



# THE PhD PROJECT

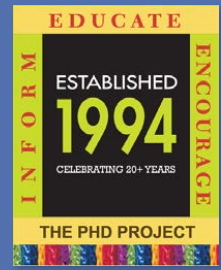
## FY2016 Annual Report

### *Vision*

A significantly larger pool of highly qualified African-Americans, Hispanic-Americans, and Native Americans for business leadership positions.

June 30, 2016





# Mission

The PhD Project's mission is to increase the diversity of corporate America by increasing the diversity of business school faculty. We attract African-Americans, Hispanic-Americans, and Native Americans to business PhD programs, and provide a network of peer support on their journey to becoming professors. As faculty, they serve as role models attracting and mentoring minority students while improving the preparation of all students for our diverse workplace and society.

In the last 22 years, the number of doctorally qualified minority business faculty has soared to 1,322 with another 274 PhD students in the pipeline at the close of fiscal year 2016.

At the heart of The PhD Project is our annual informational conference and recruiting event, where prospective doctoral students meet face to face with Ph.D. program representatives from across the nation.

It is the only known event in higher education where business doctoral programs gather side by side, under one roof, to proactively recruit and compete for talented minority Ph.D. program applicants.

Because the recruiting event is part of a two-day conference at which prospective students get an in-depth orientation to the doctoral process, the candidates are unusually informed and prepared for the challenging road ahead of them.



# The PhD Project Support Network

(as of 6/30/2016)

Becoming a business doctoral student can be a very isolated, lonely experience. And for minorities, this is even more so, simply because there just are not a lot of others—in the classroom or in front of it.

The PhD Project formed the Minority Doctoral Students Associations to combat the high attrition rate inherent among all business doctoral students. Through our professional peer associations (in accounting, finance, information systems, management, and marketing), minority students connect with others who are facing similar challenges on the way to becoming professors.

Every eligible minority business doctoral student in a full-time AACSB-accredited program is a member of one of our associations, as are all minority business faculty. Each association has an annual conference held in conjunction with the relevant professional academic association. This chart captures these growing networks.



ACCOUNTING	Total	AA	HA	NA	Male	Female
Faculty	320	226	78	16	171	149
Students*	58	36	17	5	29	29
Total Accounting	<b>378</b>	262	95	21	200	178

FINANCE	Total	AA	HA	NA	Male	Female
Faculty	146	101	38	7	96	50
Students	26	12	14	0	22	4
Total Finance	<b>172</b>	113	52	7	118	54

INFORMATION SYSTEMS	Total	AA	HA	NA	Male	Female
Faculty*	166	113	48	8	105	61
Students*	14	10	4	0	7	7
Total Info Systems	<b>180</b>	123	52	8	112	68

MANAGEMENT	Total	AA	HA	NA	Male	Female
Faculty*	443	338	95	14	200	243
Students	118	85	31	2	64	54
Total Management	<b>561</b>	423	126	16	264	297

MARKETING	Total	AA	HA	NA	Male	Female
Faculty	247	183	61	3	123	124
Students*	58	34	24	2	30	28
Total Marketing	<b>305</b>	217	85	5	153	152

Total Faculty	1322	961	320	48	695	627
Total Students	274	177	90	9	152	122
<b>Total</b>	<b>1596</b>	<b>1138</b>	<b>410</b>	<b>57</b>	<b>847</b>	<b>749</b>

Total U.S. Business Faculty – Est. 30,000

Total U.S. Doctoral Students – Est. 7,000

\* Some indicate more than one race/ethnicity

\*14 students not included in total-starting programs in fall 2016.



# *The PhD Project AHEAD*

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The PhD Project has more than quadrupled the number of minority business faculty in U.S. schools since our inception in 1994. But our work is not done. Finding fewer than 25 African-American, Hispanic-American, or Native American Deans at non-HBCU business schools in the United States, and 17 at HBCU's, the need to now focus on creating diversity in administrative roles is evident. Project AHEAD was launched to encourage tenured minority faculty to explore positions in administration. This fiscal year, The PhD Project AHEAD initiative to Achieve Higher Education Administration Diversity partnered with AACSB International to offer an Aspiring Leaders Seminar for our PhD Project faculty to help them learn more about this path.



# Financial Update FY16 ▶



**Support**

Total Support and Revenue \$ 2,653,124

**Expenses**

**Program Services**

Annual Conference	\$ 600,753
Doctoral Students Associations	925,728
Advertising/Website	267,726
Communications/Media Relations	67,632
Networking	76,793
Project AHEAD	0

Total Program Services \$ 1,938,632

**Management and General**

Administrative (in-kind)	480,830
Professional fees	30,849

Total Management and General 511,679

Total Expenses \$ 2,450,311

**Net Assets**

Beginning of year	278,530
Change in Net Assets	<u>202,813</u>
End of year	\$ <u>481,343</u>

# Development Update ▶



**44%**  
Universities and Academic Organizations

**26%**  
Corporations, Corporate Foundations, Organizations and Individuals

**30%**  
KPMG Foundation

# THE PhD PROJECT

The PhD Project Annual Report



The PhD Project:  
*FY16 PLEDGE*  
*Contributions* ▶

This fiscal year, we received over \$83,000 in PLEDGES!

**Thank you all for your generosity!**

<b>ACCOUNTING</b>				
DSA Contributions				
Received this fiscal year: <b>\$26,100.00</b>				
<b>Professor (Fund a Student!)</b>	Carolyn Callahan	Kenneth Henry		
<b>Diamond</b>	Liz Washington Arnold	Quiester Craig	Margarita Lenk	Ola Smith
	Angela Andrews	Rosemond Desir	Nicole McCoy	
	Nerissa Brown	Robert K. Elliott	Janice Prather-Kinsey	
	David Cannon	Jennifer Joe	Sandra Shelton	
<b>Platinum</b>	Matthew Anderson	Melvin Lamboy Ruiz	Annette Pridgen	Jan Williams
	Dereck Barr-Pulliam	Henock Louis	Adrienne Rhodes	
	Marcus Brooks	Pablo Machado	Craig Sisneros	
	Michael Kimbrough	Dara M. Marshall	Cynthia Tollerson	
<b>Gold</b>	Ken L. Bishop	Kevin L. James	Karen K Osterheld	
	Michael DeVaughn	Phillip Njoroge	Greg Sierra	
<b>Silver</b>	Nelson Alino	Lydia N. Didia	Evelyn McDowell	Beatrice Sanders
	Kayla Booker	Christine Earley	Nadra Pencle	Delvin D. Seawright
	Donna Brown	Brent Garza	Rebeca Perez	Anywhere Sikochi
	Maureen Butler	Thomas G. Kenny	Blane Ruschak	Dave Thompson
<b>Bronze</b>	Veena Brown	Chevonne Herring	Jan Taylor Morris	Charles Randle
	Margaret M. Fiorentino	Thomas Lewis	Porschia Nkansa	Andrea M. Rozario
	Fabio Gaertner	Harold T. Little Jr	Adrian Ochoa	Stuart Smith
	Paige E. Gee	Jerome A. McWilliams	Sarah M. Parsons	Carmelita Troy
	Gemma George	Christopher Miller	Terence Pitre	

<b>FINANCE</b>				
DSA Contributions				
Received this fiscal year: <b>\$2,830.00</b>				
<b>Platinum</b>	Kelly Carter	Jocelyn Evans	Phyllis Keys	Mari Robertson
<b>Gold</b>	Bruce Costa	Antonio Macias	Russell Price	
<b>Silver</b>	Will Johnson	Norkeith Smith	Adam Usman	
<b>Bronze</b>	Mark Johnson	Jamie Weathers		
<b>Other</b>	Corey Shank	Shahil Sharma		



**INFORMATION SYSTEMS**

DSA Contributions

Received this fiscal year: **\$8,100.00**

<b>Diamond</b>	Drs. Ken and Julie Kendall	Alisha Malloy	Nolan Taylor	John Warren
<b>Platinum</b>	Terry. A. Byrd	Philip Musa	Monica E. Tremblay	
<b>Gold</b>	Randy Bradley	Donna Grant	Fernando Parra	Travis Wilson
	Albert E. Croker	Rachida Parks	Adriane Randolph	
<b>Silver</b>	Martin A. Dias	Leroy Lambright	Renee Michelle E Pratt	Abdul Sesay
	Brandis Phillips	Allen Lee	Gregory Ramsey	George Stevens
	Javier Flores	Nigel Melville	Lauren Rhue	
<b>Bronze</b>	Jane Fedorowicz	Gina Green	Richelle L. Oakley	Donald Wynn

**MANAGEMENT**

DSA Contributions

Received this fiscal year: **\$21,000.00**

<b>Professor (Fund a Student!)</b>	Brett Gilbert	Damon J. Phillips		
<b>Diamond</b>	Oscar Holmes IV	Katherine Klein	Flannery Stevens	
	David Ford Jr.	Anthony Nyberg		
<b>Platinum</b>	Garry Adams	David Ford	Quinetta Roberson	Eric Tucker
	Laquita Blockson	Anthony Hood	Jeffrey Robinson	Ian Williamson
	Stephanie J. Creary	Sharron Hunter-Rainey	Modupe Robinson	
	Bernadine Dykes	Angela Miles	Ashleigh S. Rosette	
<b>Gold</b>	Daphne Berry	Hise O. Gibson	Patrick F. McKay	Sharron Simmons
	Kimberly Ellis	William Glick	Nana Kweku Nduom	Gladys Simpson
	Holly Ferraro	L. Gregory Henley	Millicent Nelson	Charles E. Stevens
	Crissie Frye	Dewayna A. Horn	Sammie Robinson	Curtis L. Wesley
	Joseph Garcia	Patricia Martinez	Michelle Shell	
<b>Silver</b>	Phil Thompson	Monica Gavino	Dante Pirouz	Alex Williams
	Jason Lambert	Jeanne Holmes	Leon Prieto	David Zoogah
	Phillip Anderson	Pettis N. Kent	Tammi Redd	
	Sekou Bermiss	Carliss D. Miller	Adina Sterling	
	Stephanie Black	Paul Olk	Amy Verbos	
<b>Bronze</b>	LaKami Baker	Claudia Gonzalez	Kisha Lashley	Angela Randolph
	Amelia Carr	Charlice Hurst	Angelica Leigh	Patricia Satterstrom

<b>MANAGEMENT (Continued)</b>				
<b>Bronze</b>	Randall M. Croom	J'Aime Jennings	William Luse	Jeri-Elayne G. Smith
	Miles Davis	Danielle R. Jones	Felipe Massa	Charles Tillman
	Yvette Essounga-Njan	Carla Jones	Terry Nelson	Nicole C. J. Young
	Nicole Fuller	Jason Lambert	Jill Perry-Smith	

<b>MARKETING</b>				
DSA Contributions Received this fiscal year: <b>\$18,000</b>				

<b>Professor (Fund a Student!)</b>	Lenita Davis	David Crockett	William Qualls	
<b>Diamond</b>	Lenita Davis	Eli Jones	Thaddeus Spratlen	Tiffany B. White
	Geraldine Henderson	Carolyn A. Massiah	Gail & Alva Taylor	
<b>Platinum</b>	Michael Brady	Kelvyn Moore	Charles Richardson	LaDonna Thornton
	Donald Lehmann	Vanessa G. Perry	Jose Rosa	David B. Wooten
<b>Gold</b>	Anthony K. Asare	Amber M. Chenevert	Greg & Michelle Shell	Esther Swilley
	Brian Brown	Horace Melton	Ursula Y. Sullivan	
<b>Silver</b>	Renee Gosline	Detra Y. Montoya	Breagin Riley	Angela L. Van Valen
	Devon Johnson	Constance Porter	Cinthia B. Satornino	Kalinda Ukanwa Zeiger
	Elyria Kemp	McDowell Porter III	Samuel Spralls III	
<b>Bronze</b>	Sidney Anderson	Ryan Cruz	Adrienne F. Muldrow	Jennifer Zarzosa
	Demetra Andrews	Joshua D. Dorsey	Nicholas Pendarvis	
	Marcus Bellamy	Esi Elliott	Keith Story	
	Alexandra Bush	Sarah Miles	E. Lez Trujillo	

<b>OTHER</b>				
Contributions received this fiscal year: <b>\$7,600.00</b>				

<b>Professor (Fund a Student!)</b>	Bernie Milano (Pierson Milano Family Fund)			
<b>Diamond</b>	Gregory Borca	Ned Steele	David Rosacker	
		Media Impact		
<b>Platinum</b>	Ann-Lorraine Edwards			
<b>Gold</b>	Clint Berry	Carlana Harris	Aysha King	Tara Perino
	Barbara Etzel	Jonathan Karpoff	Gregory Parks	James Sager
<b>Silver</b>	Sylvia Black	David Malebranche	Edmond Nelsom	
<b>Bronze</b>	Whitney Williams	Tarrah Wade	Darius Young	Erica White
	Anita Nadal	Norman Chiang	Sabrina Volpone	Gina Henry
	Erin Carrigg	Lawrence Felzer	Kris White	Laura E. Huapaya
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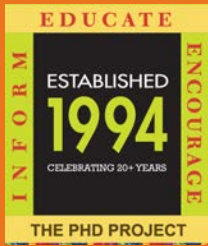
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For funding opportunities or to make a PLEDGE to The PhD Project, contact Marie Zara, Director of Advancement at 201-307-8660 or [mzara@kpmg.com](mailto:mzara@kpmg.com).

[www.phdproject.org](http://www.phdproject.org)