



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, 2009



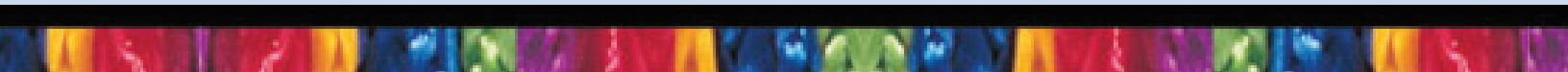
Creating A Diverse Faculty To Increase Diversity in the Workplace • www.phdproject.org

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 14 years, the number of doctorally-qualified minority business faculty has soared from just 294 nationwide to 979, with another 372 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.



Highlights ►

In September 2008, The PhD Project was proud to cap “Dr. Triple”—Dr. Belinda Shipps who was the 882nd minority professor tripling the number of minority business professors from 294 when we began. This fiscal year, we hosted 433 potential doctoral students at The PhD Project 2008 Annual Conference and 213 minority doctoral students attended our five Doctoral Students Association conferences. In addition, over 390 faculty members and guests joined our students at these summer events. During this fiscal year, we also:

- ...reached out to over 150,000 minority professionals via our direct mail campaign,
- ...welcomed 45 new minority doctoral students to our five DSA associations,
- ...capped 47 new minority professors,
- ...learned that 14 of our professors received tenure,
- ...and, were featured in prominent media including BusinessWeek, DiversityInc. and Native Scholar.

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	256	184	63	9	133	123
Students	57	36	17	4	27	30
Total Accounting	313	220	80	13	160	153

FINANCE	Total	AA	HA	NA	Male	Female
Faculty	91	64	22	5	62	29
Students	48	30	16	2	31	17
Total Finance	139	94	38	7	93	46

INFORMATION SYSTEMS	Total	AA	HA	NA	Male	Female
Faculty*	138	95	40	4	96	42
Students	52	33	16	3	27	25
Total Info Systems	190	128	56	7	123	67

MANAGEMENT	Total	AA	HA	NA	Male	Female
Faculty*	312	243	59	11	141	171
Students	159	113	42	4	78	81
Total Management	471	356	101	15	219	252

MARKETING	Total	AA	HA	NA	Male	Female
Faculty	182	146	34	2	94	88
Students	56	34	19	3	23	33
Total Marketing	238	180	53	5	117	121

Total Faculty	979	732	218	31	526	453
Total Students	372	246	110	16	186	186
Total	1,351	978	328	47	712	639

*1 management male faculty identifies as mixed race, AA/NA and 1 information systems faculty identifies as NA/HA

Financial Update FY09 ▶



Support

Total Support \$ 2,512,605

Expenses

Program Services

Conference Expenses	\$760,319
DSA Expenses	885,183
Advertising/Web site	233,635
External Consulting Services	87,497
Networking	35,158
Direct Marketing	66,710
Total Program Services	\$ 2,068,502

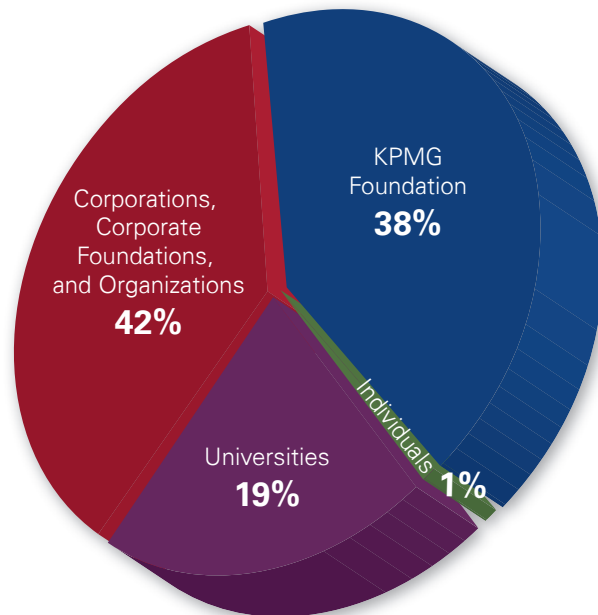
Management and General

Administrative Expenses (In-kind)	442,929
Professional Fees	5,000
Total Management and General	\$ 447,929
Total Expenses	\$ 2,516,431

Net Assets

Beginning of Year	1,019,039
Change in Net Assets	(3,826)
End of Year	\$ 1,015,213

Development Update ▶





The PhD Project:
FY09 Contributions ►



The PhD Project has received \$20,000 in PLEDGES—many in response to the 15th Anniversary Campaign launched in November 2008. Our Anniversary Campaign continues through January 2009. Thank you all for your generosity.

Accounting

DSA Contributions

Received to date: **\$4,200**

Alex Gabbin	Anniversary	Byron Henry	Silver
Kenneth Henry	Anniversary	Cecil Hill	Silver
Diana R. Robinson	Platinum	Jennifer Joe	Silver
Evelyn McDowell	Gold	Harold Little	Silver
Annette Pridgen	Gold	Lorraine M. Wright	Silver
Nana Amoah	Silver	Jennifer Blouin	Bronze
Matthew J. Anderson	Silver	Carolyn Massiah	Bronze
Maureen Butler	Silver	Arthur L. Wharton, III	Bronze
David M. Cannon	Silver		

Finance

DSA Contributions

Received to date: **\$1,950**

William D. Bradford	Platinum	Bruce A. Costa	Silver
Lonnie L. Bryant	Platinum	David J. Moore	Silver
Lucy Reuben	Platinum	Denise Streeter	Silver
Nichole M. Castater	Silver	Kelly Carter	Bronze

Info Systems

DSA Contributions

Received to date: **\$2,250**

John Warren	Platinum	Nolan J. Taylor	Gold
Fay Cobb Payton	Gold	Ixchel Faniel	Silver
Janna Crews	Gold	Alice M. Johnson	Silver
Christina N. Outlay	Gold	Ruben Mendoza	Silver
Likoebe M. Maruping	Gold	Philip F. Musa	Silver
George E. Stevens	Gold	Adriane B. Randolph	Silver

Management

DSA Contributions

Received to date: **\$2,700**

Anthony Nyberg	Platinum	Bernardo Ferdman	Silver
Patricia Hewlin	Gold	Chrissie Frye	Silver
Millicent Nelson	Gold	Linda A. Hill	Silver
Kira Reed	Gold	N. Sharon Hill	Silver
Cindy Zapata-Phelan	Gold	Ana S. Leonard	Silver
Laquita C. Blockson	Silver	Luis Ortiz	Silver
Derrick S. Boone, Sr.	Silver	Sylvia Sloan Black	Silver
Rachel Daniel	Silver	Amanuel G. Tekleab	Silver
Gail Dawson	Silver	Chi Anyansi-Archibong	Bronze
Michael DeVaughn	Silver	Rochelle Parks-Yancy	Bronze
Koffi Dodor	Silver	Darell Singleterry	Bronze

Marketing

DSA Contributions

Received to date: **\$2,350**

Thaddeus Spratlen	Anniversary	Yancy D. Edwards	Silver
Donald R. Lehmann	Platinum	Horace L. Melton	Silver
Melvin T. Stith	Gold	Stevie Watson	Silver
Leila Borders	Silver	Cassandra Wells	Silver

Other

DSA Contributions

Received to date: **\$5,785**

Bentley College	Platinum	Wendy Williams	Bronze
Dean Steve Reinemund	Platinum	Paul Witman	Bronze
Patrick Hurley	Silver	Tiombe Jones	Other
Patricia Stith	Bronze	Anonymous	Other

Contributions are as of June 30, 2009.

The PhD Project Sponsors	FY09 Funding
KPMG Foundation	\$600,000 and \$400,000 In-kind
Graduate Management Admission Council	\$250,000
The Citigroup Foundation	\$40,000
AACSB International	\$50,000
AICPA Foundation	\$50,000
State Street	\$25,000
JP Morgan Chase	\$25,000
Hewlett-Packard Company	\$25,000
DiversityInc	\$25,000 and \$25,000 In-kind
The Dow Chemical Company	\$25,000
Dixon Hughes	\$25,000
John Deere Foundation	\$25,000
The Merck Company Foundation	\$25,000
Rockwell Collins	\$25,000
ACT-1 Group	\$25,000
Wal-Mart Stores	\$25,000
Microsoft	\$25,000
California State University System	\$34,500
CIGNA	\$25,000
Sun Microsystems	\$25,000
American Marketing Association	\$25,000
Western Union Foundation	\$25,000
The Federal Reserve Bank of New York	\$25,000
Participating Universities - Doctoral Granting Institutions	\$239,250
Participating Universities - Non Doctoral Granting Institutions	\$244,000

The PhD Project Supporters	
Academy of Management	\$7,500
American Accounting Association	\$5,000
Southern Business Administration Association	\$2,500
Americas Conference on Information Systems	In-kind
Western Finance Association	In-kind
Hyatt Hotels	In-kind



The PhD Project Sponsors ►

KPMG Foundation
Graduate Management Admission
Council
Citi Foundation
AACSB International
212 Participating Universities
AICPA Foundation
State Street Corporation/Foundation
Robert K. Elliott
JP Morgan Chase Foundation
Hewlett-Packard Company
DiversityInc
The Merck Company Foundation
Dow Chemical Company

Dixon Hughes PLLC
John Deere Foundation
Rockwell Collins
ACT-1 Group
Wal-Mart Stores, Inc.
California State University System
Microsoft Corporation
The Schwan Food Company
CIGNA
Sun Microsystems
American Marketing Association
Western Union Foundation
The Federal Reserve Bank of New York

**Sponsors listed are as of June 30, 2009*

For Sponsorship 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