

# THE PHD PROJECT<sup>SM</sup>

NEWS

SUMMER 2005

VOLUME X: ISSUE 3

## MISSION:

To increase the diversity of business school faculty by attracting African-Americans, Hispanic-Americans and Native Americans to business doctoral programs and providing support during their doctoral programs.

## OBJECTIVES:

- To increase the number of minority business professors who can function as role models & 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 at Work

A significant and positive change in minority representation on the faculty of U.S. business schools is beginning to take place, and the PhD Project is directly responsible for most of this change says Mark C. Dawkins, Associate Professor of Accounting at the University of Georgia, Terry College of Business.

Due to the efforts of Mark, The Terry College has embarked on a program to enhance minority Ph.D. recruiting that is already showing signs of success.

Mark started thinking about UGA's strategy to reach out to minority students after representing University of Georgia at the 2002 PhD Project Conference organized by The PhD Project.

Dawkins has attended the PhD Project Conference in Chicago each year since then, establishing himself and The Terry College as a dependable, recurring presence and making valuable contacts with potential students, as well as other institutions, professional organizations and corporations that might point applicants toward Terry.

Mark is not alone in working to create a supportive and inclusive environment in the Terry College since he works closely with Ph.D. coordinators and faculty in each department. He says it is critically important to have all departments working with you for diversity efforts to succeed.

While finalizing his decision to pursue a Ph.D. in Finance at the Terry College of Business, Jide Wintoki determined that the environment would be welcoming and supportive to him as a minority student on a majority campus.

Donald Wynn, a Ph.D. student in MIS at the Terry College, met Mark at a PhD Project Conference. Wynn, a former BellSouth employee who hopes to someday gain a tenure-track position at a southeastern university, relocated his family to

Athens from Nashville, a move he says he would have not have made unless he felt the environment was welcoming for African-American Ph.D. candidates. While the faculty has been very supportive, he says, having an African-American professor dedicated to minority inclusion was reassuring. *"If I need support as a minority student, there's someone I can turn to,"* Wynn says.

Mark, who played a significant role in determining the career path of about 2,500 J.M. Tull School of Accounting graduates, understands the importance of these issues since he was one of a handful of African-American students in a predominantly white university environment at Georgia Tech, the University of Florida and Florida State University. When Dawkins started working on his MBA at the University of Florida, he was the only African-American among the 110-member class. *"Students want to know, 'when I come to your campus, am I going to see someone who looks like me?'"* Mark says, *"As a minority student, you can always hope that you can go to that (minority faculty member) and they are going to understand what you are going through."*

With those experiences in mind, Mark enlists the help of other minority faculty at the Terry College to make sure minority students attending or interested in attending the Terry College of Business feel welcome and supported. One of the tools he uses to help keep in touch are monthly socials, to which he invites not only Terry's minority students, but also Terry's minority faculty. While admittedly not as large as he'd like it to be, Mark said Terry's faculty is more diverse than many other comparable business schools, which works to its favor when recruiting students of color. Staying involved with students is particularly important at the Ph.D. level, Mark says, because you have people who have other

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issues that come up and if you're not in touch you might never know if they've left your program.

Mark was appointed Director of Diversity Relations for UGA's Terry College of Business in April of 2004, a position he helped formulate due to his interest in encouraging and supporting minority applications to Terry's Ph.D. programs. In this position, Mark is responsible for (1) identifying opportunities for the College to increase the diversity of its students, faculty and staff, (2) proposing and implementing action plans to increase diversity, and (3) monitoring the College's performance in achieving both short and long-term goals related to diversity.

Dawkins also serves as the faculty advisor for the UGA chapter of the National Association of Black Accountants, and the Graduate Minority Business Association.

Professor Dawkins has been on faculty at UGA since 1994. He earned his Ph.D. in Accounting from Florida State University. He also holds an MAcc from the University of Florida's Fisher School of Accounting, an M.B.A. from the University of Florida's Graduate School of Business, and a B.S. in Management (Accounting) from Georgia Institute of Technology.

## CONGRATULATIONS! NEW PROFESSORS



Following are individuals who have advised us of their dissertation defense since the Spring 2005 issue of this newsletter! The year after a Professor's name indicates the year that they attended a November PhD Project Conference.

<u>NAME</u>	<u>DISCIPLINE</u>	<u>DOCTORATE RECEIVED AT</u>	<u>TEACHING AT</u>
Bobbie Daniels	Accounting	Jackson State University	Currently seeking faculty position
Veronda Willis	Accounting	University of Colorado-Boulder	University of Texas at San Antonio
Kathleen Bravo	Information Systems	Pace University	Currently seeking faculty position
Ricardo Valerdi, 2001	Information Systems	University of Southern California	Massachusetts Institute of Technology
Maria Amador-Dumois	Management	George Washington University	University of Puerto Rico, Rio Piedras
Angela Hall, 1995	Management	Florida State University	Florida State University
Richard Hayes, 1997	Management	Northwestern University	North Carolina Central University
Matrecia James	Management	Florida State University	Jacksonville University
Kevin Johnson	Management	Indiana University	Baylor University
Denise Lewin-Lloyd, 1997	Management	Northwestern University	Massachusetts Institute of Technology
Rowena Ortiz-Walters	Management	University of Connecticut	Quinnipiac University
Matthew Rodgers, 1999	Management	Cornell University	SKK Graduate School of Business
Andrea Tillman	Management	Jackson State University	Currently seeking faculty position
Christopher Wheat	Management	Harvard University	Massachusetts Institute of Technology
Deirdre Guion, 1999	Marketing	University of Utah	St. Joseph's University

## WELCOME! New Students



Since the Spring newsletter, the individuals listed below have been admitted to a doctoral program for Fall 2005. The total number of new minority doctoral students starting Fall 2005 is shown in brackets. If you know of anyone that we have not reported, please contact us.

### ACCOUNTING (6)

Joseph Garrett Canada University of Central Florida

### FINANCE (3)

LaMont Allison Oklahoma State University

Lisa L. Martin Texas Tech University

Jim Wolin University of Kentucky

### INFORMATION SYSTEMS (2)

Joycelyn Ward Emory University

### MANAGEMENT (13)

Jack Crumbly Jackson State University

Peter Jack Gallo University of North Carolina at Chapel Hill

### MANAGEMENT (CONT'D.)

Adrian Gil University of Texas at El Paso

Jakari Nathaniel Griffith University of Nebraska-Lincoln

Diana Jackson University of Texas at San Antonio

Arthur Martinez Florida State University

Stacey Reynolds McNeil Jackson State University

Victor Manuel Bennett University of California at Berkeley

### MARKETING (4)

Roland Leak University of South Carolina

Kellilynn Gutierrez University of Arizona

## IN MEMORIAM



Colin Rodríguez Griswold, a member of our Management Doctoral Students Association, died tragically in a car accident on the morning of January 22, 2005. This tragedy ended the life of a promising young man who was deeply involved with environmental issues along the U.S./Mexico border.

While pursuing his Masters Degree in Business Administration at SDSU, Colin worked with the Southwest Consortium for Environmental Research and Policy where he became a leading figure in a project to measure the effects of hazardous wastes and air and water quality in the border region.

Working with government officials in Mexico City, the Pan American Health Organization, and local townspeople, Colin developed ways of measuring and improving health along the entire U.S./Mexico border. Saddened by the environmental impacts of the North American Free Trade Agreement (NAFTA), he was positioning himself to play a

leading role in improving environmental conditions through future negotiations in the Central American and Latin American Free Trade Agreements (CAFTA and LAFTA). A week after he was killed, the U.S. and Mexican governments met in Ciudad Juarez, Mexico, to adopt a series of protocols largely created by this young man.

At the time of his death, Colin was pursuing a Ph.D. in Management and Public Policy at the University of Arizona.

In honoring his legacy, the Environmental Health Coalition and the Rodriguez-Griswold family have formed the "Colin Rodriguez Griswold Memorial Fund." This fund will not only continue Colin's interests and deep concern with the environmental issues in the U.S./Mexico border areas but will sponsor internships for high school and college students working on environmental issues in the border region. To learn more about the "Colin Rodriguez Griswold Memorial Fund" visit <http://www.environmentalhealth.org/join.html>.

## THE FACULTY CORNER



**Dr. Rowena Ortiz-Walters**, Assistant Professor of Management, Quinnipiac University and Lucy L. Gilson, Assistant Professor of Management, University of Connecticut, have published an article in the Journal of Vocational Behavior, entitled "*Mentoring in academia: An examination of the experiences of protégées of color*" *"My major passion is for advancing the careers of women and racial minorities."* Dr. Ortiz-Walters says her major passion is for advancing the careers of women and racial minorities," she said. "*The more I learn, the more passionate I am about this issue.*"

**Dr. Ashleigh Rosette**, faculty member of The PhD Project Management Doctoral Students Association, has just accepted a position at Duke University. Dr. Rosette was previously Assistant Professor at University of Houston, C.T. Bauer College of Business.

## CONGRATULATIONS!

**Dr. Gina C. Green, Information Systems, Baylor University**, has been promoted to Associate Professor with tenure. Dr. Green received a Ph.D. in Information Systems from the University of South Florida.

**Dr. Quinetta Roberson, Management, Cornell University**, has been promoted to Associate Professor with tenure. Dr. Roberson received a Ph.D. in Management from University of Maryland, College Park.

**Dr. Jose Antonio Rosa** has accepted an Associate Professor of Marketing position with tenure at the University of Illinois at Chicago, which will start January 2006. Currently Dr. Rosa is spending four months in Chile on a Fulbright Fellowship.

**Dr. Jill Hough, Management, University of Tulsa**, has been promoted to Associate Professor with tenure. Dr. Hough received a Ph.D. in Business Administration from Oklahoma State University.

**Dr. Ralph Reilly, Information Systems, University of Hartford**, recently received tenure. Dr. Reilly is the first Puerto Rican to receive tenure at the university. He received a Ph.D. in Information Systems from Stevens Institute of Technology.

**Dr. Kimberly McNeil, Marketing, North Carolina A&T State University**, has been promoted to Associate Professor with tenure. Dr. McNeil received a Ph.D. in Marketing from Florida State University.

**Dr. Arturo Vasquez-Parraga, Marketing, University of Texas-Pan American**, has been promoted to Full Professor. Dr. Vasquez-Parraga received a Ph.D. in Marketing from Texas Tech University and a Ph.D. in Economics and Demography from University of Texas-Austin.

## STUDENT ACCOMPLISHMENTS

Congratulations to the following students who recently passed comprehensive exams:

Name	Discipline	School
Maureen Butler	Accounting	University of Arkansas
Jon Blue	Information Systems	Virginia Commonwealth University
John Cusaac	Information Systems	Claremont Graduate University
Donna M. Grant	Information Systems	DePaul University
Kelley Duncanson	Management	Jackson State University
Nicholas Hill	Management	Jackson State University
Anthony Nyberg	Management	University of Wisconsin
Janine Sanders	Management	University of Minnesota
Stephen W. Vault	Management	University of Alabama-Birmingham
Miguel Unzueta	Management	Stanford University
Robert Riggle	Marketing	University of South Florida

Congratulations to the following students who successfully defended their dissertation proposal:

Name	Discipline	School
Cathy McCall	Accounting	Cleveland State University
Juan Manuel Sanchez	Accounting	University of Texas at San Antonio
Sylvia Santiago	Accounting	University of Connecticut
Meredith Burnett	Management	University of Maryland
Kyra Sutton	Management	Ohio State University
Sharon James Wade	Management	University of Minnesota
Susan Perkins Rodriguez	Management	New York University
Rudy Watson	Management	George Washington University

**Lionel P. Robert, Doctoral Candidate, Information Systems, Indiana University**, co-authored a paper entitled "*The Paradox of Richness: A Cognitive Model of Media Choice*" in the *IEEE Transactions on Professional Communication Journal*, Vol. 48. No. 1. 2005. pp. 10-21.

**Russell Price, Doctoral Candidate, Finance, Florida State University**, had a paper accepted on March 22, 2005 for publication in the Journal of Real Estate Research. "*Do Management Changes Matter? An Empirical Investigation of REIT Performance*" (with H. Swint Friday and G. Stacy Sirmans).

## CALCPA ACCOUNTING DOCTORAL SCHOLARSHIP PROGRAM

The CalCPA Accounting Education Committee is taking applications for its new Accounting Doctoral Scholarship Program, an effort it hopes will boost the ranks of accounting professors teaching in California colleges and universities.

The Committee will select one doctoral candidate per year, who will receive up to \$10,000 per year for a maximum of three years to pursue

the degree.

For eligibility requirements for the 2006 doctoral scholarship, visit [www.calcpa.org/members/knowledge/articles/doctorate.htm](http://www.calcpa.org/members/knowledge/articles/doctorate.htm).

For more information and to download the application packet, visit our website at [www.phdproject.org](http://www.phdproject.org) under Funding Opportunities.

## Our PLEDGE campaign is underway, and has been met with great enthusiasm!

Project PLEDGE was created as a new way for everyone who has been touched by The PhD Project, or who shares our goals, to ensure our continued success.

Thank you to everyone who has participated in our campaign so far!

## Provide a Legacy to Ensure Diversity for Generations in Education



We have received over \$10,000 since our campaign began, and are still accepting contributions.

If you would like to participate, please visit our website, [www.phdproject.org](http://www.phdproject.org), or email Marie Zara at [mzara@kpmg.com](mailto:mzara@kpmg.com).

**FDSA CONFERENCE**



Finance, the first of five PhD Project Doctoral Students Association (DSA) Conferences, took place June 16-18, at the Marriott Portland City Center Hotel in Portland, Oregon.

The conference was a great learning experience. It provided tips and techniques as well as some of the best insights to help students achieve their goals throughout the course of their doctoral studies.

Phyllis Keys, University of Delaware, taught us that *simple ideas are great ideas*. Professor Keys also spoke of *“How to Motivate the Author,”* and how simple things like editing can be important and of great value.

George Comer, Georgetown University believes *“Everyone has their own strengths, realistics and weaknesses.”* Professor Comer told us *“not to be afraid to ask friends for opinion.”*

Ann-Marie Whyte, University of Central Florida, presented *“The Research Process from Start to Finish.”* She showed us *“how to come up with an idea”* and the importance of *“how to write a paper.”* Professor Whyte who highly recommends, *“Don’t keep all your eggs in one basket”*, to *“work on other projects”*, and to *“multitask,”* says, *“we are all going through the same thing.”*

At The PhD Project Conference dinner an award was presented to our honored guest, Professor Jonathan Karpoff. Dr. Karpoff is the Norman J. Metcalfe Professor of Finance at the University of Washington. After receiving the award, he said *“the goal of the DSA – to increase racial and ethnic diversity among business school faculty – is important. At the end of the day, however, the heavy lifting toward this objective is left to you. Those of us on the outside can cheer you on. Sometimes we can offer a suggestion or two. But you are the ones doing the work of learning finance, passing exams, doing research, and landing good jobs.”*

The PhD Project welcomed its newest students into the family of the DSA and congratulated its new faculty members.

The conference is over, but it doesn’t stop here.

The Finance Doctoral Students Association will mark its 10<sup>th</sup> anniversary in 2006 commemorating all of its accomplishments. This celebration will encompass current students and all the members who are now *“Living the Dream”* through The PhD Project FDSA.

The Accounting, Information Systems, Management and Marketing associations will meet to share experiences similar to those at the Finance DSA. See below for dates and locations schedule.

<p><b>2005 PHD PROJECT DOCTORAL STUDENTS ASSOCIATIONS CONFERENCES</b></p>	<p><b>Marketing:</b> July 27-29, 2005 Hotel Monaco San Francisco, CA</p> <p><i>Held in conjunction with:</i> American Marketing Association 2005 Summer Marketing Educators’ Meeting July 29-August 1, 2005 Marriott Hotel San Francisco, CA</p>	<p><b>Accounting:</b> August 5-7, 2005 Renaissance Park 55 San Francisco, CA</p> <p><i>Held in conjunction with:</i> 2005 American Accounting Association Meeting August 7-10, 2005 Hilton San Francisco, CA</p>
	<p><b>Management:</b> August 4-6, 2005 Renaissance Illikai Hotel Honolulu, HI</p> <p><i>Held in conjunction with:</i> 2005 Academy of Management Meeting August 5-10, 2005 Hilton Hawaiian Village Honolulu, HI</p>	<p><b>Information Systems:</b> August 9-11, 2005 Hilton Hotel Omaha, NE</p> <p><i>Held in conjunction with:</i> 2005 Americas Conference on Information Systems August 12-14, 2005 Hilton Hotel Omaha, NE</p>

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