Fast-track to Developing Supply Chain Management Professionals

Speaker: Scott Reily – Senior Vice President Logistics, Brookshire Grocery Company

Speaker: Mark R. Miller, PhD, CLSSBB, CSTM, CSMS, CSEG Professor of Technology, The University of Texas at Tyler
• Founded in 1928
• More than 150 stores – TX, LA, & AR
• Customer Service
• Provide a great food and shopping experience
• Founded in 1971
• 8,113 students – 6,062 undergrad & 2,051 grad
• Offers more than 90 academic programs at the bachelor, master, and doctoral levels
• Fastest growing university in Texas
• Department of Technology offers:
  – Industrial Technology (undergraduate degree)
  – Industrial Management (graduate degree)
    • Certificates in Supply Chain Management & Lean Six Sigma (Black Belt)
“Zero degree, high tensile, steel belts provide great lateral stiffness, while resisting damages from impacts and penetrations”

“High strength, poly resin spokes carry the load, while damping the ride and providing a unique energy transfer that reduces bounce”

“Deep open tread designed for excellent cleaning and traction”

“Universal, 8 hole, heavy gauge steel hub will easily bolt onto all standard skid steer machines”

“Zero degree belts and proprietary design create a “shear beam” which transfers the load to a uniform contact patch”
Fast-track to Developing Supply Chain Management Professionals

- Logistics plays an important role in the transportation of goods in a global economy
- Employment of logisticians is projected to grow 22 percent from 2012 to 2022
- Emergence of supply chain as a strategic function are requiring an ever more skilled workforce
- 30,000 more logistician jobs
“Gartner advises employers to work with a select set of university partners to build programs that start with internships and naturally develop into entry-level on-ramps to secure strong talent.”

*Logistics Management – September 2014*
BGC Logistics Projects

• East Texas Lean Consortium

• Class Projects
  ▪ Lean Improvement Opportunities – 5S
  ▪ Analytics

• Case Study Projects
  ▪ Texas A&M - Warehouse Management System RFP
  ▪ UT Tyler - Warehouse Automation
PROGRAM VS. CERTIFICATE

• Program may be better but states require minimum number of graduates within five years
• Program takes longer to complete and cost is higher
• Certificate programs are stand alone and have less requirements mandated by the state
• Certificate programs can be completed in a year and do not require other course work
LEAN SIX SIGMA CERTIFICATION

• Reviewed top lean and six sigma certification providers
  – ASQ, IASSC, The Council for Six Sigma Certification, Villanova, etc.

• Created a spread sheet of their various Body of Knowledge (BoK)

• Developed courses that covered all the content of all the BoK’s listed on the spread sheet
LEAN SIX SIGMA BLACK BELT CERTIFICATION

• TECH 5310: Six Sigma Quality
• TECH 5320: Total Quality Management
• TECH 5335: Lean Management
• TECH 5366: Value Stream Management
• TECH 5390: Advanced Lean Six Sigma Black Belt Techniques
FORWARD THINKING

"Most of the talent gap is occurring in the middle and senior management ranks, according to the report."

"The study projects that three out of four current supply chain jobs will not exist in their current form by the end of 2015."

19th Annual Third-Party Logistics Study

"Unless current trends change, within the next few years there will be six available supply chain jobs for every one person qualified to fill them, according to the study."
Ashlee Shidler
Logistics Intern
Summer 2014

Direct Supervisors:
Justin Goddard & Augustine DeLaPiedra
BGC Education Partnerships

• 2008 - Formal Intern Program

• 2011 – Logistics Intern Program

  • Interns Hired – 38

  • Logistics Interns Hired – 8
- Able to use knowledge from the classroom
- Able to take trips and attend a safety meeting
- Learned how warehouse operations worked first hand
- Was introduced to a corporate office setting
They don’t just do it for the money.

“I feel there is a solid career path in this industry. I started as a forklift operator selecting orders 18 years ago, and I have progressed into director of operations role.”

“It’s an industry that requires unique skills and knowledge with more openings than candidates.”

“Supply chain management seems to finally be recognized as a significant contributor to the company’s performance.”

-7th Annual Salary Survey: Rewarding Results
Logistics Leadership Education

- Brookshire University – industry specific education
- Tyler Junior College – skills training
- WAFC – Retail Management Certificate
- Tyler Junior College – Leadership Certificate
- UT Tyler – Management Education
RESEARCH EXISTING PROGRAMS

• Reviewed top supply chain management programs in the country:
  – Michigan State University
  – Arizona State University
  – University of Tennessee
  – University of Michigan
  – Texas A&M University
  – And more
RESEARCH EXISTING PROGRAMS

• Reviewed certificate programs from top programs and identified similar coursework/curriculum
• Revised existing course work to contain content from top programs
• Created new course work to include content not currently offered at the university
SUPPLY CHAIN MANAGEMENTCERTIFICATION

Curriculum (12 hours total)

• The following courses are required to receive a certificate in Supply Chain Management:

• MANA 5305: Decision Making in Operations Management

• ACCT 5320: Accounting for Management Control

• TECH 5306: Advanced Logistics Management

• TECH 5307: Strategic Sourcing
MS IN INDUSTRIAL MANAGEMENT

• Graduate with a master’s degree in Industrial Management and earn at least three certifications without any additional coursework
  – Supply Chain Management
  – Lean Six Sigma Black Belt
  – Project Management Institute – Certified Associate in Project Management (CAPM)®
  – FANUC robotics handling & programming
### MS in IND. MGMT. DEGREE PLAN

**Management Core (6 Hours)**

<table>
<thead>
<tr>
<th>Course Accepted</th>
<th>College</th>
<th>Hours</th>
<th>Grade</th>
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<tbody>
<tr>
<td>MANA 5350</td>
<td></td>
<td></td>
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<tr>
<td>Strategic Human Resource Mgmt. or ACCT 5320</td>
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<tr>
<td>+ Accounting for Mgmt. Control</td>
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<tr>
<td>MANA 5305</td>
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<tr>
<td>+ Decision Making in Operations Mgmt.</td>
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</table>

**Research Core (6 Hours)**

<table>
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<tr>
<th>Course Accepted</th>
<th>College</th>
<th>Hours</th>
<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>TECH 5301</td>
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<td></td>
<td></td>
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<tr>
<td>Research Techniques in Technology</td>
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<tr>
<td>TECH 5329</td>
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<tr>
<td>Trends in Industry or</td>
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<tr>
<td>TECH 5370</td>
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<tr>
<td>Internship in Technology</td>
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**Technology Core (18 Hours)**

Select six courses from the following:

- TECH 5310 * Six Sigma Quality
- TECH 5335 * Lean Management
- TECH 5317 Computer Integrated Manufacturing
- TECH 5312 Total Productive Maintenance
- TECH 5309 Industrial Processes and Materials
- TECH 5346 Environmental Management
- TECH 5331 Project Management
- TECH 5366 * Value Stream Management
- TECH 5320 Total Quality Management
- TECH 5306 + Advanced Logistics Management
- TECH 5380 Management of Nanomaterials
- TECH 5390 * Adv Lean Six Sigma Blk Blt Techniq.
- TECH 5308 + Strategic Sourcing

**NOTE:** All course designated with an * are required to prepare for Lean Six Sigma Black Belt Certification.

All course designated with an + are required to prepare for Supply Chain Management Certification.

**Electives (6 Hours)**

ANY GRADUATE COURSE
WHY COLLABORATE?

• Accreditation organizations require industry input so university graduates are properly prepared for employers
• Accreditation organizations require university programs to track graduates
• Graduates should obtain employment related to their program
LOCATION OF MOST SUPPLY CHAIN MANAGEMENT PROGRAMS

• Most supply chain management programs are at larger, flag ship universities and cap enrollments
• Graduates from flag ship universities generate more debt than those from other public universities and therefore expect a higher starting salary
• Most graduates prefer to work in the city they earned their degree
Questions?