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# The Gartner Supply Chain University Top 25 for 2022: Talent Recruitment

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1

## **Supply Chain Talent Needs Intensified**

- Fewer supply chain employees show high intent to stay
- Millions of manufacturing roles go unfilled



2

## **The Labor Market Is Not Our Friend**

- Millions of Boomers leave workforce earlier than planned
- Gen Z is a smaller population

# Today's Session

1. What are the big trends in North American supply chain programs?
2. What do the best supply chain organizations do to partner well?
3. Who are the Top 25 Graduate & Undergraduate Programs?

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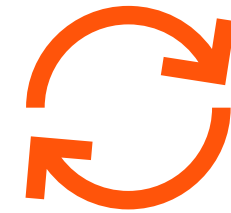
# Three Big Trends in 2022



Diversity Equity and  
Inclusion Improves



Compensation  
Increases



More Sustainability,  
Risk Management  
Focus

## **Key Take-Away:**

Curricula in the Top 25 has standardized. Use other indicators — experiential learning, DEI, location, cost — to prioritize relationships.

# Polling Question

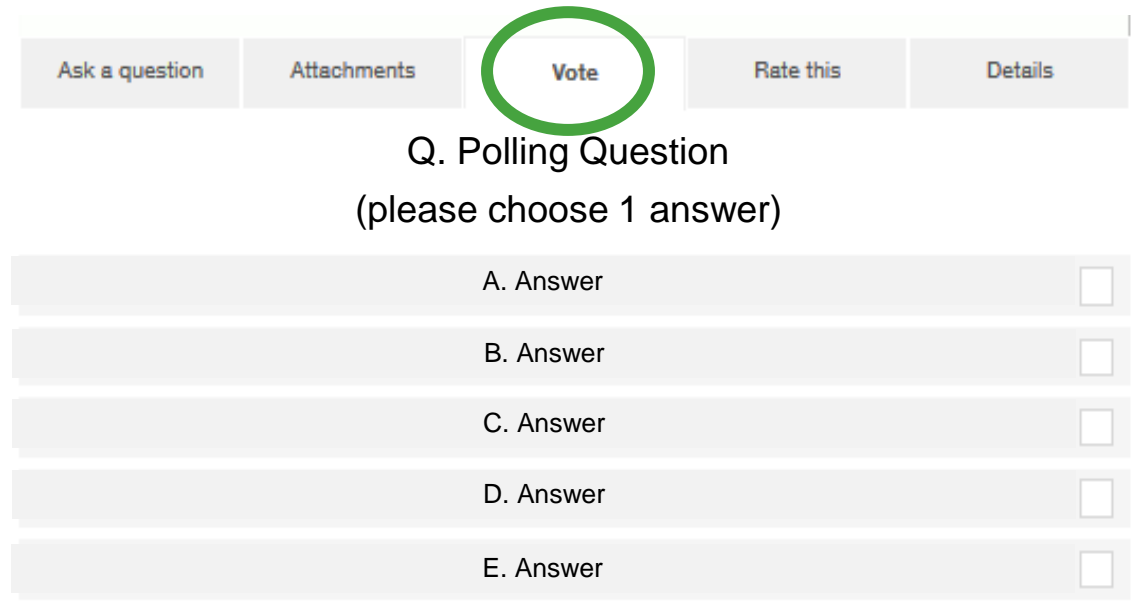
**Looking out the next 1-3 years, are you likely to expand your university partnership portfolio?**

- A. Yes**
- B. No, but we will be re-evaluating our relationships with programs and perhaps working with different programs**
- C. No**

## How to participate in our polling

If you are in full screen mode – click Esc  
The poll question is on the “Vote” tab.  
Please click the box to make your selection.  
Upon voting you will see the results.

Thank you!



The screenshot shows a navigation bar with five tabs: "Ask a question", "Attachments", "Vote", "Rate this", and "Details". The "Vote" tab is highlighted with a green circle. Below the tabs, the question "Q. Polling Question" is displayed, followed by the instruction "(please choose 1 answer)". There are five answer options, each with a checkbox:

- A. Answer
- B. Answer
- C. Answer
- D. Answer
- E. Answer

# Today's Session

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# Justify High-Investment Schools With Objective Criteria

University Evaluation and Comparison Tool; Illustrative

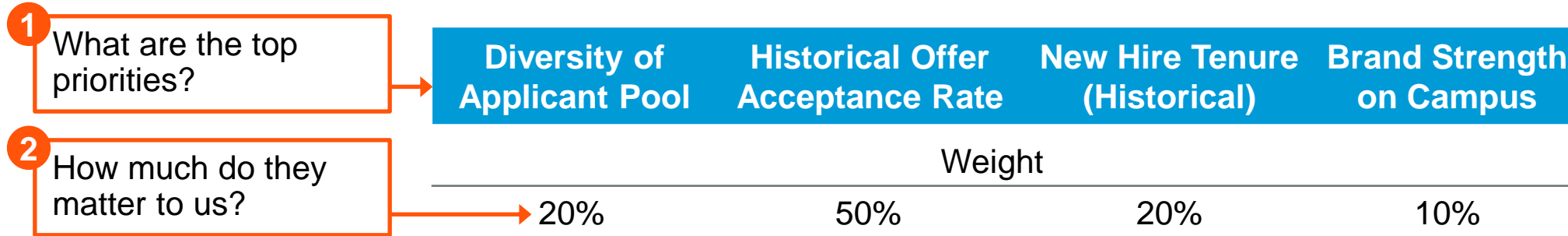


Note: Weighted Score Calculation: (Criteria 1 Score X Criteria 1 Weight) + (Criteria 2 Score X Criteria 2 Weight) + ... ; Sum of all weights must = 100%.



# Justify High-Investment Schools With Objective Criteria

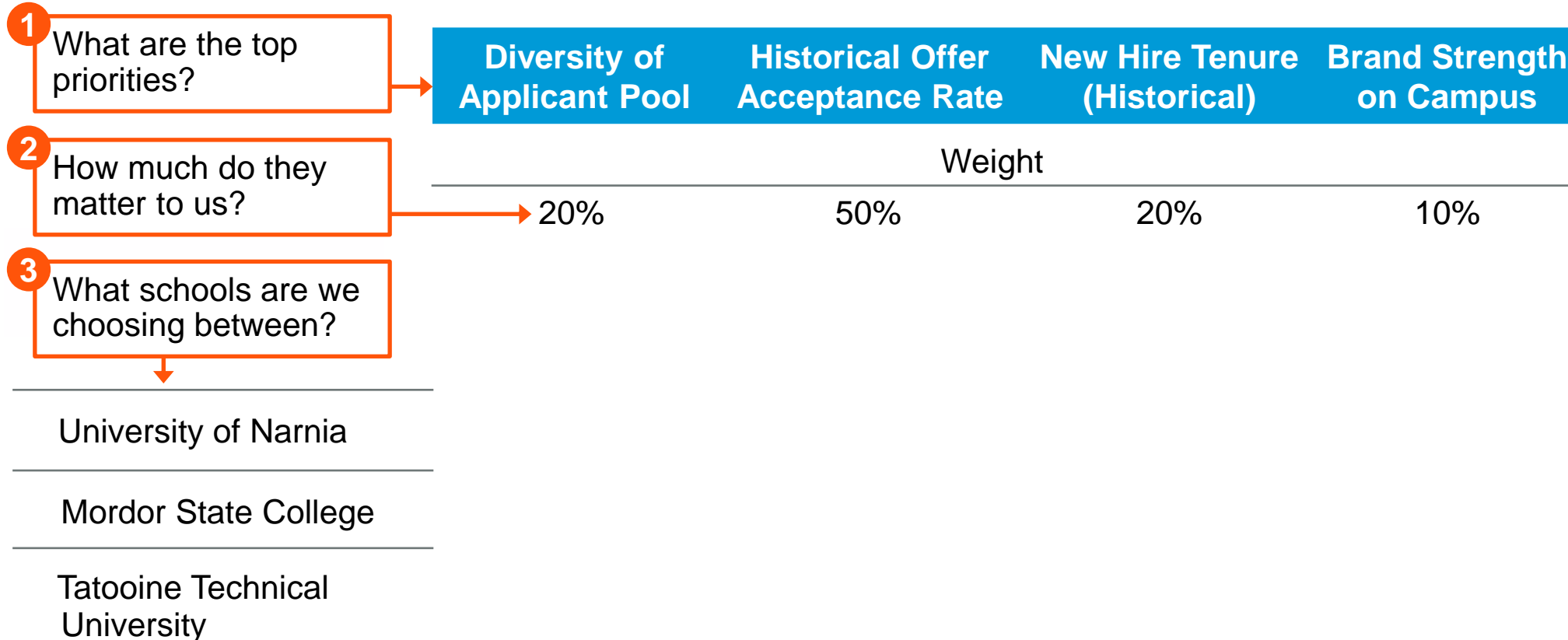
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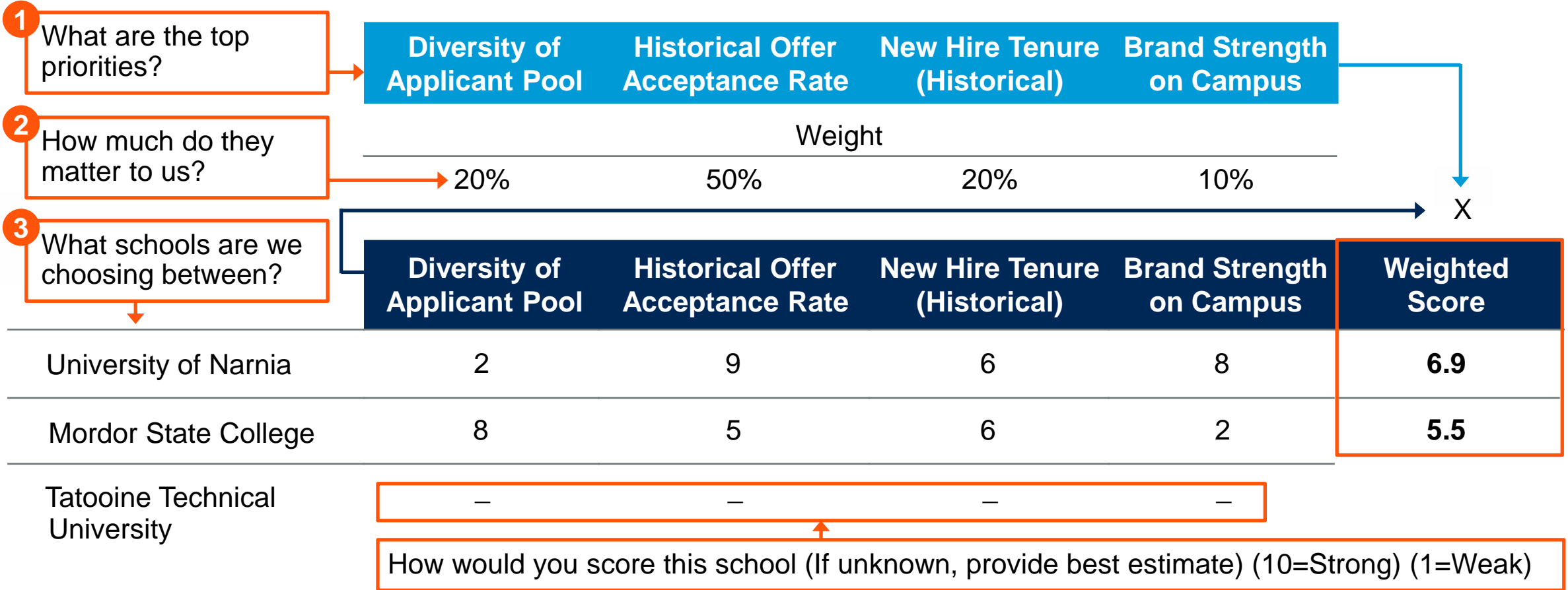
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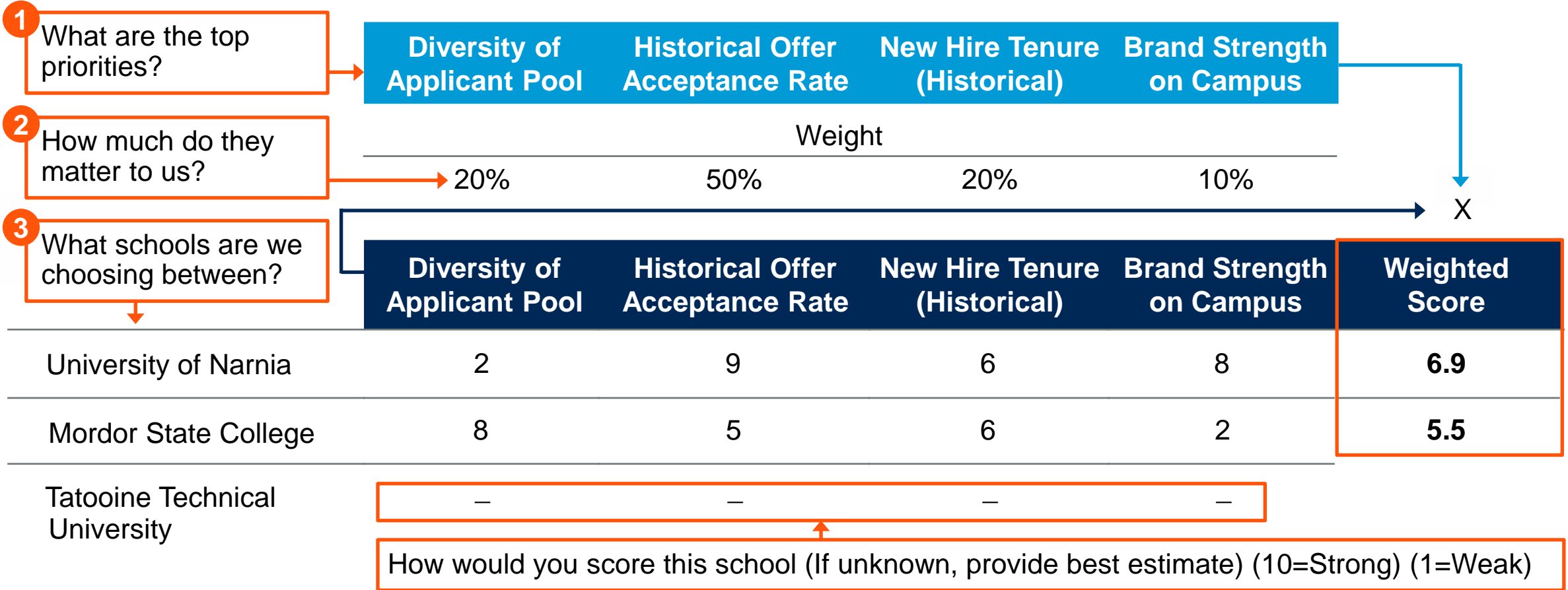
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# Justify High-Investment Schools With Objective Criteria

University Evaluation and Comparison Tool; Illustrative



**Let Changing Business Priorities Dictate School Selection**

Note: Weighted Score Calculation: (Criteria 1 Score X Criteria 1 Weight) + (Criteria 2 Score X Criteria 2 Weight) + ....; Sum of all weights must = 100%.



# More Best Practices in University Partnerships

**Supply chain leadership should own and drive the program.**

1. Target the right program(s), not too many. Typically 2-5 core schools.
2. Consider how much (if anything) you are willing to pay to partner.
3. Target programs that are less crowded.
4. Start with an internship pilot and/or recruiting for permanent hires.
5. Appoint executive sponsor, program director/leader, ambassadors.
6. Expose students to peers or near peers.
7. Design attractive, purposeful internship programs and career paths.
8. KPIs: “conversion,” performance, retention, net promoter score.



## **Key Take-Away:**

The top 10-15 supply chain programs are crowded and expensive. Consider others, even beyond the Top 25. Build the future!

# Today's Session

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# Requirements for Participation (2022)



1. Offer a four-year undergraduate degree, MBA with supply chain specialization, or Master of Science in Supply Chain Management degree
2. The degree or specialization must include the words “supply chain”
3. Have one completed year of data to share for each program (2020-21)
4. Be willing to complete a detailed RFI

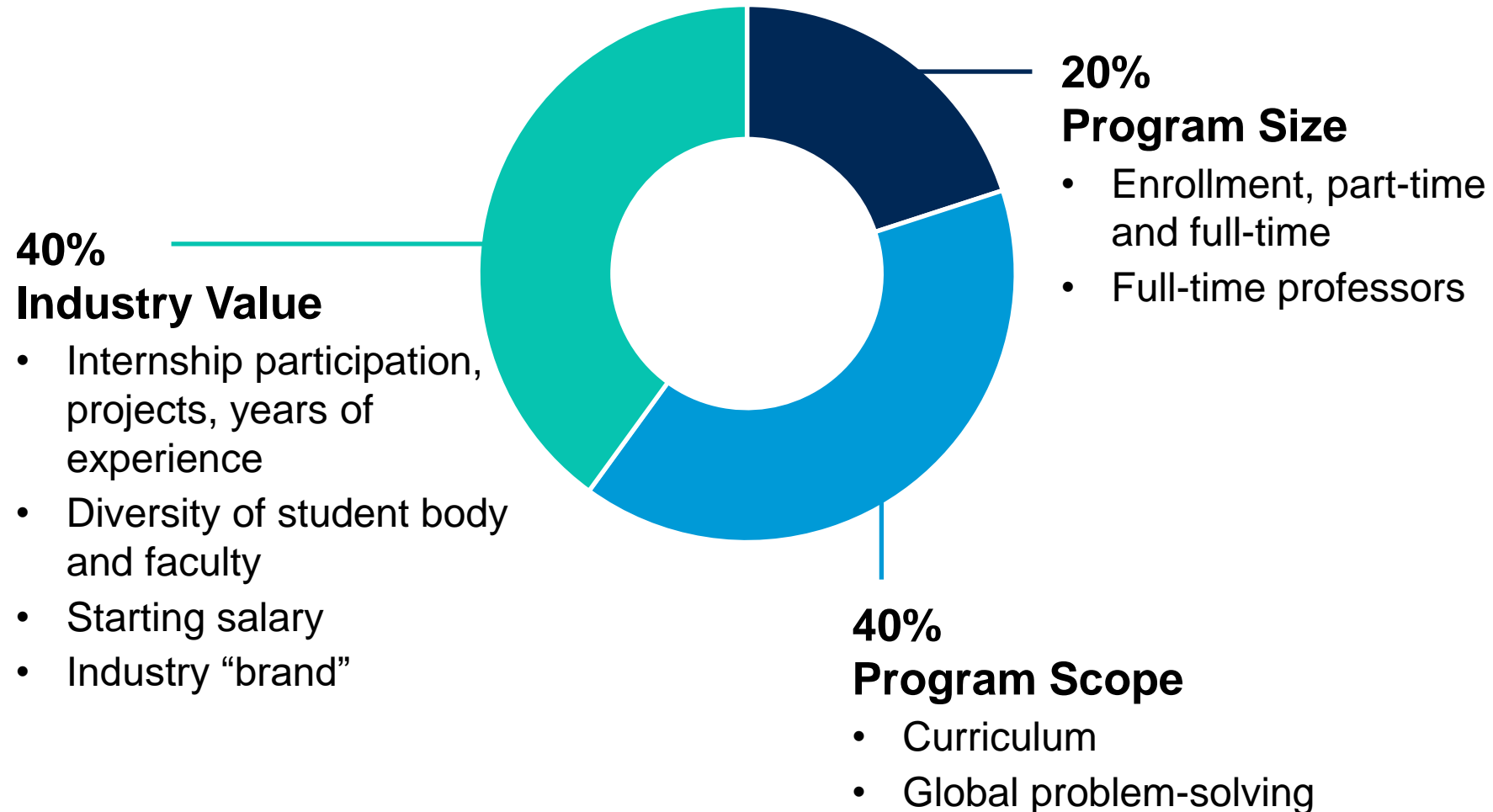


**But**

- Programs that decline to participate will not be included against their wishes.
- We advise programs with focused specialties not to participate.

**2024 Methodology Focus: Public Data, Short RFI, Industry Survey**

# The Supply Chain University Top 25 Methodology



# **Gartner 2022 Supply Chain University Top 25**



**Graduate  
Programs**



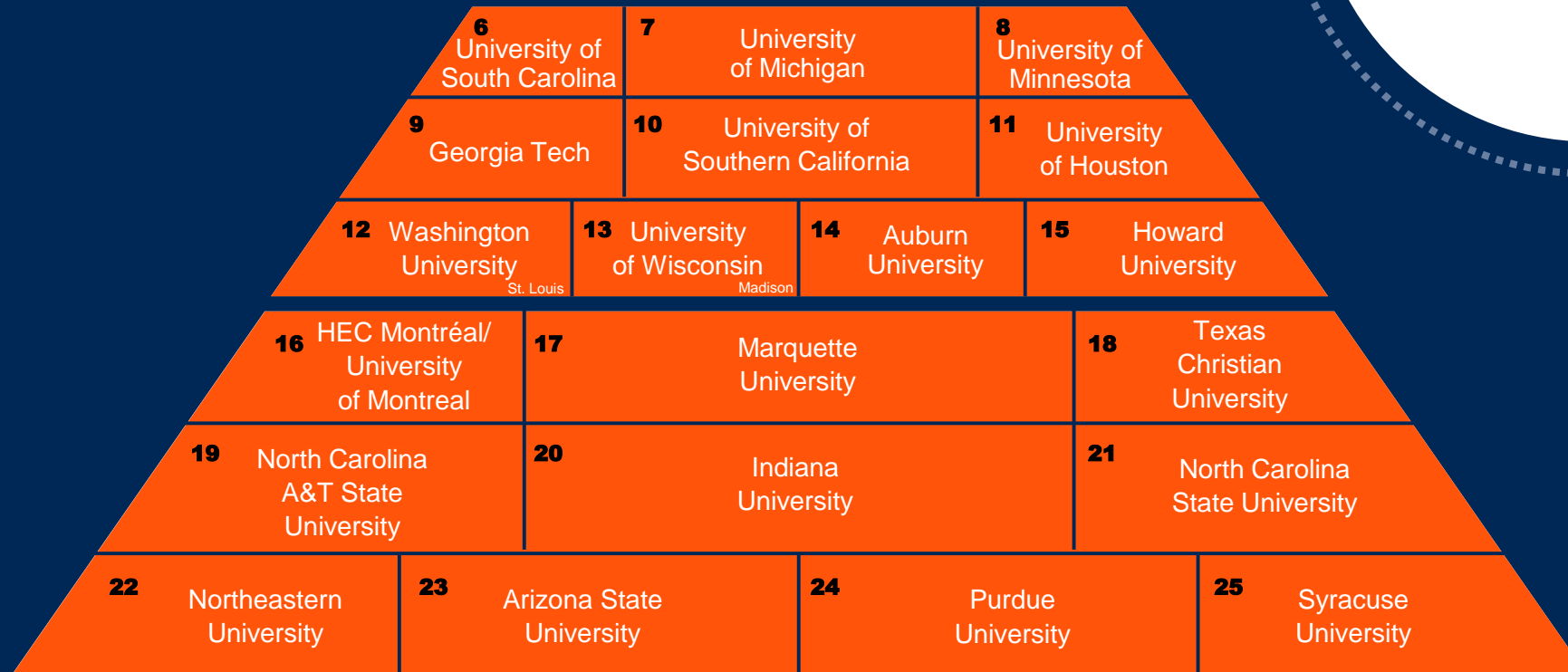
# Gartner 2022 Supply Chain University Top 25

## Graduate Programs

|  |                                       |  |                                  |
|--|---------------------------------------|--|----------------------------------|
| <b>16</b> HEC Montréal/<br>University<br>of Montreal | <b>17</b> Marquette<br>University     | <b>18</b> Texas<br>Christian<br>University   |                                  |
| <b>19</b> North Carolina<br>A&T State<br>University  | <b>20</b> Indiana<br>University       | <b>21</b> North Carolina<br>State University |                                  |
| <b>22</b> Northeastern<br>University                 | <b>23</b> Arizona State<br>University | <b>24</b> Purdue<br>University               | <b>25</b> Syracuse<br>University |

# Gartner 2022 Supply Chain University Top 25

## Graduate Programs



# Gartner 2022 Supply Chain University Top 25



**Graduate Programs**

# Gartner 2022 Supply Chain University Top 25



## **Key Take-Away:**

The top program landscape looks different in 2022. Update your academic partner portfolio to get broader access.



11:29



**Class is dismissed!**

# Recommendations

- ④ Use experiential learning, DEI, location preferences, cost to re-prioritize relationships.
- ④ Consider programs beyond the top 25. Build the future!
- ④ Reach out to one new program in 2022.



# Ask your questions

The image shows a user interface for asking a question. At the top, there is a navigation bar with four tabs: 'Ask a question', 'Attachments', 'Rate this', and 'Details'. The 'Ask a question' tab is highlighted with an orange border, and an orange arrow points to it from the left. Below the tabs, the text 'Ask a question' is displayed. Underneath is a large text input field with the placeholder text 'Type your question here...'. At the bottom right of the form, there is a 'Send Question' button, which is also highlighted with an orange border and has an orange arrow pointing to it from the left.

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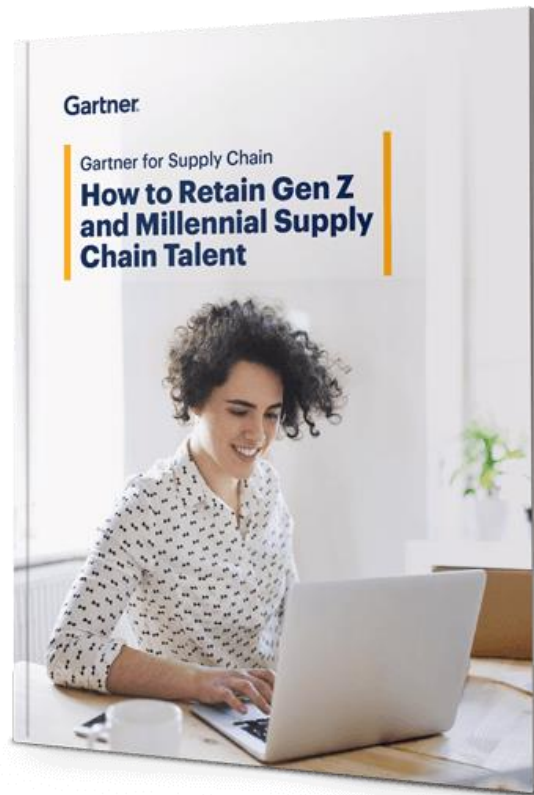


Accelerate the adoption of strategic technology trends to deliver opportunity



Develop future-proof strategies for transforming the supply chain operating model to address near-term disruptions

# New report: 10 supply chain management tactics for winning Gen Z and millennial talent



Report includes:

- Key drivers of high performance
- Priorities of Gen Z and millennial supply chain talent
- Featured case study from Unilever

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**Gartner**

**Gartner Supply Chain Top 25**

**View the top supply  
chain companies  
for 2022**

25

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