathways program, I wanted to take a moment to express my deepest gratitude to you and the organizations you represent. Your support and commitment to the development of this program do not go unnoticed. Throughout this year, I’ve had the privilege of engaging in many meetings. I have learned so much about Supply Chain as a whole. Some of my favorite lessons were when Nordstrom came in and talked about reverse supply chain or when Nationwide talked about the skills valued in the procurement industry.

I believe this program has been very impactful in giving me insight into the industry thus far. I have learned about so many different industries and the different functions of the supply chain within them. I have figured out what I like and what I can do without. I believe that this program has the bounds to expand and be impactful to many trying to figure out what a supply chain truly is.

The mentorship provided by our sponsors plays a pivotal role in developing deep insight on women in business. As I reflect on the Pathways program, I believe it's essential to continue to foster the company mentorship program. One way it can be more valuable is if the company mentor was strategically matched with a student based on the industry that they want to go into. This will help to further the impact and the depth of the relationship between the two.

Thanks to the Pathways program I will be going to work for one of our sponsors, QSCC. I am incredibly grateful that this program gave me leverage to be able to obtain this internship. It is in my desired field, and I will be working with a great team. I want to say thank you to my recruiter, Samantha Johnston, as well as Molly Miller for making this possible.

I want to again thank every sponsor, mentor, and presenter who made this program what it is. We couldn’t have done it without the support of the willing contributors. Your commitment to investing in the next generation of Women leaders is truly inspiring, and I am honored to be a part of this incredible journey.

-Kennedy Tucker
May 2024 Graduating Pathways Scholars

CONGRATULATIONS to our graduating Pathways Scholars! You have made the most of your time at The Ohio State University and we have no doubt you will continue to do so in your careers! Thank you to the contributions you made to the Pathways Program. #Go Bucks! #Class of 2024

Alexis Barton
Ellie Boiston
Lauren Brandenburg
Sydney Cagnon
Alaina Croskey
Lexi Gruszczynski
Reese Hutchison
Saiyami Patel
Sally Wysong
Taylor Young

*The individuals listed above confirmed they were graduating on May 5. If we have any other former Pathways Scholars who graduated this Spring, please let us know.
**Newsletter 6 Recap**

**April 5** – Nationwide On-campus  
**April 22** – Last Day of Classes  
**May 5** – Graduation Day!

**Birthdays!**

May 1 - Annelise Salomon  
May 11 – Mia Zamora  
May 12 – Lily Smiley  
May 26 – Maggie Slack  
August 4 – Reese Hutchison  
August 15 – Jennie Craddock  
August 24 – Jasmine Muhammed  
August 31 – Cerena Dawson

**What’s coming up?**

**May & June** – 2024-2025 Pathways to Supply Chain Application and Selection Process  
**Summer** – Announce 2024-2025 University & Peer Mentors and Pathways Scholars  
**August 20** – Classes Begin

Have a wonderful Summer! Go Bucks!
Let’s get connected!

Want to be featured in the next newsletter?
• Submit a quote here!
• Submit photos from Pathways events or with other scholars or mentors here!
• Reach out to Molly @ miller.10991@osu.edu if you’d like to be featured

Join our LinkedIn Group here!
This program, offered by the Operations and Business Analytics Department, is a combination scholarship and experiential engagement program that will introduce female undergraduates to supply chain careers earlier in their college experience and provide them with the opportunities to engage with industry executives in a mentoring capacity.

Dr. Kenneth K. Boyer, Fisher Designated Professor
Dr. Mi Kyong Newsom, Lean Six Sigma Academic Director, Clinical Assistant Professor
Prof. Bonnie Schroeder, Senior Lecturer
Prof. Whitney Mantonya, Senior Lecturer
Molly Miller, Program Manager

Learn more at:
go.osu.edu/PathwaysforWomeninSupplyChain