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We are honored to serve as the inaugural members of The PhD Project Advisory Council, PAC-15 with three members representing each of the five disciplines. Our dedication to this council stems from the value we place on serving as the collective voice of the members- the cherished doctoral students, faculty alumni, partner universities, and organizational allies, whom we regard as our PhD Project Family.

Every one of us on this council cares deeply about the mission and vision of The PhD Project. We recognize the strides The PhD Project has made over the years and celebrate the many milestones accomplished, but we also acknowledge there remains much more work to be done. While we are proud of changing the landscape as measured by Drs. Double, Triple, Cuatro, and Cinco, we remain sorely underrepresented in the academy. The combined number of Black/African American, Latinx/Hispanic American, and Native American business professors roughly equates to just one per business school in the U.S. Our journey is far from complete and remains an uphill battle that requires our collective efforts.

The PAC-15 is conscious that we stand at the dawn of a new era for The PhD Project. The PhD Project Family needs a cohesive and combined effort from its members that transcends general support and delves completely and without restraint into our shared values in a unified front with proactive commitment to our mission. It is no longer sufficient to merely support The PhD Project. The critical need is for true allies keen on active engagement in deliberate efforts toward community building. We ask for your help to cultivate a shared sense of community that strengthens and enriches our PhD Project Family.

#### Position Statement:

The PhD Project is committed to promoting diversity, equity, inclusion, and belonging (DEIB) as fundamental values for our organization and the broader business community. We believe that diversity is not only essential for the success of businesses, but also a critical component for creating a safe and inclusive environment where all individuals can thrive, share ideas, and feel valued. As an organization, we are dedicated to fostering a culture of respect, equity, and inclusion that welcomes individuals from all backgrounds, identities, and experiences. We believe elevating the presence of underrepresented individuals in higher education will elevate the experience for everyone and will provide a stronger, better trained workforce for the future, which ultimately helps to support a flourishing economy.

We recognize that much work must be done to address systemic barriers to DEIB, and we are committed to taking meaningful action toward creating a more equitable and inclusive world.

#### **Board of Directors**

*Alfonzo Alexander, President of CPT/Chief Ethics & Diversity Officer, NASBA  
Blane Ruschak- President, The PhD Project Association*

*Neil Bosland, Executive Vice President, Chief Financial & Operating Officer, AACSB; Crystal Cooke, Director – Diversity & Inclusion, AICPA; Rosanna Durruthy, Chief Diversity Officer, LinkedIn; Kurt Heissenbuttel, Head of Talent Development & University/Diversity Recruitment, Fidelity Investments; Yvonne Hinson, Executive Director, American Accounting Association;Carolynn Johnson - CEO, Fair360; Sharon Pierson, The Pierson-Milano Family; Kevin Price, Chief Inclusion and Sustainability Officer, FORVIS; Sandra Richtermeyer, Vic Chancellor for Academic Affairs and Provost, Rutgers University-Camden (representing IMA); Rebecca Sproul– Partner, KPMG; Sabrina White, VP School & Industry Engagement, GMAC; Jen Wyne - Executive Director, Human Resources, Moss Adams*



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To this end, we have established The PhD Project Code.

- We are The PhD Project Family- Black/African American, Latinx/Hispanic American, and Native American business school faculty and doctoral students.
- We work together to increase our representation in the business school academy.
- Diversity is the core, but The PhD Project mission and vision goes further than diversity alone.
- In addition to Diversity, we value and emulate Equity, Inclusion, and Belonging in all we do.
- Respect for all members of The PhD Project Family is paramount.
- All members will abide by The PhD Project Code of Professional Conduct, especially during official functions of The PhD Project.

Please feel free to contact any of us if you have ideas, questions, insights, or anything else that you think is important to share for the good of our community. As we move forward, The PhD Project leadership team is seeking our guidance --meaning your guidance -- on how to continue the movement started in 1994 while growing and evolving toward future successes. The PAC-15 fully supports the outstanding PhD Project leadership and staff who bear the heavy lifting in running The PhD Project and we are excited and humbled by the opportunity to help guide the future.

Respectfully,

**The PAC-15**

Jared DeLisle

Kerron Joseph

Roderick Lee

Patricia Martinez

Stephani Mason

Susan Perkins

Rebeca Perren

Clinton Purtell

Maura L. Scott

Craig A. Sisneros

Jason Thatcher

Esther Uduehi

Arthur Wharton III

Sonja Wiley

Stephanie Yates

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