

Statement of Teaching Philosophy

I love the fact that my life is in education. Teaching has always provided me the opportunity to help students grow – grow in terms of knowledge as well as a successful career path in life.

I have always used the classroom as a means to create a culture that inspires learning. The learning process should be an enjoyable and rewarding experience for all involved. In the classroom I have always worked to combine the best of theory with practical application. I enjoy using a collection of readings from various authors on a particular subject and work to supplement these readings with my own personal experience from industry, published case studies and guest lecturers from the real world.

The classroom and degree program does not represent an end in themselves, but, rather, a beginning. It is not only a matter of *what* we learn in a particular class, but gaining an appreciation of *how* to learn. This is a skill that students hopefully take with them through the rest of their lives and readily apply in future situations throughout their lives.

Ideally my students will not only gain a love for learning, but a love for teaching as well. In whatever environment they work in – be it business or education – the greatest gift they can provide is teaching others how to learn and in helping them rise to their fullest potential.

Statement of Diversity Contribution

While our society has made some advances with respect to promoting diversity in business, education, government and the arts & sciences, a good deal more work needs to be done. This becomes apparent when one compares the demographic sample of successful individuals with the demographic profile of the entire population.

While legal structure to promote diversity is in place, we need to foster an environment that promotes equal opportunities of advancement for all. I believe very much can be done through our work in education.

I have always felt very fortunate that working in education has provided me the opportunity to help many individuals from many different backgrounds. In my own work, (publishing and seminars) I have come across a good deal of writings in diversity. I believe, “Making Differences Matter: A New Paradigm for Managing Diversity,” by David A. Thomas and Robin J. Ely, *Harvard Business Review*, can provide us with the foundation to move ahead. Thomas and Ely explain that, one the first level, building diversity the morally and correct thing to do. Secondly, they recognize the opportunity a diverse workforce can provide with respect to opening new market opportunities for a firm’s product and services. But most importantly, Thomas and Ely explain that the new paradigm of diversity is that the larger the population we draw from for intelligence, creativity and effectiveness, the better the sample outcome will be.

As an Associate Professor in the School of Media Sciences, at Rochester Institute of Technology, I will work to promote opportunities in diversity with respect to student enrollment and in terms of generating enriching internship and employment opportunities for all.