

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

## NEWS

## Spring 2007

## VOLUME XII: ISSUE 2

### VISION:

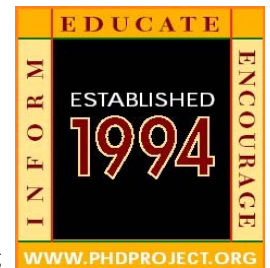
A significantly larger pool of highly qualified African-Americans, Hispanic-Americans, and Native Americans for positions in management.

### 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.



## MY PH.D. JOURNEY



"I began to think about a Ph.D. in business sometime in early-to-mid 1995, while working in the Management Systems Division of The Procter & Gamble Company. One day I picked up the yellow pages and called the Dean's Office of the College of Business at the University of Cincinnati, which put me in touch with Dr. Ralph Katerberg. I made an appointment to see him and eventually with his encouragement, I applied for and was invited to the 1995 PhD Project Conference.

Then, as now, the Conference was an emotional rollercoaster full of valuable information, and I left with very strong but mixed feelings about pursuing a Ph.D. I began the application process and was accepted to the University of Michigan Business School for the 1996-1997 academic year. At that time I quit my job, got married, sold my car, moved to a different town, and began my doctoral program, all or most of which can be leading factors for heart failure.

Like many other Ph.D. students across many schools, I was told I didn't have what it took to complete the program and was counseled out. I stayed at the University for three years and was able to complete the requirements to receive two Master's degrees. This was a very difficult period, for I took the assessment of people with vast professional experience very hard. Before leaving the University I decided I would at least try to get a teaching position. I was hired by Rensselaer at the Hartford Graduate Center in Connecticut in 1999 and re-entered the Ph.D. program at Rensselaer Polytechnic Institute in the Summer of 2000.

Between the Summer of 2000 and the Spring of 2002, I was teaching a full load of 3 courses each term, mostly on an evening or full-Saturday schedule, while making the 2 hours and 15 minutes drive from my home to Troy, NY, for coursework.

Making the drive to Troy twice a week while keeping up with my teaching schedule was difficult. Add to that the birth of my daughter, and I quickly became a devotee of homemade espresso drinks. Late in the Spring of 2002, I was notified my teaching contract would not be renewed. That put me in a very bad spot to pick up a job for the fall, so between unemployment checks and our savings, we managed to stay afloat for nine months. I was able to find a position at Saint Joseph's University starting in the Fall of 2003. By this point in time, I had passed my exams, and was a Ph.D. candidate.

I defended my dissertation in September of 2006, and as I write this, I am still uncertain as to what I feel. Certainly relief, at having met all my requirements and completing the program. I am also just starting to adjust to being called "Doctor."

I went to the 2006 PhD Project Conference, this time to receive my multicolored tassel as recognition of the completion of my program. Difficult as it seems to imagine, this time around the Conference was even more emotional for me. Many times (many!), during my long winter drives to Troy, the thought of getting my PhD Project tassel lifted my spirits and brought tears to my eyes, and I will remember the view from the stage for a long time to come," as related by Dr. Ruben A. Mendoza.

Listed below are the accomplishments of PhD Project students. A year after the 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 winter 2007 issue of this newsletter!

NAME	DISCIPLINE	DOCTORATE RECEIVED AT	TEACHING AT
Dennis M. Lopez- 1998	Accounting	University of Arkansas	University of Texas-San Antonio
Juan Manuel Sanchez- 1999	Accounting	University of Texas-San Antonio	University of Arkansas
Patricia Katopol	Information Systems	University of Washington	University of Iowa
Richard Mahee	Information Systems	Pace University	Delaware State University
Koffi Dodor	Management	Jackson State University	Seeking Faculty Position
Kelley Duncanson-2000	Management	Jackson State University	College of The Bahamas
James Gillespie	Management	Northwestern University	University of Illinois-Chicago
Lakeesha Ransom	Management	University of Minnesota	Seeking Faculty Position
Aneika L. Simmons-2000	Management	Texas A&M University	Sam Houston State University

## Student Accomplishments

Congratulations to the following students who recently passed comprehensive exams.

Name	Discipline	School
Carlos Thomas-2002	Information Systems	Louisiana State University
Leticia Andrade	Management	University of Texas-San Antonio
Chris Mathis	Management	Jackson State University
Wendy Walker-2001	Management	Georgia Tech University
Samantha Cross-2002	Marketing	University of California-Irvine
Elyria Kemp-2003	Marketing	University of Arkansas
Dante Pirouz-2003	Marketing	University of California-Irvine
Keith Wilcox	Marketing	Baruch College
Javier Monllor-2003	Marketing	University of Illinois-Chicago

Congratulations to the following students who successfully defended their dissertation proposal. A year after the name indicates the year they attended a November PhD Project Conference.

Name	Discipline	School
Amy Alward	Accounting	Washington State University
Helen Gabre	Accounting	University of Mississippi
Sherae Daniel	Information Systems	University of Maryland
Micah Crump	Management	Morgan State University
N. Sharon Hill- 1996	Management	University of Maryland
Rayshad Holmes-2001	Management	George Washington University
Janine Sanders-2000	Management	University of Minnesota
Susanne Toney- 1997	Management	Jackson State University

## FACULTY CORNER

**Faye Cobb Payton**, Information Systems, North Carolina State University; wrote an article featured in the January 11, 2007 issue of *Diverse Issues in Higher Education*. Dr. Payton tells of her journey into the Information Systems/Technology field.

Congratulations to **Dr. Linda Holmes** who was granted tenure at the University of Wisconsin, Whitewater. Dr. Holmes is a faculty member of The PhD Project Accounting Doctoral Students Association.

\*Correction: **Dr. Philip Musa**, Information Systems, was granted promotion and tenure at the University of Alabama at Birmingham, and not the University of Alabama, Tuscaloosa.

## STUDENT NEWS

Welcome to the following students, identified after the 2006 summer DSA Conferences that have joined our family of doctoral students associations (DSA).

Name	Discipline	School
Alexis Castro	Accounting	University of Kentucky
Cynthia Lloyd	Accounting	Morgan State University
Robert Marley	Accounting	University of South Florida
Nicole McCoy	Accounting	Southern Illinois University
Laura Wallis	Finance	University of Tennessee
David Murungi	Information Systems	Louisiana State University
Lakisha Simmons-2003	Information Systems	University of Mississippi
Erica Anthony-2006	Management	Purdue University
Miguel Baeza	Management	University of Texas-Pan American
Hector Flores	Management	University of Massachusetts
Erica Ginn	Management	University of Washington
Candice Griffin	Management	University of Alabama-Birmingham
Amanda Hoel-Green-2005	Management	Northwestern University
Kimberly Lathan	Management	University of Alabama-Birmingham
Shingirayi Mushonga	Management	Jackson State University
Jose G. Rocha	Management	Florida International University
Kelly M. Ross	Management	Jackson State University
Jocelyn Steward-2006	Management	University of Alabama-Birmingham
ChrisTsavatewa	Management	University of Alabama-Birmingham
Montressa Washington	Management	Case Western Reserve University
Melvin Williams-2000	Management	University of Toledo
Stephanie Lawson-2005	Marketing	Florida State University
Adriana Samper	Marketing	Duke University

## STUDENT CORNER

Congratulations to **Toyah Miller**, management doctoral student at Texas A&M University, who co-authored the article "International Diversification: Antecedents, Moderators, and Outcomes", with Hitt, M.A., Tihanyi, L., and Connelly, B. It will be published in an upcoming issue of *Journal of Management*.

## NEWS RELEASE

DePaul University's College of Commerce introduces a new major; Multicultural Marketing-Hispanic Marketplace. Only three other universities nationwide offer programs in this field.

J. Steven Kelly, Associate Professor of Marketing, who directs the program says, "This relevant program will prepare students to do business in a diverse, global marketplace in which Hispanics have significant influence."

Graduates of the program will be educated for positions in marketing, advertising, sales, communications, management, entrepreneurship or the arts/entertainment fields. According to *Diverse Issues in Higher Education* magazine, DePaul University's Business school is among the top 50 institutions in the nation to award diplomas to Hispanic students majoring in marketing and management.

## KPMG FOUNDATION ACCOUNTING DOCTORAL SCHOLARSHIP PROGRAM

Financial support often determines whether a motivated student can meet the escalating costs of higher education. 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, in a full-time, AACSB accredited, U.S. Accounting business doctoral program by September 2007

*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 at*

<http://accounting.rutgers.edu/kpmg/funding.html> for detailed application instructions.

**Deadline for Applications is May 1, 2007  
Awards will be announced on or about  
May 15, 2007.**

## THE CITIGROUP FOUNDATION FINANCE DOCTORAL SCHOLARSHIP PROGRAM

Will you be the lucky recipient of the Citigroup Foundation Finance Doctoral Scholarship? Only one scholarship will be awarded!

In order to apply, 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, in a full-time, AACSB accredited, Finance business doctoral program by September 2007.

*Terms of the scholarship:*

- \$10,000 scholarship, payable in two \$5,000 installments (October and January)

The application package consists of the following items:

- a 2007 Application form (found at <http://accounting.rutgers.edu/kpmg/funding.html>)
- a brief cover letter, explaining your reason for pursuing a Ph.D. in Finance
- a copy of your most current resume
- copies of your undergraduate and graduate (if applicable) transcripts,
- proof of your matriculation status (e.g. letter of acceptance)

Send your application package to arrive by **June 1, 2007 to:**

The Citigroup Foundation Finance Doctoral Scholarship Program  
ATTN: Tara Perino  
KPMG Foundation  
Three Chestnut Ridge Road  
Montvale, NJ 07645

## A VERY SUCCESSFUL CONFERENCE!

The annual PhD Project Conference, held in Chicago, is not only a recruiting event for universities, but an informational conference for prospective students. The students can gather and receive information about the road to earning doctorates, but also about school programs, lifestyles, and current faculty research.

The November PhD Project Conference of 2006 was a huge success! We had over 700 applicants, 456 of which were invited to attend and 369 attended. Happily, we also saw a 10% increase in participating universities.

The increases show positive trends, namely, that there are a significant number of minorities interested in earning business doctorates, more universities are recruiting at the conference and we are seeing more interest from corporate America.

Here's what is being said:

As Dr. Leyland Lucas, assistant professor at Morgan State University, pointed out, "Seeds are being planted here. The PhD Project is extremely important as a continuous vehicle for attracting minorities to business."

Dr. Mark Dawkins of the University of Georgia notes "the prospective students receive in depth orientation aiding them in making a well informed decision, but also a support network to help them through the process. They will stick it out. They tend to stay and finish the program."

Are you considering a business doctorate? Do you know someone that is? If you would like more information on The PhD Project, please visit our website, [www.phdproject.org](http://www.phdproject.org).

## DOCTOR TRIPLE? WHO WILL IT BE?

We capped the **First PhD Project Professor...our first Doctor**, who was followed by **Doctor Double** and then **The Doublemint Professors**. Now we're looking for **Doctor Triple**! Will that be you?

First, there was Dr. Alisa Mosley, currently on faculty at Jackson State University. She was the first product of The PhD Project to be capped as a minority business professor. Hence the *first doctor*, *Dr. Alisa Mosley*.

Next came Dr. Alisha Malloy, currently on faculty at the University of Alabama. She attended the 1997 PhD Project Conference and was number 588, double the original number of 294 minority business professors when we started The PhD Project in 1994. *Doctor Double, Alisha Malloy*.

Then, we found out about the *Doublemint Professors: Dr. Craig Sisneros, University of Utah* and *Dr. Darryl Brown, Illinois State University*. They are friends that met at the 1999 PhD Project November Conference and defended their respective dissertations on the very same day, April 14, 2006.

Now we're waiting for *Doctor Triple*. This will be the 882<sup>nd</sup> minority business professor to be "capped" who has participated and been impacted by The PhD Project network.

We will only be able to "crown" you Doctor Triple if you keep us updated on your progress. Let us know when you reach each milestone; passed comps, defended dissertation proposal, defended dissertation, and even when you accept a new faculty position. We're interested in **all** your achievements.

Will you be Doctor Triple? Keeps us posted by updating your information at <http://accounting.rutgers.edu/kpmg/student.db.html>.

*The Dr. Triple Crown*



*Will you be*

*No. 882!*

## DOCTORAL STUDENTS ASSOCIATION CONFERENCES 2007

As the old adage says, "time waits for no one". The summer conferences for the Doctoral Students Associations will be here before you know it. Following is a list of conference dates for 2007. Mark your calendars!

- The PhD Project **Finance** Doctoral Students Association conference dates are June 23-25, 2007, to be held at the Big Sky Resort-Huntley Lodge in conjunction with the 2007 Western Finance Association Meeting in Big Sky, Montana on June 25-28, 2007.
- The PhD Project **Marketing** Doctoral Students Association conference dates are August 1-3, 2007, to be held at the Hilton Washington Hotel in conjunction with the Summer Marketing Educators' Meeting in Washington, DC on August 3-6, 2007.

- The PhD Project **Accounting** Doctoral Students Association conference dates are August 3-5, 2007, to be held at the Palmer House Hotel in conjunction with the 2007 American Accounting Association Meeting in Chicago, IL on August 5-8, 2007.
- The PhD Project **Management** Doctoral Students Association conference dates are August 2-4, 2007 in conjunction with the Academy of Management Meeting in Philadelphia, PA on August 3-8, 2007. The hotel has not been confirmed.
- The PhD Project **Information Systems** Doctoral Students Association conference dates are August 7-9, 2007, to be held at the Keystone Resort in conjunction with the American Conference on Information Systems in Keystone, Colorado on August 9-12, 2007.

## OUR 2007 PHD PROJECT PLEDGE CAMPAIGN IS UNDERWAY!

Our 2006 PhD Project Pledge campaign was a tremendous success with \$24,335 in pledges, including contributions from the Information Systems Doctoral Students Association's 10<sup>th</sup> Anniversary Campaign.

Our 2007 PLEDGE Campaign is underway and you can now make an online PLEDGE contribution by credit card at [www.phproject.org](http://www.phproject.org) – just click on the PLEDGE icon on the homepage. You can also still print out a hard copy PLEDGE card on the site to send your contribution via mail.

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



If you were unable to contribute in 2006...have no fear, the 2007 Project PLEDGE Campaign is in full swing!

Please contact Marie Zara, Development Manager, at [mzara@kpmg.com](mailto:mzara@kpmg.com), or (201) 505-3529 if you have any questions. Thank you for your continued support!

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

## 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	59	43	65	164	53	384
Total members since formation of Doctoral Students Association who are now on faculty	117	35	69	147	75	443
Total Student members who dropped out of Doctoral programs	21	24	20	39	15	119
Total Current Faculty	233	74	118	262	155	842
Faculty as of 1994	-	-	-	-	-	294*

\*breakdown by discipline not available.

## THE PHD PROJECT SPONSORS

**KPMG FOUNDATION • GRADUATE MANAGEMENT ADMISSION COUNCIL • 179 PARTICIPATING UNIVERSITIES**  
**CITIGROUP FOUNDATION • AACSB INTERNATIONAL • AICPA • ROBERT K. ELLIOTT • GOLDMAN, SACHS & CO. • HEWLETT-PACKARD COMPANY**  
**THE MERCK COMPANY FOUNDATION • DIVERSITYINC.**

\* If you have news or an inspiring story to share, please contact me at [myrnavarner@kpmg.com](mailto:myrnavarner@kpmg.com) or call 201-505-3553.