

# THE PHD PROJECT

## NEWS

Winter 2019

### MISSION:

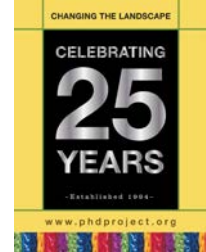
To increase workplace diversity by increasing the diversity of business school faculty who encourage, mentor, support and enhance the preparation of tomorrow's leaders.

### 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's "Dr. Cinco" is Named



the efforts of The PhD Project.

The quintupling occurred when Dr. Nicole Fuller received her Ph.D. from Texas A&M University, and became the 1,470<sup>th</sup> minority to earn a Ph.D. in business in the U.S. earning the title "Dr. Cinco."

Dr. Fuller is currently on faculty at the University of New Orleans as an Assistant Professor of Management. Her dissertation was titled "*Organizational Marginalization and Embeddedness in Distressed Business Environments*". Her research interests are in Corporate Governance, Corporate Social Responsibility, Entrepreneurship and Urban Business Environments.

The number of doctorally-qualified minority (African-American, Hispanic-American, and Native American) professors at U.S. business schools has quintupled since 1994, due largely to

Prior to academia, Dr. Fuller had a career in Finance in Washington, DC.

"The decision to leave my corporate position in finance and move across the country to enroll in graduate school full-time was a complete step out on faith," said Dr. Fuller. "The support I received and network connections I established through The PhD Project made the rocky road from enrollment to graduation smoother. I am grateful for The PhD Project and excited to be Dr. Cinco!"

When The PhD Project started in 1994, there were only 294 doctorally-qualified minority professors in business schools across the United States. The PhD Project previously celebrated Dr. Double (Dr. Alisha Malloy-North Carolina Central University), Dr. Triple (Dr. Belinda Shipp-North Carolina A&T University) and Dr. Cuatro (Dr. James Alvarez Mourey- DePaul University), and now Dr. Fuller is "Dr. Cinco".

If you are interested in a career in academia, please visit our website, [www.phdproject.org](http://www.phdproject.org) to learn more.

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.

Name	Discipline	Year Started	University
Amanda Acevedo-2016	Accounting	2018	Drexel University
Akwasi Ampofo	Accounting	2017	VA Tech
Natasha Bernhardt-2017	Accounting	2018	Cornell University
Hilda E. Carillo	Accounting	2017	University of South Florida
Felicia Farrar-2016	Accounting	2018	Oklahoma State University
Cache Heidel-2017	Accounting	2018	Washington State University
Brittani Jackson-2017	Accounting	2018	Indiana University
Tendai Masaya-2016	Accounting	2018	Yale University
Andrea Tillet	Accounting	2017	Florida State University
Raul Villamil-Otero-2015	Accounting	2018	University of South Florida
Sheneya Wilson-2016	Accounting	2018	Rutgers University
Karneisha Wolfe-2014	Accounting	2018	VA Tech
Ryan Chacon-2014	Finance & Economics	2015	University of Missouri-Columbia
Leiza Nochebuena-Evans-2014	Finance & Economics	2017	Texas A&M International University
Giovani Rodriguez-Martinez-2016	Finance & Economics	2017	Texas Tech University
Hope Gray	Information Systems	2018	University of Alabama-Birmingham
Kelvin King-Kizito-2016	Information Systems	2017	University of Texas Rio Grande Valley
Francisco Perez	Information Systems	2017	University of Colorado Denver
Lakeisha Vance-2001	Information Systems	2018	UNC-Greensboro
Bukola Bakare-2015	Management	2016	North Dakota State University
Jose Beltran-2017	Management	2018	Iowa State University
Terrance Boyd-2017	Management	2018	Louisiana State University
Ahmmad Brown	Management	2017	Harvard University
N. Derek Brown	Management	2018	University of California, Berkeley
Logan Bryan-2017	Management	2018	University of Pennsylvania
Richard Burgess-2017	Management	2018	University of North Carolina-Chapel Hill
Katie Crawford-Alexander-2016	Management	2018	Auburn University
Rohan Crawley-2014	Management	2018	Indiana University
Manuel Crespos-2017	Management	2018	University of Central Florida
Katia Galdino	Management	2015	Florida State University
Summer Jackson	Management	2015	Massachusetts Institute of Technology
Erica Johnson	Management	2018	Case Western Reserve University
April Lawson	Management	2018	Oklahoma State University
MaQueba Massey-2017	Management	2018	Jackson State University
Jamilia Maxie-2011	Management	2018	University of North Texas
Malcolm Muhammad	Management	2017	University of Louisville
Ayinwi Muma-2016	Management	2017	Stanford University
Kalan Norris-2016	Management	2018	University at Buffalo-SUNY
Ngozi Ogike	Management	2018	Oklahoma State University
Merrick Osborne-2015	Management	2018	University of Southern California
McKenzie Preston-2017	Management	2018	University of Pennsylvania
Clint Purtell-2016	Management	2017	Oklahoma State University
Micah Rajunov-2017	Management	2018	Boston University
Rachel Ramirez-2016	Management	2018	Northwestern University
Richard Rodriguez, Jr.	Management	2018	University of Texas Rio Grande Valley
Stepheca Sawyer-2012	Management	2017	VA Tech

## CONT'D

Lana Scroggins	Management	2016	Oklahoma State University
Gelila Sebhatu	Management	2017	VA Tech
Brittany Torrez	Management	2018	Yale University
Aurora Turek	Management	2018	Harvard University
Arianna Ulloa	Management	2017	University of Pennsylvania
Marla White-2016	Management	2018	University of Texas at Arlington
Nefretiri Cooley0-Broughton-2013	Marketing	2017	Oklahoma State University
Milton Axel Flores	Marketing	2017	University of Texas –El Paso
Samantha Galvan	Marketing	2017	University of Wyoming
Daryl Jacob Irby-2017	Marketing	2018	University of Iowa
Courtney Jemison-2011	Marketing	2018	University of California-Irvine
Khalia Jenkins-2012	Marketing	2018	University of South Florida
Stephen Juma	Marketing	2017	VA Tech
Andre Martin-2016	Marketing	2018	University of North Carolina-Chapel Hill
Justin Muñoz	Marketing	2017	University of Texas-El Paso
Shana Redd	Marketing	2016	Michigan State University
Abigail Torres-2017	Marketing	2018	University of Texas at Arlington
Melanie Ward	Marketing	2018	University of South Carolina
Mariella Zavala	Marketing	2015	University of California-Irvine

## STUDENT CORNER

Please join me in congratulating these PhD Project students on their accomplishments.

- **Wendy de la Rosa, Marketing, Stanford University**, named one of “30 under 30” by Forbes.
- **Howard Jean-Denis, Management, University of Massachusetts-Amherst**, *Routledge Publishing, Book Chapter*
- **Kyle Dobson, Management, Northwestern University**, paper publication in *Psychological Science*.
- **Kalinda Ukanwa, Marketing, University of Maryland College Park**, awarded The Eli Jones Promising Young Scholarship
- **Monique Domingo, Management, University of Connecticut**, had a publication accepted in *Annual Review of Organizational Psychology and Organizational Behavior*.
- **Isaac Addae, Management, Tennessee State University**, named one of “40 under 40” in Nashville Business Journal.

## FACULTY CORNER

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

- **Dr. Dahlia Robinson, Accounting, University of South Florida**, promoted to Full Professor.
- **Dr. Jerome Williams, Marketing, Rutgers University-Newark**, received two Lifetime Achievement Awards. One was from the American Academy of Advertising and the other from the American Marketing Association’s Marketing and Society Sig.
- **Dr. Alexander (Alex) Pelaez, Information Systems, Hofstra University**, promoted to Associate Professor with Tenure.
- **Dr. Bernadine Dykes, Management, Shenandoah University**, promoted to Associate Professor.
- **Dr. Oscar Holmes, IV, Management, Rutgers University-Camden**, awarded the Mid-Atlantic Association of Colleges of Business Administration’s (MAACBA) Teaching Innovation Award.
- **Dr. Patrice Perry-Rivers, Management, Virginia State University**, promoted to Associate Professor.
- **Dr. Shalei Simms, Management, SUNY-Old Westbury**, promoted to Associate Professor with Tenure.
- **Dr. Sharon Simmons, Management, University of Missouri-Kansas City**, promoted to Associate Professor with Tenure
- **Dr. Jorge Perez, Information Systems, The University of Tennessee**, appointed Associate Vice President for Academic Affairs and Student Success.
- **Dr. Marisabel Romero, Marketing, Colorado State University**, joined The PhD Project Marketing Doctoral Students Association
- **Dr. Rowena Crabbe, Marketing, Virginia Tech**, joined The PhD Project Marketing Doctoral Students Association
- **Dr. Sandra Vera-Muñoz, Accounting, University of Notre Dame**, appointed Chair of the Department of Accountancy.
- **Dr. Kevin L. James, Accounting, North Carolina A&T University**, named Dean of the Business School.
- **Dr. Fernando Jiménez Arévalo, Marketing, University of Texas at El Paso**, appointed Associate Dean for Academic Affairs
- **Dr. Lakisha Simmons, Information Systems, Belmont University**, named one of “40 under 40” in Nashville Business Journal.



## CONGRATULATIONS! NEW PROFESSORS

The following individuals advised us of their successful dissertation defense!

Name	Discipline	Doctorate Received At	Teaching At/Employed By
Hambisa Belina	Accounting	Florida International University	Texas A&M University-San Antonio
Sukari Farrington	Accounting	University of South Florida	Chapman University
Sydnee Manley-2001	Accounting	University of Mississippi	Providence College
Christopher Miller-2010	Accounting	University of Mississippi	University of Connecticut
Daniela Sanchez-2003	Accounting	Texas Tech University	University of Texas-San Antonio
Justin Short-2011	Accounting	University of Tennessee-Knoxville	Emory University
Carlos Avenancio-Leon	Finance & Economics	University of California, Berkeley	Indiana University
Ashleigh Eldemire-Poindexter-2008	Finance & Economics	University of South Carolina	University of Tennessee-Knoxville
Kenneth Ford-2008	Finance & Economics	University of Arkansas	Wake Forest University
John Ned-2009	Finance & Economics	University of Texas Rio Grande Valley	Loyola University Maryland
Ivan Rodriguez	Finance & Economics	Florida International University	Eastern Michigan University
Corey Shank	Finance & Economics	University of Texas Rio Grande Valley	Dalton State College
Jhacova Williams	Finance & Economics	Louisiana State University	Clemson University
Atiya Avery-2012	Information Systems	University of Illinois @ Chicago	No current position yet
Obi Ogbanufe	Information Systems	University of North Texas	Oklahoma State University
Abdul Sesay	Information Systems	University of Colorado Denver	University of Georgia
Robert Bonner	Management	University of Texas-San Antonio	San Francisco State University
Safiya Castel	Management	UCLA	Paradigm
Nicole Fuller-2010	Management	Texas A&M University	University of New Orleans
Jorge Guzman	Management	Massachusetts Institute of Technology	Columbia University
Reginald Harris-2011	Management	Florida State University	Samford University
Onome Igboavodha-2009	Management	Rutgers University	Nicholls University
Danielle Jones-2011	Management	University of Illinois @ Urbana-Champaign	Florida International University
Pettis Kent	Management	University of Minnesota	Loyola University-Chicago
Shingirai Kwaramba-2011	Management	VA Tech	East Carolina University
William Luse	Management	University of Texas-San Antonio	University of LaVerne
Sabrina Speights	Management	University of North Carolina-Charlotte	Wheaton College
Lutisha Vickerie-Dearman	Management	Rutgers University	Hofstra University
Erika Williams-2013	Management	University of Tennessee	University of Southern Indiana
Carlos Bauer-2010	Marketing	University of Texas-San Antonio	University of Alabama-Tuscaloosa
Adrienne Muldrow-2009	Marketing	Washington State University	East Carolina University
Pam Richardson-2012	Marketing	University of Texas at Arlington	Radford University
Jared Watson-2011	Marketing	University of Maryland	New York University

# THE 2019-2020 DOCTORAL STUDENT & FACULTY 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 as well as the Faculty Alumni Association sessions taking place in conjunction with the DSA conferences. Make sure to save the dates!*



## Accounting- 26th Annual Conference

August 9-11, 2019—San Francisco, CA

Faculty Alumni Sessions on August 11, 2019

In conjunction with **American Accounting Association Meeting** August 9-14, 2019



## Finance & Economics -24th Annual Conference

January 2-4, 2020— San Diego, CA

Faculty Alumni Sessions on January 4, 2019

In conjunction with **American Economic Association & American Finance Association**, January 3-5, 2020



## Information Systems- 24th Annual Conference

August 13-15, 2019—Cancun, MX

Faculty Alumni Sessions on August 15, 2019

In conjunction with **Americas Conference on Information Systems**, August 15-17, 2019



## Management- 24th Annual Conference

August 7-9, 2019—Boston, MA

Faculty Alumni Sessions on August 8, 2019 in collaboration with the Management Faculty of Color

In conjunction with **Academy of Management Meeting**, August 9-13, 2019



## Marketing-23rd Annual Conference

August 7-9, 2019—Chicago, IL

Faculty Alumni Sessions on August 8th in collaboration with the Minority Ethnic Faculty Assoc.

In conjunction with **Summer AMA Meeting**, August 9-11, 2019

## AICPA MINORITY DOCTORAL FELLOWSHIP AWARD

The Minority Doctoral Fellowship is one of several AICPA initiatives aimed at cultivating a diverse and inclusive accounting profession. All Minority Doctoral Fellows must be ethnic minorities and U.S. citizens or permanent residents, who have earned a master's degree or worked at least three years full-time in the accounting profession. Of the 25 recipients selected, 23 are current PhD Project members (listed below). The 2019-20 application will be available on March 1st, 2019. Visit [www.aicpa.org](http://www.aicpa.org) for more information.

Joye L. (Baugh) Norwood	Jackson State University
Candice Boucree	Louisiana State University
Jerome D. Conley	University of Tennessee
LaToya Flint	University of Mississippi
Danielle Gant	Texas Tech University
Claudia C. Hernandez	Florida International University
Andria Hill	University of Central Florida
Brittani S. Jackson	Indiana University
Ethan LaMothe	University of South Carolina
Carissa Malone	Virginia Tech University
Ann Mungai	Florida Atlantic University
Patricia Navarro-Velez	University of Central Florida
Christian S. Paparcuri	Arizona State University
Iguehi Rajsky	Temple University
Edgar Rodriguez	University of Washington
Giovani Rodriguez Martinez	Texas Tech University
Andrea Rozario	Rutgers University
Christina Ruiz Mueller	Arizona State University
Nuria Seijas	University of Arizona
Syrena Shirley	Pennsylvania State University
Phylicia G. Taylor	Jackson State University
Andrea Tillet	Florida State University
Kimberly Walker	University of Wisconsin-Madison

## THE SPONSORS' CORNER

Welcome to our newest sponsors, Annette L. Nazareth & Roger W. Ferguson, Jr., and New York Life!

Thanks to Sponsors Aerotek, Dixon Hughes Goodman, Fidelity Investments, GMAC, Lincoln Financial, NASBA and Thrivent Financial for their continued support.

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](mailto:mzara@kpmg.com) or 201-307-8660.

## UNIVERSITY CORNER

Our list of PhD Project Participating Universities continues to grow, and we are proud to welcome these new schools for 2018-2019.

Austin Peay University	Ohio Northern University
Ball State University	Rollins College
Central Washington University	St. Mary's University
Clark Atlanta University	Tennessee Technological University
Edgewood College	University of the Virgin Islands
Fairleigh Dickinson University	University of Hartford
Golden Gate University	University of Nevada-Las Vegas
Gonzaga University	University of New Haven
Indiana University Southeast	University of North Alabama
Iona College	University of North Carolina-Wilmington
Johnson & Wales University	University of Washington-Bothell
Lipscomb University	University of West Florida
Marshall University	University of Wisconsin-Eau Claire
New Jersey City University	

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. We look forward to another successful year.

## PHD PROJECT HALL OF FAME

Each year our Hall of Fame honors a select few who have greatly inspired many. We recognize those who have sustained an unwavering commitment to our mission. And we 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 PhD Project Hall of Fame nominations are accepted each year from December 1 to April 30. Please submit completed [form](#) to [michelemarin@kpmg.com](mailto:michelemarin@kpmg.com). The form can be accessed on our website at [www.phdproject.org](http://www.phdproject.org) under "Our Success".

## STRATEGIES FOR SUCCESS IN THE COLLEGE CLASSROOM WORKSHOP

**Where/When?** Bentley University, Waltham, MA, June 10-12, 2019

**Details:** Excellence in classroom teaching is a lifelong quest and a differentiator in today's academic job market. The PhD Project is partnering 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 faculty maximize their potential in the classroom.

The need for teaching training 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 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 teachers often feel when leading a class.

The workshop provides proven tactics to help professors maximize their student evaluations. We believe that our program will help to enhance a professor's performance in academia as teaching effectiveness is an important criterion in the overall evaluation process and the job market. Thank you to Bentley University for hosting this event for our members.

For more information contact Myrna Varner at [myrnavarner@kpmg.com](mailto:myrnavarner@kpmg.com) or 201-307-7628.

## AACSB ASPIRING LEADERS SEMINAR

**Where/When?** Tampa, FL, June or July 2019. *(Please note seminar registration details have not been released 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 an invitation only customized seminar. **Thank you to AACSB for hosting this event for our tenured faculty.**

**For more information contact Myrna Varner at [myrnavarner@kpmg.com](mailto:myrnavarner@kpmg.com) or 201-307-7628.**



## THE PHD PROJECT SPONSOR SPOTLIGHT

### California State University System Supports The PhD Project!



*Dr. Rebeca Perren with several of her Cal State Students at The PhD Project 2016 Annual Conference!*

The PhD Project is proud of our continued partnership with the entire California State University System! This strong and successful partnership began with the former Cal State Chancellor Charlie Reed, then with the support of Edison International through 2016...and again today through the support of the California State Chancellor's Office, championed by Margaret Merryfield, Assistant Vice Chancellor, Academic Human Resources.

"California is one of the most diverse states in the U.S. and with their support, it is obvious that the California State University system values the importance of attracting a diverse faculty to serve as role models, mentors, teachers and researchers," said Bernard J. Milano. "Currently, there are 37 PhD Project professors on faculty within the 23 CSU campuses. Having the CSU system join us speaks to the success of The PhD Project and the value of what we're doing."

Our newest PhD Project professors who joined Cal State Universities this Fall are:

- Dr. McDowell Porter III, California State University-Fresno
- Dr. Jeffrey Anderson, California State – Los Angeles
- Dr. Juanita Trusty, California State – Los Angeles
- Dr. Mohamed Abdelhamid, California State – Long Beach
- Dr. Alfred Castillo, California State Polytech – San Luis Obispo
- Dr. Joshua Dorsey, California State – Fullerton

*We are excited to partner with Cal State – San Marcos on the upcoming White House/Committee on Hispanic Excellence Diversity Forum, on February 16<sup>th</sup>:*

*"BEATING THE ODDS: UNITING FORCES TO REMOVE OBSTACLES TO GRADUATE EDUCATION FOR LATINOS"*

Thank you to the California State University System for your support of our program and our members, and your demonstrated commitment to diversity and student success.



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