

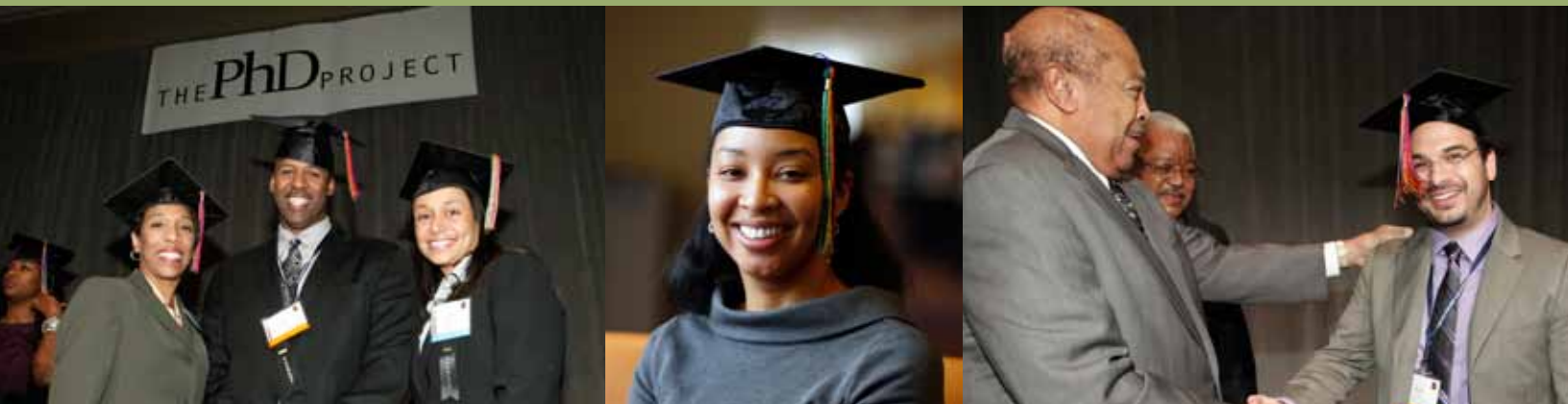
# THE PhD PROJECT

## Annual Report

# *Vision*

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

June 30, 2011



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

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.

# Mission



In the last 17 years, the number of doctorally-qualified minority business faculty has soared from 294 to 1,084 with another 361 PhD students in the pipeline at the close of this fiscal year.



At the heart of The PhD Project is its annual informational conference and recruiting event, where prospective doctoral students meet face to face with PhD program representatives from across the nation. It is the only known event in higher education where doctoral programs gather side by side, under one roof, to proactively recruit and compete for talented minority PhD 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

Becoming a business doctoral student can be a very isolated, lonely experience. And for minorities, this is even more so, simply because there just aren't 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 these 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 minority business doctoral student in a full-time AACSB-accredited program is a member of one of these associations. Each association has an annual conference held in conjunction with the relevant professional academic association. This chart captures these growing networks and provides a breakdown by ethnicity and gender.



ACCOUNTING	Total	AA	HA	NA	Male	Female
Faculty	268	191	68	9	139	129
Students*	66	41	19	6	36	30
<b>Total Accounting</b>	<b>334</b>	232	87	15	175	159

FINANCE	Total	AA	HA	NA	Male	Female
Faculty	100	67	27	6	67	33
Students	52	35	15	2	37	15
<b>Total Finance</b>	<b>152</b>	102	42	8	104	48

INFORMATION SYSTEMS	Total	AA	HA	NA	Male	Female
Faculty*	154	107	44	4	103	51
Students*	43	29	11	4	25	18
<b>Total Info Systems</b>	<b>197</b>	136	55	8	128	69

MANAGEMENT	Total	AA	HA	NA	Male	Female
Faculty*	359	276	73	11	162	197
Students	147	104	39	4	70	77
<b>Total Management</b>	<b>506</b>	380	112	15	232	274

MARKETING	Total	AA	HA	NA	Male	Female
Faculty	203	161	40	2	99	104
Students	53	24	26	3	24	29
<b>Total Marketing</b>	<b>256</b>	185	66	5	123	133

Total Faculty	1084	802	252	32	570	514
Total Students	361	233	110	19	192	169
<b>Total</b>	<b>1445</b>	<b>1035</b>	<b>362</b>	<b>51</b>	<b>762</b>	<b>683</b>

\* 1 ACCTG female student identifies as AA/HA; 1 IS male faculty identifies as NA/HA; 1 IS female student identifies as AA/HA; 1 MGMT male faculty identifies as mixed race, AA/NA.



# *The PhD Project AHEAD*

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The PhD Project has more than tripled 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, and Native American Deans at non-HBCU business schools in the United States, the need to now focus on creating diversity in administration roles has become evident. Project AHEAD was launched last year to encourage tenured minority faculty to explore positions in administration. This fiscal year, The PhD Project AHEAD initiative to Achieve Higher Education Administration Diversity continued to encourage seasoned faculty to explore a career in administration by offering resources, mentors, webinars and discounts on AACSB seminars.



## Financial Update FY11 ▶



**Support**

Total support and revenue \$ 2,390,730

**Expenses**

**Program services**

Annual conference expenses	583,734
DSA conference expenses	631,258
Advertising/Web site	132,260
External consulting services	43,837
Networking	42,819
Direct marketing	<u>29,708</u>
Total program services	1,463,616

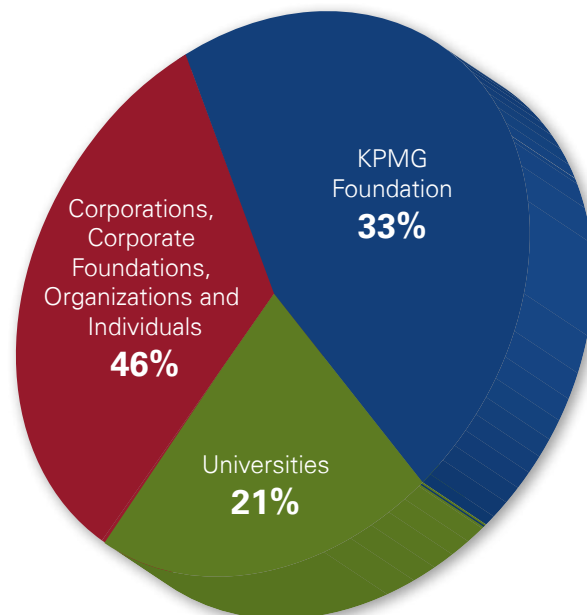
**Management and general**

Administrative expenses (in-kind)	442,000
Professional fees	<u>3,600</u>
Total management and general	<u>445,600</u>
Total expenses	1,909,216

**Net assets**

Beginning of year	1,307,999
Change in net assets	<u>481,514</u>
End of year	\$ <u>1,789,513</u>

## Development Update ▶





The PhD Project:  
*FY11 PLEDGE*  
*Contributions* ▶



The PhD Project has received over \$28,000 in PLEDGES this fiscal year. Thank you all for your generosity.

### ACCOUNTING

DSA Contributions

Received through 6/30/11: **\$13,025**

<b>Diamond</b>	Michael Clement	Alexander Gabbin	Cecil L. Hill	Pamela Smith
<b>Platinum</b>	Dave Thompson	Craig Sisneros	Lizzie Washington-Arnold	Veronda Willis
<b>Gold</b>	Arinola Adebayo	Elio Alfonso	Johnnie L. Clark	Quiester Craig
	Annette Pridgen	Willie Reddic	Gregory Sierra	
<b>Silver</b>	Kwadwo Asare	Rosemond Desir	Koffi Dodor	Jennifer Joe
	Harold Little, Jr.	Jenice Prather-Kinsey	Forrest Thompson	
<b>Bronze</b>	Leah Muriel	Cathy Scott		

### FINANCE

DSA Contributions

Received through 6/30/11: **\$800**

<b>Gold</b>	Jocelyn D. Evans	Karen James		
<b>Silver</b>	John Fuller	Irwin W. Morgan, Jr.	Bruno Rabarison	

**INFORMATION SYSTEMS**

DSA Contributions

Received through 6/30/11: **\$2,530**

<b>Platinum</b>	Nolan Taylor	John Warren		
<b>Gold</b>	Orneita Burton	Janna M. Crews	Ixchel Faniel	
<b>Silver</b>	Joyce Jackson	Gregory Ramsey	Janine Spears	
<b>Bronze</b>	Mary Dunaway	Nigel Melville	Louis-Marie Ngamassi Tchouakeu	
<b>Other</b>	Brandis Phillips			

**MANAGEMENT**

DSA Contributions

Received through 6/30/11: **\$7,875**

<b>Diamond</b>	Ian Williamson				
<b>Platinum</b>	Jennifer Bowers-Collins	Meredith Burnett	Bernadine Dykes	Olga Chapa	
	Crissie M. Frye	Anthony Nyberg	Allison D Watts		
<b>Gold</b>	Laquita Blockson	L. Gregory Henley	Colleen Jones	Susan Perkins	
	Sammie L. Robinson	Amy Verbos			
<b>Silver</b>	Lakami Baker	Arthur P. Brief	Michael DeVaughn	N. Sharon Hill	
	Renee Richardson-Gosline	Wendy Walker			
<b>Bronze</b>	Alejandro Amezcua	Phillip Anderson	Meredith F. Bennett	Joseph E. Garcia	
	O. Felix Offodile				
<b>Other</b>	Rafael Burgos-Mirabal	Kinde Wubneh			

**MARKETING**

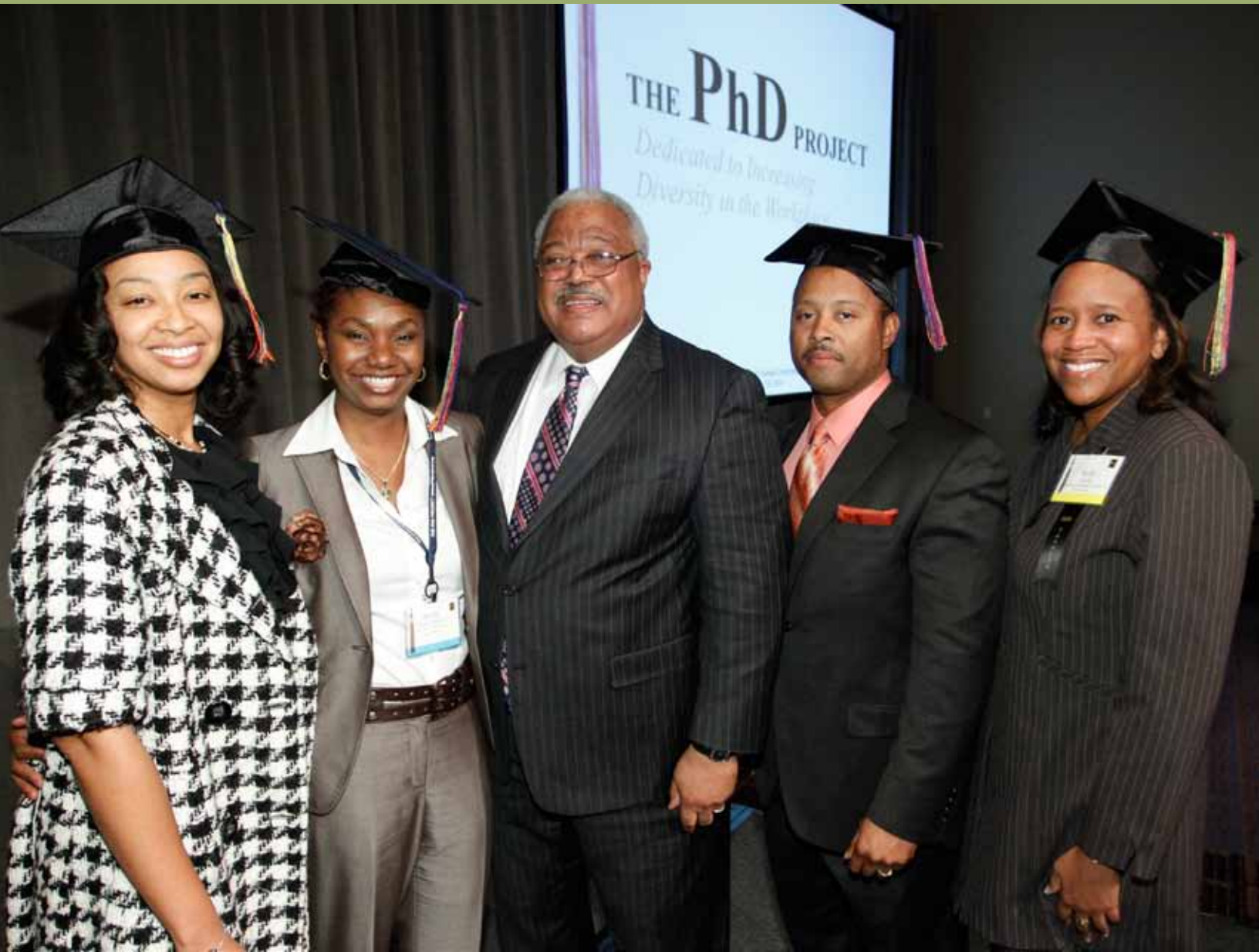
DSA Contributions

Received through 6/30/11: **\$1,740**

<b>Platinum</b>	Donald Lehmann			
<b>Gold</b>	Brian Brown	Cynthia Rodriguez Cano		
<b>Silver</b>	Leila Borders	Sheila Goins	Horace L. Melton	Edward Nowlin
	Melvin & Patricia Stith	Wakiuru Wamwara-Mbugua		
<b>Bronze</b>	Yancy D. Edwards	Modupe Akinola		

**OTHER**Received through 6/30/11: **\$2,410**

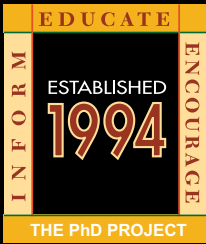
<b>Diamond</b>	Pierson Milano Family Fund			
<b>Platinum</b>	Daneil De Lago			
<b>Gold</b>	Alex Edwards	Ned Steele (Media Impact)		
<b>Silver</b>	Christian Rossetti	Marie Zara		
<b>Bronze</b>	Catherine Alexander	Eric Doby	Christian Etter-Johnson	
<b>Other</b>	Tiffany Loveless			



**Dean Melvin Stith (center), former Dean at Florida State, now at Syracuse University, joins new faculty and Florida State alumni at The PhD Project Annual Conference.**

Left to right: Dr. Renee Pratt Tolston, Dr. Sacha Joseph-Mathews, Dean Melvin Stith, Dr. Daniel Selby, and Dr. Kelly Gamble





# The PhD Project Funders ►

**KPMG Foundation** – Founder  
**Graduate Management Admission Council** – Founder  
**Citi Foundation** – Founder  
**AACSB International** – Founder  
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 The PhD Project PLEDGE Contributors (list enclosed)

For funding opportunities or to make a PLEDGE to The PhD Project, contact Marie Zara, Development Manager, at 201-307-8660 or mzara@kpmg.com.

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