

# Faculty and Staff Town Hall



## State of the College

August 29, 2024

# Welcome new Pamplin members



**Steve Kleiber,**  
Assistant Dean of  
Finance and Facilities



**Dustin Read,**  
Department Head  
Blackwood Department of Real Estate

# Looking Back: Year 1 at-a-glance



# Principles and Frameworks guiding us in 2023-2024

Next-gen Pamplin

#OnePamplin

3R Framework  
(Resources, Reputation, Responsibility)

# Next-Gen Pamplin

## Our Vision:

Provide Next-Gen Business Education,  
Conduct Rigorous and Relevant Research,  
and Create Meaningful Impact Through  
Responsible Behaviors.

# REPUTATION

## Research Excellence

- Rigor and relevance
- Closer ties with industry
  - Sponsored research
  - Focus on interdisciplinary work
- Integration w/ Innovation Campus

### NEXT GEN PAMPLIN



# RESOURCES

## Academic Excellence and the “Pamplin+ Student”

Emphasize skills needed to be a responsible leader in the digitalized workplace

- Data/algorithm-based decision-making
- Financial literacy
- Communication
- Sustainability
- Digital Ethics
- Global and Cultural Competence

### Experiential Learning

- Mandatory and transformational learning “experiences” (e.g., internships, global studies) in Sophomore-Junior and Junior-Senior years)

### Modularity/Combinatorial

- Badges to certs to degrees

# RESPONSIBILITY



# Core of the Pamplin Education

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Digital

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Data Analytics/Algorithmic/AI

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Entrepreneurship

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Experiential

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Responsibility

# #OnePamplin:





# Office of Transformation

Strategic partner & synergy creator for organizational transformation toward a culture of responsibility & unity (#OnePamplin)



## People & Culture

- #OnePamplin Value Creation
- Cultural Stewardship
- Employee Pulse & Championing Employee Needs
- Employee Mindsets, Behaviors & Wellness
- Healthy Agitation & Conflict Management
- Long-term Employee Engagement & Success
- Capacity & Bridge Building Across Contexts



## Inclusive Excellence

- DEIB Integration & Education
- AACSB Societal Impact Plans
- Inclusive VT & VT Advantage Stewardship
- Stakeholder Advocacy
- Climate & Intergroup Relations
- Community & Partnerships
- Amplify Responsible Research

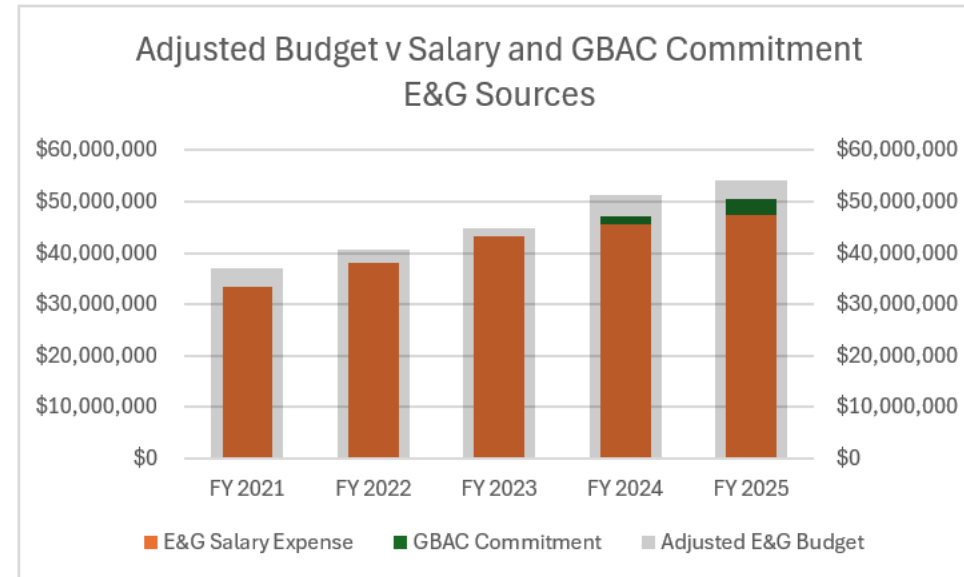
Fostering a collaborative governance model that is open, inclusive, transparent, accountable and cross-boundary.

# Resources

# Finance: Building Towards NextGen Pamplin

- FY 2025 PIBB Growth - \$2,092,234
  - Driver 1: SCH – Over 12k increase from FY 2024
  - Driver 2: Enrolled Majors – 297 Increase from FY 2024
- FY 2021 to FY 2024 Salary Expense increased by 36%.
- GBAC Facility Commitment - \$3.1m in FY 2025 (escalates to \$4.1 in FY 2026).
- Data Informed Decisions - College and Departmental Dashboard Initiative rolling out in FY 2025.
- Comprehensive/Collaborative Review of Resource Allocation Models (aligned with Strategic Plan)

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Adjusted E&G Budget	\$36,988,913	\$40,744,872	\$44,920,173	\$51,285,046	\$54,228,466
E&G Salary Expense	\$33,536,578	\$37,978,591	\$43,151,982	\$45,544,648	\$47,366,434 *est
GBAC Commitment				\$1,520,400	\$3,064,770



\* FY 2025 salary expense estimated based on merit impact and anticipated mid year starts.

# Resources: Advancement Success

14.85m raised in  
FY 2024  
(stretch goal of 15m  
given to college)

Success on  
Giving Day  
(ranked #1 yet again)

# Reputational Goals

# Current rankings

- U.S. News

- UG: 47<sup>th</sup> in 2024; 39<sup>th</sup> and 41<sup>st</sup> in 2022 and 2023 respectively
- Grad: MIT is 3<sup>rd</sup> overall in 2024; Evening MBA 35<sup>th</sup> and Online MBA 13<sup>th</sup> for General Management in 2024

## UT/Dallas

- 70<sup>th</sup> between 2019-2024
- Ranked lowest in terms of weighted author contributions (by affiliation)

## THE World University

- 201-250 (though VT overall is in the 251-300 range) in 2024; in 2023, we were in 301-400 range

# Enhancing our Reputation

- Reputation impacts rankings (e.g., WUR, U.S. News, Poets & Quants)
- Initiatives at the College-level
  - Continued emphasis on high quality research
  - Sponsored grant opportunities
  - Workshops for research impacts
  - Website enhancements
  - Consistent branding
  - Peer-to-peer outreach
  - Industry and business thought leader outreach (e.g., podcasts, YouTube research channel)
  - Alumni and Pamplin Advisory Council Outreach
  - Increase platforms for collaboration within Pamplin

# Celebrating Successes

- **Mulroy Real Estate Competition**
  - Two teams, First and Second Prize
- **Assistant Professor Hainan Sheng**
  - Best Paper Award, American Real Estate Society, 2024
- **Clarivate's List of Highly Cited Research (Global)**
  - Zheng "Phil" Xiang
- **Destination 2.0 grants**
  - Learning Landscape Laboratory – Rajesh Bagchi
  - Whole Health Research – Quinton Nottingham
  - Public Interest technologies- Chris Zobel
- **Co-Editor, Journal of Consumer Psychology**
  - Rajesh Bagchi



# Start of New Academic Year

# UG Enrollment

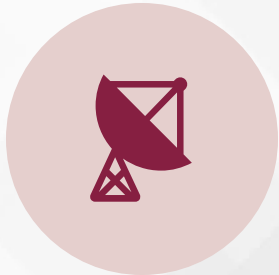


Incoming Freshman  
class: 1210



Incoming Transfer: 216

# Graduate Enrollment\*



## Master's Program

Over 700 continuing Students



## Ph.D. Programs

Over 100 Continuing Students

Most recent data: AY 23/24

# PhD Programs

- Director, Pamplin's Ph.D. Programs, - Cindy Devers
  - Will coordinate/assist with all functions of PhD programs (from recruiting to initial placement and long-term career success)
  - Will build synergies across departments in curricular matters
  - Will continue to coordinate with the PhD strategic planning committee members
- Executive Ph.D. Program
  - Interim Director - Jian Ni;
  - Interim Associate Director -- Chitvan Trivedi
  - Incoming cohort: 32

## New initiatives

- Continued focus on high-quality impactful research, including sponsored research
- A faculty panel to support sponsored research and Executive PhD students
- Post-doctoral researchers and research scientists to aid faculty and students

# Looking ahead to 2024-2025

# Projects and Initiatives



**Completion of new Strategic roadmap (Pamplin Vision 2030)**

Poster Session in mid-October



**Work toward implementing “Pamplin+ student idea”**



**New design of grad programs (microcredentials)**



**New global strategy**



**Pamplin cultural transformation**



**Internal Seed Grant**

# Next-Gen Pamplin: On the move



BREAK GROUND ON NEW BUSINESS  
BUILDING IN MID-LATE 2025



MOVE TO 4<sup>TH</sup> FLOOR OF INNOVATION  
CAMPUS IN END DECEMBER



Virginia Tech

# Strategic Planning Update

**Pamplin College of Business**

August 29, 2024





# Strategic Planning Teams

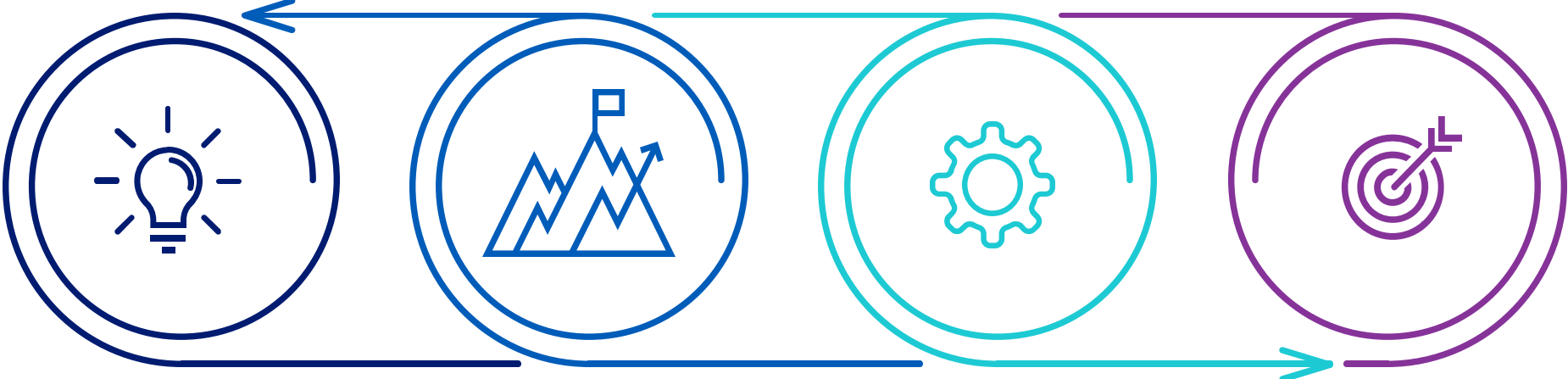
**Strategic Planning Charge:** Each of the five Planning Teams are charged with creating an aspirational vision for its defined area along with a set of strategies and actions for achieving that vision. The Teams will build on Pamplin’s current successes, examine and consider leading practices, collect perspectives and input from a wider group of Pamplin stakeholders, and develop new and innovative approaches for achieving excellence.



Research Excellence		Academic Excellence		Organizational Excellence
Overall Research Team	Ph. D Research Team	Graduate Team	Undergraduate Team	Organizational Team
<ul style="list-style-type: none"> <li>– Cindy Devers (Chair)</li> <li>– Jin Xu</li> <li>– Viswanath Venkatesh</li> <li>– Nancy McGehee</li> <li>– Jian Ni</li> <li>– Xue Xiao</li> <li>– Jennifer Joe</li> <li>– Alan Wang</li> </ul>	<ul style="list-style-type: none"> <li>– France Belanger (Co-Chair)</li> <li>– Christopher Porter (Co-Chair)</li> <li>– Raman Kumar</li> <li>– Marshall Vance</li> <li>– Chris Zobel</li> <li>– Dipankar Chakravarti</li> <li>– Hainan Sheng</li> <li>– Juan Luis Nicolau</li> <li>– Amanda Fawkes</li> <li>– Joe Simpson</li> </ul>	<ul style="list-style-type: none"> <li>– Sudip Bhattacharjee (Co-Chair)</li> <li>– Tom Mayock (Co-Chair)</li> <li>– Kristin Lamoureux</li> <li>– Sattar Mansi</li> <li>– Jennifer Havens</li> <li>– Dana Hansson</li> <li>– Onur Seref</li> <li>– Nadia Rodgers</li> <li>– Bill Becker</li> <li>– Rebecca McGill</li> <li>– Misty Blankenship</li> </ul>	<ul style="list-style-type: none"> <li>– Tom Duetsch (Co-Chair)</li> <li>– Katie Wells (Co-Chair)</li> <li>– Sean Hillison</li> <li>– Greg Kadlec</li> <li>– Sean Collins</li> <li>– Jennifer Tortora</li> <li>– Coral Rojas</li> <li>– Jennifer Clevenger</li> <li>– Donna Wertalik</li> <li>– Dirk Buengel</li> <li>– Jonathan Everett</li> <li>– Nathan Leopard</li> </ul>	<ul style="list-style-type: none"> <li>– Linda Christie (Co-Chair)</li> <li>– Jim Dickhans (Co-Chair)</li> <li>– Barbara Fraticelli</li> <li>– Amy Branch</li> <li>– Jing Huang</li> <li>– Terrell Cook</li> <li>– Karen Schnatterly</li> <li>– Reed Buckland</li> <li>– Miranda Brooks</li> <li>– Cassy Kost</li> <li>– Rabeya Rahman</li> <li>– Raz Fage Mahmood</li> </ul>

Strategic Planning Leadership & Support: Associate Dean Reza Barkhi, Marc Kaplan, Christina Winkeler, and Segal

# Strategic Planning Methodology



## Vision

Defining where we are headed; Our strategic goals and objectives

## Imperatives

Identifying the things we must get right to be successful

## Strategies

Developing our plans for achieving the vision and goals

## Execution

Prioritizing our tasks, activities, investments, and measures

# Strategic Planning Progress Report

There has been a significant commitment and investment of time from Pamplin faculty and staff, totaling over **580 hours** of strategic planning discussions and deliberations across the five Planning Teams.

### Strategic Planning Progress by Team:

Strategic Planning Phases	Overall Research Excellence	Ph. D Research Excellence	Graduate Excellence	Undergraduate Excellence	Organizational Excellence
Establishing Strategic Goals	Complete	Complete	Complete	Complete	Complete
Defining Imperatives	Complete	Complete	In Progress	Complete	Complete
Drafting Strategies	In progress	In Progress	In Progress	In Progress	Complete
Refining Strategies	Not Started	Not Started	In Progress	In Progress	In Progress
Developing Action Plans	Not Started	Not Started	Not Started	Not Started	Not Started

# Draft Strategic Goals



## Research Excellence

### Overall Research Excellence

- Achieve research excellence that is recognized both within and outside of the University for its business and societal impact
- Be an integral and integrated part of the university's overall research portfolio and endeavors
- Be involved in efforts to address big challenges

### Ph. D Research Excellence

- **Overarching Vision:** Create a culture of excellence that empowers a top-tier, impactful PhD program
- *Areas of Focus: Recruiting, Development, Placement, and Long-Term Success*
  - Achieve top-tier, R1 PhD student placements
  - Create a community that ensures long-term PhD student scholarly success
  - Develop our network of engaged alumni who maintain involvement with Pamplin and assist with PhD student development, mentoring, etc.



## Academic Excellence

### Graduate Excellence

- Provide impactful, sustainable, and regenerative graduate programs and offerings that address business needs and solve societal problems
- Attract a diverse set of students that are best served by our unique graduate program offerings and will embody the Hokie-centric culture
- Create an environment that fosters excellence in the student learning and experience

### Undergraduate Excellence

- Become a talent magnet for in state, out of state, and international students
- Further develop distinctive and advanced undergraduate programs that reflect current and anticipate future business needs
- Elevate Pamplin's status as a top business school with a strong, compelling, and meaningful brand



## Organizational Excellence

- Enhance organizational culture and employee experience
- Align organizational structures and resources to achieve strategic priorities and operational efficiency
- Strengthen internal and external partnerships
- Expand Pamplin's reach, reputation, and influence
- Deploy technology and leverage data to advance Pamplin's strategic goals

Town Hall, August 29<sup>th</sup>, 2024



PAMPLIN COLLEGE OF BUSINESS  
**MARKETING**  
VIRGINIA TECH.

# Marketing Department Highlights

## Undergraduate Program

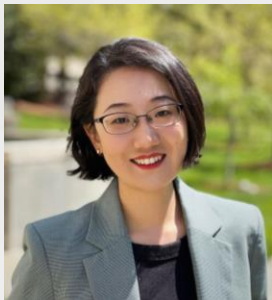
- 45% increase (2016 -2023) & 100% job placement in the Professional Sales
- VT PRISM: 2022 and 2023 Giving Day Winner (20,000-dollar reward for the most unique donors).

## Graduate Program

- Vivian Xie (NYU Shanghai, 2022) & Edward Lai (Hong Kong PolyU, 2023)

## Research

- 53rd UTD-ranked marketing department & Co-editor of Journal of Consumer Psychology (FT #18th)
- Growth in sponsored research (e.g., 4-VA Collaborative Research Grant & ICAT Major SEAD Grant)
- Unconference 2024 & AP-ACR Conference 2024



## Faculty

- Three new faculty members (Boya Xu, Chitvan Trivedi & Steve Matuszak)

## Boards:

- Thriving Marketing Advisory board, Sales Board & Junior MAB board

# Marketing Department Highlights

## Undergraduate Program

- Continue to revise our curriculum, improve student's communication skills & wellbeing.
- Enhance experiential learning (e.g. VEDP VITAL Program).

## Graduate Program

- Continue to strengthen our graduate programs & improve the placements in R1 universities
- Introduce Executive Education programs.

## Research

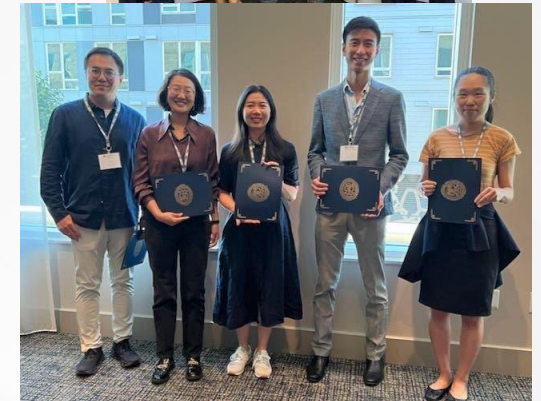
- Continue our momentum & secure our spot as a UT Dallas Top 50 Marketing Department.
- Further strengthen sponsored research & applied work.

## Faculty

- Continue hiring the best faculty & help them be the best they can be.

## Boards

- Further strengthen Marketing Advisory Board & Sales Board.



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PAMPLIN COLLEGE OF BUSINESS  
**ACCOUNTING AND  
INFORMATION SYSTEMS**  
VIRGINIA TECH.



# ACIS Department highlight

## Faculty

- Faculty Retirements:
  - Lynn Almond - Associate Professor of Practice
  - Cindy Easterwood - Collegiate Assistant Professor
  - David Tegarden - Associate Professor
- Over 70 years of service to ACIS, Pamplin, and Virginia Tech

## Faculty Additions:

- Daniel Boylan – Assistant Professor of Practice
- Rachel Brassine – Assistant Professor of Practice
- Stacey Ferris- Assistant Professor of Practice
  
- Hopefully, another 70+ years of service

## Students:

- 100 % Placement

# ACIS Looking ahead

- Our future is focused on opening up a broader set of career opportunities to our graduates
- New major – **Accounting & Business Analysis**
  - Prepare accounting students for a broader range of jobs, including consulting and advisory positions
  - Prepare students who are not necessarily going to be accountants, but need to have a deep understanding of accounting to achieve their goals

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PAMPLIN COLLEGE OF BUSINESS  
BUSINESS INFORMATION  
TECHNOLOGY  
VIRGINIA TECH.

# BIT Department Highlights

## PUBLICATIONS

- 37 Publications in 2023
- 13 Elite Publications in 2023
- Published in leading information systems and operations management journals: MISQ, Management Science, ISR, JMIS, POM, and JOM

## SPONSORED RESEARCH

Tabitha James & Viswanath Venkatesh	•CCI: \$44k
Quinton Nottingham	•Ballad Health, \$2 million
David Simpson	•Japan Ministry of Information & Telecom: \$50k
Hailong Zhang	•CCI: \$20k •VT ICTAS: \$10k

## Enrollments

Enrollment			
Major/Options	Fall 2022	Fall 2023	Fall 2024
CMA	83	550	892
BIT-CMA	336	169	33
BIT-DSS	263	279	280
BIT-OSM	343	313	269
BIT Undecided	538	435	317
Total	1,563	1,746	1,791

## Programmatic Developments

- BIT-Cyber NOVA Program (NOVA CC & Germanna CC) – 2+2
- NMIMS 3+1+1; Cohort 2 (25)

## BIT – Advisory Board

- Supports BIT student programs
- Mentor students
- Assists with curriculum development
- 52 Members
- In-person meetings, twice annually; meet monthly, virtually
- Serves the BIT-CMA NOVA Students

## Emerging Leaders Board

- Less than 10 years after graduation
- 12 members

## BIT STUDENT GROUPS

BIT Club, ORBIT, Association for Supply Chain Management, Student Engagement Committee



# BIT – Looking ahead

- Review the DSS and OSM curricula
- Increase enrollment in BIT-Cyber NOVA program; more Guaranteed Admission Agreements
- Continue to develop industry relationships to support Blacksburg and NOVA programs
- Hire teaching faculty to better serve our students and support growing demands on teaching
- Create a BIT student advisory board

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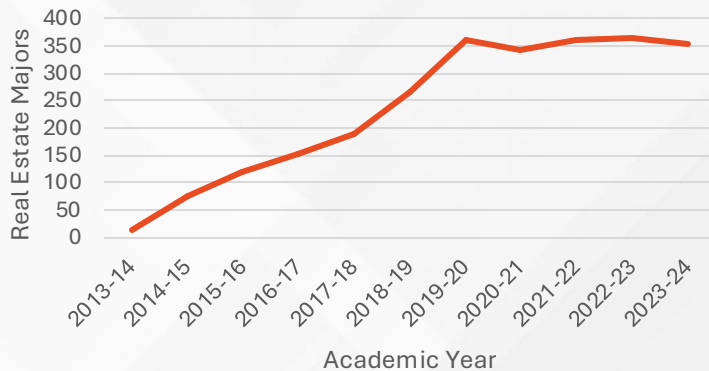


PAMPLIN COLLEGE OF BUSINESS  
**BLACKWOOD DEPARTMENT  
OF REAL ESTATE**  
VIRGINIA TECH.

# Blackwood Department of Real Estate Highlights

## Teaching Excellence

Undergraduate Enrollment



- Technical proficiency
- Communication skills
- Experiential learning
- Industry engagement
- Continuous improvement

## Industry Impact



## #1 Best Bachelor's in Real Estate

-Bachelor's Degree Center

## #3 Best Real Estate Degree Programs

-Great Business Schools

## #3 Best Real Estate Bachelor's Degree

-College Factual

## National Recognition



Pamplin Elite Publications

-3 in the last year

Transdisciplinary Scholarship

-Economics, finance, natural sciences, urban planning, etc.

Impact

-Housing affordability, sustainability, equity & inclusion

## Research Excellence



# Moving Forward

## ➤ Undergraduate program

- Don't mess it up!
- Proportional growth, enhanced quality

## ➤ Graduate programs

- Meaningful partnerships

## ➤ Centers and institutes

- “All in” or “All out”

## ➤ Fundraising priorities

- Endowed chairs
- Diversity scholarships
- Program enrichment

## ➤ Research

- Elite academic research
- Expand and diversify dissemination

## ➤ On-campus collaboration

- Forum for the exchange of ideas

## ➤ Human-centric analysis

- Tackling the big, tough issues

## ➤ Industry engagement

- Grow/diversify industry advisory board
- Alumni-driven activities in key markets
- Signature event



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PAMPLIN COLLEGE OF BUSINESS  
**MANAGEMENT**  
VIRGINIA TECH.

# Management Department Update

- **Research**

- 2023 Pamplin Elite Publications: 7 faculty: Devers, Hunt, Kemp, Kumar, Lewis, Townsend, Tyler, Simpson
- 2023 total publications: 31 journal publications
- 2024 Pamplin Elite Publications thus far: 7 faculty: Devers, Gnyawali, Hunt, Kumar, Lewis, Townsend, Tyler

- **Research Impact**

- 2023 Citations: 6,000+ Google Scholar and 3,000+ WoS
- AoM 2024: 30 research presentations by MGT faculty and Ph.D. students

- **Faculty Hires**

- 2024: 1 tenure-track, 4 non-tenure track
- 2023: 2 tenure track, and 5 non-tenure-track
- Contribution to college-wide programs, including Executive Ph.D. and VT-MIT
- Academic Home for Entrepreneurship at VT

- **Ph.D. Program**

- 8 full-time students, 3 in the job market currently
- Dozen plus active Executive Ph.D. students.

# Management Department Undergraduate Program

- **Xidian University Partnership**
  - 3+1 Program, 2 Joint Committees
  - 3 cohorts of students, recruited annually, nationally. 3rd cohort of 120
  - Pay special fee for 3 years, full out-of-state VT tuition and fees in 4th year
- **Majors:** EIT, MCA, MHR, MGT
- **Minors:** Leadership, Entrepreneurship, Sustainability
- **2023 SCH:** 34,000
- **URM and USS Students:** 220 students in 2023, 30% increase from 2022

# Management Department Plans

- Planning for a MS program in Blacksburg, then to NOVA
- Preparing for 95-120 Xidian/Chinese students to be in Blacksburg every year
- Continued and stronger emphasis on experiential learning
- PCOB strategic priorities
- Center for Leadership and Innovation
  - Leadership and Future of Work
  - Corporate Innovation and Technology Commercialization
  - Responsible Governance and Sustainability

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PAMPLIN COLLEGE OF BUSINESS  
HOWARD FEIERTAG DEPARTMENT OF  
HOSPITALITY & TOURISM MANAGEMENT  
VIRGINIA TECH.

# Feiertag HTM AY2023-2024 Highlights

- Overall
  - New faculty/staff (Melinda Laughon and Brent Bowden)
  - Department Rankings
- Undergraduate & Graduate Programs
  - Student team won 1st Place Global in the Smith Travel Research Market Study competition
  - Launch of the newly minted EEMG major
  - MSBA-HTM transition
  - Two PhD grads (100%) placed at peer/aspirant universities
- Faculty & Research
  - Multiple faculty recognitions and media exposure
  - High level of research productivity
- Outreach and Engagement
  - The 1st edition of the Future of Hospitality and Tourism Workforce Summit, Danville, VA
  - Alumni and board engagement --- Giving Day #2 on Pamplin Leaderboard



# Feiertag HTM Moving Forward



APPLY VISIT GIVE SHOP Resources for

HOWARD FEIERTAG DEPARTMENT OF HOSPITALITY & TOURISM  
MANAGEMENT

MENU SEARCH

Pamplin College of Business / Howard Feiertag Department of Hospitality & Tourism Management / Undergraduate / Event and Experience Management Major

## What is Event and Experience Management?

Whether you're interested in planning weddings, conferences, expositions, festivals, or sporting events, a career in the events industry can be yours. Events is currently one of the fastest growing segments in the hospitality industry. According to the U.S. Bureau of Labor and Statistics, the events industry is expected to increase by 8% between 2022-2032. There are also a multitude of job opportunities throughout the world to choose from. Currently, there are 27.5 million jobs sustained by just the global business event segment (Events Industry Council).



WHY FEIERTAG  
HTM?

CURRICULUM

CHANGE OF  
MAJOR

CAMPUS LIFE

APPLY NOW

REQUEST  
INFORMATION

- Promoting the EEMG major
- HOKIE Lab and Café design
- Important events
  - Fall and spring career events
  - 2nd Workforce Summit, October
  - Spring advisory board meeting at innovation campus, April



PAMPLIN COLLEGE OF BUSINESS  
HOWARD FEIERTAG DEPARTMENT OF  
HOSPITALITY & TOURISM MANAGEMENT  
VIRGINIA TECH.



PAMPLIN COLLEGE OF  
BUSINESS  
VIRGINIA TECH.

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PAMPLIN COLLEGE OF BUSINESS  
**FINANCE**  
VIRGINIA TECH®



# Finance Department Overview

- Faculty:
  - 18 Tenure-Track including 9 Assistant Professors
  - 11 Non-TT
  - 8 Part-time teaching 25 sections a year
- New faculty, Fall 2024
  - Greg Leonard, Assistant Professor of Finance.  
Ph.D., UNC-Chapel Hill
  - Markus Lithel, Assistant Professor of Finance.  
Ph.D., Norwegian School of Economics
  - Steve Beach, Professor of Practice  
Ph.D., Washington State; Radford U, U Texas – Permian Basin
  - Dan Rodriguez, Professor of Practice  
Ph.D., MIT; Emory U., Schonfeld, Point72, Credit-Suisse, Morgan Stanley

# Finance: Moving toward Next-Gen Pamplin

- FY 2025 PIBB Growth - \$2,092,234
  - Driver 1: SCH – Over 12k increase from FY 2024
  - Driver 2: Enrolled Majors – 297 Increase from FY 2024
- FY 2021 to FY 2024 Salary Expense increased by 36%.
- GBAC Facility Commitment - \$4.1m in FY 2025.
- Data Informed Decisions - College and Departmental Dashboard Initiative rolling out in FY 2025.
- Comprehensive/Collaborative Review of Resource Allocation Models (aligned with Strategic Plan)

## Undergraduate Program

- FIN Majors: 1256 (including double majors); Finance Minor: 75.
- Fall 2024 freshmen: 250 (largest major); 125% increase in 3 years
- 2 Majors, FIN major with 4 Options: 6 specializations
- Experiential Learning: SEED, BASIS, CREDIT
- Student Clubs: Finance Club, Finance for Females, FPA, FinTech
- Placement: \$68,000. 89% overall.
- 100% Placement: CFP, FinTech, SEED, BASIS, CREDIT
- 50-75 external speakers

# Finance Department Plans

- Research Productivity: 7 papers – highest ever.
- Continuous Review UG programs and courses
- Strengthen research, teaching
- Add Graduate Programs in NCR
  - FinTech
  - Financial Planning
- Add a Graduate Program in Blacksburg
  - 5th Year Master's in Finance

# Achieving Next-gen Pamplin

# Dean's Cabinet

- **Reza Barkhi**, Associate Dean of Strategic and Global Initiatives and Innovation
- **Rajesh Bagchi**, Associate Dean of Research, Graduate Programs, and Centers
- **Janice Branch Hall**, Associate Dean of Transformation
- **Parviz Ghandforoush**, Associate Dean of NCR Operations
- **Marc Kaplan**, Director of Marketing and Communications
- **Lara Khansa**, Associate Dean of Faculty Affairs and HR
- **Steve Kleiber**, Associate Dean of Finance and Facilities
- **Elizabeth Mitchell**, Assistant Dean of Advancement
- **Michelle Seref**, Associate Dean of UG Programs

# Pamplin Executive Leadership (PEL) Group

(formerly known as Academic Committee)

Dean's Cabinet  
+  
7 Department Heads

# The Dean's Office: New Members

- Christina Winkler – Administrative Assistant to Associate Dean Barkhi
- Victoria Winters – Administrative Assistant to Associate Dean Bagchi

# Your Feedback is Encouraged

Fall Faculty/Staff Meeting  
Feedback Form



# Your Questions are Welcome