

## The PhD Project Sponsors



KPMG CEO Lynne Doughtie (center) with PhD Project and KPMG Professors Dr. Alex Gabbin, James Madison University, (left) and Dr. Sandra Shelton, DePaul University (right)

### The PhD Project Funding provided by

**KPMG Foundation**  
**Graduate Management Admission Council**  
**Citi Foundation**  
**AACSB International**

298 Participating Universities  
AICPA Foundation  
DiversityInc  
Dixon Hughes Goodman LLP  
American Marketing Association  
Rockwell Collins  
John Deere Foundation  
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Aerotek & TEKsystems (operating companies of Allegis Group)  
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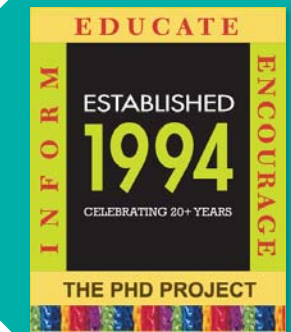
San Manuel Band of Mission Indians  
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The PhD Project  
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### Additional Support provided by

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.

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

NDPPS 736247



# THE PhD PROJECT

## FY2017 Annual Report

## Vision

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

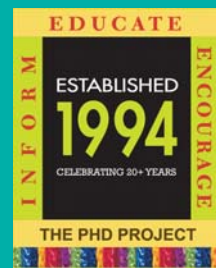
June 30, 2017

Creating a Diverse Faculty to Increase Diversity in the Workplace • [www.phdproject.org](http://www.phdproject.org)





# 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 23 years, the number of doctorally qualified minority business faculty has soared to 1,429 with another 270 PhD students in the pipeline at the close of fiscal year 2017.

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



Kim Drumgo, PhD Project Board Chair, speaking at The PhD Project Annual Conference.

## The PhD Project Board of Directors

Kim Drumgo – *Board Chair, The PhD Project Association*  
Director of Diversity and Inclusion Initiatives, AICPA

Bernard J. Milano – *President, The PhD Project Association*  
President, KPMG Foundation

Kendra Johnson – *Secretary, The PhD Project Association,*  
Director – Disability Policy & Services, Graduate Management Admission Council

Ken Bishop – President & CEO, NASBA

Rosanna Durruthy – Chief Diversity Officer, Cigna

David Evans, Regional Managing Partner,  
Dixon Hughes Goodman LLP

Tom Robinson – President & CEO, AACSB International

Jose Rodriguez – Partner, KPMG LLP

Rebecca Sproul – Partner, KPMG LLP

Luke Visconti – CEO, DiversityInc

**MARKETING (Continued)**

<b>Silver</b>	Sidney Anderson Phillip Anderson Aberdeen Borders Brian Brown Ryan Cruz Cassandra Davis Yancy Edwards	Terry Esper Rosanna Garcia Tessa Garcia Jon Hawes Elyria Kemp Detra Montoya Stephanie Noble	Nicholas Pendarvis Rebeca Perren McDowell Porter III Lois Shelton Samuel Spralls Keith Story	Regina Taylor Kalinda Ukanwa-Zeiger Victor & Monica Wilson Jennifer Zarzosa
<b>Bronze</b>	Jean Paul James Luis Torres	Esther Uduehi Angela Van Valen	Anonymous	
<b>Other</b>	Pam Richardson	Broderick Turner	Anonymous	Anonymous

**FRIENDS OF ELI**

<b>Professor</b>	Monty Davis			
<b>Diamond</b>	Duane Ireland Jay Mincks	Wayne Roberts Paul Busch	Richard Metters	
<b>Platinum</b>	William Bolander Randy Cain	Jerry Cox Mark Ely	LP Buddy Morris Keith Richards	Stephen Solcher
<b>Gold</b>	Doug McMillon	Deva Rangarajan	John Roberts	
<b>Silver</b>	Demetra Andrews William Cron Lenita Davis Rebecca Dingus Andrea Dixon	Frank Q Fu Jon Hawes Jo Ann Jones-Burbridge Paul Kruse Joel Le Bon	Arvind Mahajan Dennis Maple Mario Ramirez Venkatesh Shankar Jagdish Sheth	Tracy B Stephens Jeff Tanner Sonja Wiley
<b>Bronze</b>	Lawrence Drake	Stephanie Mangus	Nick Panagopoulos	
<b>Other</b>	Tracia Alexander	Doug Hughes	Judy Siguaw	

**OTHER DONATIONS**  
Received this fiscal year: **\$ 3,700**

<b>Professor</b>	Pierson-Milano Family			
<b>Diamond</b>	Ned Steele			
<b>Gold</b>	Cathy Alleyne	Emerson Hall		
<b>Silver</b>	Maryann Covington	Amanda Nelson	Geoffrey Thompson-Leonardelli	
<b>Bronze</b>	Lucas Meyer Robert Daniel	Jermaine Cameron Beverly Brockman	Earl Avery	
<b>Other</b>	Rene Bravo Theresa Burrrough Christopher Christmon Florence Davidson Sebastian Fixson	Corie Fletcher Arthur Jumper Ethan Kinory Marcus Lemon Edwin Mejia	Uwa Oduwa Stephen Osei Rick Sheridan Xavier Smith Floyd Trotman	Paul White Wendy Williams Genard Williams

Professor – \$1,500; Diamond – \$1,000; Platinum – \$500; Gold – \$250; Silver – \$100; Bronze – \$50

# The PhD Project Support Network

(as of 6/30/2017)

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/economics, 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*	341	240	83	17	181	160
Students*	54	30	19	5	27	27
<b>Total Accounting</b>	<b>380</b>	262	102	22	199	187

FINANCE	Total	AA	HA	NA	Male	Female
Faculty	150	102	41	7	99	51
Students	23	11	12	0	19	4
<b>Total Finance</b>	<b>173</b>	113	53	7	118	55

INFORMATION SYSTEMS	Total	AA	HA	NA	Male	Female
Faculty*	167	114	48	8	106	61
Students*	18	11	7	0	11	7
<b>Total Info Systems</b>	<b>185</b>	125	55	8	117	68

MANAGEMENT	Total	AA	HA	NA	Male	Female
Faculty*	460	348	101	14	212	248
Students	113	84	28	2	53	60
<b>Total Management</b>	<b>573</b>	432	129	16	265	308

MARKETING	Total	AA	HA	NA	Male	Female
Faculty	255	188	63	4	129	126
Students*	62	32	30	2	30	32
<b>Total Marketing</b>	<b>317</b>	220	93	6	159	158

<b>Total Faculty</b>	<b>1373</b>	984	321	49	718	640
<b>Total Students</b>	<b>270</b>	168	96	9	140	130
<b>Total</b>	<b>1628</b>	1152	427	58	858	770

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

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

\* Some indicate more than one race/ethnicity



The PhD Project Job Board was launched in April 2017: Sponsors & Participating Universities can now share unlimited positions directly with our PhD Project network at <https://jobs.phdproject.org>!



**MANAGEMENT**

DSA Contributions Received this fiscal year: **\$28,857.42**

<b>Professor</b>	Irene & Walter Duhaime	dt ogilvie	Katherine Phillips	Anonymous
<b>Diamond</b>	David Ford	Patricia Hewlin	Anthony Nyberg	
<b>Platinum</b>	Garry Adams Modupe Akinola Marcus Bellamy Tracy Dumas	Bernadine Dykes Oscar Holmes Angela Miles T. Nicole Phillips	Ashleigh Rosette Sharon Simmons Flannery Stevens Curtis Wesley	Ian Williamson Anonymous Anonymous
<b>Gold</b>	Sekou Bermiss Cedrick Dawkins Michael Devaughn Holly Ferraro	Cheryl Greer Jordan Tim Hall Patricia Martinez Millicent Nelson	Felix Offodile Lisa Ordonez Rowena Ortiz-Walters Sean Rogers	Adina Sterling Oscar Stewart Charles Tillman
<b>Silver</b>	Atira Charles Natalie Cotton-Nessler Miles Davis Bernardo Ferdman Claudia Gonzalez Alison Hall Erika Hall	Toschia Hogan Jeanne Holmes Anthony Hood J'aime Jennings Pettis Kent Kisha Lashley Mariana Lebron	Denise Loyd Sergio Palacios Jill Perry-Smith Shalei Simms Alexis Smith Katina Thompson Phil Thompson	Pamela Tierney Juanita Trusty Alice Wieland Jacqueline Williams Nicole Young Anonymous
<b>Bronze</b>	Estelle Archibold Tanja Darden Joe Gladstone Lyangela Gutierrez	Richard Hayes Kisha Jones Tony Lynch Tomas Martinez	Brittany Mercado Ozias Moore Florencio Portocarrero Angela Randolph	Orlando Richard Phela Townsend
<b>Other</b>	Isaac Addae Tracia Alexander Safiya Castel Steven Day Celeste Diaz Ferraro	Michael Ekema-Agbaw Nicole Fuller Courtney Hart Howard Jean Denis Shingirai Kwaramba	Nick Mmbaga Catrina Palmer Brenda Rivera Lumumba Seegars Sabrina Speights	Ayana Younge Anonymous Anonymous

**MARKETING**

DSA Contributions Received this fiscal year: **\$ 40,146 (includes Friends of Eli donations below)**

<b>Professor</b>	William Cron Andrea Dixon	Dr Eli & Fern Jones Vanessa Perry	William & Pam Qualls Jose Rosa	Tiffany White
<b>Diamond</b>	David Crockett Merlyn Griffiths-Gray	Geraldine Henderson Linda Silver-Coley	Keith Wilcox Jerome Williams	
<b>Platinum</b>	Samantha Cross Onome Igboavodha	Kelvyn Moore Eric Rhiney	Takisha Toler	
<b>Gold</b>	Matthew Anderson Richard Conde	Oliver Cruz Milan Gary Futrell	Martin Mende George Stovall	Ursula Sullivan Esther Swilley

Professor – \$1,500; Diamond – \$1,000; Platinum – \$500; Gold – \$250; Silver – \$100; Bronze – \$50

This fiscal year, We received over \$130,000 during FY17.

**Thank you all for your generosity!**

ACCOUNTING				
DSA Contributions				
Received this fiscal year: <b>\$47,120.75</b>				
<b>Professor</b>	Kayla Booker Nerissa Brown Carolyn Callahan Lynne Doughtie	John Elliott Anthony Holder Pablo Machado Michael Paz	Sandra Shelton Anywhere Sikochi Antoninette Smith Pamela Smith	Chanta Thomas Nicole Thorne-Jenkins
<b>Diamond</b>	Lemuria Carter Helen Gabre Louis Henock	Dana Hollie Dr. Dara Marshall Craig Sisneros	R. Christopher Small Stuart Smith Ola Smith	Anonymous
<b>Platinum</b>	Mark Dawkins Dereck Barr Pulliam Michael Kimbrough	Darlington Didia Kevin James Jennifer Joe & Virgil Alexander	Stephani Mason Porschia Nkansa Joshua Racca	Liz Washington-Arnold
<b>Gold</b>	Helen Brown-Liburd Maria Caban-Garcia David Cannon	Rosemond Desir Brent Garza Melvin Lamboy Ruiz	Nicole McCoy Linda Poulson Blane Ruschak	Beatrice Sanders Gregory Sierra Cynthia Tollerson
<b>Silver</b>	Chevonne Alston Hambisa Belina Kimberly Brown-Drumgo Brian & Maureen Butler Jeremiah Contreras Cheryl Cruz	Joann David Christine Early Lucas Hoogduin Patrick Kielty Harold Little Jr. Sydnee Manley	Rachel Martin Christopher Miller Norma Montague Leah Muriel Patricia Navarro Josette Pelzer	Nadra Pencie Ranier Robinson Omar Watts Anne Wilkins Lynette Wood Anonymous
<b>Bronze</b>	Marie Blouin Jason Brown Mailyn Fernandez	Paige Gee Pedro Gomez Claudia Hernandez	Andria Hill Aaron Nelson Andrea Ochoa	Rebeca Perez Melvin Ruiz Anonymous
<b>Other</b>	Jerome McWilliams			

FINANCE	
DSA Contributions	
Received this fiscal year: <b>\$3,650.22</b>	
<b>Professor</b>	Phyllis Keys
<b>Platinum</b>	Anjelita Cadena      Pamela Queen
<b>Gold</b>	John Cole      Antonio Figueiredo
<b>Silver</b>	Jonathan Karpoff      Danielle Winchester

INFORMATION SYSTEMS				
DSA Contributions				
Received this fiscal year: <b>\$6,400.87</b>				
<b>Professor</b>	Drs. Ken and Julie Kendall			
<b>Platinum</b>	Richard Baskerville	Randy Bradley	Allen S Lee	John Warren
<b>Gold</b>	Dennis Galletta Rudy Hirschheim	Efosa Idemudia Lakshmi Iyer	Lauren Rhue Gladys Simpson	George Stevens
<b>Silver</b>	Martin Dias Begona Perez-Mira	Stacie Petter Abdul Sesay	Donald Wynn David Yates	
<b>Bronze</b>	Gina Green      Eric Villafranca			
<b>Other</b>	Teagen Nabity			

Professor – \$1,500; Diamond – \$1,000; Platinum – \$500; Gold – \$250; Silver – \$100; Bronze – \$50

## The PhD Project AHEAD

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 30 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.





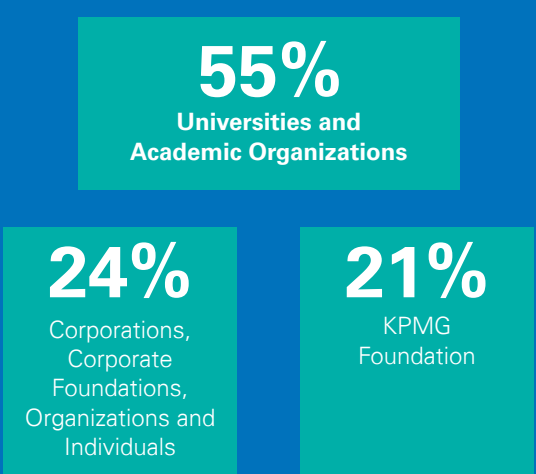
## Financial Update FY17 ▶



<b>Support</b>	Total Support and Revenue	\$	<u>2,562,850</u>
<b>Expenses</b>			
<b>Program Services</b>			
Annual Conference	\$	547,532	
Doctoral Students Associations		854,001	
Advertising/Website		129,651	
Communications/Media Relations		100,557	
Networking		75,239	
Project AHEAD		18,344	
	Total Program Services	\$	<u>1,725,324</u>
<b>Management and General</b>			
Administrative (in-kind)		503,711	
Professional fees		<u>38,951</u>	
	Total Management and General		<u>542,662</u>
	Total Expenses	\$	<u>2,267,986</u>
<b>Net Assets</b>			
Beginning of year		481,343	
Change in Net Assets		294,864	
End of year		\$	<u>776,207</u>



## Development Update ▶



The PhD Project:  
*FY17 PLEDGE*  
*Contributions* ▶