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**The PhD Project Announces Dr. Carolyn Callahan Becomes First African American and First Female Dean at University of Louisville's College of Business**

Montvale, NJ. March, 2013 – The PhD Project, which has been responsible for more than tripling the number of minority professors in business schools, announces program participant Dr. Carolyn Callahan has been named the Dean of University of Louisville's College of Business. She is currently the director of the University of Memphis School of Accountancy, where she is also the KPMG distinguished professor of accounting. Dr. Callahan received her PhD in accounting from Michigan State University. She will assume her new post August 15, 2013.

The PhD Project, a 501(c) (3) organization that the KPMG Foundation founded in 1994, recruits minority professionals from business into doctoral programs in all business disciplines. Since its inception, The PhD Project has been responsible for the increase in the number of minority business professors from 294 to 1,176. Further, 357 minorities are currently enrolled in doctoral programs, and will take a place at the front of the classroom over the next few years. The Project attacks the root cause of minority under-representation in corporate jobs: historically, very few minority college students study business as an entrée to a corporate career. Diversifying the faculty attracts more minorities to study business and better prepares all students to function in a diverse workforce. In 2010, The PhD Project created a new initiative to increase diversity at the next level- business school administration. Project AHEAD (Achieving Higher Education Administration Diversity) provides information, encouragement and support for African American, Hispanic American, and Native American business school professors who wish to advance to the positions of Department Chair, Associate Dean, Dean and other leadership roles. Minorities are severely underrepresented in these positions.

"Dr. Callahan's appointment is a well deserved recognition of her outstanding qualities," said Bernard J. Milano, President of The PhD Project and the KPMG Foundation, co-founder and lead funder of The PhD Project. "There are fewer than 25 African-American, Hispanic-American or Native American Deans at non-HBCU business schools in the U.S. That is why, in 2010, The PhD Project launched Project AHEAD to encourage tenured minority faculty to explore positions in administration and provide them with tools and resources including webinars and providing mentors."

In the early developmental meetings of The PhD Project, it was Dr. Carolyn Callahan's personal testimony of the struggles she faced while in her doctoral program which prompted the creation of the Accounting Doctoral Students Association to provide a network of peer support to doctoral students. Through the years she has continued to serve as a mentor to accounting doctoral students and was the faculty liaison to launch the Finance Doctoral Students Association. Dr. Callahan said, "I feel very blessed to have been one of many involved in the success of The PhD Project. The PhD Project's mission reinforced my core values surrounding

why I selected an academic career...I wanted to open the doors in academe to all students and help them succeed so that they have an opportunity for a rewarding career and life.”

Each year, highly qualified professionals who are considering leaving their careers to enter doctoral programs in business are invited to The PhD Project Conference where they hear from deans, professors and current minority doctoral students about the benefits of pursuing a business Ph.D. Conference participants are provided with the tools and resources they need for the application/admission process to doctoral programs. Once they enter a program, every minority business doctoral student in an AACSB accredited U.S. business school becomes a member of one of The Project’s five (accounting, finance, information systems, marketing and management) Doctoral Student Associations (DSAs). Each year, The Project holds a Conference for each of the five DSAs where the doctoral students come together forming a strong support network while receiving important tools to help them navigate their doctoral programs. Dr. Blake-Beard is a faculty member of The PhD Project Management Doctoral Students Association.

Some of America’s top companies, foundations, associations and academic organizations support The PhD Project. They are: [KPMG Foundation](#), [Graduate Management Admission Council](#), [Citi Foundation](#), [AACSB International](#), 240+ universities, [AICPA Foundation](#), [DiversityInc](#), [JPMorgan Chase Foundation](#), [The Merck Company Foundation](#), [Microsoft Corporation](#), [Dixon Hughes Goodman LLP](#), [Rockwell Collins](#), [American Marketing Association](#), [John Deere Foundation](#), [AT&T](#), [CIGNA](#), [ADP](#), [The Federal Reserve Bank of Chicago](#), [California State University System](#), [Edison International](#), [Lincoln Financial Group](#), [Aerotek/TEKsystems \(operating companies of Allegis Group\)](#), [3M](#) and [American Accounting Association](#).

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