

**Academic Committee Meeting
November 18, 2021
2:30-4:00 P.M.
Pamplin 1060/ZOOM**

Attendees:

Bagchi, Rajesh
Boyle, Kevin
Carlson, Kevin
Davidson, Robert
Ghandforoush, Parviz
Gnyawali, Devi
Hall, Janice Branch
Hunnings, Kay
Khansa, Lara
Maher, Jack
Mitchell, Elizabeth
Russell, Robin
Singal, Vijay
Sumichrast, Robert
Xiang, Phil

Absent: none

Recording Secretary

Ridpath, Kimberly

Minutes/Action Items/Announcements

The committee voiced concerns with PageUp and the hiring process.

Dean Sumichrast reported that several faculty searches were proceeding. Two Management candidates who participated in the Future Faculty Diversity Program (FFDP) declined offers. The committee discussed the timing of FFDP relative to the recruiting cycle. There was no consensus about the best time to schedule FFDP. Janice Hall said that the university was considering changes to FFDP including the possibilities of including more experienced candidates and having more than one event each year. Hall will update the committee when a decision is made.

Sumichrast stated that the new policy on assistant and associate department heads (500) and related changes to the administrative review policy (500) were approved and will be published on the website soon. In addition, he stated that the Summer Research Grant Policy (135) would be revised to remove a disincentive for retiring researchers. Faculty with elite publications will be eligible to receive a summer grant in the year that they retire.

Virginia Tech retained its top 25 Entrepreneurship ranking. Sumichrast recognized the major role Pamplin played in achieving this ranking including accomplishments of the Apex Center for Entrepreneurs and the Management Department.

The dual degree that Pamplin has been pursuing with Xidian University (XDU) has been approved with the appropriate ministry in China. Students will complete the program with a degree from XDU and a VT BS with a Management major and EIT option. The development of this program is consistent with Pamplin's strategy to focus central support on partnerships with foreign universities/faculty while continuing to have Pamplin faculty-led programs.

Provost Clarke, Sumichrast, Robin Russell and other Virginia Tech officials participated in a signing ceremony, commemorating a partnership with the Northern Virginia Community College, in support of the new BIT-Cyber program in the Washington DC area. This is the first Virginia Tech undergraduate degree available in that region.

The committee discussed the upcoming Pamplin holiday events. We will hold a holiday luncheon on Thursday, December 9th from 11:00 a.m. until 1:00 p.m. at the new Apex location. We will hold a holiday reception on Saturday, December 11th from 6:00 until 9:00 p.m. in Lane Stadium. Mask requirements and other measures will be in place, in accordance with university policy.

The 2021 fall and 2022 spring commencement ceremonies were discussed.

Hall said she has received feedback that some faculty would like help developing a welcoming, inclusive class environment. In response, the Pamplin Community Committee will partner with PwC to offer an inclusive leadership educational experience. It will use a miniseries format with the kickoff workshop on December 3rd from noon until 2:00 p.m. at The Inn.

Advancement

Sumichrast invited Elizabeth Mitchell to provide an update on how things are changing in advancement, specifically with Boundless Impact campaign and how we will be using events and dialogues to change the culture around philanthropy. Mitchell shared that we have been very successful in improving our culture philanthropy, including a better understanding of the importance of philanthropy. Pamplin actions and success stands out among the VT colleges. Mitchell shared information about university initiatives including the "sock campaign," Giving Day and Giving Tuesday. Pamplin has a giving participation goal of 25% participation for FY 2022 and is on track to achieve it. Roughly half of our board members across Pamplin make a gift to Pamplin each year—it is important to increase that percentage.

Mitchell compared Advancement organizational charts of select peer and aspirational schools with Pamplin's and provided future plans for staffing and actions. Sumichrast requested committee members to direct questions related to Giving Day and philanthropy to Mitchell, following the meeting.

Annual Review Process

Kevin Carlson provided information about the timing and process for all reviews. He described the use of three available templates for faculty reporting. Carlson will provide the timeline along with those sheets to unit leaders soon. He said that Elements will be used again. Faculty who may need help with Elements may contact Ellen Krupar.