

THE POSSE FOUNDATION, INC.

The Posse Effect:

IMPACT
INNOVATION &
INSPIRATION

**2023 National Posse Alumni
Leadership Conference**

**SATURDAY
SEPTEMBER 23, 2023**

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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 2022, its annual budget of \$29 million will support student recruitment in over 20 cities and leverage approximately \$169 million in leadership scholarships from its 64 partner colleges and universities. Posse currently has over \$140 million in assets (which includes an \$80 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 10,000 Posse Scholars. These young people have won \$1.7 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.

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



STÉPHANE BANCEL
Moderna
Chief Executive Officer

Stéphane Bancel has served as Moderna's Chief Executive Officer since October 2011 and as a member of Moderna's board of directors since March 2011. Before joining the company, Mr. Bancel served for five years as Chief Executive Officer of the French diagnostics company bioMérieux SA. From July 2000 to March 2006, he served in various roles at Eli Lilly and Company, including as Managing Director, Belgium and as Executive Director, Global Manufacturing Strategy and Supply Chain. Prior to Lilly, Mr. Bancel served as Asia-Pacific Sales and Marketing Director for bioMérieux.

Mr. Bancel currently serves on the board of directors of Indigo and a Venture Partner at Flagship Pioneering. Mr. Bancel holds a Master of Engineering degree from École Centrale Paris (ECP), a Master of Science in chemical engineering from the University of Minnesota, and an M.B.A. from Harvard Business School.

Agenda

Saturday, September 23 2023

11:15am ET Welcoming session

12:15pm ET Career and Graduate +
Fellowship virtual expo

2:00pm ET Address from President and
Founder of Posse Debbie Bial

2:30pm ET Power 30:
Professional and Leadership
Development sessions

3:45pm ET Armchair interview with
Stéphane Bancel

4:30pm ET Ainslie Alumni Achievement
Award Presentation

Alumni led Professional and Leadership Development sessions



Mindfully Take Charge of the Stressors in your Life

Lisa Potillo-Crawley
Bucknell University - Posse 7



Julia Godinez
Mount Holyoke College - Posse 4



Walter Williams
University of Wisconsin-Madison - Posse 8

Stress and anxieties are common in all our lives. How we choose to manage our stress and anxiety is critical and up to us. It's important to develop practical tools that help us get through hard times because the stress doesn't stop coming. This session will highlight strategies you can use to manage your everyday stress and anxiety. It will also introduce you to a framework that can help reshape how you perceive any situation so that it positively impacts your body and uplifts your spirit.



Let's Talk About It: How to Deal with Conflict, Microaggressions and Push-back in Workplace Conversations

Carl Manalo
Vanderbilt University - Posse 8

This session will explore how to approach microaggressions, conflict and push-back that leaders deal with on a regular basis. We'll explore active listening techniques, how to deal with the "push-back" phenomenon and dealing with microaggressions, referencing texts including: "People Skills," "Microaggression in Daily Life," and "Non-violent Communication."



Social Justice through the Arts, Entertainment, and Artificial Intelligence

Ravieshwar Singh
Vanderbilt University - Posse 18

We sometimes associate the arts and entertainment with fun and leisure, but this session will explore how to use arts innovation - including AI - as a tool for social justice. By unpacking examples including the use of generative AI in fashion, using storytelling to combat racial biases and more, attendees will have a better understanding of how art can have a lasting impact professionally and personally.



Presently Powerful

Jennifer Zhang
Trinity College - Posse 5

Presently Powerful as hosted by Jennifer Zhang is a mini-workshop on public speaking, presence, and embracing our authentic selves. As we move forward with our hybrid work lives, how can we show-up, stay in the moment, bring forth the wonderful, enriching, experience that only you can provide.



Everything you need to know about Networking

Kadia Tubman
Babson College - Posse 6

Networking is no longer a dirty word. In a world with terms like "quiet quitting," "quiet cutting," and "quiet hiring," networking is loud and clear. This session offers advice on networking in a cooling job market.



What's Your Thinking Style? 3 Thinking Styles & Optimizing Time Management for Leaders and Teams

Maria Paniccioli
Brandeis University - Posse 2

Do you know your thinking style? Learn about the three thinking styles and how to optimize these styles for leaders, teams, and organizations. In learning the three styles, you will improve your understanding of others and how to boost organization and performance for teams, and enhance your own leadership. This session will focus on the dimensions of how leaders can embrace their strengths, improve decision making skills, and elevate facilitation skills for individual and organizational success.

Alumni led Professional and Leadership Development sessions



Breaking the Binary: Gender Identity and Leadership in the 21st Century

Juan Bernabe Perez
Denison University - Posse 9

This session will explore the intersection of gender identity and leadership in today's society. We'll explore challenges faced by individuals who do not conform to traditional gender norms and how these challenges impact leadership. We'll examine how diversity and inclusivity in leadership can lead to better decision-making, increased innovation, and improved team dynamics. Furthermore, this session will inspire and empower individuals to break free from the binary and embrace their authentic selves as leaders.



Metaphors and Mitochondria: My Journey as a Scientist-Poet and How You Can Design a Career That Incorporates Your (Many) Passions

Usman Hameedi
Brandeis University - Posse 1 - STEM

We limit ourselves within the boundaries of job descriptions. My work sits at the intersection of science, art, and non-profit, which comes from my previous life of trying to become a physician. In this conversation open to all professionals, we will brainstorm ways to build careers that are true to who we are, while also strategizing how to overcome the challenges that arise from these distinctive journeys.



Host A Posse (Re)Connect: Step by Step How To

Eve Elie
Mount Holyoke College - Posse 3

Recently all Mount Holyoke College (MHC) alumni Posses (1-13) hosted a virtual event to engage with on-campus Posse Scholars at MHC- the Posse (Re)Connect. This was the first time an event like this at MHC took place. In this session, you'll learn about the MHC event, and unpack insights on how to work with Posse's alumni programs to replicate this event.



Applying to STEM PhD programs: finding your own path

Dr. Sarah Martinez Roth
Colby College - Posse 6

Are you pursuing a STEM career and perhaps interested in graduate school? You are not alone. In this session Dr. Martinez Roth will discuss her path to graduate school and a pharmaceutical career. Bring questions and be ready to engage!

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.

2022 RECIPIENT Dr. Sarah Martinez Roth COLBY COLLEGE '11

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

Originally from Brooklyn, New York, Sarah graduated from LaGuardia High School of the Performing Arts where she studied Ballet. She earned a master's in physiology and biophysics at Georgetown University and a Ph.D. in tumor biology at the Georgetown Lombardi Cancer Center and graduated with honors from Colby College in 2011 with a Bachelor of Arts in biology. During the third year of her Ph.D. she was awarded a National Research Service Award from the National Institutes of Health (NIH) to fund her research studying circulating DNA as biomarkers for adverse events in patients being treated with immunotherapy.

While at Colby, Sarah conducted her honors thesis research in the plant molecular Biology lab of Dr. Russell Johnson, studying hormone regulation regarding barley seed dormancy. 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 currently focused on treatments for sickle cell disease, a blood disorder that disproportionately affects African Americans and people of color. Outside of the lab, Sarah is passionate about equalizing the playing field by advocating for access to education. Sarah served as a PNAAC (Posse National Alumni Advisory Council) representative for Posse D.C. from 2017-2020. A regular supporter of Posse, Sarah gave the Alumni Keynote address at Posse Boston's "The Next 10,000" event in 2021 and Posse D.C.'s Power of 10 in 2019. She has also volunteered for DAP (Dynamic Assessment Process) 1, served as a hired interviewer for DAP 2, as a career coach for on-campus Scholars and a writing coach for Scholars in Pre-Collegiate Training (PCT).

In addition to the prestigious NIH Grant and the Ainslie Award, Sarah has received several other recognitions. The National Cancer Institute conferred its Ruth L. Kirschstein Diversity National Research Service Award to support diversity in

health-related research fields to her, the Broad Institute of MIT and Harvard named her one of the Top 100 Biotech Leaders of Tomorrow and the Georgetown Breast Cancer Advocates honored her with its Clarity in Science Award. Sarah credits her success to the mentors who have helped guide her and is passionate about mentoring other women in STEM (Science, Technology, Engineering & Mathematics) and improving the retention rates of women in STEM fields.



Ainslie Alumni Previous Recipients



"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.



“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. Most importantly, we teach our students how to solve problems as a team.”

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.



“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

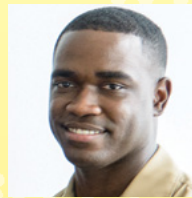
Ryan Letada is the CEO and cofounder of NextDayBetter, an organization that connects diaspora communities to create positive social change. In recognition for his contributions to the global community, he was selected to join the FyLPRO, a leadership program administered by the Philippines embassy that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



“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.



“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.



“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 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.



“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 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.

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.

2023 RECIPIENT Ilona Bannister VANDERBILT UNIVERSITY '99

"I was raised here in my Posse family, so I know the moment someone tells you they don't want to hear the truth is the moment you stand up and you tell it."

Ilona Bannister is the author of *When I Ran Away* (Knopf Doubleday) and *Little Prisons* (John Murray Press/Hachette). She has written for *The Guardian*, *Stylist*, and *Literary Hub* among others, 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 a *Good Morning America* Must-Read Book and a *New York Post* Best Book to Read. Ilona was also named as an Apple Books Writer to Watch.

Ilona is a member of the sixth cohort selected by Posse's first partner, Vanderbilt University. She graduated with honors from Vanderbilt with a degree in human organizational development. After graduation, Ilona worked as a Posse Trainer in New York. She went on to pursue a master's degree in human rights at the School of International and Public Affairs at Columbia University and later obtained a law degree from Brooklyn Law School.

Before she started writing fiction, Ilona was a dual-qualified US attorney and UK solicitor and practiced immigration law in the UK. Ilona lives in London with her family, but she will always be a New Yorker at heart.





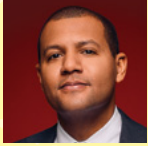
MARIBEL VASQUEZ MOLINA (2022)
Franklin & Marshall College '09

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.



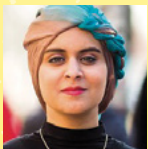
KOBY ALTMAN (2018)
Middlebury College '04

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.



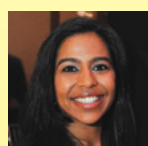
JEYSON FLOREZ (2011)
DePauw University '07

Jeyson is a health industries advisory manager at PricewaterhouseCoopers. 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.



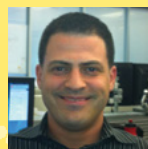
RICO BLANCAFLOR (2007)
Vanderbilt University '98

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 chair woman 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 DePauw 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 700 prestigious national fellowships, including the PD Soros, Marshall, Gates, Truman, Watson, Beinecke, Fulbright, and Schwarzman, Knight Hennessy among others.



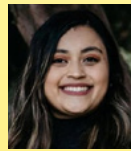
AGNELE SEWA
Brandeis University, Posse Atlanta
National Science Foundation
Graduate Research Fellowship Program



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



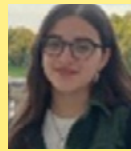
TOMICIA BLUNT
University of Puget Sound, Posse Bay Area
Gilman Scholar – The UK



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



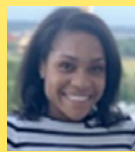
RACHELly BUZZI
Syracuse University, Posse Miami
Pickering Foreign Affairs
Graduate Fellowship



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.

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.

UNIVERSITY OF CAMBRIDGE

Department of Geography

The University of Cambridge will provide at least one full-tuition Studentship to a Posse alumnus/a admitted to any full-time Master of Philosophy (MPhil) Programme in the Department of Geography. The department's programs are excellent opportunities for Scholars with interests in environmental studies, geography and more. Additional support including maintenance, airfare, and visa support are also available.

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?

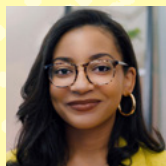
Posse cannot guarantee that all alumni accepted into these programs will receive a scholarship. Scholarship decisions will be made by the graduate school affiliates during their traditional grant-awarding cycles after students have been accepted into full-time programs. This is a competitive process,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



Morgan Tatje
Posse Atlanta
Texas A&M University–Posse 4



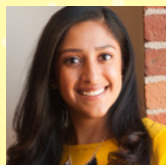
Kiandra Smith
Posse Atlanta
The College of Wooster–Posse 7



Adonis Logan
Posse Bay Area
Centre College–Posse 13



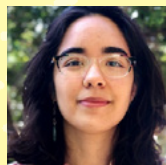
Christopher Dean
Posse Bay Area
Connecticut College–Posse 2



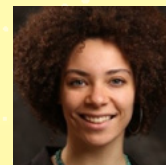
Cynthia Rodriguez
Posse Boston
Bryn Mawr College–Posse 16



Tiana Evelyn
Posse Boston
Bryn Mawr College–Posse 16



Brenda Benitez
Posse Chicago
Pomona College–Posse 8



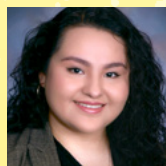
Brigid Carmichael
Posse Chicago
Grinnell College–Posse 9



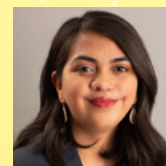
Demisse Habteselasie
Posse D.C.
Pepperdine University–Posse 1



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



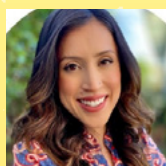
Azalia Sprecher
Posse Houston
Bryn Mawr–Posse 2



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



Viviana Mauri
Posse Los Angeles
Mount Holyoke College–Posse 1



Michelle Sanchez
Posse Los Angeles
Dickinson College–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



Terrell Moore
Posse New York
DePauw University–Posse 14



Brad Carney
Posse Veterans
Dartmouth College–Posse 1



Rebeca Martinez
Posse Veterans
Wesleyan University–Posse 3

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Nicole Nowbahar, PhD
National Director of Graduate +
Fellowship Programs



Elizabeth Ring
National Director of Career Programs

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Justina Boyd, *Career Program Specialist*

NEW YORK

Michell Tollinchi, *Director*
Monica Bastos, *Career Program Specialist*
Alex Gaynor, *Career Program Specialist*

VETERANS

Adam Lessuck, *Director*
Allison Alcéna, *Career Program Specialist*

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
- National Posse Alumni Leadership Conference
- Ainslie Award Recipient Announced (at the Conference)

OCTOBER

- Career Coaching Registration Opens
- Power of 10

DECEMBER

- Holiday Celebration
- PNAAC Application Opens

* Some sites hold Alumni Induction Ceremonies in July.

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 2023 National Posse Alumni Leadership conference will have the opportunity to engage with organizations including:

POSSE CAREER PARTNERS

Deloitte
Visa
Goldman Sachs
Paramount
Royal Caribbean Group
Deutsche Bank
PwC
WTW

POSSE GRADUATE AFFILIATES AND PARTNERS

Carnegie Mellon University -
Heinz College of Information Systems
& Public Policy
Teachers College, Columbia University
Duke University's Fuqua School of Business
The University of Chicago
Booth School of Business
Kellogg School of Management-
Northwestern University
Northeastern University
D'Amore-McKim School of Business
Yale School of the Environment
George Washington University -
School of Business
The Princeton Review

FELLOWSHIP PROGRAMS

Schwarzman Scholars
Critical Language Scholarship (CLS) Program
Knight-Hennessy Scholars, Stanford University
The Boren Awards
The Paul & Daisy Soros Fellowships
for New Americans
The Fulbright US Student Program
Pickering Fellowship
Payne Fellows
Rangel Program

2023 National Posse Alumni Leadership Conference

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