Editor’s Introduction:

Ever wonder why there are difficulties in attracting young talented minority candidates interested in pursuing a doctorate degree in business disciplines? The need for increased focus on undergraduates is a critical step to ensuring continued growth of an important initiative, such as the PhD Project.

An esteemed visionary, Dr. Lucy J. Reuben, obtained a grant from the Federal government to develop the PhD Pipeline Opportunity Program (PhD Pipeline). Beginning with a partnership of 11 diverse business schools, the PhD Pipeline seeks to excel in educating and transitioning historically under-represented minority undergraduates to future PhDs in Business Administration.

This newsletter will provide graduate school preparation and other related topics to our participants, and program updates and campus activities to our partners. We hope you will enjoy our tri-annual newsletter, and we welcome your feedback. Thank you for your time with the “PhD Pipeline In Review!”

Gathering of Great Minds

The first PhD Pipeline Partners Workshop was hosted at Duke University on April 17-18, 2011. The Partners consist of Faculty Associates from Duke University and nine partner Minority Serving and non-Minority Serving institutions. Partner institutions included Cheyney University of PA, Clark Atlanta, Florida International, Hampton, Johnson C. Smith, Morgan State, NC A&T, SC State, and Syracuse Universities. Also in attendance were representatives from NC Central University and UNC-Chapel Hill, as well as numerous academic departments and other affiliates of Duke University.

Attendees participated in group sessions to develop the PhD Pipeline Summer Workshop schedule, and discuss marketing PhD Pipeline at the represented institutions. Brilliant ideas were shared to build on-campus program activities. Faculty Associates will reconvene for further planning during the 2nd Annual Partners Workshop on October 13-14, 2011.

To Our Partners

Upcoming Events

• Annual Partners Workshop
  October 13-14, 2011
• PhD Project Conference
  November 16-18, 2011 in Chicago, IL
• PhD Pipeline Summer Workshop
  May 30-June 14, 2012

Work-Life Balance Tip

“To be successful in all areas, it is important that you stay organized. Create a ‘To Do’ list and focus on the most important items for today. Minimize distractions, stay focused, and make time for family.”

Antoinette Smith, PhD., CPA
“Loving that iPad?” To reward your continued academic success, PhD Pipeline Summer Workshop was designed to prepare you to pursue and obtain a doctorate degree. But it did not end on June 14; the program will continue to guide you throughout your undergraduate and graduate career.

Keep in contact with your new PhD Pipeline friends and partner with your classmates by participating in PhD Pipeline activities on your campus. Please share your

Summertime Workshop experience with your school administrators, academic advisors, and friends. They would love to hear about how the Workshop has changed your perspective on obtaining a Ph.D. in business. We would like to know about your continued accomplishments; please send information to phdpipeline@duke.edu (with the Subject line SCHOLAR NEWS).

We applaud your continued academic excellence and new insights on change!

Thank you, 2011 PhD Pipeline Summer Workshop Presenters & Staff

Presenters: Lemuria Carter (NC A&T), Alan Kendrick (Duke), James Bettman (Duke) & Duke/Fuqua PhD Students (Amanda Gonzalez, Devin Hargrove, Howard Kung, Avni Shah), Kelly Richmond Pope (DePaul), Barbee Oakes (Wake Forest), Sim Sitkin (Duke), David Ridley (Duke), Keith Daniel (Duke), Charles Becker (Duke), David Wooten (Michigan), Arlie Peters (Duke), William “Sandy” Darby (Duke), John Cole (NC A&T), Norma Montague (Wake Forest), Thomas Lopez (University of Alabama), Matt Nash (Duke), Larry Chavis (UNC Chapel Hill), Willie Green (Duke), Sharon Thompson (Duke), Kendra Maulsby-Mudd (Duke), Angela Airall (Duke), James McPherson (Duke), C.G. Newsome (Duke University Board of Trustees)

Many Thanks to our 2011 Summer Workshop Staff:
Anita Tapp (Administrative Coordinator); Alberto Teguia and Salama Freed (Academic Coordinators); Charisma Nelson and Jesse Huddleston (Resident Assistants); Myrna Adams and Martina Bryant (Senior Program Coordinators)

Faculty Associate Spotlight: Dr. Antoinette Smith

The inaugural newsletter spotlight is on Dr. Antoinette Smith, Assistant Professor in the School of Accounting, the College of Business, at Florida International University. A recipient of several awards and grants, the PhD Pipeline named Dr. Smith the 2011 Faculty Associate of the Year. Dr. Smith is a role model for accounting students, and she is one of the first research scholars to publish an accounting information systems behavioral experiment in the American Accounting Association’s premier journal, The Accounting Review.

“Dr. Smith was my first choice to lead PhD Pipeline at FIU because I knew that she wholeheartedly supported the goals of the PhD Pipeline Opportunity Program,” said Dean Joyce Elam. “During the time of recruiting students into the PhD Pipeline, I was preparing my tenure package, and working on over four research papers targeted toward premier and high quality journals. However, it was also important that I carved out time to inform FIU students about PhD opportunities awaiting them.”

recolled Dr. Smith. There is a banner on the FIU website and an electronic bulletin board. There were postcards distributed during Orientation. We recognize Dr. Smith’s leadership, research presentations and publications in Accounting and related business disciplines.

“My purpose is to help people see the dream that I now see, by making people aware of opportunities.”

Dr. Smith.
Success: PhD Pipeline 1st Summer Workshop

Your investment is in harvest! Due to the efforts of the PhD Pipeline Faculty Associates, the PhD Pipeline 1st Summer Workshop was a huge success! With nearly 100 applicants, twenty-two students from 13 colleges and universities (see complete list on page 4) participated in development workshops on business-related subjects and graduate school preparation. Scholars also visited The Federal Reserve Bank of Richmond and TIAA-CREF in Charlotte to hear about PhD careers beyond the academic life of faculty. We send accolades to Faculty Associates for your ideas, hard work and support to students considering and preparing for business doctorate degrees, and your contribution to this new, exciting, innovative program.

We look forward to our next opportunity to discuss and implement new and successful practices to develop a more diverse faculty in the PhD Pipeline Opportunity Program!

Join us for the Annual Partners Workshop on October 13-14, 2011!
Keynote Speaker: Ralph Hines, FIPSE Director

Many Thanks to the Duke/Fuqua Advisory Committee

Sim Sitkin, PhD, Duke/Fuqua Committee Chair, Professor of Management and Faculty Director, Center on Leadership and Ethics
Charles Becker, PhD, Associate Chair | Director of MA Program | Research Professor Department of Economics
James Bettman, PhD, Burlington Industries Professor of Business Administration Marketing |
Professor of Psychology
Arlie O. Petters, PhD, Benjamin Powell Professor of Mathematics, Physics, and Business Administration
William “Sandy” Darity, PhD, Professor of Public Policy, African American Studies, and Economics
Kenneth Spanner, PhD, Professor and Department Chair of Sociology
Douglas T. Breeden, PhD, William W. Priest Professor of Finance
Mohan Venkatachalam, PhD, Professor of Accounting
Alan Kendrick, PhD, Assistant Dean of The Graduate School
Manju Puri, PhD, J.B. Fuqua Professor of Finance
Richard Burton, PhD, Professor of Organizational Design & Computational Theory
Milton Blackmon, Ed.D, Associate Dean & Pre-Business Advisor, Trinity College
Chandra Guinn, MA, Director, Mary Lou Williams Center for Black Culture
Salamo Freed, Graduate student, Economics
Chidi Erike, Graduate student, MBA
Ubong Akpaninyie, Undergraduate student, Public Policy

Dr. Kelly Richmond Pope (DePaul University) has been selected as the PhD Pipeline Opportunity Program’s Assistant Director to coordinate the Summer Workshop and other student activities. She also initiated the PhD Pipeline website.

Scholars with President Jeff Lacker at The Federal Reserve Bank of Richmond

Scholars enjoy a light moment at TIAA CREF in Charlotte
Future Feature: Program Highlights

We would like to feature your PhD Pipeline campus events. This newsletter is an opportunity to share your academic research topics on addressing issues in minority communities, course enrollment guidance, and other best practices. Please send information to phdpipeline@duke.edu (with the Subject line NEWS) to feature in future newsletter editions.

Special Outreach Programs

Have you already begun planning your 'Special Outreach Programs'? Well, we would like to showcase your efforts and success, and spread the word about your events.

PhD Pipeline In the News

- Please visit our new website: www.phdpipeline.org
- Bria Brimmer Credits PhD Pipeline in MEAC News


Reflections from the Director

It is with great excitement and sincere gratitude that we celebrate the first year of the PhD Pipeline Opportunity Program (PhD Pipeline), an initiative designed to help address the critical shortage of under-represented (African-American, Hispanic-American and Native American) faculty in business and related disciplines. Our goal is to create and promote experiences that will make this group of under-represented undergraduates aware of doctoral degrees in the various business disciplines and provide shared knowledge of the rewards of academic careers. The crucial mission of PhD Pipeline seeks to increase the number of under-represented minority faculty who, in addition to their academic responsibilities, can serve as role models, mentors, and public policy leaders. More specifically, we aim to help undergraduate students (1) learn about the advantages of a career as a business school faculty member, (2) understand the steps necessary to prepare for a career in higher education teaching and research, and (3) acquire a supportive network for success in doctoral programs and faculty careers. Moreover, the PhD Pipeline Opportunity Program engages diverse colleges and universities to identify and support students in the identified under-represented minority groups to gain a greater access to doctoral degrees in the business disciplines. Partner institutions are critical to the Program by encouraging institutional support, recruiting a broad spectrum of students, and hosting on-campus programs and activities. PhD Pipeline is a collaborative effort and we are very appreciative of the enthusiastic participation and contributions made by all of our highly valued stakeholders—student scholars, academic administrators, faculty role models, dedicated staff as well as Government and corporate supporters. We are committed to achieving a more diverse PhD Pipeline for enhancing teaching, research, and policies in the business and management arena. We rely on your participation and support. We are on to 2012!

PhD Pipeline 2011 Summer Workshop Scholars

- Ubong Akpaninyie, Duke University (Public Policy Studies)
- Bria Brimmer, South Carolina State University (Accounting)
- Shawn Burley, College of William & Mary (Finance)
- Na-im Butler, North Carolina A&T State University (Accounting and Economics)
- April Cook, South Carolina State University (Accounting)
- Hanoi Darden, Johnson C. Smith University (Accounting)
- Malaika Davis, Morgan State University (Accounting)
- Kenya Desulme, University of South Florida (Marketing)
- Myaone Ennis, Hampton University (Economics)
- Lenique Harris, Johnson C. Smith University (Accounting)
- Michael Joyner, Johnson C. Smith University (Business Management)
- Jonathan Kelly, Johnson C. Smith University (Business Administration- Accounting)
- Lorena Lizarralde, Florida International University (Hospitality Management)
- Natalie Palacios, Florida International University (Business Administration and Human Resources Management)
- Stephanie Penny, North Carolina A&T State University (Accounting)
- Marvin Poole, North Carolina Central University (Accounting)
- Victoria Roach, Fisk University (Business Administration- Accounting)
- Monet Scott, Wake Forest University (Accounting/ Finance)
- Kevin Smith, Wake Forest University (English and Political Science)
- Tonisha Spratte, College of William & Mary (Accounting)
- Sasha Thomas, Florida International University (Nursing)
- Jonathan Wormley, Cheyney University of PA (Finance)

Contact Us

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