



Department of Management
880 West Campus Drive
Pamplin Hall, Room 2007
Blacksburg, Virginia 24061
P: (540) 231-6353 F: (540) 231-3076
mgtdept@vt.edu

October 5, 2021

TO: Governance Committees and University Registrar

FROM: Devi R. Gnyawali, Department Head, Management

SUBJECT: Change of Option to Major: Human Resource Management

Currently, Human Resource Management (HRM) is an option within the Management major under the BS in Business degree. The HRM option was approved by the university effective 2006, for graduating class 2010. An HRM specialization is one of three main specialized areas in the Department of Management and is a well-established sub-area within management. Currently over 200 universities offer an HRM major or specialization, including many top business schools. A recent report by the job site Indeed found that the number of HR job postings increased by 52% since February 2000, compared to 30% overall (Source: Indeed.com), and the prospects for future growth remain strong.

The Management Department curriculum prepares students interested in a career in HR with core competencies that have been identified by academics and HR professionals as critical to their success (Source: SHRM.com). These competencies include understanding and practical skills in employment law, dispute resolution, staffing, development, compensation, and performance management. Pamplin's HRM curriculum has been certified by the Society for Human Resource Management (the leading HR professional organization) since 2012.

Although management's HRM option compares favorably with HRM programs in other universities, the level of visibility of this specialty for both students and employers is lower than we would like. An important motivation for proposing a change from an HRM option to a major is to increase this visibility and help to spotlight Virginia Tech's Pamplin School as a place that provides students with high-quality, rigorous training in both HRM and business.

Other significant advantages of converting the HRM option to a major include:

- Allowing students to emphasize and display to prospective employers their interests and training in HRM. Only majors are displayed on diplomas, not options
- Developing additional management curriculum that focuses more directly on the content of the HRM major

- Directing management students from the beginning of their time at VT toward activities, clubs, and internships that are focused on HRM
- Gaining additional recognition from external sources for our expertise and strengths in HRM
- Facilitating our ability to gather data on students completing the HRM major to help fine tune curriculum, communicate with students, provide more accurate placement statistics, and stay connected with student alumni

Currently, the HRM option has 70 students. With a change to a major, we expect a modest initial increase in students choosing this major. Over time we anticipate that the number of students will increase as the advantages listed above begin to take effect.

There will be some additional costs, such as additional reporting and administrative costs, but these costs are considered minimal compared to the benefits to our students.

In submitting this proposal, we consulted with the Associate Registrar for Academic Governance, Mr. Gary Costello. The Department of Management's Undergraduate Curriculum Committee approved the proposal, and it has received the approval from the departmental faculty as a whole. The Management department is proposing that we revise the HRM option to a major under the BS in Business degree.

1. A new checksheet for a major is attached for approval that will be effective for undergraduate students entering in Fall 2022. *(first term to enroll Summer 2022) 1/28/22*
2. ~~No courses are being added or changed in converting the option to a major.~~ The new major in HRM consists of 125 hours, the same as the current Management major with an HRM option. *MGT 2114 Principles of Project Mgt. was added to Year 2 - Spring semester 1/28/22*
3. All students in Management will be informed of this change. The HRM major will be communicated to students through the Admissions website and through college and department listservs. It will also be published on the department's website and on social media.
4. The Management department needs no additional resources for changing the HRM option to a major.
5. Since no new courses are being added or changed, other departments will not be affected by this move from an option to a major.
6. If approved, new students will apply directly for the Human Resource Management major beginning in the 2022-2023 academic year.
7. Students currently in the HRM option will be eligible to change to the Human Resource Management major once it is in place. Since there are no changes to the checksheet courses associated with this change, we expect that the transition can be accomplished without difficulty. The final semester for students to declare the HRM option is Spring 2022. The final semester students can graduate with the HRM option is Fall 2027.

The following required documents are attached:

- I. Coversheet
- II. A checksheet for the new major effective for UG students entering in Fall of 2022
- III. The previously approved 2021-2022 checksheet for the HRM option
- IV. A memo from the Management department head asserting that no new resources will be required for the new major



PAMPLIN COLLEGE OF BUSINESS
MANAGEMENT
VIRGINIA TECH.

Devi R. Gnyawali
Department Head and R. B. Pamplin Professor
Department of Management (0233)
Pamplin Hall, RM 2007, Virginia Tech
880 West Campus Drive
Blacksburg, Virginia 24061
Phone : 540/231-6353 Fax: 540/231-3076
E-mail : devi@vt.edu
www.management.pamplin.vt.edu

To: College and University Governance Committees
From: Devi R. Gnyawali, Department Head, Department of Management
Date: October 18, 2021
RE: Human Resource Management (HRM) Major

Conversion of the Human Resource Management (HRM) option to a major

The Department of Management supports the conversion of the Human Resource Management (HRM) option to a major within the department. This change will not require any additional resources.

Please let me know if you have any questions.

Sincerely

DocuSigned by:
A blue ink signature of Devi R. Gnyawali.
4326AFA9EBF243E...

Devi R. Gnyawali, Ph.D.
Department Head, and R. B. Pamplin Professor
Department of Management



Department of Management
Bachelor of Science in Business
Major: Human Resource Management
For students entering under UG Catalog 2022-2023

YEAR ONE					
FALL SEMESTER	★	Credits	SPRING SEMESTER	★	Credits
ACIS 1504: Introduction to Business Analytics & Business Intelligence ^{1 2}	M	3	ACIS 2115: Principles of Accounting ^{1 2}	M	3
MATH 1524: Business Calculus ^{1 2}	5f	4	ECON 2005: Principles of Economics ^{1 2}	3	3
MGT 1104: Foundations of Business ²	M	3	*BIT 2405: Introduction to Business Statistics, Analytics, & Modeling ^{1 2}	5f	3
ENGL 1105: First-Year Writing ³ or COMM 1015: Communication ³ Skills	1f	3	*ENGL 1106: First-Year Writing ³ or *COMM 1016: Communication ³ Skills	1f	3
Critical Thinking in the Humanities	2	3	HTM or MGT 2314: Introduction to International Business ²	C	3
			MGT 2104: Careers in Management	M	1
Total		16	Total		16
YEAR TWO					
FALL SEMESTER	★	Credits	SPRING SEMESTER	★	Credits
*ACIS 2116: Principles of Accounting ^{1 2}	C	3	#MGT 3324: Organization Behavior	M	3
*ECON 2006: Principles of Economics ^{1 2}	3	3	**ACIS 2504: Introduction to Accounting Analytics	M	3
*BIT 2406: Introduction to Business Statistics, Analytics, & Modeling ^{1 2}	5a	3	**MGT 2114: Principles of Project Management ⁴	M	3
*#MGT 3404: Principles of Management ²	M	3	*#MGT 3424: Human Resource Staffing & Development	M	3
*#MGT 3344: Employee & Labor Relations	M	3	PSYC 1004: Introductory Psychology or SOC 1004: Introductory Sociology	M	3
Reasoning in the Natural Sciences	4	3			
Total		18	Total		15
YEAR THREE					
FALL SEMESTER	★	Credits	SPRING SEMESTER	★	Credits
*#MGT 3604: Managerial Analytics	M	3	*#MGT 4414: Compensation & Performance Management	M	3
*#MKTG 3104: Marketing Management ²	C	3	*#MGT 4334: Ethical Leadership ^{3,5}	M/7/1a	3
*#FIN 3104: Introduction to Finance ²	C	3	*#FIN 3054: Legal & Ethical Environment of Business ²	C	3
*#BIT 3414: Operations & Supply Chain Management ²	C	3	Free Elective		3
*#MGT Elective (see page 2)	M	3	Free Elective		3
Total		15	Total		15
YEAR FOUR					
FALL SEMESTER	★	Credits	SPRING SEMESTER	★	Credits
Reasoning in the Natural Sciences	4	3	*#MGT 4344: Productivity & Quality Leadership	M	3
Critical Thinking in the Humanities	2	3	*#MGT 4394: Strategic Management ²	C	3
Critique & Practice in Design	6d	3	Free Elective		3
Critique & Practice in the Arts	6a	3	Free Elective		3
Free Elective		3	Free Elective		3
Total		15	Total		15



C = Degree Core Required Course

M = Major Required Course

MGT ELECTIVES (choose one – 3 credit hours)
*#MGT 3084: Digital Entrepreneurship #MGT 3444: Multicultural Diversity in Organizations #MGT 3614: Strategy & Competition Analytics *#MGT 4084: Management Consulting *#MGT 4314: International Management *#MGT 4354: Leadership Skills
GENERAL INFORMATION
A total of <u>125 credit hours</u> is required for graduation. Any exceptions to this curriculum must be approved by the student's department head and Associate Dean for Pamplin Undergraduate Programs.
Foreign Language Requirement: Students who did not successfully complete at least two years of a single foreign, classical, or sign language during high school must successfully complete six credit hours of a single foreign, classical, or sign language at the college level. Courses taken to meet this requirement do not count towards the minimum credit hours required for graduation. Please refer to the Undergraduate Catalog for details.
Pre-requisites: Students are responsible for ensuring they have met necessary pre-requisites for all courses. Courses with pre-requisites are noted with * (e.g. *BIT 2405). Please refer to the Undergraduate Catalog or academic advisor.
Transferring Courses: Requirements and procedures for transferring courses are available http://pampl.in/transferecreditsteps .
Overall and In-Major GPA: Students must have an overall GPA of 2.0 and an in-major GPA of 2.0 to graduate. Courses used to calculate the in-major GPA are noted with a # (e.g. #MGT 3404).
Policy 91: University policy requires a student to make satisfactory academic progress towards a degree in order to remain enrolled at the institution (see footnote 1). Students are responsible for reading and understanding Policy 91 in accordance with Pamplin policies http://pampl.in/policy91 .
DEPARTMENT INFORMATION
Management courses which can be taken as free electives are listed below: *MGT/BIT 2404: Multicultural Problem Solving & Analytics MGT 3014: Career Planning Strategy for Management Majors *MGT 3754: Management Internships & Career Development MGT/PHIL 4324: Business & Professional Ethics MGT 3074: Social Entrepreneurship *MGT 3164: Current Topics in Entrepreneurship *MGT 3064: Cornerstones of Entrepreneurship and Innovation *MGT 4064: Developing Entrepreneurial Ventures MGT/ENGE/IDS 4094: Startup: Commercialization

¹Policy 91: Pamplin students in a business degree program must complete eight business courses (ACIS 1504, MATH 1524, ACIS 2115-2116, BIT 2405-2406, and ECON 2005-2006) with a grade of C- or higher by 72 attempted credit hours (or 90 attempted credit hours for students with more than 18 transfer credits). Students who have not met the requirements will be notified upon reaching 72 (or 90) credit hours that they must complete the missing course(s) in the next term(s) of enrollment. Failure to do so may result in the student's dismissal from the business degree program. This policy is strictly enforced.

²Graduation requirement: Students must achieve a grade of C- or higher in select business courses (ACIS 1504, MATH 1524, ACIS 2115-2116, BIT 2405-2406, ECON 2005-2006, MGT 1104, HTM or MGT 2314, MGT 3404, MKTG 3104, FIN 3104, FIN 3054, BIT 3414, and MGT 44394).

³COMM 2004: Public Speaking is required for Human Resource Management majors who did not take COMM 1015-1016: Communication Skills. If ENGL 1105-1106: First-Year Writing are taken, COMM 2004 will satisfy the Pathway 1A: Advanced Discourse requirement. If COMM 1015-1016 are taken, students may use MGT 4334: Ethical Leadership to satisfy the 1A requirement.

⁴Business Information Technology (BIT) majors who are double majoring in Human Resource Management may substitute BIT 4484: Project Management for MGT 2114.

⁵MGT 4334: Ethical Leadership will satisfy the Pathway 7: Critical Analysis of Identity & Equity in the U.S. requirement.



PAMPLIN COLLEGE OF
BUSINESS
VIRGINIA TECH

APPROVED
COMMISSION ON UNDERGRADUATE
STUDIES AND POLICIES

Department of Management
Bachelor of Science in Business

Major: **Management**

Option: **Human Resource Management (MHR)**

For students graduating in calendar year 2022 and
for student date of entry under UG Catalog 2020-2021

YEAR ONE					
FALL SEMESTER	★	Credits		SPRING SEMESTER	★ Credits
ACIS 1504: Introduction to Business Analytics & Business Intelligence ^{1, 2}	M	3		ACIS 2115: Principles of Accounting ^{1, 2}	M 3
MATH 1524: Business Calculus ^{1, 2}	5f	4		ECON 2005: Principles of Economics ^{1, 2}	3 3
MGT 1104: Foundations of Business ²	M	3		*BIT 2405: Introduction to Business Statistics, Analytics, & Modeling ^{1, 2}	5f 3
ENGL 1105: First-Year Writing or COMM 1015: Communication Skills	1f	3		*ENGL 1106: First-Year Writing or *COMM 1016: Communication Skills	1f 3
Critical Thinking in the Humanities	2	3		HTM or MGT 2314: Introduction to International Business ²	C 3
				MGT 2104: Careers in Management	M 1
Total		16		Total	16
YEAR TWO					
FALL SEMESTER	★	Credits		SPRING SEMESTER	★ Credits
*ACIS 2116: Principles of Accounting ^{1, 2}	C	3		*MGT 3324: Organization Behavior	M 3
*ECON 2006: Principles of Economics ^{1, 2}	3	3		*ACIS 2504: Personal Computers in Business	M 3
*BIT 2406: Introduction to Business Statistics, Analytics, & Modeling ^{1, 2}	5a	3		Advanced/Applied Discourse ³	1a 3
*MGT 3404: Principles of Management ²	M	3		Critical Thinking in the Humanities	2 3
*MGT 3344: Employee & Labor Relations	O	3		Reasoning in the Natural Sciences	4 3
Reasoning in the Natural Sciences	4	3			
Total		18		Total	15
YEAR THREE					
FALL SEMESTER	★	Credits		SPRING SEMESTER	★ Credits
*MGT 3604: Managerial Analytics	M	3		*MGT 4414: Compensation & Performance Management	O 3
#MKTG 3104: Marketing Management ²	C	3		*MGT 3424: Human Resource Staffing & Development	O 3
*FIN 3104: Introduction to Finance ²	C	3		*MGT 4334: Ethical Leadership ^{4, 5}	M 3
#FIN 3054: Legal & Ethical Environment of Business ²	C	3		*MGT MHR Elective (see page 2)	O 3
*BIT 3414: Operations & Supply Chain Management ²	C	3		Free Elective	3
Total		15		Total	15
YEAR FOUR					
FALL SEMESTER	★	Credits		SPRING SEMESTER	★ Credits
*MGT MHR Elective (see page 2)	O	3		*MGT 4344: Productivity & Quality Leadership	M 3
PSYC 1004: Introductory Psychology or SOC 1004: Introductory Sociology	M	3		*MGT 4394: Strategic Management ²	C 3
Critique & Practice in Design	6d	3		Free Elective	3
Critique & Practice in the Arts	6a	3		Free Elective	3
Free Elective		3		Free Elective	3
Total		15		Total	15

★ C = Degree Core Required Course M = Major required Course O = Option Required Course

All other designations identify Pathways General Education requirements <https://www.pathways.prov.vt.edu/>

MGT MHR ELECTIVES (choose two – 6 credit hours)

#MGT 3064: Cornerstones of Entrepreneurship #MGT 3074 : Social Entrepreneurship *#MGT 3164: Current Topics in Entrepreneurship #MGT 3444: Multicultural Diversity in Organizations *#MGT 3614: Strategy & Competition Analytics	*#MGT 4064: Developing Entrepreneurial Ventures *#MGT 4084: Management Consulting #MGT 4314: International Management *#MGT 4354: Leadership Skills
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GENERAL INFORMATION

This checksheet applies to students completing their degrees in calendar year 2022 and for student date of entry under UG Catalog 2020-2021. A total of **125 credit hours** is required for graduation. Any exceptions to this curriculum must be approved by the student's department head and Associate Dean for Pamplin Undergraduate Programs.

Foreign Language Requirement: Students who did not successfully complete at least two years of a single foreign, classical, or sign language during high school must successfully complete six credit hours of a single foreign, classical, or sign language at the college level. Courses taken to meet this requirement do not count towards the minimum credit hours required for graduation. Please refer to the Undergraduate Catalog for details.

Pre-requisites: Students are responsible for ensuring they have met necessary pre-requisites for all courses. Courses with pre-requisites are noted with * (e.g. *BIT 2405). Please refer to the Undergraduate Catalog or academic advisor.

Transferring Courses: Requirements and procedures for transferring courses are available <http://pampl.in/transferecreditsteps>.

Overall and In-Major GPA: Students must have an overall GPA of 2.0 and an in-major GPA of 2.0 to graduate. Courses used to calculate the in-major GPA are noted with a # (e.g. #MGT 3404).

Policy 91: University policy requires a student to make satisfactory academic progress towards a degree in order to remain enrolled at the institution (see footnote 1). Students are responsible for reading and understanding Policy 91 in accordance with Pamplin policies <http://pampl.in/policy91>.

DEPARTMENT INFORMATION

Management courses which can be taken as free electives are listed below:

MGT 2114: Principles of Project Management *MGT/BIT 2404: Multicultural Problem Solving & Analytics MGT 3014: Career Planning Strategy for Management Majors	*MGT 3754: Management Internships & Career Development MGT/PHIL 4324: Business & Professional Ethics
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¹ Policy 91: Pamplin students in a business degree program must complete eight business courses (ACIS 1504, MATH 1524, ACIS 2115-2116, BIT 2405-2406, and ECON 2005-2006) with a grade of C- or higher by 72 attempted credit hours (or 90 attempted credit hours for students with more than 18 transfer credits). Students who have not met the requirements will be notified upon reaching 72 (or 90) credit hours that they must complete the missing course(s) in the next term(s) of enrollment. Failure to do so may result in the student's dismissal from the business degree program. This policy is strictly enforced.

² Graduation requirement: Students must achieve a grade of C- or higher in select business courses (ACIS 1504, MATH 1524, ACIS 2115-2116, BIT 2405-2406, ECON 2005-2006, MGT 1104, HTM or MGT 2314, MGT 3404, MKTG 3104, FIN 3104, FIN 3054, BIT 3414, and MGT 4394).

³ COMM 2004: Public Speaking is required for all MGT majors who did not take COMM 1015-1016: Communication Skills. If ENGL 1105-1106 are taken, COMM 2004 will satisfy the advanced/applied discourse requirement. If COMM 1015-1016 are taken, students may use MGT 4334 to satisfy the advanced/applied discourse requirement, but then must take a free elective to meet the 125-credit hour requirement.

⁴ If MGT 4334 is double-counted to satisfy the advanced/applied discourse requirement, students must take a free elective to meet the 125-credit hour requirement.

⁵ MGT 4334 will satisfy the Critical Analysis of Identity & Equity in the U.S. pathway requirement.

Blankenship, McKinna

From: Gnyawali, Devi
Sent: Wednesday, November 17, 2021 4:55 PM
To: Maher, John
Cc: Neece, Phyllis; Blankenship, McKinna
Subject: RE: Approval to continue with ACIS courses

Follow Up Flag: Follow up
Flag Status: Flagged

Thank you Jack. Appreciate the prompt response.

Devi

From: Maher, John <jmaher@vt.edu>
Sent: Wednesday, November 17, 2021 4:54 PM
To: Gnyawali, Devi <devi@vt.edu>
Cc: Neece, Phyllis <pneece@vt.edu>
Subject: RE: Approval to continue with ACIS courses

Hello Devi, November 17, 2021

SUBJECT: Resource Letter for new Management options being switched to Management majors.
The ACIS department supports inclusion of ACIS 1504, 2115-2116, 2504 as courses in the new Management majors as described below. The ACIS department requires no additional resources for inclusion of these courses.
Jack Maher

John J. (Jack) Maher, Department Head and
Tom Wells/Kathy Dargo Professor
Dept. of Accounting and Information Systems
880 W Campus Dr Suite 3007
Pamplin College of Business - Virginia Tech
Blacksburg, VA 24061 USA
Phone: 540.231.6591 email: jmaher@vt.edu

From: Gnyawali, Devi <devi@vt.edu>
Sent: Wednesday, November 17, 2021 4:45 PM
To: Maher, John <jmaher@vt.edu>
Subject: Approval to continue with ACIS courses

Dear Jack,

Department of Management is proposing to shift its current options/concentrations to majors. I am attaching four proposals that describe this change. ACIS 1504, 2115, 2116, AND 2504 are listed on the checksheets for our previously approved options/concentrations. I request your approval to include the course in the proposed new majors.

We do not expect significant change in the number of students pursuing the proposed new majors compared to our previous Management options/concentrations in the short term. The proposed majors have been approved the

Undergraduate Committees in the Department of Management and the Pamplin College. Although the courses included on the proposed major checksheets are the same as those on the previous checksheets for our options/concentrations, the Registrar is requiring that we include letters of support from all departments listed on the proposed new major checksheets.

Would you please send me a note stating that you have been made aware of the Management Department's proposed changes from its current options/concentrations to majors and that your department continues to support inclusion of ACIS 1504, 2115, 2116, AND 2504 on our proposed new major checksheets?

I would very much appreciate your help with this matter. Please contact me if you have any questions or concerns.

Sincerely,

Devi

Devi R. Gnyawali, Ph.D.
Department Head and R.B. Pamplin Professor
Department of Management, Pamplin College of Business
Virginia Tech, Blacksburg, VA, 24061 (mail code 0233)
Email: devi@vt.edu, Phone: 540-231-6353
<https://management.pamplin.vt.edu/faculty/directory/gnyawali-devi.html>



Mathematics Department
225 Stanger Street
460 McBryde Hall
Blacksburg, VA 24061
Ph: (540) 231-6536
Fax: (540) 231-5960

November 18, 2021

Dear Colleagues:

The Department of Mathematics supports the inclusion of MATH 1524: Business Calculus in the follow majors being converted from options by the Department of Management:

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

Since the new majors already exist as options, we expect to be able to teach MATH 1524 for these majors with no additional resources.

Best regards,

A handwritten signature in black ink, appearing to read 'R.C. Rogers'.

Robert C. Rogers
Professor and Associate Chair

Blankenship, McKinna

From: Gnyawali, Devi
Sent: Thursday, November 18, 2021 5:04 PM
To: Weaver-Hightower, Rebecca
Cc: Blankenship, McKinna
Subject: RE: Approval for ENG courses

Dear Rebecca

Thank you for your prompt response with support.

Devi

From: Rebecca Weaver-Hightower <rebeccawh@vt.edu>
Sent: Thursday, November 18, 2021 10:52 AM
To: Gnyawali, Devi <devi@vt.edu>
Subject: Re: Approval for ENG courses

Dear Devi,

We continue to support the inclusion of 1105-1006 on your checksheets and wish you the best of luck with your new majors!

Rebecca Weaver-Hightower
Profess and Chair
Department of English

On Wed, Nov 17, 2021 at 4:49 PM Gnyawali, Devi <devi@vt.edu> wrote:

Dear Dr. Weaver-Hightower,

Department of Management is proposing to shift its current options/concentrations to majors. I am attaching four proposals that describe this change. ENG 1105-1106 are listed on the checksheets for our previously approved options/concentrations. I request your approval to include the course in the proposed new majors.

We do not expect significant change in the number of students pursuing the proposed new majors compared to our previous Management options/concentrations in the short term. The proposed majors have been approved the Undergraduate Committees in the Department of Management and the Pamplin College. Although the courses included on the proposed major checksheets are the same as those on the previous checksheets for our options /concentrations, the Registrar is requiring that we include letters of support from all departments listed on the proposed new major checksheets.

Would you please send me a note stating that you have been made aware of the Management Department's proposed changes from its current options/concentrations to majors and that your department continues to support inclusion of ENG 1105-1106 on our proposed new major checksheets?

I would very much appreciate your help with this matter. Please contact me if you have any questions or concerns.

Sincerely,

Devi

Devi R. Gnyawali, Ph.D.

Department Head and R.B. Pamplin Professor

Department of Management, Pamplin College of Business

Virginia Tech, Blacksburg, VA, 24061 (mail code 0233)

Email: devi@vt.edu, Phone: 540-231-6353

<https://management.pamplin.vt.edu/faculty/directory/gnyawali-devi.html>

Blankenship, McKinna

From: Gnyawali, Devi
Sent: Thursday, November 18, 2021 5:01 PM
To: Blankenship, McKinna
Subject: FW: FW: Approval for COMM 1015-1016
Attachments: 22-23MGTNewMajor.pdf; 22-23EITNewMajor.pdf; 22-23HRMNewMajor.pdf; 22-23MCANewMajor.pdf

FYI

Thank you.

Devi

From: Douglas Cannon <dfcannon@vt.edu>
Sent: Thursday, November 18, 2021 8:08 AM
To: Gnyawali, Devi <devi@vt.edu>
Subject: Fwd: FW: Approval for COMM 1015-1016

The School of Communication supports inclusion of **COMM 1015-1016: Communication Skills** and **COMM 2004: Public Speaking** among requirements for four proposed Department of Management majors:

- Management.
- Entrepreneurship, Innovation and Technology Management.
- Human Resource Management.
- Management Consulting and Analytics.

DOUGLAS F. CANNON, Ph.D., APR+M, Fellow PRSA | Associate Director
Virginia Tech | School of Communication
181 Turner Street N.W., Suite 106
Blacksburg, VA 24061-1063
(540) 231-2331 | dfcannon@vt.edu

----- Forwarded message -----

From: Denton, Robert <rdenton@vt.edu>
Date: Thu, Nov 18, 2021 at 6:41 AM
Subject: FW: Approval for COMM 1015-1016
To: Cannon, Douglas <dfcannon@vt.edu>

Good morning. Your department.

VTVTVTVTVTVTVTVTVTVTVTVTVTVTVTVTVT

Robert E. Denton, Jr. Ph.D.
W. Thomas Rice Chair
Department of Marketing
Pamplin College of Business
Professor and Director
School of Communication

College of Liberal Arts & Human Sciences
115 Shanks Hall MC 0311
181 Turner Street NW
Virginia Tech
Blacksburg, VA 24061

540 231-7166 office
rdenton@vt.edu



VTVTVTVTVTVTVTVTVTVTVTVTVTVTVTVT

From: "Gnyawali, Devi" <devi@vt.edu>
Date: Wednesday, November 17, 2021 at 4:44 PM
To: "Robert E. Denton, Jr." <rdenton@vt.edu>
Subject: Approval for COMM 1015-1016

Dear Dr. Denton,

Department of Management is proposing to shift its current options/concentrations to majors. I am attaching four proposals that describe this change. COMM 1015-1016 are listed on the checksheets for our previously approved options/concentrations. I request your approval to include the course in the proposed new majors.

We do not expect significant change in the number of students pursuing the proposed new majors compared to our previous Management options/concentrations in the short term. The proposed majors have been approved the Undergraduate Committees in the Department of Management and the Pamplin College. Although the courses included on the proposed major checksheets are the same as those on the previous checksheets for our options/concentrations, the Registrar is requiring that we include letters of support from all departments listed on the proposed new major checksheets.

Would you please send me a note stating that you have been made aware of the Management Department's proposed changes from its current options/concentrations to majors and that your department continues to support inclusion of COMM 1015-1016 on our proposed new major checksheets?

I would very much appreciate your help with this matter. Please contact me if you have any questions or concerns.

Sincerely,

Devi

Devi R. Gnyawali, Ph.D.

Department Head and R.B. Pamplin Professor

Department of Management, Pamplin College of Business

Virginia Tech, Blacksburg, VA, 24061 (mail code 0233)

Email: devi@vt.edu, Phone: 540-231-6353

<https://management.pamplin.vt.edu/faculty/directory/gnyawali-devi.html>

Blankenship, McKinna

From: Gnyawali, Devi
Sent: Thursday, November 18, 2021 2:22 PM
To: Blankenship, McKinna; Fox, Melanie
Subject: FW: Approval for ECON courses

Follow Up Flag: Follow up
Flag Status: Flagged

Thank you.

Devi

From: Melanie Fox <melaniefox@vt.edu>
Sent: Thursday, November 18, 2021 12:34 PM
To: Sarangi, Sudipta <ssarangi@vt.edu>
Cc: Gnyawali, Devi <devi@vt.edu>
Subject: Re: Approval for ECON courses

The Department of Economics approves the inclusion of the courses ECON 2005 and ECON 2006 in these new majors.

If you need further confirmation, such as a formal letter on letterhead, please do not hesitate to ask.

-Melanie Fox
Melanie E. Fox, PhD
Collegiate Assistant Professor
Director of Undergraduate Studies
Virginia Tech | Economics
Pamplin 3057
Blacksburg, VA 24060
(540) 231-4549 | melaniefox@vt.edu

On Nov 17, 2021, at 5:18 PM, Sudipta Sarangi <ssarangi@vt.edu> wrote:

Hi Devi - I hope all is well at your end.

I have copied Dr Melanie Fox who handles these requests for us.

Warmly,

Sudipta

On Wednesday, November 17, 2021, Gnyawali, Devi <devi@vt.edu> wrote:

Dear Sudipta

Department of Management is proposing to shift its current options/concentrations to majors. I am attaching four proposals that describe this change. ECON 2005-2006 are listed on the checksheets for our previously approved options/concentrations. I request your approval to include the course in the proposed new majors.

We do not expect significant change in the number of students pursuing the proposed new majors compared to our previous Management options/concentrations in the short term. The proposed majors have been approved the Undergraduate Committees in the Department of Management and the Pamplin College. Although the courses included on the proposed major checksheets are the same as those on the previous checksheets for our options/concentrations, the Registrar is requiring that we include letters of support from all departments listed on the proposed new major checksheets.

Would you please send me a note stating that you have been made aware of the Management Department's proposed changes from its current options/concentrations to majors and that your department continues to support inclusion of ECON 2005-2006 on our proposed new major checksheets?

I would very much appreciate your help with this matter. Please contact me if you have any questions or concerns.

Thank you

Devi

Devi R. Gnyawali, Ph.D.

Department Head and R.B. Pamplin Professor

Department of Management, Pamplin College of Business

Virginia Tech, Blacksburg, VA, 24061 (mail code 0233)

Email: devi@vt.edu, Phone: 540-231-6353

<https://management.pamplin.vt.edu/faculty/directory/gnyawali-devi.html>

Blankenship, McKinna

From: Gnyawali, Devi
Sent: Wednesday, December 1, 2021 12:45 PM
To: Russell, Robin
Cc: Blankenship, McKinna
Subject: RE: Approval for inclusion of BIT courses in Management

Thank you Robin. You missed MCA in your statement, but I assume your support is for that as well. Please confirm.

Best regards.

Devi

-----Original Message-----

From: Russell, Robin <rrussell@vt.edu>
Sent: Wednesday, December 1, 2021 12:15 PM
To: Gnyawali, Devi <devi@vt.edu>
Subject: Re: Approval for inclusion of BIT courses in Management

The BIT department supports the inclusion of BIT 2405, 2406 and 3414 in the Management majors of EIT, HRM, and MGT. No additional resources will be needed to support this request.

Roberta S. Russell
Department Head
Business Information Technology

Sent from my iPhone

> On Dec 1, 2021, at 12:05 PM, Gnyawali, Devi <devi@vt.edu> wrote:
> Hi Robin,
>
> I hope you had a wonderful break.
>
> This is a friendly reminder to send me a support letter/email for inclusion of BIT 2405, 2406, and 3414 in our MGT
checksheets (attached, FYI).
>
> Thank you.
>
> Devi
>
> From: Gnyawali, Devi
> Sent: Wednesday, November 17, 2021 4:51 PM
> To: Russell, Robin <rrussell@vt.edu>
> Subject: Approval for inclusion of BIT courses
>
> Dear Robin
>
> Department of Management is proposing to shift its current options/concentrations to majors. I am attaching four
proposals that describe this change. BIT 2405, 2406, and 3413 are listed on the checksheets for our previously approved
options/concentrations. I request your approval to include the course in the proposed new majors.
>

> We do not expect significant change in the number of students pursuing the proposed new majors compared to our previous Management options/concentrations in the short term. The proposed majors have been approved the Undergraduate Committees in the Department of Management and the Pamplin College. Although the courses included on the proposed major checksheets are the same as those on the previous checksheets for our options/concentrations, the Registrar is requiring that we include letters of support from all departments listed on the proposed new major checksheets.

>

> Would you please send me a note stating that you have been made aware of the Management Department's proposed changes from its current options/concentrations to majors and that your department continues to support inclusion of BIT 2405, 2406, and 3413 on our proposed new major checksheets?

>

> I would very much appreciate your help with this matter. Please contact me if you have any questions or concerns.

>

> Thank you

>

> Devi

>

> Devi R. Gnyawali, Ph.D.

> Department Head and R.B. Pamplin Professor Department of Management,

> Pamplin College of Business Virginia Tech, Blacksburg, VA, 24061 (mail

> code 0233)

> Email: devi@vt.edu<<mailto:devi@vt.edu>>, Phone: 540-231-6353

> <https://management.pamplin.vt.edu/faculty/directory/gnyawali-devi.html>

>

>

>

> <22-23MGTNewMajor.pdf>

> <22-23EITNewMajor.pdf>

> <22-23HRMNewMajor.pdf>

> <22-23MCANewMajor.pdf>



Department of Marketing
Dr. Rajesh Bagchi
R.B. Pamplin Chair of Marketing
Department Head
880 West Campus Drive
2016 Pamplin Hall (0236)
Blacksburg, Virginia 24061
P: (540) 231-6949 F: (540) 232-8752
Email: rbagchi@vt.edu
www.marketing.pamplin.vt.edu

MEMORANDUM

TO: Curriculum Committee
FROM: Dr. Rajesh Bagchi, Department Head of Marketing
DATE: November 18, 2021
RE: Department of Management New Majors

The Marketing Department has been made aware of the proposed changes to the Management Department's concentrations in converting to majors. The Marketing Department will continue to support inclusion of MKTG 3104 on the newly proposed major checksheets.

Blankenship, McKinna

From: Gnyawali, Devi
Sent: Wednesday, December 1, 2021 3:17 PM
To: Foti, Roseanne
Cc: Blankenship, McKinna
Subject: RE: Approval to continue with PSYC 1004

Thank you, Roseanne.

Devi

From: Roseanne Foti <rfoti@vt.edu>
Sent: Wednesday, December 1, 2021 3:15 PM
To: Gnyawali, Devi <devi@vt.edu>
Subject: RE: Approval to continue with PSYC 1004

Dear Devi,

I have been made aware of the Management Department's proposed changes from its current options/concentrations to majors. The Psychology department continues to support inclusion of PSYC 1004 on the proposed new major checksheets.

Take care, Roseanne

Roseanne J. Foti, Ph.D.
(she/her)
Professor and Chair, Department of Psychology
Virginia Tech
540.231.5814 (voice)
rfoti@vt.edu

Be committed. Be well.



Please note: due to my personal family/work balance, I often email outside of normal working hours. Do not feel any pressure to respond outside of your own working pattern.

From: Gnyawali, Devi <devi@vt.edu>
Sent: Wednesday, December 1, 2021 11:53 AM
To: Foti, Roseanne <rfoti@vt.edu>
Subject: FW: Approval to continue with PSYC 1004

Dear Roseanne

I hope you had a wonderful break. I send you the following email on the 17th. I could not find your response on this. I would love to get your support/approval letter/email asap.

Thank you.

Devi

From: Gnyawali, Devi
Sent: Wednesday, November 17, 2021 4:46 PM
To: Foti, Roseanne <rfoti@vt.edu>
Subject: Approval to continue with PSYC 1004

Dear Roseanne,

Department of Management is proposing to shift its current options/concentrations to majors. I am attaching four proposals that describe this change. PSYC 1004 is listed on the checksheets for our previously approved options/concentrations. I request your approval to include the course in the proposed new majors.

We do not expect significant change in the number of students pursuing the proposed new majors compared to our previous Management options/concentrations in the short term. The proposed majors have been approved the Undergraduate Committees in the Department of Management and the Pamplin College. Although the courses included on the proposed major checksheets are the same as those on the previous checksheets for our options/concentrations, the Registrar is requiring that we include letters of support from all departments listed on the proposed new major checksheets.

Would you please send me a note stating that you have been made aware of the Management Department's proposed changes from its current options/concentrations to majors and that your department continues to support inclusion of PSYC 1004 on our proposed new major checksheets?

I would very much appreciate your help with this matter. Please contact me if you have any questions or concerns.

Sincerely,

Devi

Devi R. Gnyawali, Ph.D.
Department Head and R.B. Pamplin Professor
Department of Management, Pamplin College of Business
Virginia Tech, Blacksburg, VA, 24061 (mail code 0233)
Email: devi@vt.edu, Phone: 540-231-6353
<https://management.pamplin.vt.edu/faculty/directory/gnyawali-devi.html>

Blankenship, McKinna

From: Gnyawali, Devi
Sent: Thursday, November 18, 2021 7:45 AM
To: Blankenship, McKinna
Subject: Fwd: Approval for FIN courses

Follow Up Flag: Follow up
Flag Status: Flagged

Begin forwarded message:

From: Vijay Singal <singal@vt.edu>
Date: November 18, 2021 at 7:33:13 AM EST
To: "Gnyawali, Devi" <devi@vt.edu>
Subject: Re: Approval for FIN courses

Dear Devi:

The Finance Department supports all 4 MGT proposals and has no objection to including any FIN courses in those programs of study. No additional resources are required. Please use this generic letter of support for the 4 proposals. Thank you for including FIN courses.

Vijay

Vijay Singal, Department Head and J Gray Professor of Finance
Virginia Tech | Department of Finance
880 West Campus Drive, Suite 1016A
Blacksburg, VA 24061-0221
vs@vt.edu, 540-231-7750 (d), 540-231-5904 (o), 540-818-4089 (c)
Website: <https://finance.pamplin.vt.edu/>

LinkedIn: <https://www.linkedin.com/school/VT-finance-department/>

Facebook: <https://www.facebook.com/VTFin>

On Wed, Nov 17, 2021 at 4:49 PM Gnyawali, Devi <devi@vt.edu> wrote:

Dear Vijay

Department of Management is proposing to shift its current options/concentrations to majors. I am attaching four proposals that describe this change. FIN 3054, 3074, AND 3104 are listed on the checksheets for our previously approved options/concentrations. I request your approval to include the course in the proposed new majors.

We do not expect significant change in the number of students pursuing the proposed new majors compared to our previous Management options/concentrations in the short term. The proposed majors have been approved the Undergraduate Committees in the Department of Management and the Pamplin College. Although the courses included on the proposed major checksheets are the same as those on the previous checksheets for our options/concentrations, the Registrar is requiring that we include letters of support from all departments listed on the proposed new major checksheets.

Would you please send me a note stating that you have been made aware of the Management Department's proposed changes from its current options/concentrations to majors and that your department continues to support inclusion of FIN 3054, 3074, AND 3104 our proposed new major checksheets?

I would very much appreciate your help with this matter. Please contact me if you have any questions or concerns.

Thank you

Devi

Devi R. Gnyawali, Ph.D.

Department Head and R.B. Pamplin Professor

Department of Management, Pamplin College of Business

Virginia Tech, Blacksburg, VA, 24061 (mail code 0233)

Email: devi@vt.edu, Phone: 540-231-6353

<https://management.pamplin.vt.edu/faculty/directory/gnyawali-devi.html>



Department of Sociology
225 Stanger Street
McBryde Hall, Room 560 (0137)
Blacksburg, Virginia 24061
P: (540) 231-8971 F: (540) 231-3860
www.sociology.vt.edu

December 1, 2021

Dear Dr. Gnyawali,

Thank you for sharing your new checksheets for the options/concentrations you are developing. The department of Sociology has been made aware of the Management Department's proposed changes from its current options/concentrations to majors. Our department will continue to support inclusion of SOC 1004 on the proposed new major checksheets. These proposed changes will require no additional resources from the Sociology Department.

Sincerely,

A handwritten signature in black ink, reading 'Jennifer A. Johnson'.

Jennifer A. Johnson, PhD (*she/her*)

Professor and Chair

Department of Sociology

Email: jajohnson@vt.edu



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

Dr. Zheng Xiang
Department Head
Associate Professor

362 Wallace Hall (0429)
Blacksburg, Virginia 24061
Tel: 540/231-3262
Fax: 540/231-8313
E-mail: philxz@vt.edu
<https://htm.pamplin.vt.edu/>

December 1, 2021

To: University Governance Committees

The Howard Feiertag Department of Hospitality & Tourism Management supports inclusion of HTM 2314 Introduction to International Business in the four proposed MGT majors, namely Management, Entrepreneurship, Innovation and Technology Management, Human Resource Management, and Management of Consulting & Analytics in the Department of Management. No additional resources are required.

Regards,

A handwritten signature in black ink, appearing to be 'ZX' or similar, written over a light blue horizontal line.

Zheng Xiang