Head Over Heels:
Women in Supply Chain Management

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Abstract
Being a woman in the Supply Chain Management major, I have seen the challenges females face in a male-dominated field. Just why is it that we see so few women in executive roles in the Supply Chain field? Is it because of the gender challenges, or is there another underlying issue that is causing the lack of women in upper-level Supply Chain roles? Through this research study, twelve female participants will tell about their experiences being an entry-level woman in Supply Chain field. These challenges will help to determine if these entry-level challenges are the reason why women are either not continuing to pursue a career in the Supply Chain field, or are not prepared for executive level Supply Chain roles. Through this research, five prominent themes arose from the experiences the participants had faced during their entry-level career. By having these finding, corporations and The University of Tennessee’s nationally ranked Supply Chain program can better recruit and prepare women for the issues they will face in a male-dominated Supply Chain career.

Introduction
Current research reveals that only 37% of students enrolled in Supply Chain courses are females, foreshadowing that only 5% of Supply Chain executives are women. While current research shows the lack of women in Supply Chain, it does not tell us how to increase the female proportion in this statistic, or how to better prepare and empower women in male-dominated roles. Studies show that when women thrive in their careers, the businesses they work for thrive as well. This research study will continue the study on women in business, focusing on the Supply Chain field, to better understand the gender gap and how to connect women in Supply Chain and help them thrive.

Proportion of Women Leaders in Supply Chain Declines

- 35% of respondents report zero female VPs or senior directors
- Lack of Female Role Models in SCM Field
- Lack of Self-Confidence in a Male-Dominated Field

Purpose: Wanting to Make a Difference
- Disconnect between Corporate and Field Locations
- Age AND Gender Issue

References