

THE PHD PROJECTSM

NEWS

Conference Edition 2016

Mission:

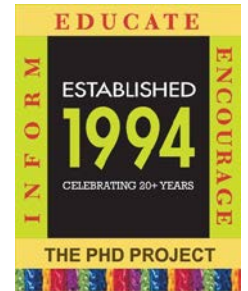
To increase workplace diversity by increasing the diversity of Business school faculty who encourage, mentor, support and enhance the preparation of tomorrow's leaders.

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 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	High Point University
Accounting	Karen McDougal	1994	Temple University	Penn State University
Accounting	Karen Nunez	1994	University of Oklahoma	Elon University
Accounting	Satina Williams	1994	Virginia Commonwealth University	Brooklyn College-CUNY
Accounting	Lynette Wood	1994	Indiana University	Winston-Salem State 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	Northcentral University
Information Systems	Joyce Jackson	1994	University of South Carolina	Anne Arundel Community College
Information Systems	William Lewis, Jr.	1994	Florida State University	Unknown
Information Systems	Sylvonie Merchant	1994	University of Arkansas	Argosy University
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-Rio Grande Valley
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	University of South Carolina
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	Unknown
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	Clafin 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	Indiana University Purdue 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	University of Alabama- Tuscaloosa
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 St. Thomas
Management	Tracy Dumas	1995	Northwestern University	Ohio State 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 Central 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-Triplett	1995	Wayne State University	Virginia Commonwealth University
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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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	Unknown
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	Louisiana State University- Shreveport
Information Systems	Belinda Shipps	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	San Jose State 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	Metropolitan State University
Marketing	Aberdeen (Leila) Borders	1996	Georgia State University	Kennesaw State University
Marketing	Yancy Edwards	1996	Ohio State University	Sogang University
			University of Illinois-Urbana	
Marketing	Martin Nunlee	1996	Champaign	Delaware State University
Marketing	Brent Smith	1996	Drexel University	St. Joseph's University
	Gladys Torres-			
Marketing	Baumgarten	1996	Rutgers University	Ramapo College
Accounting	Anibal Baez Diaz	1997	Kent State University	University of Puerto Rico
Accounting	Helen Brown-Liburd	1997	University of Wisconsin-Madison	Rutgers University
Accounting	Dana Hollie	1997	Washington University-St. Louis	Louisiana State University
Accounting	Kevin Jackson	1997	University of Texas-Austin	University of Illinois-Urbana Champaign
Accounting	Danny Lanier, Jr.	1997	University of Georgia	Elon 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
Finance	Byron Hollowell	1997	Florida State University	Black Hills State University
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 Jeffers	1997	Ohio State University	W.A.S.D.
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	Hofstra 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	Deceased
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	Savannah State 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	Seeking Faculty Position
Marketing	John Godek	1997	University of Michigan	Seattle Pacific University
Marketing	Denise Ogden	1997	Temple University	Pennsylvania State University
Marketing	Dawn Pearcy	1997	Florida State University	Deceased
Marketing	Samuel A. Spralls	1997	Texas Tech University	Central Michigan University
Accounting	Maria T. Caban-Garcia	1998	University of Missouri	University of South Florida-St. Petersburg
Accounting	Shirley Hunter	1998	Texas A&M State University	University of North Carolina - Charlotte
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	Colorado State University Pueblo
Information Systems	Miguel Bustamante	1998	University of Nebraska-Lincoln	UNKNOWN
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	Langston University
Management	Laurence Marsh	1998	University of Utah	Columbus State University
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	University of Houston
Marketing	Andrea Scott	1998	University of South Florida	California Baptist University
Accounting	Liz Arnold	1999	Rutgers University	The Citadel
Accounting	Darryl Brown	1999	University of Arizona	Illinois Wesleyan University
Accounting	Carol Anilowski Cain	1999	University of Michigan	Winston Salem 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-Tyler
Finance	Gwendolyn Pennywell	1999	Georgia State University	University of South Alabama
Finance	Denise Streeter	1999	Old Dominion University	Howard University
Information Systems	Carlos D. Buskey	1999	Pace University	Seeking Faculty Position
Information Systems	Jesus Carmona	1999	Texas A&M International University	Texas A&M University Kingsville
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	Winthrop University
Information Systems	Shawndra Hill	1999	New York University	University of Pennsylvania
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. Gaylor	1999	Jackson State University	Mississippi College
Management	Brett Gilbert	1999	Indiana University	Rutgers University
Management	Kevin L. Johnson	1999	Indiana University	University of St. Thomas
Management	Maurice Reid	1999	Ohio State University	Berea College
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	North Carolina Central 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	Rice University
			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	Howard 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 South Florida
Information Systems	Jon Blue	2001	Virginia commonwealth University	National Institutes of Health
Information Systems	Garry Burnett	2001	George Washington University	CW Financial, LLC
Information systems	Efosa Idemudia	2001	Texas Tech University	Arkansas Tech 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	Auburn 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	University of North Georgia
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 Riggie	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 California Irvine
Accounting	Kwadwo Asare	2002	Bentley University	Bryant University
Accounting	Rosemond Desir	2002	University of Massachusetts-Amherst	University of St. Thomas
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	Loyola University Chicago
Information Systems	Nannette Napier	2002	Georgia State University	Georgia Gwinnett College
Information Systems	Renee Pratt	2002	Florida State University	University of Massachusetts-Amherst
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 A&M University
Management	Rayshad Holmes	2002	George Washington University	Howard 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	Ozias Moore	2002	Cornell University	Lehigh University
Management	Frank Mullins	2002	Syracuse University	Rutgers 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

SUCCESS! (cont'd.)

DISCIPLINE	NAME	ATTENDED	DOCTORATE RECEIVED FROM	TEACHING AT
Management	Bernadine Johnson	2002	Michigan State University	University of Delaware
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	Rollins College
Marketing	Horace Melton	2002	Florida State University	Illinois State University
Marketing	Jana Rutherford	2002	Florida Atlantic University	Barry University
Marketing	Keith Story	2002	University of Memphis	Cal State University-Fresno
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	Virginia State University
Finance	Kelly E. Carter	2003	University of South Florida	Morgan State University
Finance	Major Coleman	2003	University of California-Irvine	Seeking Faculty Position
Finance	Crystal Hudson	2003	University of Georgia	Clark Atlanta University
Finance	David Moore	2003	University of Tennessee	Cal State University-Sacramento
Information Systems	Corey Baham	2003	Louisiana State University	Oklahoma State University
Information Systems	Ashley Davis	2003	University of Georgia	University of Oklahoma
Information Systems	Julio Ortiz	2003	Pennsylvania State University	Mercedes Benz
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	Rob Davison	2003	Michigan State University	University of Kansas
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 Texas Dallas
Management	Javier Monllor	2003	University of Illinois	DePaul University
Management	Silvia Salas	2003	Florida International University	S
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	Bethune Cookman 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	Kansas State University
Marketing	Mandy Ortiz	2003	University of Alabama-Tuscaloosa	Unknown
Marketing	Dante Pirouz	2003	University of California, Irvine	Western University
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	R. Christopher Small	2004	University of Iowa	University of Toronto
Accounting	Adrian Valencia	2004	Florida State University	Florida Gulf Coast University
Finance	Anjelita Cadena	2004	University of Texas-San Antonio	University of North Texas
Finance	William Johnson	2004	Florida Atlantic University	University of Southern Mississippi
Management	Jennifer Bailey	2004	Georgia Institute of Technology	Babson College
Management	Victor M. Bennett	2004	University of California, Berkeley	Duke University
Management	Dewaynna Horn	2004	Jackson State University	Texas Woman's University
Management	Peter Gallo	2004	University of North Carolina-Chapel Hill	Creighton University
Management	Exequiel Hernandez	2004	University of Minnesota	University of Pennsylvania
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	Rutgers University - Camden
Marketing	Gary Futrell	2004	Florida State University	Valdosta State University

SUCCESS! (Cont'd.)

DISCIPLINE	NAME	ATTENDED	DOCTORATE RECEIVED FROM	TEACHING AT
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
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-Rio Grande Valley
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	Christopher Torrance	2005	Jackson State University	Fayetteville State University
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	Stephanie Lawson	2005	Florida State University	Winthrop University
Marketing	Jennifer Martinez-Hutchins	2005	University of Memphis	Kennesaw State 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	Credit Suisse
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	Florida State 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	Patricia Satterstrom	2006	Harvard University	New York University
Management	Jocelyn Steward	2006	University of Alabama-Birmingham	Clayton State University
Management	Regina Taylor	2006	University of Central Florida	Creighton University
Management	Mark Tribbitt	2006	Drexel University	Pepperdine University
Marketing	Dwayne Cole	2006	Syracuse University	Florida A&M University
Marketing	Mitchell Hamilton	2006	Syracuse University	Loyola Marymount University
Marketing	Julian Saint Clair	2006	University of Washington	Loyola Marymount University
Accounting	Herita Akamah	2007	University of Oklahoma	University of Nebraska-Lincoln
Accounting	Cathalene Bowler	2007	Morgan State University	University of Northern Iowa
Accounting	Fred Coleman	2007	Louisiana Tech University	Bowling Green State University
Accounting	Elicia Cowins	2007	University of North Carolina-Chapel Hill	Washington and Lee University
Accounting	Leah Muriel	2007	University of Tennessee	Oklahoma State University
Accounting	Adrienne Rhodes	2007	Pennsylvania State University	Texas A&M University
Finance	Ahmed Elkassabgi	2007	Texas A&M International Univ.	Seeking Faculty Position
Finance	Kim Luchtenberg	2007	Old Dominion University	East Carolina University
Finance	Patrick Washington	2007	University of Alabama-Tuscaloosa	Morehouse College
Information Systems	Christine Custis	2007	Morgan State University	Shenandoah University
Information Systems	Mary Dunaway	2007	University of Arkansas	University of Virginia
Information Systems	Richelle Oakley	2007	University of North Carolina-Greensboro	Savannah State University
Information Systems	Rachida Parks	2007	Pennsylvania State University	Quinnipiac University
Management	J. Lee Brown III	2007	Old Dominion University	Fayetteville State University

SUCCESS! (cont'd.)

DISCIPLINE	NAME	ATTENDED	DOCTORATE RECEIVED FROM	TEACHING AT
Management	Stephanie Creary	2007	Boston College	Cornell 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	Texas Woman's University
Management	Luceta McRoy	2007	University of Alabama	Southern Adventist University
Management	Sharon Simmons	2007	Syracuse University	University of Missouri-Kansas City
Management	C. Justice Tillman	2007	University of Alabama-Tuscaloosa	Baruch College-CUNY
Marketing	Delancy Bennett	2007	University of Massachusetts-Amherst	Clemson University
Marketing	Charlene Dadzie	2007	University of North Texas	University of South Alabama
Marketing	Jaime Salas	2007	Arizona State University	Pepperdine University
Marketing	Dalila Salazar	2007	University of Texas-El Paso	Texas A&M-Central Texas
Finance	John Huck	2008	University of Michigan	University of Wisconsin-Milwaukee
Management	Erin Henry	2008	Harvard Business School	Northwestern Mutual
Management	Gastón de los Reyes	2008	University of Pennsylvania	George Washington University
Management	Kisha Lashley	2008	Penn State University	University of Virginia
Management	Luis Rios	2008	Duke University	University of Pennsylvania
Management	Courtney Williamson	2008	Carnegie Mellon University	AbilLife
Marketing	Cassandra Davis	2008	University of Arkansas	Utah State University
Marketing	Yvette Holmes	2008	Florida State University	Alabama State University
Marketing	Nicholas Pendarvis	2008	University of South Carolina	Cal State University-Los Angeles
Marketing	Tony Stovall	2008	University of Arizona	Woodbury University
Marketing	LaDonna Thornton	2008	University of Tennessee	Florida State University
Marketing	Jennifer Zarzosa	2008	New Mexico State University	Henderson State University
Accounting	Kayla Booker	2009	Jackson State University	Rhodes College
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
			Southern Illinois University	
Accounting	Chanta Thomas	2009	Carbondale	Rutgers University
Management	Anastasia Bailey	2009	Ohio State University	Rutgers University
Management	Randall Croom	2009	University of Florida	Stetson University
Management	Alison Hall	2009	Tulane University	University of Texas-Arlington
Management	Nicole Jones Young	2009	University of Connecticut	Franklin & Marshall College
Management	Alexander Knights	2009	Binghamton University	Roger Williams University
Management	Tiffany Maldonado	2009	University of Houston	University of Houston
Management	Carliss Miller	2009	University of Texas at Dallas	Sam Houston State University
Management	Angela Randolph	2009	Texas Tech University	Babson College
Management	Patrice Perry-Rivers	2009	Rutgers University	Virginia State University
Management	Oscar Jerome Stewart	2009	University of North Carolina-Charlotte	San Francisco State University
Management	Ella Washington	2009	Northwestern University	Ernst and Young
Marketing	Rebeca Perren	2009	University of Central Florida	Cal State University-San Marcos
Marketing	Cinthia Satormino	2009	Florida State University	Northeastern University
Accounting	Pablo Machado	2010	University of Arizona	San Diego State University
Accounting	Porschia Nkansa	2010	University of Memphis	Cal State University-Los Angeles
Accounting	Delvin Seawright	2010	Morgan State University	Lamar University
Accounting	Anywhere Sikochi	2010	Penn State University	Harvard University
Accounting	Kecia Williams Smith	2010	Texas A&M University	Virginia Tech
Management	Marcus Bellamy	2010	Georgia Institute of Technology	Boston University
Management	Hise Gibson	2010	Harvard Business School	US Army
Marketing	Wyatt Schrock	2010	Wayne State University	West Virginia University
Accounting	Lydia Didia	2011	Jackson State University	Penn State University-Harrisburg
Accounting	Assma Sawani	2011	Florida International University	University of Colorado-Colorado Springs
Management	Elizabeth Ruth Wilson	2011	Northwestern University	Harvard University student
Marketing	Sidney Anderson	2011	Florida State University	Texas State University
Management	Reginald Tucker	2012	University of Alabama-Tuscaloosa	East Carolina 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, to apply for next year's annual conference. If they are already in a doctoral program, have them email 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?

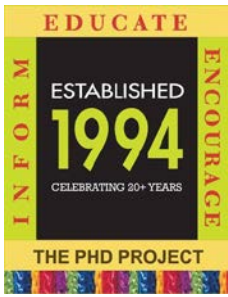
If you are interested in lending support, please *contact Marie Zara, Director of Advancement, directly at 201-307-8660, or mzara@kpmg.com*. We thank you for your help.

INSPIRE, EDUCATE, TRANSFORM

Become a Professor and pursue your dream of life-long learning and mentoring.



*PhD Project Professors Dr. Rebeca Perren, California State University at San Marcos;
Dr. Marcus Bellamy, Boston University; Dr. Cinthia Satornino, Northeastern University*



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:

#phdnov16



Post your insights @

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Check out the videos on YouTube at:

thehdprojectvideos



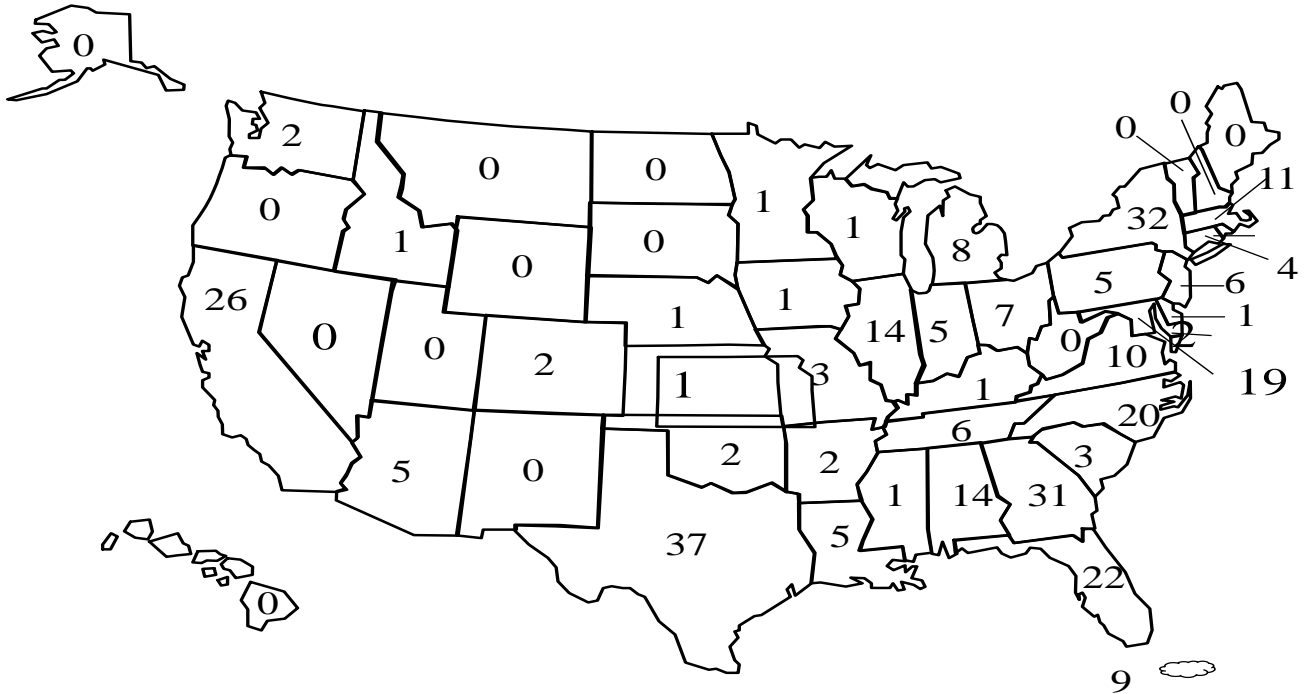
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DEMOGRAPHIC BREAKDOWN OF ALL 2016 CONFERENCE INVITEES



By AGE

Note: 33 applicants did not provide their age.

<u>AGE</u>	<u>INVITED</u>	<u>REINVITES</u>
<26	79	0
26-30	59	1
31-35	53	2
36-40	48	2
41-45	26	1
>45	25	1

By DISCIPLINE

By GENDER & ETHNICITY

	APPLICANTS	INVITED	REINVITES		Applied	Invited	Reinvites
Accounting	85	48	3	Male	269	126	9
Finance	50	29	3	Female	394	197	11
International Business	54	26	3	African-American	533	233	20
Management Information Systems	30	11	1	Hispanic-American	122	86	0
Management/Organizational Behavior	259	118	3	Native American	8	4	0
Marketing	56	29	1	Male African-American	204	80	9
Operations	28	10	0	Male Hispanic-American	61	43	0
Management/Operations Research				Male Native American	4	3	0
Strategy	68	30	2	Female African-American	329	153	11
				Female Hispanic-American	61	43	0
				Female Native American	4	1	0

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