

THE PHD PROJECTSM

NEWS

Spring 2014

MISSION:

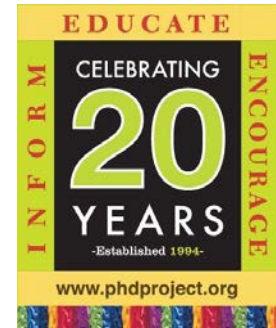
To increase workplace diversity by increasing the diversity of business school faculty who encourage, mentor, support and enhance the preparation of tomorrow's leaders.

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 HALL OF FAME 2013 INDUCTEES!



Dr. Mimi Stamps, Dr. David Ford and Dean dt ogilvie

The PhD Project inducted three new members into the established **PhD Project Hall of Fame** at the annual conference in Chicago on November 21, 2013. We continue to recognize those select few who have inspired many. These individuals have sustained an unwavering commitment to The PhD Project's mission and their positive leadership has resulted in significant encouragement and impact within The Project's network of minority business doctoral students and faculty.

The 2013 inductees, Dr. Miriam (Mimi) Stamps, Professor of Marketing and Chair Emeritus, University of South Florida, Dr. David Ford, Professor of Organizational Studies, Strategy, and International Management, University of Texas at Dallas and Dr. dt ogilvie, Professor and Dean, Saunders College of Business at the Rochester Institute of Technology, have all worked tirelessly in promoting, impacting and encouraging PhD Project doctoral students. Please join us in congratulating our inductees!

Since its inception in 1994, The PhD Project has increased the number of African-American, Hispanic-American and Native American business professors from 294 to 1,233.

We hope you will visit the website at <http://www.phdproject.org/fame.html> to submit your nominations for the 2014 Hall of Fame inductee class. The deadline for submissions is April 30, 2014.

Listed below are the accomplishments of PhD Project participants reported since the last issue of the newsletter. A year after the participant's name indicates the year they attended a November PhD Project Conference.

WELCOME NEW STUDENTS

Name	Year started/to start program	Discipline	School
Ryan Lowery-2012	2013	Finance	University of Georgia
Abdul Sesay	2013	Information Systems	University of Colorado Denver
Clovia Hamilton-2012	2014	Management	University of Tennessee
Lillian Lakes-2013	2014	Management	Massachusetts Institute of Technology
William Luse	2013	Management	University of Texas-San Antonio
Carma Nez-2011	2014	Management	New Mexico State University
Alexander Rosado	2013	Management	University of Puerto Rico
Aaron Barnes-2011	2014	Marketing	University of Illinois-Urbana-Champaign
Gina Brynildsen-2008	2013	Marketing	Florida Atlantic University
Ryan Cruz	2013	Marketing	New Mexico State University
Blake DiCosola-2013	2014	Marketing	Northwestern University
Broderick Turner-2010	2014	Marketing	Florida International University
Juliana White	2014	Marketing	Louisiana State University

STUDENT ACCOMPLISHMENTS

Congratulations to the following students who recently passed comprehensive exams:

Name	Discipline	Teaching At/Employed By
Geraldo Matos	Marketing	University of Rhode Island
Nicholas Pendarvis-2008	Marketing	University of South Carolina
McDowell Porter III-2011	Marketing	Louisiana State University
Arilova Randrianasolo	Marketing	Saint Louis University
Wyatt Schrock-2010	Marketing	University of Texas-Austin
Kristin J. Stewart	Marketing	University of Texas-Austin

Congratulations to the following students who successfully defended their proposal:

Name	Discipline	Teaching At/Employed By
Ahmed Elkassabgi	Finance	Texas A&M International University
Richelle Oakley	Information Systems	University of North Carolina-Greensboro

CONGRATULATIONS! NEW PROFESSORS



The following individuals advised us of their successful dissertation defense!

Name	Discipline	Doctorate Received At	Teaching At/Employed By
Anjelita Cadena-2004	Finance	University of Texas-San Antonio	Seeking Faculty Position
Alejandro Serrano-2005	Finance	Rutgers University	University of Texas-Pan American
Samique March-Dallas	Finance	Florida International University	Florida A&M University
Denise Streeter-1999	Finance	Old Dominion University	Penn State University (York Campus)
Nacasius Ujah	Finance	Florida A&M International University	Henderson State University
Belal Abdel Fattah	Information Systems	University of Texas-El Paso	University of Texas-El Paso
Christine Custis-2007	Information Systems	Morgan State University	Rochester Institute of Technology
Jennifer Bailey-2004	Management	Georgia Institute of Technology	Babson College
Joseph Gaspar-2007	Management	Rutgers University	Quinnipiac University
Delancy Bennett-2007	Marketing	University of Massachusetts-Amherst	Clemson University
Jaime Salas-2007	Marketing	Arizona State University	Pepperdine University
Jennifer Zarzosa-2008	Marketing	New Mexico State University	Henderson State University

THE PHD PROJECT SPONSOR SPOTLIGHT



ADP: Diversity Fuels Excellence

Great companies act on their initiatives, take risks, and set an example at all times. At [ADP \(www.adp.com/careers\)](http://www.adp.com/careers) one of the world's largest providers of business outsourcing solutions, diversity and inclusion efforts support this way of thinking. They have executive, regional and local diversity councils as well as business resource groups that focus on developing women, minorities, veterans and LGBT to name a few. They also have strong relationships with universities and national professional organizations known for their diverse populations and memberships -- which is why they choose to fund The PhD Project. Together, the common goal of diversifying the workforce is becoming a reality.

ADP actively pursues an employee base that reflects the many wonderful and different cultures of their clients and the communities they serve. For ADP, diversity is much more than ensuring equal employment opportunity. It is

their aim to have an inclusive workplace that values each individual and enables associates to reach their full potential. In an increasingly competitive marketplace, having a diverse workforce helps them deliver great service to their clients.

“ADP believes that a diverse, highly engaged workforce drives better business performance. Supporting an inclusive work environment that embraces the different cultures, experiences, perspectives, ideas, talents and backgrounds of our associates helps us attract and retain the best talent so we can better serve our clients and the communities in which we work and live,” said Rita Mitjans, chief diversity and corporate social responsibility officer at ADP. “We take great pride in funding The PhD Project, and together, we know we will make a difference.”

It is because of their commitment to their employees, clients and communities that, for the seventh consecutive year, ADP has been recognized on FORTUNE’s annual ranking of “Most Admired Companies” and the third time in the past four years that the company has occupied the top spot in its industry category. Also, this marks the fourth consecutive year that ADP has been recognized for excellence and leadership in diversity by DiversityInc. In addition to its overall Top 50 ranking this year, ADP also ranked fifth in The DiversityInc Top 10 Companies for Latinos.

Through its Workplace Giving and Volunteerism program, ADP encourages associates to volunteer and support organizations that celebrate diversity like PFLAG (Parents, Families and Friends of Lesbians and Gays), American Conference on Diversity, Girls, Inc. and Dress for Success. In addition, the company celebrates Black History Month, Hispanic Heritage Month, Asian/Pacific American Heritage Month, Women’s History Month, and LGBT Pride Month to name a few. Their aim is to recognize as well as celebrate the rich tapestry of a multicultural and diverse workplace. This fuels their excellence and at ADP, it's a celebration that never stops.

To unlock your career potential, visit ADP Careers at

<http://www.adp.com/careers>.



Ahu Yildirmaz, ADP, Keynote speaker at Management Doctoral Student Conference in Boston, MA

THE PHD PROJECT SPONSORS

KPMG FOUNDATION • GRADUATE MANAGEMENT ADMISSION COUNCIL

CITI FOUNDATION • AACSB INTERNATIONAL • 285+ PARTICIPATING UNIVERSITIES • AICPA FOUNDATION • DIVERSITYINC

JP MORGAN CHASE FOUNDATION • 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 OF ALLEGIS GROUP) • 3M

AMERICAN ACCOUNTING ASSOCIATION • THE HERSHEY COMPANY

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, TEST ACCOMMODATIONS, GMAC

WILLIE DEESE, PRESIDENT, MERCK MANUFACTURING • KIM DRUMGO, DIRECTOR OF DIVERSITY & INCLUSION, AICPA

ANA DUARTE-MCCARTHY, DIRECTOR OF GLOBAL WORKFORCE DIVERSITY, CITI

ROD S. DOOLEY, VP, DIVERSITY & INTEGRATED TALENT MANAGEMENT, ROCKWELL COLLINS

MILFORD MCGUIRT, PARTNER, KPMG • JOSE RODRIGUEZ, PARTNER, KPMG

KENT SATTERFIELD, MEMBER-IN-CHARGE, DIXON HUGHES GOODMAN LLP • TONY SCOTT, FORMER CIO, MICROSOFT

REBECCA SPROUL, PARTNER, KPMG • LUKE VISCONTI, CEO, DIVERSITYINC

THE PHD PROJECT DEANS ADVISORY BOARD

CAROLYN CALLAHAN, DEAN, COLLEGE OF BUSINESS, UNIVERSITY OF LOUISVILLE

QUIESTER CRAIG, DEAN EMERITUS, SCHOOL OF BUSINESS, NORTH CAROLINA A&T UNIVERSITY

JOHN ELLIOT, DEAN, SCHOOL OF BUSINESS, UNIVERSITY OF CONNECTICUT

ELI JONES, DEAN, SAM WALTON COLLEGE OF BUSINESS, UNIVERSITY OF ARKANSAS

dt ogilvie, DEAN, SAUNDERS COLLEGE OF BUSINESS, ROCHESTER INSTITUTE OF TECHNOLOGY

ANDY POLICANO, DLC ENDOWED PROFESSOR AND FORMER DEAN, PAUL MERAGE SCHOOL OF BUSINESS,

UNIVERSITY OF CALIFORNIA-IRVINE

MELVIN STITH, DEAN EMERITUS, WHITMAN SCHOOL OF MANAGEMENT, SYRACUSE UNIVERSITY

DISSERTATION & TRANSITION GRANTS

Melvin and Patricia Stith Marketing Dissertation Grant

Eligibility Requirements

In order to apply, applicant must be:

- African-American, Hispanic-American or Native American
- U.S. citizen or permanent resident of the United States (possess a green card)
- Must have completed all course work, passed all required preliminary examinations, and received approval for their dissertation proposal.

Terms of the Grant

- \$5,000 Grant each for two (2) doctoral candidates

The application consists of the following items:

- A completed copy of the Application Form-- [Click here to download](#) or visit <http://phdproject.ning.com/page/funding-1>
- Official transcript for all graduate work
- Institution Certificate Form- verification of the completion of all required coursework and qualifying examinations for the doctorate and approval of dissertation research proposal signed by the Department Chair, Graduate Dean or Dissertation Director.
- Statement of Dissertation- to include the following:
 - Description of project, design, research methodology and expected contribution to knowledge
 - Outline of present state of project and schedule for completion- clear statement of financial need
 - Recommendation letter from Dissertation Director.

Email your application package to Tara Perino at tperino@kpmg.com or fax to 201-624-7763 to arrive by May 1st.

Carolyn M. Callahan New Student Transition Grant

Eligibility Requirements

In order to apply for this scholarship, applicant must be:

- African- American, Hispanic-American, or Native American
- U.S. citizen or a permanent resident of the United States
- Must be A new student admitted to a full-time AACSB accredited accounting program for Fall 2014.

Terms of the Grant

- Up to five \$2000 grants

The application consists of the following items:

- A completed copy of the Application form-[Click here to download](#) or visit <http://phdproject.ning.com/page/funding-1>
- Letter of admission from AACSB accredited full-time accounting doctoral program

Email your application package to tperino@kpmg.com or fax to 201-624-7763 to arrive by May 1. If you have any questions please call 201-307-7932.

KPMG FOUNDATION ACCOUNTING DOCTORAL SCHOLARSHIP PROGRAM

KPMG Foundation's accounting doctoral scholarships for minorities aim to further increase the completion rate among African-American, Hispanic-American, and Native American doctoral students. In order to be eligible for this scholarship, you must be:

- African-American, Hispanic-American, or Native American
- A U.S. citizen or a permanent resident of the United States
- enrolled, on campus, in a full-time, AACSB accredited, U.S. Accounting business doctoral program by September 2014

Terms of the scholarship: \$10,000 annual scholarship, eligible for annual renewal, cumulative total scholarship amounts not to exceed \$50,000.

Visit the website, <http://www.kpmgfoundation.org/foundinit.asp> for detailed application instructions. Deadline for application is **May 1, 2014.**

DSA SUMMER CONFERENCES

Our annual summer DSA conferences will be quickly upon us. Are you going to be there? The invitational links will be distributed soon. If you do not receive your invitation, please contact Myrna Varner at myrnavarner@kpmg.com or 201-307-7628. We will be visiting some great cities this year such as:



Finance DSA-Monterey Bay, CA, June 13-15

In conjunction with Western Finance Association, June 15-18, 2014



Accounting DSA-Atlanta, GA, August 1-3

In conjunction with American Accounting Association, August 2-6, 2014



Info Systems DSA- Savannah, GA, August 5-7

In conjunction with Americas Conference on Information Systems, August 7-9, 2014



Management DSA- Philadelphia, PA, July 30-Aug. 1

In conjunction with Academy of Management, August 1-5, 2014



Marketing DSA- San Francisco, CA, July 30-August 1

In conjunction with AMA Summer Educators Marketing Conference, August 1-3, 2014

FACULTY CORNER

Please join in congratulating The PhD Project Faculty membership for all their accomplishments!

Congratulations to **Dr. Wanda Lester, Management, North Carolina Central University**, named Interim Dean of Business School.

Congratulations to **Dr. Terence Pitre, Accounting, University of St. Thomas**, whose paper, “*Effects of Increased Reporting Frequency on Nonprofessional Investors’ Earnings Predictions*,” was selected as the recipient of Behavioral Research In Accounting’s Best Paper Award.

Congratulations to **Dr. Patricia Martinez, Management, Loyola Marymount University** and **Dr. Kimberly Dean Dorsey, Management, Mississippi University for Women**, **Dr. Yuvay Meyers, Marketing, Howard University**, **Dr. Mary Triana, Management, University of Wisconsin-Madison**, and **Dr. Brett Gilbert, Management, Rutgers University** who have been promoted to Associate Professor with Tenure.

Congratulations to **Dr. Herman Aguinis, Management, Indiana University**, elected president of the Iberoamerican Academy of Management.

Congratulations to **Dr. Jeffrey Robinson, Management, Rutgers University**, promoted to Associate Professor with Tenure and also named Acting Academic Director & Sr. Fellow, The Center for Urban Entrepreneurship & Economic Development at the Business School.

Congratulations to **Dr. Venessa Funches, Marketing, Auburn University Montgomery**, promoted from department head of marketing to Associate Dean of the School of Business.

Congratulations to **Dr. Katherine Phillips, Management, Columbia University**, named Senior Vice Dean of Columbia Business School

Congratulations to **Dr. J. Goosby Smith, Management, Pepperdine University** who has been granted tenure.

THE NEWEST PHD PROJECT PROFESSORS AT THE 2013 ANNUAL CONFERENCE



First row: Dr. Cathalene Bowler- University of Northern Iowa, Dr. Adrienne Rhodes-Texas A&M University, Dr. Monique Bell- Cal State University Fresno, Dr. M. Dee Guillory- Winston-Salem State University, Dr. Fred Coleman- Bowling Green State University, Bernard Milano-President, The PhD Project, Dr. Leah Muriel- Oklahoma State University, Dr. Sharon Simmons-William Paterson University, Dr. Katina Thompson-Illinois State University, Dr. Alicia Yancy-University of Houston-Downtown

Second row:

Dr. Oscar Holmes, IV- Rutgers University-Camden, Dr. Willie Reddic- DePaul University, Dr. Joseph Reid-North Carolina A&T State University, Dr. LaDonna Thornton-University of Nebraska-Lincoln.

THE SPONSORS' CORNER

We are pleased to make the following announcements:

- The addition of The Hershey Company as a PhD Project supporter for 2014.
- AACSB has increased their support of the PhD Project from \$50,000 per year to \$100,000 and provided a three year commitment

We are also pleased to report the renewals of:

- CIGNA
- DiversityInc.
- Lincoln Financial
- The Merck Company Foundation
- Wal-Mart Stores, Inc.

As we continuously work to broaden support for The PhD Project, we ask for *your* support in acknowledging our funders and also identifying potential prospects. If you have a corporate contact interested in becoming a funder, please contact Marie Zara at mzara@kpmg.com or 201-307-8660.

THE UNIVERSITY CORNER

We are happy to welcome the following universities as new supporting doctoral granting (DGI) and non-doctoral granting institutions (NDGI) of The PhD Project. They join the more than 280 supporting universities for the 2013-2014 academic year.

- Oregon State University-DGI
- Lamar University -NDGI
- Washington and Lee University-NDGI
- William Paterson University-NDGI
- Chicago State University-NDGI
- Colorado State University-Pueblo-NDGI
- Louisiana Tech University-NDGI

THE PLEDGE CAMPAIGN

This year The PhD Project is celebrating 20 years! It's a wonderful opportunity to provide others with the same opportunity that you have been given as a member of The PhD Project.



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

Please show your support and appreciation of The PhD Project by pledging whatever you can...check your email for our annual appeal, or go to <http://www.phdproject.org/donate.asp?p=2> to make a donation via our secure site or access a PLEDGE card that you can mail in with your check. You may also contact Marie Zara, Development Manager at mzara@kpmg.com or 201-307-8660.

Thank you in advance for your generosity.

PHD PROJECT HALL OF FAME

Honoring commitment, involvement and inspiration, that's the purpose of The PhD Project's Hall of Fame. Each year our Hall of Fame will honor a select few who have greatly inspired many. We'll recognize those who have sustained an unwavering commitment to our mission. And we'll bring tribute to the leaders among us who have achieved significant encouragement and impact within our network of minority business doctoral students and faculty.

Nominations for 2014 inductees will be accepted through April 30, 2014. Please download the [Nomination Form](#) for more details and consider nominating those who have been instrumental in fulfilling The PhD Project's mission and had a profound impact on our network at <http://www.phdproject.org/fame.html>.



THE PHD PROJECT CELEBRATES 20 YEARS!

This year marks the 20th anniversary of The PhD Project. As we reflect back over the years, we realize there have been many milestones that are cause for celebration. If you have mementos of The PhD project over the years and would like to share them, please contact Myrna Varner at myrnavarner@kpmg.com or Zoila Jurado Pazos at zjurado@kpmg.com.

Below is a list of some of those milestones.

- 1994 – PhD Project initiated
- 1995 – First 33 annual conference participants began their doctoral programs
- 1996 – Information Systems Doctoral students Association (ISDSA) formed
- 1997 – Finance, Marketing & Management DSAs formed
- 1998 – First PhD Project Professor, Dr. Alisa Mosley capped
- 1999 – Development of PhD Project website, www.phdproject.org
- 2000 – First Non-Doctoral Granting Institutions fund The Project
- 2001 – Management Faculty of Color Association (MFCA) is formed
- 2002 – Dr. Double, Dr. Alisha Malloy is capped
- 2003 – *Living the Dream* published
- 2004 – 10th Anniversary – Number of total supporting universities doubled
- 2005 – PhD Project launched as separate 501 ©3 –separate Board of Directors formed
- 2006 – The “Doublemint Professors”, Dr. Craig Sisneros and Dr. Darryl Brown are capped. They met and became close friends and colleagues at the 1999 PhD Project Annual conference and unknowingly defend their dissertations on the same day!
- 2007 – Dr. Triple, Dr. Belinda Shipps, capped- and total number of supporting universities tripled too!
- 2008 – South African PhD Project and Accounting Doctoral Scholars (ADS) programs launched – both based on our model. Marketing Ethnic Faculty Association (MEFA) is formed. www.myphdnetwork.org launched
- 2009 – 15th Anniversary and 1,000th PhD project Professor, Dr. Shalei Simms, capped
- 2010 – Project AHEAD launched
- 2011 – PhD Project Hall of Fame initiated
- 2012 – First PhD Project member named Dean at Shenandoah University, Dr. Miles Davis
- 2013 – Dr. Cuatro, Dr. James Alvarez- Mourey, capped
- 2014 - 20th Anniversary

