

THE PHD PROJECT

NEWS

Summer 2016

MISSION:

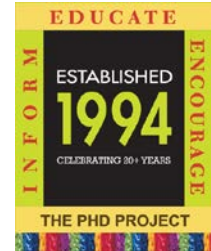
To increase workplace diversity by increasing the diversity of business school faculty who encourage, mentor, support and enhance the preparation of tomorrow's leaders.

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 COMMITTEE ON HISPANIC EXCELLENCE (CHE) HOSTS ITS FIRST DIVERSITY SUMMIT AT NORTHEASTERN UNIVERSITY



In recognition of The White House initiative on Hispanic Education, The PhD Project formed the Committee for Hispanic Excellence (CHE). The goal of this committee, comprised of PhD Project professors, is to increase the involvement of Hispanic faculty in mentoring and guiding Hispanic

students on college campuses, helping them to realize their full potential.

On April 22nd, 2016, The PhD Project Committee on Hispanic Excellence hosted its first Diversity Summit at Northeastern University! The Diversity Summit brought together over 100 leaders and educators from around the country to discuss the importance of diversity in business and academe as well as issues related to Hispanic educational attainment. Click here to view top social media highlights from the event: <http://bit.ly/1WPE2Pc>.

Thank you to Northeastern University, Bentley University, and Boston College for sponsoring this event and to our wonderful CHE Co-Chairs and Committee members for their efforts.



Luncheon keynote Dr. Lisette Nieves, President's Advisory Commission on Educational Excellence for Hispanics (center) with PhD Project professors Dr. Rebeca Perren & Dr. Cinthia Satornino, Marie Zara (PhD Project Director of Advancement) and PhD Project professor Dr. Marcus Bellamy.

Join us to for our next CHE Diversity Summit on Friday, October 21st at the Iowa Events Center in De Moines, Iowa. Details to follow.

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
Eduardo Fuste-2015	Accounting	2016	Florida State University
Claudia Hernandez	Accounting	2016	Florida International University
Pamella Howell	Information Systems	2014	University at Buffalo
Eric S. Villafranca-2015	Information Systems	2016	Baylor University
Estelle Archibold-2013	Management	2016	Case Western Reserve University
Dorian Boncoeur	Management	2016	University of Texas at Dallas
Linda Edouard-2013	Management	2016	Rutgers University
Celeste Diaz Ferraro-2014	Management	2016	Penn State University
Edwyna T. Hill-2014	Management	2016	University of Georgia
Juliet Oriaifo-2013	Management	2016	Florida Atlantic University
Ashley Robinson-2014	Management	2016	Oklahoma State University
Gonzalo Molina Sieiro-2015	Management	2016	Florida State University
Earl Yarbrough Jr	Management	2015	University of Texas Rio Grande Valley
Richard Conde-2015	Marketing	2016	University of North Texas
Fernanda Muniz	Marketing	2016	University of North Texas
Esther Uduehi-2015	Marketing	2016	University of Pennsylvania
Samantha Voelker-2013	Marketing	2016	University of Texas at San Antonio
Michael Ekema-Agbaw	Management	2016	Baruch College-CUNY



CONGRATULATIONS! NEW PROFESSORS

The following individuals advised us of their successful dissertation defense!

Name	Discipline	Doctorate Received At	Teaching At/Employed By
Herita Akamah-2007	Accounting	University of Oklahoma	University of Nebraska-Lincoln
Lydia Didia-2011	Accounting	Jackson State University	Penn State University-Harrisburg
Matthew Driskill	Accounting	University of Florida	Cal State University-Fullerton
Pablo Machado-2010	Accounting	University of Arizona	San Diego State University
Porschia Nkansa-2010	Accounting	University of Memphis	Cal State University-Los Angeles
Josette Pelzer	Accounting	Florida State University	College of Charleston
Anywhere Sikochi-2010	Accounting	Pennsylvania State University	Harvard University
Kecia Williams Smith-2010	Accounting	Texas A&M University	Virginia Tech University
Shannon Harris	Info Systems	University of Pittsburgh	Ohio State University
Stephanie Black	Management	University of Texas-San Antonio	University at Albany-SUNY
Tiffany Johnson	Management	Pennsylvania State University	Georgia Institute of Technology
Luis Rios-2008	Management	Duke University	University of Pennsylvania
Patricia Satterstrom-2006	Management	Harvard Business School	NYU Wagner School of Public Service
Oscar Jerome Stewart-2009	Management	University of North Carolina-Charlotte	San Francisco State University
Courtney Williamson-2008	Management	Carnegie Mellon University	CEO, AbiliLife
Sidney Anderson-2011	Marketing	Florida State University	Texas State University
Gary Ottley	Marketing	Bentley University	Babson College
Keith Story-2002	Marketing	University of Memphis	Cal State University Fresno



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
DOCTORAL
STUDENTS
ASSOCIATION

THE PhD PROJECT

Accounting- 23rd Annual Conference

August 5-7, 2016-- Sheraton NY Times Square, 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
DOCTORAL
STUDENTS
ASSOCIATION

THE PhD PROJECT

Finance -20th Annual Conference

June 18-20, 2016— Hyatt Centric, 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
DOCTORAL
STUDENTS
ASSOCIATION

THE PhD PROJECT

Information Systems- 21st Annual Conference

August 10-11, 2016—Hilton San Diego Harbor Island, 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
DOCTORAL
STUDENTS
ASSOCIATION

THE PhD PROJECT

Management- 20th Annual Conference

August 3-5, 2016—Embassy Suites Anaheim South, Anaheim, CA.

Faculty Alumni Sessions on August 5, 2016

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



MARKETING
DOCTORAL
STUDENTS
ASSOCIATION

THE PhD PROJECT

Marketing-20th Annual Conference

August 3-5, 2016—Hilton Atlanta, Atlanta, GA.

Faculty Alumni Sessions on August 5, 2016.

In conjunction with **Summer AMA Meeting**, August 5-7, 2016-Atlanta, GA

THE PHD PROJECT FACULTY ALUMNI ASSOCIATIONS

The PhD Project has initiated Faculty Alumni Association (FAA) sessions at each Doctoral Student Association (DSA) Conference to encourage our faculty to attend our summer conferences and engage more faculty in our activities. We hope you will meet and discuss relevant research trends, tenure, and administrative opportunities and address questions faced. The PhD Project will be securing space to hold the Faculty Alumni sessions concurrently on the last day of the Doctoral Student Association sessions. The sessions will be interactive and we hope, will address many if not all of your concerns. We hope you will be in attendance and take advantage of the opportunity not only to network with the faculty, but also with the doctoral students.

As we embark on the annual trips to the conferences, make sure to relax, refresh and regroup! If there are topics you would like to see discussed in future conferences, please make sure to notify any of The PhD Project staff that are onsite this year or send us an email at us-thephdproject@kpmg.com. We look forward to another year of successful conferences and renewals of friendships, so mark your calendars to arrive early on the last day of the DSA conference of your discipline and enjoy breakfast with the students or come join us for the dinner on the evening before.

THE SPONSORS' CORNER

The PhD Project welcomes Thrivent Financial as our newest supporting organization!

We are pleased to announce that the following have renewed support. So far, these organizations have increased either their funding level and/or years of commitment to total *over \$3.5 million*:

AACSB International, Academy of Management, Aerotek, American Accounting Association, American Marketing Association, Cigna, Citi Foundation, DiversityInc, Dixon Hughes Goodman LLP, KPMG Foundation, Lincoln Financial Group, NASBA and Rockwell Collins.

As we continuously work to broaden support for The PhD Project, we ask for *your* support in acknowledging these organizations that are making our work possible and also in 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 2015-2016 academic year had a grand total of 324 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.

STRATEGIES FOR SUCCESS IN THE COLLEGE CLASSROOM WORKSHOP

Where/When? Bentley University, Waltham, MA, **June 6-8, 2016.**

Details: Excellence in classroom teaching is a lifelong quest and a differentiator in today's academic job market. The PhD Project partnered with Bentley University to offer this three-day workshop, where attendees learned about critical areas that can help you maximize your individual success as a college educator. Simply stated, this workshop is designed to help recent doctoral graduates maximize their potential in the classroom.

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, the techniques and strategies in this program have the potential to

reduce the anxiety that new teachers often feel when leading a class.

The workshop provided proven tactics to help newly-minted professors maximize their student evaluations. We believe that our program will help to enhance a new professor's marketability to potential employers in academia as teaching effectiveness is a critically important criterion in the job market – **thank you to Bentley University for hosting this event for our new and emerging faculty. We hope to continue the collaboration next year as well!**

AACSB ASPIRING LEADERS SEMINAR

Where/When? Tampa, FL, **July 14-15, 2016.** (*Please note seminar registration is closed at time of this printing.*)

Details: Many enter the world of academe because they want to make a difference. While making a difference happens every day in the classroom, the difference you can make as a department head, dean, provost, associate dean, president or chancellor can also be profound. Academic leadership provides an opportunity to shape the future direction and vision of business schools. Just as becoming a professor is not for everyone, likewise moving into administration is not for everyone. For those who would like to learn more about leadership in the business school, the skills required and the pathways available, AACSB and The PhD Project have collaborated to bring a customized seminar - **thank you to AACSB for hosting this event for our tenured faculty.**

FACULTY CORNER

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

- **Dr. Oscar Holmes, IV, Management, Rutgers University**, on receiving the Chancellor's Teaching Excellence Award.
- **Dr. Nicole Thorne Jenkins, Accounting, University of Kentucky**, named Executive Associate Dean at Gatton School of Business.
- **Dr. Kelly Carter, Finance, Morgan State University** has been promoted to Associate Professor with Tenure.
- **Dr. Phyllis Keys, Finance, Morgan State University** has been promoted to Full Professor.
- **Dr. Nerissa Brown, Accounting, University of Delaware**, has been granted Tenure. Dr. Brown is also the recipient of the 2016 Accounting & MIS Faculty Excellence in Research Award and the 2016 Lerner College Outstanding Junior Faculty Award.
- **Dr. Stephen Larson, Information Systems, Slippery Rock University of Pennsylvania**, has been promoted to Associate Professor with Tenure.
- **Dr. Eric Rhiney, Marketing, Webster University**, has been awarded Tenure.
- **Dr. Danielle Winchester, Finance, North Carolina A&T State University**, promoted to Associate Professor with Tenure.
- **Dr. Ola M. Smith, Accounting, Western Michigan University**, has been named Chair of the Department of Accountancy.
- **Dr. Maria T. Caban-Garcia, Accounting, University of South Florida-St. Petersburg**, has been promoted to Associate Professor with Tenure.
- **Dr. Janine Spears, Information Systems, DePaul University**, has been promoted to Associate Professor with Tenure.



THE PHD PROJECT SPONSOR SPOTLIGHT

NASBA and The PhD Project: Making Great Connections



New PhD Project professor, Dr. Anywhere (Siko) Sikochi with Ken Bishop, CEO of NASBA at The PhD Project 2015 Accounting DSA Conference in Chicago.

Last August at The PhD Project Accounting DSA Conference in Chicago, Accounting DSA President Anywhere (Siko) Sikochi met Ken Bishop, CEO of NASBA and PhD Project Sponsor and Board member, in person just prior to Ken's dinner keynote. Little did they know that Siko would go on to join the faculty at Harvard...where Ken is an alumnus!

NASBA has served as an association dedicated to enhancing the effectiveness of the country's 55 state boards of accountancy for more than 100 years. As a driving force within the accounting profession, NASBA accomplishes its mission by creating a forum for accounting regulators and practitioners to address issues relevant to the viability of the accounting profession. Further, NASBA is committed to helping diversify the accounting profession – as demonstrated by both its sponsorship of The PhD Project, as well as Ken's engagement as PhD Project Board member.

“Dr. Anywhere (Siko) Sikochi is a shining example of the work and programs of the PhD Project. His hard work and perseverance have led him to Harvard University where he will continue with great success,” said NASBA President and CEO Ken Bishop.

Siko successfully defended his dissertation titled, “*Corporate Families and Creditor Recovery Rates*,” on May 12th, 2016 at Pennsylvania State University and is joining the faculty at Harvard Business School this Fall. Siko attended The 2010 PhD Project November Conference and is a KPMG Foundation Minority Doctoral Scholarship recipient.

Congratulations Dr. Sikochi... and thank you to Ken and NASBA for their strong support.

THE PHD PROJECT SPONSORS

**KPMG FOUNDATION • GRADUATE MANAGEMENT ADMISSION COUNCIL
CITI FOUNDATION • AACSB INTERNATIONAL • 320+ PARTICIPATING UNIVERSITIES • AICPA FOUNDATION •
DIVERSITYINC • DIXON HUGHES GOODMAN LLP • ROCKWELL COLLINS • WAL-MART STORES, INC.
AMERICAN MARKETING ASSOCIATION • JOHN DEERE FOUNDATION • CIGNA •
EDISON INTERNATIONAL(ON BEHALF OF CALIFORNIA STATE UNIVERSITY SYSTEM) • LINCOLN FINANCIAL GROUP •
AEROTEK & TEKSYSTEMS (OPERATING COMPANIES OF ALLEGIS GROUP)
AMERICAN ACCOUNTING ASSOCIATION • THE HERSHEY COMPANY • ACADEMY OF MANAGEMENT • NASBA •
OCWEN FINANCIAL CORPORATION • THRIVENT FINANCIAL**

THE PHD PROJECT BOARD OF DIRECTORS

**KENT SATTERFIELD, BOARD CHAIR; COO, DIXON HUGHES GOODMAN LLP
BERNARD J. MILANO, BOARD PRESIDENT; PRESIDENT, KPMG FOUNDATION
KENDRA JOHNSON, BOARD SECRETARY; DIRECTOR, DISABILITY POLICY & SERVICES, GMAC
KEN BISHOP, PRESIDENT & CEO, NASBA • KIM DRUMGO, DIRECTOR OF DIVERSITY & INCLUSION, AICPA
ROSANNA DURRUTHY, CDO, CIGNA • MILFORD MCGUIRT, PARTNER, KPMG
TOM ROBINSON, CEO, AACSB • JOSE RODRIGUEZ, PARTNER, KPMG
REBECCA SPROUL, PARTNER, KPMG • LUKE VISCONTI, CEO, DIVERSITYINC**

THE PHD PROJECT ACADEMIC ADVISORY COUNCIL

**CAROLYN CALLAHAN, COLLEGE OF BUSINESS, UNIVERSITY OF LOUISVILLE
QUIESTER CRAIG, DEAN EMERITUS, SCHOOL OF BUSINESS, NORTH CAROLINA A&T UNIVERSITY
JOHN ELLIOTT, DEAN, SCHOOL OF BUSINESS, UNIVERSITY OF CONNECTICUT
ELI JONES, DEAN, MAYS COLLEGE OF BUSINESS, TEXAS A&M UNIVERSITY
dt ogilvie, 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**