



# Industrial Distribution

COLLEGE OF ENGINEERING

# 2025-2026 **ANNUAL REPORT**

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# MESSAGE FROM THE ENGINEERING TECHNOLOGY AND INDUSTRIAL DISTRIBUTION DEPARTMENT HEAD

Howdy from Aggieland!

As we present the industrial distribution program's 2025-26 Annual Report, we are proud to reflect on another successful year.

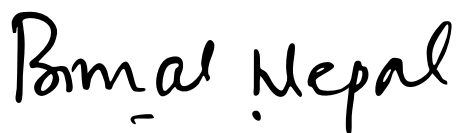
Our achievements are made possible through the collective efforts of our students, faculty, staff, former students and industry partners, whose dedication continues to shape the future of our program.

Together, we remain committed to advancing the mission of delivering meaningful educational experiences and applied research opportunities that prepare our students to be future leaders and innovators.

Thank you, our former students and industry partners, for your ongoing investment in our students and belief in our mission. Your collaboration is essential to help us reach new levels of excellence.

We are grateful for your support and commitment to our shared success.

Sincerely,

A handwritten signature in black ink that reads "Bimal Nepal". The signature is written in a cursive, flowing style.

**Bimal Nepal, Ph.D.**

J.R. THOMPSON CHAIR AND DEPARTMENT HEAD  
DON A. RICE PROFESSOR OF INDUSTRIAL DISTRIBUTION



# MESSAGE FROM THE INDUSTRIAL DISTRIBUTION PROGRAM COORDINATOR



Dear Colleagues and Friends of the ID Program,

I am delighted to share highlights of another extraordinary year for the Industrial Distribution (ID) program. Our faculty advanced impactful research, contributing to knowledge critical to the industrial distribution industry and national strategic priorities. As a leading higher education institution, we embrace our responsibility to pioneer new knowledge that benefits our communities, and this year we made tremendous progress toward that mission.

Our undergraduate program remains the heart of our department, nurturing exceptional students who consistently exceed expectations through academic achievement and beyond the classroom. Our Master of Industrial Distribution program experienced significant enrollment growth, reflecting the value of faculty collaboration with industry executives and our commitment to preparing high-potential candidates for leadership in the distribution sector.

The Read Center gained momentum across its three pillars, offering robust programming that generated nearly half a million dollars in revenue. In addition to launching the Talent Incubator Program, our research consortia continued to foster meaningful industry engagement. We also hosted an exclusive AI symposium in collaboration with NAW and the Applied AI Consortium, further strengthening our reputation as a hub for innovation.

Looking ahead, we are refreshing the undergraduate curriculum to ensure continued relevance and rigor, launching ID in Fort Worth and developing a residential master's program focused on cultivating data-driven strategy enablers. Plans for a new department building are also advancing, signaling an exciting period of growth for ID.

None of these achievements would be possible without the unwavering support of our current students, former students, industry partners and friends of the ID program. Thank you, from the bottom of my heart, for your dedication to making ID the best it can be.

I invite you to join us in celebrating the program's 70th anniversary at our dinner on September 17 here in IDland. I look forward to connecting with you and honoring the remarkable community we have built together.

#poweredByID

With gratitude,

A handwritten signature in black ink, reading "N. Natarajarathinam". The signature is fluid and cursive, with the first name "N." and the last name "Natarajarathinam" clearly visible.

**Malini Natarajarathinam, Ph.D.**

LEONARD AND VALERIE BRUCE LEADERSHIP CHAIR  
PROFESSOR AND PROGRAM COORDINATOR OF INDUSTRIAL DISTRIBUTION

# ADVISORY BOARDS

## Industrial Distribution Industry Advisory Board

Lindsley Ruth, *Infinite Electronics*

Dan Tinker, *SRS Distribution*

Ben Keating, *Keating Auto Group*

Bob Dill, *Hisco (retired)*

Jeff Metzler, *Lonestar Electric Supply*

John Wisenbaker, *Wisenbaker Builder  
Services*

Kevin Friar, *Hoover CS*

Matt Oldroyd, *Evolution Motion Solutions*

Michael Knight, *TTI Inc.*

Joe Nettemeyer, *Valin (retired)*

Steven Newland, *TestEquity (retired)*

Mike Rowlett, *Womack Machine  
Supply (retired)*

## Master of Industrial Distribution Advisory Board

Arnold (Troop) Aschenbeck, *Alcon*

Jon Berleth, *Bray International, Inc.*

François Gentis, *Netskope*

Chris Hendricks, *Duncan Supply Company,  
Inc.*

Jason Jacobs, *Raytheon Technology*

Dean Jones, *AFS Logistics, LLC*

Renata Morgan, *Rheem Manufacturing*

Ron Price, *Accurate Water Meter*

John Stansbury, *Rexel*

Brett Socha, *ChampionX*

Brad Vance, *EPICOR*

## Industrial Distribution Undergraduate Advisory Committee

Shaun Blumhoff, *Tumlinson Electric*

Ken Schreiber, *Rheem Manufacturing*

Jonathan Z. Bounds, *SIG Partners*

Stephanie Schubert, *Hajoca/Moore Supply*

Carolyn LaGrange, *ConocoPhillips*

Charleene Burgess, *Motion Industries  
(retired)*

Alan Singleton, *Ryerson*

Greg Jessup, *SRS Distribution*

Bobby Schaible, *EOH/Supreme Integrated  
Technology*

Charlie Reinhardt, *Elliott Electric Supply*

George Temple, *Kodaris*

Grant Salisbury, *Pape Material Handling*

James Turner, *IGS, Integrated Global*

Jason Barefield, *Endress + Hauser*

Phil Evans, *Hussmann*

Ryan Srnka, *Brenntag Lubricants*

*We thank outgoing members Bob Dill (IAB), Joe Nettemeyer (IAB) and Jonathan Bounds (UAC). We welcome Anne Vranicic (IAB).*



# ID TEAM

## Staff

- Therese Barefield
- Steven Ebel
- Brianna Edwards
- Kaylee McMellon
- Nichole Mehlhaff

## Tenured/Tenure-Track Faculty

- Lee Allison
- Willy Bolander
- Ismail Capar
- Eleftherios Iakovou
- Elnaz Kabir
- Malini Natarajarathinam
- Bimal Nepal
- Jisoo Park
- Maria Rouziou
- Chukwuzubelu Ufodike

## Academic Professional Track Faculty

- Bob Borsh
- Fatih Cengil
- Betul Cengil
- Norm Clark
- Rohit Dube
- Taylor Dudley
- Joe Dyson
- Alonso Fierro
- Tom Hollis
- Jay Johnson
- Mark Johnson
- Bharani Nagarathnam
- Danny Rey
- Evan Vestal

## MID Faculty

- Rich Antonaros
- Willy Bolander
- Brooke Bowers
- Mike Calabria
- Norm Clark
- Tom Comstock
- Stephen Elliott
- Read Frymire
- Senthil Gunasekaran
- Ron Holsey
- Pradip Krishnadevarajan
- Bharani Nagarathnam
- Malini Natarajarathinam
- Bimal Nepal
- Magnus Meier
- Danny Rey
- David Wascom

# INDUSTRIAL DISTRIBUTION VISION & MISSION STATEMENTS

The **vision** of the industrial distribution program at Texas A&M University is:

- To be a nationally recognized leader in industrial distribution education and applied research, including technical sales and distribution operations and supply chain management.

The **mission** of the industrial distribution program at Texas A&M University is to:

- Prepare graduates for sales engineering, sales management, supply chain operations and logistics management mid-management positions with wholesale distributors, who purchase, warehouse, sell, distribute and service a wide variety of products, and with manufacturers who sell through distributors.
- Conduct applied research and develop new best practices in industrial distribution, logistics and supply chain management that mutually benefits the university and its industrial, governmental and academic collaborators.
- Provide service and leadership in the promotion and advancement of the department, the university and the industrial distribution profession.
- Maintain a nationally recognized program through excellence in hands-on education, applied research and service.



# SAMPLE PUBLICATIONS



## Dr. Lee Allison

Extending Commitment-Trust Theory to AI Adoption: A Multi-Study Investigation in Educational Settings – *Marketing and Education Review*, October 2025



## Dr. Willy Bolander

Global Events Demand Global Data: COVID-19 Crisis Responses and the Future of Selling and Sales Management Around the Globe – *Journal of International Marketing*, June 2025



## Dr. Rohit Dube

Hierarchical Semi-Markov Models with Duration-Aware Dynamics for Activity Sequences – *Energy and Buildings*, March 2026



## Dr. Eleftherios Iakovou

AI-based Predictive Analytics for Enhancing Data-Driven Supply Chain Optimization – *Journal of Global Optimization*, July 2025



## Dr. Elnaz Kabir

Energy System Vulnerabilities in a Zero-Emission Grid: The Role of Climate Variability and Technology Uncertainty – *Energy*, August 2025



## Dr. Malini Natarathinam

Does Horizontal Learning in Career Technical Education with Making and Micromanufacturing Boost Students' Self-Efficacy? – *International Journal of Innovation and Learning*, December 2025



## Dr. Bimal Nepal

A Multi-Objective Supply Chain Configuration Model for Modular Product Design – *Industrial Engineering and Management*, December 2025



## Dr. Jisoo Park

Integrating Order-to-Delivery Time Sensitivity in E-Commerce Middle-Mile Consolidation Network Design – *IIE Transactions*, December 2025



## Dr. Maria Rouziou

Understanding the B2B Customer Experience and Journey: A Convergence-based Lens – *Journal of Business Research*, September 2025



## Dr. Chukwuzubelu Ufodike

Extending the Hybrid-Viscosity-Continuum Model to Predict the Melt Pool Dynamics During Powder Bed Fusion Additive Manufacturing Processes – *Progress in Additive Manufacturing*, February 2026

# RESEARCH PORTFOLIO AND LABS

Our research portfolio delivers innovative solutions for the evolving challenges in the industrial distribution sector with a focus on supply chain optimization, sales and marketing strategy, talent development and operational excellence.

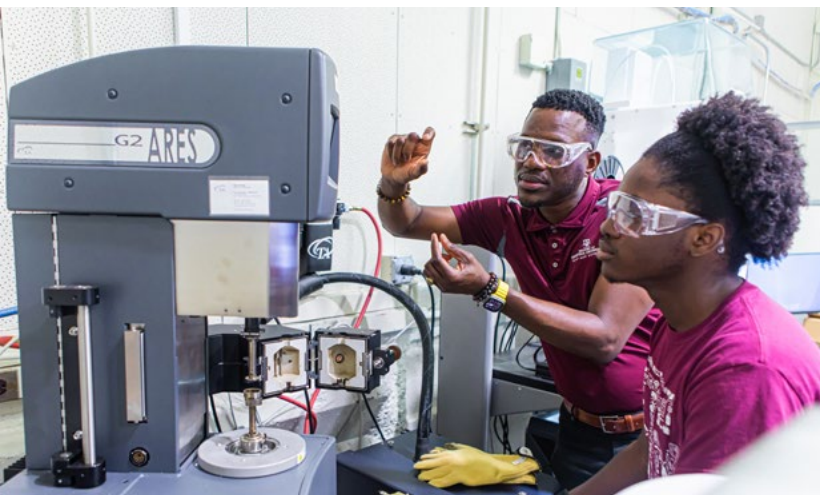
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Our major **research clusters** include:

- Optimization in distribution operations (inventory, customer, supplier, pricing)
- Transportation and logistics planning and optimization
- Sales and marketing strategy and analytics
- Data-driven business transformation
- Sales workforce analysis
- Supply chain resilience, agility and digital twins
- Sustainable energy systems and supply chains
- Talent acquisition, development, management and retention
- Digital Manufacturing and Lean Distribution (Smart Lean)
- Applied engineering education

Our **laboratories** include:

- Bosch Rexroth – R.C. Womack Fluid Power Laboratory
- Digital Manufacturing and Distribution Laboratory
- DXP Pump Laboratory
- Global Supply Chain Laboratory (GSCL)
- Haas CNC Machining Laboratory
- Industrial Electricity Laboratory
- Laboratory for Advancing Sustainable Energy Resilience (LASER)
- Mechanical Power Transmission Laboratory
- Metallic Materials Laboratory
- Metrology Laboratory
- Nonmetallic Materials Laboratory
- Rockwell Automation Laboratory
- Sales Engineering Laboratory
- Thomas and Joan Read Center for Distribution Research and Education
- Welding Laboratory



# ID STATS

## Enrollment

### Fall 2025

UG students **1,015**

**22.5%** seeking business minor

### Spring 2026

UG students **976**

**23.9%** seeking business minor

### Scholarships 2025-2026

**96** ID students received ID and ETID scholarships totaling **\$102,500**.

Average starting salary

**\$73,896/yr**

### Job Locations Fall 2025

**32%** Dallas/Fort Worth

**25%** Houston

**20%** Outside of Texas

**8%** Austin

**5%** San Antonio

**8%** Other Texas Areas

**3%** Remote

### Graduates

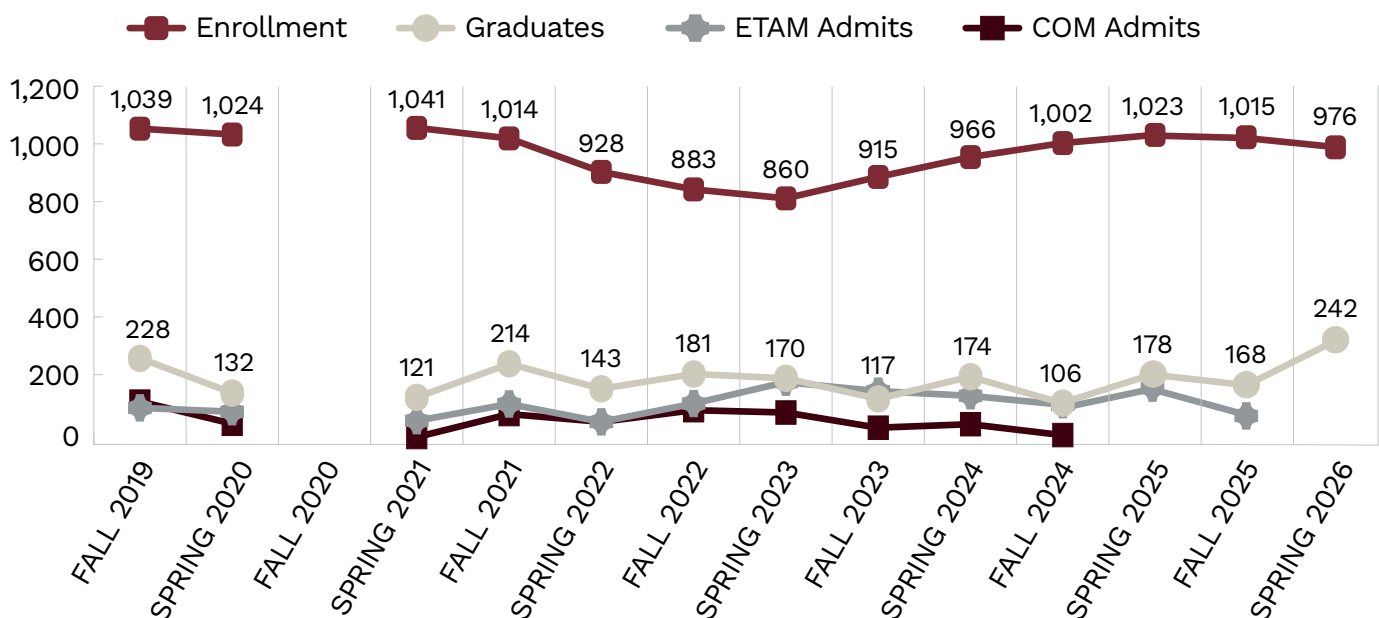
**168** graduated fall 2025

**242** graduated spring 2026

**91%** job placement at graduation

**100%** placement shortly after graduation

## ID ENROLLMENT



# Internships

| Top 5 industries where students interned:  | 2025<br>(count) | 2025 | 2024 |
|--------------------------------------------|-----------------|------|------|
| Heating, Ventilation, and Air Conditioning | 30              | 14%  | 16%  |
| Electrical                                 | 23              | 11%  | 15%  |
| Automotive                                 | 16              | 8%   | 8%   |
| Industrial Supply                          | 13              | 6%   | 2%   |
| Construction                               | 11              | 5%   | 6%   |

## Top 5 Internship Locations Fall 2025

**32%** Dallas/Fort Worth  
**25%** Houston  
**20%** Outside of Texas  
**8%** Austin area  
**8%** Other Texas Areas

| Top 5 ways students found their internship: | 2025<br>(count) | 2025 | 2024 |
|---------------------------------------------|-----------------|------|------|
| PAID Career Fair or PAID Event              | 84              | 48%  | 49%  |
| Family Member or Friend                     | 21              | 12%  | 16%  |
| LinkedIn                                    | 15              | 9%   | 7%   |
| Previous experience or prior internship     | 11              | 6%   | 5%   |
| Posting on company website                  | 9               | 5%   | 5%   |

Average intern salary  
**\$22.25/hr**



# CAPSTONE PROJECTS AND SHOWCASE

## Fall 2025 Sample Projects

### RFID Integration & ERP Modernization for BellSimons

*Landon Farrar, Morgan Henderson, Zachary Martinez, Zach Moore, Christopher Ngo*



Evaluated and enhanced BellSimons' warehouse operations by modernizing its ERP capabilities and implementing RFID technology aligned with mSupply's current standards. Through time-study analysis, ERP workflow reviews and industry benchmarking, the team identified key inefficiencies caused by outdated paper-based processes and partial, not complete, Solar Eclipse integration. The proposed solution recommended upgrading BellSimons to the latest Solar Eclipse ERP version and adopting mSupply's RFID instance to improve inventory accuracy, picking efficiency and operational visibility. Projected outcomes included a \$4 million annual savings across labor efficiency, error reduction and inventory improvements, with a total project cost of \$2.92 million and payback in under 18 months. The roadmap included a phased rollout across 30 branches, with trained early-adopter employees leading subsequent implementations.

### Warehouse and Process Optimization for LiquiSet

*Varun Gangwal, Jaden Gregg, Pamela Gomez, Leonardo Gonzalez, MK Ferrell, Robert Wittmeyer*



Optimized LiquiSet's production and warehouse operations to meet a projected 300% increase in demand without additional capital, space or labor. Through process mapping, time studies and layout redesign, the team identified key bottlenecks in material handling and assembly. The final solution reorganized warehouse flow to reduce transport time by 20%, improve throughput and enhance safety and efficiency. These recommendations position LiquiSet for scalable growth while maintaining its lean operating model.

### Revco Market Expansion through a New 7th Warehouse Location

*Evan Cordaway, Braxton Husk, Hector De Los Santos, Sam Flack, Abdulaziz Khudair, Zayan Rehmatullah*



Evaluated Curbco's warehouse limitations and identified solutions to increase production capacity, improve workflow efficiency and support long-term growth. The project analyzed space constraints, labor inefficiencies and loading-dock limitations while comparing "optimize-in-place" and "relocate" strategies using data-driven methods such as process mapping, KPI benchmarking and discrete-event simulation. Recommendations focused on improving layout flow, reducing travel distance, right-sizing dock capacity and quantifying the cost and productivity impacts of relocating to a 20–25,000 square foot-facility. The final deliverables support leadership in making an informed, cost-justified decision that aligns future space, labor and logistics needs with Curbco's projected demand.



## Spring 2026 Sample Projects

### Service Drive to Sales Optimization for Keating Auto Group

*Oliver Kennedy, Ryan LaVoy, Bryce Neloms, Cole Pollard, Jeremiah Ramos*



Developed and implemented a standardized, data-driven appraisal workflow to convert service drive customers into vehicle sales opportunities. The process was designed through benchmarking best practices from high-performing dealerships and analysis of appraisal data to establish effective parameters and procedures. This workflow enhances customer engagement, increases appraisal participation and improves overall “service to sales” conversion rates. Key performance indicators such as opt-in rates, conversion rates and customer interactions are tracked to evaluate effectiveness. Deliverables include a scalable appraisal workflow and a comprehensive playbook outlining implementation and long-term maintenance across dealerships.

### CRM Adoption Solutions and Implementation Recommendations for MFCP

*Holden Burchard, Zane Hagler, Pierce Chu, Carter Hoogendam, Matthew Garza*



Assisted MFCP, a company soon to roll out a new CRM system, by optimizing CRM adoption and implementation through research-backed, data-driven tools and recommendations. The KPI dashboard promotes CRM adoption by providing data visualizations tailored to the needs of MFCP employees and by tracking CRM use across the company. The dashboard includes a gamification element, accompanied by a CRM Gamification Guide, to promote CRM activity by adding a layer of competition and incentives. Additionally, the CRM Implementation Guide provides recommendations concerning the KPI dashboard, gamification, data quality and champion users, each verified by industry research and data analysis. Together, these tools provide MFCP with a clear roadmap for pre-implementation preparation and ongoing support throughout the CRM rollout.

### SKU Data Enrichment/Cleaning Application for DXP

*Joey Bashor, Riley Hood, Tate Loosley, Hunter Thomas, Juliannah Thou, Kynndal Warner*



Reduced manual hours for the sourcing team at DXP by inventing a data cleansing application that will automate the cleaning process. By implementing this product, data can be cleaned and verified more efficiently. The SKU cleaning application can run in the background, (allowing the sourcing team to complete more tasks as the application runs its course). The application runs through each line (known as a SKU) of data to cross reference against the DXP database to authenticate the data and transform the SKU data into a standardized format. Additionally, this application is able to integrate into the current ERP system used at DXP and fully integrate into DXP’s new ERP system launching at the end of year. This project was created with the hopes of saving time and money for the DXP sourcing team.

# TIES SALES SHOWDOWN

In only two years, the TIES Sales Showdown has become the nation's largest student role play competition, with over 200 students and over 30 industry partners participating each semester. The Spring 2026 event included, for the first time, competitors from outside the College Station campus, with over 40 from the Texas A&M Corpus Christi RELLIS Campus.

## Value to Students

1. **Skill development** - TIES is a developmental opportunity that functions as the output of the work students do in their Sales Engineering class and lab sessions.
2. **Industry connections** - TIES is a way for students to connect with industry partners offering internships and employment opportunities in technical, industrial, and engineering sales.
3. **Prizes and recognition** - Students who perform well in TIES win monetary prizes and receive valuable recognition.

## Industry Involvement

There are a limited number of **direct sponsorship** opportunities available each semester, including *product sponsorship*, *buyer role sponsorship* and *sub-event sponsorships*. Direct sponsorship opportunities start at \$25,000.

FOR MORE INFORMATION,  
CONTACT: [idis@tamu.edu](mailto:idis@tamu.edu)

## Value to Industry Partners

1. **Preview talent** - TIES creates an interactive arena where you can see students in action, provide feedback to further their skill development, and build deep relationships along the way.
2. **"Crowdsourced" talent evaluation** - Since TIES competitors are each evaluated by a group of industry partners and progress in the competition depends on these evaluations, organizations can learn about students' skills even without direct observation.
3. **Better interns and new hires** - Industry partners involved in TIES are better able to fill internship and employment positions with carefully selected talent.
4. **Actionable recruitment insights** - Industry partners involved in TIES via our recruiting consortium receive a report each semester that details overall student familiarity and perceptions with the partner and highlights the profiles of students most interested in working for them.





Fall 2025  
Winner  
**Laalasa Kella**



Spring 2026  
Winner  
**Ty Landwehr**



## Advanced Technical Team

New this year is a group of students, chosen because they excelled in IDIS 330 and previous TIES Sales Showdowns, who coach current IDIS 330 students. The peer coaches help facilitate the behavioral learning required to not only know about sales but also to be able to engage in the behaviors of effective consultative selling.



# TECHNICAL SALES MINOR

[tx.ag/technicalsales](http://tx.ag/technicalsales)

SMART enough for STEM &  
savvy enough for SALES?

## Program Requirements

**IDIS 240** - Introduction to Industrial Distribution (3 hours)

**IDIS 330** - Sales Engineering (4 hours)

**IDIS 340** - Manufacturer Distributor Relations (3 hours)

or

**IDIS 344** - Distributor Information and Control Systems (3 hours)

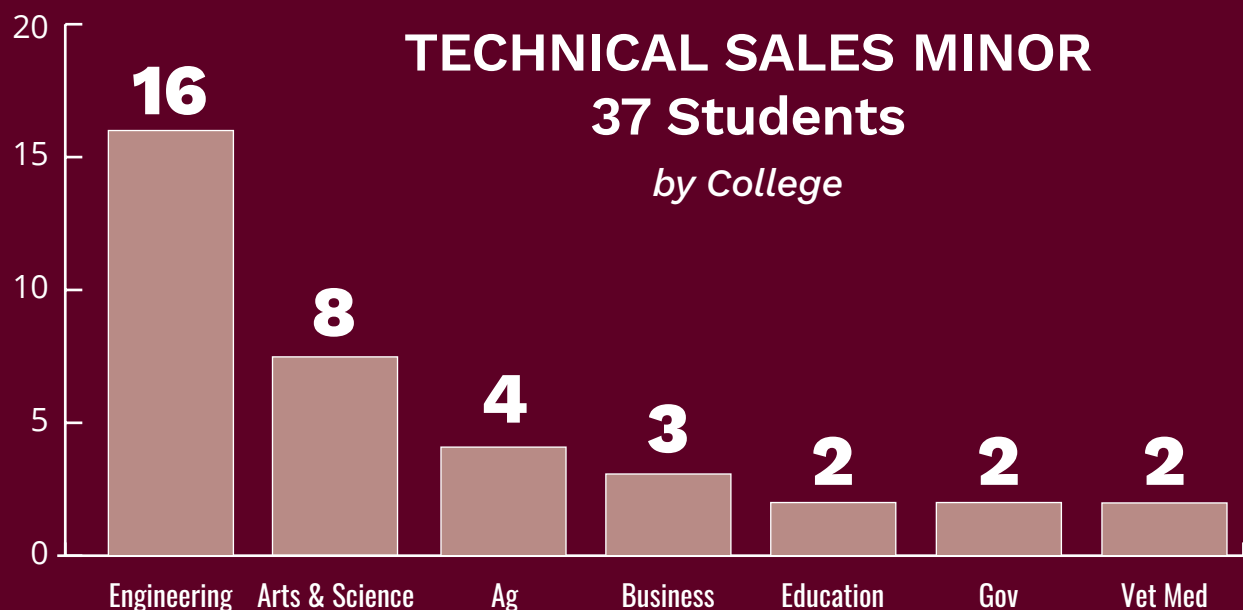
**IDIS 371** - Industrial Distribution Technical Sales Seminar (1 hour)

**IDIS 433** - Industrial Sales Force Development (3 hours)

**IDIS 471** - Industrial Business to Business Marketing (3 hours)

## Enrollment

Currently 53 approved applicants, 37 of whom have officially declared and are taking classes toward the minor



Five students graduated with the Technical Sales minor in May 2026.

## Graduates by Major

- 2 Agricultural Leadership and Development
- 2 Computer Science
- 1 Manufacturing and Mechanical Engineering Technology.



From left: Pete Rome, Chase Beach, Loren Averyt, Caroline Holtman, Jack Weltens



## What the Graduates Have to Say

"The minor broadened my perspective beyond engineering, helping me approach problems more holistically and communicate effectively across disciplines."

*Pete Rome, Manufacturing and Mechanical Engineering Technology Major*

"The Technical Sales minor has given me a new skill set applicable for all aspects of my future."

*Caroline Holtman, Computer Science Major*

# INDUSTRY ENGAGEMENT



## ***TIES Connection Fair***

The TIES Connection Fair stands out from other such events as it is inclusive rather than exclusive. There is no requirement for membership in a particular organization, no requirement for specific major, no dress code, and involves non-traditional ID companies.

### **Spring 2026 Attendance**

~ 100 industry representatives from 25 companies

~ 200 Texas A&M student competitors, plus 30 from RELLIS campus

~ 200+ non-competitor students



## **Sample of Guest Speakers**

*We are deeply appreciative of the industry experts who visit our classrooms to engage directly with our students, sharing their knowledge, expertise and insights.*

- Joe Stallard – *Sewell*
- David Duren – *Circon Energy*
- Brandon Morse, Grant Salisbury – *Papé Group*
- Porshea Tugaw – *NEFCO*
- Angela Moon-Washington, Kim Eaton – *Rubber & Gasket Company of America*
- Jason Talley, Janine Krokey – *Wurth Industry*
- Chip McCampbell, Ashley Payne – *Bruckner's Truck Sales*
- Ashley Pickett, Shawn Phillips, LaRissa O'Neal – *RS Group*
- Kellie Binkley – *ABB*
- Stephanie Schubert – *Hajoca*
- Keather Snyder – *The Omnia Group*
- Phil Evans – *Hussmann Corp*
- Benj Cohen – *Proton AI*
- Dani Dulock, Don Mapes – *Martin Sprocket*
- Stephen Livesay – *GHX*
- Ben Keating, Keather Snyder – *Keating Auto Group*
- Harold Armstrong – *Armstrong / Weatherly Associates*
- Tracy Quillin – *Arcosa, Inc.*
- Tasos Katsaounis – *Bread Man Baking Company*
- Meagan Kloss, Austin Greaves – *Emerson*
- Michael Sheeran – *Vinson Process Controls*
- Todd Langston – *Scallion Controls*
- Jason Mooney, Aschwin Pol, Vic Diaz – *HEB*



## ***PAID Career Fair***

The PAID Career Fair is a bi-annual event attended by companies from across the nation. As one of only two majors at Texas A&M University to host its own career fair, ID students benefit from this uniquely career-focused environment that emphasizes professional growth and relationship building. The fair gives the best companies in their respective industries an opportunity to meet, interview and hire ID students.

### **Spring 2026 Attendance**

100 companies

620 students



## ***PAID Golf Tournament***

The annual PAID Golf Tournament gives students a valuable opportunity to connect with industry partners and company representatives before the Career Fair.

### **Spring 2026 Attendance**

70 industry representatives from 30 companies

70 students

35 teams



## ***PAID Power Lunches***

Sponsored by PAID's platinum and gold level recruiters, Power Lunches bring together students and industry leaders in a relaxed and engaging setting. These events welcome more than 350 students at each luncheon, with 14 lunches hosted throughout the 2025-26 fall and spring semesters.



## ***Other Professional Development & Networking Events***

To support students throughout the recruiting process, PAID hosts resume reviews, mock interviews and pre-career fair workshops focused on building professionalism, communication skills and career readiness. These events help students gain experience, establish industry connections and prepare for successful careers after graduation.

# STUDENT ORGANIZATIONS

## *Professional Association for Industrial Distribution (PAID)*



### **Stephen Campos – Outgoing President**

Serving PAID this past year meant the world to me. More than anything, it meant knowing I had the opportunity to help more than 1,450 students move closer to their goals of landing internships and full-time roles across our 36 or more events through conversations, networking and a simple nudge in the right direction.

Serving from a position where I could positively impact each person that I interacted with gave purpose to every conversation and every event. This impact showed up in many ways. It meant offering advice, connecting students with industry partners, reviewing resumes, conducting mock interviews, meeting with transfer students entering ID, presenting PAID to IDIS 240 classes, speaking with high school students at Aggieland Saturdays and teaching future students at DI Saturday about the opportunities within ID and PAID. Each interaction, no matter how small, felt like a step toward helping someone move closer to their end goal.

It has been a privilege to serve, to grow and to help others do the same. I know the lessons learned through serving in this role will carry into my future pursuits, and I am confident they will continue to guide how I lead, serve and make an impact.



## ***Society of Women in Industrial Distribution (SWID)***



### **Alexandria (Allie) Korfe – Outgoing President**

Serving as SWID president this past year meant more to me than I ever expected. Together, we accomplished so much, from hosting our second SWID Summit and organizing facility tours to donating \$3,000 to a local charity and closing out the year with a memorable SWID Banquet. It's a year I'll always carry with me.

The most meaningful part of this experience has been the impact on others. Having underclassmen come up to me and share how SWID or my leadership influenced them truly means the world. I originally joined SWID because of the previous officers who made such a strong impact on me, so getting to come full circle and do that for others has been incredibly rewarding.

I joke that this leadership role was the best “class” I took this semester. It gave me the opportunity to develop my leadership style in a real and meaningful way. Through SWID, I built lasting connections, strengthened my public speaking skills and contributed to making ETID a better place. Because of these experiences, I feel more prepared for my future in industry than ever before.

## ***Sigma Delta Honors Society***



### **Marshall Metcalf – Outgoing President**

I have served as president of Sigma Delta Honors Society for the past two years of my college career, allowing me the wonderful opportunity to create meaningful opportunities for students to connect with industry and achieve their goals in ways they might not otherwise experience.

The most important takeaway from this experience has been the value of getting involved in leadership during college. It has taught me how to lead others and manage multiple responsibilities aside from just class — skills that will carry forward into both my career and personal life. I have already seen the impact through expanded professional connections, new career opportunities and stronger relationships.

This experience has meant far more than just holding a title, and I am grateful for the opportunity to serve. Gig 'em!

# MID GRADUATE PROGRAM

## Enrollment

Class of 2026 **22**

Class of 2027 **27**

## YEAR 1

**AUGUST | RESIDENCY EXPERIENCE (4 DAYS)**

### FALL

IDIS 650: **The Science of Distribution**

IDIS 652: **Digital Distributor**

### SPRING

IDIS 651: **Distribution Customer Experience**

IDIS 664: **Distribution Profitability Analysis**

## YEAR 2

**AUGUST | RESIDENCY EXPERIENCE (4 DAYS)**

### FALL

IDIS 653: **Distribution Operational Excellence**

IDIS 657: **Distribution Growth, Models  
and Drivers**

IDIS 660: **Distribution Capstone Project - Part I**

### SPRING

IDIS 656: **Leading People and Managing  
Performance**

IDIS 654: **Distribution Channel Development**

IDIS 665: **Distribution Capstone Project - Part II**

## CAPSTONE PROJECT & GRADUATION



# MID GLOBAL EXPERIENCE 2025:

## October 12-17, 2025

*Madrid and Barcelona*

# SPAIN



**FOUR COMPANIES VISITED | FOUR LIVE PROJECTS ON SALES, MARKETING, VALUE-ADDS**

## ***MID Ambassadors***

The MID Ambassadors, comprised of graduates from the program, volunteer their time and expertise to promote and support the growth of the program. Representing diverse sectors, ambassadors provide strategic guidance informed by current industry trends and emerging technologies. Members meet throughout the year, including an annual in-person session on campus. Additionally, the ambassadors actively engage in recruiting events, webinars and outreach efforts to prospective students and employers, helping foster corporate and industry association partnerships that enhance the program's visibility and impact.



# CONTINUING EDUCATION

OVER **200** PARTICIPATED IN **2025** AND EXPECTING OVER **300** IN **2026**.

## Progress Made Over the Last Year

- Designed and developed a custom certification course for a multi-billion-dollar distributor
- Designed two open enrollment programs to be rolled out in 2026
- Designed a custom certification program in Spanish for an international distributor

## Topics Covered

- Leadership in distribution
- Pricing
- Inventory management
- Supplier optimization

For more information, contact: [readcenter@tamu.edu](mailto:readcenter@tamu.edu)

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# TALENT INCUBATOR PROGRAM

The TIP program was relaunched in the Fall of 2025, with participation from three companies (SRS Distribution, Wisenbaker Building Services, and mSupply) and eight students.

Sample projects include:

- Measuring and enhancing sales meeting effectiveness, optimizing meeting design and leveraging AI-driven automation
- Warehouse layout re-design
- Enhancing receiving and quality control processes
- Sales pipeline forecasting
- Optimized item code classifications to improve tariff efficiency and compliance

For more information, contact: [readcenter@tamu.edu](mailto:readcenter@tamu.edu)

# CONSORTIA

## OVERVIEW



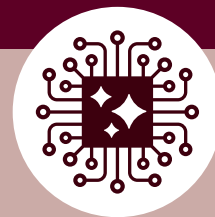
- Improving Talent Acquisition, Development, Management and Retention Practices
- Social Recruiting Guide

Talent Development Council



- Compare competency profiles across each selling role at the member firm
- Understand, in general, what makes a great salesperson.

Salesperson Competencies, Performance and Turnover



- How can AI empower distributors to deepen strategic partnerships and accelerate customer success

AI in Distribution

### Talent Development Council

- Improving talent acquisition, development, management, and retention practices
- Social recruiting guide

### Salesperson Competencies, Performance, and Turnover

- Compare competency profiles across each selling role at the member firm
- Understand, in general, what makes a great salesperson

### AI in Distribution

- How can AI empower distributors to deepen strategic partnerships and accelerate customer success

# TALENT DEVELOPMENT COUNCIL

FOR MORE  
INFORMATION, CONTACT:

**Dr. Bharani Nagarathnam**

bharani@tamu.edu

979.847.8941

**Dr. Norm Clark**

nclark@tamu.edu

979.777.0122

**Evan Vestal**

evanv@tamu.edu

979.845.4984

LONGEST-RUNNING CONSORTIUM IN ID  
**8 YEARS, 50+ COMPANIES**  
**\$1.6 MILLION TOTAL FUNDING**

## ***Talent Management TDC***

- 6 topics on talent management and development
- 23 companies, \$230,000
- 17 previous members + 5 new

## ***Talent Acquisition TDC***

- Partnership with AD
- 6 topics on talent acquisition
- 14 companies, \$110,000

# AI IN INDUSTRIAL DISTRIBUTION

LEARN HOW AI CAN DELIVER FOR DISTRIBUTORSHIPS

FOR MORE  
INFORMATION, CONTACT:

**Dr. Malini**

**Natarajarathinam**

malini@tamu.edu

979.845.6766

**Dr. Lee Allison**

leeallison@tamu.edu

979.862.7753

- **AI-Enhanced Inventory Management** – Detects hidden demand patterns and optimizes stock levels.
- **Predictive Customer Insights** – Transforms data into forecasts for better engagement.
- **AI-Powered Pricing** – Adjusts pricing in real-time based on market conditions.
- **Smart AI-Driven Customer Support** – Automates responses and enhances service efficiency.
- **Precision Marketing with AI** – Personalizes campaigns using advanced data analytics.
- **Operational Excellence with AI** – Identifies inefficiencies and streamlines workflows.

# TIES RECRUITING CONSORTIUM

## *Analyzing the drivers of key recruiting outcomes:*

- How are familiar, favorable and interested students regarding a company's internship or career opportunities?
- How are these metrics changing over time based on the recruiting activities a company engages in each semester?
- What types of students (i.e., background, demographics, extracurriculars, etc.) are especially interested in opportunities at the company?
- What are the implications of understanding the effectiveness of a company's recruiting efforts and targeting candidates who are most likely to say "Yes"?

FOR MORE  
INFORMATION, CONTACT:

**Dr. Willy Bolander**  
wcbolander@tamu.edu  
979.458.7038

## **TIES ReCon will produce reports for over 50 companies this year.**

Example Results include:

- Participating in lab sessions with the students increases student's familiarity with an organization by 17% and offer acceptance likelihood by 5%.
- Participating in a podcast interview increases student's familiarity with an organization by 15% and offer acceptance likelihood by 7%.
- As we collect more data, we will further unravel the drivers of key recruiting outcomes.

# APPLIED AI SYMPOSIUM

The inaugural Applied AI Symposium was held on June 10, 2026, at Texas A&M University, bringing together leaders from business, government and academia to explore how distributors can move AI from experiment to enterprise scale. The event was a joint effort between Texas A&M, the National Association of Wholesaler-Distributors and the Applied AI Consortium, with presenting sponsors InstaLILY. ai and SAP America. The collaboration arose through the AI in Industrial Distribution consortium.



READ MORE  
[tx.ag/AIDistributionSymposium](https://tx.ag/AIDistributionSymposium)



# SCHOLARSHIPS

**\$102,500** WAS AWARDED TO INDUSTRIAL DISTRIBUTION STUDENTS AT THE 2025-2026 ETID SCHOLARSHIP BANQUET.

**Tate Loosley**

*Amy and Bill Gavin '81 Endowed Scholarship in Industrial Distribution*

**Ashley Arnold**

*Applied Industrial Technologies/Jack Robinson Memorial Scholarship in Industrial Distribution*

**Chase Borders**

*Blackstock Family Endowment*

**Saketh Sudina and Andrew Yon**

*The Burke '90 Industrial Distribution Scholarship*

**Alexandria Korfe**

*Bush Family Scholarship II*

**Justin Tran**

*Cranford Family Industrial Distribution Scholarship*

**Josiah Brantley and Dylan Chubb**

*Dan L. Rice Industrial Distribution Endowed Scholarship*

**Priscilla Chow, Francelle Gemepino, Keaton Greenough and Gilberto Lopez**

*Don and Sara Rice Endowed PAID Scholarship*

**Grant Behr and Stephany Swartz**

*Ellen and Justin McCaskill '88 Scholarship in Industrial Distribution*

**Seleni Bernardez**

*Freda and Danial McDonald/Betsy and John Reigle Memorial Endowed Scholarship*

**Carson Seiber**

*George and Frieda Soutter Scholarship*

**Matthew Chavez, Benjamin Jones, Oliver Kennedy, Mario Morales, Juan Olmedo-Barraco, Diego Rodriguez and Hugo Villarreal**

*Gretchen W. '90 and Alan K. Hilyard '90 Scholarship*

**Mario Rincon**

*Industrial Distribution Student Scholarship*

**Kyle Grimes and Amanda White**

*Jacob "Jake" Rebecsek '02 Memorial Endowed Scholarship*

**Maria Forero Duarte and Diego Reyes Citalan**

*James M. Benkendorfer Endowed Scholarship*

**Jordon Erickson and Benjamin Graf**

*James S. McCain '78 Memorial Endowed Scholarship*

**Stephen Campos, Kyeongseo Choi, Samuel Flack, Seth Myers, Cole Pollard and Nina Robert**

*John W. Schoen Endowed Family Scholarship*

**Sion Sung**

*Jon Cowley '94 IDIS Endowed Scholarship*

**Johanan Agudelo**

*Karin and Richard L. Daerr '66 Endowed Scholarship*

**Josephine Nguyen**

*Kaye Matejka PAID Scholarship*

**Jacob Hilland**

*Kim and Shell Hubbard '88 Scholarship*

**Payton Furtick and Griffin Garrison**

*Kirksey Family Endowed Scholarship*

**Elle Kalafut, Veronika Lisovaya and Gehad Nagy**

*Leonard and Valerie Bruce Endowed Scholarship*

**Caleb Allen and Tyler Ortiz**

*Madisen E. Stites '15 Endowed Scholarship*

**Jeremiah Ramos**

*Mary Hovden Industrial Distribution Endowed Scholarship*

**Clarissa Escobar and Hans Santos**

*Molenco Moncrief-Lenior Endowed Scholarship*

**Jonathon Wolf**

*Park USA Water Research and Technologies  
Scholarship*

**Davis Gillen and Rushang Patel**

*Patty K. '80 and G. Zane "Zip" Saxon '80 Industrial  
Distribution Endowed Scholarship*

**Korede Alabi, Preston Chin, Alexis Cruz,  
Adrian Garcia, Jaelyn Holiday, Karli Joyce,  
Shelby Law, Elsa Lee, Brandyn Lingan, Edgar  
Marcareno, Ian Osko, Matias Quiroga Pascal  
Langton, John Rios, Jessica Salinas and  
Santiago Urdaneta**

*Pipe Valve and Fitting Roundtable Endowed  
Scholarship*

**Chinami Davis, Adriano Espinosa, Valerie  
McNeill, Zachary Miller and Daniel Nishiyama**

*Richard R. Boehck '65 Endowed Scholarship*

**Benjamin Nolterieke**

*Senator Paul Bettencourt '80 and Susan Sladic  
Bettencourt '80 Endowed Scholarship in honor of  
Charles W. Plum*

**Aspen White**

*Senator Paul Bettencourt '80 and Susan Sladic  
Bettencourt '80 Endowed Scholarship in honor of  
Dr. Don A. Rice*

**Matthew Bowles and Karen Bryan**

*Sterling Electronics Michael Spolane Scholarship in  
Industrial Distribution*

**Jason Janczak and Conrad Morris**

*Tera Davis '94 Industrial Distribution Endowed  
Scholarship*

**Grace Aasletten**

*Victor and Gene Jury Endowed Scholarship*

**Ernie Mendoza**

*Whiteside Family Scholarship in Industrial Distribution*

**Marianne Bautista, Jenifer De La Garza,  
Christopher Debetta, Daniel Guo and Riley  
Scott**

*Womack Machine Supply Company Endowed  
Scholarship*

**Kai Johnson**

*Bush Family Scholarship*

**Luis Aguilar Balat**

*Clint A. Bertrand Endowed Scholarship*

**Vaishnavi Bhat, Michael D'Ambrose, Rebecca  
Herbrich, Michael Riney and Halli Hewitt**

*Doug '99 and Angie Turk '99 Endowed Scholarship*

To learn about supporting ETID students, contact  
Hannah Simonds at the Texas A&M Foundation at  
[hsimonds@txamfoundation.com](mailto:hsimonds@txamfoundation.com)



# ID IN THE NEWS

SAMPLES FROM TEXAS A&M UNIVERSITY'S ENGINEERING NEWS



Texas A&M Foundation's "Spirit" magazine featured Ben Keating '94, detailing his personal and professional success and his generosity to the ID program.

**Read the full story:**  
**[tx.ag/KeatingSpirit](https://tx.ag/KeatingSpirit)**



2025's Aggie 100 again included 10 ID former students. The honor identifies the 100 fastest-growing Aggie-led companies around the world.

**Read the full story:**  
**[tx.ag/2025Aggie100](https://tx.ag/2025Aggie100)**



ID assistant professor Dr. Chukwuzubelu Ufodike was named a co-investigator on the \$1.2 million NASA project, "VITAL: Virtual Institute for Temporal and Additive Learning."

**Read the full story:**  
**[tx.ag/UfodikeNASA](https://tx.ag/UfodikeNASA)**



ID student Aiden Ross '28 won 'The Voice' singing competition, shining international spotlight on Texas A&M University.

**Read the full story:**  
**[tx.ag/TheVoice](https://tx.ag/TheVoice)**





Recent ID grad Austin Fairchild '24 established an endowed scholarship, inspired by his family's selfless service and compassion for their community.

**Read the full story:**  
**[tx.ag/FairchildScholarship](https://tx.ag/FairchildScholarship)**



ID student Vaishnavi Bhat '26 was the face of ETID's "Together for 12" campaign, an initiative to help establish 12 new scholarships in 2026.

**Watch the video: [tx.ag/ETIDScholarshipCampaign](https://tx.ag/ETIDScholarshipCampaign)**



The North American Association of Utility Distributors endows a scholarship to support industrial distribution students at Texas A&M pursuing careers in the electric supply chain.

**Read the full story:**  
**[tx.ag/NAAUDScholarship](https://tx.ag/NAAUDScholarship)**



ID student Val McNeill '26 represented an Aggie student startup at SXSW Pitch. The company was one of only 45 out of more than 600 global applicants selected to pitch to industry experts and investors.

**Read the full story:**  
**[tx.ag/SXSWEngineers](https://tx.ag/SXSWEngineers)**



# SENIOR **AWARDS**

## *Fall 2025*



**Gehad Nagy**  
Academic Excellence



**Yazan Numan**  
Leadership Excellence



**Corbitt Armstrong**  
Leadership Excellence



**Jaelyn Holiday**  
Service Excellence

## *Spring 2026*



**Ellie Kalafut**  
Academic Excellence



**Luke Sims**  
Leadership Excellence



**Stephen Campos**  
Leadership Excellence



**Adriano Espinosa**  
Service Excellence

**Alan Singleton '96**  
ETID Distinguished Alumni Award



# STUDENTS ON THE GO



## ID in Paris

Twenty-four students, led by Evan Vestal and Dr. Maria Rouziou, visited Paris May 11-29, 2026, exploring international distribution, manufacturing and business operations through interactions with industry leaders and universities. Students compared U.S. and European approaches during visits to Schneider Electric, Saint-Gobain, Rungis International Market, BETC and Station F, gaining insight into logistics, technology, marketing, entrepreneurship and customer engagement. They also visited Grenoble School of Management, HEC Paris and Arts et Métiers ParisTech, where they learned about global business and higher education and met with Texas A&M College of Engineering leadership.



Read the full story:  
[tx.ag/IDParis2026](https://tx.ag/IDParis2026)



## Healthcare Distribution Alliance's Distribution Management Conference & Expo in Austin

Allie Korfe, Francelle Gemepino, Pranita Jaware, Anabella Wagner, Kiersten Riggs, Gresha Kathayat, Yu Han, Priyanka Janakiraman and Teyuris Mata Altuve attended.



## MHEDA Conference in Nashville

Nick Garza, Luke Martini, Sofia Wernsman, Rebekah Worthen attended with Prof. Tom Hollis.



## Invitational Sales Competition at the University of Toledo

Ryan Thill, Nathan Brownell, Tristan Decker, Jakob Novelo, Priyanka Janakiraman, Finley Johnson and Adhav Rajkumar participated, with Ryan Thill taking 1st place.



## PARTNER WITH US

The industrial distribution program has a strong network between industry and students/former students. We offer multiple opportunities for engagement and recruiting for employment, internships or co-ops.

If you are interested in a deeper alliance with the industrial distribution program (advancement of knowledge, solutions, innovation, development of educational initiatives, etc.), please contact Dr. Malini Natarajarathinam, program coordinator for the industrial distribution undergraduate program and director of the Read Center for Distribution Research and Education at [malini@tamu.edu](mailto:malini@tamu.edu) or Dr. Bharani Nagarathnam, associate director of the Master of Industrial Distribution program at [bharani@tamu.edu](mailto:bharani@tamu.edu).

The program maintains a database of seasoned graduates (3-15 years post-grad) who have industry experience and may be open to new career opportunities. An employer may send a job description to Evan Vestal at [evanv@tamu.edu](mailto:evanv@tamu.edu), and he will share it via email listserv to ID students and former students. Employers should include an email address to which interested candidates may forward their resume.

The Professional Association for Industrial Distribution (PAID) student organization provides industry resume reviews and hosts a semiannual career fair in September and February. For information, visit the PAID website and/or contact the PAID president at [president@tamupaid.org](mailto:president@tamupaid.org), Evan Vestal at [evanv@tamu.edu](mailto:evanv@tamu.edu), [careerfair@tamupaid.org](mailto:careerfair@tamupaid.org) and/or [recruitment@tamupaid.org](mailto:recruitment@tamupaid.org). To register for the next Career Fair, visit [paid.tamu.edu](http://paid.tamu.edu) and click "Become a Sponsor." We thank our Industry Partners who participated in the spring 2026 Career Fair.

The **Texas A&M University Career Center** is happy to assist with job postings, campus recruiting, information sessions, scheduling interview rooms and more.



## ***Join us in celebrating 70 years of Industrial Distribution at Texas A&M University!***

For seven decades, the Texas A&M Industrial Distribution program has been driving innovation, developing industry leaders and building lasting partnerships. This milestone is a celebration of the people and relationships that have shaped our program and continue to define its future.

September 16-19, 2026 will be filled with opportunities for former and current students, industry partners, faculty and friends of the program to reconnect, reflect on our shared history and celebrate the future of Industrial Distribution.

Reserve your seat for the featured event of the celebration week, the Industrial Distribution 70th Anniversary Showcase & Dinner.

Register Here: [tx.ag/ID70Dinner](https://tx.ag/ID70Dinner)

Visit the Anniversary Website: [tx.ag/ID70](https://tx.ag/ID70)

*Wednesday, September 16*

### **PAID Golf Tournament**

Reconnect with fellow former students, industry partners and PAID student members on the course.

### **SWID Summit**

Join industry leaders, former students, faculty and SWID student members for discussions focused on emerging trends, innovation and the future of industrial distribution.

*Thursday, September 17*

### **PAID Career Fair**

Connect with current students and engage with the next generation of industrial distribution professionals.

*Friday, September 18*

### **SWID & Sigma Delta ID Facilities Tours**

Take a behind-the-scenes look at the facilities that support student learning, research and innovation within the ID program.

*Saturday, September 19*

### **PAID Tailgate & Aggie Football**

Continue the celebration with fellow Aggies before Texas A&M takes on Kentucky.

*Thursday, September 17*

## **Featured Event: Industrial Distribution 70th Anniversary Showcase & Dinner**

5:30-8:30 p.m. | The Stella Hotel | Bryan, TX.

Guests will enjoy an evening of fellowship, program highlights, recognition of the people and partnerships that have shaped our program and a look toward the future of Industrial Distribution at Texas A&M. We invite you to join in this celebration of our shared history and the lasting legacy of industrial distribution.



## Industrial Distribution

COLLEGE OF ENGINEERING

ETID  
Social Media



Read Center  
Social Media



#PoweredbyID | [idis@tamu.edu](mailto:idis@tamu.edu)

979.845.4984 | Fax: 979.845.4980

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#### MAILING ADDRESS:

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Department of Engineering Technology  
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3367 TAMU | College Station, TX 77843-3367

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Texas A&M University,

College Station, TX 77843-3367