UNITED BY
PURPOSE

POWERED BY
PASSION

2022

SINCE 1986

THE
CONSORTIUM

Dear Consortium Supporters,

FY 2022 revealed what we are capable of when we continue to come together to work toward a common purpose. Driven by a passion for the work of diversity, inclusion and equal opportunity, The Consortium and its many supporters — students, alumni, member schools, corporate partners and donors — have found renewed purpose in joining hands, once again, to engage in this important work.

During this past year, we have found new ways — and returned to old — of connecting with one another to advance The Consortium's mission and move the needle in corporate America and beyond. In June, we hosted our first in-person Orientation Program & Career Forum (OP) since 2019, in Aurora, Colo. The 56th Annual OP safely brought together students, alumni, staff, member schools and corporate partners for the first time in two years to welcome the 542 members of the class of 2024. The event served a critical function for students as it allowed for face-to-face interactions, which often lead to both long-term personal relationships among fellows as well as professional opportunities with corporate partner companies.

Speaking of corporate partners, The Consortium hit its goal of having at least 100 corporate partners by the end of FY22 — a figure that includes 29 new or reclaimed companies. These companies contributed a total of $2.5 million to the organization, representing a 25 percent increase from the prior year. Competitive Advantage: The Consortium's Undergraduate Program welcomed a new corporate sponsor in FY 2022 as well: Owens Corning.

The Consortium also welcomed its 22nd member school this year. Building on its commitment to equal opportunity, Stanford University Graduate School of Business joined The Consortium in FY22, adding to the organization's ever-growing list of top-tier member schools.

While the data speak to the organization's reach in FY22, our impact goes far beyond figures. The Consortium's success is reflected in the passion of our students and alumni as well, who have and continue to live our mission and fight for the cause of equal opportunity.

In FY 2022, many students and alumni gave their time, energy and money to support The Consortium and its mission. For some, this involved volunteering at the OP; for others, this also meant creating or driving efforts to ensure access to resources and opportunities for people traditionally underrepresented in business education and corporate America.

Alumni like Scott Lan (USC, 2014) and Alaina Flowers (WashU, 2015) are doing their part to empower and equip those with less opportunity to be successful in the workplace. Elyse Bush (Georgetown, 2022) is working to uplift employees from marginalized communities through her anonymous employer review website. Pierra White, a Competitive Advantage alumna and now a Consortium fellow at NYU Stern, is focused on helping people from minority groups build generational wealth through real estate investing. There are also the 2022 McCombs Consortium student liaisons Angela Masciale, Noe Negrete and Jeff Okeke, who took it upon themselves to conduct the first-ever assessment of the Student Liaison Program to contribute to its improvement. You can read more about these students and alumni and their efforts in the following pages.

These examples and others are demonstrative of what is possible when we continue to come together, powered by our passion, to achieve a common purpose. Thanks to the support of people like you, The Consortium is on the path to achieving even greater success toward enhancing diversity and inclusion in global business education and leadership in FY 2023.

Sincerely,

Peter J. Aranda, III
Executive Director & CEO
The Consortium

Corporate Partners by Level

PREMIERE PLUS: $75,000
Align Technology

PREMIERE: $50,000

3M	General Mills
Accenture	Gilead Sciences
Chewy	Google
CVS Health	Johnson & Johnson
Danaher	Liberty Mutual
Discover	Wells Fargo
Envista	Yum! Brands, Inc.
Facebook	

PATRON: $40,000

AbbVie	Delta Air Lines
Centene	Dow
Chevron	ExxonMobil
CSL Behring	PWC
Deloitte	

PROMOTER: $25,000

Alix Partners	Humana, Inc.
Amazon	Intel Americas, Inc.
Apple	Land O'Lakes
AstraZeneca	Loomis Sayles
Audible	Medtronic
Boston Consulting Group	NextEra Energy
Colgate-Palmolive	NIKE
Corning Incorporated	PepsiCo
EY	Pfizer
Fortive	Vanguard
FTI Consulting	Vertex Pharmaceuticals
H&M	Voya
Hilti	Walmart

ADVOCATE: $15,000

American Airlines	The Hershey Company
Amgen	Hines
Bain	IDEO, LP
Bank of America	Innosight
Bayer Consumer Health	Intuit
Bristol Myers Squibb	JPMorgan Chase & Co.
Capital One	Kraft Heinz Company
ChampionX	M&T Bank
Cigna Corporation	Mars, Incorporated
Cisco Systems, Inc.	Merck
Citi	Microsoft
Coca-Cola	Nestlé
Conagra Brands	P&G
E & J Gallo Winery	Snap Inc.
EcoLab	Starbucks
Emerson	Tyson Foods
Fiserv	Wayfair
GSK	Xcel Energy
Harris Williams	ZS

STEP: $10,000

Brunswick Corporation	Reckitt
Citizen's Bank	ScottMadden
The Clorox Company	Ubisoft
New Balance	Zillow

NONPROFIT / STRATEGIC

NONPROFIT	STRATEGIC
Education Pioneers	NBMBAA
The Bridgespan Group	Prospanica

COMPETITIVE ADVANTAGE

Bloomberg	Owens Corning

Member Schools

CARNEGIE MELLON UNIVERSITY
Tepper School of Business
Member since 2001

COLUMBIA UNIVERSITY
Columbia Business School
Member since 2021

CORNELL UNIVERSITY
Samuel Curtis Johnson Graduate School of Management
Member since 2009

DARTMOUTH COLLEGE
Tuck School of Business
Member since 1999

EMORY UNIVERSITY
Goizueta Business School
Member since 2001

GEORGETOWN UNIVERSITY
McDonough School of Business
Member since 2013

INDIANA UNIVERSITY-BLOOMINGTON
Kelley School of Business
Member since 1966

NEW YORK UNIVERSITY
Leonard N. Stern School of Business
Member since 1984

RICE UNIVERSITY
Jones Graduate School of Business
Member since 2017

THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL
Kenan-Flagler Business School
Member since 1973

THE UNIVERSITY OF TEXAS AT AUSTIN
McCombs School of Business
Member since 1984

UNIVERSITY OF CALIFORNIA, BERKELEY
Haas School of Business
Member 1993-2003; 2010-present

UNIVERSITY OF CALIFORNIA, LOS ANGELES
UCLA Anderson School of Management
Member since 2010

UNIVERSITY OF MICHIGAN-ANN ARBOR
Michigan Ross School of Business
Member since 1983

UNIVERSITY OF ROCHESTER
Simon Business School
Member since 1968

UNIVERSITY OF SOUTHERN CALIFORNIA
Marshall School of Business
Member since 1968

UNIVERSITY OF VIRGINIA
Darden School of Business
Member since 1992

UNIVERSITY OF WASHINGTON
Foster School of Business
Member since 2018

UNIVERSITY OF WISCONSIN-MADISON
Wisconsin School of Business
Member since 1966

WASHINGTON UNIVERSITY IN ST. LOUIS
Olin Business School
Member since 1966

YALE UNIVERSITY
Yale School of Management
Member since 2008

Class of 2024 Profile

53% FEMALE

47% MALE

29 AVERAGE AGE

1,021 TOTAL APPLICANTS

842 ADMITTED

487 FELLOWSHIPS OFFERED

542 ENROLLED

239 STUDENTS RECEIVING FELLOWSHIPS

3.4 AVERAGE GPA

UNDERGRADUATE MAJORS

LIBERAL ARTS	**30**%
BUSINESS	**19**%
ENGINEERING	**12**%
ACCOUNTING	**11**%
SCIENCE	**11**%
ECONOMICS	**10**%
OTHER	**7**%

CLASS OF 2024 ETHNICITY BREAKDOWN

AFRICAN AMERICAN	**40**%
HISPANIC AMERICAN	**24**%
NATIVE AMERICAN	**1**%
ASIAN	**12**%
WHITE/CAUCASIAN	**8**%
MULTIETHNIC	**14**%

Consortium Hosts First In-Person Orientation Program & Career Forum in Two Years

The Consortium celebrated a return to in-person events in FY 2022, beginning with the 56th Annual Orientation Program & Career Forum (OP), held in Aurora, Colo., June 4-8. To ensure the health and safety of all guests, The Consortium required proof of vaccination or a negative COVID test at least 72 hours prior to arrival. Through a partnership with Event Farm and CLEAR Health Pass Management system, the organization was able to provide a space for all attendees to securely access and verify their COVID-19-related health information prior to the OP. Thanks to careful planning by Consortium staff and partners, and the adherence to all protocols by constituents, The Consortium exceeded national COVID compliance rates. Students, alumni, staff, member schools and corporate partners successfully came together for the first time in two years to welcome the organization's incoming class, the class of 2024, and help them kick off their MBA journey.

competitive advantage

THE CONSORTIUM UNDERGRADUATE PROGRAM
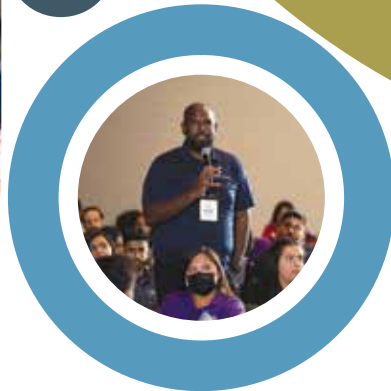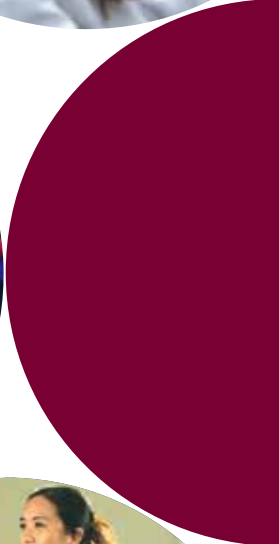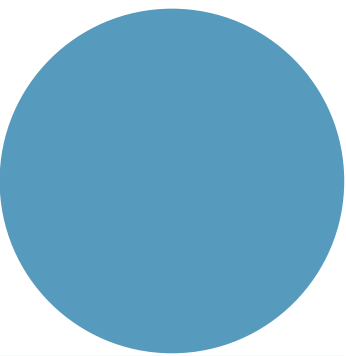
54
TOTAL ATTENDEES

30%
FIRST GENERATION

158
TOTAL APPLICANTS

3.5
AVERAGE GPA
(3.0 - 4.0 Scale)

LEVEL IN SCHOOL
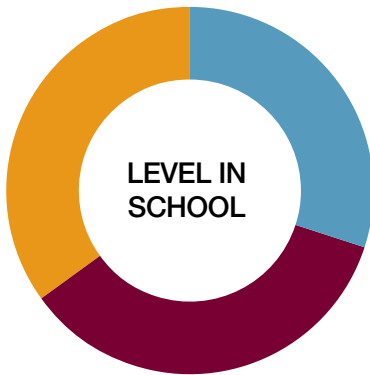
- **30%** SOPHOMORES
- **35%** JUNIORS
- **35%** SENIORS

FEMALE 65%

MALE 35%

ETHNICITY

- **63%** AFRICAN AMERICAN
- **24%** HISPANIC AMERICAN
- **13%** NATIVE AMERICAN

20
AVERAGE AGE
(18-40)

MAJORS

- **46%** BUSINESS
- **30%** LIBERAL ARTS
- **11%** TECHNOLOGY
- **9%** HEALTHCARE
- **1%** ENGINEERING
- **1%** UNDECLARED

INTERESTS

CONSULTING	**63%**
MARKETING	**7%**
FINANCIAL SERVICES	**6%**
HEALTHCARE	**6%**
LAW	**6%**
GEN/NON-PROF MGMT	**4%**
TECHNOLOGY	**4%**
ENGINEERING	**2%**
OTHER	**2%**
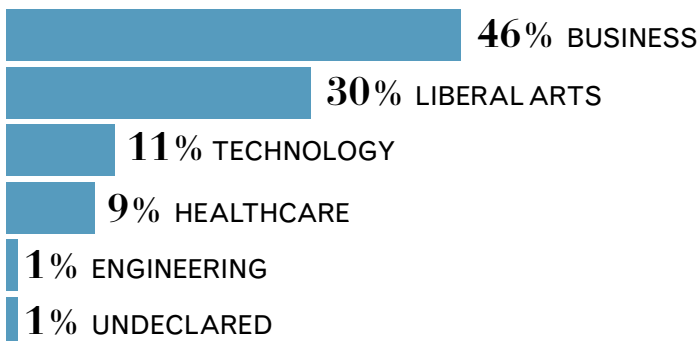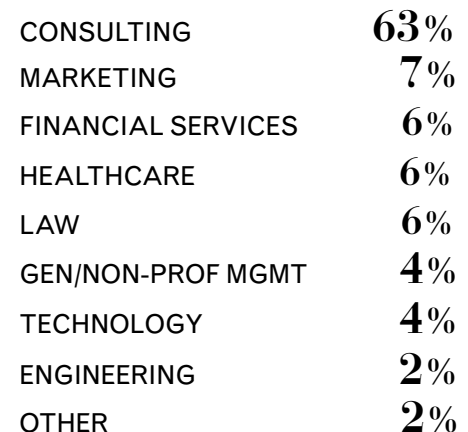
Finance and Administration Department Experiences a Year of Transition

Fiscal Year 2022 was a transitional year for The Consortium's Finance and Administration Department, with the return to in-person events, growth in the annual fund, fluctuations in the market and staffing and scheduling changes.

A big year for The Consortium, FY 2022 marked the first in-person Orientation Program & Career Forum (OP) since 2019. With the health and safety of all constituents top of mind, The Consortium hosted the event virtually for the last two years, which resulted in significant cost savings for the organization. "After two years of virtual OPs, we returned to the live event space and the cost, which had been virtually zero for the virtual event," says Vice President of Finance and Administration Glenn Wilen.

The return to an in-person OP brought added expenses for the organization in 2022. Total revenue for the June 2022 event — including underwriting, booths and registrations — was similar to the last live OP, held in Houston in 2019. However, certain components were markedly different, Wilen says.

Although overall revenue was comparable to previous years, underwriting revenue, specifically, was down. This may be demonstrative of a transitional period for The Consortium as sponsors adjust to the return to in-person events. However, this decline was fully offset by an increase in registration and booth revenue — the result of the elimination of entitlements that previously came with various sponsorship levels, Wilen says. The Consortium's new "a la carte" pricing structure helped grow revenue for those categories by 67 percent between 2019 — when the last in-person OP took place — and 2022.

Finance and Administration saw additional growth in FY 2022 via The Consortium's annual fund, as the organization welcomed 100 corporate partners, who contributed a total of $2.5 million to the organization — a 25 percent increase from the prior year. "The total includes our first Premiere Plus sponsor Align Technology and 29 new or returning ones," Wilen says.

After several years of steady growth — consistent with the performance of overall securities markets, Wilen says — The Consortium's two endowed funds, the Wallace L. Jones Alumni Lifetime Achievement Award and the Leslie Elise Adkins Endowed Scholarship, both experienced losses in FY22. The organization, however, benefited in other areas. For the second year in a row, The Consortium received a Payroll Protection Program (PPP) loan of $266,000, which, like the previous loan of the same amount, was forgiven, in 2022.

Spending in other categories in FY 2022 remained similar to a year ago, with staff travel continuing at a rate well below pre-pandemic levels. Consistent with the overall labor market, The Consortium experienced slightly higher staff turnover and some difficulty filling positions, which resulted in lower salaries and wages than in previous years. Staff continued to benefit from a flexible, hybrid work schedule this year, which allowed team members to work from home as many as two days per week.

Overall, The Consortium's net surplus for the year was $737,556. Although this is down from the record $1.4 million recorded last year, FY 2022 represents a year of transition as the organization emerges from the pandemic and returns to in-person events and programming for the benefit of all Consortium constituents.

> " Finance and Administration saw additional growth in FY 2022 via the annual fund, as the organization welcomed 100 corporate partners, who contributed a total of $2.5 million to the organization — a 25 percent increase from the prior year."

Program Administration Welcomes a Return to Normal, Process Improvements in FY22

Led by Vice President Janice Wells-White, the Consortium's Program Administration Department — which includes recruiting, special events, database operations and communications — experienced a much-welcomed transition back to business as usual in FY 2022, as well as some positive changes.

In addition to hosting in-person information sessions and recruiting events across the country, the department led the planning and execution of The Consortium's 56th Annual Orientation Program & Career Forum (OP) in Aurora, Colo. Taking place June 4-8, the OP brought together students, alumni, staff, member schools and corporate partners for the first time in two years to welcome the 542 members of The Consortium's incoming class, the class of 2024. Program Administration enacted protocols and procedures designed to ensure the health and safety of all guests and staff members against COVID-19 and engaged in a partnership with Event Farm and CLEAR Health Pass Management system to ensure attendees were able to securely access and verify their COVID-19-related health information prior to the OP. The department's efforts led to The Consortium exceeding national COVID compliance rates for the event.

Virtual events continued to be a focus of the department in FY22 as well. Program Administration leveraged technology and virtual events platforms such as Hopin to expand program delivery for prospective Consortium students. Events were designed to share information, answer questions and provide opportunities for networking and career development. The department also hosted events in collaboration with external partners to reach new audiences and enhance The Consortium's recruitment efforts.

> 66
> The OP brought together students, alumni, staff, member schools and corporate partners for the first time in two years to welcome the 542 members of The Consortium's incoming class, the class of 2024.

Program Administration oversees the due diligence and onboarding process for new member schools. In FY 2022, this included the successful onboarding of Stanford University Graduate School of Business, the 22nd Consortium member school.

A change to normal operations took place in FY 2022 as well, with The Consortium announcing the removal of the rankings requirement and draft from its application and admissions processes. After many years, Program Administration led an effort, in collaboration with Consortium member schools, to eliminate the need for students to rank schools in order of their desire to attend. While there will no longer be a Fellowship Selection Meeting, or draft, The Consortium will continue to manage the membership review process, and member schools will continue to manage admissions and fellowship decisions.

In an effort to refine and grow Competitive Advantage: The Consortium Undergraduate Program, the department will hire a Director, Undergraduate Programs who will be responsible for all aspects of Competitive Advantage. The recruitment process will start in late summer with an expectation of having a director in place by fall 2022.

In collaboration with the Development Department, Program Administration has been assisting with the development of a new virtual platform, called Hello Fellow. Once completed, the platform will provide a space for seamless connection among students, alumni, corporate partners and member schools of The Consortium and opportunities for engagement.

Also in FY22, Program Administration has been leading an effort to redesign The Consortium's website in order to improve the organization's online presence and create a more user-friendly experience. The project, initiated in January 2022, is in partnership with St. Louis-based company Beanstalk Web Solutions.

Development Department Celebrates Launch of New Projects, Return to In-Person Events in FY22

FY 2022 was a busy year for The Consortium's Development Department. Led by Vice President of Development Kimberly Alexander, the department launched several new projects, recruited a large number of new corporate partners and began the return to in-person events.

Perhaps of greatest note, Development hit its goal of having 100 corporate partners by the end of FY22. This number included 29 new or reclaimed companies, representing $610,000 in revenue for the organization. "We look forward to having equally as many, if not more, in FY23," says Alexander.

The department also welcomed one new corporate sponsor for Competitive Advantage: The Consortium's Undergraduate Program. Owens Corning gave $15,000 in support of the program.

For the second year in a row, The Consortium hosted its annual Fall Town Hall & Career Forum, on Oct. 7, 2021, to connect Consortium students and alumni with companies seeking diverse MBA talent. The event was led by Alexander and the Development team and facilitated by online events platform Hopin.

More than 125 students and alumni attended the virtual event, which provided opportunities for networking with each other and the 25-plus current and prospective Consortium corporate partner companies that were in attendance. Via virtual booths, MBAs engaged with companies through video chat to learn about employment opportunities and what it's like to work at those companies. The event also included a panel discussion — moderated by Diversity Recruitment Manager at General Mills Brian Burley — focused on Employee Resource Groups, which

featured panelists from corporate partner companies Starbucks, AstraZeneca, Medtronic and Vanguard.

"The Fall Town Hall serves as another touchpoint for corporate partners to talk with and interview current Consortium fellows as well as alumni," says Alexander. "The partners are able to be in a central location and meet students from all member schools without having to travel to each campus."

The Development Department launched a new project in FY 2022 to combat the disparities that minority small business owners face and support the efforts of Consortium alumni. The Alumni Business Directory is a centralized resource that highlights alumni and their businesses in order to build support for them among students, alumni, friends and even corporate partners of The Consortium.

The first iteration of the Alumni Business Directory features 32 businesses from across the country and a range of industries, including financial services, fitness and health, consulting, retail, marketing and advertising, real estate, apparel, construction and more. The Development Department hopes to expand upon the current version in the future.

Also in FY22, the department celebrated a return to in-person events, beginning with the 56th Annual Orientation Program & Career Forum (OP), held in Aurora, Colo., June 4-8. The event brought together students, alumni, staff, member schools and corporate sponsors, for the first time in two years, to welcome The Consortium's incoming class, the class of 2024.

Looking ahead, the Development Department is focused on providing support to ensure the sustainability of the in-person OP and the launch of the new virtual platform Hello Fellow, which will provide a place for all Consortium constituents to connect and engage with one another.

'A Strategic Opportunity': Peter Aranda Shares How Companies Can Position Themselves to Attract Top Diverse Talent

Similar to the stages of grief people experience on their way to acceptance, companies go through levels of awareness along their diversity, inclusion and belonging journey.

"You go through stages, and depending on your personal make-up, you may be stuck in one stage for a long time or you may go through all of them quickly," says Peter J. Aranda, III, executive director & CEO of The Consortium. "It depends on the leadership and the focus of the organization and their willingness to do some of the heavy lifting required to move from one stage, or level, to another."

This process of going from ignorance to acculturation Aranda refers to as the Diversity and Inclusion Paradigm. It describes the cultural experience an organization goes through as it begins to implement policy around diversity, equity and inclusion (DEI).

"It starts out at a level of, what I call, 'ignorance' — and I don't mean that in a derogatory form, I just mean uninformed — and goes to a level of acculturation where aspects of DEI are incorporated into the thinking, the activities, the policies and procedures that exist within an organization that kind of define its culture," says Aranda.

With an eye for helping move companies forward on their DEI journey, Aranda has been sharing his wisdom with others. During a webinar with Consortium corporate partner Amgen, in FY 2022, he shared insight on the paradigm, its application to recruitment and retention and how companies can make meaningful progress.

> "
> "There is a higher rate of turnover among people of color, and a lot of that has to do with the fact that expectations they had on their way in the door are not being met once they are inside the building."
> —Peter J. Aranda, III

"There is a higher rate of turnover among people of color, and a lot of that has to do with the fact that expectations they had on their way in the door are not being met once they are inside the building," Aranda says. "That is why this is really important from a recruiting perspective — especially in today's environment, where there's heightened awareness of racial equity."

Current conditions have created a demand for diverse MBAs that far exceeds supply, Aranda says. Because of this, students are faced with more opportunities, as well as more difficult decisions. Therefore, they are being much more discerning, choosing to work at companies that will value them and the unique perspective they bring and that have demonstrated a clear commitment to DEI.

By taking a slowed-down approach, however, organizations can improve outcomes for themselves and students, Aranda says.

"Slowing down goes a long way in terms of establishing trust and a relationship-based approach to recruiting," he says, "and, in my opinion, produces much more desirable and longer-standing outcomes."

Honesty and transparency are also integral to the recruiting process. As such, Aranda recommends that companies clearly communicate the details of their interview process and timeline for candidates, including whether they offer a signing bonus and when that expires. "I find that creating those kinds of incentives — where students feel like they are given an opportunity to really do that evaluation and reflection — makes them much more comfortable," he says.

Aranda stresses that a true commitment to DEI goes beyond just giving money to organizations like The Consortium — and it cannot only be measured by looking at the number of people of color a company employs. To truly realize the power of diversity to drive outcomes, he says, it must be perceived as an opportunity for all rather than a problem for minorities. Aranda points to the Industrial Revolution as an example, when, by harnessing the skills and talents of a diverse immigrant population, the U.S. emerged as a leading power in commerce.

"We were doing things differently than everyone else — and better in many cases — because we had this collection of people from different backgrounds who were bringing unique thoughts and ideas to the workforce and to solving business problems," Aranda says. "That same opportunity exists today — we just need to embrace it."

Alumni Find Purpose in Giving Back to Organization That Has Given so Much to Them

Beyond the many benefits that come with fellowship, Consortium students are often drawn to the organization because its purpose aligns with their own. They are driven by a desire to advance equal opportunity in business education and leadership. As alumni, they are inspired to pay it forward, knowing how the organization has helped them on their own path to success. The following Consortium alumni share how their Consortium experience has informed their work and inspired them to continue to give back.

Dawson Her Many Horses
Tuck School of Business, Dartmouth College, class of 2010
Senior Vice President & Head of Native American Banking, Wells Fargo

Sharon James, PhD
Olin Business School, Washington University in St. Louis (WashU), class of 1989
Professor of Practice in Strategy and Entrepreneurship, WashU Olin Business School

Allen Banez
Ross School of Business, University of Michigan, class of 2003
Professional temporary controller, finance manager & cost accounting manager

How did The Consortium and your MBA experience prepare and empower you to pursue a purposeful career?

The Consortium introduced me to a like-minded group of students who had ambition and a commitment to giving back to the community. I was a member of the largest Consortium class at Tuck, and I've learned just as much from my Consortium classmates as I did from my Tuck professors.

During my MBA program experience, I developed higher-order professional development skills that enabled me to secure an investment banking associate position when no such firms were recruiting at the Olin Business School. Consortium alumni were critical to the success of my job search process.

As a first-generation college student, I was looking for good examples of people who made it in corporate America, which would inspire me to follow in their footsteps. Michigan taught me leadership and people skills. My class had more than 40 fellows, who had solid careers. We shared our knowledge and work experience among each other, and we supported each other so we would all graduate. This network at the beginning of the MBA program helped me adjust to Ann Arbor. We are all still friends and can count on each other today.

How have you used what you learned to make a difference in your community?

Tribal communities are economically invisible. There isn't any business or economic reporting about tribal communities, nor is there a primer on how tribally owned businesses are structured or which industries tribes are engaged in. I recently convened a group of tribal leaders, federal officials and private sector actors in Washington, D.C., to discuss this data gap issue. As one of a handful of enrolled tribal members with an MBA, I was able to leverage my private sector experience to elevate an issue that impacts investment in tribal communities. *U.S. News and World Report* even published an op-ed on the issue that I wrote in November 2022.

Throughout the past 30-plus years since graduation, I have served as a volunteer in the roles of treasurer, financial secretary, budget chair and investment committee member, lending my financial and strategy training, as well as my donations, to charitable organizations. I have consistently engaged in this purposeful work.

I spent many years mentoring students at the University of California, Berkeley. I would get them as freshmen and help them through Berkeley with classes, internships, etc. My goal was to get them to go to graduate school. I have also mentored people who I have managed inside and outside of the workplace and encouraged them to reach their full potential.

How have you supported and given back to The Consortium over the years?

Prospective MBA students have reached out and I have shared with them my experience with The Consortium specifically and MBA programs more broadly.

Combining my gifts to The Consortium (e.g., I'm an Eagle Club member) and to WashU, I have re-gifted my Consortium fellowship, as of 2018. As a recurring donor-member of the William Greenleaf Eliot Society at WashU, I continue to support Consortium fellows at Olin. In addition, I share my experience at Olin, as well as my experience as a Consortium fellow, with other students and alums, as I seek to inspire others to pay it forward.

I have been a financial supporter every year since I graduated. That is the one item I always budget for every year. I want to help a future Consortium fellow like an older fellow helped me get my MBA.

Students, Alumni Do Their Part to Support, Advance The Consortium and its Mission in FY22

In FY 2022, students and alumni stepped up in both big and new ways for The Consortium — from working to improve the organization's efforts to volunteering.

In addition to giving much of their time and energy in their role as Consortium liaisons, several fellows at The University of Texas at Austin McCombs School of Business decided to take their role one step further this past year.

"Every year, second-year students are selected as student liaisons from each member school," says Adrienne Thomas, senior manager of student and alumni relations. "Depending on the number of students in a cohort, one to four liaisons are selected to represent their Consortium cohort at their respective school."

These students play an important role in helping new students adjust and make the most of their Consortium membership, as well as in facilitating communication between their school and the organization. "Most
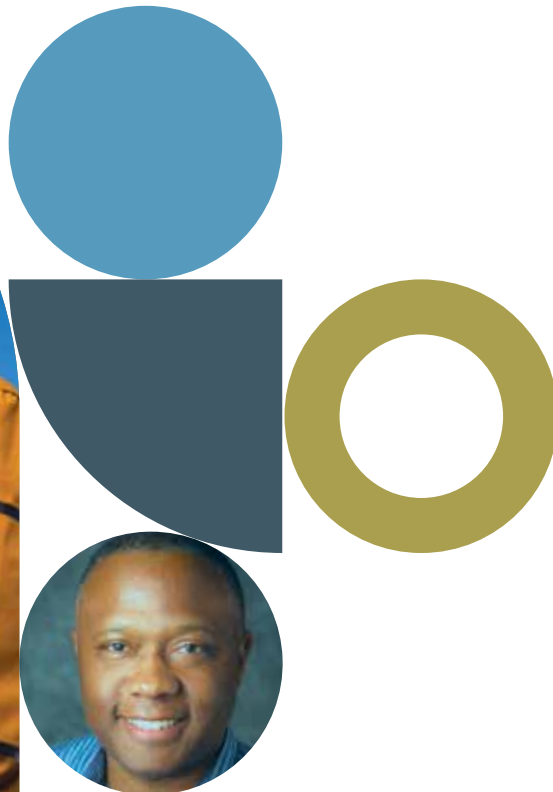
importantly," Thomas says, "they are charged with leading volunteer activities that promote The Consortium's mission."

Class of 2022 McCombs Student Liaisons Angela Masciale, Noe Negrete and Jeff Okeke took it upon themselves to conduct the first-ever assessment of the program in order to elevate the role of liaisons and improve their effectiveness. "The idea was to bring uniformity to the role across member schools and to share ideas and strategies to advance The Consortium's mission on campus," Thomas says.

The group conducted an audit report to outline nuances among member schools. They gathered feedback from every school, segmenting them by size — small, medium and large — based on the number of students in each cohort. Each member of the audit group then interviewed

an equal number of liaisons, covering topics such as selection processes, funding and support provided by The Consortium. The results provide a roadmap for how to move forward.

"Ultimately, we learned how to better support the student liaisons in their role, which includes increased communication and streamlined systems," says Thomas. "We are grateful to the class of 2022 McCombs Student Liaisons."

Alumni demonstrated their support for The Consortium in FY 2022 by showing up for the first in-person Orientation Program & Career Forum (OP) since the pandemic began in 2020.

"With every in-person OP, The Consortium counts on alumni volunteers to assist with varied tasks. However, we were unsure what to expect given that increases in infection, although not high, were a possibility," says Thomas. "To our delight, the call was answered, and volunteers made the commitment to participate in the 56th Annual OP in Aurora, Colo."

Volunteers came from California and Georgia and everywhere in between. Regulars like Mark Santos and April Taylor as well as new and old volunteers, including Whitney Adair, Sara Ahmed, John Rios, Malcolm Stokes, Alikiah Barclay, Stephen Hewitt, Cliff Merchant and Ximena Roth, prioritized giving back this year. From scanning students into sessions to manning the registration booth, alumni did their part to ensure the OP was a great experience for incoming students.

University of Wisconsin alumnus Cliff Merchant's role was scanning badges. "Of course, this also meant answering questions and providing directions to the correct venues," he says. "Although brief, I liked the interaction with the students. The subtle nervous excitement of the first-year students and the accomplished confidence of the second-year students was infectious."

Although it was his first time volunteering at the OP in over a decade, Merchant says the experience sparked in him a desire to be more involved going forward. "Our involvement as alumni is critical because we should be the most outspoken advocates for The Consortium and its mission," he says.

According to Ximena Roth, a graduate of the University of North Carolina, alumni involvement at OP not only benefits students but also The Consortium as a whole.

"Current members benefit from an inside look from those who were once in their shoes, and one of the best ways to establish that connection as an alum is by participating in Consortium events and being present at OP," says Roth. "The more professionals our incoming members can see who look like them and went through The Consortium themselves, the more we collectively advance our mission for equity in business."

As Indiana University alumna April Taylor says, "Volunteering doesn't have to be a burden."

"Connecting with companies, other alumni and school partners can add to your network of intentional connections," she adds. "You never know where these connections will take you."

The commitment made by these alumni and others helps sustain The Consortium and advance its mission, showing that the organization's strength truly does lie in its numbers.

"Just like in business school, it's really the community that matters most," says Yale alumnus Alikiah Barclay.

Competitive Advantage Alum Plans to Use MBA to Help Minorities Build Generational Wealth Through Real Estate
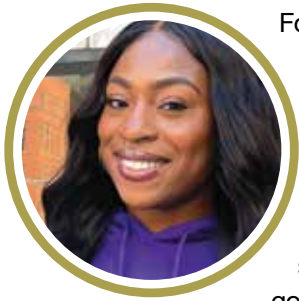
For Pierra White, growing up in a low-income neighborhood in Detroit — attending underresourced schools — was a powerful motivator.

"I didn't grow up in an environment that was financially secure, so I knew that one of my goals was to make money," she says. "I wanted to be in a field where I would be able to provide a good life for myself."

Doing something she was passionate about was also important to White, who saw education as her path forward. By merging her interest in psychology with the practicality of business, she saw a way to do something that interested her but that would also earn her a decent living.

Not one to wait for opportunities to fall in her lap, White took the reins. She applied and was accepted into the University of Michigan, where she received a full ride to study business and psychology. She applied to and participated in Competitive Advantage: The Consortium Undergraduate Program two years in a row, where she found a supportive community and honed her interview skills. She completed an internship at J.P. Morgan Chase & Co., where, until August, she served in a full-time role as a credit analyst in the Commercial Bank, supporting the Northeast Market. On top of all this, in 2019, White co-founded a nonprofit focused on helping alleviate the financial burden that many in the Black community face attending prom.

Yet even all that wasn't enough for this aspiring entrepreneur — who also started her own side hustle, a hairdressing business, in college. So, in fall 2022, White began working toward her MBA as a fellow of The Consortium at New York University's Stern School of Business.

> 66
>
> **I love the whole process of being able to invest and build generational wealth at the same time."**
>
> —Pierra White

"Seeing how entrepreneurship can change lives ultimately influenced my decision to pursue a graduate degree in business," she says. "I always knew I wanted to be an entrepreneur, but I never knew what it took to run a business or what steps I would have to take to get there. I only knew that I loved the flexibility of working for myself, setting my own goals, creating my own marketing strategies and building a brand."

Earning an MBA offers her the opportunity to further develop her business skills and network with likeminded individuals — not to mention, explore her new area of interest: real estate investing. White first began researching and learning about real estate during the pandemic, which eventually led her to purchase her first investment property, which now has a tenant. Recently, she closed on her second property.

"I love that whole process of looking at comps, renovating the property, hiring contractors and finding a qualified tenant," says White. "I love the whole process of being able to invest and build generational wealth at the same time."

Her own experience with financial insecurity growing up — which was reflective of her community as a whole — sparked her interest in generational wealth and different avenues for building it. With her MBA, she hopes to one day launch her own company focused on helping individuals from minority groups do just that by investing in real estate right in their own communities.

"I want to create a real estate crowdfunding business which caters specifically to minority investors to help foster generational wealth within their communities," says White. "I [hope] to reach thousands of minorities in the U.S. to teach them how to [do so] through commercial and residential real estate investing."

Afterall, entrepreneurship, White believes, presents the best opportunity for managing her financial future — and helping others improve theirs.

"I like controlling my own destiny," White says.

Removal of Ranking Requirement, Draft Streamlines Consortium Application and Admissions Processes

The Consortium was pleased to announce this year the removal of the ranking requirement and draft from its application and admissions processes to further align with the organization's mission to ensure equal opportunity for all.

Candidates applying to more than one Consortium school were previously required to rank schools in order of their desire to attend, with their ranking used to determine the order in which they were considered for The Consortium fellowship. The draft process began with the school designated as first choice by the largest number of candidates choosing as many of those students as it wanted to offer the fellowship. If that school passed on an applicant, the next school in line could select that individual in a subsequent round. Each successive school then took turns selecting from the first-round applicants.

With the elimination of the rankings, there will no longer be a Fellowship Selection Meeting. However, The Consortium will continue to manage the membership review process. All candidates who are granted Consortium membership and admitted to at least one member school are designated as Consortium fellows.

"The removal of school rankings in The Consortium application streamlines the admissions process for applicants and schools," says Rodrigo Malta, managing director of MBA Recruitment and Admissions at The University of Texas at Austin McCombs School of Business and chair of the committee tasked with addressing this issue. "With the removal of school rankings from The Consortium application, we have further aligned the application requirements and process between The Consortium and its member schools, which is a win-win for everyone involved."

Stanford Graduate School of Business Becomes 22nd University to Join The Consortium

This year, The Consortium was proud to welcome Stanford Graduate School of Business (GSB) at Stanford University to its membership ranks, making it the 22nd university to join the organization.

The Consortium's Board of Trustees approved the school's membership on February 8, 2022, which became effective July 1, 2022. The school officially began recruiting students in August 2022 and will welcome its first Consortium cohort in fall 2023.

The Consortium looks forward to working with Stanford and its top-ranked MBA program to further advance the organization's mission. Founded in 1925, Stanford GSB is one of the most selective business schools in the world.

"We are excited to welcome Stanford Graduate School of Business to our list of top-ranking member schools that are dedicated to advancing opportunities for underrepresented minorities in graduate business education and leadership," said Consortium Executive Director & CEO Peter J. Aranda, III. "It is clear that Stanford will be a passionate, dedicated and enthusiastic partner in the ultimate fulfillment of our mission. Likewise, we are confident that the partnership will positively enhance the diversity profile at Stanford GSB. We look forward to working with Dean Jonathan Levin and his team."

Since its founding, Stanford GSB has been developing the next generation of principled global leaders by delivering rigorous and experiential management education combined with personal development and leadership. Equal opportunity is an important piece of that, says Dean of Stanford GSB Jonathan D. Levin. "As an institution, we want to help shape a future where individuals have the same opportunity to thrive regardless of their background," Levin says. "We believe in attracting and supporting outstanding students from diverse backgrounds to enhance the learning environment at the GSB, and ultimately, to contribute principled and purposeful leadership to organizations around the world. We are excited to support and collaborate with The Consortium in the advancement of these goals."

Educational Inequities Inspired These MBAs to Dedicate Their Lives to Fostering Equal Opportunity for All
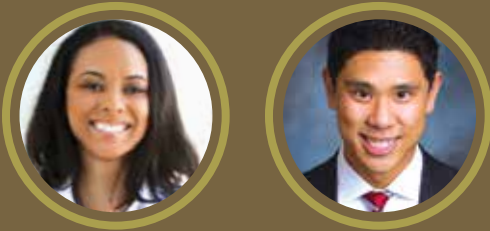
Inspired by their own educational experiences and having witnessed the disparity between others' and their own, Consortium alumni Scott Lan and Alaina Flowers are working to be part of the solution.

Lan, a 2014 alumnus of the University of Southern California (USC) Marshall School of Business, is providing low-income, first-generation students with the tools they need to succeed as site director for the Bay Area for nonprofit educational accelerator Braven. A 2015 alumna of Olin Business School at Washington University in St. Louis (WashU), Flowers is founder and CEO of leadership coaching firm Manager in Demand, through which she is paving the way for underrepresented minorities to have the same career advancement opportunities as their white peers.

For both Flowers and Lan, much of their work stems from a commitment to fairness and a sense of obligation to those who lack access to exceptional educational and professional opportunities.

Empowering Youth to Succeed

Lan was born and raised in a middle class household in the suburbs of Chicago, where he attended one of the best school districts in the area. In his household, it was expected that he would go to college and get a good job. However, Lan felt pulled to give back.

Through his time in Teach For America (TFA), Lan realized his educational experience was not necessarily the norm. The school he taught at barely had a working computer, let alone a computer lab, and students often had to share textbooks and even seats. "As a kid, this was just not a thing where I went to school. We always had a textbook, we had a computer lab, and I always had my own seat," says Lan. "The only difference was that they were growing up in a different zip code. "The experience was life-changing for Lan, who ultimately decided to merge his long-time interest in business with his new passion for education. He began consulting with institutions such as Milwaukee Public Schools, followed by Oakland Unified School District, assisting with human capital initiatives focused on talent/performance management and district transformation. Lan was also selected as a Broad Resident and served as the director of business strategy at the largest charter management organization in Los Angeles.

Eventually, he launched his own nonprofit, an empowerment program for low-income and first-generation youth focused on the sport of obstacle course racing. "It was a metaphor for life and the challenges they were going to face in the future," says Lan.

Now, with the foundational knowledge and skill set provided by his MBA, Lan continues to pursue his passions through his current role as site director for Braven Bay Area. The organization ensures that low-income, first-generation students have access to the skills, tools and networks they need to succeed — i.e., secure internships and ultimately a strong first job out of college.

Ensuring Opportunities for Advancement

For Flowers, the experience of coming up through the public school system in Detroit instilled in her a life-long desire to ensure equal opportunities for people from underrepresented groups.

"They told us growing up that education was the great equalizer," she says. "So, if we just worked hard, then we would be able to achieve anything we wanted to." So that's what Flowers did. She threw herself into school and worked hard to get scholarships so that she could be the first person in her family to go to college. When Flowers' hard work finally paid off, the experience of being surrounded by her nearly all white college classmates was a culture shock, she says.

Grateful for what education had done for her, she – like Lan – decided to join TFA. However, she quickly found herself struggling. "I just couldn't handle the fact that I was an educator preparing kids for opportunities that they would unfairly be denied," Flowers says.

Following her MBA, she worked as a diversity, equity and inclusion (DEI) consultant in the San Francisco Bay area, at a boutique DEI consulting firm, where she worked with companies in and outside of Silicon Valley on organizational culture and the employee life cycle with a DEI lens. Over and over, Flowers heard the same thing

when it came to recruiting diverse talent: There was a pipeline problem.

"There were a lot of conversations about that, but the solutions, I feel like, were a little shortsighted," she says.

So, with the skills she gained from her MBA, Flowers launched Manager in Demand, a leadership coaching business focused on people managers. Through the business, she takes a holistic approach to addressing common issues that managers face and that direct reports deal with that cause conflict on teams and create inequitable environments. Flowers also recently launched an executive fellowship program that gives participants the opportunity to get actual executive experience, to help them advance faster within a company and in their careers.

For both Flowers and Lan, sitting on the sidelines has never been an option.

"I am a person who can't sit by and see a problem, especially something that's important to me, and not do anything; that's never really been my nature," Flowers says. "My nature is always to say, 'That's a problem. Am I a person who has a skill set that I can lend to solving this problem? I am. Is this something that is important to me? Yes. So here is my plan for doing something about it.'"

The Consortium Brings Constituents Together for Networking, Mentorship Via New Platform

Consortium constituents will soon have another way to stay connected. Through a virtual platform called Hello Fellow, students, alumni, corporate partners and member schools of The Consortium will have the opportunity to network and engage with one another, find mentors or mentees and even discover or post new employment opportunities.

In FY 2022, The Consortium began exploring platforms that would facilitate this type of seamless connection among its constituents. Hello Fellow will be available beginning in the fourth quarter of the 2022 calendar year.

"It is a way to allow students, alumni and partners to connect with ease," says Vice President of Development Kimberly Alexander. "It will be our own Consortium community where ideas can be exchanged and resources can be provided."

Hello Fellow is being designed to make searching for and connecting with others who have similar backgrounds or career interests simple. It will also recommend connections based on location, major personal interests and identity characteristics such as ethnicity or gender identity, says Adrienne Thomas, senior manager of student and alumni relations. In addition, it will give users the ability to schedule and conduct meetings and video chats through the platform.

"The benefits of Hello Fellow include developing mentor-mentee relationships, networking, exploring other careers, connecting with people in the same geographical area and learning about area events," Thomas says. "It provides a straightforward way to find one another and is being created to ensure that end-users will have access to people and networks to help them succeed."

The Consortium hopes the platform will simplify and increase engagement among students and alumni, as well as create opportunities for career advancement through networking with corporate partners. The organization plans to use analytics from the platform to see how connections are progressing and to make improvements.

"It's another way The Consortium continues to catalyze for its constituents," Alexander says.

Consortium Alumna Elyse Bush Gives Power Back to Employees with Anonymous Employer Review Site

Early in her career, Elyse Bush discovered the hard way that not all workplaces are inclusive.

As a black woman, she says she often felt like the odd one out. "I realized that not all workplaces are built for everyone," says Bush, a 2022 MBA alumna of Georgetown University's McDonough School of Business.

In speaking with others, however, she quickly realized her experience wasn't unique. This was an issue that disproportionately affected underrepresented groups in the workplace.

Bush saw an opportunity to make a difference.

"I started doing some anonymous user interviews to see how people felt in their own workplaces — and by people, I mean underrepresented groups in the workplace, like women, people of color, people with disabilities and the LGBTQ community," she says. "I saw that there's a dire need when it comes to workplace inclusion."

Driven by a desire to uplift marginalized communities — and called to entrepreneurship — Bush decided to see if she could move the needle on workplace inclusion. To begin, she thought, why not develop a way to measure inclusion among employees?

After an initial iteration, Bush launched the current version of her company Justus, in 2019. An online platform where individuals can write anonymous reviews for current and former employers, Justus goes beyond just providing an outlet for people to rate employers; it also ensures transparency around workplace culture — to help candidates make educated decisions about who to work for — while also holding companies accountable.
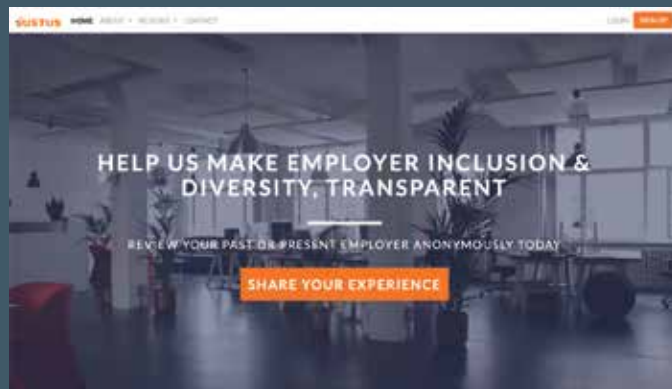
The hope, Bush says, is that the reviews will motivate companies to improve their workplace culture for individuals from all walks of life.

"In interviews, there's a constant question that applicants face: 'How will you be a good cultural fit for our company?' But I realized the conversation really needs to be flipped, and candidates need to start asking potential employers how they're adjusting their company culture so that their mold doesn't just fit one person," Bush says.

Anyone can go to JoinJustus.com, create an account and write a review. The only requirement is that you self-identify (i.e., by race, ethnicity, gender, sexual orientation, etc.). This helps reveal trends, such as whether or not a company is welcoming to and inclusive of certain groups of people. With the information provided by employee reviews, candidates can make decisions about where to apply and who to work for, and employers will have insight into the experiences of underrepresented groups and where they could improve to become more inclusive. Currently, Justus features approximately 100,000 companies — a number that continues to grow, Bush says.

The site, however, is not just about revealing where and which companies are doing poorly. It is also meant to shine a light on those that are doing well. "I think it's equally important for workplaces that are doing good to be celebrated," Bush says. "We want to know if this is a place where Black women or people with disabilities feel there is equity at play and that the company is committed to diversity and inclusion."

Fiscal Year
2022

Independent Auditor's Report

Board of Trustees
The Consortium for Graduate Study in Management
Chesterfield, Missouri

Opinion

We have audited the accompanying financial statements of The Consortium for Graduate Study in Management (a corporation) (the "Consortium"), which comprise the statements of financial position as of June 30, 2022 and 2021, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The Consortium for Graduate Study in Management as of June 30, 2022 and 2021, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis of Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of The Consortium for Graduate Study in Management and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about The Consortium for Graduate Study in Management's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

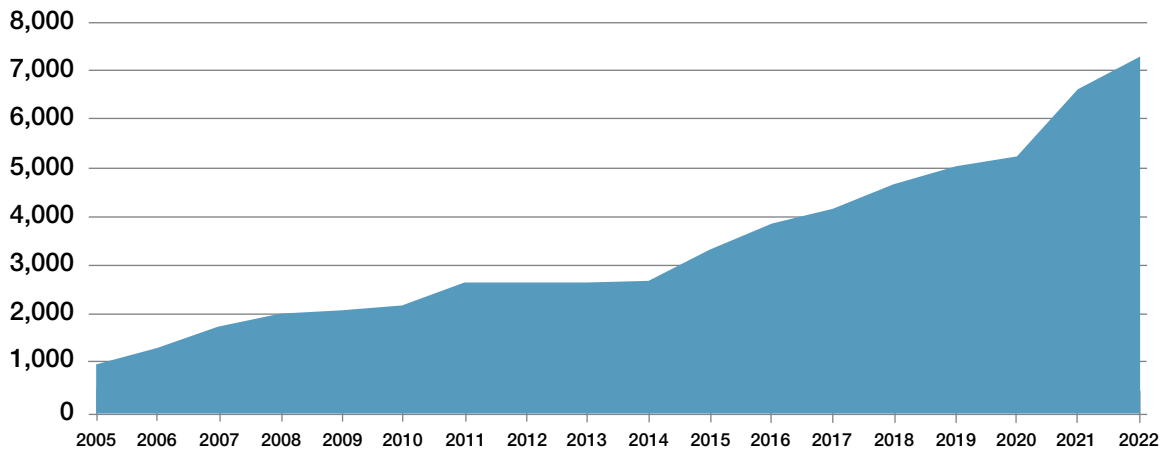In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of The Consortium for Graduate Study in Management's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about The Consortium for Graduate Study in Management's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Armanino LLP
St. Louis, Missouri
October 27, 2022

Fiscal Year 2022

Net Assets IN THOUSANDS

Surplus & Distributions

Legend:
- Surplus
- Distributions
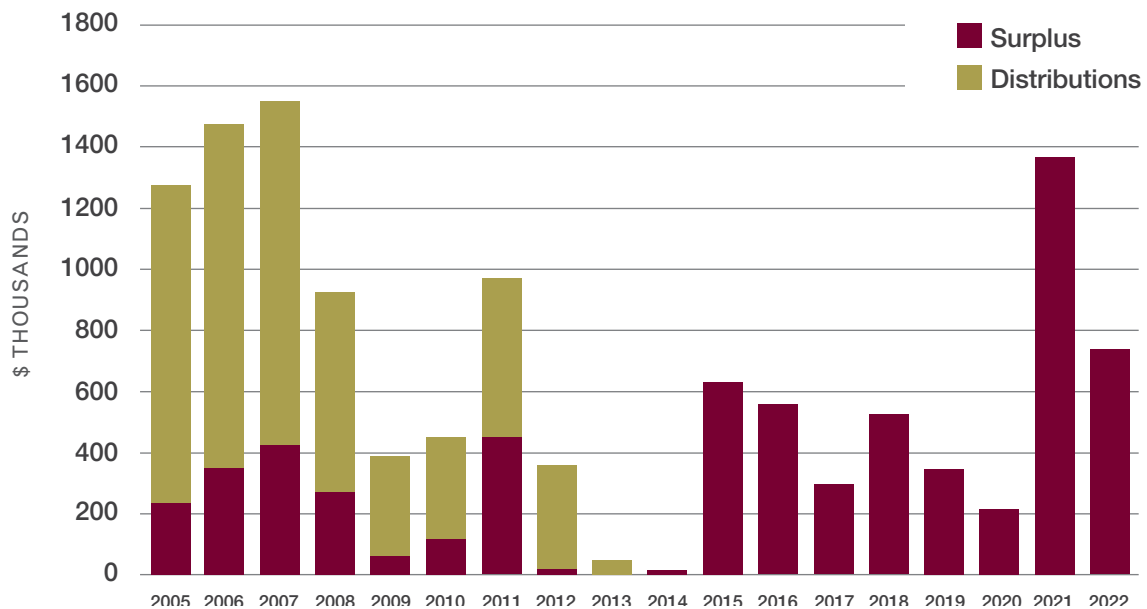
2022 Expense Categories

93% TUITION

7% OTHER

1% RECRUITING
1% ALUMNI
3% ORIENTATION PROGRAM
1% MANAGEMENT & GENERAL
1% FUNDRAISING

2022 Revenue

60,000
50,000
40,000
30,000
20,000
10,000
0

2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022

Program Services Public Support Investments & Other
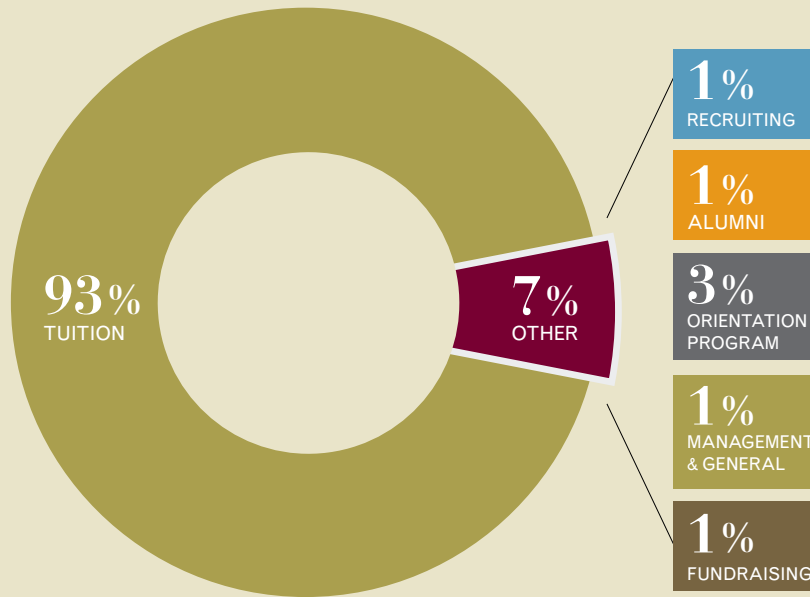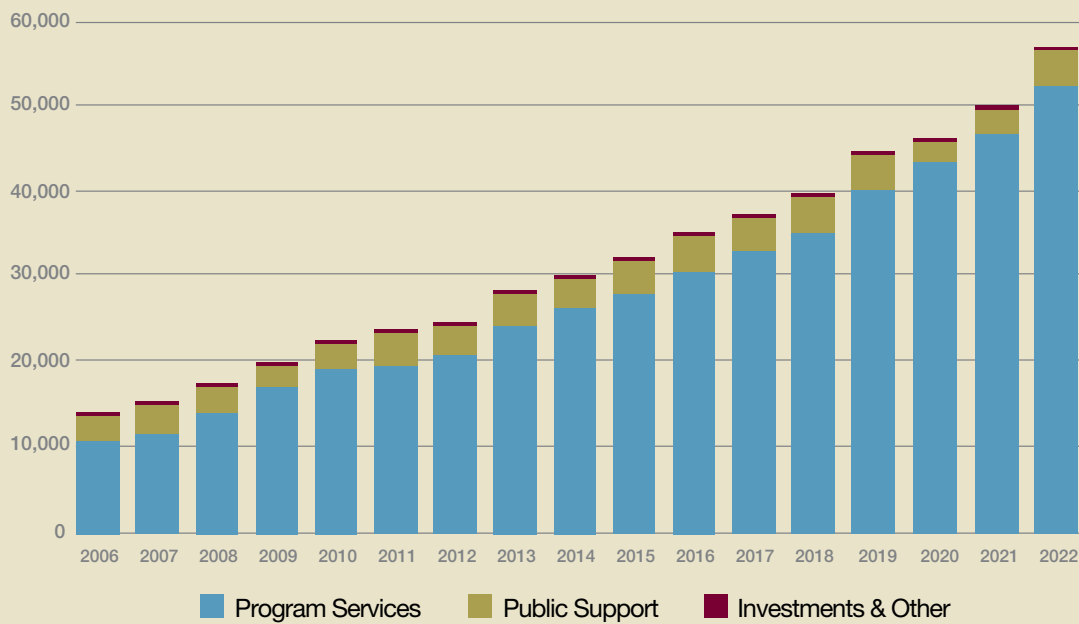
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at Chapel Hill, 1984

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Arbor, 1986

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Rashid Elrie Farrell
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Madison, 1996

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University of Michigan-Ann
Arbor, 1995

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Washington University
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Carnegie Mellon University,
2020

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Christy Marie Cummings
Aneja
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California, 2016

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University of Rochester,
1995

Rudy Andres Briseno
University of Southern
California, 2018

Eric Brown
Indiana University-
Bloomington, 2012

Ian Buggs
Carnegie Mellon University,
2011

Steven Robert Bull
The University of Texas
at Austin, 2002

Nicole Elizabeth Burns
Dartmouth College, 2017

Kenneth Alberto Coto
New York University, 1998

Jorge De La Rosa
New York University, 2007

David Dill
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Bloomington, 2013

Eaton T. Eaton
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in St. Louis, 1982

Robert Garcia Eaton
University of Southern
California, 1980

Zhana M. Edmonds
University of Virginia, 2019

Kareem J. Edwards
Indiana University-
Bloomington, 2019

Emmanuel Emmanuel
Fadina
Indiana University-
Bloomington, 2016

Ixchel Marika Faniel
University of Southern
California, 1996

Ricardo Fernandez
University of Michigan-Ann
Arbor, 2000

Cheryl Davis Fitzgerald
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Austin, 1991

Earl Fitzhugh
New York University, 2012

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Shay La'Dawn Freeman
University of Rochester, 2015

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California, 2019

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Indiana University-
Bloomington, 2006

Edward Pierre Gonzales
New York University, 2008

Derek Alexander Gordon
University of Southern
California, 1989

Nelson Juan Grillo
University of Michigan-Ann
Arbor, 1990

Sharon Gwendolyn
Hardnett
University of North Carolina at
Chapel Hill, 1978

Eric Dario Herro
University of Wisconsin-
Madison, 2005

Karen Denise Walton
Holly
Indiana University-
Bloomington, 2000

O'Brian Hunter
Carnegie Mellon University,
2016

Irene Ibironke Ibidapo
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Berkeley, 2017

Russell N. Ivey
Indiana University-
Bloomington, 2010

David Edward Jasso
University of Southern
California, 1992

Valerie Johanning
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Liana Jennifer Johnson
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Madison, 2002

Brandon Jarrod Jones
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Bloomington, 2023

Royce Leon Jones
University of Michigan-Ann Arbor, 2012

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The University of Texas at Austin, 2014

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New York University, 2003

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University of Michigan-Ann Arbor, 1994

Yadira Leon
Indiana University-Bloomington, 2019

Charles Kibwe Liles
University of Michigan-Ann Arbor, 2001

Akhigbe Longe

Mwanza O. Lumumba
University of Rochester, 2004

Jamal Martin
University of North Carolina at Chapel Hill, 2011

Lisa Gaines Mcdonald
University of North Carolina at Chapel Hill, 1977

Allison Simone McGill
University of Rochester, 2016

Carl Edward McGowan
University of Michigan-Ann Arbor, 1999

Lesley Paige McIntosh
Indiana University-Bloomington, 2004

Clifford Randall Merchant
University of Wisconsin-Madison,1998

Andres Michel
Carnegie Mellon University, 2020

Gene Coleman Oglesbee
Emory University, 2005

Lashonda Fulmore Oglesbee
Emory University, 2002

Monica Lissette Oliva Tran
Indiana University-Bloomington, 2009

Marvin Thomas Pannell
University of Michigan-Ann Arbor, 2001

Aileen Irais Passariello-Mcaleer
The University of Texas at Austin, 2010

Aldo Enrique Portales
University of Michigan-Ann Arbor, 1989

Melissa Rawlins
University of California, Berkeley, 2013

Gilbert C. Rivera
University of Michigan-Ann Arbor, 1995

Michael Kenneth Roberts
University of Michigan-Ann Arbor, 2000

Shelton Alden Russell
Indiana University-Bloomington, 1993

Tiffany Samuels
Indiana University-Bloomington, 2011

Kalyn Danielle Saulsberry-Fong
Georgetown University, 2021

Courtney Schroeder
University of Michigan-Ann Arbor, 2013

Quentin Dean Scott
New York University, 2020

Smith Smith

Kesia D. Taylor-Hudson
The University of Texas at Austin, 1995

Henry Tembon
New York University, 2018

Fadina Temitope

Athena Thomas

Gina Tucker
University of Wisconsin-Madison, 2011

Anthony Webb
Yale University, 2013

Janice Wells-White

Kelly Patrice Wiggins Payne
Indiana University-Bloomington, 2000

Glenn Wilen

Elliot D. Williams
University of Michigan-Ann Arbor, 1995

MEMBER

Julianna Abbott
University of Rochester, 2024

Ed Adegboye
Dartmouth College, 2024

Gideon Aderemi
Cornell University, 2024

Samy Affo
University of Wisconsin-Madison, 2010

Edwin Aguilar

Chino Agulanna
Carnegie Mellon University, 2024

Chris Ahn
Dartmouth College, 2024

Sonam Aidasani
Rice University, 2024

Oluwadamilola Akinfenwa
University of California, Los Angeles, 2017

Cathleen Maria Mateo Albers
Dartmouth College, 2010

Linda Alexander
Carnegie Mellon University, 2024

Samuel L. Alexander
Dartmouth College, 2014

Daniel Alfaro
Indiana University-Bloomington, 2024

Megan Almagro
Carnegie Mellon University, 2024

Bukonla Aloba
Rice University, 2024

Christopher Alvarez

Jose Luis Alvarez Martinez
Cornell University, 2022

Emmanuel Kwame Amoabeng Jr.
University of Virginia, 2023

Samuel Amorin
Washington University in St. Louis, 2023

Alex Angarita

Joel Anifowose
Emory University, 2024

Emily Anthony

Ben J. Antoine
University of California, Los Angeles, 2022

Ali Aoude
University of Washington, 2023

Matthew J. Archuleta
Yale University, 2022

Rocio Arellano
University of Washington, 2023

Melissa Arenas

Christian Avila
Yale University, 2024

Laila Aziem
Columbia University, 2024

Sam Baffour-Awuah
Cornell University, 2022

Jackson Baker
University of Southern California, 2024

Oke Bamgbose
University of California, Los Angeles, 2022

Russell Barnes

Enrique Barraza
University of Michigan-Ann Arbor, 2003

Myrna Barrera-Torres
University of Washington, 2023

Jamil Bashir
University of California, Berkeley, 2019

Jamiluddin Bashir Harman Basra
University of Washington, 2024

Kilandra Bass
Georgetown University, 2024

Edward Bass-Roper
University of California, Los Angeles, 2024

Jordan Bates
University of Rochester, 2024

Guarocuya Batista-Kunhardt
Yale University, 2024

Alfredo Enrique Baudet
Dartmouth College, 2023

Michael Bellus
University of Rochester, 2024

Derby Belser
Cornell University, 2024

Blake Bergeron
Columbia University, 2024

Colby Bermel
The University of Texas
at Austin, 2024

Alex Berry
University of California,
Berkeley, 2024

Nathali M. Bertran Larrea
Carnegie Mellon University,
2022

Farrah Bhimani
Indiana University-
Bloomington, 2022

Alana Elyse Bianes
University of California-
Berkeley, 2023

Beza Bisrat
University of Virginia, 2024

Taisha Blair
Emory University, 2024

Fresia Blanco
Dartmouth College, 2024

Sofia Blasini
Columbia University, 2024

Nuria Boj Novellas
New York University, 2024

Joshua Boney
Carnegie Mellon University,
2023

Skye Bonner
Cornell University, 2022

Yaritsa Brea
Emory University, 2024

Angelyne Brij
Washington University
in St. Louis, 2023

Taylor Brown
University of Michigan-Ann
Arbor, 2024

Evan Jerome Buchanan
Cornell University, 2022

Bryant Burciaga
University of Michigan-Ann
Arbor, 2024

Kerisha Burke
University of California,
Berkeley, 2024

Carina Bustos
University of Michigan-Ann
Arbor, 2024

Angelica Casenas
Cabunoc
University of North Carolina
at Chapel Hill, 2023

Mary Camblin
University of Michigan-Ann
Arbor, 2024

Mariana Candela
Dartmouth College, 2024

Jackson Cannon
Cornell University, 2022

Christina Carpenter
University of Virginia, 2024

Christian Orlando Carrion
Cornell University, 2022

Corrin Deanne Carroll
University of Rochester, 2023

Gissell Faviola Castellon
Dartmouth College, 2022

Wilfredo Castillo
Cornell University, 2022

Joe Castro
The University of Texas
at Austin, 1998

Lauren Ariel Cattano
Cornell University, 2022

Jaquelinne Cervantes
University of Rochester, 2024

Aubrie Chaillet
University of California,
Los Angeles, 2024

Ashtin Charles
Cornell University, 2022

Catherine D. Charles
New York University, 2019

Christina N. Chavez
University of California,
Berkeley, 2019

Lenny Chavez
Indiana University-
Bloomington, 1993

Courtney Hanshiang
Cheng
University of California,
Los Angeles, 2022

Jesse Chiang
University of Southern
California, 2022

Jonathon Minjian Chin
Dartmouth College, 2022

Nkemdilim Chukwuma
University of California,
Los Angeles, 2024

Shirlene Denise Clarke
Clarke-Smith
University of Southern
California, 1979

Eugenia Tibamanya
Collins
Emory University, 2023

Crystal Colon
Rice University, 2024

Jerome Compton
The University of Texas
at Austin, 2024

Pablo Conchos
University of Rochester, 2024

Imani Coney
Carnegie Mellon University,
2024

Bintu Conteh
Cornell University, 2024

Venise Crawford
Dartmouth College, 2024

Zach Creamer
Rice University, 2024

Sarah Cruz
Columbia University, 2024

Emmanuel J. Cruz Alvarez
Cornell University, 2022

Reynaldo Curiel
Carnegie Mellon University,
2024

Alexis L. Dahan
Carnegie Mellon University,
2022

Ocean Dalton
Carnegie Mellon University,
2012

Kara Damon
University of North Carolina
at Chapel Hill, 2023

Pamela Davila
Indiana University-
Bloomington, 2024

Victor A. Davis
New York University, 2020

Mshyka Davis-Smith
Dartmouth College, 2004

Luis De Armas
University of Rochester, 2024

Victoria Patricia De Bella
University of Wisconsin-
Madison, 2023

Patrick Quinton Defreitas
University of California,
Berkeley, 2004

Tyler Delgado
University of Rochester, 2024

Nick Desantiago

Jasmine Desilva
Georgetown University, 2024

Marie Desir
Emory University, 2010

Jordan Detar
Columbia University, 2024

Angela Dixon

Cara Dorsey
University of Southern
California, 2022

Alexander Durant
University of Virginia, 2024

Shetara Isoke Edden
Carnegie Mellon University,
2020

Christian Edouard
New York University, 2024

Adefemi Egbebi
Carnegie Mellon University,
2018

Matthew Ellison
University of North Carolina
at Chapel Hill, 2024

Steven Jerome Ellison
The University of Texas
at Austin, 1995

Noon Elobaid
University of North Carolina
at Chapel Hill, 2024

Alex Epps
University of California,
Berkeley, 2019

Venetia Noel Espinoza-
Dawson
The University of Texas
at Austin, 1991

Anniedi Bassey Essien
New York University, 2010

Christopher Estrella
Dartmouth College, 2024

Marlon T. Evans
University of Virginia, 2019

Oluwaseun Fakorede
Indiana University-
Bloomington, 2024

Dele Desmond Fashola
University of Virginia, 2023

Camille Favero
University of Virginia, 2024

Jessica A. Felde
Cornell University, 2022

Marquis Fernandes
University of Michigan-Ann Arbor, 2023

Orlando V. Ferran
Indiana University-Bloomington, 1983

Gabriella Dominique Ferrari
University of North Carolina at Chapel Hil, 2022

Kendall Ferree
University of Washington, 2023

Justin Ferrer
New York University, 2023

Brittany Fidalgo
New York University, 2023

Stanton Fields
University of California, Los Angeles, 2023

Jimmy A. Figueroa
University of Virginia, 2017

Jordan Casey Figueroa
Dartmouth College, 2023

Maria A. Flores
University of Rochester, 1973

Kevin Fobi
University of Michigan-Ann Arbor, 2019

Nuhba N. Fokwa
Carnegie Mellon University, 2022

Geard Fossett
University of North Carolina at Chapel Hill, 2024

Zayna Francis
University of Rochester, 2013

Kercofa Francois

Benjamin Friedlander
University of Virginia, 2024

Miguel Alejandro Galicia
Cornell University, 2022

Richie Gallione
Cornell University, 2024

Amanda Garcia
University of Michigan-Ann Arbor, 2023

Jorge Garcia
University of Virginia, 2023

Olivia R. Garcia
Georgetown University, 2023

Robert Scott Gayden
Carnegie Mellon University, 2023

Morounkeji Gbadebo
University of Michigan-Ann Arbor, 2024

Gladis Gee

Maxime Gilles Jr.

Patrick Glenwright
Cornell University, 2022

Karishma Gokhale
University of California, Los Angeles, 2024

Aaron Goldstein
Yale University, 2024

Avi Gomez
University of Wisconsin-Madison, 2023

Zharenendolf Gonzales

Angel Gonzalez
Cornell University, 2024

Natalie Gonzalez
Cornell University, 2022

Ramon Gonzalez
Emory University, 2024

Irasema Gonzalez-Gutierrez
University of North Carolina at Chapel Hill, 2024

Stephanie Goss Washington University in St. Louis, 2023

Corine Alise Graber Alvarez
Dartmouth College, 2020

Yuval Salomon Grainer
Cornell University, 2022

Q. M. Grainger
University of North Carolina at Chapel Hill, 1995

Anthony Romero Grant
Indiana University-Bloomington, 1988

Samantha Grant
Carnegie Mellon University, 2016

Yonah Greenstein
University of Virginia, 2024

Michael S. Gregg

Rosalyn Magdalena Gregg
University of California, Berkeley, 1999

Audriana Grey
University of Virginia, 2024

Dani N. Grodsky
Carnegie Mellon University, 2022

Mariama Gueye
Carnegie Mellon University, 2023

Andrew Gumbs
Columbia University, 2024

Gregorio Gutierrez
University of California, Los Angeles, 2024

Jocelyn Gutierrez
Rice University, 2024

Paola Gutierrez
University of California, Berkeley, 2024

Wangene Hall
Columbia University, 2024

Damali Harding

Jasmine Harley
University of North Carolina at Chapel Hill, 2023

Kareth Harley
Emory University, 2024

Muhammad Hassan
Dartmouth College, 2022

Sebastian Helfer
Carnegie Mellon University, 2024

Jaime Hernandez
Carnegie Mellon University, 2024

Jose Benedicto Hernandez
University of California, Los Angeles, 2023

Stephanie Hernandez
University of Michigan-Ann Arbor, 2023

Mariana Hernandez De Vicenzo
University of California, Los Angeles, 2023

Jasmin Apolonia Herrera
Dartmouth College, 2016

Mónica Hicks

James Holland

James Holmen

Michael Holmes
Indiana University-Bloomington, 2012

Savannah Holmes
Emory University, 2024

Emani Holyfield
University of California, Berkeley, 2024

Nabonita Hoq
University of North Carolina at Chapel Hill, 2023

Feraaz Hosein
Carnegie Mellon University, 2023

Trent Houston
Columbia University, 2024

Justin Hover
Rice University, 2024

Shae Hughes
University of California, Los Angeles, 2024

Kevin Humaran
Cornell University, 2024

Syouyun Susan Hung
University of Michigan-Ann Arbor, 1997

Manuel Cirilo Hurtado
Yale University, 2023

Sean Hyatt
Dartmouth College, 2024

Michael Ibanez
Carnegie Mellon University, 2023

Ifeoluwa Ibitayo
University of California, Los Angeles, 2024

Hazem Gamal Ibrahim
Dartmouth College, 2023

Zaahir Imam
Carnegie Mellon University, 2024

Christina Ingraldi
University of Southern California, 2024

Aboira Irumudomon
Indiana University-Bloomington, 2024

Andrew Isaacson
Cornell University, 2022

Brittany Melissa Paige Dun Iwata
Cornell University, 2021

Harmonie Ching Jacobson
University of North Carolina at Chapel Hill, 2020

Andrew I. Jairam
Washington University in St. Louis, 2023

Gloria Paquia Jeffers
University of Rochester, 1993

Caroline Jimenez
University of California, Berkeley, 2024

Toluwalase Jobi
Carnegie Mellon University, 2024

Jasmine Joda
Dartmouth College, 2023

Chris Mark A. Johnson
Carnegie Mellon University, 2023

Robert Earl Johnson
University of Michigan-Ann Arbor, 1997

Shiressa Johnson
University of Southern California, 2024

Jewell Jones
Columbia University, 2024

Maya Jones
Columbia University, 2024

Santiago Juarez
University of Virginia, 2024

Andrew Vieira Key
Dartmouth College, 2023

Husnah Khan
University of Rochester, 2024

Murtaza Khan
University of California, Los Angeles, 2024

Sami Khan
University of Southern California, 2024

Hae Kim Song
Carnegie Mellon University, 2024

Joseph Kind
University of Michigan-Ann Arbor, 2024

Naquan King
Emory University, 2024

Rickey King
University of Rochester, 2024

Charles Gabriel Kissick
University of North Carolina at Chapel Hill, 2022

Brandon Alexander Knechtle
University of California, Los Angeles, 2022

Sasha Kolodkin
University of Michigan-Ann Arbor, 2024

Justin Kono
New York University, 2024

Kelsey Kuessner
New York University, 2024

Andrew Kyeremeh
Dartmouth College, 2023

Minnie Lahoti
University of Virginia, 2023

Aubrey Daniel Land
Carnegie Mellon University, 2023

Sarah Landes
Cornell University, 2023

Kaitlin Lange
The University of Texas at Austin, 2024

Kelsey Lansdale
Emory University, 2023

Benjamin Lee

Bobby Lee
Carnegie Mellon University, 2024

Bruce Lee
Emory University, 2022

Courtney A. Lee
Washington University in St. Louis, 2017

Janet Lee
University of California, Los Angeles, 2022

Nakia Lynn Lee
Indiana University-Bloomington, 2022

Rodriguez Lee
Rice University, 2024

Jacob Bernard Lefker
University of Southern California, 2022

Felice Li
Cornell University, 2024

Libby Lim
University of Michigan-Ann Arbor, 2024

Jaime Limon
Carnegie Mellon University, 2024

Samantha Jiwei Lin
University of California, Los Angeles, 2023

Betsy Caroline Linares
University of California, Los Angeles, 2023

Jada Linton
Indiana University-Bloomington, 2024

Francisco Jose Llosa
The University of Texas at Austin, 2005

Olivia Logan-Wood
Washington University in St. Louis, 2023

Alexandra Lopez
University of Southern California, 2024

Gabrielle Low
University of Michigan-Ann Arbor, 2024

Danielle Simone Lowery
Indiana University-Bloomington, 2001

Eliana Caridad Lozano
University of Michigan-Ann Arbor, 2023

Livia Lucena
University of Michigan-Ann Arbor, 2024

Diego Lundstrom
University of Southern California, 2024

David Lynch

Doris Julieann Lynk
New York University, 2023

Rachel Mach
The University of Texas at Austin, 2024

Elizabeth MacLaughlin
University of California, Los Angeles, 2019

Beverly Malone
Indiana University-Bloomington, 2009

Adhwaith Mani
Dartmouth College, 2024

Daniel Stephan Marcus
Dartmouth College, 2023

Philip Marmon-Halm
University of Virginia, 2011

Eric Martinez
The University of Texas at Austin, 2024

Sahara Martinez
University of Southern California

Hannah Mathieu
University of Rochester, 2024

Jeremy Oliver Mathurin
Cornell University, 2022

Albert Matlock
Cornell University, 2024

Justin Matthews
Washington University in St. Louis, 2023

Philip Mawamba
University of California, Los Angeles, 2024

Nicholas Maynes
University of California, Berkeley, 2023

Ashley Mays
University of Rochester, 2024

Theresa Mccartney
Dartmouth College, 2023

Jeffrey McClellan
Columbia University, 2024

Kneisha LaShay Mcclinton
Carnegie Mellon University, 2022

James Kennedy McCulla
The University of Texas at Austin, 2023

Branden McCune
New York University, 2024

Jahrael Levon McDowell
University of California, Los Angeles, 2022

Samantha McIntyre
Alan Mekdara

Indiana University-Bloomington, 2001

Nelson Mendoza
University of Virginia, 2024

Kayla Menes
Cornell University, 2024

Jenette-Erica Menga
New York University, 2024

Destinee Chelsea Mentor-Richards
Dartmouth College, 2023

Dania Merzi
Georgetown University, 2023

Megan Meza
New York University, 2024

Stephanie Mickle
University of Rochester, 2024

A. Benjamin Miles, III
University of Virginia, 2024

Adrienne Miller
Rice University, 2024

Kratika Mishra
University of Southern California, 2024

Charles Pettus Mitchell
Dartmouth College, 2023

Melonie Camille Mitchell
Cornell University, 2022

Taylor Mitchell
Yale University, 2023

Amy L. Mitson
Dartmouth College

Nicole Monarrez

Manuela Monjimbo

Alison Montenegro
University of California,
Berkeley, 2024

Zach Moo Young
University of California,
Berkeley, 2023

James Moody
University of California,
Los Angeles, 2024

Tyra Moon
Columbia University, 2024

Alexandra Morales

Hector G. Morales
University of Southern
California, 2022

Shivani Mulji
Cornell University, 2024

Ryan Alexander Murray
University of Michigan-
Ann Arbor, 2023

Rukayat Muse-Ariyoh
Carnegie Mellon University, 2023

Luis Nares Jaramillo

Jessica Naves
University of California,
Los Angeles, 2024

Sedric Nesbitt
University of California,
Los Angeles, 2024

Cirina Rodriguez Nevarez
Carnegie Mellon University, 2022

Lynda Ngo
University of Rochester, 2022

Lilian Ngobi
Carnegie Mellon University, 2017

Liem Nguyen
Carnegie Mellon University, 2024

Toyana Niraula
University of Rochester, 2022

Chuma Nnebe-Agumadu
University of Virginia, 2024

Ian Nobmann
Rice University, 2024

Jennifer Norgbey
Indiana University-
Bloomington, 2024

Nkengasong Ntonghanwah
Indiana University-
Bloomington, 2024

Eric Goytia Nummedal
University of Southern
California, 2022

Alessandra Nunez
New York University, 2023

Ike Nwaelele
Dartmouth College, 2023

Ivy F. Ochieng
Cornell University, 2022

Odefolarin A.Odetola-
Odeleye
University of California,
Los Angeles, 2022

Oyeleye Odewunmi
Dartmouth College, 2023

Adewale Oduye
University of Southern
California, 2023

Chika Okafor
Georgetown University, 2024

George Okpamen

Xavaier Oliphant
Rice University, 2024

Malesha Oliver
Rice University, 2024

Oluwafemi Olonilua
Cornell University, 2024

Suzanne Tolulope
Onasanya
University of Southern
California, 2023

Nicole "Zara" Oparaugo
University of Southern
California, 2024

Stephanie Osborn

Olivia Ouyang
Yale University, 2024

Oruare Ovbiagele
Dartmouth College, 2024

Abigail Owusu-Ansah
Georgetown University, 2024

Yaw Owusu-Boahen
Yale University, 2024

Luis-Miguel Padilla
Rice University, 2024

Alicia Suhyun Park
Cornell University, 2022

Alexis Parker
University of Wisconsin-
Madison, 2023

Saloni Patel
University of Virginia, 2024

Nikita Patil
University of Michigan-Ann
Arbor, 2024

Tanisha Patni
University of California,
Berkeley, 2024

Mark Aaron Patterson
University of Washington, 2023

Allison Paul
Dartmouth College, 2023

Hildegarde Paz

Patrick Peacock
University of Virginia, 2024

Cody Perez
Cornell University, 2021

Geraldine Denise Perez
University of Michigan-Ann
Arbor, 2009

Carlos Pérez-De La Rosa
University of North Carolina
at Chapel Hill, 2024

Collin H. Peterson
Indiana University-
Bloomington, 2022

Leticia Alessandra Pfeffer
Dartmouth College, 2023

Christine Pham
University of Washington, 2022

Rebecca Phuong
University of California,
Los Angeles, 2022

D'Najah Picou
Dartmouth College, 2024

Diana Pierre
Cornell University, 2024

Allene Pinder
University of North Carolina
at Chapel Hill, 2024

Paul Pine
The University of Texas
at Austin, 2012

Rudjy Ponceja
University of Rochester, 2024

Gabrielle Porter
University of Rochester, 2024

Darren Portillo
Carnegie Mellon University,
2023

Joshua Portman
The University of Texas
at Austin, 2024

Bryant Maxie Powell

Saurab Prabhakar
Cornell University, 2024

Missy Preston

Sarah Preston
Cornell University, 2024

Theodore Prime

Danielle Pruitt
University of Southern
California, 2023

Victoria Qiu
University of Southern
California, 2023

Katie Quilligan

Dominic Francesco Racelis
University of Washington, 2023

Brontavious Railey

Sabira Rakhimova
Dartmouth College, 2023

Joseph Ramirez
University of Rochester

Micaela Ramirez
University of Washington, 2023

Daniel Ramirez-Raftree
Yale University, 2024

Olivia Ramos
Indiana University-
Bloomington, 2024

Natasha Patrice Rampy-
Martorelli
New York University, 1997

Jackson Divino Randolph
Carnegie Mellon University, 2022

Karina Rao
Rice University, 2024

Kris Reddy
University of Virginia, 2024

Jon Remedios
Georgetown University, 2024

Pilar Resendez
Cornell University, 2024

Valeria Reyes
University of Rochester, 2024

Daniela Rios
New York University, 2024

Adán Rivas
Yale University, 2024

Sindy Rivas
University of Rochester, 2024

Alejandro Rivera
Carnegie Mellon University,
2023

Cesar A. Rizo
University of California,
Berkeley, 2023

Madeline Robbins
University of Southern
California

Carl Rodrigues
University of California,
Los Angeles, 2013

Natalia Rodrigues

Adrian Rodriguez
Dartmouth College, 2023

Mauricio Rodriguez
University of California,
Los Angeles, 2024

Rafael Rodriguez
The University of Texas
at Austin, 2024

Rene Rodriguez
Columbia University, 2024

Ryan Edmond Roebuck
Dartmouth College, 2023

Ashleigh Rogers
Rice University, 2024

Lori Romero
Rice University, 2024

Guillermo Roque
The University of Texas
at Austin, 2024

Evalynn Marie Rosado
University of Michigan-
Ann Arbor, 2023

Kimberly Rosa-Perez
Yale University, 2024

Rachel Fine Rothbarth
Cornell University, 2022

Alejandra Margarita Rovirosa
Carnegie Mellon University,
2022

Kelvin Jerome Rowan
University of North Carolina
at Chapel Hill, 2022

Michael Roytburd
Washington University
in St. Louis, 2024

Victoria Rudo
Columbia University, 2024

Carlos Saballos
University of Virginia, 2024

Lisandro Sagastume
University of Virginia, 2024

Eman Said
Cornell University, 2024

Colby Sameshima
University of California,
Berkeley, 2024

Chagan Sanathu
University of Rochester, 2024

Cecilia Sanchez
University of Southern
California, 2022

Hoguer Sanchez
University of Southern
California, 2022

Rafael O. Sanchez
University of California,
Berkeley, 2019

R. Anthony Sanchez

Benjamin Schneider
Yale University, 2024

Drew Schneider
University of California,
Berkeley, 2022

Theodore Scott

Yasmine Scott
Columbia University, 2024

Joel Sebagala
Indiana University-
Bloomington, 2023

Steve Sedano
Washington University
in St. Louis, 2024

Richard Howard Senior
Carnegie Mellon University,
2022

Eduardo Jose Sera
New York University, 2008

Andrew M. Shaw
University of Wisconsin-
Madison, 2022

Yolanda Sheffield
University of Southern
California, 2024

Julia Silbergeld

Sydney Rachel Silver
University of Southern
California, 2023

Drew Ashcroft Silverman
University of California,
Berkeley, 2023

Pablo Simmonds
Georgetown University, 2016

Maria Marcela Sinagra
University of Michigan-Ann
Arbor, 2023

Lakshmi Singh
Yale University, 2024

Lisa Leigh Sisson

Mason "Sweetbread" Sloan

Terrell Smith
University of Rochester, 2024

Kelsie Smithson
University of California,
Berkeley, 2024

Kush Sodha
Dartmouth College, 2024

Breann M. Spurley
Emory University, 2022

Christian Stefano
University of Michigan-Ann
Arbor, 2011

Charles Stewart
University of Virginia, 2024

Shakeerah Strange
University of North Carolina
at Chapel Hill, 2023

Carla Suarez
Carnegie Mellon University,
2024

Elizabeth Sulc
University of Virginia, 2024

Sarah Sull

Jeffrey Sullivan
University of California,
Los Angeles, 2024

Anouska Olivia Swaray
New York University, 2023

Phyllis Tate
Washington University
in St. Louis, 2006

Tommie Ray Tatum
University of Southern
California, 2023

Fanny Tavera
University of Washington, 2024

Curtis Taylor
University of Virginia, 2024

Janil Tejada
New York University, 2024

Clarence Maxie Templeton
University of North Carolina at
Chapel Hill, 1974

Kaya Ten-Pow
University of California,
Berkeley, 2024

Mikayla Terrell
The University of Texas
at Austin, 2023

L'Quentus Thomas
New York University, 2002

Terence Thomas
University of Wisconsin-
Madison, 2008

Elen Phillip Thompson
Emory University, 2017

Hilde Tineo
Dartmouth College, 2024

Kendra Tolentino
University of Southern
California, 2023

Betty Tran
Dartmouth College, 2024

Tommy Tran
Dartmouth College, 2023

Warren Morel Travers
University of Washington, 2023

Megan Trudo
Emory University, 2024

Osereme Ujadughele
Emory University, 2023

Lauren Vague
The University of Texas
at Austin, 2024

Jack Vann
Dartmouth College, 2024

Cynthia Vargas Hernandez
University of Washington, 2023

Jose Vargas-Casadiego
Carnegie Mellon University,
2023

Delane Vaughan
University of North Carolina
at Chapel Hill, 2014

Mariela Vazquez
University of Rochester, 2024

Victoria Velasquez
University of Virginia, 2024

Suyeon Velo

Karen Verboski
Rice University, 2024

Arturo Vergara
University of Michigan-Ann
Arbor, 2024

Taylor Vest
University of Virginia, 2024

Jorge Villegas
Dartmouth College, 2022

Devin Waddell
University of Virginia, 2024

Brittney Danielle Wade
Dartmouth College, 2023

Patience Wall
University of North Carolina
at Chapel Hill, 2022

Jiayan Wang
University of North Carolina
at Chapel Hill, 2022

Ziyi (Michael) Wang
Cornell University, 2023

Ashley Ward
Rice University, 2024

John Christian Warner

Celeste Watkins
Yale University, 2024

Ryan Weathers
Yale University, 2024

Tyler Weger
Carnegie Mellon University, 2023

Russell Dean Weinstein
University of Michigan-
Ann Arbor, 1985

Daphna Lauren Weinstock
University of California,
Los Angeles, 2022

Chase W. Wheeler
Cornell University, 2015

Cleveland White
University of Rochester, 2024

Gail White

Jason White
Carnegie Mellon University, 2024

Katterin White
Carnegie Mellon University, 2022

Kevin White
Dartmouth College, 2022

Pierra White
New York University, 2024

Tyler Whiteman
Washington University
in St. Louis, 2023

Robert Wilkins
New York University, 2024

Samuel Wilkins
University of California,
Berkeley, 2024

Derek Isiah Williams
University of North Carolina
at Chapel Hill, 2018

Kendall Williams
Cornell University, 2023

Latrece Williams
University of Michigan-

Ann Arbor, 2024

Lawson Alexander Williams
Dartmouth College, 2023

Olivia Williams
Washington University
in St. Louis, 2018

Jeffrey Michael Williams
Navarro
Dartmouth College, 2023

Jacob Williamson
Carnegie Mellon University, 2023

Ta-Von Wilson
Dartmouth College, 2024

Winder Winder
University of Rochester, 2024

Marquis Wright
Cornell University, 2024

Michelle Wu
Georgetown University, 2020

Aquib Yacoob
Rice University, 2024

Angela Yang
University of Washington, 2023

Kwame Nkrumah Yankson
University of Virginia, 2010

Dorothy Yen
University of Michigan-
Ann Arbor, 2021

Mariam Zakhary
Carnegie Mellon University, 2023

Alejandro Zamora
Carnegie Mellon University, 2023

Nicky Zarchen
University of California,
Berkeley, 2024

Yiqing Zhao
University of Southern
California, 2024

Danielle Ann Zigulich
The University of Texas
at Austin, 2022

HONOR ROLL

Eugenia Addie-Noye
Emory University, 2022

Hilda Aguilar
University of Rochester, 2012

Dammy Akinfenwa
University of California,
Los Angeles, 2017

Jared Alexander
Emory University, 2022

Stephen Allen
University of Rochester, 1977

Heather Amalaha
University of Rochester, 2011

Nathalie Angel
Emory University, 2018

Victor Anthony
University of Rochester, 2002

Ben Antoine
University of California,
Los Angeles, 2022

Maysa Antonio
University of Rochester, 1991

Jackie Anyaso
Emory University, 2022

Rasheeda Augustine
University of Rochester, 2022

Kegan Baird
Emory University, 2022

Ghermayn Baker
University of California,
Los Angeles, 2018

Mariah Baker
Emory University, 2021

Rafael Barrera, Jr.
Emory University, 2019

Carlos Vazquez Barrios
Emory University, 2022

Rawel Bautista
University of Rochester, 2018

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Emory University, 2016

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Emory University, 2004

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Emory University, 2012

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Emory University, 2015

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Los Angeles, 2017

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Los Angeles, 2014

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Emory University, 2014

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Emory University, 2022

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University of Rochester, 2020

Alex Ceballos
Emory University, 2020

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University of Rochester, 2022

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Emory University, 1999

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University of Rochester, 2007

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Emory University, 2022

Susana Crawford
University of California,
Los Angeles, 2015

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Emory University, 2016

Camilo Cuellar
University of California,
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Cherice Daniels
Emory University, 2016

Lauren Dawson
Emory University, 2017

Karina de Sousa
Emory University, 2019

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University of Rochester, 1998

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University of California,
Los Angeles, 2016

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University of Rochester, 1997

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Emory University, 2022

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Emory University, 2011

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Emory University, 2012

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Emory University, 2017

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University of Rochester, 2022

Chawane Floyd
University of Rochester, 2013

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University of Rochester, 2013

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University of Rochester, 1982

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Emory University, 2015

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University of Rochester, 1991

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Emory University, 2017

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Emory University, 2021

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Emory University, 2013

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