

THE PHD PROJECTSM

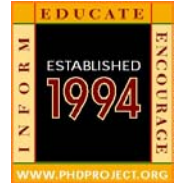
NEWS

SPRING 2005

VOLUME X: ISSUE 2

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.

Get Ready! The PhD Project

Doctoral Students Association Conferences are Here...

The PhD Project's accounting, finance, information systems, management and marketing doctoral students association conferences are just around the corner. Come meet your fellow peers, share general discussions and learn more about your discipline. *(See dates on page 4)*

The PhD Project Doctoral Students Associations were established for the purpose of creating a system of support and a national network for African-Americans, Hispanic-Americans and Native-Americans in the process of pursuing doctoral degrees in Business at universities across the country.

All eligible students will be contacted via email with detailed registration information. If you have any questions regarding registration or if you are in or starting a full-time doctoral program this fall and are not a member, contact Anita English at acenglish@kpmg.com.

There are so many reasons to be a part of these groups.

Here is what our members are saying:

John Warren, 1996 conference attendee, received his Ph.D. in Information Systems from University of Illinois at Chicago and is currently on faculty at University of Texas, San Antonio *"The existing members and guest faculty were very helpful in relieving some of my fears. I would advise any prospective or continuing students to make it a priority to attend any of The PhD Project or associations meetings. It will be time well spent."*

Anthony Nyberg, 1994 conference attendee, currently a doctoral candidate in Management at Virginia Polytechnic Institute *"The fellow students and the faculty that I met gave me warm feelings of encouragement."*



We are formalizing our funding campaign and creating a new way for everyone who has been touched by our program to support us through **PhD Project PLEDGE**. If you are a part of The PhD Project family, you will be receiving a letter concerning this campaign. *Please give generously to enable others to continue to give back.*

WWW.PHDPROJECT.ORG

ADVICE FROM A FRIEND!

Hello fellow PhD Project participants,

By now some of us have decided that a career in academia is the right professional path 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 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 as I tell my story.

I am married, have a toddler-aged child, and am in my early 30s. I presently work as Vice President for a major financial services company in the South after serving as an officer in the armed services for over 9 years. Between my family commitments, professional commitments, and military commitments (in the reserves), my time is stretched thin. So after coming back from The PhD Project Conference in November, deciding to apply to graduate schools and studying for the GMAT was an enormous task given the demands upon my time. This brings me to my first edict...

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.

For me, school and the GMAT was first following the essential commitments. Lifting and shooting hoops stopped. Television stopped (except for football). Xbox stopped. My singular focus was test prep and application prep (in that order).

I made time by waking up at 5 a.m. EVERY work day and studying until 6:30 a.m. Then on the weekends, I spent 3 hours each day taking test exams or practicing certain sections in a simulated exam format. That's 13.5 hours a week.

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

This edict manifested itself in a 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 would provide. Therefore, I stuck strictly to books and CAT GMAT programs.

Moreover, I know my personal strengths and weaknesses. I got a 500 on my Verbal SAT for college admissions and I only scored in the 40th percentile on the GMAT Verbal section when I last took the GMAT in 1999 to attend business school for my MBA (at a top 25 school). In short, "readin' and 'ritten" haven't been a strength of mine in the past. However, "rithmetic" is a definite strength as I would not have been able to graduate from a service academy without "being able to count" well. 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 of the test (56th percentile) and scored a 640 combined.

My lesson is to REALLY know thyself. I am great at math but my attention to detail slows me down. If the GMAT is untimed, I'll get well over 90% of the math questions correct. But the reality is that it is timed, and my speed of answer is a flaw that needed correction. This brings me to the next rule to live by...

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. Leave the house if the spouse and kid(s) won't leave you alone. Turn off the phones, TV's, radios, etc.

Work under the clock as often as possible and learn the errors you commonly make. Then learn the situation and problems that arise when you make those errors then mitigate the situation by paying closer attention to those problems.

Also, the GMAT has a defined quantity of questions by type and you should become familiar with how to solve each type of question to the point it becomes second nature as to how to solve them. This evolves into a confidence that feeds into my next thought.

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

Even when I got a 640 on my second GMAT, I knew that 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 of days off to decompress. Then the next weekend, I went to work so that I could take the GMAT for a 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 weakness 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 710 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".

And you may ask what did this get me? Offers of admissions to 2 of 3 Tier I research schools to which I applied with maximum financial support from both.

If this first generation college student can do this, **you can too!!!**

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

THE FACULTY CORNER



Leyland Lucas, Assistant Professor, Morgan State University and Miles K. Davis, Assistant Professor, Shenandoah University, has a paper published in the Journal of Advanced Management & Entrepreneurship entitled "The role of the banker-small business owner network in inner-city lending."

Dr. Andrea Alston Roberts, Assistant Professor of Accounting, Boston College, has an article published in the March 2005 issue of Accounting Horizons, Volume 19, No. 1. The article is entitled "The Implications of Joint Cost Standards for Charity Reporting."

Norris Bruce, Professor, Marketing, University of Texas at Dallas co-authored a paper, accepted for publication in *Marketing Science* with Professors Preyas Desai and Richard Staelin, Duke University. The paper is entitled "Enabling the Willing: Consumer Rebates for Durable Goods."

AWARDS & RECOGNITIONS!

Congratulations to **Ida Robinson-Backmon, Accounting, North Carolina A&T State University** who has been appointed Chairperson, of the Accounting Department. Robinson-Backmon holds a Ph.D. in Accounting from Oklahoma State University.

Congratulations to **Dr. Peter Theuri, Northern Kentucky University** who was recently promoted to Associate Professor of Accounting with Tenure.

Congratulations to **Dr. Fay Cobb Payton, Information Systems, North Carolina State University**, who has been promoted to Associate Professor with Tenure.

Congratulations to **Olenda Johnson, Associate Professor, North Carolina A&T State University**, who is the recipient at her campus of the UNC Board of Governors Award for Excellence in Teaching.

STUDENT ACCOMPLISHMENTS



Congratulations to the following students who recently passed comprehensive exams:

Name	Discipline	School
Allison Morgan	Information Systems	Pennsylvania State University
C. Greer Jordan	Management	Case Western Reserve University
Crystal Scott	Marketing	Pennsylvania State University
Venessa Martin-Funches	Marketing	University of Alabama
Russell Price	Finance	Florida State University

Congratulations to the following student who successfully defended his dissertation proposal:

Name	Discipline	School
Waiihaka Iraki	Management	Jackson State University

Susan Perkins Rodriguez, Management Doctoral Student, New York University, had her paper accepted for presentation in the IM Division's regular paper sessions for the 2005 Academy of Management meeting. The paper is entitled "Institutional environment relatedness and foreign investment failures in the Brazilian telecommunications industry."

Dorothy Kirkman, Management Doctoral Student, Rutgers University, had her paper accepted for presentation at the 2005 Academy of Management meeting, which is to be held on August 5-10 in Honolulu, Hawaii. Her paper is entitled "Integrating Technological Acquisitions: A complexity-based framework to recombining knowledge."



CONGRATULATIONS! NEW PROFESSORS

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

Name	Discipline	Doctorate Received At	Teaching At
Yvonne Ellis	Accounting	Jackson State University	Morehouse College
Andy Garcia, 1994	Information Systems	Texas Tech University	Bowling Green State University
Rhoda C. Joseph	Information Systems	Baruch College	Pennsylvania State-Harrisburg
Kimberly M. Dean	Management	Jackson State University	Delta State University



WELCOME! NEW STUDENTS

Below are students who have recently been admitted to a doctoral program for Fall 2005. If you know of others, please contact us.

Accounting

Nelson U. Alino
University of South Carolina
Sukari Farrington
University of South Carolina
Robert Huber
University of Arizona
Elisabeth Peltier
Baruch College
Randolph Christopher Small
University of Missouri-Columbia
Jessica T. Smith
Drexel University

Information Systems

Sheneeta W. White
Virginia Polytechnic Institute & State University

Management

Deanna Bean
University of Massachusetts-Amherst
Benjamin H. Berkowitz
University of Connecticut
Jeanne Tomeka Johnson
University of South Carolina
Marnell W. Love
University of Illinois at Chicago
Dewayna Thompson
Jackson State University

Marketing

Kelly Cowart
Florida State University
Robert L. Harrison, III
University of Nebraska

2005 PHD PROJECT DOCTORAL STUDENTS ASSOCIATIONS CONFERENCES	Marketing: July 27-29, 2005 Hotel Monaco San Francisco, CA <i>Held in conjunction with:</i> American Marketing Association 2005 Summer Marketing Educators' Meeting July 29-August 1, 2005 Marriott Hotel San Francisco, CA	Accounting: August 5-7, 2005 Renaissance Park 55 San Francisco, CA <i>Held in conjunction with:</i> 2005 American Accounting Association Meeting August 7-10, 2005 Hilton San Francisco, CA
	Finance: June 16-18, 2005 Portland Marriott City Center Portland, Oregon <i>Held in conjunction with:</i> Western Finance Association 2005 Annual Meeting June 18-21, 2005 Marriott Portland Downtown Portland, Oregon	Management: August 4-6, 2005 Renaissance Illikai Hotel Honolulu, HI <i>Held in conjunction with:</i> 2005 Academy of Management Meeting August 5-10, 2005 Hilton Hawaiian Village Honolulu, HI

THE PHD PROJECT SCORECARD

<u>Year</u>	<u>Direct Mailers</u>	<u>Ads</u>	<u>Applications To Conference</u>	<u>Invitations</u>	<u>Attendees</u>	<u>Conference Attendees Started Doctoral Program</u>	<u>Started Doctoral Program*</u>
1994	20,000	8	570	285	266	50	81
1995	27,000	7	853	381	324	54	67
1996	35,500	10	1,135	499	421	40	78
1997	46,300	11	1,153	500	429	40	77
1998	56,500	12	903	402	349	23	80
1999	75,000	12	933	466	407	33	60
2000	110,600	15	679	338	290	30	58
2001	120,000	15	1,076	486	378	32	70
2002	150,000	15	957	372	342	26	77
2003	140,000	15	900	450	368	33	78
2004	150,000	25	867	405	331	N/A	N/A

*represents all African-American, Hispanic-American and Native Americans who entered a business doctoral program the following September.

THE PHD PROJECT SPONSORS

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