

# **Dr. James Edward Dever**

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207 Harbour Pointe Drive • Lynn Haven, FL 32444 •

850-441-3331

E-mail – [jdever@fsu.edu](mailto:jdever@fsu.edu)

[dever@comcast.net](mailto:dever@comcast.net)

## **EDUCATION**

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University of Strathclyde (AACSB, Equis and AMBA) Glasgow, Scotland Doctor of Philosophy of Entrepreneurship	July 10, 2009
Florida State University – Tallahassee, FL Master of Business Administration	December 2004
Florida State University – Tallahassee, FL Bachelor of Science degree in Business Administration	December 2003
Gulf Coast Community College – Panama City, FL Associates of Arts degree	2002
University of Southern Mississippi- Hattiesburg, MS	1967 - 1975

## **EDUCATIONAL EMPLOYMENT**

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Florida State University - Tallahassee, FL Research Associate and Entrepreneur in Residence– Jim Moran Institute for Global Entrepreneurship	August 2008 – Present
Florida State University – London, England (Summer Program) Instructor in the FSU International Program – International Entrepreneurship	June 2010 – Present
Adjunct Professor – Florida State University - Panama City, FL Instructor in the Business Department - Entrepreneurship and Human Resources	Fall 2006 – April 2008
Fulbright Scholar and Visiting Professor – Almaty, Kazakhstan Kazakhstan Institute for Management Economic and Strategic Research Instructor in the Business Department - Instruction included Entrepreneurship and Decision Making	August 2005 – December 2005
Founder and Co-director of the Summer Institute in Entrepreneurship at Florida State University in Panama City, FL The first-ever summer institute was held at FSU/PC. A total of 43 local high school and college students attended.	Summer 2005
Adjunct Professor - Gulf Coast Community College - Panama City, FL Business department instructor. Classes taught include Business Law and Human Relations.	2004 - 2005

## PUBLICATIONS

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- Book Chapter: “Entrepreneurial Failure” - *Enterprise and Small Business: Principles, Practice & Policy*. Work was published by Pearson Education Limited under the editorship of Sara Carter, University of Strathclyde and Dylan Jones-Evans of University of Wales. July, 2011
- Book Review: Sara McGaughey, *Narratives of Internationalisation: Legitimacy, Standards And Portfolio Entrepreneurs*. Cheltenham: Edward Elgar. Published in *International Small Business Journal* v. 26 no. 6 (December 2008) p. 759-61 December, 2008
- Improving University Teaching International Conference “*College Student Metamorphosis: What Can Instructors Do To Keep Up?*” Paper received the Bill and Ginny McKeachie Award – Glasgow, Scotland July 25, 2008
- Improving University Teaching “*Developing a Summer Institute in Entrepreneurship Connecting Community and Education*” Jaen, Spain Co-author July, 2007
- Award-winning conference paper published in the selected papers from the Eighteenth International Conference on College Teaching and Learning – “*Cheating: Managing the Classroom for Honest Results*”, Jacksonville, FL Co-author April 2007
- Caspian Business News – Almaty, Kazakhstan – *Branding, Values, and Business Growth* April 2006
- Paper published, “*Cheating: Managing the Classroom for Honest Results*”, IUT Conference, Pittsburgh, PA (paper not presented or published due to Hurricane Dennis - airport closed) Co-author July 2005
- Caspian Business News – Almaty, Kazakhstan – *Entrepreneurship and Kazakhstan: Observations by a Fulbright Scholar* December 2005
- Caspian Business News – Almaty, Kazakhstan – *Empowerment: The Key to Successful Business Development* December 2005

## AWARDS (DESCRIPTIONS ATTACHED)

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- Recipient of the Fulbright Foreign Scholarship for 2005 - 2006 granting a Lecturing/Research award in Entrepreneurship. Award allowed a four-month stay in Kazakhstan teaching in the MBA program at Kazakhstan Institute of Management September 2005
- Recipient of the FSU Undergraduate Teaching Award for 2013. This is a program which recognizes faculty for excellence in undergraduate teaching. Recipients must be outstanding in the many aspects of teaching which contribute to successful teaching and learning. This is a student-oriented award with nominations submitted by students and alumni. May 2013
- Recipient of the Seminole Leadership Award for 2012. It is awarded to a faculty member who is responsible for major contributions to the University through service to students. This award is presented to those candidates who have an exemplary attitude toward students, who are enthusiastic about working with students, and who extend themselves to help students. This award is based on service beyond the responsibilities of their job description, teaching, and research. April 2012
- Recipient of the International McKeachie Teaching Award from the IUT conference July 2008
- Named as a Fellow in the Royal Society for the encouragement of Arts, Manufactures and Commerce in London, England February 2010
- Accepted to the Southern Management Association Doctoral Consortium Recipient of an award from Kauffman Foundation - Clearwater Beach, Florida October 2006
- Beta Gamma Sigma – National Honor Society 2004
- Recipient of the Dempsey Barron Leadership Award - Florida State University 2004
- Who’s Who Among Students in American Universities and Colleges 2003 - 2004
- Outstanding Graduate - Florida State University Business Administration 2004
- Society for Advancement of Management International Competition - 3rd place finish 2004

## PROFESSIONAL SERVICE

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- Entrepreneurial Advisory Council 2009 - Present  
Center for Entrepreneurial Learning / College of Business Administration/ Georgia Southern University

## PAPERS AND PRESENTATIONS

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- Hawaii International Conference on Business - "*Creating an Innovative Experiential Entrepreneurship Program*". Honolulu, Hawaii May 25, 2012
- The Hunter Centre for Entrepreneurship at Strathclyde University and the Institute For Knowledge, Innovation, Technology, and Enterprise at the University of Newcastle Upon Tyne presented joint Entrepreneurship Research Seminar and Doctoral Workshop. Paper to be discussed is "*Innovation in Experiential Entrepreneurship Programs*". May 4, 2012
- Finalist in United States Association for Small Business and Entrepreneurship (USASBE) category of *Innovative Entrepreneurship Education Courses*. The paper was entitled *The Chempreneur Technology Commercialization Experience* and was co-authored with Dr. Tim Holcomb. January 13, 2011
- Improving University Teaching International Conference - Paper presented "*College Student Metamorphosis: What Can Instructors Do To Keep Up?*" This paper received the Bill and Ginny McKeachie Award – Glasgow, Scotland July 25, 2008
- Improving University Teaching International Conference - Paper presented "*Pedagogical Strategies for Nontraditional Students to Create Transformational Learning Experiences*" Glasgow, Scotland July 25, 2008
- Improving University Teaching International Conference - Paper presented "*Developing a Summer Institute in Entrepreneurship—Connecting Community and Education*" Paper was chosen for publication. Jaen, Spain Co-author July 5, 2007
- 18th International Conference on College Teaching and Learning – Paper presented "*Cheating: Managing the Classroom for Honest Results*" – Ponte Vedra Beach, Florida Co-author April 5, 2007
- Hawaii International Conference on Business - "*Cheating and Business Students: A Study from First-year Through Graduate Students*" - Honolulu, Hawaii Co-author May 25, 2006
- Hawaii International Conference on Business - "*Creating an Entrepreneurship Institute: How One Community Rallied to the Call*" – Honolulu, Hawaii Co-author May 25, 2006
- Improving University Teaching Conference - "*Cheating: Managing the Classroom for Honest Results!*" Duquesne University in Pittsburg, Pennsylvania Co-author July 12, 2005
- Sun Conference on Teaching and Learning - "*Motivating the Nontraditional Student: It's Not What You Think!*" University of Texas at El Paso Co-author March 4, 2005
- Plenary speaker at the Fifth Annual Kazakhstan International Research Conference - The presentation was a compilation of my studies of businesses in Almaty, Kazakhstan and changes that are necessary to remove the influence of Communism that continues to affect businesses and entrepreneurship in Kazakhstan and Central Asia October 2004
- Hawaii International Conference on Business - "*Group Projects, Motivation and the Nontraditional Business Student: From Pedagogy to Andragogy*" - Honolulu, Hawaii Co-author June 23, 2004
- 15th International Conference on College Teaching and Learning - "*He Said, She Said: Lessons on Nontraditional Student Motivation*" Jacksonville, Florida Co-author March 31, 2004

## OWNER AND CEO OF THE FOLLOWING BUSINESSES (DESCRIPTIONS ATTACHED)

Destinations, A Travel Agency (owner only) - Panama City, FL	1993 - 1996
Dixie Transport, Inc. - Hattiesburg, MS	1979 - 1991
Golden Eagle, Inc. - Hattiesburg, MS	1982 - 1991
Sea Lodge Motel - Panama City Beach, FL	1976 - 1988
Quality Inn - Hattiesburg, MS	1987 - 1991
Cane Creek Seafood Restaurant - Hattiesburg, MS	1984 - 1990
Beach TV Sales and Service	1981 - 1990
Herrington House Restaurant - Hattiesburg, MS	1982 - 1990
Dever Construction Company - Panama City Beach, FL	1979 - 1989
Gulf Sheetrock Company - Panama City Beach, FL	1982 - 1985
Dedeaux Road Standard Oil Service Station	1970 - 1973

## NOT FOR PROFIT BUSINESS BACKGROUND EMPLOYMENT

Associate Executive Director and Interim Executive Director	1997 - 1999
Optimist International	St. Louis, MO
Duties included overseeing the daily functions of the organization. Responsibility included a six-million dollar annual budget, financial overview, overseeing a staff of 45, membership relations, some corporate development, 22 operating and ad hoc committees and working directly with the International Board of Directors. Fulfilled an 18-month commitment.	

## PROFESSIONAL, CIVIC AND TRADE ASSOCIATIONS

Florida State University Alumni Association/Panama City	2006 - 2007
Secretary and member of Students for Advancement of Management	2003 - 2004
International Vice President and Board of Directors Optimist International	2003 - 2004
Governor of North Florida District of Optimist International	1996 - 1997
Panama City Beach Chamber of Commerce Board of Directors	1995 - 1996
Indian Summer Seafood Festival Board of Directors	1993 - 1995
Panama City Beach Civil Service Board (chair 1996 - 1997)	1991 - 1997
Hattiesburg Hotel and Motel Association (Board member 1990)	1988 - 1991
Mississippi Restaurant Association (Board member 1986 - 1987)	1986 - 1991
American Trucking Association	1979 - 1991
Mississippi Trucking Association	1979 - 1991
Bay County Hotel Association (Board member 1979 - 1981)	1976 - 1988
YMCA Board of Directors	1976 - 1979
Optimist Clubs of Bay County	1976 - 2009

## Awards

**Recipient of the Fulbright Scholarship for 2005 - 2006 granting a Lecturing/Research award in Entrepreneurship** – Presentation of this award was a result of my work on entrepreneurship in the former Soviet Union. The central theme of my essay was an exhaustive study in which several important issues were raised about the involvement of the United States government in the transitional economies of the world. This paper was submitted to the Fulbright organization for consideration in the Fulbright competition. After many months of deliberation, the organization decided that my work deserved recognition and the award was presented. I had originally requested Russia as my location, but after studying the economy of Kazakhstan and discovering that its needs were greater than Russia, I agreed to go there instead. My tenure in Kazakhstan was excellent. I was able to instruct at The Kazakhstan Institute of Management, Economics and Strategic Research. My classes in the Master of Business Administration program included Entrepreneurship and Decision Making.

**Recipient of the Faculty Seminole Award** - I was presented the Seminole Award in 2012. According to the FSU website, this award is presented to a faculty member who is responsible for major contributions to the University through service to students. This award is presented to those candidates who have an exemplary attitude toward students, who are enthusiastic about working with students, and who extend themselves to help students. This award is based on service beyond the responsibilities of their job description, teaching, and research. Instructors are nominated by students.

**Recipient of the International McKeachie Teaching Award** – I was awarded the Bill and Ginny McKeachie Award through the Improving University Teaching Conference for my paper titled " College Student Metamorphosis: What Can Instructors Do to Keep Up?". The award included a grant of \$1,650.

**Recipient of the Dempsey Barron Leadership Award** – I am proud to have received recognition by the Deans and an alumni board at Florida State University. Presentation of the award occurs only when a student exemplifies the leadership traits that set the recipient apart from the average college student. The following is an excerpt from the May 2004, Torch, the student newspaper for the Panama City campus of Florida State University. “There are not many people who would become a successful entrepreneur, retire and then return to school with the goal of obtaining a doctoral degree. However, College of Business student James Dever is doing just that. This type of determination and drive is what earned him the Dempsey Barron Award at this year’s Graduation Banquet. Four years ago, an award was initiated in honor of the late Senator Dempsey Barron to recognize students displaying outstanding leadership skills while at FSU Panama City.... Jim Dever sets a high standard of commitment and hard work for others to emulate,” stated Dean Ed Wright. “He has been an exceptional student and leader, always seeking to do his best while also helping others.... While a student at FSU Panama City, Dever organized the Society for Advancement of Management, started student study groups, assisted with homecoming activities, founded a mentoring program, and continues as the director of a student focused lecture series, which he implemented.”

**Outstanding Graduate** – I received the award for Outstanding Graduate with the highest academic average in the School of Business during the graduation ceremony at Florida State University, Panama City Campus.

**Who’s Who Among Students in American Universities and Colleges** – I received this award based on work with my fellow students in need of additional help in their studies and the diligence I displayed in ensuring their success.

**Society for Advancement of Management International Competition** – Each year at the international convention of the Society for the Advancement of Management, the Thomas Greensmith Case Competition is held. In 2004, it was in Baltimore, MD and my presentation was a study of the Glaxo Smith Kline Pharmaceutical Company and the company’s efforts to restrict cross border pharmaceutical sales in Canada. This is a competition in which management students from around the world compete in an aggressive presentation of a timely case study. This was the first time that anyone from Florida State University had competed. My presentation placed third out of 28 college and university teams chosen to compete.

## **Highlights of my educational career**

After discontinuing my college education in 1972, in order to become a business owner, I returned to school in 1999 at the age of 50, having to start over by attending community college. Upon obtaining my AA degree from Gulf Coast Community College, I was able to attend Florida State University where I received my bachelor's degree and then went on to finish the MBA program. On July 10, 2009, I received my Doctor of Philosophy degree in entrepreneurship from the University of Strathclyde in Glasgow, Scotland.

It was while I was studying in the MBA program that I was presented the Fulbright Scholars award based on my work with entrepreneurship and capitalism in the former Soviet Union. I was asked to complete my Fulbright in Almaty, Kazakhstan, where I was able to continue my studies of post-communist entrepreneurship and work directly with business owners in and around Almaty who were in need of assistance in trying to overcome the long lasting effects of communism. Also, during my master's program I created a summer entrepreneurial program for college and high school students to learn about and experience the thrill of business ownership. The program was an overwhelming success, but due to circumstances beyond my control, we were only able to provide the program for one year.

One of the highlights of my educational career is my current work with various entrepreneurship programs through the USO, Syracuse University, and the U.S. Small Business Administration. EBV (The Entrepreneurship Bootcamp for Disabled Veterans is presented by only eight universities in the US works with disabled returning veterans), VWISE (instruction to retired female veterans attempting to start their own company), OPERATION JUMP START (Sponsored by the USO, teaching active duty military, soon to be discharged, how to take their ideas to reality), BOOTS TO BUSINESS (Sponsored by the U.S. Small Business Administration, teaching active duty military idea development). Much of this work is voluntary but the rewards are immeasurable.

I attribute my success in education to my twenty year entrepreneurial career as well as my recently completed education. I have been able to blend experiential, philosophical, and theoretical instruction into my classes and the result has been overwhelming. In addition to the classroom, I serve on the Florida State University College of Business, Management Department Curriculum Committee. I have played a major role in the development of an entirely new entrepreneurial program for our university. I am responsible for one of the new courses in which students ideate, create, and operate their own company. The 2009 class succeeded in opening seven companies, four of which are still in operation. The 2012 class with which I am currently working has created and is operating thirteen companies, all of which are still operating. Funding is provided for the companies by the Jim Moran Institute for Global Entrepreneurship and students are expected to repay their startup funding with excess profits being donated to charity.

Another program I am also personally responsible for is the Chempreneurs. I am the sole business professor and am responsible for all aspects of the program from instruction, to creation of the student's final commercialization plans. This is a program that began in August 2009. Undergraduate students from the College of Business are matched, one-on-one with a professor from the hard sciences, and his or her PhD student, in order for my student to investigate the feasibility to commercialize the technology created by the

science professor. The program began with the College of Business and the Chemistry Department, and has now expanded to include the Arts Department. Two companies have been created as a result of this program.

### **Biography of my business career**

It is difficult to determine exactly when my entrepreneurial career began, but my first “official” business was a lawn mower repair shop I established in my mother’s garage at the age of ten. It remained in operation until I was old enough to work a regular job. During high school, I worked until midnight pressing trousers at a garment manufacturing company and I left college early to work for Standard Oil Company as a sales representative. The desire to be an entrepreneur beckoned at an early age and I quit Standard Oil and opened a service station with my wife, Fay. We operated it successfully until we amassed enough capital to make a down payment on the Sea Lodge Motel in Panama City Beach, Florida, in 1976, a small, 34-unit motel located directly on the Gulf of Mexico.

In 1979, my brother-in-law and I started a trucking company Dixie Transport, starting with four leased trailers and two rented semi-tractors, the company ultimately grew to include 85 semi-tractors, an office complex in Hattiesburg, Mississippi, complete with a repair shop and transfer facilities. We operated in all 48 contiguous states. In 1982, we started another trucking company, Golden Eagle Express. This company hauled commodities the vans owned by Dixie Transport were unable to haul. Fay and I then purchased the Herrington House Restaurant, a steak and seafood restaurant catering to the upscale diner. I spent my days at the trucking companies and managed the restaurant at night with great success. I set my sights on opening yet another restaurant. We purchased a building located in a 10 acre plot of woods and created Cane Creek Seafood, a buffet-style seafood restaurant, which was successful from day one. When I sold it in 1990, we were serving over 400 people each day.

In 1987, I purchased a failed motel in Hattiesburg, Mississippi, from a New York savings and loan company. The previous owners of this business had allowed the property to deteriorate to a point the buildings were in extreme disarray. Immediately, we began to refurbish the buildings and opened it as a Quality Inn, a 150-unit property with banquet facilities, lounge, and restaurant. Business increased quickly, despite extreme competition, and when I sold the Quality Inn in 1990, I had raised the average daily rate from \$21.50 a night to \$37.90 with an increase in occupancy to over 66%. We had once again been successful.

There were other businesses I owned through the years that were of an ancillary nature. Beach TV was a television repair shop I opened in 1983, which became the number one television sales and service company on Panama City Beach, Florida, before I sold it. Gulf Sheetrock Company began operating during a sheetrock shortage in 1982 to ensure the successful completion of homes that my construction company was building. All of these ventures were successful.

My lifelong dream, beginning as a child upon the death of my father at age 42, was to be able to retire at an early age and “see the world”. In 1991, at the age of 42, I achieved that goal by selling my remaining businesses. Our children were at a place in their lives where Fay and I could start traveling. We have traveled to six of the seven continents and even started a travel agency in 1993 to further accommodate our “travel desires”.

I have been a devoted member and volunteer of Optimist International since 1976. This organization serves children from around the world who are in need of an adults help and caring. In 1997, the organization asked me to come to St. Louis, Missouri, and assist in the day-to-day operations. For 18 months I served as Associate Executive Director, and on the resignation of the Executive Director, I served as Interim Executive Director until the organization could find a replacement. It was during my tenure in St. Louis that we were able to open new clubs in Russia, Rumania, Bulgaria, and several other areas of Eastern Europe.

I have been fortunate to be able to create and run businesses that have taken me from being a lawn mower repairperson to owning trucking companies, motels, and restaurants. It is due to my ownership of these companies, and now my education, that I have the ability and capacity to understand what students, as well as business owners, need in their quest to become entrepreneurs. I must point out that none of my achievements would have been possible without the help of many wonderful, hardworking employees, a wife dedicated to my dreams, and my children who went along with all of “dad’s wacky ideas”. Thanks to all of these wonderful people and especially my wife of 39 years, I have been a successful entrepreneur.



## **Teaching Philosophy**

A teacher's purpose is not to create students in his own image, but to develop students who can create their own image. -- *Author Unknown*

The teaching philosophy I have created through my own experience as an instructor encompasses practical skills development and participant-centered learning, all from a global perspective. I understand teaching is an honored position requiring humility and veneration. As an instructor, I work hard to be a role model for my students, as well as my fellow professors. I want my students to learn from my practical experience as a successful twenty year entrepreneur. My aim is to guide my students toward a complete learning experience by facilitating a classroom, which increases their collective understanding through active participation from all of the students. I believe all instructors share an obligation to instruct students by facilitating the development of a skill set, which will serve them in their entrepreneurial careers. By giving students the necessary tools to create those skills, instructors form a foundation upon which students can grow and prosper, ultimately leading to success. I will continue to set high standards for all of my students in the belief that challenging a bright young man or woman will advance his or her ability to learn. I will be there for them by acting as a facilitator and leading the students to their own understanding of entrepreneurship. I will guide them toward defining entrepreneurship as it relates to their own lives and provide each with a competitive advantage for their business careers. As a teacher, my job is to develop personalized learning modules, which utilize my theoretical knowledge and my practical experiences. These modules must reflect the needs of each student in the classroom. Last, I must assist my students in their proficiency of opportunity recognition as a means of ensuring their successes as they leave the confines of the university setting.