

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

## NEWS

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### VISION:

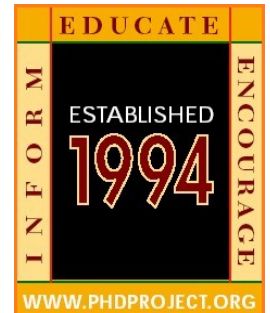
A significantly larger pool of highly qualified African-Americans, Hispanic-Americans, and Native Americans for positions in management.

### 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.



## THE "DOUBLEMINT PROFESSORS"?

"In a nice piece of synergy we, Darryl Brown and Craig Sisneros, both successfully defended our dissertations on Friday, April 14, 2006. Darryl and I met as prospective students at the 1999 PhD Project Chicago Conference. We both started our programs in Arizona (Darryl at the University of Arizona and I at Arizona State University) in 2000. We became friends at the PhD Project Accounting Doctoral Students Association (ADSA) meeting in Philadelphia in 2000. We have remained close friends ever since and have kept each other on track throughout our programs. We were both worried about telling each other we were defending, so as not to apply too much pressure to the other," as told by Craig Sisneros.

We are happy to announce that Darryl Brown received his Ph.D. in Accounting and is an Assistant Professor at Illinois State University. Craig Sisneros received his Ph.D. in Accounting and is a Visiting Professor at the University of Utah.

Please join us in congratulating Dr. Craig Sisneros and Dr. Darryl Brown!

This is just one of the many stories that illustrate that the Doctoral Students Associations' networks are a key element in the success of The PhD Project and its participants.



*Newly capped professors, Dr. Craig Sisneros, University of Utah and Dr. Darryl Brown, Illinois State University.*

## CONGRATULATIONS! NEW PROFESSORS



The following individuals advised us of their dissertation defense since the last issue of this newsletter! A year after a name indicates the year they attended a November PhD Project Conference.

<u>NAME</u>	<u>DISCIPLINE</u>	<u>DOCTORATE RECEIVED AT</u>	<u>TEACHING AT</u>
Liz Arnold-1999	Accounting	Rutgers, the State University	The Citadel
Darryl Brown-1999	Accounting	University of Arizona	Illinois State University
Lemuria Carter	Accounting	Virginia Polytechnic Institute	Mississippi State University
Sandra Gates	Accounting	Arizona State University	University of Texas-Tyler
Evelyn McDowell-1998	Accounting	Case Western Reserve University	Rider University
Craig Sisneros-1999	Accounting	Arizona State University	University of Utah
Larry Chavis-2000	Finance	Stanford University	University of North Carolina-Chapel Hill
Russell Price-2000	Finance	Florida State University	Howard University
Jon Blue-2001	Information Systems	Virginia Commonwealth University	University of Delaware
Randy Bradley	Information Systems	Auburn University	University of Tennessee-Knoxville
Ruben Mendoza-1995	Information Systems	Rensselaer Polytechnic Institute	St. Joseph's University (PA)
Lionel Robert-2000	Information Systems	Indiana University	University of Arkansas-Fayetteville
Carolyn Birmingham	Management	University of Oklahoma	University of Idaho-Moscow
Meredith Burnett-1999	Management	University of Maryland-College Park	Currently Seeking Faculty Position
Dominie Garcia	Management	Georgia Institute of Technology	San Jose University
Bettina Hamilton-1996	Management	University of Miami	Currently Seeking Faculty Position
Eileen Kwesiga	Management	University of Texas-Arlington	Bryant University
James Ogundele-2000	Management	Case Western University	On Assignment in Taiwan
Jacquelyn W. Palmer-1997	Management	University of Cincinnati	Wright State University
Leonel Prieto	Management	New Mexico State University	Texas A&M International University
Holly Slay	Management	University of Maryland-College Park	Rochester Institute of Technology
Angela Tidwell Lewis-2000	Management	The Ohio State University	Florida A&M University
Sharon James-Wade-1995	Management	University of Minnesota	The Ohio State University
Natasha Wilkins-2000	Management	Jackson State University	Mississippi State University
Elten Briggs-1999	Marketing	University of Oklahoma	University of Texas-Arlington
Delonia Cooley	Marketing	University of Memphis	Texas Southern University
Felicia Miller-2001	Marketing	University of Cincinnati	Marquette University
Detra Montoya-1999	Marketing	Arizona State University	University of Washington
Alexandra A. Rodriguez	Marketing	University of Illinois- UC	Bryant University
Crystal Scott-2001	Marketing	Pennsylvania State University	University of Michigan-Dearborn

## FACULTY NEWS

The following individuals have informed us that they have been granted tenure! A year after the name indicates the year they attended a November PhD Project Conference.

<u>NAME</u>	<u>DISCIPLINE</u>	<u>GRANTED TENURE AT</u>
Dr. Philip Musa	Information Systems	University of Alabama
Dr. Miles Davis, 1995	Management	Shenandoah University
Dr. Gail Dawson, 1994	Management	University of Tennessee-Chattanooga
Dr. Leyland Lucas, 1994	Management	Morgan State University
Dr. Christopher Porter*	Management	Texas A&M University

\*Dr. Porter was also appointed to the Editorial Board at *Journal of Applied Psychology*.

## FACULTY CORNER

Congratulations to Dr. Dahlia Robinson. She received the Dean's Award for Excellence Summer Research Grant by the Dean's Council of 100. The title of her project is "Disclosure of Balance Sheet Information in earnings Announcement Press Releases and the Mispricing of Accruals." Dr. Robinson is a Faculty Advisor for the Accounting Doctoral Students Association and a professor at W.P. Carey School of Business, Arizona State University.

Congratulations also to Bill Kinney who received the AAA Wildman Medal for his paper, "Auditor Independence, Non-Audit Services, and Restatements: Was the U.S. Government Right?" published in the *Journal of Accounting Research* in June 2004. His co-authors are Zoe-Vonna Palmrose, University of Southern California, and Susan W. Scholz, University of Kansas.

## STUDENT ACCOMPLISHMENTS

Congratulations to the following students who recently passed comprehensive exams:

Name	Discipline	School
Loretta Baryeh	Accounting	Morgan State University
Jason Brown	Accounting	University of Pittsburgh
Anthony Holder	Accounting	University of Cincinnati
Antonio Macias	Finance	Purdue University
Pamela Queen	Finance	George Washington University
Ashley Davis	Information Systems	University of Georgia
Faye Cocchiara	Management	University of Texas-Arlington
Bernadine J. Dykes	Management	Michigan State University
Yvette Essounga	Management	University of Texas-Pan American
Carla D. Jones	Management	Arizona State University
Tandy Dilworth	Management	University of Colorado-Boulder
David Major	Management	University of Maryland
Christopher Mathis	Management	Jackson State University
Tina Opie	Management	New York University
Desiree Pacheco	Management	University of Colorado-Boulder
Silvia Salas	Management	Florida International University
Shalei Simms	Management	Rutgers University
Deandra Travis	Management	University of Texas-San Antonio
Amy Verboos	Management	Univ. of Wisconsin-Milwaukee
Keisha Wicks	Management	University of Central Florida
Joey Miller	Marketing	Michigan State University
Mandy Ortiz	Marketing	University of Alabama

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

Name	Discipline	School
Maria Schutte	Finance	University of Missouri-Columbia
Miguel Bustamante	Information Systems	University of Nebraska-Lincoln
Adriane Randolph	Information Systems	Georgia State University
Donald Wynn, Jr.	Information Systems	University of Georgia
Sekou Bermiss	Management	Northwestern University
Charles Richardson	Marketing	Pace University

## THE PHD PROJECT DOCTORAL STUDENT ASSOCIATION MEMBERSHIP... WORTH EVERY MINUTE

Where can you go with expenses paid, meet people in the same or similar situation as yours, get the inside track from faculty, and have fun all at the same time? The PhD Project sponsored Doctoral Students Association Conferences! They are the one place where doctoral students can rejuvenate their passion, get reinforcement from faculty, revamp and rethink their research strategies, make new friends, renew old friendships, and have fun all in just three days. You can become a member of one of the five Doctoral Students Associations: Accounting, Finance, Information Systems, Management, and Marketing. See for yourself the value and benefits of not only becoming a member, but attending a conference.

Statistics show that **99%** of DSA members take academic positions vs. 65% nationally (average of 35% take governmental, non-profit or corporate positions). Additionally, less than 7% of members per year drop out of a program, while the national average is between 30-35%. So what are you waiting for? Visit us at [www.phdproject.org](http://www.phdproject.org) where you'll find a wealth of information.

## STUDENT NEWS

The AICPA Fellowships for Minority Doctoral Students have been announced. Congratulations to the 2006-2007 Fellowship Winners!

First	Last	School Attending
Nelson	Alino	University of South Carolina
Jason	Brown	University of Pittsburgh
Kelly	Gamble	Florida State University
Anthony	Holder	University of Cincinnati
Robert	Huber	University of Arizona
Carlos	Jimenez	University of Florida
Jonathan	Milian	University of Chicago
Norma	Montague	University of South Florida
Annette	Pridgen	University of Mississippi
Ramon	Rodriguez, Jr.	University of Texas-El Paso
Paul	San Miguel	University of Texas-San Antonio
Paula	Sanders	University of Illinois-Urbana Champaign
Cathy	Scott	Jackson State University
Daniel	Selby	Florida State University
Charlene	Sinkin	Oklahoma State University
Adrian	Valencia	Florida State University
Alicia	Yancy	University of Southern California

## SPECIAL RECOGNITION!

Congratulations go out to Bernie Milano, President/Founder The PhD Project. Bernie was selected by the AICPA Awards Committee to receive a Special Recognition Award for his contributions through the PhD Project to increase diversity of accounting faculty in higher education. The award was presented at the American Accounting Association's Annual Meeting in Washington, D.C. this past August.

Special recognition also to Tara Perino, Associate Director of the PhD Project. Tara was recognized by induction as an honorary member of the Zeta Sigma Chapter of Beta Alpha Psi. Beta Alpha Psi is the honors fraternity for Accounting, Finance, and Information Systems majors. Universities' business schools must be accredited by AACSB International to qualify for a Beta Alpha Psi chapter.

The PhD Project is proud to have such leadership and dedication.



## OUTSTANDING ARTICLE AWARD

A round of applause to Phyllis Keys, recipient of the Outstanding Article Award published in 2005, from the *Journal of Financial Research*. The title of her paper is: ***Evidence on the Market for Professional Directors***, by Phyllis Y. Keys and Joanne Li. Phyllis Keys is one of the founding members of the Finance Doctoral Students Association and is currently on faculty at the University of Delaware.

## THE PHD PROJECT, IN THE NEWS



A survey of business school deans at U.S. colleges and universities finds that a majority (52%) of them believe that as a group, they are not yet preparing all students to handle issues of diversity in the corporate world. However, 58% of the deans report students are better prepared for a career in business when they have had a minority business professor or doctoral teaching assistant.

The survey was conducted by the Bernard Hodes Group on behalf of The PhD Project. Since The PhD Project was founded in 1994, the number of minority professors at U.S. business schools has almost tripled, from 294 to 812 minority business professors. Further, nearly 400 minorities are currently enrolled in doctoral programs and will take a place at the front of the classroom in the next five years.

“As the survey reveals, more needs to be done to prepare these students. That is why the work of The PhD Project is so vital,” says Bernard J. Milano, Founder of the PhD Project.

When asked: In comparison to non-minority professors/teaching assistants, how are minority professors/doctoral teaching assistants impacting these aspects of your business program? \*73% of respondents said that minority professor and/or minority doctoral teaching assistants are having a positive impact on career mentoring of minority students. \*62% of respondents said that minority professor and/or minority doctoral teaching assistants are having a positive impact on attracting minority students. \*60% of respondents said that minority professor/doctoral teaching assistants are having a positive impact on the education of minority students. Furthermore: \*68% of respondents said that the corporate world is more aggressive today in recruiting practices for minority hiring compared to 10 years ago. There were 80 respondents to the deans’ survey: 41% from doctoral granting institutions and 59% from non-doctoral granting institutions.

## IN THE NEWS (CONT'D.)

Also in the news is Dr. Quinetta Roberson. Dr. Roberson was featured as one of the 10 Emerging Scholars for 2007 in the January 11, 2007 issue of **Diverse Issues in Higher Education**. Dr. Roberson has the distinction of being the first Black professor to receive tenure at Cornell’s School of Industrial and Labor Relations. Also impressive is that she has done this by the age of 35.

We are proud to say that she is a product of The PhD Project and wish her much success in all her future endeavors.

For a copy of the full survey reports and Dr. Roberson’s article, please visit: [www.phdproject.org](http://www.phdproject.org).

## THANK YOU FOR KEEPING OUR 2006 PHD PROJECT PLEDGE GOING STRONG!!!

Our PLEDGE Campaign for 2006 is going strong! With over \$20,000 in pledges, we are more than halfway to our goal for this year...thanks, in part, to a huge boost from the Information Systems Doctoral Students Association’s 10<sup>th</sup> Anniversary Campaign.

The ISDSA members have pledged over \$10,000 to commemorate their anniversary, and we hope that our other Doctoral Students Associations may follow their lead!

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



Please keep your individual contributions coming as well... we need your support to sustain The PhD Project. 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.*

### 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>
<b>Total Current Students</b>	59	43	67	163	52	384
<b>Total members since formation of Doctoral Students Association who are now on faculty</b>	117	35	69	147	75	443
<b>Total Student members who dropped out of Doctoral programs</b>	21	24	20	39	15	119
<b>Total Current Faculty Faculty as of 1994</b>	233	74	116	255	155	833
	-	-	-	-	-	294*

\*breakdown by discipline not available.

### THE PHD PROJECT SPONSORS

KPMG FOUNDATION • GRADUATE MANAGEMENT ADMISSION COUNCIL • 172 PARTICIPATING UNIVERSITIES

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