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 a 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 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.
**Welcome New Students**

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

**Student Accomplishments**

Congratulations to the following students who recently passed comprehensive exams:

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

Congratulations to the following students who successfully defended their proposal:

<table>
<thead>
<tr>
<th>Name</th>
<th>Discipline</th>
<th>Teaching At/Employed By</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ahmed Elkassabgi</td>
<td>Finance</td>
<td>Texas A&amp;M International University</td>
</tr>
<tr>
<td>Richelle Oakley</td>
<td>Information Systems</td>
<td>University of North Carolina-Greensboro</td>
</tr>
</tbody>
</table>

**Congratulations! New Professors**

The following individuals advised us of their successful dissertation defense!

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

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
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LINCOLN FINANCIAL GROUP • AEROTEK & TEKSYSTEMS (OPERATING COMPANIES OF ALLEGIS GROUP) • 3M
AMERICAN ACCOUNTING ASSOCIATION • THE HERSHEY COMPANY

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

www.phdproject.org
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.

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.

www.phdproject.org
**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 Guilloy- 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](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](http://www.phdproject.org/fame.html) 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](http://www.phdproject.org/fame.html).
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
- 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