



PAT EVANS SCHULZE
*Managing Director, Global Capital Markets
Wilmington Trust*

Pat Evans Schulze joined Wilmington Trust 38 years ago, right out of high school, and she was determined to set herself up for success. With the bank's support, Evans Schultze made the decision to slow down her career during her children's youth. Later, she returned to school while working full time, and made extensive connections in the industry by volunteering, networking, joining committees, and surrounding herself with the right people—advocates and sponsors both within her firm and outside. Pat passionately recalls climbing the ladder to managing director, *“even if you don't feel confident, keep persevering and never stop learning.”*

Which woman, past or present, comes to mind as a leader in the media as a master storyteller?

I have long been a fan of Christiane Amanpour, a journalist who has been in the trenches as foreign countries fought for freedom, including the Iran-Iraq War, Persian Gulf War, Bosnian war, and countless others. Rather than relying on others to tell the story, she was boots on the ground in all of these countries and told (and showed) the story from the perspective of those most impacted. When she was criticized for being emotional on one of her interviews, she responded, “There are some situations one simply cannot be neutral about, because when you are neutral you are an accomplice. Objectivity doesn't mean treating all sides equally. It means giving each side a hearing.” Her comment has stayed with me, and is very relevant today.

What inspired you to get into the finance industry?

I didn't think of a career in finance when I first started. It was decades ago and I started right out of high school. It was just a job, but one that I became fascinated by and, once I was exposed to the securitization industry, I began to focus on this industry as my career path. I put in long days, and long nights and was exposed to two-day closings before technology all but eliminated this process. I went to school at night and earned my college degree. I remember one of my bosses saying that “I needed to work harder than the males on my team.” I resented that comment, but it also drove me to do just that. I'm very fortunate and can say that I still love my job, 30 years later. Loving what you do is an important component to being successful. It doesn't mean that you like it all the time; in fact, there will be times when you absolutely detest it, but you'll work through the tough times because you love what you do.

What can companies do to increase the representation of women in finance?

Hire with a long-term goal in mind. All the education in the world isn't going to necessarily provide the right candidate. I'm a big fan of in-person interviews where you can 'read' someone's energy, drive, and desire to work hard to get to the next level, and the one beyond that. If their goal is to be successful and advance, they'll be willing to put the work into their career trajectory.



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What inspires you to continue to grow in this industry?

For me, it has been all about the wonderful people I have met over the years. Every transaction brings someone new into the fold. Many women I met along the way likely don't realize the impact they have had on other woman in the industry. When I have the opportunity to connect with people (women and men), it makes the transaction that much more relatable and enjoyable. Lucky for me, many folks I've met and worked with have become friends. I try to remember to say 'thank you' to those who continue to inspire me and who continue to make this industry one that welcomes everyone.

What advice do you have for other women in securitization?

Find someone in the next level up to connect with. If you can reach out and connect with someone as a mentor, that's ideal. But if a mentor isn't in the picture, still look for someone who is open and can find the time to be a resource for you. Don't be afraid to ask questions. Be a sponge for experiences they share and, when you have made that next step, look behind to see who you can lift up and for whom you can make a difference.

What is a good way to give back to the community?

It's incredibly rewarding and the benefit is that you are left feeling better for having helped others. I have been a volunteer for Meals on Wheels for over 30 years. I am so blessed by the people I meet and have come to know. I may be the only person they see on any given day and I want to make that interaction matter to them, and to me. I've been humbled by their gratefulness and their humility, and I am reminded in every situation of how blessed and fortunate I am.