

THE **PhD** PROJECT

FY2020 Annual Report

Vision

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



Year Ending
June 30, 2020

Mission

The PhD Project's mission is to increase the diversity of corporate America by increasing the diversity of business school faculty. We attract Black/African-Americans, Latinx/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 26 years, the number of doctorally qualified minority business faculty created has soared to 1,599 – of which 1,367 are currently active. Another 268 minority doctoral students are in the pipeline at the close of the fiscal year 2020.



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 6/30/2020)

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 who look like them — 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. We have also established Faculty Alumni Associations to continue to provide support and resources to our faculty members as their careers evolve.

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*	304	209	80	15	163	141
Students*	52	35	16	1	17	35
Total Accounting	356	244	96	16	180	176

FINANCE	Total	AA	HA	NA	Male	Female
Faculty	139	91	44	4	88	51
Students	17	8	9	0	14	3
Total Finance	156	99	53	4	102	54

INFORMATION SYSTEMS	Total	AA	HA	NA	Male	Female
Faculty*	163	118	43	5	99	64
Students*	18	11	7	0	12	6
Total Info Systems	181	129	50	5	111	70

MANAGEMENT	Total	AA	HA	NA	Male	Female
Faculty*	474	363	99	15	222	252
Students	145	94	49	5	64	81
Total Management	619	457	148	20	286	333

MARKETING	Total	AA	HA	NA	Male	Female
Faculty	287	196	85	7	140	147
Students*	36	19	17	0	13	23
Total Marketing	323	215	102	7	153	170
Total Faculty	1367	977	351	46	712	655
Total Students	268	167	98	6	120	148
Total	1635	1144	449	52	832	803

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

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

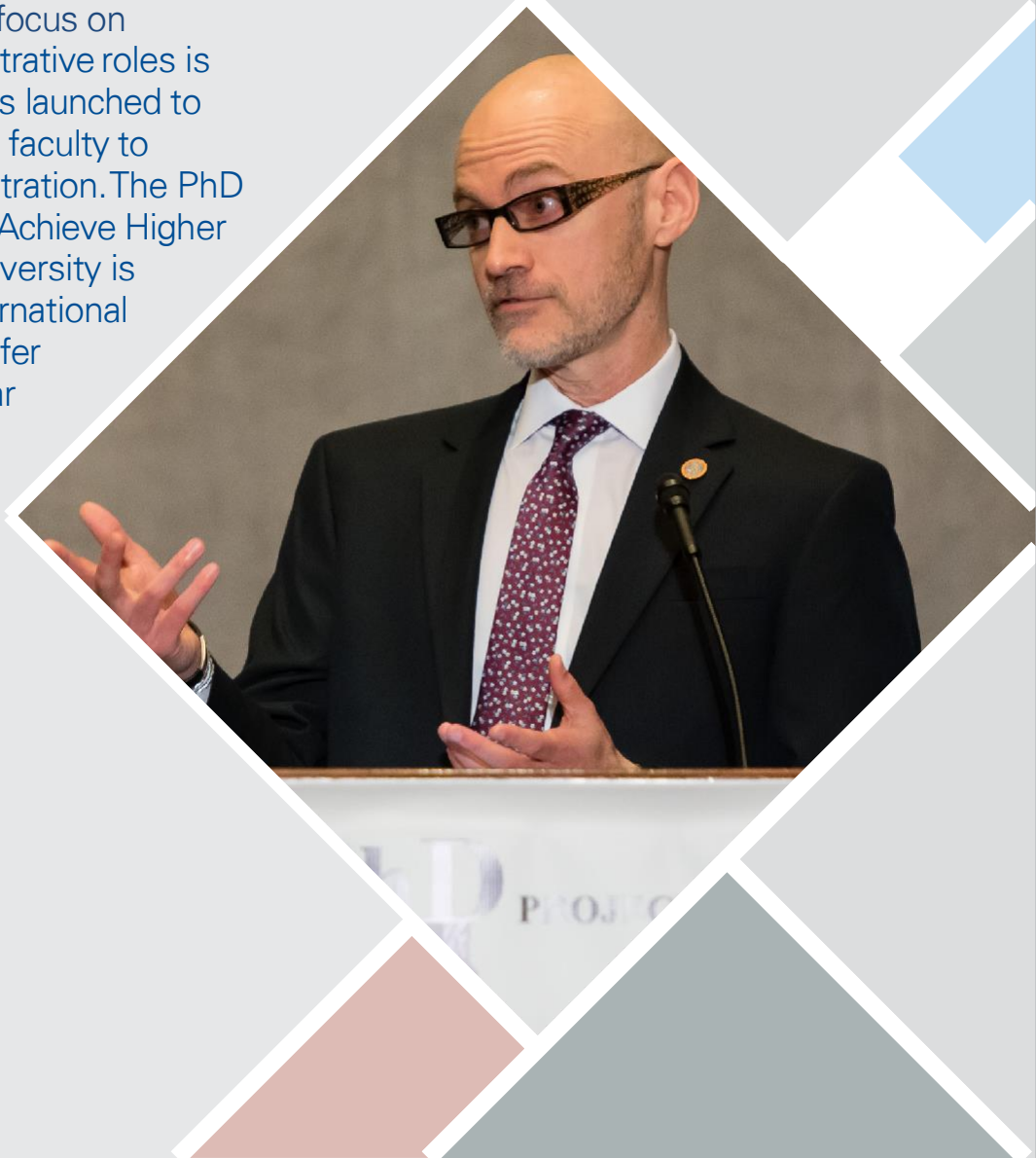
* Some students/faculty identified as more than one ethnicity and were included in each declared category individually but counted only once in the total.

The PhD Project AHEAD

The PhD Project has more than quintupled the number of minority business faculty in U.S. schools since our inception in 1994. But our work is not done. Finding fewer than 40 Black/African-American, Latinx/Hispanic-American, or Native American Deans at non-HBCU business schools in the United States, and just over 30 at HBCU's, the need to focus on creating diversity in administrative roles is evident. Project AHEAD was launched to encourage tenured minority faculty to explore positions in administration. The PhD Project AHEAD initiative to Achieve Higher Education Administration Diversity is partnering with AACSB International and American Express to offer an Aspiring Leaders Seminar for our PhD Project faculty to help them learn more about this path.

Since its launch in 2017, over 3,000 positions have been posted to The PhD Project Job Board: Sponsors & Participating Universities can share unlimited positions directly with our PhD Project network at

<https://jobs.phdproject.org!>



Financial Update FY20 ▶

Support

Total Support and Revenue \$ **1,651,207**

Expenses

Program Services

Advertising/Marketing/Website	\$ 85,365
Media Relations	114,821
Networking	21,469
PhD Project November Conf.	809,115
DSA Conferences	1,107,039
AHEAD Expenses/Affiliated Programs	66,033

Total Program Services \$ 2,203,842

Management and General

Admin. Exp (Personnel)	222,677
Admin. Exp (Other)	<u>54,953</u>
Total Management and General	<u>297,144</u>

Fundraising	\$ <u>311,652</u>
Total Expenses	\$ <u>2,793,124</u>

Net Assets

Beginning of year	\$ 2,738,350
Change in Net Assets	<u>-1,141,917</u>
End of year	\$ <u>1,596,433</u>

Development Update ▶



65%
Universities and Academic Organizations

20%
Corporations, Corporate Foundations, Organizations and Individuals

15%
KPMG Foundation



The PhD Project:
FY20 PLEDGE
Contributions ▶

ACCOUNTING

Total Contributions – \$ 92,956

Professor (Fund a Student!)	Dereck Barr-Pulliam Helen Brown Carolyn Callahan Michael Clement Bob & Lee Elliott John Elliott	Michelle Harding Kevin James Jennifer Joe Patrick Kielty Porschia Nkansa Michael Paz	The Pierson-Milano Family Adrienne Rhodes Katie Scofie Sandra Shelton Pamela Smith
Diamond	Angela Andrews Kwadwo Asare Bruce & Cathalene Bowler Joseph Canada	Quiester Craig Mark Dawkins Kelly Gamble Tom & Pam Lopez Dara Marshall Lisa-Owens Jackson	Terence Pitre Paula Sanders Liz-Washington-Arnold Alicia Yancy
Platinum	Kofi Appiah-Okyere Shaun Budnik Kellie Carr Lookman Folami	Sydnee Manley Tara Perino Blane Ruschak Jan Williams	Kecia Williams Satina Williams Veronda Willis
Gold	Nelson Alino Arinola Adebayo David Cannon Carlos Jimenez-Angueira	Danny Lanier Margarita Lenk Christopher Miller Sandra Richtermeyer	Beatrice Sanders Craig Sisneros Sandria Stehenson
Silver	Matthew Anderson Veena Brown Jason Brown Carol Cain Hilda Carrillo Jeffrey Cohen	Christine Earley Mailyn Fernandez Margaret Fiorentino Helen Gabre Paige Gee	Yi Jing Wu Carissa Malone Sydnee Manley Tendai Masaya Annie McGowan Leah Muriel The Osterheld Family Iguehi Rajsy Tammi Redd Emily Shafron
Bronze	Claudia Hernandez Andria Hill Julie Mercado	Ann Mungai Christian Paparcuri Vernan Rivera	Syrena Shirley Robin Tarpley
Other	Amanda Acevedo Candice Boucree Moniqua Chappell La Toya Flint Eduardo Fuste	Ethan LaMothe Jonathan Medrano Joye Norwood Sarah Parsons Sabrina Petrosky	Ranier Robinson Edgar Rodriguez Matias Sokolowski Raul Villamil-Otero Karneisha Wolfe

FINANCE & ECONOMICS

Total Contributions – \$ 7,504

Diamond	William Bradford		
Platinum	Kelly Carter	John Ned	Pamela Queen
Gold	Emmanuel Alanis Ashleigh Pointdexter Margot Quijano	Monika Rabarison Lucy Reuben Blane Ruschak	Sorin Sorescu Breyon Williams Jide Wintoki
Silver	Kunle Adeyemi Jared Delisle John Huck	Gwendolyn Pennywell Adam Usman Barry Walker	Jhacova Williams Jamie Weathers

INFORMATION SYSTEMS

Total Contributions – \$ 20,991

Professor (Fund a Student!)	Lemuria Carter Alisha Molloy	Philip Musa Renee Pratt	Nolan Taylor Sonja Wiley
Diamond	Randy Bradley	Ruben Mendoza	Richelle Oakley
Platinum	Jorge Perez	Sharon White	
Gold	Albert Croker Ixchel Faniel Alysyn Harvey-Green Efosa Idemudia	Chris Joy Victor Mbarika Adriane Randolph Lauren Rhue Lakisha Simmons	Janine Spears Monica Tremblay Donald Wynn
Silver	Nicholas Brown Orneita Burton Jane Fedorowicz Monica Garfield Gina Green Lisa Hadrill	Stephen Larson Quinton Nottingham Obi Ogbanufe Stacie Petter Gregory Ramsey Ryan Scheutzler	Abdul Sesay Gladys Simpson Robert Sumichrast John Warren
Bronze	Debra Burleson Robert Crossler	Christine Custis Shannon Harris	Nannette Napier Myrna Varner
Other	Mike Gordon Hope Gray Aurelia Mandani	Teagen Nabity-Grover Jose Pineda Jobany Rico	Eduardo Salcedo Josephine Stanley-Brown Lakeisha Vance

MANAGEMENT

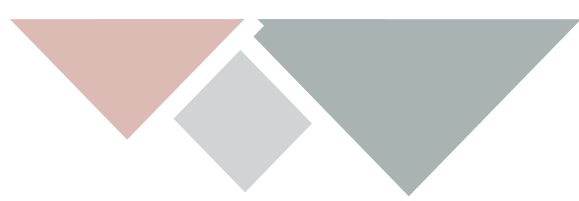
Total Contributions – \$ 52,410

Professor (Fund a Student!)	Stephanie Creary David & Jackie Ford Brett Anitra Gilbert Pat & Jay Hewlin	Olenda Johnson Mae Colleen Jones Anthony Nyberg	Quinetta Roberson Melvin Smith Ian Williamson
Diamond	Modupe Akinola Laquita Blockson Katerina Gonzalez	Oscar Holmes IV Anthony C. Hood Cindy Muir Zapata	Tangela Phillips Ashleigh Rosette
Platinum	Garry Adams Rachel Arnett Sekou Bermiss Meredith Burnett Eric Carter Jenifer Collins Tracy Dumas	Crissie Frye Dewaynna Horn Mary Logue Patricia Martinez Angela Miles Alisa Mosley LeJon Poole	Sean Rogers Carliss Miller Sharon Simmons Alexis Washington Allison Watts
Gold	Randall Croom Tanja Darden Michael DeVaughn Brigitte Echols Holly Ferraro Monica Gavino Alison Hall	Carla Jones Tiffany Maldoonado Patrick McKay Ishva Minefee Ebony Mitchell Millicent Nelson Lisa Ordonez	Susan Perkins Tammi Redd Orlando Richard Ayana Younge



MANAGEMENT (Continued)				
Silver	Michael Agbaw Nikisha Alcindor Katie Alexander Bukola Bakare Stephanie Black Dorian Boncoeur James Calvin Danielle Combs Natalie Cotton Nessler Nicole Fuller	Julie Gray Jakari Griffith Angela Hall Clovia Hamilton Greg Hardt Courtney Hart Toschia Hogan Alice Holloway Sharron Hunter-Rainey Duane Ireland	Howard Jean-Denis Nievalyn Keel Chris Kwaramba Kisha Lashley Jason Marshall Jamila Maxie Carrington Motley Ayinwi Muma Maurice Murphy Jean-Claude Ndonga	Mackenzie Preston Michah Rajunov Brebda Rivera Andrea Scott Gelila Sebhatu Adina Sterling Marcus Stewart Regina Taylor Wendy Walker Nicole Young
Bronze	Giselle Antoine Zachariah Berry Terrence Boyd Carma Claw Lyangela Gutierrez Rachel Hahn	J'Amie Jennings Aziza Jones Yaminette Diaz Linhart Maqueba Massey Monique Okumakpeyi Akwasí Opoku-Dakwa	Gregory Orewa Merrick Osborne Abraham Oshotse Orlando Richard Jeri-Elayne Smith	Jocelyn Steward Stormy Sweitzer Phylcia Taylor Brittany Torrez Rudy Watson
Other	J.R Beltran Ashli Carter Andy Chen Harrison Chicas	Monique Domingo Andrea Floyd Amber Johnson Jason Lambert	Stephanie Leonard Gonzalo Molina Chukwuemeka Nwadei Clint Purtell	Shona Smith Maren Westby Elena Wong
MARKETING				
Total Contributions- \$ 61,870				
Professor (Fund a Student!)	David Crockett Samantha Cross Lenita Davis Mary Gilly-Graham	Merlyn Griffiths John Hulland Jennifer Hutchins Eli & Fern Jones	Jose Rosa Maura Scott Thad Spratlen	Melvin Stith Tiffany White David Wooten
Diamond	Tonya Bradford Horace Melton	Gail Taylor Jerome Williams		
Platinum	Leila Borders Michael Brady Brian Brown	Rosanna Garcia Jazmin Henry Donald & Kristin Lehmann	Vanessa Perry Constance Porter Miriam Stamps	Jeremy Wolter
Gold	Matthew Anderson Demetra Andrews Monique Bell Kelly Cowart Rowena Crabbe	Akon Ekpo Gary Futrell Renee Gosline Garrett Johnson	George Milne Kelvyn Moore Charles Richardson Maria Rodas	Samuel Spralls Tony Stovall Esther Swilley Kalinda Ukanwa-Zeiger
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Professor – \$1,500; Diamond \$1,000; Platinum – \$500; Gold – \$250; Silver – \$100; Bronze – \$50; Other <\$50



MARKETING (Continued)				
Bronze	Carol Brathwaite Alanna Diggs	Khalia Jenkins Aziza Jones	Andre Martin-Ruiz Rebeca Perren	Cinthia Santornino Broderick Turner
Others	Michael Ekema Agbaw Jess Vega Centeno Daryl Irby Tracy Khan	Priscilla Pena Shana Redd	Alejandra Rodriguez Madisen Schorno	Abigail Torres Gema Vinuales
OTHER DONATIONS- \$ 9,538				
Diamond	Geoff Schneider Ned Steele			
Platinum	Willie & Carol Deese			
Bronze	Christina Adams Amanda Bowker Neil Bush Valerie Carsen-Cobb Brian Court Francis Fabian	Renee Florsheim Laura Guzman Tiffany Hollin Wright Lisa King Adebayo Moito	Jacklyn Napier Deominic Napoleon William Owens Kimberly Rolfe Cynthia Taylor-Shavers	Marvin Vilma Philip White Ray Whittington Michael Withers
Other	Linda Aracely-Ochoa J.B Meshell Baker Nancy DiTomaso	Jewell Harris Kenneth Lewis Marissa Mack	Suzanne Masteron Maura Mills John Pitts Leily Sanchez	Emily Santos Debbie Scott Malenia Swinton Myrna Varner



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