

# THE PHD PROJECT<sup>SM</sup>

## NEWS

## Conference Edition 2014

### Mission:

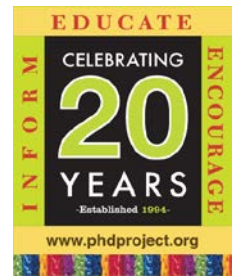
To increase workplace diversity by increasing the diversity of Business school faculty who encourage, mentor, support and enhance the preparation of tomorrow's leaders.

### Vision:

A significantly larger talent pipeline of African-Americans, Hispanic-Americans and Native Americans for business leadership positions.

### Objectives:

- To inform and educate minorities about all aspects of a business doctoral program, and encourage them to follow their dream of becoming a professor;
- To provide a nurturing support network for minorities as they navigate their doctoral programs;
- To increase the number of minority business professors who can function as role models and mentors;
- To influence more minorities to pursue business degrees/careers;
- To increase the number of qualified minority applicants to fill critical positions in the business disciplines;
- To improve the preparation of all students by allowing them to experience the richness of learning from a Faculty with diverse backgrounds; and
- To reach the goal of a better prepared and more diversified workforce to service a diversified customer base.



## THE POWER OF NETWORKING



Becoming a business doctoral student can be a very isolated, lonely experience. And for minorities, this is even more so, simply because there just aren't a lot of others that look like you—in the classroom, or in front of it.

For minorities who enter a business doctoral program, The PhD Project formed the Minority Doctoral Students Associations as a means of combating the high attrition rate inherent among all business doctoral students. Through these professional peer associations (in accounting, finance, information systems, management and marketing) minority doctoral students make contact with others who are facing similar challenges on the way to becoming business school professors. Every minority business doctoral student in a full-time, AACSB-accredited program is a member of one of these associations. Each association has an annual conference held in conjunction with the relevant professional academic association.

*“There is no book or website, or anything that tells you what getting a Ph.D is like. I came to the DSA as an incoming first year student and I left with an advantage. I got valuable information, and I met people I could contact during the year if I had a question.”*  
Stephanie Lawson, faculty at Winthrop University.

*“Coming to the DSA and talking to someone in their first or second year is very different from talking to someone who did it ten years ago. It was good preparation for my first year: I feel like I won't be surprised.”* – Rachel Martin, U Wisconsin – Madison

These associations have been incredibly successful in reducing the dropout rate for minority doctoral business students. The average dropout rate for doctoral students is 30-35%. For PhD Project participants, it is less than 10%.

*“Academics who succeed have good social networks, mentors and role models,” says David Crockett, Associate Professor, University of South Carolina. “Minorities have access to less. But The PhD Project is creating these networks.”*

Professor Gavin Clarkson, a member of the Choctaw Nation of Oklahoma, is an associate professor at New Mexico State University. From 2003 until 2008, Dr. Clarkson was an assistant professor in the School of Information at the University of Michigan, with simultaneous appointments at the Law School and in Native American Studies. Professor Clarkson who received his Ph.D. in Information Systems from Harvard University credits The PhD Project with helping him obtain his faculty positions at the University of Michigan, noting that *“one of the benefits of being part of The PhD Project is the opportunity to network at a much deeper level than is normally possible for doctoral students.”*



Visibility in national, campus, and department events helps you to become better known by your advisor, committee, and other individuals in your field. Your ability to network with faculty will help when it comes to securing fellowships, assistantships, opportunities to work in a lab, and recommendations for the future.

So, don't be shy...get out there and network! And remember, The PhD Project is always here to help.

SUCCESS! Here's a look at all the current faculty members who attended a November Conference since our inception.

DISCIPLINE	NAME	ATTENDED	DOCTORATE RECEIVED FROM	TEACHING AT/EMPLOYED BY
Accounting	Tanya Benford	1994	University of South Florida	Florida Gulf Coast University
Accounting	Andy Garcia	1994	Texas Tech University	Bowling Green State University
Accounting	JoYvette Lacy	1994	George Washington University	University of Central Florida
Accounting	Karen McDougal	1994	Temple University	Penn State University
Accounting	Karen Nunez	1994	University of Oklahoma	North Carolina State University
Accounting	Satina Williams	1994	Virginia Commonwealth University	Brooklyn College-CUNY
Accounting	Lynette Wood	1994	Indiana University	Virginia Tech University
Finance	Karl Lawrence	1994	Florida State University	American Financial Institute
Information Systems	Paul Brown	1994	Georgia State University	Clark Atlanta University
Information Systems	Pamela Carter	1994	Florida State University	Seeking Faculty Position
Information Systems	Joyce Jackson	1994	University of South Carolina	Anne Arundel Community College
Information Systems	William Lewis, Jr.	1994	Florida State University	Louisiana Tech University
Information Systems	Sylvonie Merchant	1994	University of Arkansas	California State-Sacramento
Information Systems	Ronald Ramirez	1994	University of California-Irvine	University of Colorado-Denver
Information Systems	Nolan Taylor	1994	University of Georgia	IUPUI Kelley School of Business
Management	Gail Dawson	1994	University of South Florida	University of Tennessee at Chattanooga
Management	Kimberly Ellis	1994	Florida State University	Florida Atlantic University
Management	Jorge Gonzalez	1994	Texas A&M State University	University of Texas-Pan American
Management	Leyland Lucas	1994	Rutgers University	Morgan State University
Management	Patricia Martinez	1994	University of California-Irvine	Loyola Marymount University
Management	Alisa Mosley	1994	University of Nebraska-Lincoln	Tennessee State University
Management	Susan E. Perkins	1994	New York University	Northwestern University
Management	Quinetta Roberson	1994	University of Maryland	Villanova University
Management	Karynne Turner	1994	University of Pittsburgh	Georgia State University
Management	Michelle Williams	1994	University of Michigan	Cornell University
Marketing	Harriette Bettis Outland	1994	Georgia State University	University of West Florida
Marketing	Rich Gonzalez	1994	University of South Florida	Northeastern University
Marketing	Kimberly Grantham	1994	Duke University	University of Georgia
Marketing	Elisa Fredericks	1994	University of Illinois-Chicago	Northern Illinois University
Marketing	Rosanna Garcia	1994	Michigan State University	North Carolina State University
Marketing	Vanessa Perry	1994	University of North Carolina	George Washington University
Marketing	Charles Richardson	1994	Pace University	Clark Atlanta University
Marketing	Joe Ricks, Jr.	1994	Louisiana State University	Xavier University
Accounting	Darryl Allen	1995	George Washington University	University of Central Florida
Accounting	Angela Andrews	1995	Michigan State University	Wayne State University
Accounting	Laura Francis-Gladney	1995	Southern Illinois University	SUNY- Institute of Technology
Accounting	Kevin James	1995	University of Tennessee	North Carolina A&T State University
Accounting	Nicole Thorne Jenkins	1995	University of Iowa	University of Kentucky
Accounting	Peter M. Johnson	1995	Arizona State University	University of Alabama-Tuscaloosa
Accounting	Daniel Selby	1995	Florida State University	University of Richmond
Finance	Lynne Kelly	1995	George Washington University	Howard University
Finance	Wanda Lee Owens	1995	University of Georgia	Clark Atlanta University
Information Systems	Alice M. Johnson	1995	University of Kentucky	North Carolina A&T State University
Information Systems	Ruben Mendoza	1995	Rensselaer Polytechnic University	St. Joseph's University
Management	Laquita Blockson	1995	University of Pittsburgh	Saint Leo University
Management	Jeff Brice, Jr.	1995	Mississippi State University	Texas Southern University
Management	Miles Davis	1995	George Washington University	Shenandoah University
Management	Michael DeVaughn	1995	University of Wisconsin-Madison	University of Minnesota
Management	Tracy Dumas	1995	Northwestern University	George Washington University
Management	Angela T. Hall	1995	Florida State University	Michigan State University
Management	Sharon James	1995	University of Minnesota	Arkansas State University
Management	Ana S. Leonard	1995	University of Cincinnati	University of Cincinnati
Management	Angela Miles	1995	Florida State University	North Carolina A&T State University
Management	Bryant C. Mitchell	1995	University of Maryland Eastern Shore	University of Maryland Eastern Shore
Management	Millicent Nelson	1995	Oklahoma State University	Middle State Tennessee University
Management	Deborah Noble	1995	Wayne State University	University of Missouri System
Management	Luis Ortiz	1995	University of Texas-Pan American	New Mexico Highlands University
Management	Jill Perry-Smith	1995	Georgia Institute of Technology	Emory University
Management	Mark Suazo	1995	University of Kansas	Wright University
Management	Ian Williamson	1995	University of North Carolina-Chapel Hill	Melbourne School of Business

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DISCIPLINE	NAME	ATTENDED	DOCTORATE RECEIVED FROM	TEACHING AT
Marketing	Demetra Andrews	1995	University of Houston	Indiana University Northwest
Marketing	Norris Bruce	1995	Duke University	University of Texas at Dallas
Marketing	Jerome Christia	1995	Oklahoma State University	Coastal Carolina University
Marketing	Tracy Dunn	1995	University of South Carolina	Benedict College
Marketing	Sheniqua Little	1995	University of Georgia	Aryzta LLC
Marketing	Hayden Noel	1995	University of Florida	University of Illinois-Urbana/Champaign
Marketing	Leroy Robinson, Jr.	1995	University of South Florida	University of Houston-Clear Lake
Marketing	Donnavieve Smith	1995	University of Illinois	North Central College
Accounting	William Belski	1996	VA. Tech	Samford University
Accounting	Royce Burnett	1996	Oklahoma State University	Southern Illinois University Carbondale
Accounting	Michael Kimbrough	1996	Indiana University	University of Maryland
Accounting	Dwight McIntyre	1996	University of Kentucky	Mercer University
Accounting	Steven Olshewsky	1996	Texas A&M University	University of Texas-Pan American
Accounting	Diana Robinson	1996	Oklahoma State University	North Carolina A&T State University
Accounting	Pamela Smith	1996	VA. Tech	University of Texas-San Antonio
Accounting	Dave Thompson, Jr.	1996	Jackson State University	Alabama State University
Information Systems	Michael D. Meeks	1996	University of Colorado	San Francisco State University
Information Systems	Belinda Shipp	1996	University of Wisconsin	North Carolina A&T State University
Information Systems	John Warren	1996	University of Illinois	University of Texas-San Antonio
Management	Ulysses Brown III	1996	Jackson State University	Savannah State University
Management	Deondra Conner	1996	Florida State University	Alcorn State University
Management	Carolyn Davis	1996	Georgia Institute of Technology	Morehouse College
Management	Verona P. Edmond	1996	Syracuse University	North Carolina A&T State University
Management	Monica C. Gavino	1996	University of Illinois at Chicago	Saint Xavier University
Management	Bettina Hamilton	1996	University of Miami	Seeking faculty Position
Management	Velma Roberts	1996	University of Alabama-Birmingham	Florida A&M University
Management	Anthony Robinson	1996	University of Alabama-Birmingham	Augusta State University
Management	Melvin L. Smith	1996	University of Pittsburgh	Case Western Reserve University
Management	Daniel Stewart	1996	Stanford University	Gonzaga University
Management	Denise Williams	1996	Indiana University	Butler University
Marketing	Aberdeen Borders	1996	Georgia State University	Kennesaw State University
Marketing	Yancy Edwards	1996	Ohio State University	Sogang University
Marketing	Martin Nunlee	1996	University of Illinois-Urbana Champaign	Delaware State University
Marketing	Brent Smith	1996	Drexel University	St. Joseph's University
Marketing	Gladys Torres-Baumgarten	1996	Rutgers University	Ramapo College
Accounting	Anibal Baez Diaz	1997	Kent State University	University of Puerto Rico
Accounting	Helen Brown	1997	University of Wisconsin-Madison	Rutgers University
Accounting	Dana Hollie	1997	Washington University-St. Louis	University of Colorado, Boulder
Accounting	Kevin Jackson	1997	University of Texas-Austin	University of Illinois-Urbana Champaign
Accounting	Danny Lanier, Jr.	1997	University of Georgia	Texas Christian University
Accounting	Wanda Mattei-Ballester	1997	Texas A&M State University	University of Puerto Rico
Accounting	Paul San Miguel	1997	University of Texas-San Antonio	Western Michigan University
Accounting	Gregory Sierra	1997	Washington University	Southern Illinois University-Edwardsville
Finance	Byron Hollowell	1997	Florida State University	Penn State Worthington Scranton
Finance	Pamela Queen	1997	George Washington University	Morgan State University
Finance	Marisela Santiago-Castro	1997	University of Texas-Pan American	Seeking Faculty Position
Information Systems	Patrick Guilbaud	1997	University of Virginia	VA Tech
Information Systems	Patrick Jeffers	1997	Ohio State University	Iowa State University
Information Systems	Alisha Malloy	1997	Georgia State University	North Carolina Central University
Information Systems	Victor Mbarika	1997	Auburn University	Southern University and A&M College
Management	Garry Adams	1997	Florida State University	Auburn University
Management	Richard N. Hayes	1997	Northwestern University	North Carolina Central University
Management	Patricia Hewlin	1997	New York University	McGill University
Management	N. Sharon Hill	1997	University of Maryland College Park	George Washington University
Management	Denise Lewin Loyd	1997	Northwestern University	University of Illinois-Urbana Champaign
Management	Kwadwo Ofori-Brobbe	1997	University of Texas at Dallas	Texas Southern University
Management	Jacquelyn Palmer	1997	University of Cincinnati	Wright State University
Management	Jeffrey Robinson	1997	Columbia University	Rutgers University
Management	Ashleigh Rosette	1997	Northwestern University	Duke University

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Management	A. Benedict Udemgba	1997	Jackson State University	Alcorn State University
Management	Susanne Toney	1997	Jackson State University	Hampton University
Management	Rudy Watson	1997	George Washington University	University of Maryland University College
Management	Allison Watts	1997	Temple University	Shippensburg University
Marketing	Angelisa Gilyard	1997	Ohio State University	Howard University
Marketing	John Godek	1997	University of Michigan	University of Oregon
Marketing	Denise Ogden	1997	Temple University	Pennsylvania State University
Marketing	Dawn Pearcy	1997	Florida State University	Eastern Michigan University
Marketing	Samuel A. Spralls	1997	Texas Tech University	Central Michigan University
				University of South Florida- Sarasota/Manatee
Accounting	Maria T. Caban-Garcia	1998	University of Missouri	
Accounting	Shirley Hunter	1998	Texas A&M State University	Northeastern University
Accounting	Dennis M. Lopez	1998	University of Arkansas	University of Texas-San Antonio
Accounting	Evelyn McDowell	1998	Case Western Reserve	Rider University
Accounting	Jan Williams	1998	Morgan State University	University of Baltimore
Accounting	Carl N. Wright	1998	Jackson State University	Virginia State University
Information Systems	Marcia Daley	1998	Georgia State University	Clark Atlanta University
Information Systems	Ixchel M. Faniel	1998	University of Southern California	OCLC
Management	Edward Akoto	1998	Jackson State University	Henderson State University
Management	Sharron Hunter-Rainey	1998	Duke University	North Carolina Central University
Management	Laurence Marsh	1998	University of Utah	University of Texas-El Paso
Marketing	Linda Silver Coley	1998	University of Cincinnati	North Carolina A&T State University
Marketing	M. Dee Guillory	1998	Georgia State University	Winston- Salem State University
Marketing	Jaime Noriega	1998	University of Houston	DePaul University
Marketing	Andrea Scott	1998	University of South Florida	Pepperdine University
Accounting	Liz Arnold	1999	Rutgers University	The Citadel
Accounting	Darryl Brown	1999	University of Arizona	Illinois Wesleyan University
Accounting	Carol Cain	1999	University of Michigan	Wake Forest University
Accounting	Antoinette Smith	1999	University of South Florida	Florida International University
Accounting	Juan Manuel Sanchez	1999	University of Texas-San Antonio	Texas Tech University
Accounting	Craig Sisneros	1999	Arizona State University	University of Colorado-Denver
Accounting	Veronda Willis	1999	University of Colorado-Boulder	University of Texas-San Antonio
Finance	Gwendolyn Pennywell	1999	Georgia State University	University of South Alabama
Finance	Denise Streeter	1999	Old Dominion University	Pennsylvania State University
Information Systems	Carlos D. Buskey	1999	Pace University	Bowie State University
Information Systems	Jesus Carmona	1999	Texas A7M International University	Our Lady of the Lake University
Information Systems	Jennifer Edmonds	1999	Rutgers University	Wilkes University
Information Systems	Donna Grant	1999	DePaul University	North Carolina Central University
Information Systems	Patrick Guilbaud	1999	University of Virginia	Virginia Polytechnic & State University
Information Systems	Shawndra Hill	1999	New York University	Pennsylvania State University
Information Systems	Brandis Phillips	1999	Michigan State University	North Carolina A&T State University
Management	Meredith Burnett	1999	University of Maryland	George Washington University
Management	Kristena P. Gaylord	1999	Jackson State University	Belhaven College
Management	Brett Gilbert	1999	Indiana University	Rutgers University
Management	Kevin L. Johnson	1999	Indiana University	Baylor University
Management	Maurice Reid	1999	Ohio State University	Eastern Kentucky University
Management	Matthew S. Rodgers	1999	Cornell University	Ohio State University
Marketing	Elten Briggs	1999	University of Oklahoma	University of Texas-Arlington
Marketing	Merlyn Griffiths	1999	University of California-Irvine	University of North Carolina-Greensboro
Marketing	Deirdre Guion	1999	University of Utah	St. Joseph's University
Marketing	Ivonne M. Jasso	1999	University of Houston	New Mexico State University
Marketing	Carolyn Massiah	1999	Arizona State University	University of Central Florida
Marketing	Detra Montoya	1999	Arizona State University	Arizona State University
Marketing	Constance Porter	1999	Georgia State University	University of Notre Dame
			University of Illinois-Urbana	
Accounting	Paula Sanders	2000	Champaign	Oklahoma State University
Finance	Larry Chavis	2000	Stanford University	University of North Carolina-Chapel Hill
Finance	Russell Price	2000	Florida State University	Howard University
Finance	Alvaro Taboada	2000	Ohio State University	University of Tennessee
Information Systems	Lionel Robert Jr.	2000	Indiana University	University of Michigan
Management	Faye Cocchiara	2000	University of Texas-Arlington	Arkansas State University
Management	Kelley Duncanson	2000	Jackson State University	College of the Bahamas

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Management	James Ogundele	2000	Case Western Reserve University	Corning Inc.
Management	Tina Opie	2000	New York University	Babson College
Management	Janine Sanders	2000	University of Minnesota	University of St. Thomas
Management	Aneika Simmons	2000	Texas A&M University	Sam Houston State University
Management	Angela Tidwell Lewis	2000	Ohio State University	Florida A&M University
Management	Vikki Natasha Wilkins	2000	Jackson State University	Mississippi State University –Meridian
Marketing	Venessa Funches	2000	University of Alabama-Tuscaloosa	Auburn University Montgomery
Accounting	Dorothy Alexander-Smith	2001	Rutgers University	Fairleigh Dickinson University
Accounting	Jason Brown	2001	University of Pittsburgh	Indiana University
Accounting	Carlos Jimenez	2001	University of Florida	University of Texas-San Antonio
Information Systems	Jon Blue	2001	Virginia commonwealth University	University of Delaware
Information Systems	Garry Burnett	2001	George Washington University	CW Financial, LLC
Information systems	Efosa Idemudia	2001	Texas Tech University	Georgia State University
Information Systems	Roderick Lee	2001	Pennsylvania State University	Pennsylvania State University
Information Systems	Gregory Ramsey	2001	University of Minnesota	Morgan State University
Information Systems	Adriane Randolph	2001	Georgia State University	Kennesaw State University
Information Systems	April Reed	2001	DePaul University	East Carolina University
Information Systems	Claudia Rosales	2001	University of Cincinnati	Michigan State University
Information Systems	Ricardo Valerdi	2001	University of Southern California	University of Arizona
Management	Lakami Baker	2001	University of Texas-San Antonio	Mississippi State University
Management	Y. Sekou Bermiss	2001	Northwestern University	University of Texas-Austin
Management	SherRhonda Gibbs	2001	Jackson State University	University of Southern Mississippi
Management	Dorothy Kirkman	2001	Rutgers University	University of Houston-Clear Lake
Management	Patrick McClelland	2001	University of Kansas	American University of Sharjah
Management	Shalei Simms	2001	Rutgers University	SUNY-Old Westbury
Management	Wendy Walker	2001	Georgia Institute of Technology	North Georgia College & State University
Marketing	Christine Bennett	2001	University of Minnesota	University of St. Thomas
Marketing	Adriana Boveda-Lambie	2001	University of Rhode Island	Rochester Institute of Technology
Marketing	Edith Davidson	2001	University of Tennessee	University of Dayton
Marketing	Felicia Miller	2001	University of Cincinnati	Marquette University
Marketing	Robert Riggle	2001	University of South Florida	The Citadel
Marketing	Crystal Scott	2001	Pennsylvania State University	University of Michigan-Dearborn
Marketing	Maura Scott	2001	Arizona State University	Florida State University
Marketing	Jeremy J. Sierra	2001	New Mexico State University	Texas State University-San Marcos
Marketing	Tonya Bradford	2001	Northwestern University	University of Notre Dame
Accounting	Kwadwo Asare	2002	Bentley University	Bryant University
Accounting	Rosemond Desir	2002	University of Massachusetts-Amherst	Colorado State University
Accounting	Helen Gabre	2002	University of Mississippi	Alabama A&M University
Accounting	Kelly Gamble	2002	Florida State University	Valdosta State University
Accounting	Anthony Holder	2002	University of Cincinnati	University of Toledo
Accounting	Willie Reddic	2002	Syracuse University	DePaul University
Finance	Vaneesha Boney	2002	Florida State University	University of Denver
Finance	Maria Schutte	2002	University of Missouri-Columbia	University of Dayton
Finance	Lisa Williams	2002	Kent State University	Saint Xavier University
Information Systems	Nannette Napier	2002	Georgia State University	Georgia Gwinnett College
Information Systems	Renee Pratt	2002	Florida State University	Washington and Lee University
Information Systems	Janine Spears	2002	Pennsylvania State University	DePaul University
Information Systems	Carlos Thomas	2002	Louisiana State University	Southern University and A&M College
Information Systems	Donald Wynn, Jr.	2002	University of Georgia	University of Dayton
Management	Atira Charles	2002	Arizona State University	Florida State University
Management	Rayshad Holmes	2002	George Washington University	George Washington University
Management	Charlice Hurst	2002	University of Florida	University of Notre Dame
Management	Carla D. Jones	2002	Arizona State University	Sam Houston State University
Management	Erika Lawrence	2002	University of Alabama-Birmingham	East Carolina University
Management	David Major	2002	University of Maryland	Indiana University at Bloomington
Management	Frank Mullins	2002	Syracuse University	North Carolina A&T State University
Management	Anthony Nyberg	2002	University of Wisconsin-Madison	University of South Carolina
Management	Deborah Pembleton	2002	University of Minnesota	College of St. Benedict-St. John's University
Management	T. Nichole Phillips	2002	University of Central Florida	University of Mary Washington
Management	Bernadine Johnson	2002	Michigan State University	University of Delaware

**SUCCESS! (cont'd.)**

<b>DISCIPLINE</b>	<b>NAME</b>	<b>ATTENDED</b>	<b>DOCTORATE RECEIVED FROM</b>	<b>TEACHING AT</b>
Management	Katina Thompson	2002	Florida State University	Illinois State University
Management	Mary Triana	2002	Texas A&M University	University of Wisconsin-Madison
Marketing	Brian Brown	2002	Georgia State University	Virginia Commonwealth University
Marketing	Janee Burkhalter	2002	Georgia State University	St. Joseph's University
Marketing	Carla Childers	2002	University of Kentucky	Ohio University
Marketing	Samantha Cross	2002	University of California, Irvine	Iowa State University
Marketing	Tracy Harmon Kizer	2002	University of South Florida	University of Dayton
Marketing	Horace Melton	2002	Florida State University	Illinois State University
Marketing	Jana Rutherford	2002	Florida Atlantic University	University of Texas at Tyler
Marketing	Esther Swilley	2002	Florida State University	Kansas State University
Accounting	Nana Amoah	2003	Morgan State University	Old Dominion University
Accounting	Richard Carrizosa	2003	New York University	University of Utah
Accounting	Nicole McCoy	2003	Southern Illinois University	North Carolina Central University
Accounting	Annette Pridgen	2003	University of Mississippi	University of Mississippi
Accounting	Arthur Wharton III	2003	Morgan State University	Towson University
Finance	Kelly E. Carter	2003	University of South Florida	Morgan State University
Finance	Major Coleman	2003	University of California-Irvine	Syracuse University
Finance	Crystal Hudson	2003	University of Georgia	Clark Atlanta University
Finance	David Moore	2003	University of Tennessee	Cal State University-Sacramento
Information Systems	Ashley Davis	2003	University of Georgia	San Jose State University
Information Systems	Julio Ortiz	2003	Pennsylvania State University	Berkman Ctr. at Harvard University
Information Systems	Christina Outlay	2003	University of Illinois at Chicago	University of Wisconsin-Whitewater
Information Systems	Lakisha Simmons	2003	University of Mississippi	Belmont University
Management	Tandy Dilworth	2003	University of Colorado-Boulder	Seeking Faculty Position
Management	Jemima Frimpong	2003	University of Pennsylvania	Columbia University
Management	Joe Gladstone	2003	New Mexico State University	New Mexico State University
Management	Jakari Griffith	2003	University of Nebraska-Lincoln	Bridgewater State University
Management	Jeanne Johnson Holmes	2003	University of South Carolina	North Carolina A&T State University
Management	Claudy Jules	2003	Case Western Reserve University	Accenture
Management	Toyah Miller	2003	Texas A&M University	University of Oklahoma
Management	Javier Monllor	2003	University of Illinois	DePaul University
Management	Silvia Salas	2003	Florida International University	University of Massachusetts-Lowell
Management	Maritza Salazar	2003	New York University	Claremont Graduate University
Marketing	Aronte Bennett	2003	New York University	Villanova University
Marketing	Glynnis Johnson	2003	University of Texas-Austin	New York University
Marketing	Elyria Kemp	2003	University of Arkansas	University of New Orleans
Marketing	Joseph Miller	2003	Michigan State University	Rochester Institute of Technology
Marketing	Edward Nowlin	2003	University of Nebraska-Lincoln	Southern Illinois University Carbondale
Marketing	Mandy Ortiz	2003	University of Alabama-Tuscaloosa	Hawaii Pacific University
Marketing	Dante Pirouz	2003	University of California, Irvine	University of Pennsylvania
Accounting	Oluwakemi Ajayi	2004	University of Central Florida	University of Colorado Denver
Accounting	Dereck Barr	2004	University of Mississippi	University of Wisconsin-Madison
Accounting	Norma Montague	2004	University of South Florida	Wake Forest University
Accounting	Adrian Valencia	2004	Florida State University	Florida Gulf Coast University
Finance	Anjelita Cadena	2004	University of Texas-San Antonio	Our Lady of the Lake University
Finance	William Johnson	2004	Florida Atlantic University	Texas A&M University
Management	Jennifer Bailey	2004	Georgia Institute of Technology	Babson College
Management	Victor M. Bennett	2004	University of California, Berkeley	University of Southern California
Management	Dewaynna Horn	2004	Jackson State University	Prairie View A&M University
Management	Peter Gallo	2004	University of North Carolina-Chapel Hill	Creighton University
Management	Exequiel Hernandez	2004	University of Minnesota	Washington University in St. Louis
Management	Deanna Kennedy	2004	University of Massachusetts, Amherst	University of Washington-Bothell
Management	Dianna Krueger	2004	University of Texas-San Antonio	Tarleton State University
Management	Sheneeta White	2004	Virginia Tech University	University of St. Thomas
Marketing	Kelly Cowart	2004	Florida State University	Grand Valley State University
Marketing	Akon Ekpo	2004	University of Illinois at Chicago	Western Michigan University
Marketing	Gary Futrell	2004	Florida State University	Valdosta State University
Marketing	Dan Young	2004	Temple University	Wilmington University
Accounting	George Gonzalez	2005	University of Pittsburgh	University of Lethbridge-Calgary
Accounting	Dara Marshall	2005	Michigan State University	Miami University (Ohio)
Accounting	Stephani Mason	2005	Rutgers University	DePaul University
Accounting	Jonathan Milian	2005	University of Chicago	Florida International University

SUCCESS! (Cont'd.)

DISCIPLINE	NAME	ATTENDED	DOCTORATE RECEIVED FROM	TEACHING AT
Accounting	Alicia Yancy	2005	University of Southern California	University of Houston-Downtown
Finance	Haim Kassa	2005	University of Cincinnati	Miami University Ohio
Finance	Margot Quijano	2005	University of Texas-San Antonio	Texas State University
Finance	Alejandro Serrano	2005	Rutgers University	University of Texas-Pan American
Information Systems	Martin Dias	2005	Bentley University	Northeastern University
Management	Phillip Anderson	2005	MIT	University of Illinois-Urbana/Champaign
Management	Jorge Arevalo	2005	Rutgers University	William Paterson University
Management	Daphne Berry	2005	University of Massachusetts, Amherst	University of Hartford
Management	Adina Sterling	2005	Emory University	Washington University in St. Louis
Management	Eric Tucker	2005	University of Central Florida	United States Air Force Academy
Management	David Zepeda	2005	University of Minnesota	Northeastern University
Marketing	James Alvarez-Mourey	2005	University of Michigan	DePaul University
Marketing	Monique Bell	2005	Drexel University	Cal State University-Fresno
Marketing	Iana Castro	2005	Arizona State University	San Diego State University
Marketing	Jennifer Cordero	2005	University of California, Irvine	No Faculty Position
Marketing	Jennifer Hutchins	2005	University of Memphis	Kennesaw State University
Marketing	Stephanie Lawson	2005	Florida State University	Winthrop University
Marketing	Jeannette Mena	2005	Michigan State University	University of South Florida
Marketing	Edward Ramirez	2005	Florida State University	University of Texas at El Paso
Marketing	Kevin Thomas	2005	University of Texas-Austin	University of Texas-Austin
Marketing	Takisha Toler	2005	Saint Louis University	Stevenson University
Marketing	Yuvay Meyers	2005	University of Texas at Austin	Howard University
Accounting	Shani Robinson	2006	University of North Texas	Sam Houston State University
Finance	Luis Bryce	2006	Northwestern University	University of Lusanne, Switzerland
Finance	Moussa Diop	2006	Pennsylvania State University	University of Wisconsin-Madison
Management	Erica Anthony	2006	Purdue University	Morgan State University
Management	Shanna Daniels	2006	Tulane University	Southern University
Management	Erika Hall	2006	Northwestern University	Emory University
Management	Anthony Hood	2006	University of Alabama-Tuscaloosa	University of Alabama-Birmingham
Management	Felipe Massa	2006	Boston College	Loyola University New Orleans
Management	Nicholas Pearce	2006	Northwestern University	Northwestern University
Management	Tammi Redd	2006	University of Texas-Pan American	Ramapo College
Management	Mark Tribbitt	2006	Drexel University	Pepperdine University
Marketing	Dwayne Cole	2006	Syracuse University	University of Central Florida
Marketing	Mitchell Hamilton	2006	Syracuse University	Loyola Marymount University
Marketing	Julian Saint Clair	2006	University of Washington	Loyola Marymount University
Accounting	Cathalene Bowler	2007	Morgan State University	University of Northern Iowa
Accounting	Fred Coleman	2007	Louisiana Tech University	Bowling Green State University
			University of North Carolina-Chapel Hill	
Accounting	Elicia Cowins	2007		Georgia State University
Accounting	Leah Muriel	2007	University of Tennessee	Oklahoma State University
Accounting	Adrienne Rhodes	2007	Pennsylvania State University	Texas A&M University
Finance	Ahmed Elkassabbgi	2007	Texas A&M International Univ.	Seeking Faculty Position
Finance	Kim Luchtenberg	2007	Old Dominion University	East Carolina University
Information Systems	Christine Custis	2007	Morgan State University	Rochester Institute of Technology
Information Systems	Mary Dunaway	2007	University of Arkansas	Quinnipiac University
			University of North Carolina-Greensboro	
Information Systems	Richelle Oakley	2007		Savannah State University
Information Systems	Rachida Parks	2007	Pennsylvania State University	University of Arkansas-Little Rock
Management	J. Lee Brown III	2007	Old Dominion University	Fayetteville State University
	Whitney Douglas			
Management	Fernandez	2007	Florida International University	San Diego State University
Management	Joseph Gaspar	2007	Rutgers University	Quinnipiac University
Management	Pamela Harper	2007	RPI	Marist College
Management	Oscar Holmes IV	2007	University of Alabama	Rutgers University-Camden
Management	Jason Lambert	2007	University of Texas-Arlington	Savannah State University
Management	Luceta McCoy	2007	University of Alabama	Morehouse College
Management	Sharon Simmons	2007	Syracuse University	William Paterson University
Management	C. Justice Tillman	2007	University of Alabama-Tuscaloosa	Baruch College-CUNY
Marketing	Delancy Bennett	2007	University of Massachusetts-Amherst	Clemson University
Marketing	Jaime Salas	2007	Arizona State University	Pepperdine University
Marketing	Dalila Salazar	2007	University of Texas-El Paso	Texas A&M-Central Texas

## SUCCESS! (cont'd.)

DISCIPLINE	NAME	ATTENDED	DOCTORATE RECEIVED FROM	TEACHING AT
Management	Gastón de los Reyes	2008	University of Pennsylvania	George Washington University
Marketing	Yvette Holmes	2008	Florida State University	Seeking Faculty Position
Marketing	LaDonna Thornton	2008	University of Tennessee	University of Nebraska-Lincoln
Marketing	Jennifer Zarzosa	2008	New Mexico State University	Henderson State University
Accounting	Kayla Booker	2009	Jackson State University	Roosevelt University
Accounting	Marcus Brooks	2009	University of Texas-San Antonio	University of Nevada
Accounting	Adrian Mayse	2009	Jackson State University	Middle Tennessee State University
Accounting	Joseph D. Reid	2009	University of Memphis	North Carolina A&T State University
Management	Alison Hall	2009	Tulane University	University of Texas-Arlington
Management	Patrice Perry-Rivers	2009	Rutgers University	Virginia State University
Management	Ella Washington	2009	Northwestern University	Seeking Faculty Position
Marketing	Cinthia Satornino	2009	Florida State University	Northeastern University



## How Can I Help The PhD Project?

We hope you have found this conference to be both informative and valuable. Over the past few days, you've had the opportunity to network with many people that can help you on your path to a Ph.D.

Often, we are asked, "How can I help The PhD Project?" Well, there are several ways you can help us to continue our efforts to diversify corporate America.

↑ Refer a Sponsor. Do you know of a corporation that we can add to our list (see back page)? Corporate funding begins at \$25,000.

↑ Refer a potential Ph.D. Candidate. Direct individuals to our website, [www.phdproject.org](http://www.phdproject.org), to apply for next year's annual conference. If they are already in a doctoral program, have them email [myrnavarner@kpmg.com](mailto:myrnavarner@kpmg.com) to become a member of one of our Doctoral Student Associations.

↑ Refer a Supply Alliance member organization. Close to 50 academic and professional associations have partnered with The PhD Project by sharing their membership database or providing a link to our website. And, more than 30,000 individuals have contacted us as a result. Are you a member of an association whose members may be likely PhD Project candidates?

If you are interested in lending support, please contact Marie Zara, Associate Director of Development, directly at 201-307-8660, or [mzara@kpmg.com](mailto:mzara@kpmg.com).

We thank you for your help.





# *What's the Buzz?*

During the conference, we encourage you to share news with your connections & fellow attendees. It's easy to join the discussion:



**Be part of the conversation on Twitter:**

**#phdnov14**



**Post your insights @**

**<http://Facebook.com/thehdproject>**



**Check out the videos on YouTube at:**

**[thehdprojectvideos](http://thehdprojectvideos)**



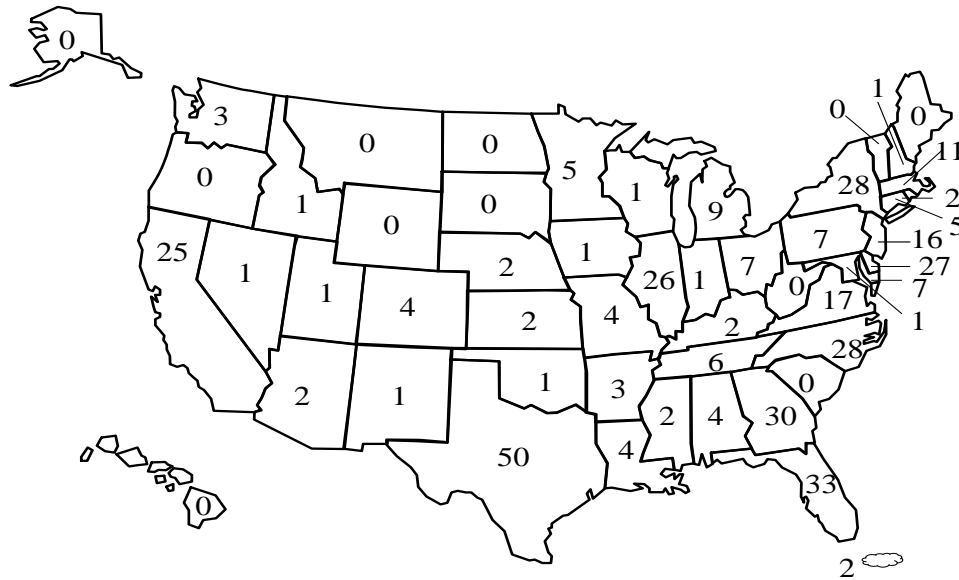
**Connect on our company page**

**<http://www.linkedin.com/company/the-phd-project>**

**Add a Discussion or Comment to your attendee Group page:**

**<https://www.facebook.com/#!/groups/604073216378123/>**

DEMOGRAPHIC BREAKDOWN OF ALL 2014 CONFERENCE INVITEES\*



\*5 are international and 1 in Canada

**BY AGE**

*Note: 183 applicants did not provide their age.*

<u>AGE</u>	<u>APPLIED</u>	<u>INVITED</u>	<u>REINVITES</u>
<26	104	66	0
26-30	101	71	4
31-35	86	54	3
36-40	82	42	4
41-45	73	38	11
>45	106	19	6

**BY DISCIPLINE** **BY GENDER & ETHNICITY**

	APPLICANTS	INVITED	REINVITES		Applied	Invited	Reinvites
Accounting	118	87	4	Male	295	167	14
Finance	67	45	10	Female	440	219	22
International Business	44	22	1	African-American	600	299	28
Management Information Systems	32	13	0	Hispanic-American	124	78	7
Management/Organizational Behavior	274	122	14	Native American	11	9	1
Marketing	66	34	2	Male African-American	235	128	8
Operations	34	11	0	Male Hispanic-American	56	36	6
Management/Operations Research				Male Native American	4	3	0
Strategy	38	24	3	Female African-American	365	171	20
Other	62	28		Female Hispanic-American	68	42	1
				Female Native American	7	6	1

# THE PHD PROJECT SCORECARD

<u>Year</u>	<u>Applications To Conference</u>	<u>Invitations</u>	<u>Attendees</u>	<u>Conference Attendees Started Doctoral Program</u>	<u>Finished Program- Now on Faculty</u>
1994	570	285	266	50	33
1995	853	381	324	56	35
1996	1,135	499	421	39	29
1997	1,153	500	429	41	32
1998	903	402	349	27	18
1999	933	466	406	39	29
2000	679	338	290	34	19
2001	1,076	486	378	40	26
2002	957	372	342	44	35
2003	900	450	368	48	30
2004	850	400	325	35	19
2005	744	438	371	39	24
2006	714	455	375	35	14
2007	664	433	363	37	22
2008	835	536	433	21	4
2009	977	502	442	32	8
2010	881	406	317	26	0
2011	825	464	361	31	0
2012	780	398	334	22	0
2013	790	411	349	6	0
2014	735	386	n/a	-	



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