

## Unit level report 2013

Department: Center for Entrepreneurship in Business Technology

## Unit Missions

### 🏆 CEBT Mission Statement

#### **Mission statement**

The Office of Entrepreneurship in Business Technology's mission is to assist entrepreneurs, small business owners/managers, educators, students, and people in the Mississippi Delta, seeking to start their own business in gathering information to reach their goals. Counseling, workshops, and training are offered to help business owners in the Mississippi Delta in expanding their professional networks and understanding the local environment for small businesses. Primarily, the Office offers assistance to entrepreneurs, small business owners/managers, educators, and students in the Northern Delta Counties in efforts to advance community and economic development in the Delta region.

#### **Related Items**

*There are no related items.*

## User Outcomes

### **CEBT 01: Assist public and private sector leaders and individual business owners make informed strategic decisions.**

**Start:** 7/1/2012

**End:** 6/30/2013

#### **User Outcome**

Assist public and private sector leaders and individual business owners make informed strategic decisions for creating greater business opportunities, and making contributions to local economic development. Services and information that will be provided include:

- Serve as the source of information for entrepreneurs, owners of existing small businesses, and economic development organizations.
- Offer workshops and training sessions that respond to the needs of entrepreneurs, small businesses, and supports regional economic development.

#### **Data Collection (Evidence)**

From internal records:

- Partnerships
- Conversations with Entrepreneurs lecture series
- Business counseling sessions
- Student counseling sessions
- Speaking engagements
- Workshops presented
- Workshops developed
- Unit publicity
- Web page developed
- Advisory board
- Faculty advisory council

An evaluation document was used to assess the effectiveness and satisfaction of workshops and training sessions offered by the unit. Results were used to make appropriate changes to improve services offered by the unit.

Workshops and training sessions currently are and will continue to be provided in a timely manner – normally within two weeks.

#### **Results of Evaluation**

- Partnerships formed:

AY 2012-13: 76

AY 2011-12: 62

AY 2010-11: 66

AY 2009-10: 44

- Conversations with Entrepreneurs lecture series:

AY 2012-13: Discontinued  
AY 2011-12: 1  
AY 2010-11: 2  
AY 2009-10: 4

- Business counseling sessions:

AY 2012-13: 79  
AY 2011-12: 70  
AY 2010-11: 53  
AY 2009-10: 63

- Student counseling sessions:

AY 2012-13: 89  
AY 2011-12: 86  
AY 2010-11: 112  
AY 2009-10: 47

- Speaking engagements:

AY 2012-13: 31  
AY 2011-12: 18  
AY 2010-11: 28  
AY 2009-10: 19

- Workshops presented:

AY 2012-13: 13  
AY 2011-12: 15  
AY 2010-11: 22  
AY 2009-10: 18

- Workshops developed:

AY 2012-13: 20  
AY 2011-12: 19  
AY 2010-11: 20  
AY 2009-10: 20

- Unit publicity:

AY 2012-13: 40

AY 2011-12: 51  
AY 2010-11: 56  
AY 2009-10: 55

- Web page (1)
- Advisory board (1)
- Faculty advisory council (1)

Data regarding the assessment of workshops and training sessions was gathered. Data measured the effectiveness of and satisfaction with the workshops and training sessions as reported by attendees.

Evaluations of workshop and training sessions were measured on a five point scale ranging from strongly agree (5) to strongly disagree (1). The average score for:

AY 2012-13: 4.85  
AY 2011-12: 4.84

The score of 4.88 for AY 2012-13 indicates continued outstanding effectiveness and satisfaction with the workshops and training sessions.

### **Use of Results and Recommendations**

Continue:

- Developing partnerships with stakeholders in the service region
- Business and student counseling sessions
- Speaking engagements
- Workshop development and presentations
- Unit publicity
- Maintain web page
- Maintain relationships with unit and faculty advisory boards

Assessments of the workshops and training sessions indicate outstanding effectiveness of and satisfaction with the workshops and training sessions.

It is clear that stakeholders are well satisfied with the programs being offered given the average score of 4.84 with a score of 5.00 being the highest score available. The unit will continue to provide quality presentations and to evaluate the presentations. Changes will be made based on feedback from stakeholders.

### **Related Items**

 **SP5.Ind06: Community Outreach**

 **SP5: Improve the quality of life for all constituents**

 **SP5.Ind07: Economic Development**

 **SP5: Improve the quality of life for all constituents**

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## **CEBT 02: Share knowledge of the economic and social aspects of business and entrepreneurship.**

**Start:** 7/1/2012

**End:** 6/30/2013

### **User Outcome**

Share knowledge of the economic and social aspects of business and entrepreneurship with Center stakeholders through research presentations, newsletter publications, seminars, and speaking engagements.

Services and information that will be provided include:

- Serve as the source of information for entrepreneurs, owners of existing small businesses, and economic development organizations.
- Offer workshops and training sessions that respond to the needs of entrepreneurs, small businesses, and supports regional economic development.

### **Data Collection (Evidence)**

From internal records:

- Partnerships
- Conversations with Entrepreneurs lecture series
- Business counseling sessions
- Student counseling sessions
- Speaking engagements
- Workshops presented
- Workshops developed
- Unit publicity
- Web page developed
- Advisory board

- Faculty advisory council

An evaluation document was used to assess the effectiveness and satisfaction of workshops and training sessions offered by the unit. Results were used to make appropriate changes to improve services offered by the unit.

Workshops and training sessions currently are and will continue to be provided in a timely manner – normally within two weeks.

### **Results of Evaluation**

- Partnerships formed:

AY 2012-13: 76

AY 2011-12: 62

AY 2010-11: 66

AY 2009-10: 44

- Conversations with Entrepreneurs lecture series:

AY 2012-13: Discontinued

AY 2011-12: 1

AY 2010-11: 2

AY 2009-10: 4

- Business counseling sessions:

AY 2012-13: 79

AY 2011-12: 70

AY 2010-11: 53

AY 2009-10: 63

- Student counseling sessions:

AY 2012-13: 89

AY 2011-12: 86

AY 2010-11: 112

AY 2009-10: 47

- Speaking engagements:

AY 2012-13: 31

AY 2011-12: 18

AY 2010-11: 28

AY 2009-10: 19

- Workshops presented:

AY 2012-13: 13  
AY 2011-12: 15  
AY 2010-11: 22  
AY 2009-10: 18

- Workshops developed:

AY 2012-13: 20  
AY 2011-12: 19  
AY 2010-11: 20  
AY 2009-10: 20

- Unit publicity:

AY 2012-13: 40  
AY 2011-12: 51  
AY 2010-11: 56  
AY 2009-10: 55

- Web page (1)

- Advisory board (1)

- Faculty advisory council (1)

Data regarding the assessment of workshops and training sessions was gathered. Data measured the effectiveness of and satisfaction with the workshops and training sessions as reported by attendees.

Evaluations of workshop and training sessions were measured on a five point scale ranging from strongly agree (5) to strongly disagree (1). The average score for:

AY 2012-13: 4.85  
AY 2011-12: 4.84

The score of 4.88 for AY 2012-13 indicates continued outstanding effectiveness and satisfaction with the workshops and training sessions.

### **Use of Results and Recommendations**

Continue:

- Developing partnerships with stakeholders in the service region
- Business and student counseling sessions
- Speaking engagements
- Workshop development and presentations
- Unit publicity
- Maintain web page
- Maintain relationships with unit and faculty advisory boards

Assessments of the workshops and training sessions indicate outstanding effectiveness of and satisfaction with the workshops and training sessions.

It is clear that stakeholders are well satisfied with the programs being offered given the average score of 4.84 with a score of 5.00 being the highest score available.

The unit will continue to provide quality presentations and to evaluate the presentations. Changes will be made based on feedback from stakeholders.

### **Related Items**

 **SP5.Ind06: Community Outreach**

 **SP5: Improve the quality of life for all constituents**

 **SP5.Ind07: Economic Development**

 **SP5: Improve the quality of life for all constituents**



## Unit Goals

### **CEBT 2013\_01: Faculty, Staff, and Community Participation**

**Start:** 7/1/2012

**End:** 6/30/2013

#### **Unit Goal**

Increase or maintain at the current level faculty, staff, and community participation in Unit activities.

#### **Evaluation Procedures**

Measure faculty and community participation in Unit activities and compare to previous year.

#### **Actual Results of Evaluation**

<u>AY 2010-11</u>	<u>AY 2011-12</u>	<u>AY 2012-13</u>
Faculty: 3	Faculty: 16	Faculty: 17
Community: 66	Community: 62	Community: 76

#### **Use of Evaluation Results**

The chair of the unit will continue to work with faculty and community stakeholders in an effort to increase participation in Unit activities.

#### **Related Items**

 **SP5.Ind06: Community Outreach**

 **SP5: Improve the quality of life for all constituents**

 **SP5.Ind07: Economic Development**

 **SP5: Improve the quality of life for all constituents**

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### **CEBT 2013\_02: Increase/Maintain Number of Partners**

**Start:** 7/1/2012

**End:** 6/30/2013

**Unit Goal**

Maintain/Increase the number of partners among Chair and constituents groups.

**Evaluation Procedures**

Measure partnerships established/maintained and compare to previous year.

**Actual Results of Evaluation**

AY 2010-11: 66

AY 2011-12: 62

AY 2012-13: 76

**Use of Evaluation Results**

Results will be used in conjunction with other information to help improve the operations of the unit as it provides valuable information and service to those in the Mississippi Delta who are interested in entrepreneurial activities.

**Related Items**

 **SP5.Ind06: Community Outreach**

 **SP5: Improve the quality of life for all constituents**

 **SP5.Ind07: Economic Development**

 **SP5: Improve the quality of life for all constituents**

** CEBT 2013\_03: Fundraising Activities**

**Start:** 7/1/2012

**End:** 6/30/2013

**Unit Goal**

Increase/Maintain the number of fundraising activities to support Unit activities and student scholarships.

**Evaluation Procedures**

Review of internal office documents to determine the number fundraising activities.

**Actual Results of Evaluation**

AY 2011-12: 9

AY 2012-13: 27

Grant Proposals: 4

Grant Proposals: 14

Scholarships: 3

Scholarships: 11

Grants: 2

Grants: 2

**Use of Evaluation Results**

Increased external funding will support Unit activities and student scholarships.

**Related Items**

  **SP4.Ind03: External resources**

## **Section IV.a**

### **Brief Description**

#### **Judgment**

Meets Standards    Does Not Meet Standards    Not Applicable

#### **Narrative**

The Chair of Entrepreneurship in Business Technology provides leadership in the College of Business on curriculum development, teaching, scholarship, and service in the areas of entrepreneurship and business technology. The Chair works closely with area entrepreneurs, University and community partners to expand the entrepreneurial knowledge and effective use of business technology.

## Section IV.b

### Comparative data

Enrollment, CHP, majors, graduation rates, expenditures, trends, etc.

### Judgment

Meets Standards    Does Not Meet Standards    Not Applicable

### Narrative

The unit is not an academic unit. Following is comparative data for the unit.

- Partnerships formed:

AY 2012-13: 76  
AY 2011-12: 62  
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AY 2009-10: 44

- Conversations with Entrepreneurs lecture series:

AY 2012-13: Discontinued  
AY 2011-12: 1  
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AY 2011-12: 19  
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AY 2010-11: 56  
AY 2009-10: 55

## **Section IV.c**

### **Diversity Compliance Initiatives and Progress**

#### **Judgment**

Meets Standards    Does Not Meet Standards    Not Applicable

#### **Narrative**

Partnerships with small business owners, entrepreneurs, and other Unit stakeholders are diverse in terms of age, gender, and race.

## Section IV.d

### Economic Development Initiatives and Progress

#### Judgment

Meets Standards    Does Not Meet Standards    Not Applicable

#### Narrative

##### Selected Activities

- Small Business Development Forum
- The Chamber and Economic Development Center of Washington County: Small Business Leadership Series
- Belzoni Humphreys Development Foundation: Business Training Workshops
- Delta Health Alliance Focus Group
- Mississippi Development Authority – Asset Mapping
- Consulting to small businesses
- Dollar General Warehouse – Student employment
- SuperValu/Lewis Grocery – Student internships
- Corporate Education Program
- Grants
- Grant Proposals
- DEBTS Program
- Business counseling sessions (79)
- Speaking engagements (31)
- Workshops presented (13)
- Workshops developed (20)
- Included students in unit activities: research, presentations, and outreach



## Section IV.e

### Grants, Contracts, Partnerships, Other Accomplishments

#### Judgment

Meets Standards    Does Not Meet Standards    Not Applicable

#### Narrative

SBA PRIME Grant  
USDA Grant  
Grant Proposals  
Scholarships  
Curriculum Development  
Student Research  
Partnerships  
Business Counseling  
Classes  
Speaking Engagements  
Workshops  
Developed Workshops  
Unit Publicity  
Scholarship  
Journal Publications  
Web Page  
Small Business Research  
Faculty Advisory Council  
Faculty Athletics Representative  
Continuing Education/Professional Development  
Mississippi Burn Foundation – Board Member  
Small Business Lecture Series – The Chamber and Economic Development Center of Washington County  
Faculty and Community Participation in Unit Activities  
Collaborate With Faculty and Students For Research  
Service to the Profession  
DEBTS Program  
Fundraising  
Delta Health Alliance – Focus Group Participant  
Dissertation Committee Member  
Bennie Thompson Proposal  
Asset Mapping with the Mississippi Development Authority  
Student Recruitment

## Section IV.f

### Service Learning Data

List of projects, number of students involved, total service learning hours, number of classes, faculty involved, accomplishments.

### Judgment

Meets Standards    Does Not Meet Standards    Not Applicable

### Narrative

## Section IV.g

### Strategic Plan Data

Only use this section if you have strategic plan info to report that is not covered in other areas of your report

### Judgment

Meets Standards    Does Not Meet Standards    Not Applicable

### Narrative

## Section IV.h

### Committees Reporting To Unit

Each unit includes in the annual plan and report a list of the committees whose work impacts that unit or any other aspect of the university; along with the list will be a notation documenting the repository location of the committee files and records. Committee actions affecting the unit's goals may be noted in other applicable sections of the annual reports. Not required to be included in the unit's annual plan and report, but required to be maintained in the repository location, will be a committee file that includes, for each committee: Mission and by-laws, Membership, Process, Minutes.

### Judgment

Meets Standards    Does Not Meet Standards    Not Applicable

### Narrative

## Section V.a

### Faculty (Accomplishments)

Noteworthy activities and accomplishments

#### Judgment

Meets Standards    Does Not Meet Standards    Not Applicable

#### Narrative

## Section V.b

### Staff (Accomplishments)

#### Judgment

Meets Standards    Does Not Meet Standards    Not Applicable

#### Narrative

DEBTS Staff: Abe Hudson, Takesha Norman, Consultants, and Graduate Assistants

The Debt Education for Business Transformation and Sustainability (DEBTS) Program initiative at Delta State University is an intensive program that uses a combination of technology and face to face visits to provide credit and debt management training and repair services to current and potential micro-entrepreneurs. The program focuses on entrepreneurs location in Bolivar, Washington, Sunflower, and Coahoma counties.

#### DEBTS Program – Selected Activities Performed by Staff

- Debts Program

The program communicated with 75 formal and informal clients (14 formal clients and 61 informal clients). Formal clients are full participants in the program and informal clients are clients who are assisted on a limited basis

- Asset Mapping Project

Assisting the cities of Indianola, Inverness, Greenville, and Morehead to work with Mississippi Development Authority to discover what assets they have in their community that might make area more marketable to tourism and industry

- Delta Compact

The program worked with Mississippi State Extension Office from Mississippi State to conduct Delta Compact Meetings on campus at Delta State University in the College of Business for the months of September, October, November, and December. Meetings will continue into 2013

- Octoberfest

The program conducted an economic impact study on a festival in Cleveland, Mississippi with economist from Mississippi State University. A \$131,000 economic impact was discovered

- Bolivar County Community Action Agency

Presented the perceived benefits of the Headstart program at a youth art auction to raise dollars for the local program

- Cutrer Mansion

Discussed possible income earning possibilities that will benefit the bottom line for the facility Delta State University partially owns with Coahoma Community College. Currently, it is much underutilized and not cash flowing. We are examining the possibility of partnering with them in the spring on a few projects

- Gentry High School Career Day

Discussed the importance of going to college and pursuing a degree in business and entrepreneurship

- St. Joseph High School

Attended a high school day to promote Delta State's College of Business

- Delta National Heritage Exchange

Attended meetings that discussed the economic impact of tourism on the Mississippi Delta

- DSU Year of Service

Received four mini-grants that allowed the DEBTS program to work with disadvantaged junior high school boys for four weeks, assist 5-18 year old girls with learning etiquette skills, provide half day entrepreneurial training to a GED group, and offer all day business and leadership training to high school students

- Indianola Promise Community Workforce Advisory Board

Assisted in research and exploration to discover positive ways to impact the 18 to 24 year old African American community in Sunflower County

- Institutional Grants Workshops

Attended three grant writing workshops to aide in better understanding the grant writing process to increase the reach of the DEBTS program

- Stuff the Bus

Volunteered several hours to help with compiling food for the needy during Thanksgiving

- Moving Mississippi

Attended one day of a conference that focused on helping minority entrepreneurs in rural and urban areas

- Delta Leadership Institute

Program Director, Abe Hudson, for the DEBTS program has attended training offered by the University of Alabama to increase his awareness of the 8 state Delta Region

- Planning Team Meeting for Year of Service Grant
- MS Municipal League Conference
- MS Intermodal Legislative Breakfast
- MS Economic Council
- Money Think Group from Ole Miss
- Workforce Development Advisory Board
- Spoke at Cleveland Technology Center
- Met with Mayor Cox and discussed grant opportunities
- Met with Chris Champion (Governors Policy Advisor)
- Legislative Scrambler (Senator Willie Simmons)
- Delta Rides Regional Cornation Meeting
- Clarksdale High School Spring College Fair
- MoneyThink Meeting at Ole Miss
- Universities Day at the Capitol
- Procurement Presentation
- MEGA Workshop

- New Orleans Entrepreneur Week
- MS Delta Blues Festival Committee
- Spoke at Phi Theta Kappa induction ceremony at GHEC
- Rosedale Young Entrepreneurs
- Visit to South East Missouri State University
  - Met with Mayor Holland of Morehead, Mississippi on several occasions to strategize on grant submission. Subsequently, Mayor Holland and one of the DEBTS clients received a \$50,000 Delta Health Alliance grant.
  - Spearheaded the Strategic Planning efforts for the Mississippi Delta Blues and Heritage Festival.
  - Visited John F. Kennedy High School with community organizer Elaine Baker to develop a strategy for youth entrepreneurship via Future Business Leaders of America.
  - Supported the International Business Symposium hosted by Delta State University's College of Business.
  - Attended the "Day with USDA" event in Greenwood, Mississippi.
  - Conducted a workshop on April to communicate what the DEBTS program is all about to 30 potential clients. Additionally, we presented 8 logos to existing clients to use towards their marketing efforts. Lastly, the DEBTS staff offered insightful financial literacy training to those who attended.
  - Shared the DEBTS program with attendees at the Encore Entrepreneurship Workshop in Mound Bayou, Mississippi. It was a workshop that focused on opportunities for entrepreneurship in the Mississippi Delta.
  - Attended the Juke Joint Festival in Clarksdale, Mississippi to better understand entrepreneurial opportunities tied to tourism in the Mississippi Delta.
  - Participated in the Delta Leadership Institute trainings in Washington, DC. The DEBTS Program Director got a chance to talk to Congressman Bennie Thompson, Senator Thad Cochran, and Senator Roger Wicker's staff about the work that is being done through the program in the Mississippi Delta. They were all thoroughly pleased to hear about the advances that had been made.
  - Met with Cathy Wong of the Greenville Inn and Suites to discuss how to improve the tourism economy in Greenville, Mississippi Downtown area.
  - Attended the 21st Century Grant workshop to discover grant opportunities that can assist present and future clients.
  - Conducted the final meeting of the Mississippi Delta Compact Group. After one year of monthly meetings (6 meetings were held at Delta State University), the group presented suggestions on how to improve regional tourism in the area.
  - Visited the Washington County Convention and Visitors Bureau to visit Catherine Garner. We discussed how Delta State University's College of Business can be more involved in developing the tourism economy in the county.
  - Met with the staff at the Greenville Housing Authority to discover entrepreneurial opportunities in housing.
  - Attended the Entrepreneur and Heritage Tourism Conference to discover the trending prospects for business owners.
  - Invited DEBTS clients to a networking session the Greenville Inn and Suites in Greenville, Mississippi. It gave them the skills to converse with other entrepreneurs in an informal professional setting that challenged them to become "Business Thinkers." (Business Thinking is the mantra for the program.) At this event, the evaluator, Dr. Hines Cronin, got the opportunity to communicate with clients and observe them in settings other than their work environment. It proved to be a real launching point for growth.
  - Clients received certificates for their participation in DEBTS training. Additionally, clients signed MOAs with the commitment to allow DEBTS program to assist them for the next two years to continue the quest to become financially literate with hopes of receiving additional funding that will lead to job creation.
  - One formal client opened a new service oriented business in Los Angeles, California. The clients will hopefully use the leverage to open an office in Cleveland, Mississippi (Bolivar County) in 2014.
  - One formal client received a \$50,000 grant from Delta Health Alliance to offer summer enrichment for youth in Morehead, Mississippi (Sunflower County).



- A social enterprise project that is one of our formal clients has mobilized a community in Jonestown, Mississippi (Coahoma County). 10 individuals have met every month to work on a project that would create two jobs. The hard work has gotten them to the third round to receive where they will soon hopefully be receiving a \$250,000 grant from Bancorp South.
- Another formal client moved their location and hired an employee at a service oriented business in Clarksdale, Mississippi (Coahoma County).
- One formal client opened a 4,400 square foot workout facility and has hired one employee in Greenville, Mississippi (Washington County).
- An informal client who we have worked with since the first training in August 2012 received two grants: \$275,000 from United States Department of Agriculture and \$100,000 from the Kellogg Foundation.

## Section V.c

### Administrators (accomplishments)

#### Judgment

Meets Standards    Does Not Meet Standards    Not Applicable

#### Narrative

##### Cooper Johnson, Ph.D., Chair of Entrepreneurship in Business Technology and Professor of Management Partnerships

- Partnerships established and/or maintained with various stakeholders of the unit

##### Business Counseling

- Counseling provided to twelve entrepreneurs and those interested in becoming small business owners

##### Student Counseling

- Counseling sessions provided to students

##### Speaking Engagements

- The Chamber and Economic Development Center of Washington County (19)
- The Chamber and Economic Development Center of Washington County (21)
- DSU's Entrepreneurship Class (26)
- DSU's International Business Class (15)
- DMI and DSU business students with Steve Azar (98)
- The Chamber and Economic Development Center of Washington County (22)
- DMI and Business Students with Steve Azar and Don FontLeRoy (120)
- The Chamber and Economic Development Center of Washington County (21)
- The Chamber and Economic Development Center of Washington County (23)
- DSU business students with Marco Salinas (33)
- DSU business students with Steve Azar (46)
- DSU business students with Marco Salinas (19)
- Delta Compact (18)
- DEBTS Program Financial Literacy Training: Session 1 (39)
- DEBTS Program Financial Literacy Training: Session 2 (50)
- Phi Theta Kappa induction ceremony at GHEC (50)
- Cleveland Technology Center (75)
- The Chamber and Economic Development Center of Washington County (22)
- DSU business students with Laird Hamberlin (35)
- Delta Compact (20)
- Asset Mapping – DSU (23)
- Day at Delta State (29)
- St. Cecilia Foundation Luncheon (23)
- The Chamber and Economic Development Center of Washington County (21)
- The Chamber and Economic Development Center of Washington County (26)
- Delta Compact (20)
- DMI/COB Collaboration (14)
- DEBTS Training (30)
- DEBTS Training: Panel Member (42)
- Greenville Kiwanis Club (26)
- Academic Business World International Conference (35)

### **Workshops**

- Employee Empowerment Through Ownership and Responsibility presented for the Chamber and Economic Development Center of Washington County (19)
- Important of Employee Training presented for the Chamber and Economic Development Center of Washington County (21)
- Contemporary Issues Facing Business Organizations presented to DSU's Entrepreneurship Class (26)
- Contemporary Issues Facing Business Organizations presented to DSU's International Business Class (15)
- How to Conduct Excellent Interviews presented for the Chamber and Economic Development Center of Washington County (22)
- Goal Setting for All Employees presented for the Chamber and Economic Development Center of Washington County (21)
- Motivation: How to Get the Most Your of Your Employees presented for the Chamber and Economic Development Center of Washington County (23)
- DEBTS Program Financial Literacy Training: Session 1 (39)
- DEBTS Program Financial Literacy Training: Session 2 (50)
- Customer Service: The Key to Success presented for the Chamber and Economic Development Center of Washington County (22)
- How to Resolve Conflict and Overcome Changes presented for the Chamber and Economic Development Center of Washington County (21)
- Ethical Values and Behavior: Is it so Black and White? presented for the Chamber and Economic Development Center of Washington County (26)
- DEBTS Panel Member (42)

### **Workshops Developed**

- Developed twenty workshops

### **Unit Publicity**

- Publicized the Unit through various mediums

### **Web Page**

- Research to determine the appropriate material to include on web page
- Unit web page monitored

### **Faculty Advisory Council**

- Maintained a faculty advisory council consisting of representatives from the various academic disciplines. This council provides support to entrepreneurs.

### **Scholarship**

- Employee Empowerment Through Ownership and Responsibility presented for the Chamber and Economic Development Center of Washington County (19)
- Important of Employee Training presented for the Chamber and Economic Development Center of Washington County (21)
- Contemporary Issues Facing Business Organizations presented to DSU's Entrepreneurship Class (26)
- Contemporary Issues Facing Business Organizations presented to DSU's International Business Class (15)
- How to Conduct Excellent Interviews presented for the Chamber and Economic Development Center of Washington County (22)

- Goal Setting for All Employees presented for the Chamber and Economic Development Center of Washington County (21)
- Motivation: How to Get the Most Your of Your Employees presented for the Chamber and Economic Development Center of Washington County (23)
- DEBTS Program Financial Literacy Training: Session 1 (39)
- DEBTS Program Financial Literacy Training: Session 2 (50)
- DSU business students with Marco Salinas (33)
- DSU business students with Steve Azar (46)
- DSU business students with Marco Salinas (19)
- Delta Compact (18)
- Customer Service: The Key to Success presented for the Chamber and Economic Development Center of Washington County (22)
- DSU business students with Laird Hamberlin (35)
- Phi Theta Kappa induction ceremony at GHEC (50)
- Cleveland Technology Center (75)
- Asset Mapping – DSU (23)
- Day at Delta State (29)
- Delta Compact (20)
- Student Learning Outcomes Workshop
- FORBS – January
- FORBS – February
- FORBS – March
- DMI/COB Collaboration Project
- How to Resolve Conflict and Overcome Changes presented for the Chamber and Economic Development Center of Washington County (21)
- Ethical Values and Behavior: Is it so Black and White? presented for the Chamber and Economic Development Center of Washington County (26)
- Asset Mapping – DSU (23)
- Delta Compact (20)
- FORBS - April
- DEBTS Training (30)
- DEBTS Training (42)
- Greenville Kiwanis Club (26)
- Academic Business World International Conference (35)
- DMI/COB Collaboration Project (14)
- Article accepted for publication in the American Journal of Management
- Asset Mapping for Indianola and Greenville

### **Small Business Research in Progress**

- Exploring the “Sticky Floor Effect” within the Southern U.S’s Higher Education’s College of Businesses
- Examination of Appropriate Training for First Line Managers in Academia
- The recruitment and retention of healthcare professions in small, rural, low income regions
- Researching the Educational Needs of Local Small Businesses/Entrepreneurs
- Conducted a two-day economic impact study with Mississippi State’s Extension center to discover what the economic impact of Octoberfest is to draw potential vendors and visitors to the area
  - Created a survey that will gauge the financial literacy of entrepreneurs in the four county area of Bolivar, Sunflower, Coahoma, and Washington counties
  - DMI/COB Collaboration Project
  - Hearin Pre-Proposal Data Sheet
- Kellogg Grants
- Asset Mapping

### **Journal Publication**

- "Roles of Community Satisfaction and Community Attachment in the Out-migration of Rural Residents", submitted to the Journal of Management and Marketing.

#### **Journal Acceptance**

"The Need to Practice What We Teach: The Sticky Floor Effect in Colleges of Business in Southern U.S. Universities" accepted for publication in the Journal of Academic Administration in Higher Education (Fall – 2013 or Spring – 2014 Issue).

#### **Conference Presentation**

- "The Need to Practice What We Teach: The Sticky Floor Effect in Colleges of Business in Southern U.S. Universities" presented at the Academic Business World International Conference, Nashville, TN.

#### **Faculty and Community Participation in Chair, EBT Activities**

- Faculty and community partners are involved with EBT activities

#### **Collaborate with Faculty and Students In Regards to Publication and Presentation Opportunities**

- Faculty and students are engaged in business research that should result in publications and presentations

#### **Student Research**

- Students engaged in business related research

#### **Continuing Education/Professional Development**

- Listening Session - Consumer Financial Protection Bureau presented by the Federal Reserve Bank of St. Louis, Memphis Branch
- Access the Delta: Enhancing Small Business and Entrepreneurship 2012 presented by the Delta Regional Authority
- The Literature Review: Incorporating Research Into Your Paper presented by David Salinero with the Roberts-Laforge Library
- Exploring Regional Assets and Barriers presented by Daryl Neely and Diana O'Toole with the Mississippi Development Authority
- Elliott-Nowell-White Science Symposium hosted by Delta State University
- Finding & Using Tax Credits To Maximize Your Return presented by MSU Extension Service
- Mississippi Small Business Workshop presented by the Federal Reserve Bank of St. Louis, Memphis Branch
- Training session on how to initiate productive, results-oriented partnerships and how to strengthen established programs presented by State Farm, the Mississippi Partners in Education Association, and Delta State University's Continuing Education
- DSU business students with Laird Hamberlin
- Asset Mapping
- Day at Delta State
- Delta Compact
- Student Learning Outcomes Workshop
- FORBS – January
- FORBS – February
- FORBS – March
- DMI/COB Collaboration Project
- Asset Mapping
- Delta Compact
- FORBS

- Canvas Course Delivery Training
- DMI/COB Collaboration Project
- International Conference on Learning and Administration in Higher Education
- Academic Business World International Conference
- Managers' Training – DSU Human Resources
- DEBTS
- Gulf South Conference Summer Meetings
- Small Business Research
- Developing and presenting workshops

#### **Bennie Thompson Proposal**

- Proposal to Rename the College of Business's Center for Business and Entrepreneurial Research in honor of Congressman Bennie G. Thompson

#### **Asset Mapping**

- Collaborated with the Mississippi Development Authority for asset mapping of Greenville and Indianola

#### **The Chamber and Economic Development Center of Washington County**

- Member of the Education/Workforce/Healthcare Committee

#### **Student Recruitment**

- Assisted with student recruitment activities

#### **Corporate Education Program**

- Baxter Healthcare

#### **University Classes**

- Taught a graduate and undergraduate classes

#### **Delta State University Faculty Athletics Representative**

- Administer NCCA Coaches Recruiting Exam
- Prepare and submit various NCAA and Gulf South Conference reports
- Chair of the Head Football search committee
- Chair of the Head Men's Soccer Coach search committee
- Director of Athletics Search Committee Member
- Athletic Scholarship Appeals Committee - Member
- Attended Gulf South Conference Annual Meetings

#### **Service to the Profession**

- Institute for Behavioral and Applied Management (IBAM): Reviewer
- Institute for Behavioral and Applied Management: Reviewer
- Reviewer and Session Moderator: International Conference on Learning and Administration in Higher Education
- Reviewer and Session Moderator: Academic Business World International Conference
- Reviewer: The Institute of Behavioral and Applied Management Conference

#### **Mississippi Burn Foundation**

- Serve as President of the Mississippi Burn Foundation

#### **Focus Group**

- Focus group participant for Delta Health Alliance's Promise Community Workforce Development

#### **Dissertation Committee**

- Dissertation committee member – DSU College of Education

#### **Curriculum Development**

- Advisor to the General Business curriculum committee – Entrepreneurship Track
- Developed workshops for small business owners/entrepreneurs

#### **Relationships with Gaming**

- Maintained relationship with the Isle of Capri, Lula

#### **Fundraising**

- AY 2012-13: 27

Grant Proposals:	14
Scholarships:	11
Grants:	2

## Section V.d

### Position(s) requested/replaced with justification

#### Judgment

Meets Standards    Does Not Meet Standards    Not Applicable

#### Narrative

No new positions requested.



## Section V.e

### Recommended Change(s) of Status

#### Judgment

Meets Standards    Does Not Meet Standards    Not Applicable

#### Narrative

No recommended change in status.

## Section VI.a

### Changes Made in the Past Year

#### Judgment

Meets Standards

Does Not Meet Standards

Not Applicable

#### Narrative

Changes made in the past year:

Recommended changes for the coming year(s):

**Section VI.b**

**Recommended Changes for the Coming Year**

**Judgment**

Meets Standards

Does Not Meet Standards

Not Applicable

**Narrative**