

THE PHD PROJECTSM

NEWS

FALL 2007
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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.



HAVE FAITH, YOU CAN DO IT, BY CURTIS L. WESLEY II

"By now some of us have decided that a career in academia is the right professional path for us and have taken affirmative actions to move in that direction. I am also a person who decided that this is the path to which God has led me.

After having conversations with Bernie Milano and his staff regarding my personal and professional history, I was asked to comment upon how I achieved such an excellent GMAT score (710), given my personal history with standardized tests. After some reflection and reconstruction of my past, I have a short personal story to share. I hope that for those that have had troubles with standardized testing in the past, this will serve as encouragement and a positive effect upon you in the future. I will present edicts that I followed that helped me persevere.

EDICT #1: There are 24 hours in the day...Use them.

We will all have plenty of time to rest after God calls us home. While we are here, we need to make the best use of our time. Schedule in your spiritual, family, and work needs so that you meet those commitments first. Then prioritize the rest of it; even if that means getting up at 5a.m EVERY work day and studying until 6:30a.m.

EDICT #2: Know yourself... Play to your strengths and shore up your weaknesses.

This edict manifested itself in manner to which I prepared to take the GMAT. First, I am a person who has a history of being accomplished at self-study.

I'm disciplined and focused when I need to be so I did not need the structure and tutelage that a GMAT Prep course provided. I stuck strictly to books and CAT GMAT programs. I know my personal strengths and weaknesses. In short, "reading" and "ritten" haven't been a strength of mine in the past. However, "rithmetic" is a definite strength. The 700 on the SAT is a testament to my ability to do math. So I spent a lion's share of my time on the Verbal portion of the GMAT when I prepped for it. And it worked wonders. I scored in the 80th percentile for the Verbal section and earned a 5.5 on the AWA when I took the GMAT (the first time after The PhD Project conference). However, I did not do well at all on the Math portion. My lesson is to REALLY know thyself.

EDICT #3: Practice like you play...

I cannot stress the importance of preparing to take the test under test conditions. The stresses of the test environment will become familiar and you will work efficiently and effectively when it's time to perform. Take the practice tests timed with NO interruptions. Work under the clock as often as possible and learn the errors you commonly make. Also, the GMAT has a defined quantity of questions by type and you should become familiar with how to solve each type to the point it becomes second nature on how to solve them. This evolves into a confidence that feeds into my next thought.

(cont'd)

EDICT #4: Be confident that you have what it takes to succeed...

Even when I got a 640 on my second GMAT, I knew I could do better if I corrected the mental errors that caused me to not score to my potential. So I went home and took a couple days off to decompress. Then the next weekend, I went to work so that I could take the GMAT for the third (and final) time 10 days later. Why the short turnaround you may ask? I was confident (edict #4) that if I properly prepared (edict #3), shored up my weaknesses and maintained my strong areas (edict #2), and devoted the proper preparation time for me (edict #1), I would do well. Four hours later, I walked out of the test center with a 720 GMAT (96% V /88%M/ 6.0 AWA), a smile on my face, and an empty stomach. I went into the test thinking it was "game day" and walked out feeling I had "dominated my opponent." What did this get me? Offers of admission to 2 of 3 Tier I research schools to which I applied with the maximum financial support from both.

If this 1st generation college student can do this, you can too", as told by Curtis L. Wesley II, doctoral student at Texas A&M 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



Following are individuals who have advised us of their dissertation defense since the summer 2007 issue of this newsletter!

NAME	DISCIPLINE	DOCTORATE RECEIVED AT	TEACHING AT
Amy K. Alward	Accounting	Washington State University	Seeking Faculty Position
Katherine Lopez	Accounting	University of Texas-San Antonio	Trinity University
Joyce Jackson, <i>1994</i>	Information Systems	University of South Carolina	Bowling Green State University
Nanette Napier, <i>2002</i>	Information Systems	Georgia State University	Georgia Gwinnett College
Janine Spears, <i>2002</i>	Information Systems	Pennsylvania State University	Post doctoral Internship-HEC Montreal
Donald Wynn, Jr., <i>2002</i>	Information Systems	University of Georgia	University of Dayton
Monika Hudson	Management	Case Western Reserve University	University of San Francisco
Esther Swilley, <i>2002</i>	Marketing	Florida State University	Kansas State University

WELCOME! New Students



Since the summer newsletter, we became aware of the individuals listed below who were admitted to a doctoral program for fall 2007. If you know of anyone we have not reported, please contact us.

These new students bring our grand total for fall 2007 to 50! Of these 50, 33 attended a November conference and 22 already attended their first DSA conference prior to beginning their doctoral programs.

NAME	DISCIPLINE	SCHOOL
Jomo Sankara	Accounting	Florida Atlantic University
Tibebe Assefa	Finance	University of Texas-Pan American
Edward Akoto	Management	Jackson State University
Rachel Y. Daniel	Management	Case Western Reserve University
Verona P. Edmond- <i>1996</i>	Management	Syracuse University
Jason Flores	Management	University of Texas-Pan American
Alexandra Galli-Debicella	Management	University of Massachusetts-Amherst
Mariana Lebron	Management	Syracuse University
Ron Portis	Management	Auburn University
Tammi C. Redd- <i>2006</i>	Management	University of Texas-Pan American
Alex Williams	Management	University of Mississippi
Dwayne D. Cole- <i>2006</i>	Marketing	Syracuse University
Mitch Hamilton- <i>2006</i>	Marketing	Syracuse University
Eric F. Rhiney	Marketing	Saint Louis University

Student Accomplishments

Congratulations to the following student who recently passed his comprehensive exams:

Name	Discipline	School
Peter Gallo	Management	University of North Carolina-Chapel Hill

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

Name	Discipline	School
Rosemond Desir	Accounting	University of Massachusetts-Amherst
Kenneth Henry	Accounting	Florida International University
Carlos Jimenez-Angueira	Accounting	University of Florida
Ray Rodriguez	Accounting	University of Texas- El Paso
Jorge Arevalo	Management	Rutgers University
Marla Baskerville	Management	Tulane University
Aimee D. Ellis	Management	Arizona State University
Christopher Mathis	Management	Jackson State University

2007 DSA CONFERENCES WERE A HUGE SUCCESS!

It's that time of the year when we look back at the happenings of this past summer. Of course, The PhD Project Doctoral Students Association (DSA) Conferences were on our list of "must attend."

This year we had more than 520 minority faculty, doctoral students and guests in attendance. We were also proud to "cap" 30 members as New Faculty!

We also had three associations celebrating their tenth anniversaries. They were the Finance, Management, and Marketing DSAs. As a small memento of the celebration, each member received a key ring engraved with the discipline logo and year. We had the honor of hearing our own Tara Perino and Tina Opie, one of our doctoral students, sing at the Management DSA conference. What a treat that was!

If you were not in attendance, you missed informative and interesting sessions, wonderful student presentations, great associations, opportunities to meet old friends as well as make new ones and many memorable moments.

Think about it; what conference can you attend where the atmosphere is one of family? That is the best way to describe the Doctoral Students Association, a happy and well-informed family.

You want to be a part of "the family!" Mark these dates in your calendars:



Finance DSA Conference

June 20-22, 2008
Waikoloa, Hawaii



Accounting DSA Conference

August 1-3, 2008
Orange County, CA



Marketing DSA Conference

August 6-8, 2008
San Diego, CA



Management DSA Conference

August 7-9, 2008
Anaheim, CA



Information Systems DSA Conference

August 12-14, 2008
Toronto, Canada

We hope to see you there! Also, don't forget to refer any students you may be aware of who would greatly benefit from becoming a DSA member.

FACULTY MEMBERS JOIN THE PHD PROJECT DOCTORAL STUDENTS ASSOCIATION NETWORK

In order to continue in our efforts to diversify corporate America, we are always eager to expand our network of minority faculty members. We have recently learned of minority faculty at various universities and colleges who are eager to help in any way they can. Following are the names of faculty who have recently joined our network. Please join us in welcoming them to The PhD Project Doctoral Students Associations:

Dr. Amelia Carr, Associate Professor, Management, Bowling Green State University;

Dr. Maria Garcia, Assistant Professor, Management, University of Texas-El Paso;

Dr. Michelle French, Business Administration Program Director, Management, Mount St. Mary's College;

Dr. Robert Livingston, Assistant Professor, Management, Northwestern University;

Dr. Emily Crawford, PhD Program Director, Marketing, Savannah State University.

THE DR. TRIPLE CROWN

We're going strong and counting! Will you be No. 882? Don't forget to keep us posted as to your recent accomplishments at the website, <http://accounting.rutgers.edu/kpmg/student.db.html>. We're eager to "crown" someone No. 882! At this printing we are at **No. 880**.

The Dr. Triple Crown



Will you be

No. 882?

THE FACULTY CORNER



Dr. Ola M. Smith, Accounting, Western Michigan University, was promoted to Associate Professor with Tenure.

Dr. Henry Newkirk, Information Systems, East Carolina University was promoted to Associate Professor with Tenure.

Dr. Stacy Blake-Beard, Management, Simmons School of Management, presented an audio conference, "Mentoring Minority Faculty". "Dr. Blake-Beard is one of the leading experts on mentoring and diversity in organizations," as stated in *Inside Higher Ed*, a source of free news, jobs and commentary for professionals in higher education.

THE PHD PROJECT SPONSOR CORNER

We are pleased to report that Microsoft Corporation has become a sponsor of the PhD Project. Over the past several months we have welcomed ACT-1 Group, Wal-Mart Stores, Inc., JPMorgan Chase Foundation and now Microsoft Corporation.

Thanks to their work in introducing us to the Microsoft representative responsible for this funding, and in helping us to secure this sponsorship, Dr. Adriane Randolph and Dr. Donald Wynn will each be awarded a Faculty Grant in the amount of \$2,500.

As we continuously work to broaden support for The PhD Project, we ask for *your* support in acknowledging these corporations, and identifying potential Sponsors. Please contact Marie Zara, Development Manager at mzara@kpmg.com, or 201-505-3529.

2007 PHD PROJECT PLEDGE – THANK YOU!

Our 10th Anniversary PLEDGE Campaigns were a huge success – beginning with the Accounting Alumni Association’s campaign which was initiated in recognition of their 2004 anniversary, and including the ISDSA campaign in 2006 and current campaigns for the Finance, Management and Marketing groups which all took place in 2007.

Total contributions to the five anniversary campaigns have exceeded \$65,000! The Management DSA alone was able to present a huge (literally) \$25,000 check to Bernie Milano at their summer conference this year. Thank you to all of our PLEDGE captains for their hard work and incredible results.

Provide a Legacy to Ensure Diversity for Generations in Education



To fulfill your anniversary PLEDGE via credit card online, visit www.phdproject.org and click on the PLEDGE icon. Or, contact Marie Zara, Development Manager at (201) 505-3529, mzara@kpmg.com or your DSA PLEDGE Captain.

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

**THE PHD PROJECT
2007 ANNUAL CONFERENCE**

THE PHD PROJECT 2007 Annual Conference will be held on November 14th-16th at the Hyatt Regency O’Hare in Chicago, Illinois. The Conference provides information about business doctoral programs and the opportunity to visit with more than 80 universities whose doctoral programs are represented at the University Fair. This year’s conference is assured to be a GREAT one. The two-day conference is a perfect setting to meet other individuals, who are thinking about pursuing a Ph.D., as well as network with current doctoral students and faculty. Applications for the 2008 conference will be available on our website, www.phdproject.org, in December.

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	53	65	177	51	411
Total members since formation of Doctoral Students Association who are now on faculty	122	39	78	160	87	486
Total Student members who dropped out of Doctoral programs	23	25	21	39	15	123
Total Current Faculty	236	79	125	270	170	880
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
 HEWLETT-PACKARD COMPANY · GOLDMAN, SACHS & CO. · DIVERSITY INC. · THE MERCK COMPANY FOUNDATION
 ACT-1 GROUP · WAL-MART STORES, INC. · MICROSOFT CORPORATION

**If you have news or an inspiring story to share, please email myrnavarner@kpmg.com for inclusion in an upcoming newsletter.*