

THE PHD PROJECT

NEWS

Spring 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:

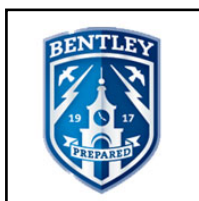
A significantly larger talent pipeline of African-Americans, Hispanic-Americans and Native Americans for business leadership positions.

OBJECTIVES:

- To inform and educate minorities about all aspects of a business doctoral program, and 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 AND BENTLEY UNIVERSITY'S "STRATEGIES FOR TEACHING SUCCESS" WORKSHOP



Excellence in classroom teaching is a lifelong quest and a differentiator in today's academic job market. Most Ph.D. programs do not provide structured experiences to help prepare students for their teaching responsibilities in their first tenure-track position. As a result, newly-minted professors often lack the skills necessary to maximize their potential in the classroom.

Bentley University and The PhD Project are again partnering to offer "*Strategies for Teaching Success in the College Classroom*" to our emerging and newly minted faculty on June 6-8, 2016. Bentley University is providing this three-day workshop, meals and accommodations. The PhD Project will cover up to 50% of travel expenses up to \$500.

The need for teaching training for recent doctoral program graduates is clear. Most Ph.D. programs do not provide structured experiences to help prepare students for their teaching responsibilities in their first tenure-track job. This three day workshop is deliberately geared towards helping new college teachers be better equipped for the classroom.

In addition, we believe that the techniques and strategies in this program have the potential to reduce the anxiety that new teachers often feel when leading a class.

Here is just some of the feedback received from the Summer 2015 PhD Project attendees:

- "I wish I had received this training before teaching!"
- "...the most powerful thing was the interaction between the instructors and the audience. I just wish we had more time to delve in."
- "I am excited to get back and structure my Fall course."
- "Great training. Content is relevant and useful."
- "There were quite a few tips and tricks that I plan to implement."
- "This is wonderful and has opened my eyes to things I had not thought of even though I have already been teaching."

This opportunity is open to new faculty and emerging students. For more information contact Myrna Varner at myrnavarner@kpmg.com.

Thank you Bentley University for all your support!

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 STUDENT MEMBERS

Welcome to the following members that have started or will be starting programs and joined the doctoral student associations.

Name	Discipline	Year Started	University
Andria N. Hill-2015	Accounting	2016	University of Central Florida
Jonathan Medrano	Accounting	2015	University of Iowa
Ruth Cano	Finance	2015	University of Texas Rio Grande Valley
Edna Osuna	Finance	2016	University of Arizona
Breyon Williams	Finance	2014	University of South Carolina
Jamila D. Gilliam-2014	Management	2015	University of Massachusetts-Boston
Tony N.K. Lynch-2006	Management	2016	University of Texas Rio Grande Valley
Ayana Younge	Management	2015	University of North Carolina at Chapel Hill



CONGRATULATIONS! NEW PROFESSORS

The following individuals advised us of their successful dissertation defense!

Name	Discipline	Doctorate Received At	Teaching At/Employed By
Leslie Adah	Accounting	Jackson State University	Mississippi State University
David Cabán	Accounting	Florida Atlantic University	Fairleigh Dickinson University
Rachel Martin	Accounting	University of Wisconsin-Madison	Utah State University
Michael Paz	Accounting	Drexel University	Cornell University
Emmanuel Alanis	Finance	Texas A&M University	Texas State University
Patrick Washington-2007	Finance	University of Alabama-Tuscaloosa	Morehouse College
Corey Baham-2003	Information Systems	Louisiana State University	Oklahoma State University
Hector Flores	Management	University of Massachusetts-Amherst	Cal State Polytechnic University
Alexander Knights-2009	Management	Binghamton University	Roger Williams University
Nicole Jones Young-2009	Management	University of Connecticut	Franklin And Marshall College
Oscar Moreno	Marketing	University of Utah	Rutgers University

FACULTY CORNER

Please join in congratulating these PhD Project Faculty for their accomplishments listed below!

- **Dr. Eli Jones, Marketing, Dean of the Mays Business School at Texas A&M University**, has been named the recipient of the Lifetime Achievement Award for 2016 by The American Marketing Association (AMA) Sales Sig. This award honors the outstanding scholar who has made meaningful contributions to the field of sales through publications in top journals, teaching excellence, and contributing to the scholarship in the area of sales.
- **Dr. Donna Blancero, Management, Bentley University**, named Assistant Dean for Undergraduate Business programs in the Dean of Business Office.
- **Dr. David Ford, Jr., Management, University of Texas at Dallas**, honored as a Dallas Business Journal 2016 Minority Business Leader Award recipient. You can read more at http://www.utdallas.edu/news/2016/2/10-31903_Professor-Honored-as-Minority-Business-Leader-story-sidebar.html
- **Dr. Merlyn Griffiths, Marketing, University of North Carolina, Greensboro**, has been invited to present her research at the Food and Drug Administration's Workshop on Waterpipe smoking. Her research on this topic has been appeared on several academic journals and in the Wall Street Journal.
- **Dr. Javier Reyes, Finance (Economics), University of Arkansas**, has been named Milan Puskar Dean of the College of Business and Economics at West Virginia University effective June 30, 2016.



THE 2016 DOCTORAL STUDENT ASSOCIATION CONFERENCE SCHEDULE

The Doctoral Student Association (DSA) Conferences are an integral part of The PhD Project network and great support to our doctoral students. We strongly encourage you to attend the DSA that corresponds to your discipline of study. Included this year's conference will be the Faculty Alumni Association sessions taking place concurrently on the last day of the DSA conference. Make sure to save the dates!



Accounting- 23rd Annual Conference

August 5-7, 2016-- New York, NY. Faculty Alumni Sessions on August 7, 2016

In conjunction with **American Accounting Association Meeting** August 6-10, 2016-New York, NY



Finance -20th Annual Conference

June 18-20, 2016—Park City, Utah. Faculty Alumni Sessions on June 20, 2016

In conjunction with **Western Finance Association Conference**, June 20-23, 2016-Park City, Utah



Information Systems- 21st Annual Conference

August 10-11, 2016—San Diego, CA. Faculty Alumni Sessions on August 11, 2016

In conjunction with **Americas Conference on Information Systems**, August 11-13, 2016-San Diego, CA



Management- 20th Annual Conference

August 3-5, 2016—Anaheim, CA. Faculty Alumni Sessions on August 5, 2016

In conjunction with **Academy of Management Meeting**, August 5-9, 2016-Anaheim, CA



Marketing-20th Annual Conference

August 3-5, 2016—Atlanta, GA. Faculty Alumni Sessions on August 5, 2016.

In conjunction with **Summer Marketing Educators' Meeting**, August 5-7, 2016-Atlanta, GA



THE 2016 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. 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 professors. New inductees will be selected by the current Hall of Fame members.

To be considered for induction into The PhD Project Hall of Fame, an individual must have:

- Made significant contributions that have impacted The PhD Project's success. Commitment to The PhD Project is evidenced by involvement with our student and faculty members, participation on task forces and planning committees, recruitment activities and creating enhanced awareness of the PhD Project within an individual's own organization
- An excellent reputation within the academic, corporate or not for profit community and a source of inspiration and encouragement for others to follow.
- Served as an ambassador for The Project, communicating our mission within academe and/or corporate America.
- Demonstrated sustained involvement with The Project over a 10 year period.

The nomination form can be found at <http://www.phdproject.org/our-success/alumni-resources-programs/>

Submission Instructions

Please email the completed nomination form and supporting documents to Cristina Pazos at cpazos@kpmg.com. Nominations will be accepted **through April 30**.

THE SPONSORS' CORNER

The PhD Project welcomes Thrivent Financial as our newest Sponsor!

We are pleased to announce that the following Sponsors have renewed support and in conjunction with our White House Commitment to Action, have increased their level of funding and/or length of commitment:

- KPMG Foundation
- Academy of Management
- American Accounting Association
- American Marketing Association
- AACSB International
- Lincoln Financial Group
- Dixon Hughes Goodman LLP
- NASBA

As we continuously work to broaden support for The PhD Project, we ask for *your* support in acknowledging our Sponsors and also identifying prospects. 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 or 201-307-8660.

UNIVERSITY CORNER

Our list of PhD Project Participating Universities continues to grow, and we are proud to announce that 6 new universities have joined us this 2015-2016 academic year, bringing our total to 318 Participating Universities!

Thank you to our PhD Project Members and supporting Deans for their efforts to communicate the importance of our model and their support of The PhD Project mission.

With a national spotlight on campus diversity, our successful model and your support are now more important than ever, as discussed in this Chronicle of Higher Education video featuring Bernie Milano, <http://chronicle.com/article/Video-Underrepresented/234464/>.



We look forward to another successful year.

FUNDING OPPORTUNITIES

AICPA Fellowship for Minority Doctoral Students

To increase the number of minority CPAs in college and university classrooms, the [AICPA Fellowship for Minority Doctoral Students](#) awards annual fellowships of \$12,000 to full-time minority accounting scholars who demonstrate significant potential to become accounting educators. Fellows who continue to meet eligibility requirements may renew their award for additional 4 years. Online applications at <https://www.thiswaytocpa.com/education/scholarship-search/fellowship-minority-doctoral-students/> are available on March 1, 2016 and closes at 11:59pm EST on May 16, 2016.

FUNDING OPPORTUNITIES *CON'TD*

Melvin and Patricia Stith Transition Grant for New Ph.D. Students in Marketing

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 be a new Ph.D. student admitted to a full-time AACSB accredited marketing program for Fall 2016

Terms of the Grant

- Up to five \$2000 grants awarded annually

The application consists of the following items:

- A completed copy of the Application Form-- visit <http://www.phdproject.org/resources/education-funding>
- Letter of admission from AACSB accredited full-time marketing doctoral program

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

Carolyn M. Callahan New Student Transition Grant-Accounting

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 Ph.D. student admitted to a full-time AACSB accredited accounting program for Fall 2016.

Terms of the Grant

- Up to five \$2000 grants awarded annually

The application consists of the following items:

- A completed copy of the Application form- visit <http://www.phdproject.org/resources/education-funding>
- 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.



THE PHD PROJECT SPONSOR SPOTLIGHT

Hershey and The PhD Project: Shared Goodness



Dr. Robert Saldivar of Ramapo College (far right) and Alicia Petross, Senior Director of Diversity, Inclusion & Engagement with students at the Milton Hershey School.

Headquartered in Hershey, PA, The Hershey Company is a global confectionery leader known for bringing goodness to the world through its delicious chocolate, sweets, mints, beverages and snacks. Hershey markets, sells and distributes products in more than 70 countries, and as of year-end 2014, employed more than 22,000 people.

The Hershey Company has a simple vision: bringing goodness to the world through great-tasting snacks. One smile, one moment and one person at a time. Their model: *Good Business, Better Life, Bright Future* is a filter through which to evaluate and prioritize existing commitments and new opportunities, particularly those related to investing in the well-being of our stakeholders and value chain.

- Good business is operating in a socially responsible and environmentally sustainable manner while appropriately managing our company assets and upholding our shareholder interests.
- Better life is what they are fostering as they focus their resources and efforts to positively impact our communities, employees and stakeholders.
- Bright future is what they're creating by extending their legacy and commitment to education and through a focus on nutrition for children in need.

Hershey's heritage of commitment to consumers, communities and children began with their founding in 1894 by Milton S. Hershey, who established the essential principles by which our business operates today. In addition to sponsoring The PhD Project, Hershey's commitment to education also includes the Milton Hershey School, founded in 1909, which provides free education, housing, food and health care to more than 1,800 underserved children of all backgrounds, from prekindergarten through 12th grade. One of the goals of Milton Hershey School is to provide students with opportunities to develop academic knowledge and life skills for future success.

We are proud to partner with Hershey and fortunate to have been given the opportunity to have Dr. Robert Saldivar, PhD Project professor at Ramapo College of New Jersey, visit the Milton Hershey School and meet with their students.

Hershey, thank you for your continued support of The PhD Project!

THE PHD PROJECT SPONSORS

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