



Building a stronger,  
more diverse workforce.  
Together.

**2022**  
Annual Report



# We empower change

## We create the future

For nearly 30 years, The PhD Project has helped change the future workforce by providing historically underrepresented students a model of achievement and businesses a powerful way to make a societal impact while enriching the talent pipeline. We support the creation of business PhDs from historically underrepresented groups—transforming business education and business.

## We empower our community

Through partnerships, networking, mentoring and unique events, The PhD Project empowers our community to help students from historically underrepresented backgrounds earn PhDs so they can inspire and educate the next generation of students and business professionals.

## We believe diversity is crucial

In the 21st century, diversity is crucial. That's because business needs the talents of many more outstanding professionals, students deserve to be confident that their unique viewpoints are valued, and everyone should have the opportunity to succeed.

## OUR MISSION

To increase workplace diversity by increasing the diversity of business school faculty who encourage, mentor, support and enhance the preparation of tomorrow's leaders.

## THE VISION

A significantly larger talent pipeline of Black/African Americans, Latinx/Hispanic Americans and Native Americans for business leadership positions.

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# Change can spark a new passion

**For nearly 30 years,** The PhD Project has diversified corporate America by diversifying the role models in front of the college classroom. Through our unique model, we encourage Black/African Americans, Latinx/Hispanic Americans and Native Americans to pursue their business PhDs, so they can mentor tomorrow's business leaders.

One of those mentors is Dr. Norma Montague, senior associate dean of academic programs at Wake Forest University. Dr. Montague had never considered pursuing her doctorate until she was introduced to The PhD Project. She joined Wake Forest's School of Business in 2010, and in 2018, she became the first woman and first Latina to lead the school's Master of Science in Management (MSM) program as associate dean before beginning her current role.

Beyond the knowledge she imparts to her students, Dr. Montague believes she plays another, equally important role in her their lives. "I think they see me as a role model in the classroom. I present a picture of something that is attainable to them," she says.

**On the West Coast,** Dr. Joseph Gladstone – assistant professor of management at Washington State University Everett and member of the Blackfeet Tribe of Montana and Nez Perce Tribal descendant – and Dr. Deanna Kennedy – associate dean and associate professor at University of Washington Bothell and member of the Cherokee Nation of Oklahoma – share the sentiment.

Dr. Kennedy explains, "There aren't that many Native American faculty members in universities in the United States. We want to make sure we're getting ourselves out there so that we can be those role models, so that students and other faculty and universities can see that we're playing a big part in changing what education looks like for minority students, but, in particular, Native American students."

According to Dr. Gladstone, they're also focused on helping secure the future of Native Americans in higher education. "I'm going to retire eventually, and there's no one behind me to replace me or my colleagues. And so I'm feeling a sense of urgency now to find more Native American scholars who embrace and express their identity and use their culture as part of their research and teaching."

WAKE FOREST UNIVERSITY SCHOOL OF BUSINESS



**Making a career change can spark a new passion – like being a role model to your students.**

You can learn more about these PhD Project members by watching their videos:

- ▶ [Dr. Montague's story](#)
- ▶ [Dr. Gladstone and Dr. Kennedy's story](#)

# 2022 by the numbers



We showed up in force at the GlobalMindED conference – 30 of our members served on panels. We also presented at numerous events, such as AACSB’s International Conference and Annual Meeting (ICAM) and Annual Accreditation Conference, AICPA’s Accounting Pipeline Diversity Symposium and the Business School DEIB Collaborative.

# 600+

We hosted over 600 doctoral student and faculty members at our PhD Project Association conferences.

# We welcomed 23

## NEW DOCTORAL STUDENTS



From San Diego to Minneapolis to Chicago and Seattle we hosted our Doctoral Student and Faculty Association conferences, which returned to in person events.



We sponsored 100 doctoral students and faculty at a variety of developmental programs at Bentley University, Baruch University, Providence College and AACSB headquarters. We continue our efforts to build the best team of educators at business schools throughout the United States.

# 44 new faculty members

We capped 44 new faculty members bringing us one step closer to sextupling the number of professors since 1994. Who will be named Dr. Seis!



## INAUGURAL PARTNER OF THE TENURE PROJECT

We became a founding sponsor and member of the steering committee for the inaugural conference of The Tenure Project, which strives to increase the number of underrepresented minority tenured professors in business schools. Thank you to PhD Project members Dr. Esther Uduehi and Dr. Wendy de la Rosa for their vision and efforts to create this important initiative.

# Our newest board member



**Jeremy Van Ek** is the Chief Operating Officer at the American Marketing Association (AMA). He has spent his 20+ year career in the marketing industry in roles that drive strategy, financial performance, digital transformation, people development and operational efficiency. His experience spans many different types of organizations: B2B and B2C; regional, national, and global; public, private, and non-profit. He's had the pleasure of successfully managing the good, the bad and the ugly: high-growth and severe retrenchment business cycles, mergers and acquisitions, digital transformation, exit strategies, change leadership, global process evolution, and being cash-strapped to cash-flush and everything in between. Jeremy received a Bachelor of Arts degree from Hope College and a Master of Arts from the University of Buffalo.

“  
*The AMA is a long-standing supporter of The PhD Project because of our shared belief that increasing diversity will create a better business world in the future. The AMA has directly benefited from the efforts of The PhD Project in many ways, including through service of PhD Project alumni in our organization. We are proud to have PhD Project alumni as our current Chairperson of the AMA Board of Directors and President of the AMA Academic Council.*”

## The PhD Project Board of Directors

**Neil Bosland** | Chair | EVP and Global COO/CFO, AACSB

**Alfonzo Alexander** | Vice Chair | President of CPT/Chief Ethics & Diversity Officer, NASBA

**Blane Ruschak** | President, The PhD Project

**Kurt Heissenbuttel** | Secretary | Head of Talent Development, Fidelity Investments

**Crystal Cooke**

Director, Diversity & Inclusion, AICPA

**Caryn Beck Dudley**

CEO & President, AACSB International

**Rosanna Durruthy**

Chief Diversity Officer, LinkedIn

**David Evans**

Regional Managing Partner,  
Dixon Hughes Goodman LLP

**Yvonne Hinson**

CEO, American Accounting Association

**Carolynn Johnson**

CEO, DiversityInc

**Sharon Pierson**

The Pierson-Milano Family

**Sandra Richtermeyer**

Dean, University of Massachusetts-Lowell (representing IMA)

**Rebecca Sproul**

Partner, KPMG LLP

**Jeremy Van Ek**

COO, American Marketing Association

**Sabrina White**

VP, School & Industry Engagement, GMAC

**Jen Wyne**

Executive Director, Human Resources,  
Moss Adams

# Hall of Fame

Each year, The PhD Project Hall of Fame honors a select group of educators who have sustained an unwavering commitment to our mission, making a societal impact and inspiring many students along the way. In FY22, we named three outstanding individuals to join this distinguished group.



**Dr. Aberdeen Leila Borders** is professor emerita in Marketing and Professional Sales at Kennesaw State University (KSU). Joining the PhD Project 25 years ago, Dr. Borders has tirelessly committed her time to planning, presenting, recruiting, mentoring, and serving as a representative for The PhD Project in numerous capacities. She was elected the first president of The PhD Project Marketing Doctoral Student Association (MDSA) in 1997 and the Honored Guest (keynote speaker) for the annual MDSA Conference in 2017.



**Dr. Margarita Maria Lenk, CMA** served the accounting profession for over 40 years as a professional, consultant, instructor, mentor, coach, presenter, and researcher. Dr. Lenk is a member of the Accounting Doctoral Student Association (ADSA) and plays a visible role in ADSA's fundraising efforts. She has served as the doctoral students' faculty advisor, and she has made conference presentations, served on conference panels, and has reviewed many students' work.



**Dr. Adriane B. Randolph** is a tenured, Full Professor of Information Systems at Kennesaw State University in the Michael J. Coles College of Business. Over the past 20 years, Dr. Randolph has continually demonstrated her passion and support for the ISDSA and The PhD Project. She has been an active member, held several officer positions, operated as a faculty advisor for multiple terms, presented as a speaker and panelist, led fundraising efforts, and operated a host of other contributor actions at multiple PhD Project events.

“

*Leila, Margarita and Adriane embody The PhD Project's mission. The work they do every day on their campuses and in their communities is making a positive impact on our society by helping to build a stronger, more diverse workforce.”*

— **BLANE RUSCHAK**  
President of The PhD Project

# The PhD Project member network

ACCOUNTING	Total	AA	HA	NA	Male	Female	Non-Binary	AA Male	AA Female	HA Male	HA Female	NA Male	NA Female
Faculty	318	218	85	15	167	151	0	106	112	53	32	8	7
Students	45	29	15	1	18	27	0	9	20	6	9	1	0
<b>Total Acct.</b>	<b>363</b>	<b>247</b>	<b>100</b>	<b>16</b>	<b>185</b>	<b>178</b>	<b>0</b>	<b>115</b>	<b>132</b>	<b>59</b>	<b>41</b>	<b>9</b>	<b>7</b>

FINANCE & ECONOMICS	Total	AA	HA	NA	Male	Female	Non-Binary	AA Male	AA Female	HA Male	HA Female	NA Male	NA Female
Faculty*	143	91	48	4	91	52	0	51	40	36	12	3	1
Students*	21	15	6	0	14	6	1	10	4	5	1	0	0
<b>Total Finance.</b>	<b>164</b>	<b>106</b>	<b>54</b>	<b>4</b>	<b>105</b>	<b>58</b>	<b>1</b>	<b>61</b>	<b>44</b>	<b>41</b>	<b>13</b>	<b>3</b>	<b>1</b>

INFORMATION SYSTEMS	Total	AA	HA	NA	Male	Female	Non-Binary	AA Male	AA Female	HA Male	HA Female	NA Male	NA Female
Faculty*	161	118	41	5	99	62	0	65	53	31	10	3	2
Students	21	12	9	0	13	8	0	7	5	6	3	0	0
<b>Total Info Systems</b>	<b>182</b>	<b>130</b>	<b>50</b>	<b>5</b>	<b>112</b>	<b>70</b>	<b>0</b>	<b>72</b>	<b>58</b>	<b>37</b>	<b>13</b>	<b>3</b>	<b>2</b>

MANAGEMENT	Total	AA	HA	NA	Male	Female	Non-Binary	AA Male	AA Female	HA Male	HA Female	NA Male	NA Female
Faculty*	506	381	109	20	233	273	0	164	217	64	45	9	11
Students	136	97	43	2	59	77	0	40	57	18	25	1	1
<b>Total Mgmt</b>	<b>642</b>	<b>478</b>	<b>152</b>	<b>22</b>	<b>292</b>	<b>350</b>	<b>0</b>	<b>204</b>	<b>274</b>	<b>82</b>	<b>70</b>	<b>10</b>	<b>12</b>

MARKETING	Total	AA	HA	NA	Male	Female	Non-Binary	AA Male	AA Female	HA Male	HA Female	NA Male	NA Female
Faculty*	294	199	89	7	139	155	0	92	107	45	44	3	4
Students	35	20	15	0	16	19	0	11	9	5	10	0	0
<b>Total Marketing</b>	<b>329</b>	<b>219</b>	<b>104</b>	<b>7</b>	<b>155</b>	<b>174</b>	<b>0</b>	<b>103</b>	<b>116</b>	<b>50</b>	<b>54</b>	<b>3</b>	<b>4</b>
<b>Total Faculty</b>	<b>1422</b>	<b>1007</b>	<b>372</b>	<b>51</b>	<b>729</b>	<b>693</b>	<b>0</b>	<b>478</b>	<b>529</b>	<b>229</b>	<b>143</b>	<b>26</b>	<b>25</b>
<b>Total Students</b>	<b>258</b>	<b>173</b>	<b>88</b>	<b>3</b>	<b>120</b>	<b>137</b>	<b>1</b>	<b>77</b>	<b>95</b>	<b>40</b>	<b>48</b>	<b>2</b>	<b>1</b>
<b>Total</b>	<b>1680</b>	<b>1180</b>	<b>460</b>	<b>54</b>	<b>849</b>	<b>832</b>	<b>1</b>	<b>555</b>	<b>624</b>	<b>269</b>	<b>191</b>	<b>28</b>	<b>26</b>

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

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

\* 1 IS female faculty identifies as HA/NA; 1 IS female faculty identifies as AA/NA; 1 IS female faculty identifies as AA/HA; 2 MGMT female students identify as AA/HA; 2 MGMT male faculty identify as AA/HA; 1 MGMT male faculty identifies as AA/NA; 4 MGMT female faculty identify as AA/HA; 1 MGMT male student identifies as AA/HA; 1 MGMT male faculty identifies as HA/NA; 1 MKTG male faculty identifies as AA/NA; 1 MKTG female faculty identifies as HA/NA; 1 FIN student identifies as Non-binary.

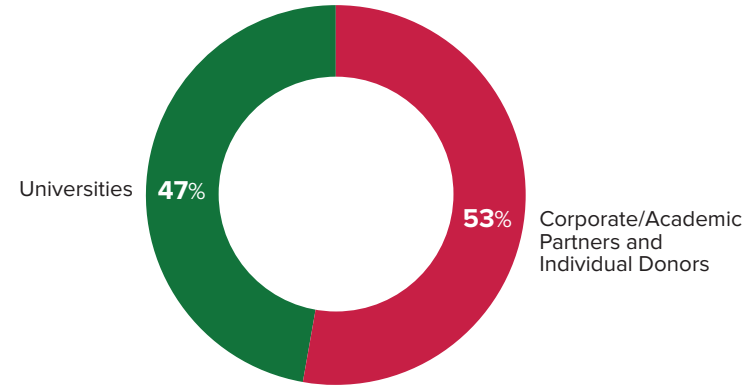
Numbers are as of June 30, 2022

# Financial update FY22

SUPPORT		Total Support & Revenue	\$ 1,785,410
EXPENSES		<b>Program Services</b>	
Marketing & Communications		\$	367,602
Networking		\$	88,116
Annual Conference		\$	353,327
DSA/FAA Conferences		\$	414,527
Affiliated Expenses		\$	129,130
	<b>Total Program Services</b>	<b>\$</b>	<b>1,352,702</b>
<b>Management &amp; General</b>			
Administrative Expenses		\$	747,928
Professional Fees		\$	56,875
Fundraising		\$	312,007
	<b>Total Management &amp; General</b>	<b>\$</b>	<b>804,803</b>
	<b>Total Expenses</b>	<b>\$</b>	<b>2,469,512</b>
<b>Net Assets</b>			
Beginning of year		<b>\$</b>	<b>3,150,010</b>
End of year		-\$	2,465,908
	<b>Cash at end of year</b>	<b>\$</b>	<b>1,268,790</b>

## Development Update

### Sources of Funding





# The PhD Project individual contributions

We received \$122,366 during FY22 (July 1, 2021–June 30, 2022). Thank you for your generosity!

ACCOUNTING: Total Contributions - \$ 36,501						
<b>Professor</b> (Fund a Student!)	Carolyn Callahan	John Elliot	Yvonne Ellis	Brent Garza	Kenneth Henry	Kerri-Ann Sanderson
<b>Diamond</b>	Dereck Barr-Pulliam	Bruce & Cathalene Bowler	Kristine Caratan	Terence Pitre	Alicia Yancy	
<b>Platinum</b>	Helen Brown-Liburd	Maureen & Bruce Butler	Carol Cain	Lydia Didia	Kevin James	Margarita Lenk
	Pablo Machado	Dara Marshall	Linda Poulson	Andrea Roberts	Kecia Williams Smith	Jan Williams
	Satina Williams	Veronda Willis	Lynette Wood			
<b>Gold</b>	Chevonne Alston	Matthew Anderson	María Cabán-García	Sandra Richtermeier	Blane Ruschak	Siko Sikochi
	Cynthia Tollerson					
<b>Silver</b>	Candice Boucree	Jason Brown	David Cannon	Hilda Carrillo	Claire Costin	Phebe Davis
	Bettye Desselle	Andria Hill	Jerry Maginnis	Carissa Malone	Stephani Mason	Christopher Miller
	Ann Mungai	Leah Muriel	Adrienne Rhodes	Edgar Rodriguez-Vazquez	Delvin Seawright	Ola Smith
	Lawrence Williams					
<b>Bronze</b>	Eduardo Fuste	Tendai Masaya	Wendy Williams			
<b>Other</b>	Amanda Acevedo	Christina Antwi-Obimpeh	Mailyn Fernandez	Ethan Kinory	Roger Korthase	Denise Link
	Maura Rains	Iguehi Rajskey	Barbara Ross	Raul Villamil-Otero	Karneisha Wolfe	

DONATION LEVELS						
<b>Professor</b> \$1500 & above	<b>Diamond</b> \$1000–1495	<b>Platinum</b> \$500-999	<b>Gold</b> \$250-499	<b>Silver</b> \$100-249	<b>Bronze</b> \$50-99	<b>Other</b> Up to \$50

# The PhD Project individual contributions

FINANCE & ECONOMICS: Total Contributions - \$ 6,814						
<b>Diamond</b>	Jocelyn Evans	Phyllis Keys				
<b>Platinum</b>	Cassandra Cole	Megan Jones	Monika Rabarison			
<b>Gold</b>	Tibebe Assefa	Ashleigh Eldemire-Poindexter		Matthew Henriksson	Gwendolyn Pennywell	John Pokorny
	Russell Price	Blane Ruschak				
<b>Silver</b>	Danielle Alley	Kerron Joseph	James Malm	David Moore	Mauro Oliveira	Adam Usman
<b>Other</b>	Laura Field	Rebecca Gonzalez-Ehnes	Jonathan Keefe			

INFORMATION SYSTEMS: Total Contributions - \$ 12,175						
<b>Professor (Fund a Student!)</b>	Julie & Ken Kendall					
<b>Diamond</b>	Alisha Malloy	Adriane Randolph	Nolan Taylor			
<b>Platinum</b>	Ixchel Faniel	Rachida Parks	Sonja Wiley			
<b>Gold</b>	Corey Baham	Cynthia Beath	Nicholas Brown	Albert Croker	Richelle DaSouza	Javier Flores
	Mike Gordon	Christopher Joy	Allen Lee	Michael McQuaid	Arylee McSweeney	Renee Pratt
	Blane Ruschak	Roberto Sandoval				
<b>Silver</b>	Gina Burson	Jennifer Edmonds	Gina Green	Shannon Harris	Darien Henry	Robert Jones
	Roderick Lee	Teagen Nability-Grover	Stacie Petter	Gregory Ramsey	Eduardo Salcedo	Lisa Santa-Coloma
	Abdul Sesay	Monica Tremblay	Eric Villafranca			
<b>Bronze</b>	Orneita Burton	Christine Custis	Nannette Napier			
<b>Other</b>	Hope Gray	Aurelia Mandani	Dejarvis Oliver	April Reed	Jobany Rico	Josephine Stanley Brown

# The PhD Project individual contributions

MANAGEMENT: Total Contributions - \$ 30,053						
<b>Professor</b> (Fund a Student!)	Olubukunola (Bukky) Akinsanmi	David & Jackie Ford	Bertie Greer	Anthony Nyberg	dt ogilvie	
<b>Diamond</b>	Modupe Akinola	Michael De Vaughn	Sharon James	Ian Williamson		
<b>Platinum</b>	Rachel Arnett	Alison Birch	Jennifer Collins	Jeanne Holmes	Oscar Holmes IV	Angela Miles
	Millicent Nelson	Tina Opie	Kira Reed	Laura Morgan Roberts	Wendy Walker	
<b>Gold</b>	Katie Alexander	Meredith Burnett	Larry Clay	Bernadine Dykes	Crissie Frye	Monica Gavino
	Katerina Gonzalez	Victor Marsh	Patricia Martinez	Nick Mmbaga	Gopal Mohan	Victoria Ogunleye
	Blane Ruschak	Sharon Simmons	Ss. Faith, Hope & Charity Women's Guild	Njoke Thomas	Karynne Turner	Allison Watts
<b>Silver</b>	Estelle Archibold	Jose Beltran	Jamel Catoe	Mayra Colon	Celeste Diaz-Ferraro	Yaminette Diaz-Linhart
	Samantha Erskine	Sheila Gibson	Azucena Grady	Lyangela Gutierrez	Waymond Harris	Courtney Hart
	Edwyna Hill	Andrea Hodge	Carla Jones	Deanna Kennedy	Maria Kraimer	Jason Lambert
	David Major	Jason Marshall	Anthony Meyers	Frank Mullins	Angela Murphy	Jean-Claude Ndonga
	Terry Nelson	Stella Nkomo	Catrina Palmer Johnson	Leon Prieto	Orlando Richard	Mary Ross
	Kourtenay Schley	Aneika Simmons	Oscar Stewart	Regina Taylor	Louis Thomas	Phil Thompson
	Cheryl Wyrick	Gregory Young				
<b>Bronze</b>	Zachariah Berry	Joseph Gladstone	Esther Lamarre Jean	Angie Martinez		
<b>Other</b>	Nikisha Alcindor	Natalia Arzeno-Gonzalez	Terrance Boyd	Christopher Crawford	Jack Crumbly	Karen Deshaime
	Cheng Gao	April Horton-Johnson	Jai Jackson	Amber Johnson	Trey Lewis	Bill Lynch
	Jen Mucciarone	Rochelle Parks	Christopher Reid	Ashley Robinson	Brian Smith	Elbert Starks
	Donald & Kristin Whaley	Elena Wong	Marais Young			

# The PhD Project individual contributions

## MARKETING: Total Contributions - \$ 36,823\*

<b>Professor</b> (Fund a Student!)	Kevin Bradford	Tonya Bradford	David Crockett	Samantha Cross	Lenita Davis	Merlyn Griffiths
	Martin Mende & Maura Scott	Jose Rosa	Samuel Spralls	David Wooten		
<b>Diamond</b>	Eli & Fern Jones	The Shanks Family				
<b>Platinum</b>	Leila Borders	Janée Burkhalter	Akon Ekpos	Jennifer Hutchins	Donald & Kristin Lehmann	McDowell Porter
	William & Pamela Qualls	Charles Richardson	Tiffany White			
<b>Gold</b>	Sidney Anderson	Wendy de la rosa	Tatiana Farjardo	Michael Hartline	Kelvyn Moore	Edward Nowlin
	Blane Ruschak	Adriana Samper	Cinthia Satornino	Lez Trujillo	Kalinda Ukanwa Zieger	Keith Wilcox
<b>Silver</b>	Jim Alvarez Mourey	Cassandra Davis	Yancy Edwards	Fausto Gonzalez	Ivona Gorzelski	Dhruv Grewal
	Aziza Jones	Luciano Laoa	Veronica Martin Ruiz	Erick Mas	Joan Phillips-Hernandez	Shana Redd
	Eric Rhiney	Julian Saintclair	Ronn Smith	Esther Swilley	Takisha Toler	Sabrina White
	Michael Wiles	Lawrence Williams	Suzanne Yassin			
<b>Other</b>	Carol Brathwaite	Nicole Davis	Samantha Galvan	Khalia Jenkins	Priscilla Pena	Jen Riley
	Abigail Torres	Martha Troncoza	Gema Vinales	Valerie Watkins	Jennifer Zarzosa	

\* This includes over \$2,000 in donations to the Jerome Williams Memorial Fund and \$3,864 to the Dr. Ilana Shanks Emerging Scholar Award

## Other Donations - \$ 1,912

<b>Professor</b> (Fund a Student!)	Tara Perino	
<b>Gold</b>	Michael Tobin & Dana Greenberg	
<b>Bronze</b>	Yvette Ruffin	
<b>Other</b>	Taiesha Abrams	Demetrius Grigsby

## HONORING THE LEGACY OF DR. SANDRA SHELTON

The Sandra Shelton Memorial Fund was established to benefit PhD Project accounting doctoral student members. Due to the generosity of the following donors, \$32,614 was raised in FY22.

Robert Allen	Christine Earley	Jennifer Joe	Christina Paparcuri	Sarah Stein
Lindsay Andiola	Alexander Gabbin	Patrick KIELTY	Josette Pelzer	Carliss Sutton
Julia Ariel-Rohr	Joanna Garcia	Minjeong Kim	Tara Perino	Gail Taylor
Catherine Banks	Emily Griffith	Marinilka Kimbro	Stephen Perreault	Scott Vandervelde
Mark Beasley	Erin Hamilton	Michael Kimbrough	Linda Poulson	Kimberly Walker
Darcy Becker	Jackie Hammersley	Danny Lanier Jr.	Willie Reddic	Daniel Wangerin
Bradley Bennett	Theresa Hammond	Yi Liang	Adrienne Rhodes	Terry Warfield
Allen Blay	Michelle Harding	David Major	Danny Rimkus	Devin Williams
Helen Brown-Liburd	Lewis Hardway	Stephani Mason	Stephanie Ross	Karneisha Wolfe
Amanda Carlson	Vicky Hoffman	Brian Mayhew	Blane Ruschak	Han Yan
Robert Conway	Oscar Holmes IV	Bernard Milano &	Aaron Sajewitz	
Lauren Cunningham	Yue Hong	Sharon Pierson	Patricia Satterstrom	
Paquita Davis-Friday	Jacklyn Jensen	Leah Muriel	Syrena Shirley	

# Thanking our generous partners

## How you can help

The PhD Project provides a network of support for our members from the start of their doctoral journeys throughout their academic careers. We are fortunate to have the ongoing support of many committed corporations, foundations, associations and individuals. This means we can continue to shape the workforce in a way that reflects the diverse reality of the world.

Please visit our website at [www.phdproject.org/donate](http://www.phdproject.org/donate) to give back.



## The PhD Project Partners

### Corporate Partners

KPMG Foundation	The Pierson Milano Family
Graduate Management Admission Council	New York Life
AACSB International	IMA® (Institute of Management Accountants)
DiversityInc	Fidelity Investments
AICPA Foundation	Bentley University
American Marketing Association	LinkedIn
FORVIS	Moss Adams
Academy of Management	Federal Reserve Bank of San Francisco
California State University System	Stryker Corporation
John Deere Foundation	Morgan Stanley
American Accounting Association	The Clement Family
Lincoln Financial Group	
City University of New York System	
NASBA	

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### Academic Partners

Association for Consumer Research  
Heritage Group  
SAS Education  
SAGE Publications  
Western Finance Association

The PhD Project also receives support from more than 300+ doctoral and non-doctoral granting institutions. If you know of a corporation, foundation or institution that would want to join us in our efforts, please contact Marie Zara at [mzara@kpmg.com](mailto:mzara@kpmg.com).

# Contact us

Founded in 1994, The PhD Project works to increase diversity in the business world. Through its unique model, the nonprofit organization's Black/African American, Latinx/Hispanic American and Native American members pursue business PhDs with the intent to become university faculty, teaching and guiding students who aspire to careers in business. Since its launch, The PhD Project has been responsible for quintupling the number of underrepresented professors, administrators and academic leaders at an extensive list of colleges and universities, helping more than 1,600 former business professionals and undergraduate students attain their doctoral degrees. The PhD Project also includes close to 300 students currently enrolled in business PhD programs.



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Help to promote The PhD Project! If you are with the media, contact: [PhDProject@kemperlesnik.com](mailto:PhDProject@kemperlesnik.com)



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Building a stronger,  
more diverse workforce.  
Together.

For more information on The PhD Project,  
visit [phdproject.org](http://phdproject.org) and follow us on [Twitter](#),  
[Instagram](#), [Facebook](#), [Youtube](#), and [LinkedIn](#).

