

THE PHD PROJECT

NEWS

Winter 2016

MISSION:

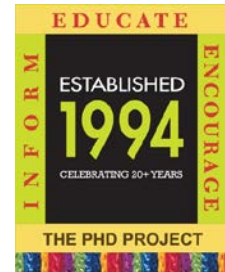
To increase workplace diversity by increasing the diversity of business school faculty who encourage, mentor, support and enhance the preparation of tomorrow's leaders.

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 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 selected TWICE by the White House Initiative on Educational Excellence for Hispanics!

The PhD Project was chosen as a “Bright Spot in Hispanic Education” by The White House Initiative on Educational Excellence for Hispanics’ – and for our Commitment to Action in honor of the Initiative’s 25th Anniversary!

In recognition of the Anniversary of the White House Initiative on Educational Excellence for Hispanics, The PhD Project (www.phdproject.org) commits to increase the percentage of Hispanic American PhD Project members by 10% over the next 10 years (from 23% to 25%) by doing the following:

- Establish The PhD Project Committee on Hispanic Excellence to engage members in this initiative
- Develop toolkit specific for PhD Project Hispanic American members to enhance their visibility on their campuses – and as a result - their mentoring of Hispanic students on their campuses
- Promote this initiative at PhD Project Doctoral Student Association (DSA) Conferences and on social media (Facebook, Twitter, LinkedIn, YouTube)

The PhD Project will enhance outreach to Hispanic-American students. The program will formally recruit Hispanic-American business professors to serve as mentors with the purpose of facilitating the students’ successful completion of their undergraduate and graduate degrees through one-on-one mentoring.

Our mentors will also “plant the seed” encouraging these students members to consider a career in business academe, thereby creating a new generation of Hispanic-American mentors, and increasing the reach of the program exponentially each year.

The PhD Project Committee on Hispanic Education includes members from each DSA who will be reaching out to our Hispanic members to help in this initiative. It is co-chaired by Drs. Rebeca Perren, California State University at San Marcos, and Cinthia Saturnino, Northeastern University.

The White House Initiative was established in 1990 to address the educational disparities faced by the Hispanic community. Learn more at www.ed.gov/HispanicInitiative

Thank you to our PhD Project Sponsors and over 300 Participating Universities for helping us earn this recognition.



WHITE HOUSE INITIATIVE
on EDUCATIONAL EXCELLENCE for HISPANICS
25 Years of Fulfilling America's Future

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 programs and joined the doctoral student associations. They are joining the 54 previously reported.

| Name | Discipline | Year Started | University |
|--------------------------|---------------------|--------------|---------------------------------|
| Jhacova A. Williams | Finance | 2013 | Louisiana State University |
| Obi Ogbanufe | Information Systems | 2014 | University of North Texas |
| Tianna S. Barnes-2014 | Management | 2015 | University of Minnesota |
| Courtney M. Hart-2013 | Management | 2015 | University of Kentucky |
| Alexander Lewis | Management | 2015 | University of Texas-San Antonio |
| Alejandra Rodriguez-2012 | Marketing | 2014 | Oklahoma State University |

CONGRATULATIONS! NEW PROFESSORS



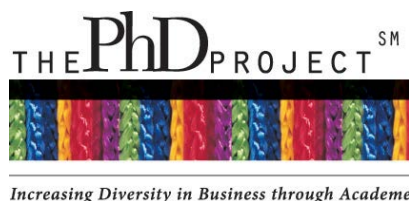
The following individuals advised us of their successful dissertation defense! Including those below, we have announced a total 18 since July 1, 2015.

| Name | Discipline | Doctorate Received At | Teaching At/Employed By |
|----------------------------|---------------------|---|--------------------------|
| Chanta Thomas-2009 | Accounting | Southern Illinois University Carbondale | Rutgers University |
| Norkeith Smith | Finance | Wayne State University | Miami University Ohio |
| Adam Usman | Finance | Oklahoma State University | James Madison University |
| Javier Flores | Information Systems | University of Texas Pan American | Emporia University |
| Victoria Kisekka | Information Systems | SUNY Buffalo | SUNY Albany |
| Jose Uribe | Management | Columbia University | University of Michigan |
| Elizabeth Ruth Wilson-2011 | Management | Northwestern University | Seeking Faculty Position |
| Tatiana Fajardo | Marketing | University of Miami | Florida State University |
| Miguel Sahagun | Marketing | University of Texas Pan American | High Point University |
| Tony Stovall-2008 | Marketing | University of Arizona | Woodbury University |

FACULTY CORNER

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

- **Dr. Pamela Smith, Accounting, University of Texas-San Antonio**, named Associate Dean of Graduate Studies in the College of Business.
- **Dr. Donna Blancero, Management, Bentley University** who has been granted Tenure. She also was one of the recipients of a *Brillante Award* from the National Society of Hispanic MBAs (NSHMBA).
- **Dr. Maura Scott, Marketing, Florida State University** who has been promoted to Associate professor with Tenure. Dr. Scott has also been awarded The Madeline Duncan Rolland Associate Professorship.
- **Dr. Angélica Gutierrez, Management, Loyola Marymount University**, recognized as one of the “10 Latinas Think Big Innovators” to watch in 2016. Read more here http://www.huffingtonpost.com/angelica-perezlitwin-phd/10-latinas-think-big-innovators-to-watch-in-2016_b_8859924.html.



THE NEWEST PHD PROJECT PROFESSORS AT THE 2015 ANNUAL CONFERENCE

This past year marked the 22nd conference of The PhD Project. As we reflect back over the years, we realize there have been many milestones that are cause for celebration. We are excited to celebrate with some of our newly capped group of professors.



First row: Dr. Kisha Lashley-University of Virginia; Dr. Tiffany Maldonado-PhD from University of Houston; Dr. Rebeca Perren-Cal State University-San Marcos; PhD Project President Bernie Milano; Dr. Angela Randolph- Babson College; Dr. Delvin Seawright- Lamar University; Dr. Jocelyn Steward- Clayton State University; Dr. Chanta Thomas-Rutgers University

Second row:

Dr. Hise Gibson-U.S. Armed Forces; Dr. Marcus Bellamy-Boston University; Dr. Delancy Bennett-Clemson University; Dr. Tony Stovall-Woodbury University; Dr. Regina Taylor-Creighton University & Dr. Elizabeth Ruth Wilson-PhD from Northwestern University



THE SPONSORS' CORNER

The PhD Project welcomes Ocwen Financial Corporation as our newest Sponsor (see Sponsor Spotlight)!

We are pleased to announce that the following Sponsors have renewed support for 2016:

- GMAC
- Walmart Stores, Inc.
- Lincoln Financial Group
- Edison International

In conjunction with our White House Commitment to Action (see cover story), we would like to thank these Sponsors for not only renewing their sponsorship but also increasing their level of funding and/or length of commitment as part of this commitment:

- American Accounting Association
- Cigna
- Dixon Hughes Goodman LLP
- KPMG Foundation
- NASBA
- Rockwell Collins

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 23 new universities have joined us this 2015-2016 academic year, bringing our total to 307 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.

2015 HALL OF FAME INDUCTEES!



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.

The 2015 Hall of Fame inductees are: Dr. Mark Dawkins, Dean, Coggin School of Business, University of North Florida; Dr. Michael Clement, University of Texas at Austin and Dr. William Qualls, University of Illinois-Urbana/Champaign. Congratulations to all!



Dr. Mark Dawkins

Dr. Michael Clement



Dr. William Qualls



THE PhD PROJECT SPONSOR SPOTLIGHT

Welcome to The PhD Project's Newest Sponsor: Ocwen Financial Corporation



Lola Oyewole and Judd Ersch with Bernie Milano at The PhD Project 2015 Annual Conference.

The PhD Project is proud to welcome Ocwen Financial Corporation to our roster of Sponsors! As one of the largest mortgage servicers in the country, Ocwen is a leader in foreclosure prevention and loss mitigation which helps families stay in their homes and improves financial outcomes for loan investors. Ocwen has provided more loan modifications under the Federal Government's Home Affordable Modification Program (HAMP) than any other mortgage servicer. Through their outstanding staff and community outreach efforts, they have been widely recognized in the national media and by consumer advocacy groups as an industry leader in responsible home retention solutions.

"As part of our continued commitment to diversity and inclusion in the workforce, Ocwen is very proud to sponsor The PhD Project. This important project supports diversity in education which we believe is an important foundation for expanding the pool of minority candidates that can be recruited for leadership positions within our company," commented Ed Moran, Senior Vice President Human Resources at Ocwen.

"It is encouraging to see corporations like Ocwen support diversity in education," said Bernard J. Milano, President of the KPMG Foundation, the founder and lead Sponsor of the program. "Their commitment to diversity will help carry on the momentum of The PhD Project, which has more than quadrupled the number of minority business professors in its 21 years."

Welcome, Ocwen...and thank you for your support!

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