

THE **POSSE** FOUNDATION, INC.

2024 NATIONAL

POSSE

ALUMNI

LEADERSHIP

CONFERENCE

SATURDAY OCTOBER 5, 2024

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PRESIDENT & FOUNDER



DEBORAH BIAL
President + Founder
The Posse Foundation

Deborah Bial is an expert in the field of higher education administration, college success and leadership development. Her extensive experience in facilitating dialogue related to issues of access, equity and diversity--and in guiding selective institutions of higher education towards improved admissions policy--has gained her national recognition in the higher education community in the United States.

Bial is the president and founder of The Posse Foundation, a leadership development and college success organization that sends teams (Posses) of students from diverse backgrounds to selective colleges and universities.

The Posse Foundation, a national 501(c)(3), is headquartered in New York City. In 2024, its annual budget of \$34.7 million will support student recruitment in over 20 cities and leverage approximately \$200 million in leadership scholarships from its 67 partner colleges and universities. Posse currently has over \$183 million in assets (which includes an \$108 million endowment) and a 50-person national board. Its ten local advisory boards include over 100 members.

Since 1989, The Posse Foundation has identified more than 13,000 Posse Scholars. These young people have won \$2.24 billion in leadership scholarships from Posse's partner colleges and universities, are persisting and graduating at a rate of 90 percent and are active leaders both on their campuses and now in the workforce. Since 2001, Posse Scholars and alumni have won more than 600 prestigious national fellowships.

In 2007, Bial received a prestigious MacArthur "Genius" Fellowship from The John D. and Catherine T. MacArthur Foundation. In 2010, President Obama named Posse as one of ten nonprofits with which he would share his Nobel Peace Prize money.

Bial has grown The Posse Foundation from a concept into one of the most comprehensive and important college success and scholarship programs in the United States. Today it supports programs in Atlanta, Boston, Chicago, Houston, Los Angeles, Miami, New York, New Orleans, the San Francisco Bay Area, and Washington, D.C. In 2020, Posse expanded, using a new virtual recruitment and training model to double its outreach. The Foundation has also established many special initiatives such as the STEM Posse Program, the Arts Program and the Veterans Posse Program. By 2025, The Posse Foundation will boast 10,000 alumni throughout the United States.

Bial earned her master's and doctoral degrees in education with a focus on higher education administration, planning and social policy from Harvard University. In 1999, she received a \$1.9 million grant from the Andrew W. Mellon Foundation for her dissertation work, which focused on the design and assessment of a new college admissions tool that could be used in addition to traditional college admissions measures.

Bial is a recipient of the Harold W. McGraw Prize in Education and the Anne Roe Award from the Harvard Graduate School of Education. She completed her undergraduate degree at Brandeis University and has 30 honorary doctorates. She is also a member of the Brandeis Board of Trustees and the Xometry Board.

KEYNOTE & AGENDA



NEIL BLUMENTHAL
Co-founder and Co-CEO
Warby Parker

Neil Blumenthal is Co-founder and Co-CEO of Warby Parker, a direct-to-consumer lifestyle brand focused on vision for all. Since day one, over fifteen million pairs of glasses have been distributed through the company's Buy a Pair, Give a Pair program.

Neil was named a Young Global Leader by the World Economic Forum and one of the 100 Most Creative People in Business by Fast Company. He serves on the board of directors of Allbirds, Sweetgreen, the Warby Parker Impact Foundation, Tech:NYC, and the Partnership Fund for New York City. Neil also serves on the board of advisors for the Mayor's Fund to Advance New York City and Responsible Innovation Labs. Neil also sits on the leadership council of Robin Hood and serves as a General Partner of Good Friends LLC, an early stage venture capital firm.

A native of New York City, Neil received his BA from Tufts University and his MBA from The Wharton School of the University of Pennsylvania. Neil lives in Greenwich Village with his wife, Rachel, the founder of Rockets of Awesome, and their two children.

AGENDA

SATURDAY, OCTOBER 5, 2024

**12:00PM ET TLC Community Building Exercise/
Networking Opportunity**

**12:45PM ET Address from President and
Founder of Posse Debbie Bial**

1:15PM ET Armchair interview with Luis Miranda

**2:15PM ET Professional and Leadership
Development sessions**

**3:00PM ET Armchair interview with
keynote speaker Neil Blumenthal**

**4:00PM ET Ainslie Alumni Achievement
Award Presentation**

ALUMNI LED PROFESSIONAL AND LEADERSHIP DEVELOPMENT SESSIONS

Careers that Transform Communities: A Discussion with Social Impact Leaders

In this session, social impact executives from a range of sectors will discuss how they make an impact at work. We'll explore and unpack how Posse alumni are leading us to a more inclusive and hopeful future. Our panelists will share their perspectives on how to build an exciting and sustainable career that serves a diverse set of communities.



Anthony Bush
Dickinson College-Posse 3
Chief Equity Officer for the San Francisco Department of Homelessness and Supportive Housing



Danielle Goonan
Dickinson College-Posse 3
Managing Director, Economic Policy Investments, Equity & Economic Opportunity at The Rockefeller Foundation



George Okrah
Brandeis University-Posse 2
Global Head of Inclusion at Lazard



Moderator: Christopher Carr
University of Southern California Posse 3
PNAAC Los Angeles
Global Environmental, Health and Safety Manager at TikTok

The Role of Mentorship in Professional Growth

In this session on leveraging mentorship, we'll explore how effective mentoring relationships develop, with a dual focus on mentors and mentees. We'll consider how to manage expectations and clarify the differences between mentorship and sponsorship. Join us to learn how you can get the most out of your mentoring relationships.



Farah Sutton
University of Wisconsin-Madison Posse 6
Director of Diversity & Inclusion at Riot Games



Victoria Sanchez
Carleton College-Posse 11
People Project Manager at Riot Games



David Von Spreckelsen
President of Toll Brothers City Living



Mariel Arias
Dickinson College-Posse 15
Development Analyst at Toll Brothers



Moderator: Annmarie Payne Louis
Vanderbilt University - Posse 15
PNAAC New York
Executive Director at Morgan Stanley

Redefining the Future: The Impact and Evolution of Women in Technology

In this Women in Tech session, we'll explore culture shifts within the technology sector and how women are leading the way toward inclusive change. We'll discuss new trends in the sector, including changes in financial models. Additionally, we'll examine the industry's approach to the great technological advances of our time, including AI.



Amara Anigbo
Dickinson College-Posse 12
Product Manager at Google



Esther Jeong
Wheaton College-Posse 5
Head of DEI for Reality Labs at Meta



Moderator: Alexis Cotton
University of Southern California Posse 3
Los Angeles Advisory Board
Senior Product Design Manager at Meta

Armchair Interview with Luis Miranda



Join us for an engaging armchair interview with Luis Miranda, a visionary leader and advocate, as he delves into his inspiring new book, *Relentless*. In conversation with Kadia Tubman, a proud Posse alum, they will explore the themes of resilience, passion, and the power of community. Discover how Luis's journey shaped his approach to leadership and the importance of relentless pursuit in overcoming challenges. This session promises to be both insightful and motivating, perfect for anyone seeking inspiration to fuel their own dreams.



Moderator: Kadia Tubman
Babson College-Posse 6
National News & Disinformation Correspondent at Scripps News

AINSLIE ALUMNI ACHIEVEMENT AWARD

The Ainslie Alumni Achievement Award is awarded each year to one outstanding Posse alum who has demonstrated incredible leadership and success while giving back to the world. The award honors Posse alumni who continue a legacy of leadership in their communities and exemplify the values of The Posse Foundation. Recipients are selected based on their potential to create meaningful, far-reaching contributions to society as demonstrated by their track record of significant accomplishment. The award comes with a prize of \$10,000, which is endowed by The Ainslie Fund that was established in tribute to Michael Ainslie's leadership as Posse's first board chair.

2023 RECIPIENT **Kadia Tubman** BABSON COLLEGE '13

“Posse alum are amazing and it feels special to be numbered among them. Wherever I go, I stand with 10,000 strong people behind me.”

Kadia Tubman is a news correspondent on Scripps News's national politics team. Formerly, she was the Managing Editor for Diversity, Equity and Inclusion for Insider's global newsroom. Prior to that leadership position, she was the Senior News Editor guiding Insider's breaking news and enterprise coverage on weekends.

Kadia was previously a national politics reporter at Yahoo News, covering breaking news, voting rights, and immigration. Kadia was also a 2018 Reuters journalist-fellow at the University of Oxford, where she researched how global newsrooms regulate user-generated content to prevent disinformation and mitigate harm.

Kadia is committed to teaching and leading the next generation of journalists and news consumers. She is an adjunct professor at Columbia Journalism School and Hunter College, where she teaches ethics and news literacy, respectively.

Kadia received her Bachelor of Science degree in Business Management from Babson College. She went on to become a marketing and communications strategist, working for global media companies like MTV/Viacom and the audience measurement company Nielsen. She made a career pivot in 2017 and left Wall Street to earn a master's in journalism from Columbia University, where she focused on narrative storytelling and journalism ethics.

Kadia is passionate about breaking down barriers to inclusion, building community, and giving people the information and inspiration they need to lead their lives. Her mission in life is to inspire hope, compassion, and courage in others to visualize and actualize a world that is better for everyone.



AINSLIE ALUMNI PREVIOUS RECIPIENTS



“I hope in my career to show the importance of health equity, and of analyzing disparate health outcomes in disenfranchised communities.”

DR. SARAH MARTINEZ ROTH (2022)
COLBY COLLEGE '11

Currently, Dr. Martinez Roth is a Senior Scientist in Biomarkers at Vertex Pharmaceuticals in Boston, MA where she is a cell-based assay Biology Team Lead for clinical trials. Outside of the lab, Sarah is very passionate about equalizing the playing field by access to education, which is why she is so passionate about Posse. She also works actively in mentoring women in STEM to help achieve their dreams and help close the leaky pipeline



“From the newsroom to back inside the classroom earning my PhD, the lessons I’ve learned from the Posse Foundation have not only positioned me to have the tough conversations we need in order to grow as a society but also create knowledge that centers historically disenfranchised communities in the process.”

JESSICA MOULITE (2021)
HAMILTON COLLEGE '14

Jessica Moulite is a PhD Student at Howard University in Sociology with an emphasis in Social Inequality. She is currently a graduate research assistant looking into pathways to mitigating bias for environmental justice in Black communities. Her research interests include contentious politics, revolutions, and anti-colonial movements. Aside from her academic pursuits, Jessica is an award-winning video producer whose work has been featured on The Root, BBC News, The Columbia Journalism Review, Univision News, The GlobalPost and more.



“Posse has meant the world to me... having that connectedness, having that sense of family follow you throughout college has been amazing. Chicago, as a city, means the world to me. I went off to school with the intention of always coming back.”

CHAKENA SIMS PERRY (2020)
CONNECTICUT COLLEGE '16

A native Chicagoan, Chakena hails from the Back of the Yards and Ashburn neighborhoods. She earned her B.A. in History from Connecticut College in December 2015. Chakena is grounded in her role as a voting rights advocate, and since her graduation, she has acted in this role in a variety of ways. She was elected Chairwoman of the Cook County Young Democrats and now serves as Board President for Chicago Votes Action Fund. Chakena was selected as an Obama Foundation Peer Advisor.



“One thing that Posse has done for a lot of people, is give them the audacity to feel like they can make a change in the world.”

CARL MANALO (2019)
VANDERBILT UNIVERSITY '01

The son of Filipino immigrants, Carl grew up in the North Bronx. He studied education as a Posse Scholar at Vanderbilt University and went on to receive a master’s in education from Fordham University. Carl then spent nine years teaching in public high schools in the Bronx and another three years as an achievement coach in the New York City Department of Education. Carl inherited the head position at QIRT in 2014, when the school’s four-year graduation rate was just 55 percent, one of the lowest in the city. Today, QIRT has increased that to an outstanding 81 percent, higher than both the borough and city averages.



“At every turn, there’s another Posse Scholar, and it’s incredible when we have an opportunity to work together on something larger than ourselves.”

GABRIELLE FARRELL (2018)
BRYN MAWR COLLEGE '12

Gabrielle Farrell earned her B.A. in French and Political Science at Bryn Mawr College. After completing her master’s in corporate and organizational communications from Northeastern University and serving as press-secretary for Boston’s Mayor Marty Walsh, Gabrielle was invited by U.S. Senator Elizabeth Warren to serve as press secretary for her re-election campaign. Today, Gabrielle serves as an official spokesperson for the senator.



“Once I became aware of the magnitude of this problem... discovering how many people drink unclean water every day, how many die from waterborne diseases each year, I knew I had to jump into it.”

ADRIAN LIEVANO (2017)
UNIVERSITY OF PENNSYLVANIA '15

Adrian Lievano is the Co-Founder of Everwaters, an organization based in Kenya that develops water filtration units and provides clean water to families in the developing world. In recognition for his work, Adrian received University of Pennsylvania’s inaugural President’s Engagement Prize and was featured on CNBC’s Make Me a Millionaire Inventor television show. Adrian whole-heartedly believes that we must empower others to solve humanity’s greatest challenges and is using his engineering education to tackle complex local, national, and international issues.



“Being a Posse Scholar is a badge of honor I am proud to wear. The values that Posse instilled and the dreams Posse helped me to attain, consistently warms my heart and gives me that extra push to keep moving upward while reaching back to help others do the same.”

LAQUAN LIGHTFOOT (2016)

LAFAYETTE COLLEGE '11

Laquan Lightfoot, one of the youngest women of color serving as an assistant district attorney in Philadelphia, is determined to be part of the driving force that will create change and improve our justice system. Inspired to be a courtroom advocate for those who need a voice, she hopes that she will have a wide-ranging impact on the communities she serves.



“We all have a strong call to action to use the gift that has been given to us—this scholarship, this community, this moment—to make our mark in this world.”

RYAN LETADA (2014)

WHEATON COLLEGE '08

Ryan Letada is the CEO and cofounder of NextDayBetter, an organization that connects diaspora communities to create positive social change. In recognition for his contributions to the global community, he was selected to join the FyIPRO, a leadership program administered by the Philippines embassy that selects 10 leaders nationally to collaborate with the country's leading public, private and civic leaders.



“My Posse taught me that when you have the right, diverse group of people, they can come together in a way that is special and make real, positive change.”

CARMEN GREEN JR. (2012)

TRINITY COLLEGE '06

Carmen Green Jr. joined the U.S. Marine Corps in 2008. He was deployed to Afghanistan in 2011 where he successfully planned the tactical communications architecture for the Regional Command Southwest. In 2012, he was promoted to captain. Carmen's work with the Marines to help protect people around the world is a testament to his remarkable character and strong leadership skills.



“I strongly believe in education and in providing those less fortunate the opportunity to advance their education. I will use any resources that I have to help those around me.”

LOUBENS THEORK (2010)

HAMILTON COLLEGE '06

Loubens Theork is deeply committed to the progress of his native Haiti. He launched an endeavor that will use targeted investments in industries such as real estate, retail and banking to support Haitian economic development. Each year, Loubens and his brothers, also Posse Scholars, provide education funds to low-income students in Haiti.



“Posse provided love, support and a sense of understanding that you're always going to have the backing of people that you respect and who will not let you fail.”

CARLOS CARELA (2008)

VANDERBILT UNIVERSITY '99

Carlos Carela founded Cava Wine Bar & Gallery in 2007, a successful Manhattan establishment that celebrates Latin and Caribbean cuisine, culture and art. Prior to that, he was one of the first Posse alumni to pursue a career on Wall Street, working at Bloomberg Financial Markets and later as a consultant for the central Bank of the Dominican Republic.



“I have adopted a personal and professional mission to ensure young people graduate from college and exit prepared to not just find opportunities, but to also create those opportunities where needed. To not just name problems but to solve them.”

MIA HOWARD (2015)

VANDERBILT UNIVERSITY '05

As founder and executive director of Intrepid College Prep Charter School in Nashville, Tennessee, Mia is serving a student population where more than 80 percent live in poverty and the majority will be the first in their families to attend college. Mia was a cum laude graduate of Vanderbilt University and University of Pennsylvania Law School, and she holds a certificate in business and public policy from the Wharton School.



“As a Scholar, I discovered who I was and the power of working with others. I learned what I wanted to do and how I wanted to make an impact in the world.”

NADIA MARIE SASSO (2013)

BUCKNELL UNIVERSITY '11

Nadia Marie Sasso is the co-founder of Yehri Wi Cry, an organization that has distributed hundreds of birthing kits in Sierra Leone to improve birth and delivery rates and enhance the quality of life for women and children. Determined to have a long-term impact on the Sierra Leonean community in the African Diaspora, Nadia is pursuing a Ph.D. in Africana studies at Cornell University and she also holds a master's degree from Lehigh University.



“When I got into college, it was the first time in my life that I realized that I could actually change the world — and I believed it. The quality of my life and the options that I have are because I was a Posse Scholar.”

MASON RICHARDS (2011)

VANDERBILT UNIVERSITY '97

Mason Richards is a filmmaker with a deep commitment to telling the stories that often go unheard. His debut film, *The Seawall*, premiered at the world-renowned Cannes Film Festival in 2011, a triumph for any filmmaker and the culmination of a childhood dream for Mason.



“I always knew that if I was going to do medicine, I was going to do it my way. Posse taught me to take a chance, even when those avenues were not the typical way to go.”

ERICA SPATZ (2009)

VANDERBILT UNIVERSITY '97

In 2008, Dr. Erica Spatz co-founded Project Access-New Haven, which provides timely access to medical care for people without insurance, and she continues to serve on its board. A Yale University faculty member in cardiovascular medicine as part of the Center for Outcomes Research and Evaluation, her research focuses on access to care, and improving quality and outcomes in adults with cardiovascular disease.

POSSE STAR ALUMNI RECIPIENTS

A Posse Star is an individual or institution whose leadership positively affects people's lives and makes a significant contribution to the field of education. Each year, The Posse Foundation identifies honorees who exemplify these attributes, including public leaders, Posse partner colleges and universities, companies and foundations, and Posse alumni.

The award is presented at the Posse Gala each May. We are proud to acknowledge the alumni honorees below as role models for us all.

2024 RECIPIENT **Flavian D. Brown, Ph.D.** CARLETON COLLEGE '09

Flavian is a cellular immunologist with specialized training in T cell activation, differentiation, and memory formation. He is currently a principal scientist, program lead at GV20 Therapeutics where he leads translational research and early-stage target validation of immuno-oncology targets. Prior to GV20, Flavian led a group at Immunitas Therapeutics where he conducted IND-enabling studies for their lead clinical asset, IMT-009, and co-authored two scientific reports for IND submission to the FDA.

He began his biotech career in 2018 as a scientist at Neon Therapeutics where he advanced the development of their proprietary process, NEO-STIM™, which directly activates, primes, and expands neoantigen-targeting T cells ex vivo. These contributions led to Flavian being named as a co-inventor on a published US patent application.

Flavian earned his Ph.D. in immunology from Harvard University where he trained with Shannon Turley, Arlene Sharpe, and Nick Haining. During his training, Flavian co-authored several publications in the fields of cancer immunology, T cell exhaustion, stromal cell biology and T cell metabolism. His thesis work culminated in a lead-author publication at Nature Immunology – describing the mechanism by which stromal cells regulate metabolic and differentiation programs in activated T cells. Flavian is an alumnus of Carleton College where he received a B.A. degree in biology. He currently serves as a leadership council member for The Posse Foundation.





ILONA BANNISTER (2023)
Vanderbilt University '99

Ilona Bannister is the author of "When I Ran Away" and "Little Prisons." She has written for The Guardian, Stylist, and Literary Hub, and was featured on NPR's Weekend Edition Sunday. "When I Ran Away" was long listed for the Center for Fiction's First Novel Prize and listed as both a Good Morning America Must-Read Book and a New York Post Best Book to Read. Ilona earned honors for her bachelor's in human organizational development from Vanderbilt University, a master's in human rights at Columbia University and a law degree from Brooklyn Law School. She is a dual-qualified US attorney and UK solicitor and practiced immigration law in the UK.



MARIBEL VASQUEZ MOLINA (2022)
Franklin & Marshall College '09

Maribel Vasquez Molina graduated from Franklin and Marshall college in 2009 as a member of their first Posse. She also holds an M.A in International Affairs from American University's school of International studies. Vasquez Molina is a tenured Public Diplomacy Officer with the U.S. Department of State. Maribel has been awarded numerous prestigious fellowships, including a Fulbright grant to Venezuela, the Thomas R. Pickering Foreign Affairs Fellowship, and the Humanity in Action Fellowship to Denmark.



SULMAN USMAN (2021)
Vanderbilt University '12

Sulman Usman, a Posse alumnus of Vanderbilt University, is the co-founder of Adaptive Green, a leading startup in sustainable roof technology. The company recently conceived of and built the new green roof at the United Nations headquarters in New York City.



KOBY ALTMAN (2018)
Middlebury College '04

Koby became the President of Basketball Operations of the Cleveland Cavaliers in 2022. He has played an essential part in formulating a roster and coaching staff that have been to three successive NBA Finals, including winning the NBA Championship in 2016. As a Scholar at Middlebury College, he was a three-year starter at point guard on their varsity basketball team.



NANA O. SARPONG (2017)
Brandeis University '12

Nana Sarpong, MD, MBA, is a fellowship-trained orthopedic surgeon specializing in hip and knee reconstruction. His practice leverages advanced technologies, including computer-assisted navigation and robotics, and offers the latest evidence-based surgical and nonsurgical treatment options.



RANA ABDELHAMID (2016)
Middlebury College '15

Rana is the founder and CEO of Women's Initiative for Self Empowerment (WISE), an organization that creates a community of Muslim female leaders through self-defense, social entrepreneurship and storytelling. A human rights organizer with a focus on racial justice and women's rights, Rana also sits on Amnesty USA's national board of directors. Rana studied political science and economics and graduated summa cum laude from Middlebury College.



ANTOINETTE RANGEL (2015)
Middlebury College '09

Antoinette is a law clerk at O'Melveny & Myers LLP in New York. Previously, she was named special assistant and advisor to the White House press secretary from 2015 to 2016. She also served as the White House's deputy director of Hispanic media for nearly two years, during which time Univision named her as one of the 15 most influential Latinos/Latinas in the executive branch. She received her J.D. from Georgetown University.



GABRIELLE HOROWITZ-PRISCO (2013)
Vanderbilt University '98

Gabrielle is the director of the Correctional Association of New York's Juvenile Justice Project, which works to transform the youth justice system. She oversees legislative and policy advocacy at the city and state levels, coordinates the Juvenile Justice Coalition, operates a groundbreaking initiative to evaluate the safety of incarcerated LGBTQ youth, and facilitates a youth leadership training program.



ADNAN PRSIC (2012)
Bowdoin College '05

Adnan received his medical degree from Harvard University and completed his residency in plastic and reconstructive surgery at Brown University. He is a Fellow at the University of Washington, focusing on hand and upper extremity reconstruction. In 2011, he conducted critical clinical research as part of the team of doctors who carried out the second successful full-face transplant in the United States at Brigham and Women's Hospital in Boston.



JEYSON FLOREZ (2011)
DePauw University '07

Jeyson is a health industries advisory manager at PwC. Previously, Jeyson worked as a senior consultant at Deloitte Consulting. He won a Fulbright scholarship to research economic policies and income disparities in Costa Rica and went on to earn a Master's in public administration at the University of Washington's Evans School of Public Policy & Governance.



DERRON WALLACE (2010)
Wheaton College '07

Derron is an assistant professor at Brandeis University. As a Gates Cambridge Scholar he earned a Ph.D. at the University of Cambridge, where he also earned his Master of Philosophy as a recipient of the Marshall Scholarship. He is the recipient of several prestigious awards including a Fulbright scholarship and the Thomas J. Watson Fellowship.



TIFFANY SCHIFFNER (2009)
DePauw University '02

Tiffany, a licensed psychologist, works in private practice at Brightside Psychology and Internal Medicine in Orlando, Florida, where she is also an adjunct professor at Rollins College. She has a Ph.D. from the University of Illinois at Urbana-Champaign and completed a clinical internship and post-doctoral residency at Duke University.



CARLOS CARELA (2008)
Vanderbilt University '99

Carlos founded Cava Wine Bar & Gallery in 2007, a successful Manhattan establishment that celebrated Latin and Caribbean cuisine, culture and art. Prior to that, he was one of the first Posse alumni to pursue a career on Wall Street, working at Bloomberg Financial Markets and later as a consultant for the Central Bank of the Dominican Republic.



RICO BLANCAFLOR (2007)
Vanderbilt University '98

Rico is the Senior Advisor for Content Creation at the Posse Foundation, where he has played an integral role in the successful development and expansion of Posse's program and brand. He graduated magna cum laude from Vanderbilt with a Bachelor's in human & organizational development and English creative writing.



VERONICA SAVAGE (2006)
Vanderbilt University '94

Veronica, a member of the very first Posse, is the school social worker at City-As-School High School in New York City, her alma mater. She has traveled to Botswana and Costa Rica on community service projects and holds dual state licenses as a social worker and special education teacher.



LUCIANO BATISTA (2005)
Rice University '99

Luciano, a business development manager for Royal Dutch Shell, is a proven leader in the energy industry. He actively gives back to the Houston community he calls home through his involvement with schools, churches and other service organizations. He is a member of the Posse Houston Advisory Board.



MONIQUE NELSON (2004)
Vanderbilt University '96

Monique is the chairwoman and CEO of UniWorld Group, the longest-standing multicultural branding and full-service advertising agency in the country. She holds an M.B.A. from DePaul University and has been named one of Black Enterprise magazine's Top 100 Black Advertisers. Monique is a member of the Posse New York Advisory Board.



SHIRLEY COLLADO (2003)
Vanderbilt University '94

Shirley became the ninth president of Ithaca College in 2017. Previously, she served as executive vice president and chief operating officer at Rutgers University - Newark. Prior to that, she was the dean of the college, chief diversity officer and associate professor of psychology at Middlebury College. Her profound experience as a member of the very first Posse inspired what has become a remarkable career in higher education. Shirley holds both a Master's and a Ph.D. in clinical psychology from Duke University.

POSSE CAREER PROGRAM

Posse's primary aim is to train the leaders of tomorrow. To that end, the Posse Career Program provides Posse Scholars and alumni with the tools and opportunities to secure the most competitive internships and leadership-track jobs in a variety of industries. Posse partners with exceptional companies and organizations worldwide and establishes affiliations with top graduate and professional schools. As Posse alumni, you may continue to take advantage of the array of Posse Career Program opportunities that can support you in your ongoing career journey. Here are a few of the ways that the Posse Career Program supports alumni throughout their careers:

PROFESSIONAL DEVELOPMENT

Each Posse site hosts winter and summer professional development workshops both virtually and in-person. While these workshops are typically targeted at undergraduate Scholars, many are open to alumni, and are a great way to sharpen your professional skills, engage with recruiters at industry-leading companies, and network with your Posse community. Keep an eye out for invitations from your Posse site, and make sure to update Posse if you move to a new city, so that you can be connected to Posse events in your new location!

CAREER COACHING

Posse's Career Coaching Program provides Posse Scholars and alumni the opportunity to connect one-on-one with accomplished professionals who serve as personal career coaches. Coaches offer critical support to Scholars and alumni as they transition from being leaders on campus to being leaders in the workforce. Posse alumni are both eligible to sign up to have a Career Coach, as well as sign up to be a Career Coach for a current undergraduate Scholar. Log in to the Posse Portal today to get started with the Career Coaching program!

FULL-TIME JOB OPPORTUNITIES

Posse Scholars and alumni are in high demand across every industry vertical. Companies come to Posse for full-time recruitment because they know our Scholars and alumni enter the workforce with a multitude of academic, professional, and leadership skills. As with our paid internship opportunities, positions on the Posse Portal offer a direct line to hiring managers. For alumni in the job market (or just curious about what is available!) make sure to check the Posse Portal job listings page frequently, as new positions are posted every week. Additionally, keep an eye out for emails from Posse. These emails highlight opportunities at key partner companies and are a great way to stay abreast of new positions in a variety of industries.

EXAMPLES OF POSSE CAREER PARTNERS:

Bank of America	Moody's Corporation
Bloomberg	Morgan Stanley
Capital One	NBCUniversal
Deloitte Consulting LLP	Toll Brothers, Inc.
Goldman Sachs	Weil, Gotshal & Manges
Google	WTW

For a full list of Posse's National and Site-based Career Partners, please visit Posse's website.

NOW THAT I HAVE GRADUATED, HOW DO I BEST USE THE POSSE NETWORK TO HELP MY CAREER?

1. Make sure your profile on the Posse Portal is up to date. This includes ensuring your academic and work history are complete, as well as up to date with your contact information. The more information we have, the better we can identify appropriate opportunities for you as they become available.
2. Browse the Posse Portal for job opportunities. Posse posts full-time opportunities from National and site-based Career Partners, as well as positions from other industry-leading organizations. The Posse Portal has job opportunities for all points in your career, from entry-level to executive positions, and everywhere in between.
3. Get to know your Career Program Specialist. If you haven't already, reach out to set up some time to chat with your CPS about your career goals. If you will be moving to a different city with a Posse office, get to know the Posse network in your new city. Even if you are not actively looking for a new job, staying in touch with your local Posse office is a great way to be the first to hear about networking opportunities, social events, and more!
4. Read your Posse newsletters. Stay up to date on fantastic opportunities through the alumni newsletter and other email communications. Newsletters will alert you to job opportunities, volunteer opportunities, professional development opportunities, and alumni networking events.
5. Connect your workplace to Posse. If your company is not already a Posse Career Partner, reach out to the Posse National Career Team to connect your workplace to Posse – the larger our network, the greater our reach!

NATIONAL + INTERNATIONAL FELLOWSHIPS

Posse Scholars and alumni are encouraged to take advantage of the many national and international fellowships available. Many of these offer funding for graduate school, opportunities to study abroad, and access to powerful professional networks around the world. We encourage Posse Scholars and alumni to apply to top fellowship programs that match their interests. Below is a list of fellowship programs Scholars and alumni might consider.

Fulbright US Student Program
Paul and Daisy Soros Fellowship
Marshall Scholarship

Schwarzman Scholars
Rangel Program
Pickering Fellowship

Payne Fellowship
Tillman Scholarship
Knight Hennessy Scholarship

POSSE ALUMNI HAVE WON SOME OF THE MOST PRESTIGIOUS FELLOWSHIPS IN THE COUNTRY.

Since 2001, Posse Scholars and alumni have won over 800 prestigious national fellowships, including the PD Soros, Marshall, Gates, Truman, Watson, Beinecke, Fulbright, and Schwarzman, Knight Hennessy among others.



AGNELE SEWA

Brandeis University, Posse Atlanta
National Science Foundation
Graduate Research Fellowship Program



ZAAKIR TAMEEZ

University of Virginia, Posse Houston
Ubben Fellow
Humanity in Action Fellow – Berlin
Fulbright US Student Program – The UK



TOMICIA BLUNT

University of Puget Sound, Posse Bay Area
Gilman Scholar – The UK



YESENIA AYALA

Grinnell College, Posse Los Angeles
Gilman Scholar – Chile
Truman Scholar
Knight Hennessy Scholar



UNGLID PAUL

Union College - Posse Boston
Fulbright US Student Program with
Côte D'Ivoire



RACHELly BUZZI

Syracuse University, Posse Miami
Pickering Foreign Affairs
Graduate Fellowship



JAVIER WEDDINGTON

Trinity College, Posse Chicago
National Science Foundation Graduate
Research Fellow



BRYAN STROMER

Vanderbilt University, Posse New York
Humanity in Action Scholar
Schwarzman Scholar



MELANIE VAUGHN

Sewanee: The University of the South,
Posse DC
National Health Service Corps
Scholarship Program



SYDNEY PORTER

Notre Dame University, Posse New Orleans
Fulbright US Student Program –
South Korea



RICKY HOLDER

University of Chicago, Posse Veterans
Tillman Scholar
Marshall Scholar

FOR MORE INFORMATION ABOUT NATIONAL AND INTERNATIONAL FELLOWSHIPS
for which you may be eligible, please contact National Director of Graduate + Fellowship Programs
NICOLE NOWBAHAR, PHD at FELLOWSHIPS@POSSEFOUNDATION.ORG.

POSSE GRADUATE SCHOOL AFFILIATES

Posse's graduate school affiliates offer a limited number of scholarships for Posse Scholars and alumni each year. To be eligible for these scholarships, Scholars and alumni must apply to and be accepted into a full-time graduate program. Applicants must indicate that they are affiliated with The Posse Foundation, and, in some cases, a supplemental letter of support from Posse is required.

All programs provide at least one full-tuition scholarship, and any Posse Scholar or alum is eligible to apply. Although Posse cannot guarantee that all accepted Scholars/alumni will receive scholarships, other financial aid opportunities may be available. Posse Scholars and alumni who are interested in any of these scholarships must contact the national office before applying. Please email Posse's national director of graduate and fellowship programs for more information and/or to indicate your interest at fellowships@possefoundation.org.

CARNEGIE MELLON UNIVERSITY

SCHOOL OF PUBLIC POLICY AND MANAGEMENT
AND SCHOOL OF INFORMATION SYSTEMS AND MANAGEMENT

Carnegie Mellon is a national research university located in Pittsburgh, Pennsylvania. The School of Public Policy and Management is one of the nation's leading public policy research institutions and the School of Information Systems and Management consistently ranks among the world's elite in information technology and management. The Heinz College is offering one full-tuition scholarship to a Posse alumna/us admitted to the MSPPM program, and tuition-reduction scholarships—covering between 30-50 percent tuition—to all Posse alumni who matriculate into a full-time master's degree program.

COLUMBIA UNIVERSITY

TEACHERS COLLEGE

Teachers College, Columbia University will award up to two full-tuition scholarships to Posse alumni enrolled in a full-time master's degree program at Teachers College. Tuition will be provided for up to two years and will cover the credits required to achieve the degree. Some restrictions apply to credit intensive master's programs. Applicants must plan to enroll for a Summer or Fall entry term. All Posse alumni who apply by the early deadline and click the Posse affiliation button on the online application will receive an application fee waiver and consideration for a full-tuition scholarship opportunity.

CORNELL UNIVERSITY

CORNELL LAW SCHOOL

Cornell Law School will offer one full-tuition scholarship to a Posse alumna/us who is accepted to its J.D. program. The Cornell Law School Scholarship cannot be combined with any other scholarships or benefits that would exceed tuition and mandatory fees to Cornell Law School, with the exception of scholarships that are paid directly to the student, do not process through Cornell Law School, and do not otherwise affect the student's financial aid qualifications.

DUKE UNIVERSITY

FUQUA SCHOOL OF BUSINESS

For over four decades, Duke University's Fuqua School of Business has equipped its students with the skills, competences, and knowledge needed to navigate a dynamic global economy. A top-tier U.S. business school, Fuqua will offer one full-tuition scholarship to a Posse alumna/us accepted into the daytime M.B.A. program and one full-tuition scholarship to a Posse alumna/us accepted into the Master of Management Studies (MMS) program.

JOHNS HOPKINS UNIVERSITY

KRIEGER SCHOOL OF ARTS AND SCIENCES

Located in Baltimore, Maryland, the Zanvyl Krieger School of Arts and Sciences has a mission of discovery—the creation of new knowledge through research and scholarship, and the education of its students. Johns Hopkins will offer up to five full-tuition Ph.D. graduate fellowships (including a teaching assistantship or research assistantship, housing stipend and health insurance) to Posse alumni admitted into any of the 26 graduate programs of the Krieger School of Arts & Sciences.

NORTHEASTERN UNIVERSITY

D'AMORE-MCKIM SCHOOL OF BUSINESS

Northeastern University is a private research university in Boston, Massachusetts, and is a leader in experiential learning, urban engagement and interdisciplinary research that meets global needs. Northeastern's M.B.A. program is known for its strength in global management and features a six-month corporate residency with a top business firm, providing students opportunities to actively manage important projects and interact directly with executives. Northeastern will provide one full-tuition scholarship each year for a Posse alumna/us admitted to the program.

NORTHWESTERN UNIVERSITY

KELLOGG SCHOOL OF MANAGEMENT AND
PRITZKER SCHOOL OF LAW

Located in and just outside of Chicago, Illinois, the Northwestern University Pritzker School of Law and Kellogg School of Management, respectively, are recognized as two of the top graduate programs in the United States. The Kellogg School of Management and Pritzker School of Law are each offering two full-tuition graduate scholarships to Posse alumni who are accepted into the full-time M.B.A. or J.D. programs.

THE GEORGE WASHINGTON UNIVERSITY

SCHOOL OF BUSINESS

The George Washington University School of Business (GWSB) will offer one full-tuition scholarship to a Posse alumna/us each year for the full-time MBA program. In addition, Posse applicants are eligible for consideration for partial tuition for other programs at GWSB, including the wide variety of certificate programs.

YALE UNIVERSITY

YALE SCHOOL OF THE ENVIRONMENT

The Yale School of the Environment is offering at least one full-tuition fellowship for Posse alumni accepted into any of its full-time graduate programs. The internationally renowned school offers master's degrees and doctoral programs that prepare graduates to address local, regional and global environmental issues. Joint degree programs with nine different schools at Yale are available to students with well-defined cross-disciplinary interests.

APPLICATION PROCESS

Most graduate applications require the submission of GRE, LSAT or GMAT scores, academic transcripts, essays, letters of recommendation and a resume. Visit the Graduate School Affiliates' websites for key deadlines and more information about each program.

All Graduate School Affiliates will provide full-tuition fellowships for one or two Scholars/ alumni each year, except for Johns Hopkins, which will provide five. Some programs also provide additional funding in the form of graduate assistantships, stipends, etc.

If you would like to be considered for any of the fellowships, email Posse's Graduate + Fellowship Program at fellowships@possefoundation.org.

FREQUENTLY ASKED QUESTIONS

TO QUALIFY FOR THE POSSE GRADUATE SCHOLARSHIP, DO I NEED TO ATTEND FULL-TIME?

Yes. To be eligible for these scholarships, Posse alumni must be accepted into the full-time graduate program. In most cases, the scholarship is only available for a maximum of two years of full-time graduate study.

TO QUALIFY FOR THE POSSE GRADUATE SCHOLARSHIP, DO I NEED TO CONTACT POSSE?

Yes. To be considered for a scholarship, applicants must contact the national director of graduate and fellowship programs at fellowships@possefoundation.org as soon as possible about their intent to apply and indicate in their application materials that they are Posse alumni. Posse is required to communicate with our graduate school affiliates about all potential applicants.

DOES POSSE PROVIDE TEST PREP SUPPORT?

The Posse Foundation doesn't provide test prep support, but is proud to partner with the Princeton Review to offer discounts to Posse Scholars studying for graduate school exams including the GRE, GMAT, LSAT, MCAT and more. Contact fellowships@possefoundation.org.

AM I GUARANTEED A SCHOLARSHIP IF ACCEPTED INTO A PROGRAM?

Posse cannot guarantee that all alumni accepted into these programs will receive a scholarship. Scholarship decisions will be made by the graduate school affiliates during their traditional grant-awarding cycles after students have been accepted into full-time programs. This is a competitive process, and not all Posse alumni will be offered scholarships.

HOW CAN POSSE HELP WITH MY APPLICATION?

Posse provides its Scholars and alumni with the following graduate school services:

- **Application Support:** Posse will guide applicants through the application process, offering feedback, answering questions, and making connections to alumni where possible.
- **Feedback on Essays:** If provided with at least four weeks notice, Posse will review personal statements and statements of purpose and provide feedback/guidance.
- **Letter of Recommendation and Supplemental Letter of Support:** Recommendation letters should come from your best possible recommenders (academic, professional, etc.). Some Posse graduate school affiliates require an additional Supplemental Letter of Support, which should be coordinated with the national office. To see if your program requires a Supplemental Letter of Support, contact fellowships@possefoundation.org.
- **Admissions Officers:** Staff from the admissions offices at Posse's graduate school affiliates are available to provide Scholars and alumni with additional information. Posse will connect its Scholars and alumni to these key contacts.
- **Interview Prep:** Although interviews may not be required, we encourage Scholars and alumni to interview if the opportunity is made available. Posse will offer an interview practice session ahead of your scheduled interview, as long as you provide at least two weeks notice. To schedule a session, contact fellowships@possefoundation.org.

POSSE NATIONAL ALUMNI ADVISORY COUNCIL (PNAAC)



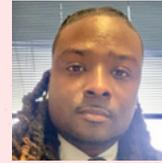
Keturah Walker
Posse Atlanta
Brandeis University – Posse 4



Jill Martin
Posse Atlanta
Brandeis University – Posse 1



Adonis Logan
Posse Bay Area
Centre College–Posse 13



Christopher Dean
Posse Bay Area
Connecticut College–Posse 2



Glahens Paul
Posse Boston
Centre College – Posse 14



Tiana Evelyn
Posse Boston
Bryn Mawr College–Posse 16



Emmanuel Williamson
Posse Chicago
Connecticut College – Posse 9



Samuel Rodriguez
Posse Chicago
Oberlin College – Posse 7



Demisse Habteselasie
Posse D.C.
Pepperdine University–Posse 1



Summer White
Posse D.C.
Grinnell College–Posse 10



Ali Rami
Posse Houston
Colby College – Posse 4



Sabrina Olvera
Posse Houston
Texas A&M University–Posse 3



Tristen LuVert
Posse Los Angeles
Pomona College – Posse 10



Christopher Carr
Posse Los Angeles
University of Southern California – Posse 3



David Vargas
Posse Miami
University of Pennsylvania–Posse 1



Roland Cole
Posse Miami
Vanderbilt University–Posse 19



Sydney Monix
Posse New Orleans
Tulane University–Posse 4



Ty-Ron Wright
Posse New Orleans
Tulane University–Posse 4



Asha Harvey
Posse New York
Bucknell University–Posse 7



Annmarie Louis-Payne
Posse New York
Vanderbilt University – Posse 15



Brad Carney
Posse Veterans
Dartmouth College–Posse 1



Connor Burns
Posse Veterans
University of Virginia – Posse 2

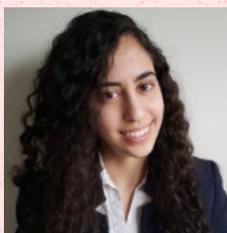
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STAY CONNECTED WITH POSSE

THE ALUMNI PORTAL

The portal is an online resource developed exclusively for Scholars and alumni. Currently, you are able to:

- Connect with fellow alumni in your area, industry, or employer through the Alumni Directory. Be sure to #checkyes to make your profile visible to other alumni.
- Update your contact and employment information, awards or honors you've received and post-graduate education on your Posse Dashboard.
- Review full-time career opportunities with Career Program partners on the Posse Job Board.
- Explore a wide variety of fellowship opportunities through the Posse Fellowships Board.
- Post job opportunities at your current employer on the Posse Job Board. Email alumni@possefoundation.org if you wish to post a job.
- Nominate a student to be a Posse Scholar.

SIGN IN

Log in at

possefoundation.org/alumni-login

Your username is your email address. If you have never logged in, click on "Forgot your Password?" If you don't receive a password email right away, please check your spam/junk mailbox.

STILL HAVING TROUBLE?

If you do not know your username, send an email to alumni@possefoundation.org and we will help you.

We will continue to develop the Posse Portal to become a useful resource. If you have suggestions, please send them our way.

POSSE NATIONAL ALUMNI CALENDAR

JANUARY + FEBRUARY

- PNAAC Selection begins
- Career Coaching Registration Opens

APRIL

- Ainslie Award Nominations
- PNAAC Reps Announced
- Alumni interested in Posse's Graduate School Affiliates should contact Posse
- Graduate and Fellowship Coaching Registration opens

MAY

- Posse Foundation Gala

JUNE

- Alumni Induction Ceremony*
- Volunteer Event: Posse Olympics

AUGUST + SEPTEMBER

- Alumni Day of Service: DAP I volunteer event
- Ainslie Award Recipient Announced (at the Conference)

OCTOBER

- National Posse Alumni Leadership Conference**
- Career Coaching Registration Opens
- Power of 10

DECEMBER

- Holiday Celebration
- PNAAC Application Opens

* Some sites hold Alumni Induction Ceremonies in July. | ** Date is subject to change

PAY IT FORWARD

Alumni donations show you believe in Posse and when you make a gift, it sends a clear message: Posse alumni value both the opportunities they were given and the importance of providing the same opportunities to new Scholars.

Right now, more than 3,000 Posse Scholars are on college campuses across the country having similar experiences to the ones you had on your campus, with your Posse, your mentor, your professors.

We hope we can count on your support help even more Scholars on their journeys from PCT to graduation and alumni induction.



\$20
... can help Posse buy Legos for DAP



\$30
... can support a Scholar in the Posse Olympics



\$95
... can support a whole Posse's Test of Fire



\$275
... can support a Scholar at a PossePlus Retreat

Support the next generation of Posse Scholars!

Make a gift today at possefoundation.org/alumnigiving or scan the QR code.

THANK YOU!



CAREER AND GRADUATE + FELLOWSHIP PARTNERS IN ATTENDANCE

The Posse Foundation is proud to partner with industry-leading companies, top-ranked graduate affiliates, and nationally prestigious fellowships. Attendees at the 2024 National Posse Alumni Leadership conference will have the opportunity to engage with organizations including:

POSSE CAREER PARTNERS

Bloomberg
Deloitte
Moody's
NBCUniversal Telemundo
Visa

FELLOWSHIP PROGRAMS

Knight-Hennessy Scholars,
Stanford University
The Fulbright US Student Program

POSSE GRADUATE AFFILIATES AND PARTNERS

Carnegie Mellon University-
Heinz College of Information Systems
& Public Policy
Northwestern University-
Kellogg School of Management
Northwestern University-
Pritzker School of Law

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