

# THE PhD PROJECT

## FY2018 Annual Report

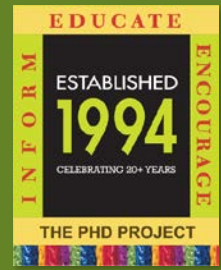
# *Vision*

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

Year Ending  
June 30, 2018



# 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 24 years, the number of doctorally qualified minority business faculty created has soared to 1,456 – of which 1,249 are currently active. Another 270 minority doctoral students are in the pipeline at the close of the fiscal year 2018.



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 6/30/2018)

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*	296	208	74	14	159	137
Students*	42	24	15	3	16	26
<b>Total Accounting</b>	<b>345</b>	236	91	18	181	164

FINANCE	Total	AA	HA	NA	Male	Female
Faculty	112	75	32	5	69	43
Students	27	13	14	0	24	3
<b>Total Finance</b>	<b>139</b>	88	46	5	93	46

INFORMATION SYSTEMS	Total	AA	HA	NA	Male	Female
Faculty*	153	110	40	6	94	59
Students*	15	9	6	0	10	5
<b>Total Info Systems</b>	<b>168</b>	119	46	6	104	64

MANAGEMENT	Total	AA	HA	NA	Male	Female
Faculty*	433	328	95	13	197	236
Students	118	87	33	2	53	65
<b>Total Management</b>	<b>551</b>	415	128	15	250	301

MARKETING	Total	AA	HA	NA	Male	Female
Faculty	255	190	61	5	127	128
Students*	49	22	27	1	20	29
<b>Total Marketing</b>	<b>304</b>	212	88	6	147	157

Total Faculty	1249	913	304	43	650	603
Total Students	254	157	95	7	125	129
<b>Total</b>	<b>1507</b>	<b>1070</b>	<b>399</b>	<b>50</b>	<b>775</b>	<b>732</b>

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

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

\* Some indicate more than one race/ethnicity

Since its launch in 2017, over 2,000 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>!



# *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 40 African-American, 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.



# Financial Update FY18 ▶

## Support

Total Support and Revenue \$ \$2,541,115

## Expenses

### Program Services

Advertising/Marketing/Website	\$ 71,451
Media Relations	81,780
Networking	66,982
PhD Project November Conf.	743,959
DSA Conferences	1,036,000
AHEAD Expenses/Affiliated Programs	100,582

Total Program Services \$ 2,100,754

### Management and General

Admin. Exp (Personnel)	498,444
Admin. Exp (Other)	<u>32,722</u>

Total Management and General 531,166

Total Expenses \$ \$2,631,920

### Net Assets

Beginning of year	\$3,013,014
Change in Net Assets	<u>-\$90,805</u>
End of year	\$ <u>\$2,922,209</u>

# Development Update ▶



**55%**  
Universities and Academic Organizations

**24%**  
Corporations, Corporate Foundations, Organizations and Individuals

**21%**  
KPMG Foundation

# THE PhD PROJECT



The PhD Project:  
*FY18 PLEDGE*  
*Contributions* ▶



We received over \$ 150,000 during FY18

**Thank you all for your generosity!**

<b>ACCOUNTING</b>				
Total Contributions – \$ 50,718				
<b>Professor</b> (Fund a Student!)	Dereck Barr Pulliam James & Carolyn Callahan Frank Casal Lynne Doughtie	Nicole Jenkins Jennifer Joe Henock Louis Pablo Machado	Sharon Pierson Thomas Robinson Sandra Shelton Ola Smith	
<b>Diamond</b>	Liz Arnold Helen Brown-Liburd Elicia Cowins Mark Dawkins	John Elliott George Gamble Peter Johnson Margarita Lenk	Stephani Mason Bernie Milano Porschia Nkansa Michael Paz	Craig Sisneros Stuart Smith
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<b>Other</b>	Abigail Allen Joye Baugh Norwood	Candice Boucree Syrena Shirley	Arnold Steven	

<b>FINANCE &amp; ECONOMICS</b>				
Total Contributions – \$ 3,552				
<b>Diamond</b>	Pamela Queen			
<b>Platinum</b>	Anjelita Cadena	Cassandra Cole	John Pokomy	
<b>Silver</b>	Kimberly Luchtenberg Emmett Pollard	Russell Price Norkeit Smith	Adam Usman Danielle Winchester	
<b>Bronze</b>	T Turner	Jaime Weathers		
<b>Other</b>	Andre Fowlkes			

<b>INFORMATION SYSTEMS</b>				
Total Contributions – \$ 13,243				
<b>Professor</b> (Fund a Student!)	The Kendalls	Alisha Malloy		
<b>Diamond</b>	Pierson Milano Family			
<b>Platinum</b>	Randy Bradley Wynne Chin	Michael Ginzberg Renee Pratt	George Stevens Nolan Taylor	
<b>Gold</b>	Dorthea Abraham Albert Croker	Roderick Lee David Murithi	Rachida Parks Lionel Robert	



**INFORMATION SYSTEMS (Continued)**

<b>Silver</b>	Efosa Carrolldemudia	Lauren Goggins	Stephen Larson	Brandis Philips
	Fay CobbPayton	Gina Green	Solomon Negash	Adriane Randolph
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	Martin Dias	Shawndra Hill	Richelle Oakley	Abdul Sesay
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	Dennis Galletta	Donald Jones	Stacie Petter	
<b>Bronze</b>	Christine Custis	Jane Fedorowicz	Lakisha Simmons	
<b>Other</b>	Teagen Nability	Jose Pineda		

**MANAGEMENT**

Total Contributions – \$ 35,494

<b>Professor</b> (Fund a Student!)	David Ford	Darlene Motley	dt Ogilvie		
<b>Diamond</b>	Gary Adams Sekou Bermiss	Stephanie Creary Patrick McKay	Anthony Nyberg Alva Taylor	Ian Williamson	
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	<b>Other</b>	Antoine Busby Ashli Carter James Carter Safiya Castel	Marcus Crews Monique Domingo Michael Ekema Agbaw Nicole Fuller	Alexander Lewis Tosen Nwadei Jodeci Richards Lumumba Seegars	Sabrina Speights Corliss Thorton William Ward

**MARKETING**

Total Contributions- \$ 44,178

<b>Professor</b> (Fund a Student!)	Kevin&Tonya Bradford David Crockett Mary GillyGraham	Merlyn Griffiths Dr. Eli Jones William Qualls	Edward Ramierz Jose Rosa Thaddeus Spratlen	GailandAlva Taylor Jerome Williams
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**OTHER DONATIONS- \$ 9,282**

<b>Diamond</b>	Peter Evans	Cynthia Sachs/Karyn Close	Ned Steele	
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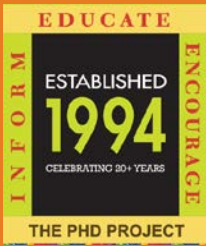
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