

THE PHD PROJECTSM

NEWS

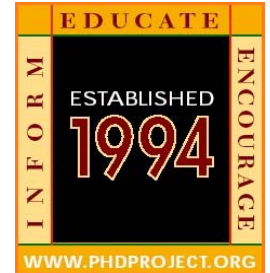
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MISSION:

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.



COMING THE FULL CIRCLE



"The real winners at The PhD Project's annual conference are the prospective students," says Craig Sisneros, accounting, doctoral student, Arizona State University. They are given more information in three days than could be gathered alone in six months. Craig, presented at The PhD Project's annual event this past November and feels it is his duty to give back to The PhD Project at every opportunity because it has been so instrumental in where he is today. *"Every time I volunteer"* he says *"the reward far outweighs the cost. So I am even further indebted."*

It is a tremendously powerful motivation to get up in front of 400 people and tell them not only how I made it, but how they can too. After establishing that, I realize now I must live up to what I said with 400 witnesses! The timing is great too, giving people including myself a needed boost at the end of the fall semester. The greatest reward, Craig emphasizes, comes when a student contacts me and eagerly informs me of the school and program into which he/she has been admitted.

All of the sessions at The PhD Project conference are aimed at informing potential doctoral students of the entire Ph.D. student lifecycle from application, admission, coursework, comps and dissertation, and that *"all-important"* first job. But it's much more than that...prospective students are invited into a family where, when the world says *"you can't do this"*, we all strive to drown out that negativity by saying *"you CAN do this, and you're not alone."* *"I know for at least one person,*

says Sisneros. The PhD Project conference erased the doubt and replaced it with enthusiasm. I can't imagine I am the only one".

Craig, who ventured on his first trip to The PhD Project conference in 1999, had no idea it was going to become an annual pilgrimage. For that matter, he had no clue that his life was soon going to change in every sense imaginable.

Craig arrived into the world of The PhD Project as a wide-eyed prospective doctoral student in awe of the people at the podium and he left the conference knowing that this was what he wanted to do with his life. In a whirlwind of activity, he graduated with his B.S. in accounting, summa cum laude from Metropolitan State College of Denver, he asked for his girlfriend's hand in marriage and moved away from the state where he had always lived and started the Ph.D. program at Arizona State University. *"We are simple normal people"* says Craig, *"who have started on a journey of exceedingly hard work which will achieve a big reward several years down the road. I have had the privilege of sharing what it is like to be a Ph.D.*



student to those potential doctoral students every year since I first attended." Craig is now at the dissertation stage of his doctoral program and nearing the end of his Ph.D. student journey. He will receive his Ph.D. with the realization of how important those three cold November days have become to him and many others.

CONGRATULATIONS! NEW PROFESSORS



The following individuals advised us of their dissertation defense since the Fall 2005 issue of this newsletter!

<u>NAME</u>	<u>DISCIPLINE</u>	<u>DOCTORATE RECEIVED AT</u>	<u>TEACHING AT</u>
Oran Alston	Information Systems	University of Pittsburgh	West Virginia University
Likoebe Maruping	Information Systems	University of Maryland	Currently Seeking A Faculty Position

STUDENT ACCOMPLISHMENTS

Congratulations to the following students who recently passed comprehensive exams:

Name	Discipline	School
Carlos Jimenez-Angueira	Accounting	University of Florida
Maria Schutte	Finance	University of Missouri-Columbia
Illya Mowerman	Information Systems	University of Rhode Island
Donald Wynn	Information Systems	University of Georgia
Olga Chapa	Management	University of Texas-Pan American
Aimee Dars Ellis	Management	Arizona State University
Ernesto Gamboa	Management	University of Texas at El Paso
SherRhonda Gibbs	Management	Jackson State University
Adrian Gil	Management	University of Texas at El Paso
Juan Holguin	Management	University of Texas at El Paso
Rayshad Holmes	Management	George Washington University
Tangela Phillips	Management	University of Central Florida
Cindy Zapata-Phelan	Management	University of Florida
Horace Melton	Marketing	Florida State University
Esther Swilley	Marketing	Florida State University

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

Name	Discipline	School
Carol Anilowski	Accounting	University of Michigan
Orneita Burton	Information Systems	Arizona State University
Allison Morgan	Information Systems	Pennsylvania State University
Eric C. Turner	Information Systems	George Washington University

FACULTY CORNER

Andrea Alston Roberts, Accounting, Boston College has co-authored an article in *The Accounting Review*, A Quarterly Journal of the Association, Volume 81, No. 1, January 2006. The article is entitled "*Management of Financial Information in Charitable Organizations: The Case of Joint Cost Allocations*".

STUDENT NEWS

Janine Spears, Information Systems, Pennsylvania State University recently won a dissertation support award in the amount of \$7,500 at the Fifth Annual Smeal eBusiness Research Center's Doctoral Award Competition. Janine's dissertation will examine the impact of user participation in identifying information security risks in business processes. The award will be put towards the support of her doctoral thesis on behalf of the Smeal eBusiness Research Center and their corporate sponsor the Doctoral Award Competition, SAP America. The proposals were submitted from top business schools across the country and evaluated by at least four reviewers, two of whom were subject matter experts.

Elten Briggs, Marketing, University of Oklahoma received a \$500 award and a plaque from the 2005 SMA Doctoral Dissertation Proposal Competition. His dissertation is entitled "*An Examination of the Nature of Satisfaction Formation in a Continually Delivered Service Context*".

Adrian Gil, Management, University of Texas at El Paso, has an article accepted at *International Business Review*. The article is entitled "*Country-Specific Strategy and New Venture Formation in Central and East Europe*".

SherRhonda Gibbs, Management, Jackson State University, was awarded a NAFEO Integrated Technology Transfer Network (ITTN) Fellowship at Cal State University-San Bernardino. The program will allow SherRhonda to do field research and collect data for her dissertation which will focus on Technology Entrepreneurs.

Christina Outlay, Information Systems, University of Illinois at Chicago, has accepted an invitation to become a member of Beta Gamma Sigma Honor Society. The Beta Gamma Sigma is the most prestigious honor society of AACSB accredited business schools.

Donna Grant, Information Systems, DePaul University, has been accepted as a member of the Phi Kappa Phi Honors Society.

In Memoriam



The PhD Project mourns the loss of Sylvia Santiago, an accounting doctoral student who passed away suddenly December 5, 2005. Sylvia attended a PhD Project Conference back in 2000 and began her Ph.D. Program in the Fall of 2001. She had recently moved back to Puerto Rico with her husband and was finalizing her dissertation to complete her doctoral program at the University of Connecticut. Although her dissertation was almost completed it is most likely she will be receiving a Posthumous degree. Sylvia earned her B.B.A.

in accounting information systems from University of Puerto Rico where she graduated summa cum laude & held an M.B.A. from Bentley College. Sylvia, a KPMG Minority Doctoral Scholar, was a recipient of a Graduate Diversity Scholarship and Graduate Dean Scholarship at Bentley College. The University of Connecticut is working on establishing the Sylvia Santiago Memorial Scholarship, to be awarded to an accounting doctoral student. More information will be available at a later date.

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.

With our total commitment to date exceeding \$7.5 million, this scholarship program is helping bring scholars' dreams to fruition. Every scholarship means a new professor, which ultimately benefits that professor's tens of thousands of students.

Eligibility Requirements:

- 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, Accounting business doctoral program by September 2006

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.

Applications are due by May 1, 2006:

**Up to 15 new scholarships will be awarded this year
Deadline for Applications is May 1, 2006
Awards will be announced May 15, 2006**

BENTLEY INTRODUCES A UNIQUE DOCTORAL PROGRAM IN ACCOUNTANCY TO ADDRESS RISING DEMAND FOR PH.D.'S

Bentley College in Waltham, Massachusetts, a national leader in business education, will launch a doctoral program in Accountancy in September 2006. This rigorous doctoral program features: a commitment to your success from the onset; guidance by a qualified team of advisors; a flexible, personalized curriculum; research that crosses traditional disciplines; access to state-of-the-art technological resources; and full tuition remission and an annual stipend for four years. The Ph.D. in Accountancy will focus on a unique subject core but share common methodology and thematic courses with Bentley's Ph.D. program in Business.

In addition, Accountancy students will take four specialized courses that fit with their particular research and career interests, and develop teaching skills and expertise under the guidance of designated master- teachers. The goal is to produce a new generation of scholars who will be eminently prepared for rewarding career in academia.

The Ph.D. in Accountancy will primarily focus on research in the following areas: Auditing and Assurance; Accounting Information Systems; Managerial Accounting, and Judgment and Decision Making.

Enrolling approximately 3,900 full-time undergraduate, 335 adult part-time undergraduate, and 1,300 graduate students, Bentley is located in Waltham, Massachusetts, minutes west of Boston.

For more information about Bentley's new doctoral programs, visit: www.bentley.edu/phd. Or contact: Sue Newell, Ph.D. Program Director, Bentley College, 175 Forest Street, Waltham, MA 02452-4705 USA, Telephone: +1 781.891.2404; Email: phd@bentley.edu. The application deadline is March 1, 2006.

THANK YOU FOR MAKING OUR 2005 PHD PROJECT PLEDGE CAMPAIGN A SUCCESS!!!

Our 2005 PhD Project Pledge campaign was a tremendous success, thanks to your generous contributions! This year, we received over \$25,000 from close to 175 individuals. We appreciate your strong support.

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

Provide a Legacy to Ensure Diversity for Generations in Education



If you were unable to contribute in 2005...have no fear, the 2006 Project PLEDGE Campaign is underway! Visit our website at www.phdproject.org to access a PLEDGE form, or email Marie Zara at mzara@kpmg.com.


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

CAREER TRACK TO TENURE TRACK

The **Chronicle of Higher Education** published an article “*Career Track to Tenure Track*” by Katherine S. Mangan in the January 13, 2006 issue. The article focuses on Vontoba and Psychelia Terry, a married couple who attended the 2005 November PhD Project conference. Both plan to apply to doctoral programs. They are anxiously awaiting to get back into the classroom and venture on the road to becoming business professors. Vontoba and Psychelia have already planned a time-

line for preparing for the GMAT and applying to doctoral programs. We wish them much success as they begin their journey to the growing number of minority Ph.D. students who are changing the face of the business professoriate. The article can be found at <http://chronicle.com>, Section: The Faculty; Volume: 52; Issue: 19; Page: A10 or <http://chronicle.com/temp/reprint.php?id=n0by2lnzfzvix1jfq8k5qky7m713xk2k>).

PHD PROJECT WORKING TO DIVERSIFY THE PROFESSION



An article has been published by Glenn Cheney in the *Accounting Today, The Business Newspaper for the Tax and Accounting Community, Vol. 20 No. 2, Jan. 30-Feb. 12, 2006* issue. The article entitled, “*PhD Project working to diversify the profession,*” focuses on how few young African-Americans, Hispanic and Native American students choose to major in accounting or finance programs then go on to a career in that area. It also talks about how KPMG was trying to have a more diverse employee firm, but when they started going to major accounting programs, it became enormously frustrating because they didn’t find any minorities there.

They realized that for years, even decades, organizations had been offering undergraduate scholarships and those types of initiatives, but it still wasn’t changing anything. That’s when Bernard J. Milano, who was the partner responsible for KPMG’s national recruiting program brought the idea of The PhD Project - to promote workplace diversity by promoting diversity among university students - to the KPMG Foundation. Today there are 760 minority business professors and 417 minority students in doctoral programs on their way to become professors. The PhD Project, established in 1994, is now an independent 501(c)(3) not-for-profit called The PhD Project Association.

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	50	76	167	58	410
Total members since formation of Doctoral Students Association who are now on faculty	106	33	61	129	67	396
Total Student members who dropped out of Doctoral programs	21	15	15	33	13	97
Total Current Faculty	220	64	102	232	146	764
Faculty as of 1994	-	-	-	-	-	294*

*breakdown by discipline not available.

THE PHD PROJECT SPONSORS

KPMG FOUNDATION • GRADUATE MANAGEMENT ADMISSION COUNCIL • 153 PARTICIPATING UNIVERSITIES

CITIGROUP FOUNDATION • FORD MOTOR COMPANY • AACSB INTERNATIONAL • AICPA • ABBOTT LABORATORIES

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