

Courses Taught	Quarter	Overall teacher evaluation rating
MGMT 478 Seminar in Personnel and Industrial Relations	Fall 02-03	2.8
	Fall 03-04	3.6
	Fall 04-05	3.7
	Fall 05-06	3.5
	Fall 06-07	3.8
	Fall 07-08	3.5
	Fall 08-09	3.8
MGMT 472 Compensation Systems	Winter 02-03	2.4
MGMT 305 Human Resources Management for Entrepreneurs	Winter 03-04	3.7
	Winter 04-05	3.5
	Winter 05-06	4.0
	Winter 06-07	3.4
	Winter 07-08	3.6
	Winter 08-09	3.9
	Winter 09-10	3.4

Statement of my beliefs concerning the importance of teaching, research, and community/university service to the overall mission of the university:

The overall mission of Louisiana Tech University is “the education and development of students in a challenging, yet safe and supportive, community of learners”. As a member of this community, my service is guided by my dedication to the concept that we must all be responsible for building a better world. I believe my role as Coordinator of Entrepreneurial Studies is to develop and teach courses and programs dedicated to the establishment of a foundation which enables students to become tomorrow’s business leaders and to endow them with an “entrepreneurial spirit.”

Hisrich, Peters and Shepherd (2005) define entrepreneurship as the process of creating something new while assuming the risks and rewards. As such, great entrepreneurs are doggedly passionate about their products and/or services. My desire is to develop new classes, activities, and opportunities that challenge and equip students to assume these risks and rewards in order to add value to their lives and become productive members of society.

Although, I am not the instructor of record, I work with the Innovative Venture Research (IVR) classes, attending most classes while serving as a resource and a mentor. In the IVR class, multi-disciplinary teams of students research commercialization opportunities for university-based intellectual properties (IP). Teams are assigned an IP that has been created by a La Tech researcher, conduct market research, and compile a commercialization report with recommendations outlining how to potentially bring the IP to market. IVR is often the first step La Tech takes to begin the process of evaluating IP in order to create licensing opportunities for our university based IP as our university is also committed to economic development. Also, I worked with the Center for Entrepreneurship and Information Technology (CENIT)

development team to write the grant to establish the Innovative Venture Research (IVR) Class through funding from the National Science Foundation Partnership for Innovation program.

Within the IVR classes, I saw a need for learning activities that developed teamwork skills. As a result, I co-authored a successful grant to establish the Low Elements Ropes Course (LERC) at Louisiana Tech and am now a trained LERC facilitator. Students participate in elements on this course and use/develop teamwork skills in order to accomplish the elements. The LERC is also open to community businesses, schools, and non-profits that wish to benefit from completing the course.

In order to address the entrepreneurship needs of students, I developed the Entrepreneurship minor for Non-College of Business students. After students complete classes in this minor, they are equipped to assess the feasibility of new ventures and write business plans.

I also developed the Career Development class for College of Business students. I teach this class for a portion of each Fall, Winter, and Spring quarters. In this class, students are challenged to research and evaluate their career choice and then write a Personal Evaluation Statement and a resume. Each quarter, I urge them to pursue a career that speaks to both their minds and hearts.

In summary, my role is to inspire, challenge and equip students to explore concepts above their normal thoughts and perceptions and to really see for themselves the possibilities available, and ultimately, to challenge them to envision and build a better world for themselves, and for each of us. While not all students have the drive to create new ventures, all can learn to improve the quality of their lives and the lives of those around them. In this way, as our university body teaches, researches, and provides service, we each do our part to ensure that the mission of the university is fulfilled.

Publications:

Deborah F. Inman and R. Anthony Inman, “Coping with the Impending Labor Shortage,” *Journal of Organizational Culture, Communications and Conflict*, Vol. 8, No. 1, 2004, pp. 1-9.

Deborah F. Inman and R. Anthony Inman, “The Workplace Religious Freedom Act: ADA Problems Under a New Name,” *Journal of Legal, Ethical and Regulatory Issues*, Vol. 6, No. 1, 2003, pp. 41-51.

Deborah F. Inman, Rebecca Buell and R. Anthony Inman, “Six Sigma and Innovation,” *Academy of Information and Management Sciences Journal* Vol. 6, No. 2, 2003, pp. 107-116.

Deborah F. Inman and R. Anthony Inman, “Empowerment Through Mentoring,” *Journal of Organizational Culture, Communications and Conflict*, Vol. 7, No. 1, 2003, pp. 1-7.

Grant Activities:

Grant title and Funding Source	Funding	Role
TOP DAWG Business Plan Competition Enhancement Funding North Louisiana Partnership for Innovation	\$8,346	PI

Low Element Ropes Course Construction Louisiana Board of Regent Support Fund	\$25,000	Co-PI
Innovative Product Design for Community Technology Solutions National Collegiate Inventors & Innovators Alliance	\$28,500	Development Team
Innovative Ventures for Emerging Technologies in Rural North Louisiana National Science Foundation	\$600,000	Development Team/Sr.Personnel
Venture Enhancement Teams (VETs) for Commercialization of University Intellectual Property National Science Foundation	\$600,000	Development Team

Community/University Service Activities:

- Center for Entrepreneurship and Information Technology (CEnIT) Board Member 2002 To Present
- Faculty Advisor for Association of Business, Engineering, and Science Entrepreneurs (ABESE) 2002 To Present
- Director for TOP DAWG Business Plan Competition 2002 To Present
 - Recruit student competitors
 - Fund raising (To date, the business plan competition has awarded a total of \$75,000 in prize awards.)
 - Prepare and coordinate business plan training activities
 - Coordinate event
- Director for TOP DAWG Idea Pitch Competition 2009 To Present
 - Recruit student competitors
 - Fundraising (To date, the idea pitch has awarded a total of \$4,000 in prize awards.)
 - Prepare and coordinate idea evaluation training
 - Coordinate event
- State of Louisiana Entrepreneurship Education Committee Member
- Ruston-Lincoln Parish Business Awards Breakfast Committee 2004 To Present
- Direct production of the Business Awards Breakfast video
- West Monroe First United Methodist Church Board of Trustees 2007 – 2009
- Low Elements Ropes Course certified facilitator (certification allows me to teach team building skills)
- FAST TRAC® TechVenture™ Facilitator Certification, 2006 (certification allows me to facilitate FAST TRAC® TechVenture™ training programs)
- MOOT CORP® Fellow 2005
- FAST TRAC® Facilitator Certification 2004 (certification allows me to facilitate FAST TRAC® training programs)
- North Louisiana Partnership for Innovation (NLPI) STARS Team Member, 2004 - 2006
- Raise the awareness level of CEnIT in the business community by representing CEnIT at outreach programs for various activities such as The Minority Council, Louisiana Women in Technology, Lincoln Leadership Class, Chambers of Commerce functions, etc.
- Moderate panels for Business Boot Training Camps delivered to the public and La Tech students
- Member of the Technology Opportunity Forum committee