

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

## NEWS

Fall Edition  
2014

### MISSION:

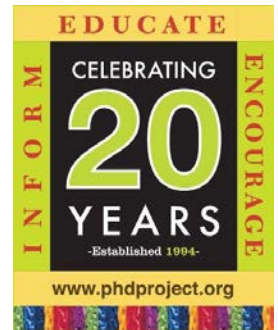
To increase workplace diversity by increasing the diversity of business school faculty who encourage, mentor, support and enhance the preparation of tomorrow's leaders.

### 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 program;
- 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 PHD PROJECT CELEBRATES 20 YEARS!

As The PhD Project celebrates 20 years, we can't help but to reflect back at our inception when there were just 294 minority business professors in the United States; at the time of this publishing there are 1267 minority business professors and counting, along with over 320 doctoral students in the pipeline. We've come a long way but yet have a long way to go.

In 2003, *Living the Dream* was published. It contained inspirational short stories of the journeys of some of The PhD Project faculty members. Now, in 2014, *Paying it Forward* has been published. It contains the story of The PhD Project's origins and its growth. It also includes the real-life stories of participants and professors. It tells of the collaborations, mentorships and especially of the promises to Pay it Forward. This past summer, the new publication was distributed to all attendees of The PhD Project's Doctoral Students Association dinners. If you did not receive your personal copy, please make sure to contact us at [us-thephdproject@kpmg.com](mailto:us-thephdproject@kpmg.com). We will be happy to provide a copy.

To hear about the impact that The PhD Project is having on the academic community and corporate America in the words of PhD Project members and academic and corporate partners, visit: <https://www.youtube.com/watch?v=OC3YsVKY3jI&list=UUB7TSQPGvYfL3Qai1Ura4jg>

As we look intently to the next 20 years, we thank all those that have been a part of this journey and look forward to those who will embark on the continuing journey to diversify corporate America by increasing the diversity of business school faculty.



The PhD Project Staff: Zoila Jurado Pazos, Myrna Varner, Marie Zara, Bernie Milano, Tara Perino and Joanne Berry

Below are the 36 students that have begun doctoral programs in 2014. A year after their name indicates the year they attended a November PhD Project Conference.

## WELCOME NEW STUDENTS

Name	Discipline	School
Joye Baugh-2012	Accounting	Jackson State University
Hambisa Belina	Accounting	Florida International University
Patricia Navarro-Velez-2013	Accounting	University of Central Florida
Sarah Parsons	Accounting	University of Connecticut
Nadra Pencle-2012	Accounting	University of Central Florida
Stephanie Ross-2011	Accounting	University of Texas-San Antonio
Justin Short-2011	Accounting	University of Tennessee
Corey Shank	Finance	University of Texas-Pan American
Antoine Busby	Management	University of Texas-San Antonio
Edward Chavez, Jr	Management	Case Western Reserve University
Marcus Crews	Management	Rutgers University
Vanessa Ferrer-2012	Management	University of Nebraska-Lincoln
Clovia Hamilton-2012	Management	University of Tennessee
Toschia Hogan-2012	Management	Georgia Institute of Technology
Kahlil King-2012	Management	Drexel University
Shingirai C. Kwaramba-2011	Management	Virginia Tech
Lillian Lakes-2013	Management	MIT
Jaklyn Martinez	Management	Case Western Reserve University
Tomas Martinez	Management	University of Arizona
Everlyne Misati-2010	Management	Florida International University
Carma Nez-2011	Management	New Mexico State University
Michael Pimentel	Management	University of Alabama
Lumumba Seegars	Management	Harvard Business School
Cary Smith	Management	Jackson State University
Erika Williams-2013	Management	University of Tennessee
Aaron Barnes-2011	Marketing	University of Illinois at Urbana/Champaign
Kelly Chapman	Marketing	University of Washington
Blake DiCosola-2013	Marketing	Northwestern University
Gabriel Gonzales	Marketing	Pennsylvania State University
Elicia John-2012	Marketing	UCLA
Ana Kono	Marketing	University of Miami
Jessica Matias-2011	Marketing	University of Texas at Austin
Dionne Nickerson-2013	Marketing	Georgia Institute of Technology
Pamela Richardson-2012	Marketing	University of Texas at Arlington
Sergio Robles	Marketing	University of Texas-Pan American
Lez Trujillo-2013	Marketing	University of Illinois at Chicago
Broderick Turner-2010	Marketing	Florida International University
Juliana White	Marketing	Louisiana State University

Congratulations and welcome to those students who are already in programs but have recently become members of The PhD Project Doctoral Students Associations.

Please help us “spread the word” and be on the lookout for students that may meet the eligibility requirements for membership into one of the doctoral student associations (accounting, finance, information systems, management or marketing.) To be eligible you must:

*Be African-American, Hispanic-American or Native American*

*Be a United States citizen or permanent resident (possess a green card)*

*Be admitted or enrolled in an AACSB accredited full-time, traditional, on campus business doctoral program in the United States.*

Please contact Myrna Varner at [myrnavarner@kpmg.com](mailto:myrnavarner@kpmg.com) or call 201-307-7628.



## STUDENT ACCOMPLISHMENTS

Congratulations to the following students who recently passed comprehensive exams:

Name	Discipline	School
Herita Akamah-2007	Accounting	University of Oklahoma
Oscar Harvin	Accounting	Florida Atlantic University
Rebeca Perez-2011	Accounting	University of Oregon
Delvin Seawright-2010	Accounting	Morgan State University
Jamie Weathers-2010	Finance	Temple University
Montressa Washington	Management	Case Western Reserve University
Joshua Dorsey	Marketing	West Virginia University

Congratulations to the following students who successfully defended their dissertation proposals:

Name	Discipline	School
Anastasia Bailey-2009	Management	Ohio State University
Geraldo Matos	Marketing	University of Rhode Island

## FACULTY CORNER

Congratulations to the following professors granted tenure and /or promotion:

**Dr. Carla Childers, Marketing and Dr. Ana Rosado Feger, Management, Ohio University; Dr. Roderick Lee, Information Systems, Penn State University; Dr. Donna Grant, Information Systems, North Carolina Central University; Dr. Dana Hollie, Accounting, Louisiana State University; Dr. Brandis Phillips, Information Systems, North Carolina A&T State University; Dr. SherRhonda Gibbs, Management, University of Southern Mississippi; Dr. Belinda Shipps, Information Systems, North Carolina A&T State University; Dr. Ulysses Brown, Management, Savannah State University, promoted to Full Professor.**

Congratulations to the following professors on their promotions to administration:

**Dr. Lemuria Carter, Accounting, North Carolina A&T State University, who has been named Interim Associate Dean of the College of Business & Economics; Dr. John Warren, Information Systems, University of Texas-San Antonio, who has been named as Associate Dean of Recruiting of the College of Business.**

Congratulations to **Dr. Rosemond Desir, Accounting, Colorado State University (CSU)** who received CSU's Best Teacher Award for 2014.

Congratulations **Dr. Oscar Holmes, IV, Management, Rutgers University-Camden** and **Dr. Dan Young, Marketing, Wilmington University**, both included in the article, "Brilliant is the new Black", <http://www.kylamcmullen.com/Articles/brilliant-is-the-new-black.html>.

Congratulations to **Dr. Paul Tanyi, Accounting, University of Nebraska Lincoln**, whose co-authored article with Barri Litt, Divesh S. Sharma and Thuy Simpson, titled "Audit Partner Rotation and Financial Reporting Quality" has been published in *Auditing: A Journal of Practice & Theory*, August 2014 Volume 33.

## THE PHD PROJECT ANNOUNCES 2014 HALL OF FAME INDUCTEES

The PhD Project announced the 2014 inductees into its Hall of Fame. The inductees are from left to right: Dr. Laura Hall, Information Systems, University of Texas-El Paso; Dr. Sandra Shelton, Accounting, DePaul University; Dr. Jerome Williams, Marketing, Rutgers University. Congratulations to all and thank you to all that submitted nominations! Nominations for the 2015 Hall of Fame will be accepted beginning December 1, 2014 -April 30, 2015.





## CONGRATULATIONS! NEW PROFESSORS

The following individuals advised us of their successful dissertation defense this past academic year! If you've defended your dissertation or know someone who has, please let us know by contacting Myrna Varner at [myrnavarner@kpmg.com](mailto:myrnavarner@kpmg.com)

Name	Discipline	Doctorate Received At	Teaching At/Employed By
Kemi Osidipe Ajayi-2004	Accounting	University of Central Florida	University of Colorado Denver
Dereck Barr-2004	Accounting	University of Mississippi	University of Wisconsin-Madison
Kayla Booker-2009	Accounting	Jackson State University	Roosevelt University
Marcus Brooks-2009	Accounting	University of Texas-San Antonio	University of Nevada
Elicia Cowins-2007	Accounting	University of North Carolina at Chapel Hill	Georgia State University
Joanna Garcia	Accounting	Virginia Tech	University of Waterloo
Stephanie Hairston-2010	Accounting	University of Memphis	Georgia Southern University
Stephani Mason-2005	Accounting	Rutgers University	DePaul University
Adrian Mayse-2009	Accounting	Jackson State University	Middle Tennessee State University
Kerri-Ann Sanderson	Accounting	Georgia State University	Bentley University
Gabriel Saucedo	Accounting	Virginia Tech	Seattle University
Jay Vega	Accounting	University of Texas-San Antonio	Idaho State University
Anjelita Cadena-2004	Finance	University of Texas-San Antonio	Our Lady of the Lake University
Ahmed Elkassabgi-2007	Finance	Texas A&M International University	Seeking Faculty Position
Samique March-Dallas	Finance	Florida International University	Florida A&M University
Fernando Patterson	Finance	Florida International University	University of Texas-Pan American
Alejandro Serrano-2005	Finance	Rutgers University	University of Texas-Pan American
Denise Streeter-1999	Finance	Old Dominion University	Penn State University- York Campus
Nacasius Ujah	Finance	Texas A&M International University	Henderson State University
Ejindu Ume	Finance	University of Alabama	Miami University (Ohio)
Matthew Wynter	Finance	Ohio State University	University of Illinois at Chicago
Belal Abdel Fattah	Info Systems	University of Texas-El Paso	James Madison University
Jesus Cardenas	Info Systems	University of Texas-El Paso	University of Texas-El Paso
Christine Custis-2007	Info Systems	Morgan State University	Rochester Institute of Technology
Mary Dunaway-2007	Info Systems	University of Arkansas-Fayetteville	Quinnipiac University
Juliette Gutierrez	Info Systems	Claremont Graduate University	Seeking Faculty Position
Richelle Oakley-2007	Info Systems	University of North Carolina-Greensboro	Savannah State University
Lauren Rhue Goggins	Info Systems	New York University	Wake Forest University
Jennifer Bailey-2004	Management	Georgia Institute of Technology	Babson College
Gastón de los Reyes-2008	Management	University of Pennsylvania	George Washington University
Whitney Douglas Fernandez-2007	Management	Florida International University	San Diego State University
Joseph Gaspar-2007	Management	Rutgers University	Quinnipiac University
Alison Hall-2009	Management	Tulane University	University of Texas at Arlington
Erika Hall-2006	Management	Northwestern University	Emory University
Brandon Ofem	Management	University of Kentucky	University of Missouri- St. Louis
Jamie Perry	Management	Rutgers University	Cornell University
Ella Washington-2009	Management	Northwestern University	Seeking Faculty Position
Delancy Bennett-2007	Marketing	University of Massachusetts-Amherst	Clemson University
Yvette Holmes-2008	Marketing	Florida State University	Seeking Faculty Position
Jennifer Hutchins-2005	Marketing	University of Memphis	Kennesaw State University
Natalie Mitchell	Marketing	University of Texas at Austin	Tulane University
Jaime Salas-2007	Marketing	Arizona State University	Pepperdine University
Dalila Salazar-2007	Marketing	University of Texas-El Paso	Texas A&M University-Central Texas
Robert Saldivar	Marketing	University of Texas-Pan American	Ramapo College
Shellene Santana	Marketing	New York University	Harvard Business School
Cinthia Satornino-2009	Marketing	Florida State University	Northeastern University
Takisha Toler-2005	Marketing	Saint Louis University	Stevenson University
Gema Vinales	Marketing	University of Rhode Island	Towson University
Jennifer Zarzosa-2008	Marketing	New Mexico State University	Henderson State University

## KPMG FOUNDATION ACCOUNTING DOCTORAL SCHOLARSHIP PROGRAM RECIPIENTS

Congratulations to the recipients of the 2014-2015 KPMG Foundation Minority Accounting Scholarship.

Maurice Atkinson-2011	Michigan State University
Hambisa Belina	Florida International University
Patrick Kielty	University of Florida
Ethan LaMothe	University of South Carolina
Makila Major-2011	University of Memphis
Patricia Navarro-Velez-2013	University of Central Florida
Aaron Nelson	Ohio State University
Sarah Parsons	University of Connecticut
Nadra Pencle-2012	University of Central Florida
Stephanie Ross-2011	University of Texas-San Antonio
Justin Short-2011	University of Tennessee-Knoxville

Congratulations to the accounting doctoral students who received scholarship renewals.

## TRANSITION GRANTS

Congratulations to the recipients of the Melvin and Patricia Stith New Marketing Doctoral Student Transition Grant. The recipients are:

Aaron Barnes-2011	University of Illinois at Urbana/Champaign
Kelly Chapman	University of Washington
Gabriel Gonzales	Penn State University
Pamela Richardson-2012	University of Texas at Arlington

Congratulations as well to the recipients of The Carolyn M. Callahan New Student Transition Grant. The recipients are:

Joye Baugh-2012	Jackson State University
Hambisa Belina	Florida International University
Patricia Navarro-Velez-2013	University of Central Florida
Stephanie Ross-2011	University of Texas-San Antonio
Justin Short-2011	University of Tennessee

If you would like to learn more about the above transition grants, please visit the website at <http://phdproject.ning.com/page/funding-1>

## PAYING IT FORWARD: GIVE BACK TO THE PHD PROJECT

As The PhD Project celebrates its 20 year anniversary, we are so proud of members and their accomplishments. This would not be possible without the support of our faculty who have guided so many doctoral students through their programs. We are sure that you can name at least one PhD Project member who has helped you on your journey. At the DSA Conferences this summer, we distributed copies of our new book, *Paying it Forward*, which tells some of these.

Throughout this anniversary year, we have raised over \$120,000 to date! Here is a breakdown of what has been donated:

- Accounting DSA: Total Giving \$40,820 (\$15,425 raised at the ADSA dinner)
- Finance DSA: Total Giving \$4887 (\$587 raised at FDSA dinner)
- Information Systems: Total Giving \$12,299 (\$5,299 raised at ISDSA dinner)
- Management DSA: Total Giving \$34,365 (\$14,740 raised at Mgmt DSA dinner)
- Marketing DSA: Total Giving \$29,090 (\$16,690 raised at Mktg DSA dinner)

In conjunction with this year's annual conference, and to conclude our 20<sup>th</sup> anniversary campaign, we are launching 20 days of giving that will begin on November 12<sup>th</sup> and culminate on **Giving Day, December 2, 2014**. Many of you have been very generous in your support, and for this we thank you.

If you have been meaning to donate, there is still time! You can submit a donation via credit card or print a PLEDGE card to mail at [www.phdproject.org](http://www.phdproject.org), make a donation by texting PHDPROJECT to 56512 or contact Marie Zara at [mzara@kpmg.com](mailto:mzara@kpmg.com) or 201-307-8660.

Thank you for continuing to Pay it Forward...

**Provide a Legacy to Ensure Diversity for Generations in Education: PLEDGE**



## THE FUNDING CORNER

Since our last newsletter, The PhD Project is happy to announce the addition of **the Academy of Management (AOM)** as a corporate sponsor. Welcome AOM!

We have also received renewals from **AICPA** and **Citi Foundation**.

Thank you for your continued support and for believing in our mission.

As we continuously work to broaden support for The PhD Project, we ask for your support in acknowledging these organizations.

If you have a corporate contact that might be interested in learning more about supporting The PhD Project, please contact Marie Zara at [mzara@kpmg.com](mailto:mzara@kpmg.com) or 201-307-8660.

### The American Marketing Association: Partnering for Diversity

The American Marketing Association (AMA) was established in 1937 by visionaries in marketing and academia. Today, the AMA has grown to be one of the largest marketing associations in the world, with over 30,000 members who work, teach and study in the field of marketing across the globe. As the leading organization for marketers, AMA is the trusted go-to resource for marketers and academics and is constantly innovating and evolving, helping to shape the marketing field as well as keep abreast its members of the changing global marketplace. No other organization provides more ways for marketers and academics to connect with the people and resources they need to be successful. So, it made perfect sense for the AMA to partner with The PhD Project in 1997, and since then they have been supporting and assisting PhD Project participants and faculty members to obtain their academic and career goals.

Since 1997, The PhD Project Marketing Doctoral Students Association (MDSA) Conference has been held in conjunction with the AMA Summer Marketing Educators' Conference. Thanks to AMA support, MDSA members are able to attend the event each year with no registration fee. PhD Project professors also partake in many other AMA conferences throughout the year.

"The AMA is not only having a great impact on The PhD Project through its funding, but also directly on our participants with their conferences, scholarships and awards," said Bernie Milano, president of the KPMG Foundation and The PhD Project.

In addition to funding The PhD Project, the AMA Foundation partners with The PhD Project on two important initiatives: the Valuing Diversity Ph.D. Scholarships and the Williams-Qualls-Spratlen Multicultural Mentoring Award of Excellence.

Through its Valuing Diversity Ph.D. Scholarship Program, the AMA Foundation seeks to widen the opportunities for underrepresented populations to attend marketing doctoral programs. Since 2003, AMAF has awarded scholarships to 42 marketing students in The MDSA.

The Williams-Qualls-Spratlen Multicultural Mentoring Award of Excellence (WQS) carries on the legacy of three world class marketing scholars, all instrumental in the development and growth of The PhD Project: [Jerome Williams](#), Prudential Chair in Business and Research Director, Rutgers Business School - Newark and New Brunswick; [William \(Bill\) Qualls](#), Professor of Marketing, University of Illinois at Urbana-Champaign; and [Thaddeus H. Spratlen](#), Emeritus Professor of Marketing, University of Washington. The purpose of the WQS Award is to encourage and reward outstanding mentors of people of color in the academic marketing community. The award is given to a marketing professor who has made research contributions, and has had a sustained career commitment to mentoring and significant positive impact on his/her mentees' careers.



Past MDSA Valuing Diversity Scholarship Recipients: Adriana Samper, Takisha Toler, Julian Saint Clair, Efua Obeng, Dr. Jerome Williams and Miguel Zuniga

#### THE PHD PROJECT FUNDING PROVIDED BY:

KPMG FOUNDATION • GRADUATE MANAGEMENT ADMISSION COUNCIL • CITI FOUNDATION • AACSB INTERNATIONAL

285+ PARTICIPATING UNIVERSITIES • AICPA FOUNDATION • DIVERSITYINC

THE MERCK COMPANY FOUNDATION • MICROSOFT CORPORATION • DIXON HUGHES GOODMAN LLP • ROCKWELL COLLINS

WAL-MART STORES, INC. • AMERICAN MARKETING ASSOCIATION • JOHN DEERE FOUNDATION • CIGNA • ADP

EDISON INTERNATIONAL (ON BEHALF OF CALIFORNIA STATE UNIVERSITY SYSTEM)

LINCOLN FINANCIAL GROUP • AEROTEK & TEKSYSTEMS (OPERATING COMPANIES FOR ALLEGIS GROUP)

3M • AMERICAN ACCOUNTING ASSOCIATION • THE HERSHEY COMPANY • VMWARE • ACADEMY OF MANAGEMENT

#### THE PHD PROJECT BOARD OF DIRECTORS

JOHN FERNANDES, BOARD CHAIR; PRESIDENT & CEO, AACSB

BERNARD J. MILANO, BOARD PRESIDENT; PRESIDENT, KPMG FOUNDATION

KENDRA JOHNSON, BOARD SECRETARY; DIRECTOR, DISABILITY POLICY & SERVICES, GMAC

WILLIE DEESE, PRESIDENT, MERCK MANUFACTURING • ROD DOOLEY, VP- DIVERSITY, ROCKWELL COLLINS • KIM DRUMGO, DIRECTOR OF

DIVERSITY & INCLUSION, AICPA • ANA DUARTE-McCARTHY, DIRECTOR OF GLOBAL WORKFORCE DIVERSITY, CITI •

MILFORD MCGUIRT, PARTNER, KPMG • JOSE RODRIGUEZ, PARTNER, KPMG • KENT SATTERFIELD, COO, DIXON HUGHES GOODMAN LLP

TONY SCOTT, CIO, VMWARE • REBECCA SPROUL, PARTNER, KPMG • LUKE VISCONTI, CEO, DIVERSITYINC.