

THE PHD PROJECTSM

NEWS

Special Edition 2007
VOLUME XII: ISSUE 5

Vision:

A significantly larger pool of highly qualified African-Americans, Hispanic-Americans, and Native Americans for positions in management.

Mission:

The PhD Project's mission is to increase the diversity of corporate America by increasing the diversity of business school faculty. We attract African-Americans, Hispanic-Americans, and Native Americans to business Ph.D. programs, and provide a network of peer support on their journey to becoming professors. As faculty, they serve as role models attracting and mentoring minority students while improving the preparation of all students for our diverse workplace and society.

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 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.

Networking is a skill that is learned with time, practice and patience. Some professors, whose presentation skills in the classroom are lack luster and dry, display totally different personalities during office hours, at department functions, or at conferences. Attending department functions allows you, your professor and fellow students to get to know each other on a more personal level. You should take advantage of these opportunities because as a professor you will be asked to represent your department in this type of social setting, especially when you serve on hiring committees.

For minorities that 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.

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 7%.

“Academics who succeed have good social networks, mentors and role models,” says David Crockett, Assistant Professor at the 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, holds three positions at the University of Michigan: assistant professor at the School of Information; visiting professor at the School of Law, and faculty affiliate in the Native American Studies program. Professor Clarkson who received his Ph.D. in Information Systems from Harvard University credits The PhD Project with helping him obtain his current 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
Accounting	Tanya Benford	1994	University of South Florida	University of Central Florida
Accounting	Andy Garcia	1994	Texas Tech University	Bowling Green State University
Accounting	JoYvette Lacy	1994	George Washington University	University of Central Florida
Accounting	Karen Nunez	1994	University of Oklahoma	North Carolina State University
Accounting	Satina Williams	1994	Virginia Commonwealth University	Marist College
Accounting	Lynette Wood	1994	Indiana University	Virginia Tech University
Finance	Karl Lawrence	1994	Florida State University	Florida A&M University
Information Systems	Paul Brown	1994	Georgia State University	Clark Atlanta University
Information Systems	Pamela Carter	1994	Florida State University	Florida State University
Information Systems	Joyce Jackson	1994	University of South Carolina	Bowling Green State University
Information Systems	William Lewis, Jr.	1994	Florida State University	Louisiana Tech University
Information Systems	Sylviove Merchant	1994	University of Arkansas	California State-Sacramento
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	Michigan State University
Management	Jorge Gonzalez	1994	Texas A&M State University	University of Wisconsin-Milwaukee
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	Jackson State University
Management	Susan E. Perkins	1994	New York University	Northwestern University
Management	Quinetta Roberson	1994	University of Maryland	Cornell University
Management	Karynne Turner	1994	University of Pittsburgh	Georgia State University
Management	Michelle Williams	1994	University of Michigan	Cornell University
Marketing	Harriette Bettis Outland	1994	Georgia State University	University of West Florida
Marketing	Kimberly Dillon-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	Northeastern University
Marketing	Vanessa Perry	1994	University of North Carolina	George Washington 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	Wayne State University
Accounting	Laura Francis -Gladney	1995	Southern Illinois University	State University of New York Institute of Technology
Accounting	Kevin James	1995	University of Tennessee	Middle Tennessee State University
Accounting	Nicole Thorne Jenkins	1995	University of Iowa	Vanderbilt University
Accounting	Peter M. Johnson	1995	Arizona State University	Brigham Young University
Finance	Lynne Kelly	1995	George Washington University	Howard University
Finance	Wanda Lee Owens	1995	University of Georgia	Clark Atlanta University
Information Systems	Ruben Mendoza	1995	Rensselaer Polytechnic University	St. Joseph's University
Management	Laquita Blockson	1995	University of Pittsburgh	College of Charleston
Management	Jeff Brice, Jr.	1995	Mississippi State University	Hofstra University
Management	Miles Davis	1995	George Washington University	Shenandoah University
Management	Michael DeVaughn	1995	University of Wisconsin-Madison	University of Minnesota
Management	Tracy Dumas	1995	Northwestern University	George Washington University
Management	Angela T. Hall	1995	Florida State University	Florida State University
Management	Sharon James Wade	1995	University of Minnesota	Ohio State University
Management	Ana Leonard	1995	University of Cincinnati	University of Cincinnati
Management	Angela Miles	1995	Florida State University	North Carolina A&T State 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	1995	Wayne State University	University of Missouri-Kansas City
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	University of Texas-San Antonio
Management	Ian Williamson	1995	University of North Carolina-Chapel Hill	Melbourne School of Business
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	Hayden Noel	1995	University of Florida	University of Illinois at 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
			Virginia Polytechnic Institute & State University	
Accounting	William Belski	1996	University	Samford University
Accounting	Royce Burnett	1996	Oklahoma State University	University of Miami
Accounting	Michael Kimbrough	1996	Indiana University	Harvard Business School
Accounting	Dwight McIntyre	1996	University of Kentucky	Mercer University
Accounting	Steven Olszewsky	1996	Texas A&M State University	University of Scranton
Accounting	Diana Robinson	1996	Oklahoma State University	North Carolina A&T State University
			Virginia Polytechnic & State Institute University	
Accounting	Pamela Smith	1996	University	University of Texas-San Antonio

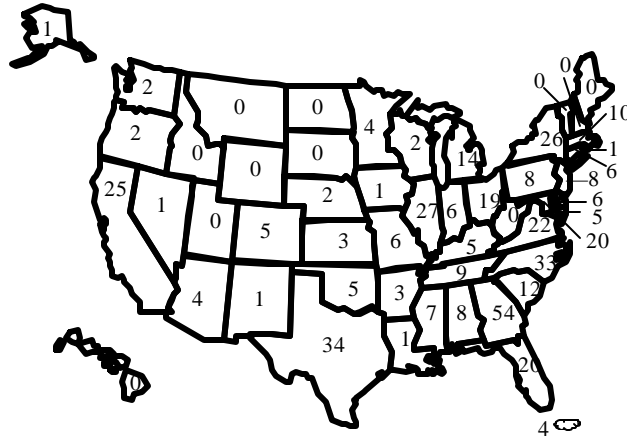
SUCCESS! (cont'd.)

DISCIPLINE	NAME	ATTENDED	DOCTORATE RECEIVED FROM	TEACHING AT
Information Systems	Michael D. Meeks	1996	University of Colorado	San Francisco State University
Management	Monica C. Gavino	1996	University of Illinois at Chicago	Xavier University
Management	Bettina Hamilton	1996	University of Miami	Seeking Faculty Position
Management	Velma Roberts	1996	University of Alabama-Birmingham	Florida A&M University
Management	Melvin L. Smith	1996	University of Pittsburgh	Case Western Reserve University
Management	Daniel Stewart	1996	Stanford University	Gonzaga University
Marketing	Aberdeen Borders	1996	Georgia State University	University of New Orleans
Marketing	Yancy Edwards	1996	Ohio State University	University of South Florida
Marketing	Martin Nunlee	1996	University of Illinois-Urbana Champaign	Syracuse University
Accounting	Anibal Baez Diaz	1997	Kent State University	University of Puerto Rico
Accounting	Helen Brown	1997	University of Wisconsin-Madison	Boston College
Accounting	Dana Hollie	1997	Washington University-St. Louis	University of Colorado, Boulder
Accounting	Kevin Jackson	1997	University of Texas at Austin	University of Illinois at Urbana Champaign
Accounting	Danny Lanier, Jr.	1997	University of Georgia	Texas Christian University
Accounting	Wanda M. Mattei-Ballester	1997	Texas A&M State University	University of Puerto Rico-Rio Piedras
Accounting	Gregory Sierra	1997	Washington University	Pursuing post-doctoral work at the Federal Reserve Board of Governors in Washington, D.C.
Finance	Byron Hollowell	1997	Florida State University	Penn State Worthington Scranton
Finance	Marisela Santiago-Castro	1997	University of Texas-Pan American	Currently Seeking Faculty Position
Information Systems	Patrick Guilbaud	1997	University of Virginia	Virginia Polytechnic & State University
Information Systems	Patrick Jeffers	1997	Ohio State University	Iowa State University
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	North Carolina Central University
Management	Patricia Faison Hewlin	1997	New York University	Georgetown University
Management	Denise Lewin Loyd	1997	Northwestern University	Massachusetts Institute of Technology
Management	Kwadwo Ofori-Brobbe	1997	University of Texas at Dallas	Texas Southern University
Management	Jacquelyn Palmer	1997	University of Cincinnati	Wright State University
Management	Jeffrey Robinson	1997	Columbia University	New York University
Management	Ashleigh Rosette	1997	Northwestern University	Duke University
Management	Benedict A. Udemgba	1997	Jackson State University	Alcorn State University
Management	Rudy Watson	1997	George Washington University	University of Maryland University College
Marketing	Angelisa Gillyard	1997	Ohio State University	University of Maryland
Marketing	John Godek	1997	University of Michigan	University of Oregon
Marketing	Denise Ogden	1997	Temple University	Pennsylvania State University
Marketing	Dawn Pearcy	1997	Florida State University	Eastern Michigan University
Marketing	Samuel A. Spralls	1997	Texas Tech University	Central Michigan University
Accounting	Maria T. Caban-Garcia	1998	University of Missouri	University of South Florida-Sarasota/Manatee
Accounting	Shirley Hunter	1998	Texas A&M State University	Tufts University
Accounting	Dennis M. Lopez	1998	University of Arkansas	University of Texas-San Antonio
Accounting	Evelyn McDowell	1998	Case Western Reserve University	Rider University
Accounting	Jan Williams	1998	Morgan State University	University of Baltimore
Accounting	Carl N. Wright	1998	Jackson State University	Virginia State University
Information Systems	Ixchel M. Faniel	1998	University of Southern California	University of Michigan
Management	Sharron Hunter-Rainey	1998	Duke University	North Carolina Central University
Management	Laurence Marsh	1998	University of Utah	University of Texas-El Paso
Marketing	Linda Silver Coley	1998	University of Cincinnati	Miami University
Marketing	Andrea Scott	1998	University of South Florida	Pepperdine University
Accounting	Carol Anilowski	1999	University of Michigan	Purdue University
Accounting	Liz Arnold	1999	Rutgers University	The Citadel
Accounting	Darryl Brown	1999	University of Arizona	Illinois State University
Accounting	Antoinette Lynch	1999	University of South Florida	Florida International University
Accounting	Juan Manuel Sanchez	1999	University of Texas at San Antonio	University of Arkansas
Accounting	Craig Sisneros	1999	Arizona State University	Wichita State University
Accounting	Veronda Willis	1999	University of Colorado-Boulder	University of Texas at San Antonio
Information Systems	Carlos D. Buskey	1999	Pace University	Bowie State University
Information Systems	Jennifer Edmonds	1999	Rutgers, The State University of New Jersey	Wilkes University
Information Systems	Donna Grant	1999	DePaul University	North Carolina Central University
Information Systems	Patrick Guilbaud	1999	University of Virginia	Virginia Polytechnic & State University
Information Systems	Shawndra Hill	1999	New York University	Pennsylvania State University
Management	Meredith Burnett	1999	University of Maryland	Florida International University
Management	Kristena P. Gaylor	1999	Jackson State University	Belhaven College
Management	Brett Gilbert	1999	Indiana University	Texas A&M University
Management	Kevin L. Johnson	1999	Indiana University	Baylor University
Management	Matthew S. Rodgers	1999	Cornell University	SKK, Graduate School of Business
Marketing	Elten Briggs	1999	University of Oklahoma	University of Texas at Arlington
Marketing	Merlyn Griffiths	1999	University of California- Irvine	University of North Carolina-Greensboro
Marketing	Deirdre Guion	1999	University of Utah	St. Joseph's University
Marketing	Ivonne M. Jasso	1999	University of Houston	New Mexico State University

THE PHD PROJECT SCORECARD

<u>Year</u>	<u>Applications To Conference</u>	<u>Invitations</u>	<u>Attendees</u>	<u>Conference Attendees Started Doctoral Program</u>	<u>Finished Program- Now on Faculty</u>
1994	570	285	266	50	31
1995	853	381	324	54	32
1996	1,135	499	421	38	21
1997	1,153	500	429	39	26
1998	903	402	349	24	11
1999	933	466	407	36	23
2000	679	338	290	32	10
2001	1,076	486	378	39	8
2002	957	372	342	35	9
2003	900	450	368	36	1
2004	850	400	325	24	-
2005	744	438	366	26	-
2006	714	455	375	21	-
2007	664	433	N/A	N/A	-

DEMOGRAPHIC BREAKDOWN OF ALL 2007 CONFERENCE INVITEES



BY AGE

<u>AGE</u>	<u>APPLIED</u>	<u>INVITED</u>	<u>REINVITES</u>
<26	87	72	0
26-30	124	84	2
31-35	92	70	1
36-40	115	84	0
41-45	69	41	0
>45	77	4	1

Note: 109 applicants did not provide their age.

BY DISCIPLINE

	<u>APPLICANTS</u>	<u>INVITED</u>	<u>REINVITES</u>
Accounting	94	58	1
Finance	80	58	1
International Business	62	47	1
Management Information Systems	65	37	-
Management/Organizational Behavior	219	140	1
Marketing	85	63	-
Operations Management Operations			
Research	23	9	-
Strategy	31	18	1

Note: 12 Applicants and 39 Invites did not indicate discipline.

BY GENDER & ETHNICITY

	<u>APPLIED</u>	<u>INVITED</u>	<u>REINVITES</u>
Male	250	163	13
Female	414	270	25
African-American	571	367	3
Hispanic-American	83	56	1
Native America	10	10	1
Male African-American	200	126	1
Male Hispanic-American	47	34	1
Male Native American	3	3	1
Female African-American	371	241	2
Female Hispanic-American	36	22	0
Female Native American	7	7	0

THE PHD PROJECT SPONSORS

KPMG FOUNDATION ? GRADUATE MANAGEMENT ADMISSION COUNCIL ? 179 PARTICIPATING UNIVERSITIES
CITI FOUNDATION ? AACSB INTERNATIONAL ? AICPA ? ROBERT K. ELLIOTT ? JP MORGAN CHASE FOUNDATION
HEWLETT-PACKARD COMPANY ? GOLDMAN, SACHS & Co. ? DIVERSITY INC. ? THE MERCK COMPANY FOUNDATION
ACT-1 GROUP ? WAL-MART STORES, INC. ? MICROSOFT CORPORATION

SUCCESS: (cont'd.)

DISCIPLINE	NAME	ATTENDED	DOCTORATE RECEIVED FROM	TEACHING AT
Marketing	Carolyn Massiah	1999	Arizona State University	University of Central Florida
Marketing	Detra Montoya	1999	Arizona State University	University of Washington
Information Systems	Belinda Shipps	1996	University of Wisconsin	Seeking Faculty Position
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
Marketing	Constance Porter	1999	Georgia State University	University of Notre Dame
Finance	Larry Chavis	2000	Stanford University	University of North Carolina at Chapel Hill
Finance	Russell Price	2000	Florida State University	Howard University
Information Systems	Lionel Robert Jr.	2000	Indiana University	University of Arkansas
Management	Faye Cocchiara	2000	University of Texas-Arlington	Arkansas State University
Management	Kelley Duncanson	2000	Jackson State University	College of the Bahamas
Management	James Ogundele	2000	Case Western Reserve University	Consulting for Coming Inc.
Management	Aneika Simmons	2000	Texas A&M University	Sam Houston State University
Management	Angela Tidwell-Lewis	2000	Ohio State University	Florida A&M University
Management	Vikki Natasha Wilkins	2000	Jackson State University	Mississippi State University -Meridian
Marketing	Venessa Martin-Funches	2000	University of Alabama-Tuscaloosa	Auburn University -Montgomery
Information Systems	Jon Blue	2001	Virginia Commonwealth University	University of Delaware
Information Systems	Adriane Randolph	2001	Georgia State University	Kennesaw State University
Information Systems	Ricardo Valerdi	2001	University of Southern California	Massachusetts Institute of Technology
Management	LaKami Baker	2001	University of Texas-San Antonio	Mississippi State University
Marketing	Felicia Miller	2001	University of Cincinnati	Marquette University
Marketing	Crystal Scott	2001	Pennsylvania State University	University of Michigan-Dearborn
Marketing	Jeremy J. Sierra	2001	New Mexico State University	Northern Arizona University
Marketing	Tonya Williams -Bradford	2001	Northwestern University	University of Notre Dame
Finance	Vaneesha Boney	2002	Florida State University	University of Denver
Finance	Maria Schutte	2002	University of Missouri-Columbia	Michigan Technological University
Information Systems	Nanette Napier	2002	Georgia State University	Georgia Gwinnett College
Information Systems	Janine Spears	2002	Pennsylvania Sate University	Post Doc Internship with HEC Montreal
Marketing	Tracy Harmon	2002	University of South Florida	Syracuse University