Dr. Benjamin C. Ayers is dean of the University of Georgia Terry College of Business and holds the Earl Davis Chair in Taxation. He joined UGA in 1996 and served as director of the highly regarded Tull School of Accounting for nine years before he was appointed the college’s 12th dean in 2014. Under his leadership, the Terry College completed a successful Building Terry campaign – raising $121 million to support faculty, programs, and facilities – and dedicated the new home of the Terry College of Business in the heart of the UGA campus. During his tenure as dean, the Terry College has established a campus-wide Entrepreneurship Program, several dual degree programs, a new master’s in business analytics, and market-driven academic concentrations and areas of emphasis while growing undergraduate and graduate enrollment and achieving the highest percentage employment rates for graduating students in the college’s history.

Ayers serves on the Board of Synovus Bank’s Northeast Georgia Division, Benson’s Inc., the CFO Roundtable, and as a trustee of Athens Academy. He has received many teaching awards at the school, college, and university levels, including the Russell Award for Excellence in Undergraduate Teaching. His research has been recognized by the American Taxation Association and American Accounting Association with national research awards.

Ayers earned his bachelor’s degree in accounting and master’s degree in taxation from the University of Alabama and his PhD in accounting from the University of Texas at Austin. Before pursuing his PhD, he worked for KPMG in Atlanta and Tampa and Complete Health Inc. in Birmingham.

Ken Bouyer is the EY Americas director of inclusiveness recruiting. In this role, he is responsible for developing and implementing EY’s global recruiting strategy to build and attract diverse and inclusive talent pools for member firms in the Americas.

Bouyer has served in various roles since joining the Assurance practice of Ernst & Young LLP in 1990. Before his current role, he was a director in the firm’s Advisory Services practice, supporting various global internal audit clients. He continues to serve the firm’s clients in Advisory Services today and is a member of the Executive Leadership Council.

Bouyer serves on the Board of Trustees for his alma mater, Manhattan College, and is a member of the Audit Committee. Also, he is on North Carolina A&T’s Dean’s Advisory Council and Arizona State University’s Accounting Advisory Board. He is a current corporate advisory board member of the National Association of Black Accountants, Association of Latino Professionals for America, and ASCEND. Moreover, Ken is the past chair and current member of the AICPA National Commission on Diversity & Inclusion.
Peter Brews
Dean and Professor of Management, Darla Moore School of Business
University of South Carolina

Peter J. Brews is dean of the Darla Moore School of Business (DMSB) at the University of South Carolina. His professional career started in investment banking/corporate finance. It then moved into higher education where, after earning graduate degrees in law and business and two PhDs, he taught business law, economics, finance, corporate strategy/strategic management, and international business while conducting research at three leading universities (the University of the Witwatersrand in Johannesburg, Duke University and UNC-Chapel Hill).

Brews’ accomplishments range from world-class researcher/teacher (he holds multiple awards for both), to an academic entrepreneur in the proposal and leadership of innovative high-value academic programs, to the transformational leader of DMSB’s premier academic brand.

Brews is published in numerous journals and publications. His early research is centered on corporate growth through M&As and strategy formation and how environmental volatility moderates strategic planning and its effect on economic performance. He then pioneered research into Internet Generation Companies and was possibly the first in the world to show how the internet enabling of business operations and supply chains affected firm strategy, structure, scope, and performance. Before becoming dean, companies often invited him to share his views on the structure and evolution of the global economy and the struggle for productivity worldwide. He also taught and consulted internationally in these fields.

Randy Groomes
Director of Diversity, Equity and Inclusion, Terry College of Business
University of Georgia

Randy Groomes serves as the director of Diversity, Equity, and Inclusion for the Terry College of Business at the University of Georgia. In this role, Groomes is responsible for transforming the college’s efforts to recruit diverse faculty, staff, and students. Experienced in both corporate and educational leadership, Groomes is known for developing innovative programs that leverage diversity at the intersection of interpersonal relations and the hardcore skillsets of business. Thousands of students have trained in the Workforce Diversity Series that helps prepare the next generation of business leaders in international business practices and team effectiveness since he launched it in 2009. Prior to accepting a position at UGA, he ran the P&L for a multi-state book of business for a national insurance carrier and managed regional responsibilities for the diversity marketing efforts within the organization. In this capacity, he served on the corporate advisory board for the CEO and helped to develop the company’s Corporate Diversity Plan, which resulted in the company being ranked in the top 10 companies on DiversityInc’s Top 50 list.

Former Georgia Governor, Sonny Purdue, appointed Groomes an honorary Lt. Colonel in the Georgia Army and Navy because of his outstanding service to the state. He was listed among the Outstanding Young Americans and is a graduate of the Coverdell Leadership Institute which was founded by the late Senator Paul Coverdell to train future leaders for government and public service. In 2004, he was selected as a Regional Finalist for the White House Fellows Program. Groomes holds a BBA in Risk Management and Insurance and is completing an MBA in Strategy from the University of Georgia.

Angela R. Guidry
Director of Diversity Equity and Inclusion, E. J. Ourso College of Business
LSU

Angela R. Guidry is the director of Diversity Equity and Inclusion at the LSU E. J. Ourso College of Business. Guidry plays an essential role in advancing cultural competency at both the college and campus levels. Her efforts create a welcoming and supportive climate for all students, faculty, and staff. She is responsible for researching, developing, implementing, and analyzing a range of successful practices that support a campus climate that values and prioritizes equity, diversity, and inclusion.

A champion for inclusive student success services, Guidry produces a series of events that empower students to make wise choices, which will allow them to thrive in professional settings. Guidry is the college’s first full-time director of diversity and inclusion. She also serves as an advisor for several student competition teams and student chapter organizations. Guidry also serves as the president of the Baton Rouge National Association of Black Accountants professional organization.
Matrecia James  
*Dean, School of Business*  
*St. Bonaventure University*

Dr. Matrecia S. L. James is the dean of the School of Business at St. Bonaventure University. James has vast experience in higher education and leadership development. Prior to coming to St. Bonaventure in 2016, she was the associate dean of the Jacksonville University's Davis College of Business and director of its graduate business program.

James earned her master's degree in business education (2000) and her bachelor's degree in business administration (1993) from Florida A&M University; she also minored in accounting. She earned her PhD in business administration from Florida State in 2005, majoring in organizational behavior and minoring in human resource development and behavioral dynamics. She is a member of Beta Gamma Sigma and Alpha Kappa Alpha Sorority, Inc.

James leads the St. Bonaventure University’s Presidential Commission on Diversity, Equity, and Inclusion. As the co-chair of the DEI Commission, she assists the president of St. Bonaventure University and ten faculty and staff members named to the Commission in developing educational and social initiatives that reflect individual self-worth and facilitate cultural competency with an overt focus on diversity, equity, and inclusion campus-wide by providing consultation, support, guidelines, and criteria for DEI initiatives. Furthermore, James served as an expert panelist and keynote speaker on organizational leadership, higher education, and diversity nationally and globally.

Eli Jones  
*Dean, Mays Business School*  
*Professor of Marketing, Lowry and Peggy Mays Eminent Scholar*  
*Texas A&M University*

Dr. Eli Jones is a professor of marketing, dean of the Mays Business School, and the Lowry and Peggy Mays Eminent Scholar at his alma mater, Texas A&M University. From 2012 to 2015, he was dean of the Sam M. Walton College of Business and the holder of the Sam M. Walton Leadership Chair at the University of Arkansas. From 2008 to 2012, he served as dean of the E. J. Ourso College of Business and the E. J. Ourso Distinguished Professor of Business at LSU. Jones started his academic career at the University of Houston, where he was on the faculty for 11 years.

Jones is published in the *Journal of Marketing*, *Journal of the Academy of Marketing Science*, *Journal of Personal Selling & Sales Management*, *Management Science*, and *Journal of Applied Psychology*, among other journals. He is also a co-author of *Selling ASAP* and *Strategic Sales Leadership: Breakthrough Thinking for Breakthrough Results*. He has received Excellence in Teaching awards on the university, national, and international levels.

A popular speaker, he has designed and taught customized executive education programs in Belgium, China, France, India, Malaysia, the UK, and the US. Before becoming a professor, Jones worked in sales and sales management for three Fortune 100 companies. Jones served on the International Association to Advance Collegiate Schools of Business (AACSB) board and the Innovation Committee of AACSB; he also served on the board of Administaff and Insperity, and he chaired the Compensation Committee. He currently serves on the International Academy of Marketing Science Board of Governors, and he is on the funds boards of Invesco.

Jared J. Llorens  
*Dean, E. J. Ourso College of Business*  
*E. J. Ourso Professor and Dean Endowed Chair*  
*LSU*

Dr. Jared Llorens assumed the role of dean of the E. J. Ourso College of Business in November 2020. Previously, Llorens was the chair of the Department of Public Administration, where he was responsible for leading LSU's Master of Public Administration program, which has successfully prepared local, regional, and national leaders for over 40 years.

Llorens' scholarly research focuses primarily on public management, with particular interests in compensation and recruitment. He is the former editor-in-chief of *Public Personnel Management* and currently serves as an associate editor for the *Public Administration Review*. His research has been published in various academic outlets, and he is a co-author of the widely adopted textbook *Public Personnel Management: Context and Strategies* 6th & 7th ed.

Before his academic career, Llorens served as a human resources analyst with the US Office of Personnel Management and US Department of Labor in both Dallas and Washington, DC. He is a native of Baton Rouge, La. and received his BA in English from the Loyola University of New Orleans, his MPA from the University of Texas at Austin’s LBJ School of Public Affairs, and his PhD in Public Administration from the University of Georgia’s School of Public and International Affairs.
Barbara A. Lofton
*Assistant Dean of Diversity and Inclusion, Sam M. Walton College of Business*
*University of Arkansas*

Dr. Barbara A. Lofton is the Assistant Dean of Diversity and Inclusion in the Sam M. Walton College of Business at the University of Arkansas. Lofton has experience in working at minority and majority institutions in faculty and administrative positions. Lofton’s expertise includes developing business partnerships with higher education institutions, career awareness programs for high school and incoming students, and providing support services for undergraduate, master’s, and doctoral level students. She aims to create a welcoming, diverse environment that promotes equality in the Walton College of Business.

Stephen Mangum
*Professor & Dean, Haslam College of Business*
*Leadership Chair, Stokely Foundation*
*University of Tennessee*

Stephen L. Mangum is the dean of the Haslam College of Business and the Stokely Foundation leadership chair at the University of Tennessee. He earned a bachelor’s degree in economics and a master’s degree in human resource management from the University of Utah, and a doctorate in economics from George Washington University.

Before joining the University of Tennessee, Mangum was senior associate dean of the Fisher College of Business at Ohio State University. He joined Ohio State in 1983 and taught in the Department of Management and Human Resources for several years before managing the department.

Mangum’s research expertise includes labor market analysis, social legislation, workforce development, and international economic/human resource development. His research addresses issues of national training policy returns to post-school occupational training, international human resource development, contingent employment, and poverty.

Annie L. McGowan
*Interim Vice President and Associate Provost for Diversity*
*Gina and William H. Flores Endowed Professor in Business*
*Texas A&M University*

Dr. Annie L. McGowan was named interim vice president and associate provost for Diversity at Texas A&M University, effective December 1, 2020. She brings to the Office for Diversity noteworthy leadership experience. Most recently, McGowan served as associate dean for Undergraduate Programs at Mays Business School, where she holds the Bill and Gina Flores Professorship in Business. She also serves on the university’s Diversity Operations Committee.

Prior to serving as associate dean, McGowan was assistant dean for Diversity and Inclusion at Mays from 2016 to 2018. During that time, she provided strategic oversight for the Mays Office of Diversity and Inclusion. In which she led initiatives to recruit and retain underrepresented students to foster a climate of inclusivity and engagement.

Nikki McGruder
*Director of Diversity, Equity and Inclusion*
*University of Missouri Health Care*

Nikki McGruder serves as the Director of Diversity, Equity, and Inclusion (DEI) for MU Health Care, in Columbia, Missouri. McGruder leads MU Health Care’s DEI efforts across its extensive network of hospitals and clinics.

Prior to joining MU Health Care, she led the Inclusive Impact Institute as its first director. There she gave the community its first comprehensive organization dedicated to innovation, strategy, and solutions to issues of diversity and inclusion. McGruder earned a Bachelor of Science degree in Business from Columbia College in Columbia, MO, and a Master of Business Administration and Master of Arts in Human Resources Development from Webster University in St. Louis, MO.
Anthony C. Nelson
Dean, School of Business
North Carolina Central University

Anthony C. Nelson is the dean of the School of Business at North Carolina Central University (NCCU). He also served as business dean at Grambling State University and Bowie State University, where he received proclamations from the Prince George’s County Council and the City of Bowie. He also received an Official Citation from the Maryland General Assembly commending him for his exemplary achievements to foster public-private partnerships and connect the business community and the university and enhance business incubation and entrepreneurship. During his administrative career, Nelson worked with faculty, corporations, and government agencies to develop many degrees and co-curricular programs that prepare students for careers and graduate school.

Nelson has served on various panel sessions for large organizations to discuss recruiting, diversity, and inclusion issues and currently serves as a steering committee member of the AACSB Diversity and Inclusion Affinity Group. He served on boards for enterprises, such as the Central Maryland Chamber of Commerce, Prince George’s County High Schools Career Academies, Bowie Business Innovation Center, and the Center for International Business Education and Research at the Robert H. Smith School of Business at the University of Maryland. Nelson currently serves on Durham’s Workforce Development Board and Durham’s Recovery and Renewal Task Force and has served as President of the Historically Black Colleges and Universities (HBCU) Business Deans Roundtable on two separate occasions.

Sharon Oswald
Dean, College of Business
Mississippi State University

Dr. Sharon L. Oswald is dean of the College of Business at Mississippi State University. Prior to this appointment, she was a faculty member in the Raymond J. Harbert College of Business at Auburn University for 24 years. There she held the title of Colonel George Privett Professor of Management and served for twelve years as the head of the Department of Management. She now holds the title of Professor Emeritus. She earned a BA from Auburn University, an MBA from UAB, and a PhD from the University of Alabama.

Oswald has published more than 70 articles in several prestigious journals and co-authored one book. Currently, her primary research areas are entrepreneurship and international health care management. She serves on an international board of directors for the Academy of Health Care Management headquarters in Prague, Czech Republic.

Kay M. Palan
Dean, Culverhouse College of Business
The University of Alabama

Dr. Kay M. Palan is the ninth dean of the Culverhouse College of Business at The University of Alabama. Palan served as dean and professor of marketing at Western Michigan University’s Haworth College of Business from 2010 through June 2016. She has more than 25 years of experience in academics, including a six-year stint as associate dean for undergraduate programs at Iowa State University.

Palan began her academic career as a teaching/research assistant at Texas Tech University, where she earned her doctorate in business in 1994. She served as an assistant professor of marketing at Iowa State from 1994-2000 and as an associate professor from 2000-2010. She served as interim associate dean for undergraduate programs for two years at Iowa State before her selection as associate dean in 2006. She earned a Master of Business Administration from Minnesota State University Moorhead and a Bachelor of Science in nursing from Winona State University.

Palan also has industry experience as executive director at Health Enterprises in Fargo, North Dakota, and as director of the Traill County Nursing Services in Hillsboro, North Dakota. She is a member of the initial accreditation committee for the Association to Advance Collegiate Schools of Business, and she serves on the editorial review board for Case Research Journal. She is past chair of the AACSB affinity group, Women Administrators in Management Education, and past chair of the Mid-American Business Deans’ Association.
Annette L. Ranft
Dean and Wells Fargo Professor, Harbert College of Business
Auburn University

Dr. Annette L. Ranft joined the Harbert College of Business as its eighth dean in August 2018. Ranft received her doctorate in Strategic Management at the University of North Carolina at Chapel Hill. Her research has been published in top journals, including the *Academy of Management Review*, the *Academy of Management Journal*, *Organization Science*, the *Journal of International Business Studies*, and the *Journal of Management*. She has served on the *Strategic Management Journal* editorial board and as an associate editor for the *Journal of Management*. Her Google Scholar page lists her research publications.

Blane Ruschak
President, KPMG US Foundation, Inc.
President, The PhD Project

Blane Ruschak currently serves as the president of the KPMG US Foundation, Inc. He oversees the strategy and operations for the Foundation, which includes the Matching Gift Program, Disaster Relief Fund, KPMG Family for Literacy Fund, and the Foundation and the Women’s PGA/Future Leaders program. He also serves as the president of The PhD Project, where he oversees strategy and operations. The PhD Project is a program designed to create more diverse business leaders by supporting diverse professionals to get their PhD in business and become role models in the classroom, academic administration, and academic leadership positions. He lives in Charleston, South Carolina, and works out of the Montvale, New Jersey National Office.

Daryl Smith
Associate Teaching Professor in Management and Kemper Fellow for Teaching Excellence,
Robert J. Trulaske Sr. College of Business
University of Missouri

A recognized executive with 30 years of experience, Daryl Smith has the unique ability to apply progressive organizational and talent management strategies that consistently create value. He has a consistent track record of success in several industries, including manufacturing, sales and distribution, telecommunications, and financial services. His early career included fiscal and operational assignments. He attributes these early experiences to helping shape his broad and comprehensive view of organizations.

His past career assignments include SVP Global Human Resources at ESPN / ABC Media Networks, VP Human Resources & Training at ARAMARK/Galls, and VP Human Resources & Training at Cox Communications.

Today, Daryl is an award-winning teaching professor at the Trulaske College of Business at the University of Missouri. His areas of teaching include various courses in HR/OB. Daryl has received campus and national teaching awards, as well as awards for advising and service. He has effectively served on over fifty boards, including industry associations and non-profits. He is passionate about causes relative to education, youth, diversity, people with disabilities, and families in crisis.

J. Goosby Smith
Associate Professor of Management, Leadership
Assistant Provost for Diversity, Equity, and Inclusion
Director of the Truth, Racial Healing, and Transformation Center
The Citadel

Dr. J. Goosby Smith serves as Associate Professor of Management, Associate Professor of Leadership, Assistant Provost for Diversity, Equity, and Inclusion, and Director of the Truth, Racial Healing, and Transformation Center at The Citadel in Charleston, South Carolina. She holds a PhD and MBA in Organizational Behavior from Case Western Reserve University's Weatherhead School of Management and a BS in Computer Science from Spelman College. Her research areas are workplace inclusion, classroom inclusion, diversity- and inclusion-related veterans’ issues, cross-racial dialogue, and interfaith unity. Her former professorial appointments are at Pepperdine University, California State University Channel Islands, and Butler University.

Smith is co-author of the book *Beyond Inclusion: Workplace interconnectedness, energy, and resilience in organizations*, a co-editor of the book *Blessed are Those Who Ask the Questions*, author of several academic journal articles, and presenter of nearly 100 research
and practitioner presentations. She is a member of the Academy of Management, where she has held a variety of elected and appointed leadership positions in Gender and Diversity in Organizations and Management Spirituality and Religion Division and Interest Groups. On June 1, she transitions to Pepperdine University to serve as their inaugural Vice President of Community Belonging and Chief Diversity Officer.

**Ajay Vinzé**  
*Dean and Professor, Robert J. Trulaske, Sr. College of Business*  
*University of Missouri*

Since he arrived at the University of Missouri in January 2017, Dean Ajay Vinzé has focused on positioning the Robert J. Trulaske, Sr. College of Business to attract exceptional students and prepare them for success as global citizens, business leaders, scholars, innovators, and entrepreneurs. During his tenure, the college implemented innovative ways to enhance the student experience. Some noteworthy innovations include Camp Trulaske, the launch of multiple online degrees, a leadership role in redefining higher education via micro-credentialing, defined global pathways to Mizzou, and helping define the Institute for Experiential Education, Innovation and Entrepreneurship.

Vinzé is a Fulbright Senior Specialist and previously served the W. P. Carey School of Business at Arizona State University in elevating academic and administrative roles. He also served on the faculty at the Mays Graduate School of Business at Texas A&M University.

**Sonja D. Wiley**  
*Donald Lindley and Ruby Wright Phillips Developing Scholar Professorship*  
*Associate Professor and Diversity Advisor, Stephenson Department of Entrepreneurship & Information Systems*

*Diversity and Inclusion Faculty Advisor, Office of Business Student Success*

Dr. Sonja D. Wiley joined LSU jointly in the E. J. Ourso College of Business and the Center for Computation Technology in 2002. She is an associate professor in the Stephenson Department of Entrepreneurship & Information Systems, where she holds the Donald Lindley and Ruby Wright Phillips Developing Scholar Professorship. She also serves as the E. J. Ourso College of Business Diversity & Inclusion faculty mentor and advisor. Wiley is dedicated to serving and mentoring students, inspired by her educational journey as a first-generation college student. Before pursuing her graduate degrees, she founded the International Center for African American & Asian Relations. She served as the director of education for Athletes & Entertainers for Kids, a non-profit organization in Los Angeles, California.

Wiley published a multicultural and multi-sensory children’s book with singer Stevie Wonder called *Little Stevie Wonder In Places under the Sun*. She was awarded the 1996 American Foundation for the Blind ACCESS Award. She received the 2019 E. J. Ourso College of Business Tenured Faculty Excellence in Teaching Award.

During her tenure at LSU, Wiley has written and co-authored national and local research grants and collaborated with corporations to raise more than $2.5 million to support academic research, scholarships, community outreach, and diversity and inclusion initiatives. She frequently writes, speaks, and consults on information technology acceptance and digital competence, healthcare analytics, diversity and equity in healthcare delivery, diversity and inclusion analytics, inclusive entrepreneurship, and supplier diversity. Wiley currently serves as the chair for the Community & Economic Development Workgroup for the Commission on Race, Equity & Inclusion for the City of Baton Rouge and East Baton Rouge Parish Mayor-President Sharon Weston-Broome.