

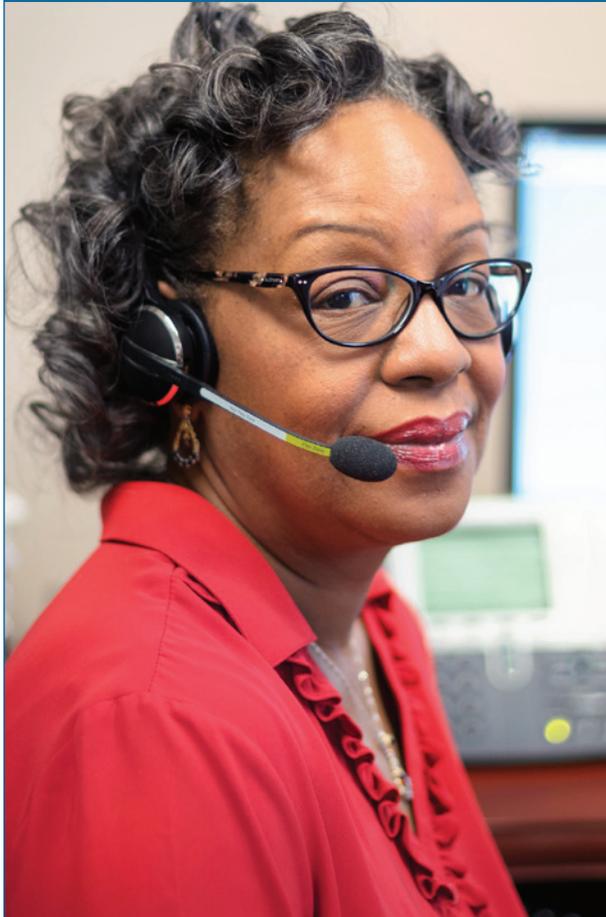
The KPMG Foundation: Creating a Pipeline to Diversity in Business through Higher Education

Since 1968, the KPMG Foundation has been exploring, supporting, and developing programs to enhance and improve business higher education. The foundation seeks to bring about systemic change in business and society—specifically, an increase in the diversity of ideas. That’s why they invest in business education and volunteerism at all levels, over the long term. Their programs aimed at business higher education include competitive faculty research grants, endowed scholarships and professorships, faculty professional development, and many others (see side bar history on the following page). Their matching gift program is used strategically by conducting campus specific campaigns that restrict the aggregate giving to those areas that address the most critical needs of the university business school, and resonate with the passions and interests of the KPMG employees and partners who contribute to the campaigns.

Over twenty-three years ago, the KPMG Foundation became the creator, primary funder, and driving force behind The PhD Project, one of the most far-reaching and ambitious programs ever conceived to address the under-representation of African Americans, Hispanic Americans and Native Americans in business, higher education, and the corporate workforce. A landmark effort, The PhD Project aims to put more minorities on business school faculties, which will attract more minority students and create greater diversity among future business school graduates thereby increasing the pool of diverse candidates available to employers.



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The KPMG Foundation *(continued)*

When the PhD Project began in 1994, there were just 294 minority business school professors (1 percent of all business school professors) in the United States. Today, that number has quadrupled to over 1,350 with 270 minority doctoral students on their way to becoming professors, and these numbers are increasing every day. Fewer than 60 of the over 1,600 business programs have a dean that is either African American, Hispanic American or Native American. The PhD Project is addressing that through professional development programs and engagement with search firms.

Because of its success and the obvious, long-term need for such a program, The PhD Project became a separate 501(c)(3) public charity, with the foundation continuing to be the lead sponsor, which includes cash and the cost to provide all of the required administration.

After creating The PhD Project, the foundation focused on supporting programs that impacted the flow of minority students to college. Our KPMG Families for Literacy focuses on grades K-3 almost exclusively for disadvantaged students at inner city schools. KPMG's support for Junior Achievement Finance Park addresses financial literacy at middle schools again with a heavy involvement toward the underserved. The foundation has supported the National Academies Foundation for many years, where students in under-resourced high schools attend career academies while fulfilling standard high school curricula that prepares them for college.

These programs, combined with support of The PhD Project, represent over 40 percent of the KPMG Foundation's discretionary grant budget. It is obvious that KPMG and the KPMG Foundation are very serious about diversity.

Over the years, the KPMG Foundation has provided support and direction to a number of initiatives that have greatly impacted business higher education. This list highlights those programs, many of which are still supported by the foundation.

1968

Foundation Inception
Matching Gift Program
Direct Grants

1974

KPMG Professorships

1976

Research Opportunities in
Auditing

1980

INROADS

1985

Research Fellowships

1986

Doctoral Scholarships
Consortium for Graduate Study in
Management

1988

Research Opportunities
in International Business
Information
Tax Research Opportunities
Faculty Fellowships

1993

Minority Accounting Doctoral
Scholarships
Historically Black Colleges and
Universities

1994

The PhD Project
The PhD Project Accounting
Doctoral Students Association

1996

The PhD Project Information
Systems Doctoral Students
Association
Points of Light Institute

1997

The PhD Project Finance,
Management and Marketing
Doctoral Students Associations
Minority Information Systems
Doctoral Scholarships

2000

National KPMG Employee
Volunteer Program

2005

The PhD Project Association
(launched as a 501(c)(3) Public
Charity)

2007

KPMG's National Audit Case
Competition Program

2010

The PhD Project AHEAD –
Achieving Higher Education
Administration Diversity – is
launched to encourage tenured
minority faculty to explore
positions in administration

2011

National Academy Foundation
(NAF)

2012

Junior Achievement Finance Park
(JA)

2015

The PhD Project Faculty Alumni
Association Sessions added to
summer programming

2016

KPMG Families for Literacy