

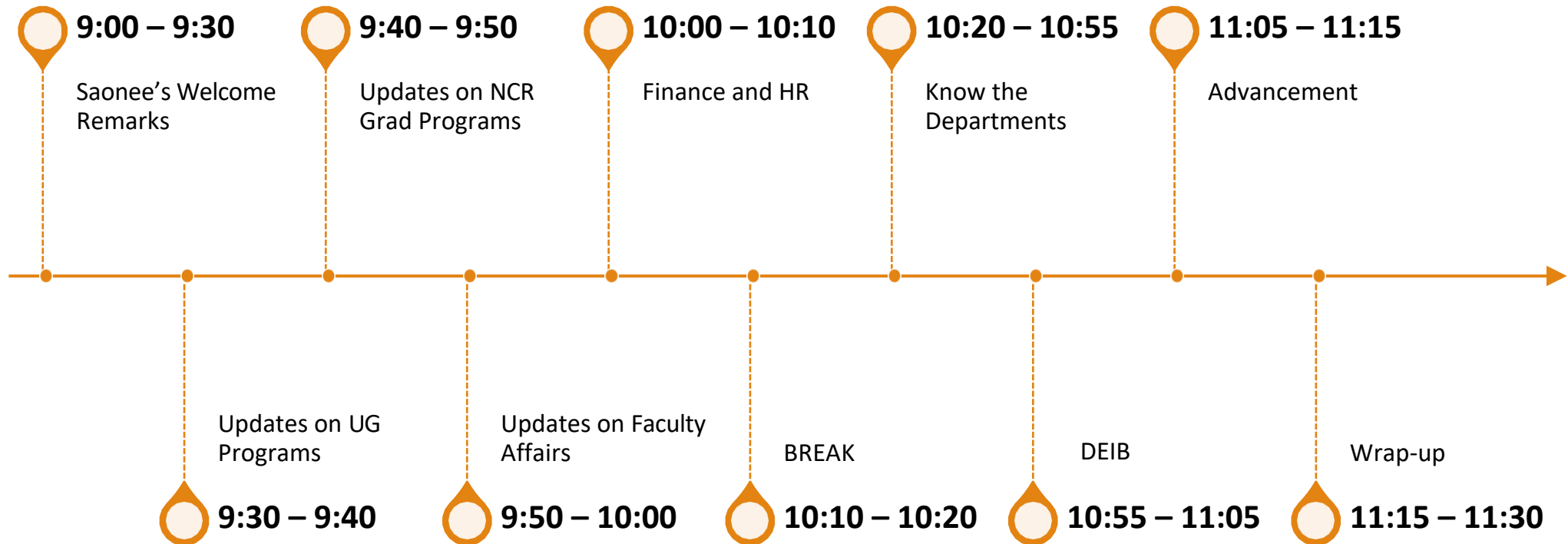


# Pamplin Fall Faculty/Staff Meeting

August 25, 2023



# Agenda





**Presenter**

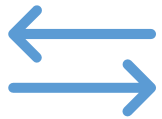
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Acknowledge the faculty and staff, and  
key of meeting different student groups.  
Also key stakeholders across the  
university.

Thank you for the warm welcome



# 55 days on the job, what have I done



## Moved (in two-phases)

Across the Atlantic  
From Charlottesville to  
Blacksburg



## Settled into my new home in Blacksburg



## Celebrated a birthday



**~100 meetings, 42  
1:1s, 4 retreats, many  
welcome speeches, 1  
comprehensive tour of  
campus.....**





Where to from here.....

---



# On the horizon

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- AACSB Report and Visit
- What have I learned from my “listening sessions” (many more coming up!) and my meetings so far
- Strategic Roadmap



# AACSB Review

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- Report due on Sept. 7<sup>th</sup>
  
- Peer review team's visit from Nov. 5-7

# What have I learnt?

- No major areas to “transform” in Pamplin, but there are many opportunities to innovate with respect to our programs and enhance collaborations both within and outside VT
- Pamplin is an excellent College, but the external reputation and recognition needs to be actively pursued and enhancement
- Strong support from our alumni and donors but the focus has been primarily on GBAC

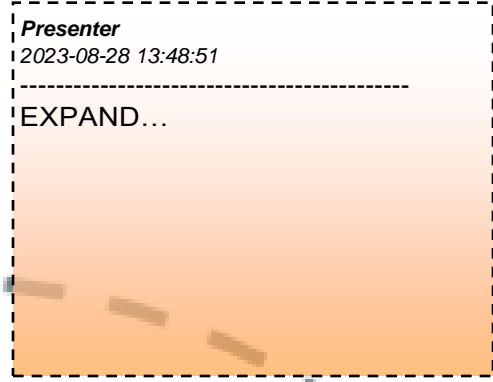
# What have I learnt.....

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- Need for greater financial sufficiency and long-term health
  - Our spending has gone up by over 65% since 2019
  - PIBB allocations (as a percentage of budget) has been steadily going down (over 10% since 2019)
  - Possible enrollment cliff is coming our way owing to lower high-school graduation (most of our financials are tied up in UG programs)
  - Need to be careful about how we are spending our funds
- We can expect to incur more costs associated with the new building
- Strong sense of community and passion for excellence but also some fragmentation that can be dysfunctional



EXPAND...



# Our path going forward.....

RESOURCES, REPUTATION, RESPONSIBILITY

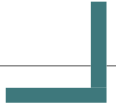




# Approach

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- Looking In
  
  
  
  
  
  
  
  
  
  
- Looking out



# Activities This Year Focused On “Looking In”

---

## Program-related

- End-to-end understanding of the student experience
- Curriculum and course review
- STEM designation status of Grad Programs
- Global Experience
- Ph.D. Program review



# Activities This Year Focused On “Looking In” .....

---

## **Faculty-Affairs related**

- Review of current course loads, overloads, and downloads
- Review of performance evaluations criteria
- Faculty reporting system and dashboard



# Activities This Year Focused On “Looking In”.....

---



- Internal review of culture and climate
- Staff Progression
- Organizational Review by an External Entity

# Activities This Year Focused On “Looking Out” .....

- New programs
  - NCR and Innovation campus
  - Blacksburg (perhaps pre-experience)
- Expanding our volunteer and donor base
- Re-envisioning Centers as part of the coordinated advancement efforts
- Department-focused advancement efforts
- Move toward efforts at sponsored research
- Proactive approaches to DEIB efforts

In summary, 2023-2024 will be dedicated.....

To enhancing our  
*Resources*,  
*Reputation*, and  
*Responsibility*

AND we will do so  
through

- A new strategic roadmap that will reflect our collective vision,
- By working hard on our rankings, and
- Fostering a climate, where we put the Pamplin community, and its success first

# In the coming weeks and months....



**We will begin the strategic roadmap creation process**



**Segal will be conducting an organization review**



**New "Task Force" for rankings**



**Other Task Forces (e.g., Ph.D. program, research, publications and performance evaluations)**

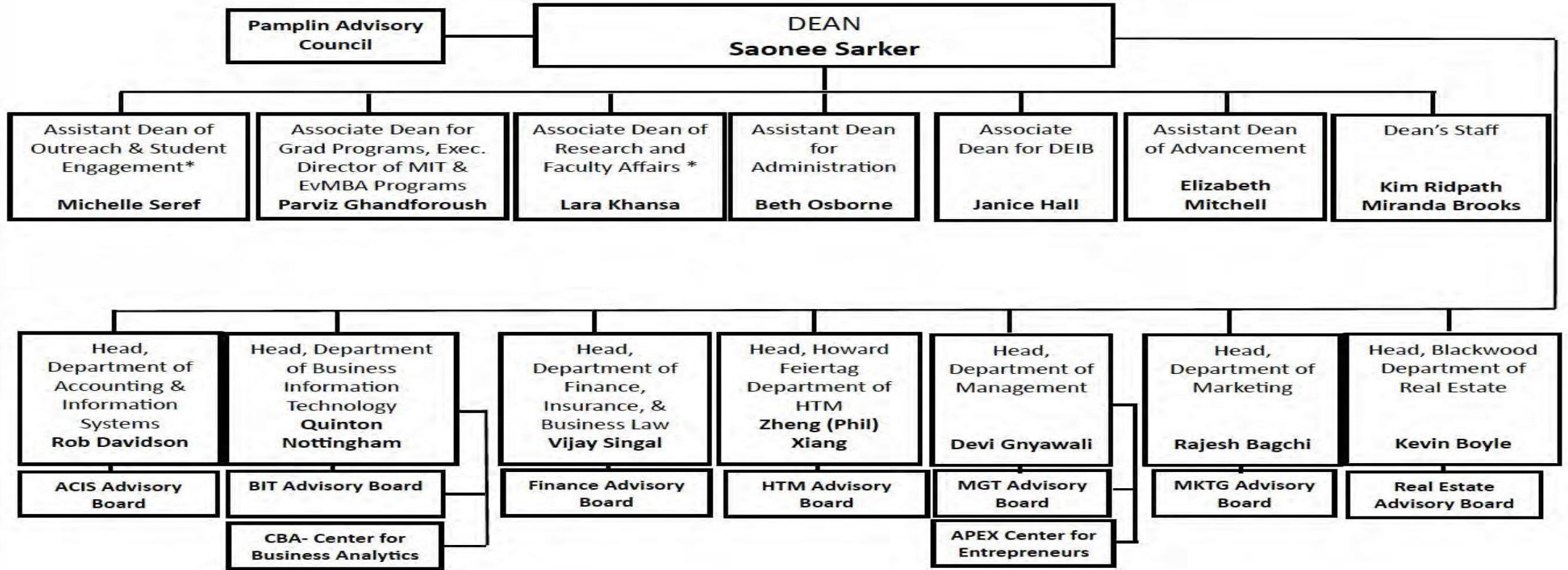


**We will kickoff the "Friday Highlights"**

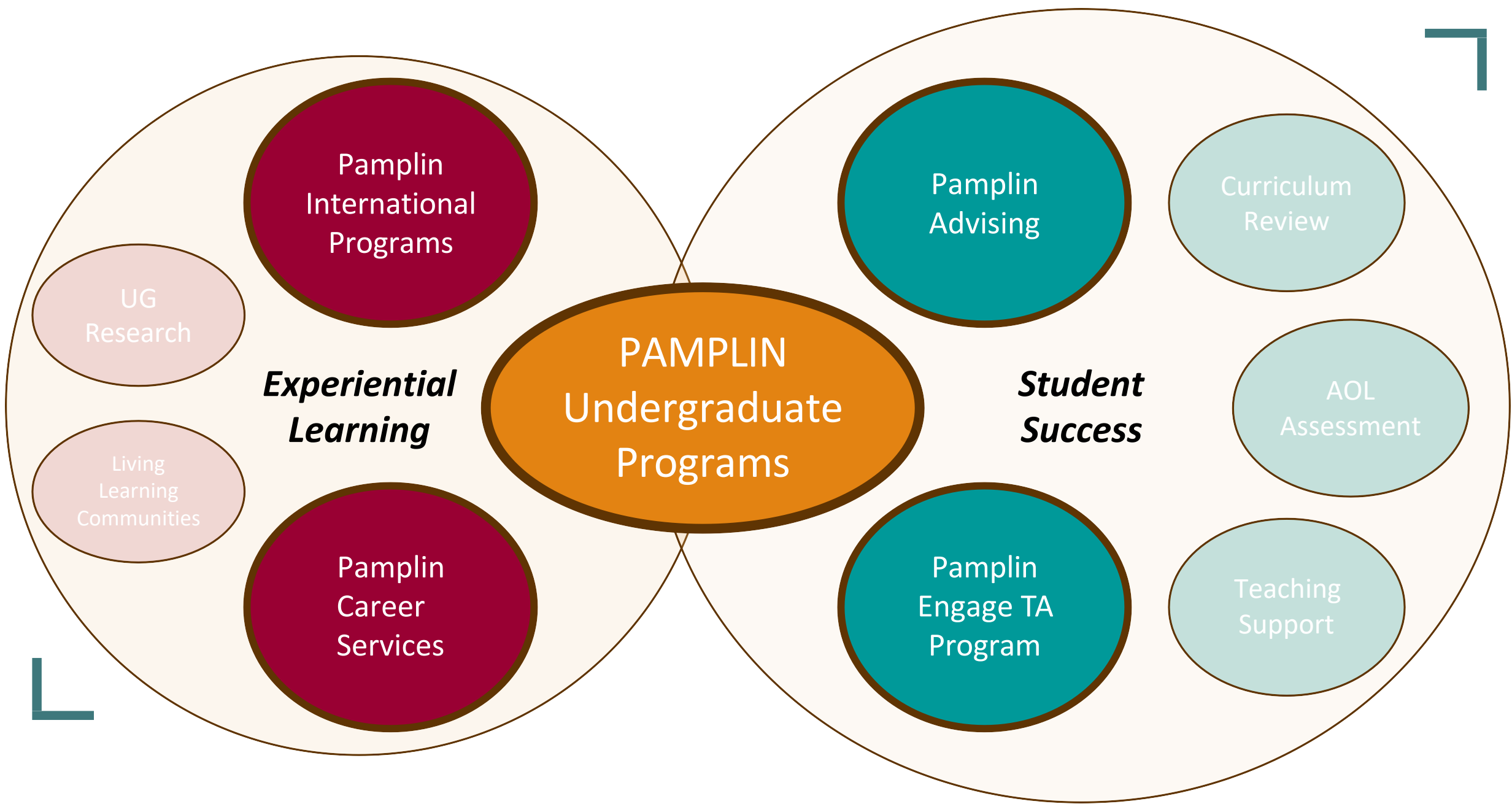
Digital celebration of all individual and collective successes in the College

# A Quick Review of the Organization Chart this Year

Pamplin College of Business Organization Chart



\* Interim appointments





# ACADEMIC ADVISING



Katie  
Wells

Director of  
Advising

- Academic Planning
- Declaring or changing majors and minors
- Withdrawing from or dropping courses
- Reviewing graduation requirements and Degree Audit Reports (DARS)
- Referring students to support services such as career services, international programs, tutoring, counseling, services for students with disabilities, and many more

Presenter  
2023-08-28 13:48:52

Real Estate advising operates separately but continuously collaborates with the Pamplin advising team

- The Pamplin Advising team has grown to **16 professional academic advisors!**
- Students schedule appointments with their advisor via **Navigate [vt.campus.eab.com](https://vt.campus.eab.com)**



busadvising@vt.edu



## IMPORTANT NOTE:

TODAY, August 25, is the last day to add a class!\*

\* Late adds must be approved by instructor and department via online form submitted by student



# VT EARS Referrals

- Will be seen by student's advisor
- Reasons to submit a VT EARS referral:
  - Excessive absences
  - Poor grade(s) on tests/assignments

The image shows two screenshots from a web application. The top screenshot is titled 'Faculty & Advisor Student Menu' and contains three items: 'NEW! Early Academic Referral System Menu', 'View Early Academic Referrals submitted prior to Fall 2018', and 'Dean of Students Reporting System Menu'. Two orange arrows point to the first and third items. The bottom screenshot is titled 'ISSUE A REFERRAL' and shows a form with fields for 'Student', 'Please select a reason', 'Is this associated with a specific class?', and 'Additional Comments'. A dropdown menu is open for 'Please select a reason', showing options like '\*\*VT EARS (Early Academic Alert)', '\*Dean of Students Referral (Non Emergency)', etc. Two orange arrows point to the dropdown menu.

# Dean of Students

# Referrals\*

- Will be seen by Dean of Students staff
- Reasons to submit Dean of Students (Non-Emergency) referral:
  - Food insecurity
  - Mental Health Concerns (mild to moderate risk)
  - Student conduct issues
  - Roommate concerns
  - Religious concerns

\*Contact Dean of Students Office by phone immediately for suicidal ideation/attempt, homicidal ideation, crisis, and/or concerning verbiage in assignments

## ABSENCE VERIFICATIONS

- Not facilitated or provided by UG Programs Office/Advising
- Students should submit Absence Verification Request form to Dean of Students

# PAMPLIN EMBEDDED COUNSELING



Caitlyn  
Thelen

## Cook Counseling

- Individual counseling
- Self care and support
- Emergency services
- Referral resources
- Workshops, support groups, virtual coping

1047 Pamplin

Students can schedule an appointment on Cook Counseling Center's website: [ucc.vt.edu](https://ucc.vt.edu) or by emailing Caitlyn directly at [cthelen@vt.edu](mailto:cthelen@vt.edu).

Students, Faculty, and Staff also have access to FREE counseling service via **TimelyCare**.

**timelycare**  
**How to Access Free, 24/7 Virtual Care from Anywhere**

It's simple! Follow these steps and you'll be connected to virtual health and well-being services in no time.

- 1. Access TimelyCare.**  
Scan this QR code.

- 2. Log in with your Virginia Tech email address.**  
Use the one that ends in .edu.

- 3. Fill out some information. Nothing too complicated!**  
TimelyCare is confidential, secure, and HIPAA compliant.

- 4. Click "Get Care."**  
Well, you get it.

- 5. Don't need a visit right away? Check out our Explore page.**  
It's self-care at your fingertips.

Having trouble logging in? Email [help@timely.md](mailto:help@timely.md) or call **1-833-4-TIMELY** for assistance. We've got you covered!  
[timelycare.com/virginiatech](https://timelycare.com/virginiatech)

For Full-Time Faculty, Staff & Non-Student Wage Employees **FOR FREE.**

@timelycare  
@timelycare  
@timely\_care

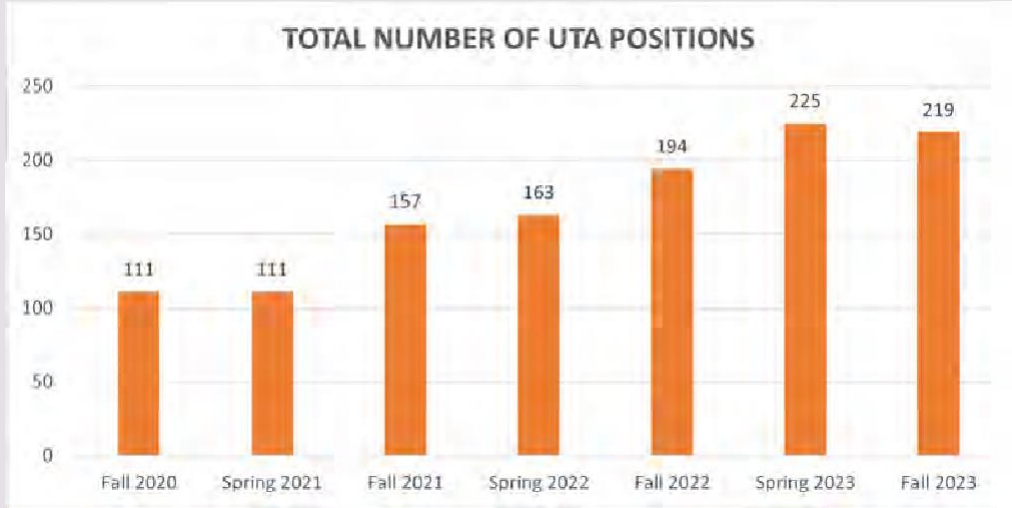
©TimelyMD 2022

# PAMPLIN ENGAGE UNDERGRAD TA PROGRAM



Dr. Barbara  
Fraticelli

Engage  
Program  
Director &  
BIT Associate  
Professor of  
Practice



## FALL 2023 COHORT

185

219

90

UG Students | TA Positions | Courses Supported

*\*Across all Pamplin departments and majors*

Faculty with TAs  
(and admins) can view  
TA assignments here





# Are you making the best use of your TA?



[pamplinengage@vt.edu](mailto:pamplinengage@vt.edu)

# INTERNATIONAL PROGRAMS



Dr. Jennifer  
Clevenger

Director of  
Global Study  
Abroad

Aug 27<sup>th</sup> International Student Welcome Reception

Aug 30<sup>th</sup> International Programs Open House

Sept 5<sup>th</sup> Study Abroad Fair

Sept 7<sup>th</sup> International Coffee Corner

Sept 11<sup>th</sup> Study Abroad Scholarship Deadline



3002 Pamplin Hall



pamplininternational@vt.edu

## Experiential international opportunities

- Study abroad
- International internships
- International exchange

## Minors with international impact

- International Business
- Global Business Practices to Improve the Human Condition

## International student community

- Global Mentoring Program: ~300 mentees, 33 mentors

# INTERNATIONAL SPECIALTY PROGRAMS

## **XDU-VT 3+1 Joint Program**

Management Entrepreneurship

98 students in cohort 1 (fall 22)

100-120 in cohort 2 (fall 23)

3 professors taught in program this summer

7 professors teach next summer

Group has won many awards/honors in China

## **NMIMS 3+1+1 Joint Program**

BIT-Cyber

27 students, cohort 1 (Fall 2020)

48 students, cohort 2(Fall 2021)

63 students, cohort 3 (Fall 2022)

~60 students, cohort 4 (Fall 2023)

## **German Fulbright Summer Institute for Leaders in Entrepreneurship**

24 students, cohort 1 (Fall 2022)

24 students, cohort 2 (Fall 2023)

5-year program

Joint effort between MGT, APEX, Cranwell, and ENGE



# CAREER SERVICES



Director of Career  
Services &  
Employer Relations

## Business Horizons Career Fair

Wednesday, September 6<sup>th</sup> \*\*AND\*\* Thursday, September 7<sup>th</sup>

10am-3pm; Squires Student Center

[businesshorizonsstudents.com](https://businesshorizonsstudents.com); [PCOBCareers@vt.edu](mailto:PCOBCareers@vt.edu); Instagram: @pamplincareers

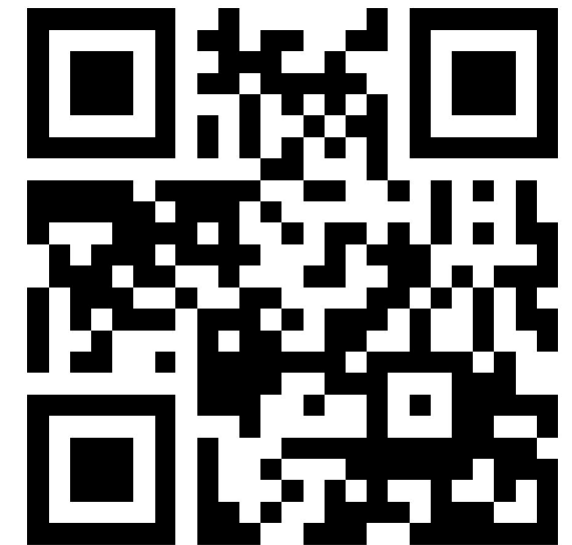
### Student Resources

- Career Development Workshops
- Information Sessions
- Networking Events
- Classroom Presentations
- Coffee Chats
- Career Fairs

### 1:1 Appointment Topics

- Resume/Cover Letter
- Mock Interviews
- Career Path Exploration
- Job Search Tips
- ...and more!

Find more information:  
[pampl.in/careerresources](https://pampl.in/careerresources)



Presenter  
2023-08-28 13:48:54

The Pamplin Career Services Team will help you with any career-related questions and with making sure your resumes are effective. You can book a one-on-one Career appointment with their team on Navigate!  
The Pamplin Career Services team will send a weekly newsletter to your inbox every Sunday afternoon! It's called



# POST-GRADUATE REPORT SUMMARY CLASS OF 2022

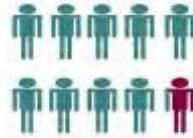
Updated March 2023



PAMPLIN COLLEGE OF  
**BUSINESS**  
VIRGINIA TECH.

PLACEMENT RATE OF GRADS  
SEEKING EMPLOYMENT:

**91%**



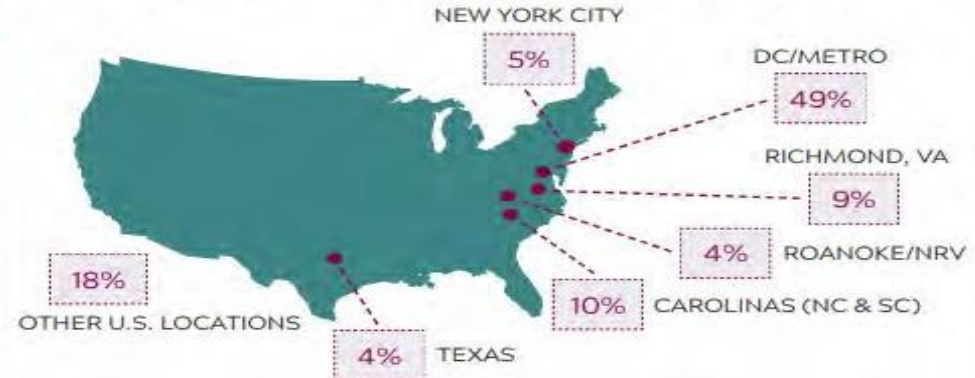
**\$ 65,000**

MEDIAN STARTING SALARY

## TOP EMPLOYERS

- > Deloitte
- > EY
- > KPMG
- > PWC
- > RSM
- > CGI
- > Capital One
- > memoryBlue
- > Amazon
- > Accenture
- > IBM
- > Bank of America
- > Grant Thornton
- > Freddie Mac

## MOST COMMON PLACEMENT LOCATIONS



### ACCOUNTING

96%  
PLACEMENT RATE

**\$ 65,000**

MEDIAN STARTING SALARY

#### TOP EMPLOYERS

- kPMG
- EY
- Deloitte
- RSM
- PWC
- Cherry Bekaert
- BDO
- Baker Tilly
- Grant Thornton
- YHB

### BIT

92%  
PLACEMENT RATE

**\$ 74,000**

MEDIAN STARTING SALARY

#### TOP EMPLOYERS

- Deloitte
- EY
- KPMG
- Capital One
- CGI
- PWC
- Booz Allen Hamilton
- IBM
- Accenture
- Freddie Mac

### FINANCE

91%  
PLACEMENT RATE

**\$ 65,000**

MEDIAN STARTING SALARY

#### TOP EMPLOYERS

- Deloitte
- kPMG
- Bank of America
- Vanguard
- Capital One
- EY
- Baker Tilly
- PWC
- Citigroup
- Accenture

### HTM

100%  
PLACEMENT RATE

**\$ 45,000**

MEDIAN STARTING SALARY

#### TOP EMPLOYERS

- Marriott
- CVENT
- Hilton
- Camden Property Trust
- White Lodging
- Amazon
- Kohl's
- Mountain Lake Lodge
- Kiawah Island Resort
- Hyatt

### MANAGEMENT

85%  
PLACEMENT RATE

**\$ 65,000**

MEDIAN STARTING SALARY

#### TOP EMPLOYERS

- Amazon
- Teksystems
- PepsiCo
- Deloitte
- Target
- IBM
- Kohl's
- Virginia Tech
- Allight Solutions
- Capital One

### MARKETING

86%  
PLACEMENT RATE

**\$ 50,000**

MEDIAN STARTING SALARY

#### TOP EMPLOYERS

- memoryBlue
- CVENT
- Amazon
- PepsiCo
- Carahsoft
- Ferguson
- The Bozzuto Group
- Gartner
- Accenture

### REAL ESTATE

89%  
PLACEMENT RATE

**\$ 65,000**

MEDIAN STARTING SALARY

#### TOP EMPLOYERS

- CoStar Group
- CBRE
- Cushman & Wakefield
- NVR / Ryan Homes
- Savills
- Prologis
- Camden Property Trust
- Colliers International
- HIT Contracting
- Wells Fargo

\*The career outcomes summary data presented are based upon a knowledge and response rate of 62% and salary disclosure rate of 72% for the entire Pamplin College of Business Class of 2022. This data does not include commission, bonuses, or merit pay. 34% of Pamplin graduates received a median bonus of \$5000. Employer data is calculated using the last 5 years of historical records. Visit [career.vt.edu](http://career.vt.edu) for the full report.



# Pamplin Departments and Majors

## ACIS

### ACCOUNTING AND INFORMATION SYSTEMS

#### *Concentrations:*

- > Accounting (ACCT)
- > Accounting Information Systems Audit (ISA)

## BIT

### BUSINESS INFORMATION TECHNOLOGY

#### *Concentrations:*

- > Computer-Based Decision Support Systems (DSS)
- > Operations & Supply Chain Management (OSM)

### CYBERSECURITY MANAGEMENT AND ANALYTICS

## FINANCE

### FINANCE

#### *Concentrations:*

- > Investment Management & Chartered Financial Analyst (FCFA)
- > Corporate Financial Management (FCFM)
- > Financial Accounting (FFAC)
- > Financial Risk Management (FNRM)

### FINANCIAL PLANNING AND WEALTH MANAGEMENT

### FINTECH AND BIG DATA ANALYTICS

### FINANCE AND REAL ESTATE

## HTM

### HOSPITALITY AND TOURISM MANAGEMENT

#### *Concentrations:*

- > HTM Analytics (HTMA)
- > HTM Entrepreneurship and Innovation (ENIN)
- > HTM Services Management (HTMS)
- > HTM Sustainability, Ethics, and Advocacy (SEA)

## MGT

### MANAGEMENT

### ENTREPRENEURSHIP, INNOVATION AND TECHNOLOGY MANAGEMENT

### HUMAN RESOURCE MANAGEMENT

### MANAGEMENT CONSULTING AND ANALYTICS

## MKTG

### MARKETING MANAGEMENT

#### *Concentrations:*

- > Digital Marketing Strategy (DMS)
- > Professional Sales (PRSL)

## REAL

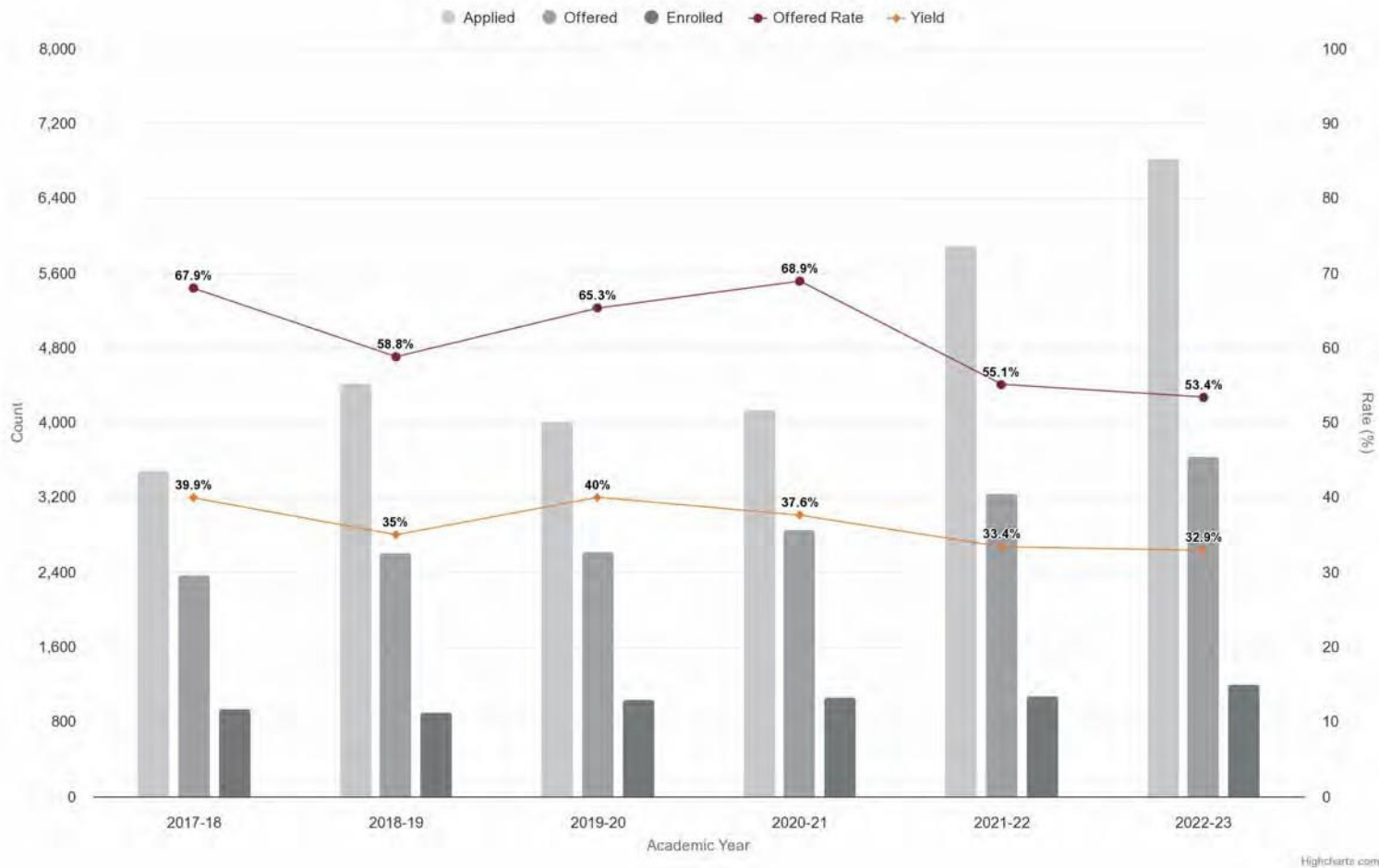
### REAL ESTATE

### REAL ESTATE FOR RESIDENTIAL PROPERTIES

### REAL ESTATE FOR COMMERCIAL PROPERTIES

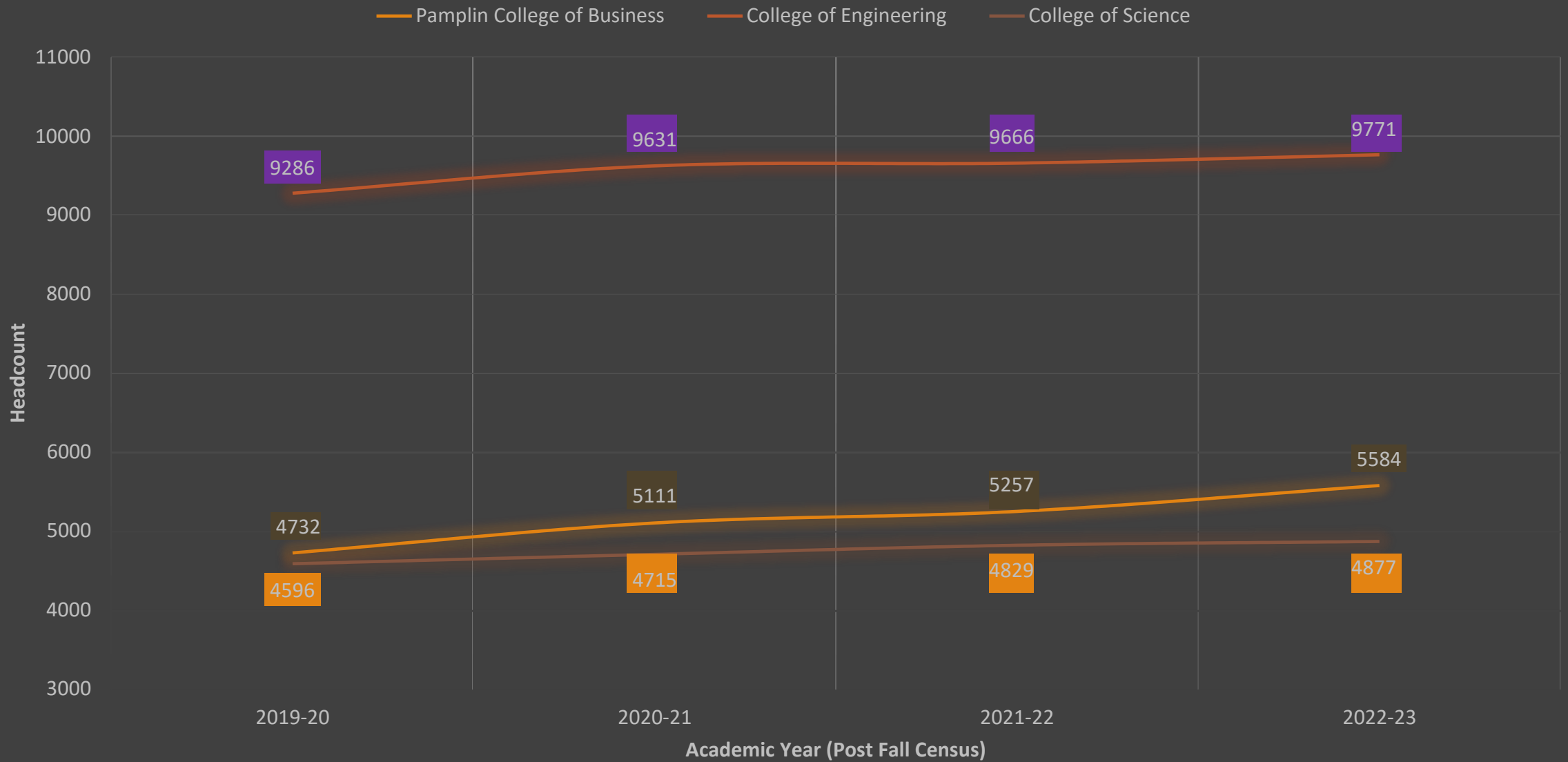
## Admissions

Selections: Pamplin College of Business; 2017-18,2022-23; Fall; Freshmen



# Pamplin's Applications/Offers/Accepts 2017-2022

# Headcount Enrollment



# Pamplin Graduate Programs Faculty / Staff Report

---

**PARVIZ GHANDFOROUSH, ASSOCIATE DEAN**

# Promotions & New Hires



**Dr. Linda Christie**  
Director  
MSBA-GBA



**Dr. Kristin Lamoureux**  
Director,  
MSBA-HTM



**Rabeya Rahman**  
Assistant Director  
MIT Program



**Catherine Gould**  
Program Coordinator  
Executive PhD



**Ingrid Dema**  
Business Services  
Manager



**Jackson Lassiter**  
Program Coordinator  
MSBA-HTM

## Not Pictured

**Moira Houlihan**, Assistant Director of CRM Systems  
**Ruth Labbe Hale**, Program Coordinator, MIT Program

# Pamplin Programs in Washington DC Metro Area

**Programs designed to recruit professional students at the undergraduate, masters, and Ph.D. levels**

- MBA programs: EvMBA, OMBA (Online)
- MSBA-HTM (Master of Science in Business Administration) , Hospitality & Tourism Concentration
- Executive PhD in Business Research
- Undergraduate BIT-Cyber - Northern Virginia Community College (NOVA) Partnership
- MSBA-GBA (Master of Science in Business Administration), Global Business Analytics Concentration (2024) – NMIMS Partnership
- MIT – Master of Information Technology (Online)
- STEM Designation of all programs



# Graduate Strategic Enrollment Planning (GSEP)

## Overarching Goal

- Master's level degree and certificate programs that meet the criteria will be designated as Professional Graduate Programs (PGPs)
- PGPs will be systematically assessed for eligibility and desire to participate in a voluntary, incentivized program to support enrollment growth
- PGP designated programs will receive targeted support services from the Enrollment Management in the following areas as needed:
  - Faculty and Instructional support
  - Program and Portfolio support
  - Admissions and Student Services support
  - Recruitment

# Graduate Strategic Enrollment Planning

## Next Steps

### 2023-2024

- ❑ Establish Self-Supporting Budget Model for Qualifying PGP's
- ❑ Identify existing Masters programs that need promotion for enrollment growth and prioritize 2-4 programs for growth in 2024
- ❑ Convene an affinity group of Masters program staff/faculty who do marketing
- ❑ Draft internal resource guide/policies addressing four areas of functional chart
- ❑ Outline needed system overhaul and process redesign (admission to graduation lifecycle)
- ❑ Draft RFP process for new program and budget development
- ❑ Create an online presence to centrally showcase PGPs leading to an integrated communications and marketing plan
- ❑ Secure a marketing budget to strategically assist existing under-enrolled programs
- ❑ Create taxonomy for certificate programs
- ❑ Establish Steering Committee to vet and assess deliverables
- ❑ Slate position - job post

Winter-Spring 2024

- ❑ Formalize process for current and new program review
- ❑ Formalize systems of admissions and graduation (best practices)
- ❑ Formalize enrollment targets setting and monitoring structure
- ❑ Deploy dedicated UDC application
- ❑ Formalize operational budget development structure

Beyond

Summer - Fall 2023

- ❑ Pilot RFP process for summer/fall implementation
- ❑ Pilot Degree Audit Report with MENG
- ❑ Create dedicated admissions and student services unit (best practice) to include 1. Business Process Analyst 2. Client Relations Coordinator 3. Processing staff
- ❑ Use market research and faculty input to identify industry-ready-to-work areas of need (like semiconductors)
- ❑ Develop strategy to
- ❑ Partner with Academic Decision Support to create data analytic ecosystem
- ❑ SLATE position filled

Summer-Fall 2024

- ❑ Define a structure to lead
  - ❖ a team to manage the academic portfolio
  - ❖ a team to manage the customer service and advising
  - ❖ a team to manage the marketing and recruitment
  - ❖ a team to assess the financial viability of each program
  - ❖ a team dedicated to data to track KPI with enrollment, student outcomes/placement, etc.



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# Research and Faculty Affairs

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Lara Khansa, Associate Dean



PAMPLIN COLLEGE OF  
**BUSINESS**  
VIRGINIA TECH™



# Welcome, New Pamplin Faculty!

ACIS



Jennifer Joe  
John E. Peterson  
Professor in ACIS

BIT



Ramona Ionescu  
Assistant Professor



Santhosh  
Srinivas  
Assistant  
Professor



Philip  
Romero-Masters  
Assistant Collegiate  
Professor



Nima Zahadat  
Assistant  
Collegiate  
Professor

FIN



Alexandre  
Pecora  
Assistant  
Professor



Catherine  
Kennedy  
Professor of  
Practice

HTM



David Yanisko  
Associate  
Professor of  
Practice



Tarah Warner  
Associate  
Professor of  
Practice

# Welcome, New Pamplin Faculty!

## MGT



Christopher  
Porter  
Strickler  
Professor in  
Management



Marla White  
Assistant  
Professor



Lori Anderson  
Associate  
Professor of  
Practice

## MKTG



Meng Zhu  
Professor



Jian Ni  
Professor

## REAL ESTATE



Tom Mayock  
Associate  
Professor



Hainan Sheng  
Assistant  
Professor



Xue Xiao  
Assistant  
Professor

# Promotions and Tenure 2022-2023

## Promotion to Associate Professor

- Andrew Acito (ACIS)
- Pankaj Kumar (MGT)
- Marshall Vance (ACIS)

## Promotion to Full Professor

- Rob Davidson (ACIS)
- Xiang (Phil) Zheng (HTM)
- Linda Wallace (ACIS)

## Expedited Promotion – New Faculty

- Jennifer Joe (ACIS)- Professor with tenure
- Christopher Porter (MGT)- Professor with tenure
- Meng Zhu (MKTG)- Professor with tenure
- Jian Ni (MKTG)- Professor with tenure
- Tom Mayock (Real)- Associate Professor with tenure

# Promotions 2022-2023

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## ACIS

- Jean Lacoste, promoted to Associate Professor of Practice

## MGT

- Ron Poff, promoted to Associate Professor of Practice
- Joe Simpson, promoted to Collegiate Associate Professor

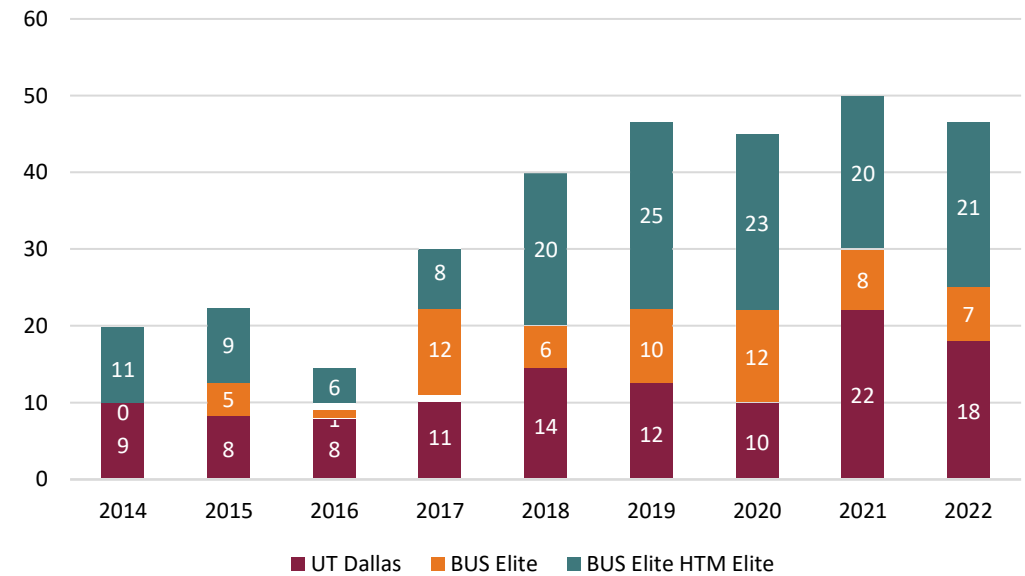
## Recap of Web of Sciences Citation Data by Department

	2018	2019	2020	2021	2022
ACIS	1,216	1,491	1,753	1,873	1,902
BIT	4,668	5,839	6,132	7,681	7,554
FIN	674	765	857	958	895
HTM	1,283	1,937	2,244	2,448	2,170
MGT	1,706	2,147	2,762	2,811	2,625
MKTG	1,311	1,817	2,033	2,140	1,994
<b>Total Minus Overlap:</b>	<b>10,814</b>	<b>13,826</b>	<b>15,672</b>	<b>17,780</b>	<b>17,004</b>

## College Progress Toward Top 50 in the UT Dallas Rankings

Published	2018	2019	2020	2021	2022	Total
UTD Articles	14	12	9	11	17	63
UTD Scores	6	5.7	3.83	4.37	6.15	26.05

## Annual Pamplin Elite Journal Acceptances



## College Progress Toward Top 50 in the UT Dallas Rankings

Rank	13-17	14-18	15-19	16-20	17-21	18-22
UTD Rank	86	80	72	69	71	68
UTD Articles	35	42	49	55	55	63
UTD Score	14.51	17.64	20.64	22.97	23.11	26.05



# 2023 New Faculty Teaching Orientation



- Hosted on August 11, 2023, at the Inn at Virginia Tech
- Facilitated in collaboration with Associate Dean Lara Khansa, Assistant Dean Michelle Seref, and Associate Professor of Practice Barbara Fraticelli
- Thank you to the outstanding Pamplin faculty from each department who came in to share their best practices
- The brunch was designed to provide new faculty with the necessary support and resources as they prepare to teach in the upcoming Fall 2023 and/or Spring 2024 semesters



# 2023 Diversity, Ethical, Scholarly, and Research Practices Symposium

- Hosted on August 18, 2023
- Attended by 114 Master's students and 10 PhD students
- The event featured:
  - Remarks from Dean Saonee Sarker, Associate Dean Janice Branch Hall, Dr. Cynthia Devers, and Ellen Krupar
  - A session with Dr. Joanna Barnes and Brad Grubb, Independent Consultants – Inclusive Competency Inventory
  - Breakout panels with Pamplin faculty



PAMPLIN COLLEGE OF  
**BUSINESS**  
VIRGINIA TECH.





Welcome  
back Pamplin  
Faculty and  
Staff!



PAMPLIN COLLEGE OF  
**BUSINESS**  
VIRGINIA TECH™



# L Administration & Operations

---

- Financial State of the College
- Space and Facilities Management
- Information Technology
- Human Resources

# Welcome to the Pamplin Family New Staff

## **ACIS:**

- Raegan Moss – Education Support Specialist
- Jessica Ferguson – Education Support Specialist

## **BIT:**

- Lori Roop – Business Support Specialist
- Shea Walters – Communications and Program Assistant

## **CIE:**

- Bryanna Meredith – Administrative Assistant

## **Dean's Office:**

- Amy Branch – Lead Administrative Manager
- Christina Winkeler – Administrative Assistant

## **Finance:**

- Allison Frazier – Academic Support Specialist

## **Undergraduate:**

- Brittney Shalna – Office Assistant

## **HTM:**

- Jackson Lassiter – Graduate Program Coordinator

## **MGMT:**

- Chelle Darr – Lead Administrative Manager
- Kara Mullins – Graduate Coordinator

## **MKTG:**

- Sonja Crockett – Education Support Specialist
- Whitney Ratcliffe – Education Support Specialist

## **Real Estate:**

- Terell Cook – Lead Administrative Manager

# Welcome to the Pamplin Family

## New Administrative and Professional Faculty

### Dean's Office

- Dr. Saonee Sarker – Dean of Pamplin College of Business
- Cheri Warren – Senior Human Resources Manager
- Kathy Orton – Financial Analyst

### ADV:

- Jake Lawrence – Associate Director of Business Development

### NCR:

- Moir Houlihan – Assistant Director of CRM Systems
- Linda Christie – Director, MSBA-BA

### Undergraduate:

- Caitlyn Thelen – Embedded Counselor
- Caitlin Fanning – Academic Advisor
- Rachel Hall – Academic Advisor
- Matthew Reppert – Academic Advisor
- Elizabeth Hauser – Academic Advisor
- Caroline Begley – Academic Advisor
- Maverick Mitchell – Pamplin Career Advisor

### CBA:

- Jennifer Havens – Director, CBA

### ISERC:

- Leonard Vaughn – Lead Security Content Engineer



# Human Resources and Employee Engagement

## 2023 Pamplin Community Check-In Survey

255 Employees viewed the survey

110 responded

70% are satisfied or extremely satisfied with their work

67% believe Pamplin is a great place to work

### What the survey told us:

1. Employees want more recognition for achievements. This could include; social media, college wide announcements, and awards
2. There is a request for condensed communication to reduce the email flood
3. The faculty and staff would like to have input into decisions affecting their positions
4. There was a suggestion for regular town hall meetings for discussions college wide
5. Faculty would like to see mentoring opportunities across the college for research and teaching
6. Employees requested more engagement and training opportunities for all staff and faculty
7. Requests for more IT learning and communication

# Human Resources and Employee Engagement

## Updates and Celebrations

- Mentor Mentee program
- New Process for Evaluating Administrative Faculty
- Monthly Birthday Celebrations
- Friday highlights and internal newsletter
- Website administration (change in reporting structure)
- Frequent town hall meetings
- PCOB reached our Affirmative Action goals
- Focus on College Effectiveness

# Financial Update

- The university and the governor has asked us to prepare for economic uncertainty.
- The state approved a “skinny budget” for 2023 and the university/college elected to follow this same process.
- The university is developing a new distribution model for Graduate Assistantship allocations and the changes will be shared before Dec.
- Changes to the Pamplin Fee
- One-time budget requests (*must be clearly linked to 1 of 4 pillars*)
- Preparing for the enrollment cliff



# Financial Update

- Enrollment Cliff and the financial impact

The ‘enrollment cliff’, a phenomenon referring to a decline in college enrollment numbers in the United States, has generally been attributed to a drop in fertility during the Great Recession.

Between 2008 and 2011, the birth rate in United States fell abruptly, and despite an economic recovery facilitated within the next decade, the birth rate did not bounce back. As a result, the college-age population has been in decline, with the total number of enrollment for the fall term in the United States falling from 19.9 million in 2017 to 18.2 million in 2022. Within this time period, the sector with the highest enrollment numbers in the U.S. was public 4-year colleges, which had 7.8 million students enrolled in the fall term in 2017. Demonstrating the tip of the enrollment cliff, this number fell to 7.6 million by 2022.

Along with this decline in enrollment, the number of potential high school students wishing to attend college may have been further impacted by the recent COVID-19 pandemic, in which the switch to online learning was estimated to lead to an additional 1.1 million high-school dropouts in the United States.



# Information Technology

## 2023 Pamplin IT Survey

255 Employees viewed the survey

47 Responded

11 Provided Contact Information for Follow Up – All were contacted

99% employees responded with satisfied or extremely satisfied with the general IT

### What the survey told us:

1. Employees want to have more in depth in person training about hybrid teaching techniques and classroom equipment
2. Employees wanted to more information about timelines and options for new computer upgrades and additional equipment
3. There were requests for conference room training options
4. 98% responded that the IT help desk provided good and timely service



# Information Technology

## Google Data Migration–

The era of free cloud-based storage is over. Virginia Tech announced last April significant changes to the Google Contract. A lot of moving parts, but we need to be working on decreasing the general storage of non-work related data. Pamplin IT has connected with users that are above the new quota of 5GB in Google Drive. We will continue to communicate with action items that we need your help in completing. In addition to the Google Data Migration, Microsoft also announced some upcoming changes to their “free” service offering. As we reach out, we will be offering information and provide consulting on finding the best solution to your workflows. This includes those still using Gmail instead of outlook.

Updated information: <http://pampl.in/GoogleTransition>

## Cybersecurity Initiatives from VT IT Transformation–

We are continuing to implement changes to over IT security initiatives related to the VT IT Transformation projects. PamplinIT has been more actively pushing policies and upgrades to the endpoints. You may continue to see request for your computer to reboot to apply the security patches. In addition to the endpoint management, VT is working on more actively monitored computer and network logs. We will continue to collect information to classify your computers to the appropriate level of risk.

## IT Newsletters – Updates

Continue to review the bi-weekly IT Newsletter. Pamplin IT is trying to increase the communication of all these new and ongoing initiatives.

For all the newsletters: <http://pampl.in/ITNewsletters>





# Space and Facilities

---

- New Data and Decision Sciences Building
- Blackwood Department of Real Estate moved into Pamplin Hall
- Renovations to the Deans Suite
- Pamplin Innovation Campus
- For the first time ever we have 4 hoteling offices in Pamplin and 1 hoteling office in D&Ds.





# L Accounting and Information Systems

---

# What is Accounting?

---

Accounting is a profession and an industry unto itself

Accounting is also the economics of information – how that information is measured, disseminated, applied, and it's the systems in which it operates

Our programs train students to excel in the profession of accounting, but also prepare them to critically analyze financial information in broader economic settings

Our research contributes to the practice of accounting as a profession, but also addresses questions about the use and role of financial information in capital markets, regulation, data security, ...



# The ACIS Department

---



22 tenure track faculty

10 non-tenure track faculty

3 professional staff

New hires – Faculty – Jennifer Joe

New hires – Staff – Jessica Ferguson, Raegan Moss



# Research

---



Our faculty publish high-quality research in top journals that address questions relevant for capital markets, audit, information systems, and tax

VT is ranked 39<sup>th</sup> in the last 5 years for publications in accounting journals on the UT Dallas List

Based on publications in journals on the Pamplin Elite Journal List, ACIS ranks 37<sup>th</sup> globally in the last 6 years

Based on PhD program rankings compiled by Brigham Young University, our PhD program ranks 18<sup>th</sup> in the last 6 years





# Teaching

---

Our undergraduate, MACIS, and PhD programs are all ranked between 18<sup>th</sup>-25<sup>th</sup> in the nation

In addition to an amazing curriculum and a guaranteed job, we invest heavily in developing permanent relationships with our students

This is reflected in the commitment of our alumni and the strength of our advisory boards

This is also reflected in the fact that seven of our current faculty members earned a degree at Virginia Tech

We are Hokies!



# Mentorship

---



One example of the commitment of our alumni and board is the mentorship program led by our Emerging Leaders Board that pairs MACIS students with a mentor that they meet with at least once a month

The program is growing and more of our alumni are signing up to be mentors



---

# Business Information Technology Overview

August 25, 2023





# BIT Department - People

---

## 40 Faculty Members

- 23 Tenure-Track
- 17 Non-TT
- 4 Professional Staff
  
- New Hires – 2023:
  - Faculty
    - Ramona Ionescu, Baylor University
    - Santhosh Srinivas, Memphis University
    - Philip Romero-Masters, Wisconsin – Madison
    - Nima Zahadat, George Washington University
  - Staff
    - Lori Roop
    - Shea Walters



# BIT - Retirements

---

Lance Matheson

Cliff Ragsdale

Robin Russell

Combined, more than 110 years of service!!!



# BIT - Appointments

---

Tabitha James, R. B; Pamplin Professorship in BIT

Anthony Vance, Ralph Mendinger Lenz Professorship in BIT



# BIT - Research

---

- 54 Publications in 2022
- 18 Elite Publications in 2022
- Our faculty publish in leading information systems and operations management journals such as MISQ, Management Science, ISR, JMIS, POM, and JOM





# BIT – Undergraduate Programs

---

- Major: Cybersecurity Management & Analytics (CMA)
- Options:
  - Operations and Supply-chain Management (OSM)
  - Computer-based Decision Support Systems (DSS)
- BIT-Cyber NOVA Program (NOVA CC & Germanna CC) – 2+2
- NMIMS 3+1+1

# BIT Enrollments

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

**Graduated 376 students in  
Spring 2023**





# BIT – Student Groups

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



# BIT – Advisory Board

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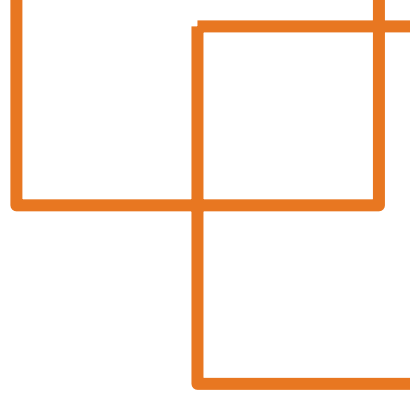
- Energized and supportive of our student programs
- 42 Members
- In-person meetings, twice annually; meet monthly, virtually
- Very involved with mentoring our students and assisting with curriculum development
- Presents frequently in our Careers in BIT course
- Emerging Leaders Board:
  - Less than 10 years after graduation
  - 10 members



# BIT – Looking Ahead

---

- Continue to “upgrade” the CMA curriculum
- Change other two options to majors
- Increase enrollment in BIT-Cyber NOVA program
- Continue to develop industry relationships to support Blacksburg and NOVA programs
- Continue to hire faculty to strengthen research and support ever growing demands on teaching



# Faculty – Staff Meeting

Department of Finance – Overview

*August 25, 2023*

# People



## □ Faculty:

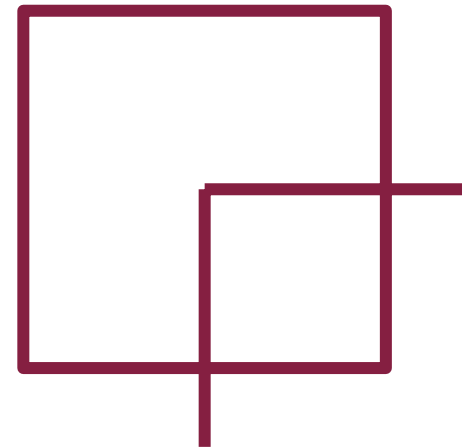
- 16 Tenure-Track
  - 8 Non-TT
  - 9 Part-time teaching 25 sections a year
- 
- Staff: Three

# Faculty



## New faculty, Fall 2023

- Alex Pecora, Assistant Professor of Finance.  
Ph.D., University of Minnesota. FinTech Lending
- Catherine Kennedy, Professor of Practice  
MBA, Wharton. Bank of America, Lehmann, MS, Putnam, Bullfinch







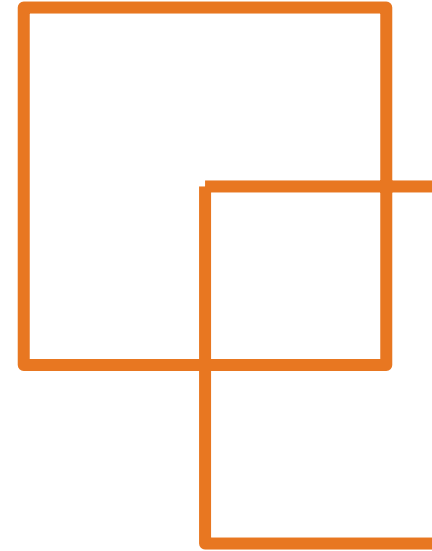
# Research



- Journals on UTD List: Journal of Finance, Journal of Financial Economics, Review of Financial Studies
- 9 Assistant Professors
- Expect => 7 articles this year; highest ever.
- Strong research ethic, expectations



# Students



- Total = 1,200
- Freshmen, Fall 2023 = 244. Largest incoming major
  - Up 40% from 170
  - Up 120% from 111
- Placement (Spring 2022 survey)
  - 91% overall
  - \$65,000 median
  - 100% for SEED, BASIS, CREDIT, CFP, FinTech



# Finance Specializations



- Major: FinTech and Big Data Analytics
- Major: Financial Planning, Wealth Management, CFP®
- Major: Finance and Real Estate
- Major: Finance
  - Option: Investments and CFA®
  - Option: Corporate Financial Management
  - Option: Financial Accounting
  - Option: Financial Risk Management



# Student Groups

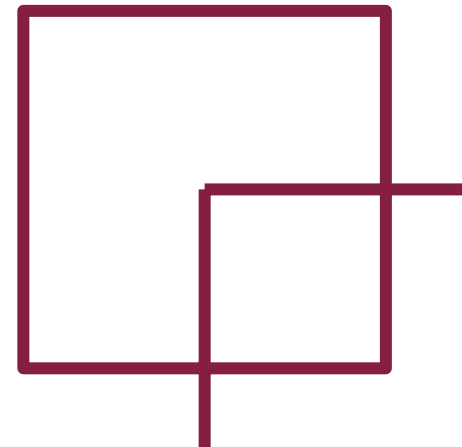


- SEED, \$5 million, Stocks
- BASIS, \$5 million, Bonds
- CREDIT, \$2 million, Lending
- Finance Club
- Finance for Females
- Financial Planning Association
- FinTech Club

# Finance Advisory Board



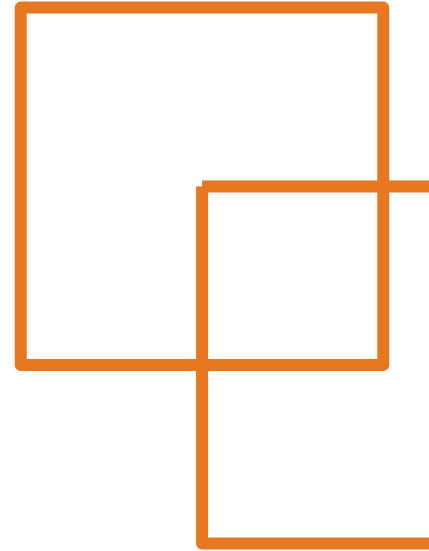
- Very active, engaged, supportive, assistance with hiring
- 40 members including an Executive Committee
- Meets twice a year – Fall and Spring
  - September 29, 2023.
  - April 4, 2024. NYC with Hokies on Wall Street
- Many speakers on campus – about 25 a semester.



# Plans



- Review UG programs and courses
- Hire faculty to strengthen research, teaching
- Add Graduate Programs in NCR
  - FinTech
  - Financial Planning
- Add a Graduate Program in Blacksburg
  - 5<sup>th</sup> Year Master's in Finance





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

# Thank You



PAMPLIN  
FINANCE



# Howard Feiertag Department of Hospitality & Tourism Management

## Overview

8/25/2023



# L Programs

## Undergraduate

- 1 Major – HTM (183)
- 1 Pathways Minor – Event & Experience Management (193) – #2 largest on campus in terms of enrollment
- 100% placement in 2022!
- 4 options
  - Hospitality & Tourism Analytics
  - Services Management
  - Sustainability, Ethics & Advocacy
  - Entrepreneurship & Innovation

## Master's program

- MSBA-HTM in NOVA (60+)
- 3 certificate programs

## Ph.D. in Business Administration

- 11 students

## Study abroad programs

- International resort management
- International business in cruise ship management



# L Faculty & Staff

8 tenure-track faculty

1 collegiate faculty

4 professors of practice

1 visiting professor

6 adjunct faculty

4 staff members (including MSBA-  
HTM)





# L Rankings

	QS World University Rankings (Hospitality & Leisure Management)		ARWU Rankings (Hospitality & Tourism Management)	
	World	US	World	US
2017	--	--	8	3
2018	10	3	9	4
2019	24	5	13	5
2020	22	4	13	6
2021	22	4	12	6
2022	24	5	14	5



# Research

28 publications in Pamplin Elite Journals in 2022

Nancy McGehee, Co-EiC of *Journal of Travel Research* (Pamplin Elite)

Zheng Xiang, Co-EiC of *Journal of Information Technology & Tourism* (Q1; IF:9.3)

Sponsored Research (>\$1M in last 5 years)

Faculty Accolades

- Juan Luis Nicolau (Pamplin MVP)
- Manisha Singal (Olsen Lifetime Achievement Award)
- Zheng Xiang (Clarivate Highly Cited Researcher)



Source: [Academic Analytics](#)



# Boards & Organizations

---

## HTM Advisory Board

- Development & Fundraising
- Student Engagement & Experience
- DEIB
- HOKIE Lab Design

## MSBA-HTM Advisory Council

## Student Organizations

- Hospitality Management Association (HMA)
- Club Managers Association of America (CMAA)
- National Society of Minorities in Hospitality (NSMH)
- Eta Sigma Delta Honors Society (ESD)
- HTM Advisory Board of Students (under construction)

# Strategic Partnerships

- Marriott International recognized with Pamplin Corporate Ambassador Award
- Socio-economic development initiatives in SW Virginia with Averett University
- International partnerships



Ty Breland, EVP of Marriott, spoke to VT/Pamplin students and faculty as 2023 Wells Fargo Distinguished Speaker

# Initiatives & Plans

HOKIE Lab design

New Major in Event & Experience Management (EEM) in Fall 2024

New strategic priorities

- Enhance student learning experience
- Grow student enrollment
- Enhance research capacity
- Foster industry outreach & engagement







---

# Department of Management Overview

Pamplin Faculty/Staff Meeting  
8/25/2023



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

*Collaborate. Innovate. Integrate.*

# Welcome to Our New Hires in 2023

---

- **Lori Anderson**, Associate Professor of Practice
- **Charity Boyette**, Assistant Professor of Practice
- **Chelle Darr**, Lead Admin
- **Pakanat (Polly) Kiratikosolrak**, Assistant Professor of Practice
- **Kara Mullins**, Graduate Program Coordinator
- **Christopher Porter**, Strickler Professor
- **Laura Raschke**, Assistant Professor of Practice
- **Koehler Slagel**, Assistant Professor of Practice
- **Marla White**, Assistant Professor



# Faculty and Staff

---

**17 Tenure-track faculty**

**3 Collegiate faculty**

**12 Professor of Practice and Instructors**

**10 Adjuncts**

**3 Staff**



*Collaborate. Innovate. Integrate.*

# L Research

Six Pamplin Elite Journal and 21 other peer reviewed journal publications in 2022

Cindy Devers, Editor in Chief of Journal of Management, a Pamplin Elite Journal

## Faculty Serving as Associate Editors

Christopher Porter, Journal of Applied Psychology

Rick Hunt, Entrepreneurship Theory & Practice

AK Ward -Bartlett. Equality, Diversity and Inclusion



PAMPLIN COLLEGE OF BUSINESS  
**MANAGEMENT**  
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# Overview of the Department

---

## **675 Students in Four Majors**

Entrepreneurship, Innovation and Technology  
Management Consulting and Analytics  
Human Resource Management  
General Management

## **Two Minors**

Entrepreneurship and New Venture Growth  
Organizational Leadership

Leadership Center

30,893 SCH per year

Full time Ph.D. program

Contribute to the MBA, MSBA, MIT and Executive Ph.D. programs



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# Recent Accolades

**USASBE**

United States Association  
for Small Business and  
Entrepreneurship



**2022**  
**Model Program  
Award from the  
United States  
Association for  
Small Business and  
Entrepreneurship**



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**MANAGEMENT**  
VIRGINIA TECH.

# Boards and Student Organizations

---

## **Boards**

Management Advisory Board

Recent Alumni Board

Advisory Board of Students

## **Student Organizations**

Society for Human Resource Management

E-Club

Consulting Club

Management Society

Pamplin Leadership Development Team

Tech Fellows



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**MANAGEMENT**  
VIRGINIA TECH.

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# International Partnership

---

Xidian University, Xian, China

Double Degree: EIT (VT) and Big Data (Xidian)

Currently 98 students in 1<sup>st</sup> year, target 100-120 students/year

3 years in China, 4<sup>th</sup> year at VT

First summer instruction already occurred



*Collaborate. Innovate. Integrate.*

# Plans/New Initiatives

---

**Technology Commercialization**

**MSBA Program in Tech Entrepreneurship in NOVA**

**4+1 Program in Blacksburg**



*Collaborate. Innovate. Integrate.*

---

# THANK YOU



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

*Collaborate. Innovate. Integrate.*



# L Marketing Department

---

- Who are we?
- What do we do?
- How well do we do it?



# Mission

---

The Department of Marketing focuses on knowledge creation, knowledge dissemination, faculty- and student-led projects beyond the boundaries of the university to enhance marketing theory and practice. Our efforts in research, teaching, and outreach integrate conceptual and analytic tools **to contribute to solving complex social and economic problems to enhance the consumer quality of life, health, and welfare.**



Michael Thomas



Paul M. Mori



Monica Wilson



Abdul Al-Jabbar



Frank Muir



Mark Wainwright



Luca...



Marvin Runkelmann



Kim Radford



Erica Fan



Steve Berry



...



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Rajan Kapan



David L. Jirhberg



Stewart Charlow



Brian Dabbs



Jennifer D'Amico



Dhruv Desai



Donald Green



Paul M. Herr



Monica Hinton



Abdul Al-Jabaly



Mark Johnson



Mark Johnson



Kevin Kim



Markus Kowalski



Kim Radford



Orissa Rios



Steve Smith



Mark Johnson



Daniel Wang



Jennifer D'Amico



Orissa Rios



Orissa Rios



PAMPLIN COLLEGE OF  
**BUSINESS**





Harold Thomas



Paul M. Mori



Monica Wilson



Abdul Al-Jabbar



Frank Mo



Mark Robinson



Harold Thomas



Mark Robinson



Kim Balfanz



Shirley Fan



Steve Kelly



Woodruff Turner



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Ramesh Keshri



David L. Brinkberg



Howard Chakrabarti



Peter Daniels



Vicky Demirev



Shreyans Desai



Michael D'Amico



Paul M. Hertz



Monica Hillson



Adnan Al-Jarrah



Frank Hsu



Mike Mankowski



Hideo Furukawa



Kim Rufford



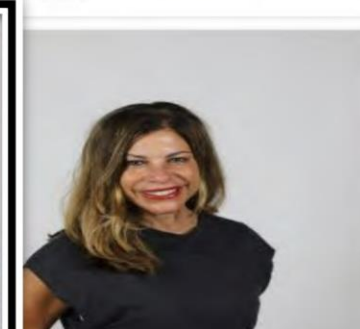
Shilpa Poo



Steve Holey



Bradrick Turner



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Paul M. Horn

Melissa Wilson

Abdul Al-Jumayl

Frank Plo

Mark Mondak



Mark Pansicano

Kim Balfanz

Steve Kelly

Robert Turner



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# L Our Backbone

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# L Students

	Undergraduate	Trad. PhD	BXBR
Total	775	7	6
Female	461	6	3
% Female	59%	86%	50%
URM or USS	339	0	1
% URM or USS	44%	0%	17%

# Boards

	MAB	Sales	PRAAC	JMAB
Members	17	13	11	11
Female	9	5	5	8
% Female	53%	38%	45%	73%
Est. URM	5	0	2	2
% Est. URM	29%	0	18%	18%



# L Programs/Options

## Undergraduate

- 🔍 Professional Sales
- Digital Marketing Strategy
- AI and Marketplace (in process)

## Masters

- Professional Sales (hoping, praying)

## New Interesting Courses

- Careers in Marketing
- Intro to DMS
- Intro to AI
- Sales Technology in Marketing
- Social Media and Content Marketing
- Personal Well-Being & Professional Success
- Race in the Marketplace

Over 14 new courses in the last 6 years



# Clubs/Organizations/Initiatives



American Marketing Association



Pi Sigma Epsilon



PRISM



Collegiate Women in Business  
(CWIB)

**Women in Marketing and Sales**

**DEIB in Marketing**

**Voices of Privacy**



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# “The Public Pool”

Building the largest URM participant pool in the world



Presenter  
2023-08-28 13:49:09

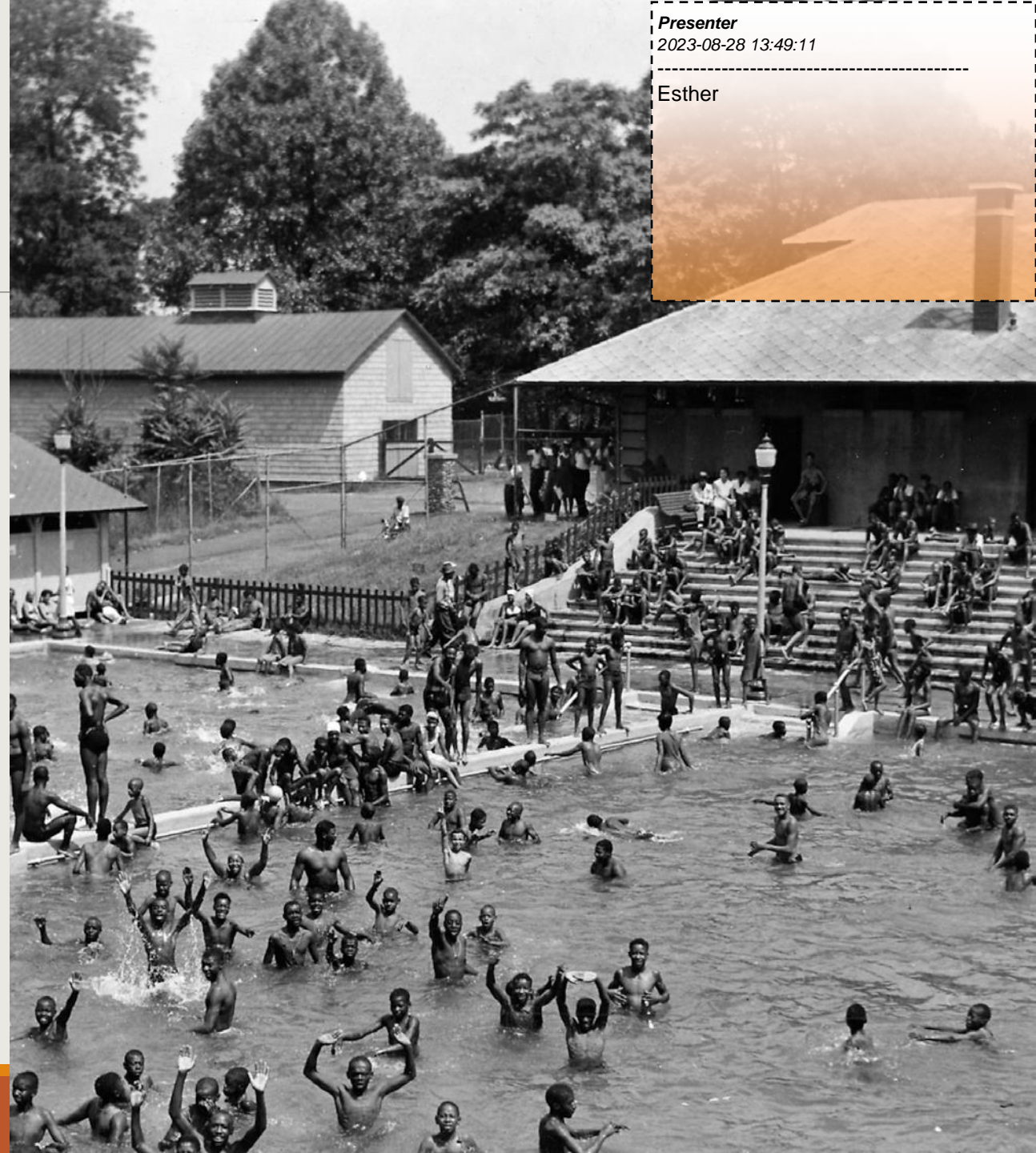
Esther

T.R.A.P. LAB



# THE PROBLEM

- Push to increase diversity in behavioral/business research, but the underrepresented minorities are very underrepresented



Presenter  
2023-08-28 13:49:11

Esther

# THE PROBLEM

Presenter  
2023-08-28 13:49:11

Esther



40,000 US Based Participants  
2,800 Black Participants  
~7%

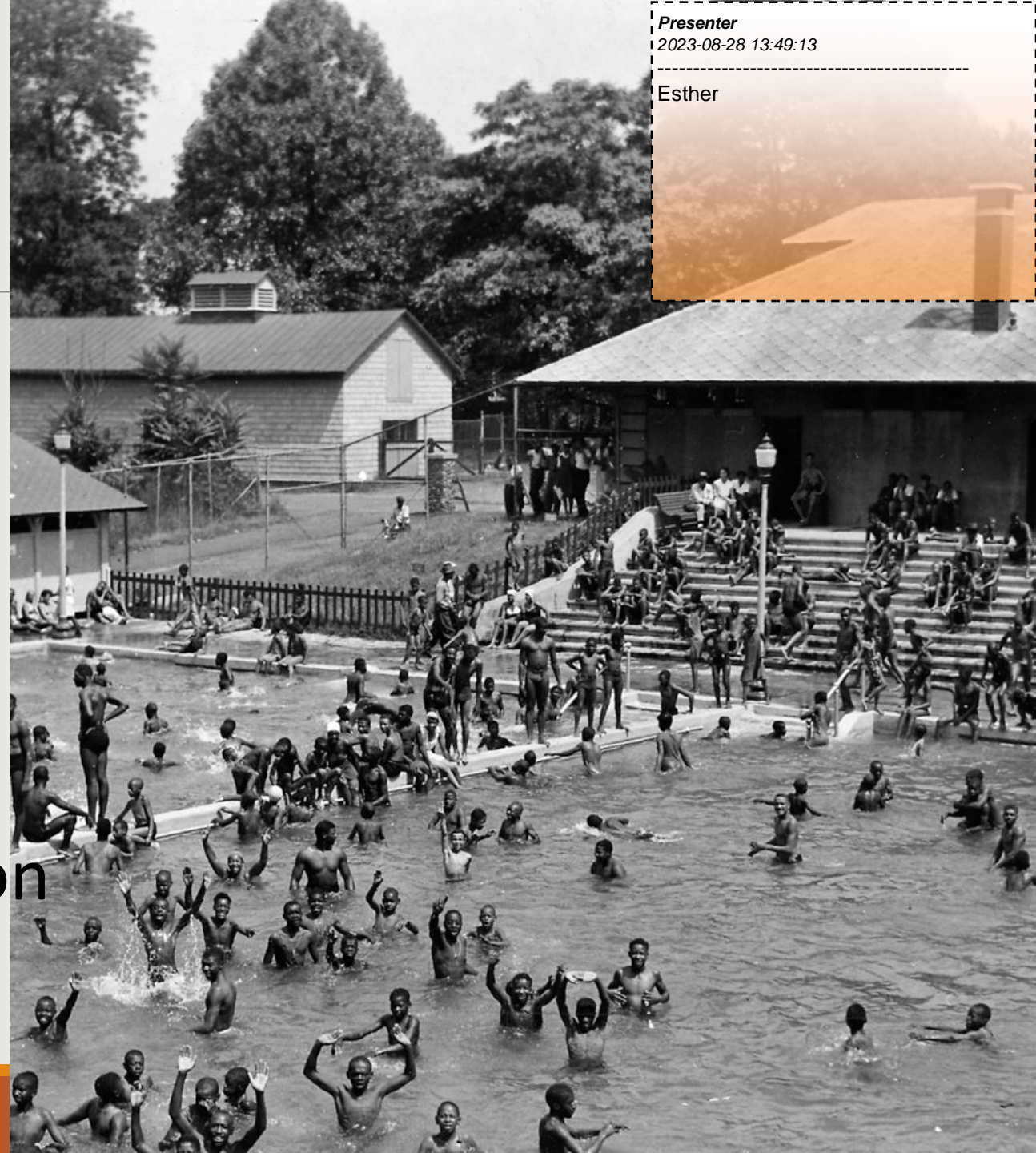
50,000 US Based Participants  
4,200 Black Participants  
~8.5%





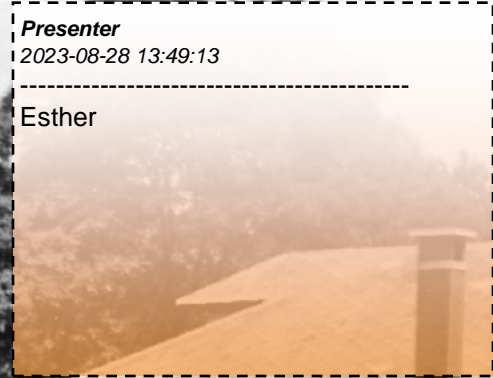
# THE SOLUTION

- Build the biggest pool of URM minority consumers/ participants
- Treat them well
- compensate them fairly
- Acknowledge their contribution



Presenter  
2023-08-28 13:49:13

Esther



# Research

	Year	Ranking
UTD (JCR, JM, JMR, MS)	2017-22	44
JCR	2017-22	11

## Other Publications

JCP, JAP, POMS, PNAS, JPSP, JEP: General;



# L Research

---

Graduate Placements	Hong Kong Poly U, NYU-Shanghai, U. Arkansas, GMU/U Conn, U Miami/UVA, SUNY Binghamton, IE;
Faculty Achievements	Current/past AEs in UTD journals; Editors of FT50 journals;





**Abbey**

**“I WILL show up for myself every day and  
prioritize my future well-being”**



PAMPLIN COLLEGE OF  
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VIRGINIA TECH.



# Blackwood Dept of Real Estate

*Pamplin Faculty/Staff Meeting*

*August 25, 2023*



PAMPLIN COLLEGE OF BUSINESS  
**BLACKWOOD DEPARTMENT  
OF REAL ESTATE**  
VIRGINIA TECH<sup>®</sup>



PAMPLIN COLLEGE OF  
**BUSINESS**  
VIRGINIA TECH



# 2023 New Hires

- **Terrell Cook**, *Lead Administrator, Pamplin Finance graduate*
- **Tom Mayock**, *Associate Professor, UNC Charlotte*
- **Hainan Sheng**, *Assistant Professor, U. Missouri, St. Louis*
- **Xue Xiao**, *Assistant Professor, Penn State University*





# Faculty and Staff

---

**4 Tenure Track Faculty**

**2 Collegiate Faculty**

**2 (1.5) Professors of Practice**

**1 Instructor**

**4 Staff**

# Integrated, Interdisciplinary Academic Program





# Academic Offerings

---

## **B.S. in Real Estate**

- *Real Estate for Commercial Properties*
- *Real Estate for Residential Properties*

## **B.S. in Business in Finance (in partnership with Finance)**

- *Finance and Real Estate*

## **Real Estate Minor**





# Enhancing Student Education

Students are encouraged to select a second major or minor to add specific knowledge and expertise.

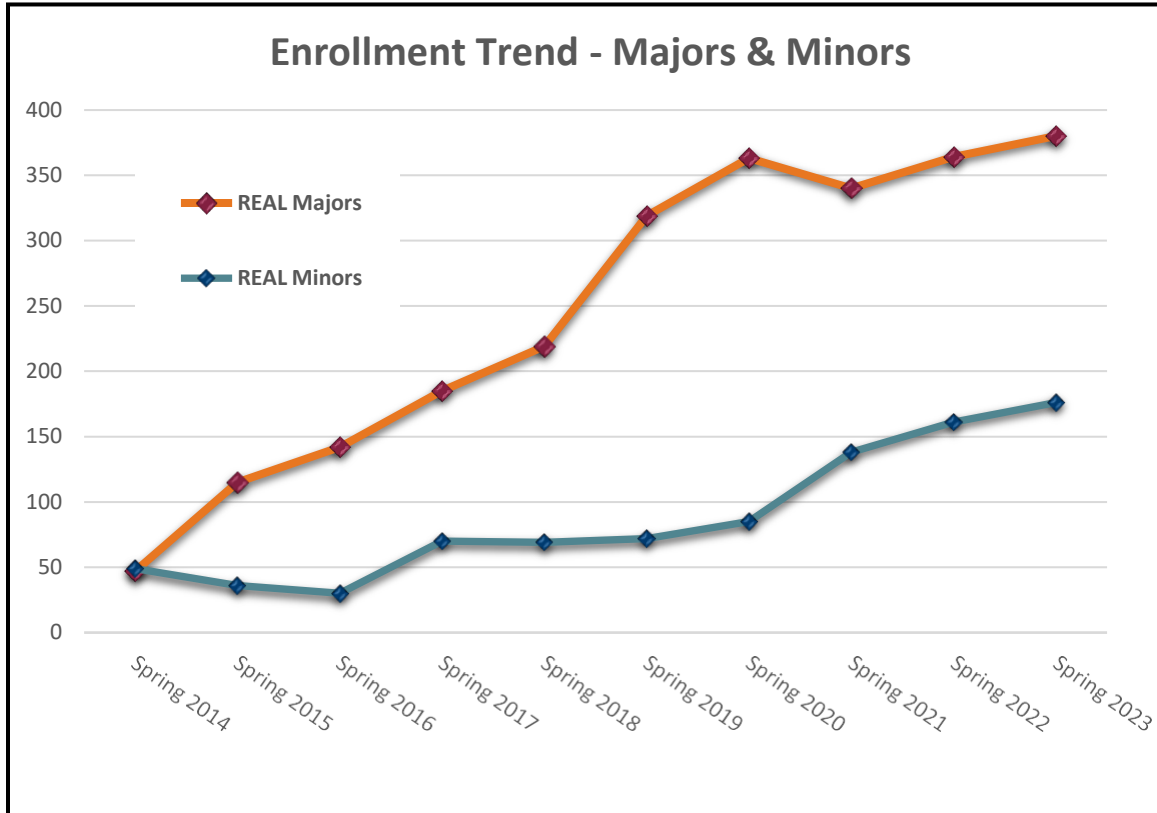
## POPULAR SECOND MAJORS

*Building Construction  
Management  
Marketing  
Property Management  
Smart & Sustainable Cities*

## POPULAR MINORS

*Business  
Entrepreneurship  
Professional Sales  
Property Management  
Residential Design*

# Student Enrollment



*\*Student enrollment numbers as reported from annual Spring census*



# Rankings

#1

Best Bachelor's in Real Estate, nd

*Bachelor's Degree Center*

#3

25 Best Real Estate Degree Programs for 2020

*Great Business Schools*

#4

Most Popular Bachelor's Degree Colleges for Real Estate, 2022

*College Factual*

#5

Best Colleges for Real Estate, 2022

*School Authority*

#5

Best Real Estate Bachelor's Degree Schools, 2023

*Course Advisor*



PAMPLIN COLLEGE OF  
**BUSINESS**  
VIRGINIA TECH.

# Boards & Organizations

## Blackwood Industry Advisory Board

- 60 members
- 4 recent alumni

## Blackwood Regional Real Estate Leader Councils

- New York City
- Richmond, VA
- DC/Northern VA\*
- Charlotte, NC\*

## Real Estate Club

- Student-led organization



*\*Coming soon*



*Thank You!*



PAMP N CO G O  
BUS N SS  
V R G N A C

# Office for Diversity, Equity, Inclusion, and Belonging



2023

INSPIRING PROGRAMS IN  
**BUSINESS** AWARD

FROM **INSIGHT** *Into Diversity*<sup>®</sup>  
MAGAZINE

||


This award is being presented as a tribute to the people and programs that encourage and inspire a new generation of people to consider careers in business. Your award-winning program continues to make a significant difference through mentoring, teaching, research, and other efforts worthy of this national recognition.


– Lenore Pearlstein  
Magazine Publisher  
INSIGHT Into Diversity












 **Goal:** Build the college infrastructure in Pamplin to assure sustainable transformation in the areas of DEIB

 **Goal:** Achieve representational diversity in Pamplin

 **Goal:** Advance the academic mission of Pamplin through diversity, equity, inclusion, and belonging

 **Goal:** Foster an equitable, inclusive community where stakeholders have a sense of belonging

Students

Employee  
Groups

Alumni

Community &  
Corporate  
Partners

# Implementation Plan

Strategic Initiative 5.6



# PAMPLIN NEW STUDENT DEMOGRAPHICS

**1193**

first-year students

**254**

transfer students

## most common majors



business undecided



finance



business information technology

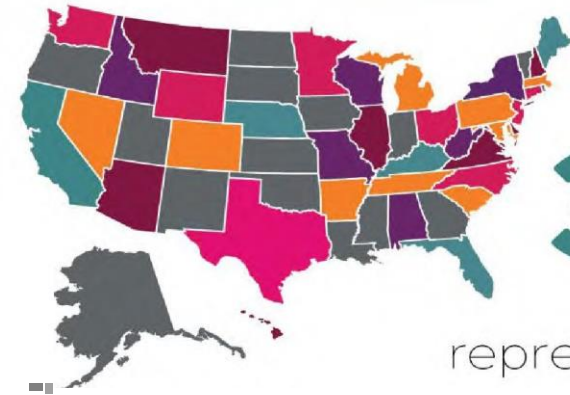
**5638**

total Pamplin College of Business undergraduate students

HELLO  
my name is

**Sophia & Ryan**

most common first names



**38**

states represented

in-state students

**60%**

Virginia Tech legacy

**24%**

**19%**

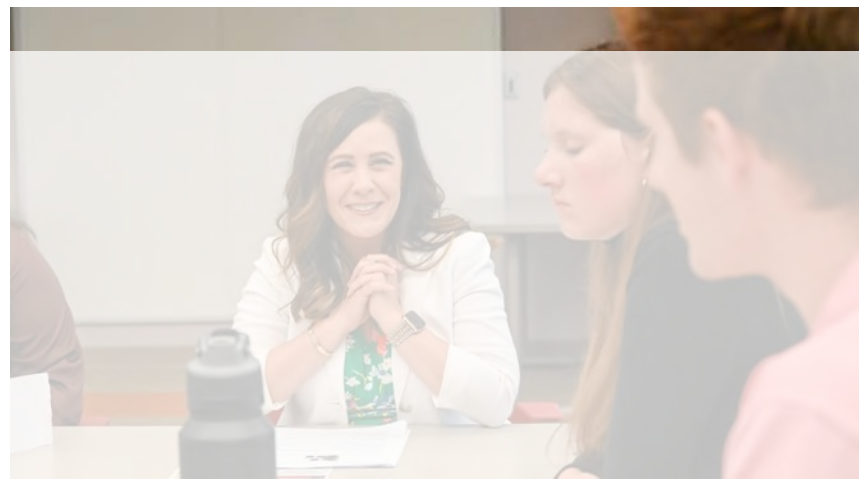
first generation

**23**

countries represented







# Core Curriculum Integration Plan





# DEIB Student Org Coalition

a new effort driven by Pamplin's undergraduate student organization leaders who desired greater education and experiences on issues of DEIB and cultural humility to educate members of their organizations.

AUG  
20

- 7 new student organizations
- joined for the Fall 2023 training!



# Student Success Initiatives

## Student Success Programs

- ✂ PUMP Mentoring Program
- ✂ Inspire Excellence Academy

## Student Outreach & Engagement

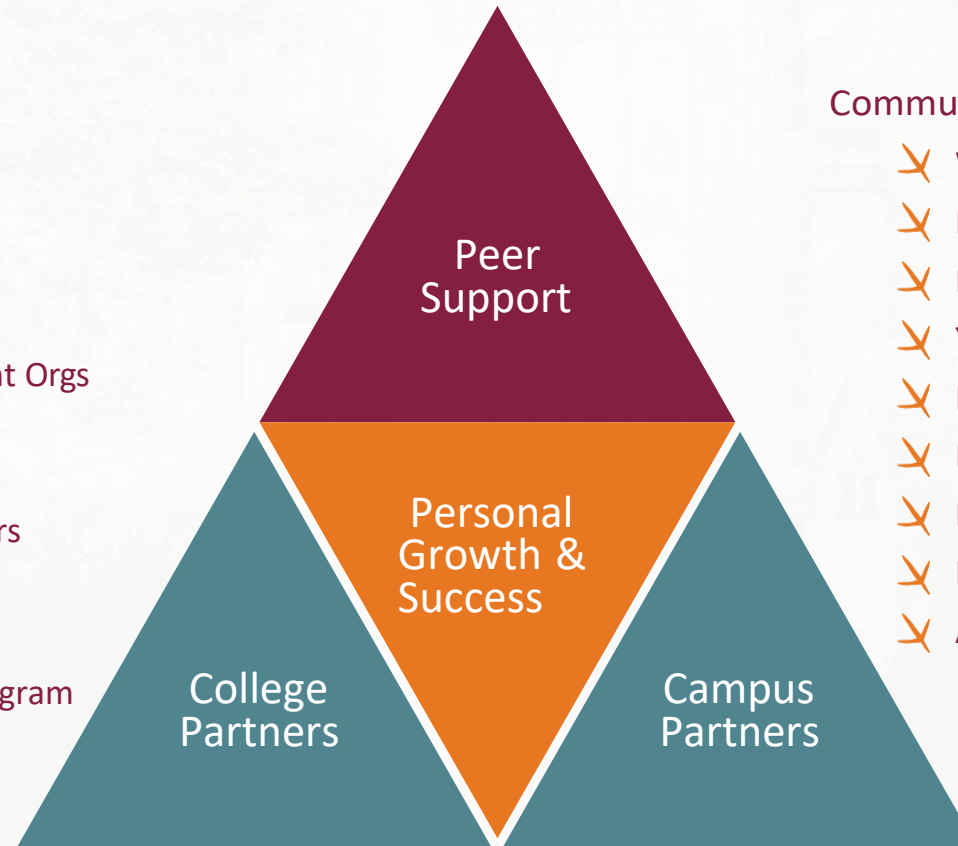
- ✂ Diversity Training for Student Orgs

## Collaborative Care

- ✂ Pamplin Community Partners
- ✂ First-Generation Support
- ✂ Student Opportunities & Achievement Resources Program (SOAR)
- ✂ Cook Counseling
- ✂ Hokie Wellness
- ✂ Alumni Network
- ✂ Cultural & Community Centers

## Community Events & Celebrations

- ✂ Wellness Events
- ✂ LGBTQ+ History Celebration
- ✂ First-Gen Celebration
- ✂ Yoga/Mindfulness Space
- ✂ Reading Day
- ✂ Black History Month Celebration
- ✂ National Transfer Student Week
- ✂ Hispanic Heritage Month Celebrations
- ✂ And more!



building **COMMUNITY**  
**CONNECTING** students to resources  
supporting **HOLISTIC GROWTH & DEVELOPMENT**

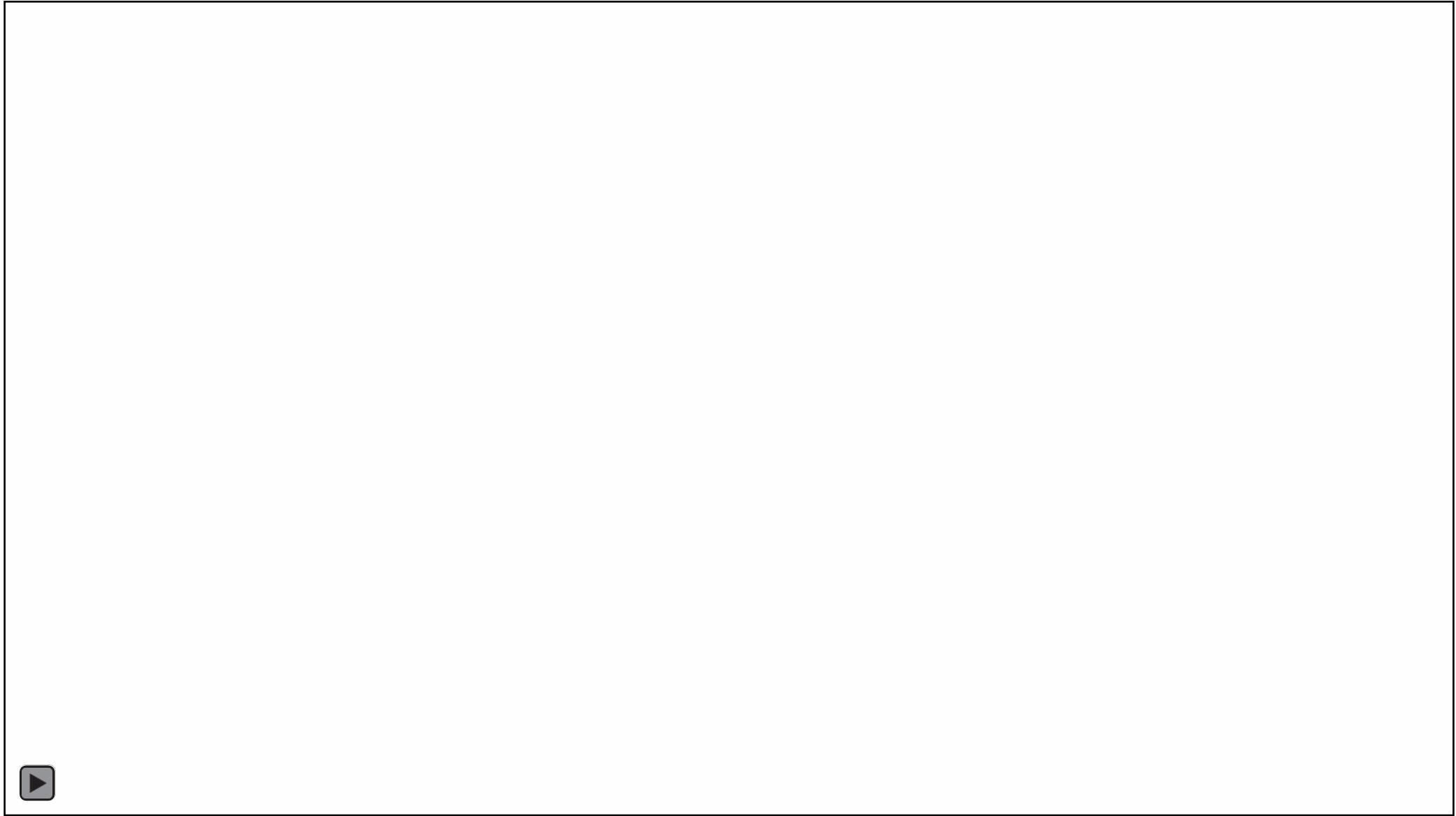


**PUMP**  
Pamplin's Undergraduate  
Mentoring Program

INSPIRE  
**EXCELLENCE**  
ACADEMY









# PAC DEIB Committee



Michael Robinson '85  
PACDEIB Committee Chair  
Morgan Stanley



Jacquelin Norell '88  
PACDEIB Committee Vice Chair  
Deloitte



Lisa Ellison '86  
Zurich NA



Negar Jamshidimehr '11  
PAC DEIB Committee Vice Chair Elect  
Ernst & Young, LLP



Randy Lucas '91  
Lucas Tax + Energy Consulting



Lynne Dughtie '85  
KPMG, LLP



Shirley Edwards '82  
Ernst & Young, LLP



Ray Vicks '81  
Retired PwC Partner

# Office for DEIB Team



Dr. Janice Branch Hall  
Associate Dean



Cassy Kost  
DEIB Specialist



Coral Rojas  
Assistant Director Outreach,  
Recruitment, Pre-Collegiate  
Programs



Emily McCorkle  
Director Student Success



A'me Dalton  
Special Projects Manager  
Communications & Events





# PAMPLIN FACULTY/STAFF MEETING

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Elizabeth Mitchell, Assistant Dean

August 25th, 2023



# ADVANCEMENT

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## The 3 N's in FY 24 for Advancement

- NEW DEAN
- NEW PRIORITIES
- NEW COLLABORATIONS

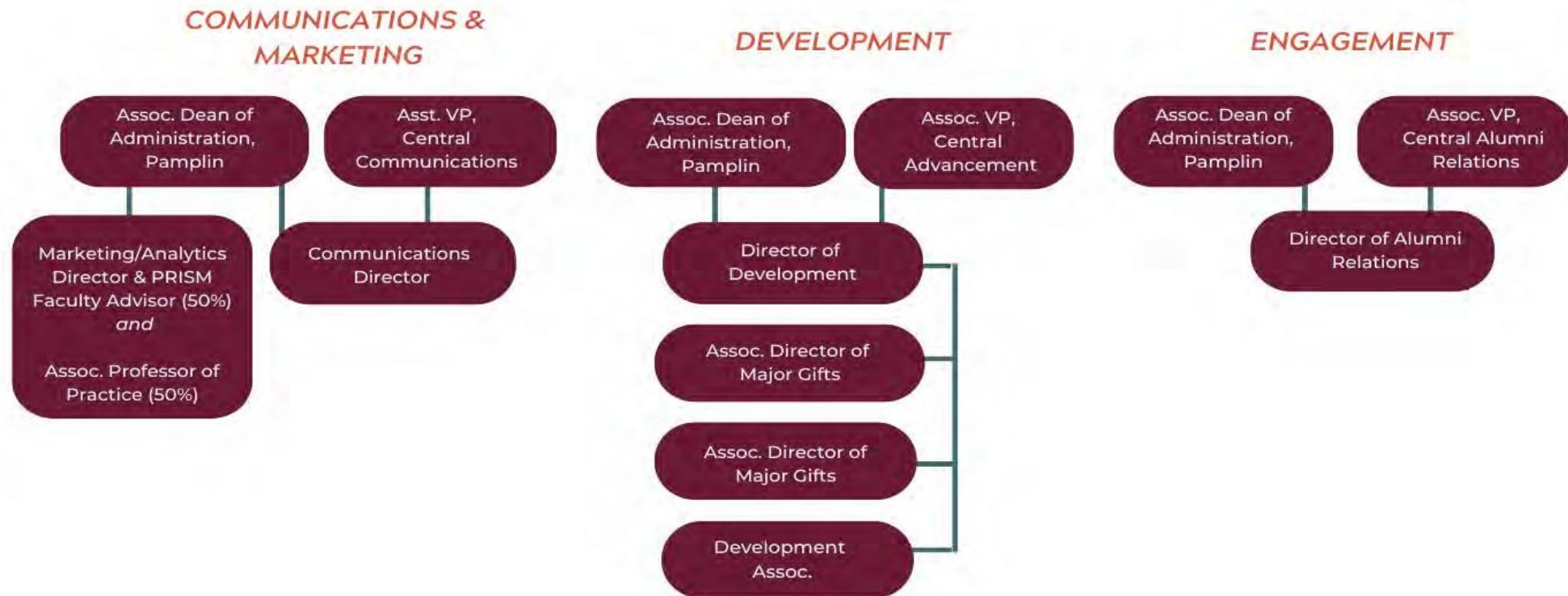
# CELEBRATING PAMPLIN PHILANTHROPY

## FY 23 KEY SUCCESS MILESTONES

- 26% Participation: highest college
- Won 2023 Giving Day
- PAC 100% participation (5 years) 67% all advisory board participation
- \$93 Million Campaign toward \$100M
- Raised \$12.5M against \$8.5 million annual goal (goals set based on pipeline and factor leadership transitions. FY 21 Blackwood Family Real Estate Naming.)
- \$40.4 million+ in gifts and commitments for GBAC
- Second building in GBAC in the design stage, new business building
- University Village, including GBAC LLCs approved for design by BOV June 2023

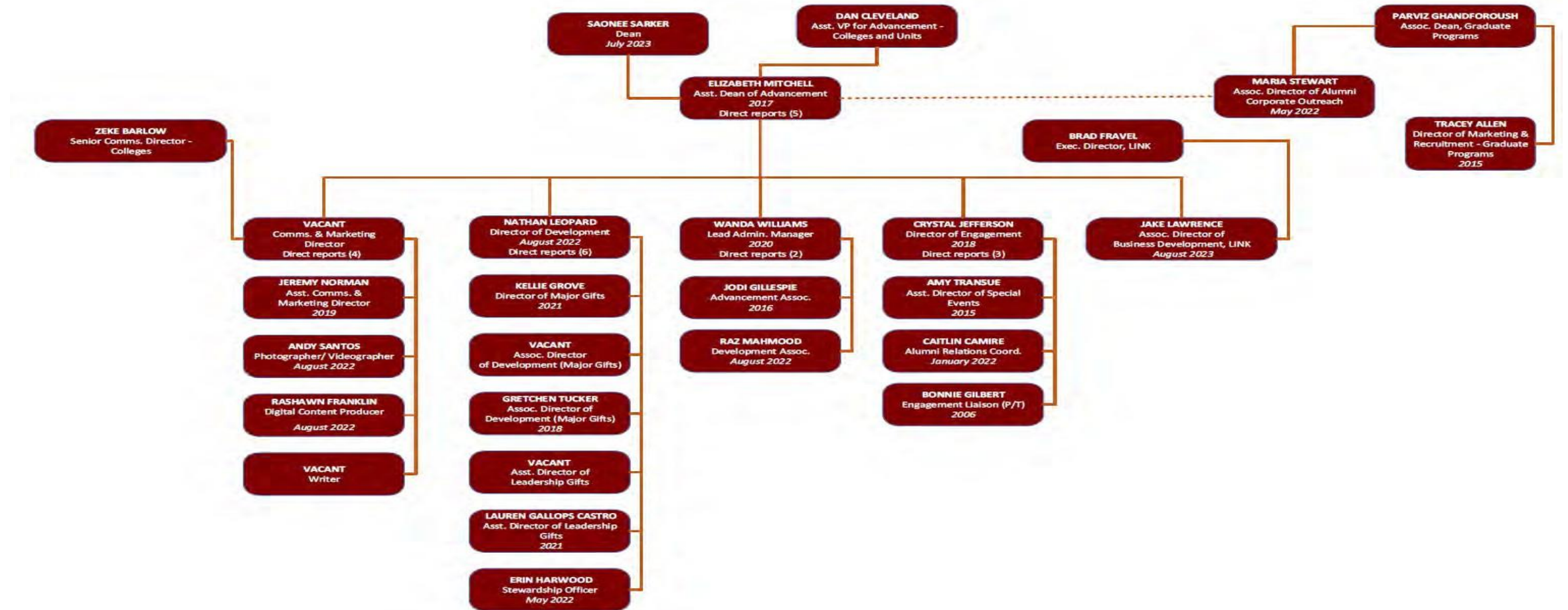


# PAMPLIN ADVANCEMENT, ENGAGEMENT, COMMUNICATIONS ORGANIZATIONAL CHART: PRE-ADVANCEMENT MODEL (2016)





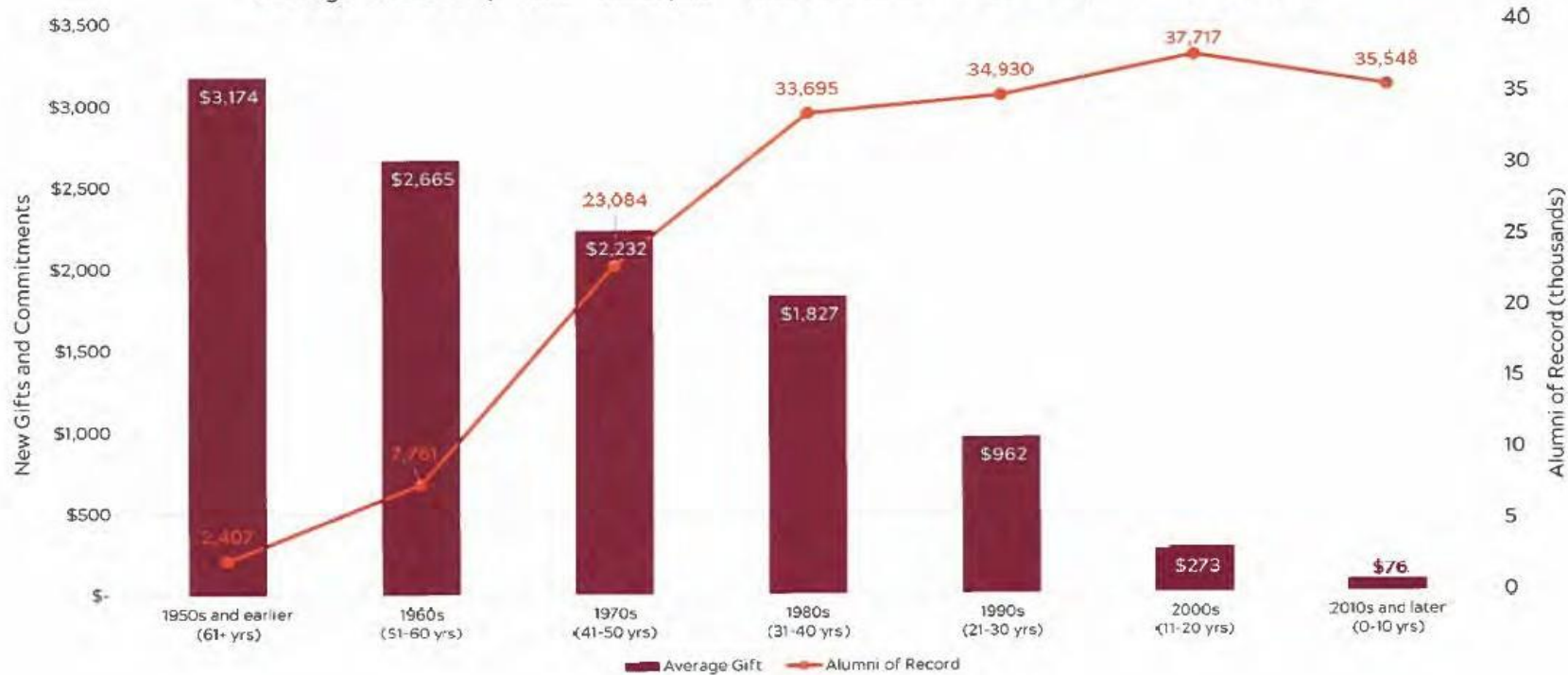
# PAMPLIN ADVANCEMENT ORGANIZATIONAL CHART



# BOUNDLESS IMPACT CAMPAIGN OVERVIEW

## A COMING WAVE OF ALUMNI WILL SOON ENTER THEIR PRIME GIVING YEARS

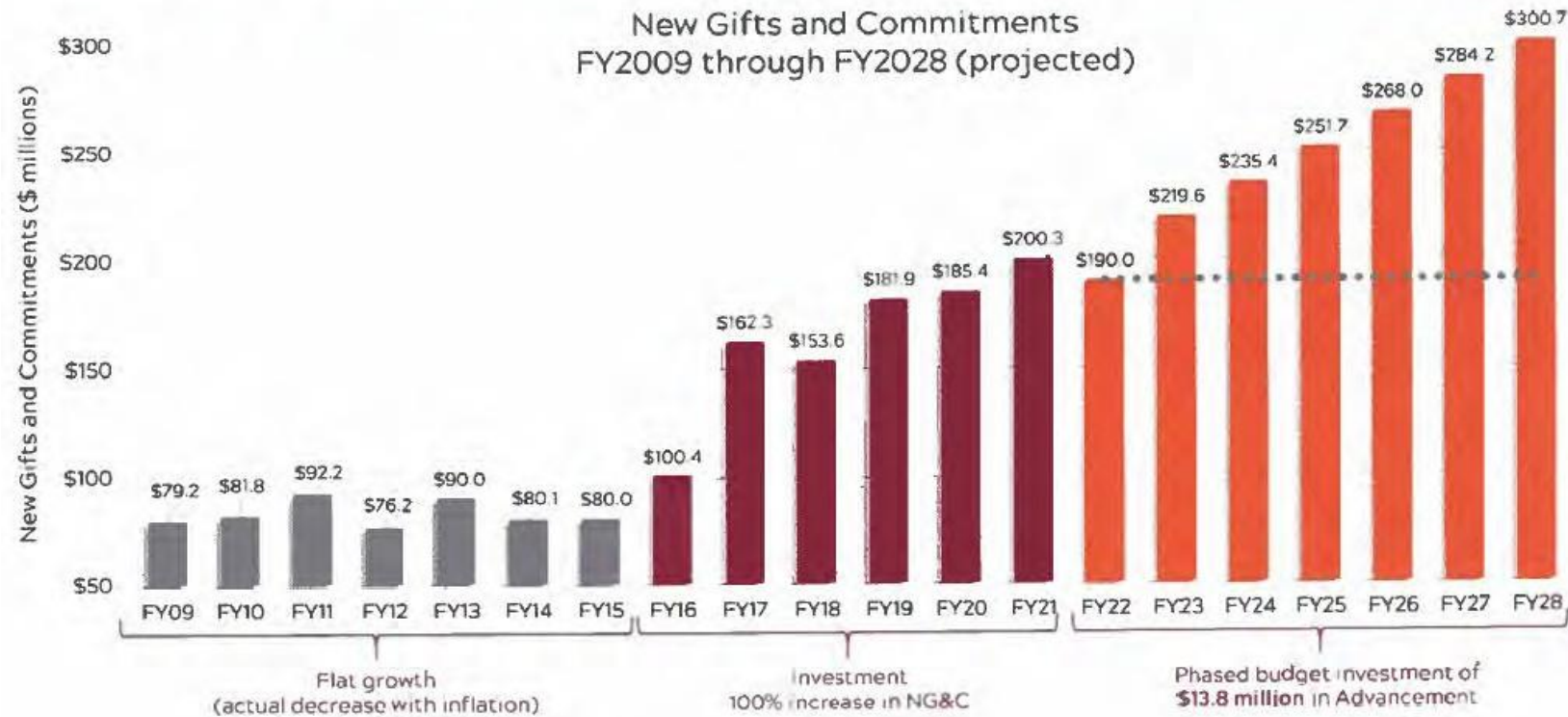
Average Gift Size by Alumni Class year Decade & Alumni of Record by Class Year Decade



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# BOUNDLESS IMPACT CAMPAIGN OVERVIEW

## HOW TO ACHIEVE A \$300 MILLION NG&C ORGANIZATION BY FY28





# SAVE THE DATE: A LOOK AHEAD

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- GIVING DAY: February 21-22, 2024, Noon to Noon
- PAMPLIN ENGAGEMENT SUMMIT APRIL 18-19, 2024, HOTEL ROANOKE
- **KNOWN PAMPLIN AND BOUNDLESS IMPACT CAMPAIGN EVENTS**
- FEBRUARY 1, 2024, SILICON VALLEY
- APRIL 4, 2024 NYC, HOKIES ON WALL STREET



# DEAN'S LAUNCH UNDERWAY

- **Dean Sarker's social media:**

- Twitter: <https://twitter.com/SaoneeSarkerVT>
- LinkedIn: <https://www.linkedin.com/company/office-of-the-dean-pamplin-college-of-business>
- Facebook: <facebook.com/VTPamplinDean>
- Instagram: Sending her stuff from the brand account (@VTPamplin)





# Next Meeting

- Friday, Oct. 27, 2023

- 9-11 AM

- Town Hall Mode