

**Tammira Lucas, DBA**  
**932 Long Manor Drive**  
**Middle River, Maryland, 21220**  
**410-493-3282**  
**tammiralucas@gmail.com**

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## **Education**

DBA, 2018	Entrepreneurship	Walden University
MBA, 2012	Acquisitions	Strayer University
BS, 2009	Management Science	Coppin State University

## **Executive Summary**

- Nationally recognized educator with more than twelve years of progressive teaching and leadership experience in business, management, marketing, and social innovation and more than five years of teaching experience in higher education within the business administration, marketing, organizational sciences and management in multiple formats to include face-to-face, online, hybrid, accelerated, credit and non-credit. Evaluate academic assessment materials measuring student learning outcomes at course and program level to ensure that course and program level objectives are achieved and in compliance with Middle States accreditation recommendations and support student retention and success.
- Exceptional understanding of college governance and shared governance as evidenced by experience leading and serving on committees and initiatives across the institution emphasizing a commitment to collaborative management. Successful management and supervisory experience as online management Director and Adjunct Professor in the college of business to provide program and schedule development, enrollment management, comprehensive program reviews, budget preparation management collaborations with internal/external partners and articulation agreement development.
- Excellent communication skills including public speaking and presentations with a commitment to the philosophy and mission of higher education as demonstrated by appointment to serve on the National Faculty Advisory Council and lead conference sessions for the American Association of Community Colleges and presentations and speaking engagements on college access, progress and completion.

## **Teaching Experience**

### **Adjunct Professor, Loyola University Sellinger School of Business (2021-Present)**

The Sellinger School of Business and Management focus on the fundamentals of business—with a unique, Jesuit values-centered approach.

### **Courses**

Managing Innovation & Entrepreneurship

### **Selected Experiences & Achievements**

- Exposed students to local Baltimore entrepreneurs, companies, and resources to help cultivate a strong understanding of business concepts.
- Created a cross disciplinary assignment that allowed students to dive deep into the history of women entrepreneurs in Baltimore
- Presented at the 2021 Global Consortium of Entrepreneurs

## **Assistant Professor, Harford Community College**

### **CEBAT (2019-Present)**

Community Education, Business & Applied Technology department offers pathways that prepare students for challenging and fast-paced careers in the areas of business, computer technology, cybersecurity, manufacturing, trades and information systems. These educational opportunities are offered offline and online.

### **Selected Achievements and Experiences**

- Successfully collaborated with University of Delaware to bring the Diamond Challenge 2020 to Harford County.
- Served on faculty search committees
- Served on Observation Tools and Performance Evaluation Plan Workgroup
- Successfully revised several business courses to ensure strong academic integrity and student outcomes
- Created new business courses to reflect the demand of the business and entrepreneur world

### **Courses**

Introduction to Business

Public Relations

Professional Selling

Principles of Management

Principles of Marketing

Introduction to Supply Chain Management

Inventory Management

Customer Service Certification

## **Adjunct Professor, Coppin State University**

### **College of Business (2014-Present)**

The Management Degree Program prepares students to excel in a variety of management positions. The marketing degree program prepares students to assume responsibilities in every area of the field. Coppin State University online management program is the only 100% online accredited business management degree offered by an HBCU.

### **Selected Achievements and Experiences**

- Plan and host Annual Economic and Inclusion conference
- Successfully develop and implement the certificate program under the College of Business in entrepreneurship.
- Review and analyze course and program level enrollment and completion data to develop goals and strategies to support retention and success in alignment with the institutions strategic plan goal of completion.
- Facilitate the College of business opening and closing presentations on best practices to support student learning through online student engagement.
- In conjunction with instructional designer, analyzed online curriculum to ensure it meets student-learning outcomes as it relates to accreditation.
- Plan and implemented community business walk where students walked the area around the institution to do data analysis on small businesses.
- Create institution partnership with local maker space that now house programming for college of business students.

### **Courses**

Small Business Management

Consumer Behavior

Principles of Management

Logistics  
Seminar in Business  
Entrepreneurship  
Business Law  
Principles of Marketing  
Labor-Management Relations  
Sales Management  
Business Communications  
Seminar Organization Development Theory  
International Business  
Human Resource Management

**Adjunct Professor, George Washington University  
College of Organizational Science (2015-2019)**

The mission of the Department of Organizational Sciences and Communication is to provide a multi-disciplinary home for faculty and undergraduate, masters, and doctoral students interested in the study, interpretation, and improvement of organizational and communication phenomena.

For over the past four years I have taught the undergraduate and masters level Group Dynamics courses which focus on the theory research and applications of relationships within individual to groups, collectivities, and larger social systems.

**Courses**

Organizational Behavior (Master Level)  
Group Dynamics (Master & Undergraduate Level)

**Adjunct Professor, Anne Arundel Community College  
Business Department (2017-2018)**

**Courses**

Entrepreneurship  
Marketing

**Selected Leadership Experience**

**Founder, The Cube Cowork (2016-Present)**

The Cube Cowork is Maryland first coworking space that focus on giving work from home parents time back by providing all the amenities needed to balance work and family in one location. The Cube provides on-site baby-sitting services and business resources. As founder I established and executed the business concept and raised \$20k of start-up funding. Currently, we have scaled to increase revenue by 90% since starting and increase membership. The Cube has helped over 80 mothers balance their businesses and their families.

**Executive Director, Warnock Foundation (2017-2021)**

Appointed by the foundation Chair to oversee all operations, functions and activities to provide a platform for Baltimore's thought leaders and community that provide them an opportunity to utilize their talents and energy to move Baltimore in a positive direction. I oversee the administration, implement strategic programming of the overall foundation and management of the financial giving of over two million dollars yearly

**Selected Achievements and Experiences**

- Awarded over \$500k funding to social justice, social innovation, and education
- Appointed board member for Green Street Academy and CLIA

- Developed programming for social innovators to scale their programs and positively impact Baltimore

### **Interim Director, Coppin State University, (2015-2017)**

Provided strategic planning, staff supervision, budget management and development of new courses and manage revisions of courses as well as overall communication to current and prospective students. Analyzed comprehensive data to enhance recruitment and retention numbers. Develop communication plan to increase enrollment and positive outcomes.

#### **Selected Achievements and Experiences**

- Developed and implemented all online business courses with instructional
- Developed and implemented entrepreneur certificate program
- Expanded support services to online students through online tutoring and mentoring
- Increased enrollment by 20% by implementing social media marketing strategies
- Increased enrollment through strategic partnerships with corporate partners
- Expanded awarded scholarships/grants funding for college education to reach a total of \$2 million annually through implementation of international honour society.
- Developed and implemented system and performance metrics to track student progress through program completion that to 90% completion
- Assisted faculty in the ACBSP Accreditation process.

### **Project Director, Community College of Baltimore County (2016-2018)**

Provided leadership, guidance and vision of program development to expand CCBC's Center for Business Innovation to increase the success, sustain the involvement, and build a strong network of support for CCBC students and alumni aspiring to become small business owners through the program activities that include: offering a continuum of training opportunities designed specifically for those aspiring to be small business owners; expanding target marketing efforts for CCBC's Business Plan Competition and increasing the start-up capital awarded; and deepening the resources and support services provided by the Center for Business Innovation including scholarships, mentoring, online resources, and professional development opportunities.

#### **Selected Achievements and Experiences**

- Awarded over \$25k year in start-up funding to students and alumni
- Developed, maintain, and implemented entrepreneurship certificate programming that engaged over 400 students yearly
- Maintained relationships with external funders to support programming and increase funding for Center for Business Innovation.
- Developed and maintained relationships with directors across the institution leading to the expansion of the program from one program to four entrepreneurship programs
- Developed reporting data points to show programming impact and effectiveness
- Expanded target marketing efforts for CCBC's Business Plan Competition
- Developed mentorship program with connecting advisors outside the institution with students

### **Program Director, LIGHT Health and Wellness Comprehensive Services (2012-2015)**

Provided oversight of 1.2 million dollar federal funding to implement comprehensive support services to families impacted by health disparity issues. As Program Director I oversaw budgets, program activities and evaluation of the program. Attended professional policy meetings and performed all marketing and recruiting duties.

#### **Selected Achievements and Experiences**

- Organized and facilitated quarterly provider meetings with 100 service providers in Maryland.

- Implemented entrepreneurship programming to help increase household income of program participants by 10%.
- Convene with national programs on ways to increase program participating and utilize creative programming to bridge the gap of resources for participants.
- Developed youth leadership fellowship program.
- Enhanced organization leadership outcomes.
- Improved organization programming through data collection and analysis.

### **Presentations and Speaking Engagements**

- *“Women Entrepreneurs: An Economic Growth Engine for America”* U.S. Senate Committee on Small Business and Entrepreneurship, October 2021
- *“Exploring Marketing Strategies to Increase Sales in Small Businesses,”* Academy of Business Research, Virtual, March 2020
- *“Collaboration over Competition,”* Upswell Conference, Chicago, IL, November 2019
- *“Creating a Solid Business Model,”* Money Purpose Success Women’s Entrepreneurship Summit, Greenville, MS, September 2019
- NAACP HerStory Panel, Benedict College, Columbia, SC October 2019
- *“Lessons from Women Business Entrepreneurs-Making the choice to rise up and lead,”* Daily Record Women’s Leadership Summit, Baltimore, MD, March 2018
- *“Building a business as a mom,”* Morgan State University Entrepreneur Development Assistances Center Keynote, Baltimore, MD, March 2018
- *“Access to Capital,”* Fashionpreneur Academy Keynote, Los Angeles, California, March 2018
- *“An exploration of impact-based enterprise and implementable pedagogical practices,”* John Hopkins University, Baltimore, MD February 2019
- *“Creating the life you desire,”* Farewell Ceremony Keynote, Paul Laurence Dunbar High School, Baltimore Maryland, June 2018
- *“Why Diversity and inclusion matter to Maryland’s workforce,”* Maryland Workforce Outlook Forum, Baltimore, MD, May 2018
- *“Access to capital,”* Baltimore Times, Baltimore, MD July 2017
- *“Makerslab@lightcity,”* Light City, Baltimore, MD April 2017 & 2018
- *“Community Economic Empowerment through Entrepreneurship,”* Network for developing conscious communities, Baltimore, MD October 2016
- Alumni Panel Facilitator at the CollegeBound Foundation’s Annual Scholar’s Luncheon, Baltimore, MD, (2014, 2015, 2016)
- *“Co-Creating Economic Opportunity in Baltimore,”* Baltimore Innovation Week, Baltimore MD September 2016
- *“Business & Marketing Strategies,”* Mom 2 CEO Symposium, Woodland CA September 2015
- *“Unleashing the Spirit of Innovation,”* Coppin State University Deans List, Baltimore, MD August 2015
- *“Increasing economy through entrepreneurship,”* National Abandoned Infants Assistance Conference, Baltimore, MD April 2015

### **Dissertation**

Lucas, T. (2018). *Marketing Strategies to Increase Sales in Small Family-Style Restaurant Businesses*. DBA. Dissertation, Walden University, ProQuest.

### **Research Papers**

Lucas, T., & Sines, C. (2018). *Marketing Strategies to Increase Sales in Small Family-Style Restaurant Businesses*. *The Journal of Social Media in Society*.

### **Professional Memberships and Affiliations**

- Academy of Business Research
- Delta Sigma Theta Sorority Incorporated, Member
- Golden Key Honour Society, Advisor
- National Black MBA Association, Member
- CollegeBound Foundation Alumni Association Board, Member
- Alpha Chi National College Honor Society, Member
- Coppin State University Alumni Association, Member
- Paul Laurence Dunbar High School Alumni Association, Member
- Paul Laurence Dunbar High School, Advisory Board, Member
- Youth Voices for Community Change Board, Member
- University of Maryland School of Social Work Board, Member
- Greenstreet Academy Board, Member
- Wiley Funeral Home Wishing Well Board, Member
- Gethsemane Baptist Church Board, Trustee

## **Awards**

- American Express Leadership Academy Fellow (2018)
- Kauffman Foundation grant (2017)
- Living Classroom Rising Star (2017)
- Baltimore Business Journal Top 40 under 40 (2016)
- Associated Black Charities Women on the Move (2016)
- Baltimore City Chamber of Commerce Small Business Innovator (2015)
- Baltimore's Radio one 92q, Top 30 under 30 (2014)
- The Fab Empire: Top 30 under 30 (2014)