

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

## NEWS

Winter 2008

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### 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 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.



*This Just In... Doctor Triple Announced!! See Page 3*

**THE PHD PROJECT NETWORK... A GREAT RESOURCE!**

We take great pride in the fact that The PhD Project network is a valuable resource and a key element in the success of The PhD Project and its participants. Being a part of the network is like being a part of a "big, happy family."

Following is a testimony illustrating the Doctoral Students Associations' (DSA) network success as related by April Reed, Information Systems, DePaul University.

"I began applying for positions in June 2007 because I thought it would be a tight market. I was only able to get interviews at AMCIS (Americas Conference on Information Systems) and no call backs from those. However, back in October you [The PhD Project] sent out an email indicating Henry Newkirk at East Carolina University had been promoted to Associate Professor. Henry was in the IS (Information Systems) doctoral group just like I am, however we had never met because he finished his degree before I attended my first DSA conference. I sent Henry an email of congratulations and indicated I had applied to his university and asked if he had any tips. Keep in mind; he did not know me, only that I was a part of The PhD Project. He emailed me back asking if I had interviewed at AMCIS. I told him I did not get an invitation to interview. I thought that was the end of that. About two days later he asked for my CV and passed it to the department chair. I had submitted my CV online but the department chair didn't receive it.

A couple of days after that I received a call from the department chair for a phone interview. During the phone interview, he invited me to an on-campus interview. The interview was scheduled right away and I went on October 7, 2007. I really liked the school and the faculty was great. Two days later they made me a very good offer which I accepted. I just signed my contract and returned it. I am very excited and blessed to have found a good position so early. Now I can focus on finishing."

"I want to tell you how much The PhD Project has meant to me. I have learned so much and have really enjoyed all the conferences."



*April Reed, Ph.D. Candidate, DePaul University*

Listed below are the accomplishments of PhD Project participants. A year after the participant's name indicates the year they attended a November PhD Project Conference.

## CONGRATULATIONS! NEW PROFESSORS



The following individuals advised us of their dissertation defense since the last issue of this newsletter!

<u>NAME</u>	<u>DISCIPLINE</u>	<u>DOCTORATE RECEIVED AT</u>	<u>TEACHING AT</u>
Nanette Napier- 2002	Information Systems	Georgia State University	Georgia Gwinnett College
Belinda Shipp- 1996	Information Systems	University of Wisconsin-Milwaukee	North Carolina A&T University
Rayshad Holmes- 2002	Management	George Washington University	George Washington University

## STUDENT ACCOMPLISHMENTS

Congratulations to the following students who recently passed comprehensive exams:

<u>Name</u>	<u>Discipline</u>	<u>School</u>
Loretta Baryeh	Accounting	Morgan State University
Dewayna Cates	Management	Jackson State University
Katrina Graham- 2004	Management	University of Alabama-Birmingham
Kimberly Lathan	Management	University of Alabama-Birmingham

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

<u>Name</u>	<u>Discipline</u>	<u>School</u>
Olga Chapa	Management	University of Texas-Pan American
Daffney Felton	Management	Jackson State University
C. Greer Jordan	Management	Case Western Reserve University
Tina Opie- 2000	Management	New York University
Samantha Cross- 2002	Marketing	University of California-Irvine

## STUDENT NEWS

Welcome New Students!

<u>Name</u>	<u>Discipline</u>	<u>School</u>
Crystal Hudson- 2003	Finance	University of Georgia
Thabryxelle (Theta) Hudson	Management	Jackson State University

## FACULTY CORNER

Congratulations to **Dr. Adriane Randolph, Information Systems, Kennesaw State University**. She was featured as one of "40 under 40: Young Professionals on the Rise". Adriane was selected out of 260 nominees as one of the 40 finalists who received recognition and was featured in the *Atlanta Business Chronicle* (Oct 26- Nov 1) issue.

Congratulations to **Dr. Jeffrey Robinson, Management, NYU Stern School of Business**, who was awarded an Aspen Institute 2007 Faculty Pioneer Award and was selected as the sole "Rising Star." "The annual awards celebrate MBA faculty who have demonstrated leadership and risk-taking in integrating social and environmental issues into academic research, educational programs, and business practice," as stated in *STERNbusiness, the Alumni Magazine of NYU Stern*. This past summer, Dr. Robinson presented a paper, "*Entrepreneurial Approaches for Non-Profit Organizations*" at the Louisiana Lieutenant Governor's Social Entrepreneurship Workshop in New Orleans. More recently, he completed his second co-edited conference volume on social entrepreneurship, *International Perspectives on Social Entrepreneurship*, which will be published in 2008.

Congratulations to **Dr. Jorge Perez, Information Systems, Kennesaw State University**. Jorge has been appointed as Associate Director of the Center for Hispanic Studies, a unit of the Institute for Global Initiatives. He will begin in this capacity spring 2008. Dr. Perez has served on the Information Systems Doctoral Students Association (ISDSA) conference planning committee for several years and was recently inducted into the Circle of Compadres in recognition of his contributions to the ISDSA.

Congratulations to **Dr. Carolyn Callahan, Accounting, University of Arkansas**. Dr. Callahan has been selected by trustees of the Financial Accounting Foundation as one of two new faculty members to represent the academic community on the Financial Accounting Standards Advisory Council (FASAC) of The Financial Accounting Standards Board. She will serve a four year term beginning in 2008. The members of FASAC are chosen from the ranks of CEOs, CFOs, senior partners of public accounting firms, executive directors of professional organizations, and senior members of the academic and analyst communities, all with an interest in the integrity of full and complete financial reporting and disclosure.

The Dr. Triple Crown NO. 882!



We capped the **First PhD Project Professor** followed by **Doctor Double**. Then, we had **The Doublemint Professors**. Now we are proud to present **Doctor Triple, Dr. Belinda Shipps!**

Dr. Shipps received her Ph.D. in Information Systems from University of Wisconsin-Milwaukee. She attended the 1996 November PhD Project Conference. Dr. Shipps has joined the faculty at North Carolina A&T State University.

What is Doctor Triple? When The Project began in 1994, there were just 294 minority business professors in the U.S. Doctor Triple is the 882<sup>nd</sup> minority business professor to be “capped” who has participated and been impacted by The PhD Project network. Look for a full feature on Doctor Triple in the next PhD Project Newsletter.

## 2007 PHD PROJECT CONFERENCE KUDOS

We are happy to report that the 2007 PhD Project November Conference was met with great enthusiasm and support. There were 380 prospective doctoral students in attendance as well as 90 universities represented at the university fair. We would also like to thank all the universities that have supported The PhD Project but were not able to attend.

Below are excerpts of emails and cards received from participants:

*“I see the value that I can contribute to business research and business students. It was a very rewarding 3 day experience for me that will shape the course of my career. Hopefully, I will be back at the conference in the next 5 years to attend the capping ceremony.”*

*“I was at the PhD Project conference this past week and words cannot describe how grateful I am for the PhD Project. I’ve always wanted to get my doctorate and I came to the conference with the intention of getting the information needed to quickly apply to the schools of my choice. Instead, I was given all the necessary information about the importance of applying properly so as to be considered by the schools I apply to. I have decided as a result of this to take the next year to study for my GMAT exam, meet with the faculty at the schools I am interested in, and take the other steps needed to make sure my applications stand out.”*

*“It was a wonderful experience which exceeded all my expectations. I enjoyed attending all the informative sessions, the PhD Project University Fair, and listening to the captivating presenters discuss their uniquely personal experiences and incredible journeys. The PhD Project has definitely renewed my interest to obtain my doctorate and make a significant difference as well.”*

*“A simple note of thanks seems inadequate given what I received at the PhD Project Conference. I could, given more time, expound on the gratitude I feel. I am however under time constraints. I am already immersed in the application process for the fall class of 2008.”*

If you’ve contemplated getting a Ph.D., are currently contemplating getting a Ph.D., or know of someone that is interested, please visit the website, [www.phdproject.org](http://www.phdproject.org). The application for the 2008 PhD Project November conference is currently available. We look forward to hearing from you!



Missing from the photo are: Dr. Kelly Duncanson, Dr. Rudy Watson, Dr. Faye Cocchiara, Dr. Tonya Bradford and Dr. Claudy Jules.

## SPECIAL RECOGNITION



Congratulations to **Bernie Milano**, President of The PhD Project! Bernie was awarded an honorary degree of Doctor of Humane Letters by Kent State University. **Lester A.**

**Lefton**, Kent State President, conferred the degree at the Dec. 15<sup>th</sup> commencement ceremony at the university.

Mr. Milano was also selected by *Diversity Edge Magazine* as one of its **2007 Top 20 Diversity Champions**. Every year *Diversity Edge Magazine* highlights individuals who have been successful in furthering the cause of diversity. The list includes individuals such as Chief Diversity Officers, corporate professionals, community and political leaders, as well as leaders and members of professional organizations and others.

These recognitions to Bernie as President of The PhD Project, serve as testimonies of The PhD Project’s continuing mission to increase the diversity of corporate America.

## SUCCESS STORIES

We are happy to hear all the success stories such as the ones concerning professors who have impacted students in a variety of ways. Following are a few examples:

**Dr. Rochelle Parks-Yancy, Texas Southern University**, through her long-term mentoring enabled many students to have meaningful encounters with the corporate world. She has developed a mentoring relationship with students and corporate executives from GE, Enterprise Rent-A-Car and others. These mentoring relationships have proven to be successful for all involved.

**Dr. Aberdeen “Leila” Borders, University of New Orleans**, known to help students prepare for the interview process and employment in the business world. She is devoted to her students, even meeting one-on-one with them in extensive coaching sessions.

**Dr. Linda Silver Coley, Miami University (Ohio)**, has enabled her students to experience the interplay of two corporate protagonists in the flesh. The students gain experience that textbooks can not provide.

**Dr. Eli Jones, University of Houston**, established Program for Excellence in Selling (PES). PES has become a nationally renowned sales education engine. Dr. Jones has created a conduit at the University of Houston for corporations to work together with promising students of all backgrounds before they reach the job market.

You can read more by visiting [www.phdproject.org](http://www.phdproject.org) under Real World Success.

## CALCPA ACCOUNTING DOCTORAL SCHOLARSHIP PROGRAM 2008

The California Society of CPAs has re-established the doctoral scholarship program for individuals pursuing a Ph.D. in Accounting. The scholarship will be awarded to one doctoral candidate per year, who will receive a maximum of up to \$10,000 per year with a possible renewal of three years total.

For more information and to download the application packet on the 2008 doctoral scholarship, visit <http://www.calcpa.org/Content/Scholarship.aspx> under the heading Doctoral Scholarship Program. You can also access the information by visiting our website, [www.phdproject.org](http://www.phdproject.org) under Educational Funding Opportunities.

## KPMG FOUNDATION ACCOUNTING DOCTORAL SCHOLARSHIP PROGRAM

KPMG Foundation's accounting doctoral scholarships for minorities aim to further increase the completion rate among African-American, Hispanic-American, and Native American doctoral students.

In order to apply for this scholarship, you must be:

- African-American, Hispanic-American, or Native American
- a U.S. citizen or a permanent resident of the United States (possess a green card)
- enrolled, on campus, full-time, AACSB accredited, U.S. Accounting business doctoral program by September 2008

Terms of the scholarship:

\$10,000 annual scholarship, eligible for annual renewal, cumulative total scholarship amount not to exceed \$50,000.

Please visit the website,

<http://accounting.rutgers.edu/kpmg/funding.html> for detailed application instructions. Deadline for application is **May 1, 2008**.

## PHD PROJECT PLEDGE GOING STRONG!!!

Our PLEDGE Campaign for 2007 was a huge success! We received over \$65,000 in total contributions over the past year. Thank you all for your support and generosity.

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



As we look forward to 2008, we hope you will continue your generous support of The PhD Project. We need new and renewed contributions in order to provide others with the same opportunity that you have been given. You can access a PLEDGE card online at [www.phdproject.org](http://www.phdproject.org) – just click on the PLEDGE icon on the homepage. Or, contact Marie Zara, Development Manager, at [mzara@kpmg.com](mailto:mzara@kpmg.com), or (201) 505-3529.

*Please give generously to enable others to continue to give back.*

## THE SPONSOR CORNER

The PhD Project is pleased to announce the addition of The Schwan Food Company as a Sponsor for 2008. The Schwan Food Company is one of the largest providers of branded frozen food in the world. Schwan joins some of America's largest corporations, foundations and academic organizations as a co-sponsor of The PhD Project.

"The generous sponsorship of companies like Schwan shows that corporate America is committed to diversity," said Bernard J. Milano, The PhD Project's founder.

As we continuously work to broaden support for The PhD Project, we ask for *your* support in acknowledging the sponsoring corporations and also identifying potential Sponsors. Please contact Marie Zara, Development Manager at [mzara@kpmg.com](mailto:mzara@kpmg.com) or 201-505-3529.

### RESULTS OF The PHD PROJECT TO DATE

	<u>Accounting</u>	<u>Finance</u>	<u>Information Systems</u>	<u>Management</u>	<u>Marketing</u>	<u>Total</u>
Total Current Students	65	54	62	181	52	414
Total members since formation of Doctoral Students Association who are now on faculty	123	40	81	161	87	492
Total Student members who dropped out of Doctoral programs	23	25	21	40	15	124
Total Current Faculty	237	80	128	274	170	889
Faculty as of 1994	-	-	-	-	-	294*

\*breakdown by discipline not available.

### THE PHD PROJECT SPONSORS

KPMG FOUNDATION • GRADUATE MANAGEMENT ADMISSION COUNCIL • 179 PARTICIPATING UNIVERSITIES  
 CITI FOUNDATION • AACSB INTERNATIONAL • AICPA • ROBERT K. ELLIOTT • JPMORGAN CHASE FOUNDATION  
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