October 14th, 2021

TO: Governance Committees and University Registrar

FROM: Devi R. Gnyawali, Department Head, Management

SUBJECT: Change of Option to Major: Entrepreneurship, Innovation, & Technology Management

Currently, Entrepreneurship, Innovation, and Technology Management (EIT) is an option within the Management major under the BS in Business degree. The EIT option was approved by the university in 2000 effective for the graduating class of 2003.

The EIT specialization is one of three main specialized areas in the Department of Management. In addition, Entrepreneurship and Innovation is one of the Strategic Pillars of the Pamplin College of Business. The EIT option helps students develop a culture of entrepreneurship, increase their engagement in new venture creation, and develop the entrepreneurial mindset and skillset necessary to start and succeed in new ventures. Virginia Tech emphasizes entrepreneurship education and research through its Creativity and Innovation "Destination Area."

The quality and rigor of the EIT curriculum are key contributors to Virginia Tech’s ranking of top 25 in the Princeton Review’s ranking of undergraduate entrepreneurship programs in 2021. The national ranking is an exciting recognition for the hard work and progress made by our entrepreneurship faculty and staff to build a world-class entrepreneurship program.

There are a number of significant advantages of converting the EIT option to a major:

- Increasing the visibility and appeal of the EIT major to both prospective students as well as employers who seek students with specific interests and training
- Allowing students to emphasize and display to prospective employers their interests and training in EIT. Only majors are displayed on diplomas, not options
- Developing additional management curriculum that focuses more directly on the content of the EIT major
- Directing management students from the beginning of their time at VT toward activities, clubs, and internships that are focused on EIT
• Gaining additional recognition from external sources for our expertise and strengths in EIT.
• Facilitating our ability to gather data on students completing the EIT major to help fine tune curriculum, communicate with students, provide more accurate placement statistics, and stay connected with student alumni.

Currently, the EIT option has 210 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 EIT 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).
2. No new courses are being added or changed in converting the option to a major. The new major in EIT consists of 125 hours, the same as the current Management major with an EIT option.
3. All students in Management will be informed of this change. The EIT 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 EIT 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 Entrepreneurship, Innovation, and Technology Management major beginning in the 2022-2023 academic year.
7. Students currently in the EIT option will be eligible to change to the Entrepreneurship, Innovation, and Technology 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 EIT option is Spring 2022. The final semester students can graduate with the EIT option is Fall 2027.

The following required documents are attached:

I. Coversheet

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
An equal opportunity, affirmative action institution
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 EIT option

IV. A memo from the Management department head asserting that no new resources will be required for the new major
To: College and University Governance Committees  
From: Devi R. Gnyawali, Department Head, Department of Management  
Date: October 18, 2021  
RE: Entrepreneurship, Innovation, & Technology Management (EIT) Major

**Conversion of the Entrepreneurship, Innovation, & Technology Management (EIT) Major option to a major**

The Department of Management supports the conversion of the Entrepreneurship, Innovation, & Technology Management (EIT) 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

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

<table>
<thead>
<tr>
<th>Semester</th>
<th>Credits</th>
<th>Semester</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fall</strong></td>
<td></td>
<td><strong>Spring</strong></td>
<td></td>
</tr>
<tr>
<td><strong>ACIS 1504: Introduction to Business Analytics &amp; Business Intelligence</strong>&lt;sup&gt;1,2&lt;/sup&gt;</td>
<td>M</td>
<td>3</td>
<td><strong>ACIS 2115: Principles of Accounting</strong>&lt;sup&gt;1,2&lt;/sup&gt;</td>
</tr>
<tr>
<td><strong>MATH 1524: Business Calculus</strong>&lt;sup&gt;1,2&lt;/sup&gt;</td>
<td>Sf</td>
<td>4</td>
<td><strong>ECON 2005: Principles of Economics</strong>&lt;sup&gt;1,2&lt;/sup&gt;</td>
</tr>
<tr>
<td><strong>MGT 1104: Foundations of Business</strong>&lt;sup&gt;2&lt;/sup&gt;</td>
<td>M</td>
<td>3</td>
<td><strong>BIT 2405: Introduction to Business Statistics, Analytics, &amp; Modeling</strong>&lt;sup&gt;1,2&lt;/sup&gt;</td>
</tr>
<tr>
<td><strong>ENGL 1105: First-Year Writing</strong>&lt;sup&gt;1&lt;/sup&gt;</td>
<td>T</td>
<td>3</td>
<td><strong>ENGL 1108: First-Year Writing</strong>&lt;sup&gt;1&lt;/sup&gt;</td>
</tr>
<tr>
<td><strong>Critical Thinking in the Humanities</strong></td>
<td>2</td>
<td>3</td>
<td><strong>HTM or MGT 2314: Introduction to International Business</strong>&lt;sup&gt;2&lt;/sup&gt;</td>
</tr>
<tr>
<td><strong>Reasoning in the Natural Sciences</strong></td>
<td>4</td>
<td>3</td>
<td><strong>MGT 2104: Careers in Management</strong></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>16</td>
<td><strong>Total</strong></td>
<td>16</td>
</tr>
</tbody>
</table>

### Year Two

<table>
<thead>
<tr>
<th>Semester</th>
<th>Credits</th>
<th>Semester</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fall</strong></td>
<td></td>
<td><strong>Spring</strong></td>
<td></td>
</tr>
<tr>
<td><strong>ACIS 2115: Principles of Accounting</strong>&lt;sup&gt;1,2&lt;/sup&gt;</td>
<td>C</td>
<td>3</td>
<td><strong>BIT 2405: Introduction to Business Statistics, Analytics, &amp; Modeling</strong>&lt;sup&gt;1,2&lt;/sup&gt;</td>
</tr>
<tr>
<td><strong>ECON 2008: Principles of Economics</strong>&lt;sup&gt;1,2&lt;/sup&gt;</td>
<td>3</td>
<td>3</td>
<td><strong>MGT 3232: Organization Behavior</strong></td>
</tr>
<tr>
<td><strong>MGT 3404: Principles of Management</strong>&lt;sup&gt;2&lt;/sup&gt;</td>
<td>M</td>
<td>3</td>
<td><strong>ACIS 2504: Introduction to Accounting Analytics</strong></td>
</tr>
<tr>
<td><strong>MGT 2084: Foundations of Entrepreneurship</strong>&lt;sup&gt;2&lt;/sup&gt;</td>
<td>M/6d</td>
<td>3</td>
<td><strong>MGT 2114: Principles of Project Management</strong></td>
</tr>
<tr>
<td><strong>Reasoning in the Natural Sciences</strong></td>
<td>4</td>
<td>3</td>
<td><strong>Critique &amp; Practice in the Arts</strong></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>15</td>
<td><strong>Total</strong></td>
<td>18</td>
</tr>
</tbody>
</table>

### Year Three

<table>
<thead>
<tr>
<th>Semester</th>
<th>Credits</th>
<th>Semester</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fall</strong></td>
<td></td>
<td><strong>Spring</strong></td>
<td></td>
</tr>
<tr>
<td><strong>MGT 3604: Managerial Analytics</strong></td>
<td>M</td>
<td>3</td>
<td><strong>MGT 4084: Developing Entrepreneurial Ventures</strong></td>
</tr>
<tr>
<td><strong>MGT 4334: Ethical Leadership</strong>&lt;sup&gt;1,2&lt;/sup&gt;</td>
<td>M/71a</td>
<td>3</td>
<td><strong>BIT 3414: Operations &amp; Supply Chain Management</strong>&lt;sup&gt;2&lt;/sup&gt;</td>
</tr>
<tr>
<td><strong>FIN 3104: Introduction to Finance</strong>&lt;sup&gt;2&lt;/sup&gt;</td>
<td>C</td>
<td>3</td>
<td><strong>FIN 3054: Legal &amp; Ethical Environment of Business</strong>&lt;sup&gt;2&lt;/sup&gt;</td>
</tr>
<tr>
<td><strong>MKTG 3104: Marketing Management</strong>&lt;sup&gt;2&lt;/sup&gt;</td>
<td>C</td>
<td>3</td>
<td><strong>Free Elective</strong></td>
</tr>
<tr>
<td><strong>MGT 3084: Cornerstones of Entrepreneurship and Innovation</strong></td>
<td>M</td>
<td>3</td>
<td><strong>MGT Elective</strong> (see page 2)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>15</td>
<td><strong>Total</strong></td>
<td>15</td>
</tr>
</tbody>
</table>

### Year Four

<table>
<thead>
<tr>
<th>Semester</th>
<th>Credits</th>
<th>Semester</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fall</strong></td>
<td></td>
<td><strong>Spring</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Critical Thinking in the Humanities</strong></td>
<td>2</td>
<td>3</td>
<td><strong>MGT 4364: Productivity &amp; Quality Leadership</strong></td>
</tr>
<tr>
<td><strong>PSYC 1004: Introductory Psychology or SOC 1004: Introductory Sociology</strong></td>
<td>M</td>
<td>3</td>
<td><strong>MGT 4394: Strategic Management</strong>&lt;sup&gt;2&lt;/sup&gt;</td>
</tr>
<tr>
<td><strong>Free Elective</strong></td>
<td>3</td>
<td>Free Elective</td>
<td>3</td>
</tr>
<tr>
<td><strong>Free Elective</strong></td>
<td>3</td>
<td>Free Elective</td>
<td>3</td>
</tr>
<tr>
<td><strong>Free Elective</strong></td>
<td>3</td>
<td>Free Elective</td>
<td>3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>15</td>
<td><strong>Total</strong></td>
<td>15</td>
</tr>
</tbody>
</table>

* C = Degree Core Required Course  
* M = Major Required Course

All other designations identify Pathways General Education requirements [https://www.pathways.prov.vt.edu/](https://www.pathways.prov.vt.edu/)
### MGT ELECTIVES (choose one – 3 credit hours)

- **ENGE 209X**: Createl Ideation & Innovation
- **MGT 307X**: Social Entrepreneurship
- **MGT 308X**: Digital Entrepreneurship
- **MGT 333X**: Managing Human Resources
- **MGT 408X**: Management Consulting
- **MGT/ENGE/IDS 409X**: Startup: Commercialization
- **MGT 431X**: International Management

### GENERAL INFORMATION

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. *MGT 2405). Please refer to the Undergraduate Catalog or academic advisor.

Transferring Courses: Requirements and procedures for transferring courses are available [http://pampLin/transfercreditsteps](http://pampLin/transfercreditsteps).

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://pampLin/policy91](http://pampLin/policy91).

### DEPARTMENT INFORMATION

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

- **MGT/BIT 2404**: Multicultural Problem Solving & Analytics
- **MGT 301X**: Career Planning Strategy for Management Majors
- **MGT 318X**: Current Topics in Entrepreneurship
- **MGT 334X**: Employee & Labor Relations
- **MGT 342X**: Human Resources Staffing & Development
- **MGT 344X**: Multicultural Diversity in Organizations
- **MGT 375X**: Management Internships & Career Development
- **MGT/PHIL 432X**: Business & Professional Ethics
- **MGT 441X**: Compensation & Performance Management

---

1 **Policy 91**: Pamplin students in a business degree program must complete eight business courses (ACIS 1504, MATH 1524, ACIS 211S-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 211S-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 Entrepreneurship, Innovation, and Technology 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.

4 **Business Information Technology (BIT) majors who are double majoring in Entrepreneurship, Innovation, and Technology may substitute BIT 4484**: Project Management for MGT 2114.

5 **MGT 4334**: Ethical Leadership will satisfy the Pathway 7: Critical Analysis of Identity & Equity in the U.S. requirement.
Department of Management  
Bachelor of Science in Business  
Major: Management  
Option: Entrepreneurship, Innovation & Technology Management (EIT)  
For students graduating in calendar year 2022 and  
for student date of entry under UG Catalog 2020-2021

### YEAR ONE

<table>
<thead>
<tr>
<th>FALL SEMESTER</th>
<th>Credits</th>
<th>SPRING SEMESTER</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACIS 1504: Introduction to Business Analytics &amp;</td>
<td>M</td>
<td>ACIS 2115: Principles of Accounting&lt;sup&gt;1,2&lt;/sup&gt;</td>
<td>M</td>
</tr>
<tr>
<td>Business Intelligence&lt;sup&gt;1,2&lt;/sup&gt;</td>
<td>3</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>MATH 1524: Business Calculus&lt;sup&gt;1,2&lt;/sup&gt;</td>
<td>5f</td>
<td>ECON 2005: Principles of Economics&lt;sup&gt;1,2&lt;/sup&gt;</td>
<td>3</td>
</tr>
<tr>
<td>MGT 1104: Foundations of Business&lt;sup&gt;2&lt;/sup&gt;</td>
<td>M</td>
<td>*BIT 2405: Introduction to Business Statistics,</td>
<td>5f</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Analytics, &amp; Modeling&lt;sup&gt;1,2&lt;/sup&gt;</td>
<td>3</td>
</tr>
<tr>
<td>ENGL 1105: First-Year Writing or</td>
<td>1f</td>
<td>*ENGL 1106: First-Year Writing or</td>
<td>1f</td>
</tr>
<tr>
<td>COMM 1015: Communication Skills</td>
<td>3</td>
<td>*COMM 1016: Communication Skills</td>
<td>3</td>
</tr>
<tr>
<td>Critical Thinking in the Humanities</td>
<td>2</td>
<td>HTM or MGT 2314: Introduction to International Business&lt;sup&gt;2&lt;/sup&gt;</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>MGT 2104: Careers in Management</td>
<td>M</td>
</tr>
<tr>
<td></td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>16</strong></td>
<td><strong>Total</strong></td>
<td><strong>16</strong></td>
</tr>
</tbody>
</table>

### YEAR TWO

<table>
<thead>
<tr>
<th>FALL SEMESTER</th>
<th>Credits</th>
<th>SPRING SEMESTER</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>*ACIS 2116: Principles of Accounting&lt;sup&gt;1,2&lt;/sup&gt;</td>
<td>C</td>
<td>*#MGT 3324: Organization Behavior</td>
<td>M</td>
</tr>
<tr>
<td>*ECON 2006: Principles of Economics&lt;sup&gt;1,2&lt;/sup&gt;</td>
<td>3</td>
<td>*#ACIS 2504: Personal Computers in Business</td>
<td>M</td>
</tr>
<tr>
<td>*BIT 2405: Introduction to Business Statistics,</td>
<td>5a</td>
<td>*#MGT EIT Elective (see page 2)</td>
<td>O</td>
</tr>
<tr>
<td>Analytics, &amp; Modeling&lt;sup&gt;1,2&lt;/sup&gt;</td>
<td>3</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>*#MGT 3314: Principles of Management&lt;sup&gt;2&lt;/sup&gt;</td>
<td>M</td>
<td>Reasoning in the Natural Sciences</td>
<td>4</td>
</tr>
<tr>
<td>*#MGT 2014: Foundations of Entrepreneurship</td>
<td>O</td>
<td>Critique &amp; Practice in the Arts</td>
<td>6a</td>
</tr>
<tr>
<td>Reasoning in the Natural Sciences</td>
<td>3</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>18</strong></td>
<td><strong>Total</strong></td>
<td><strong>15</strong></td>
</tr>
</tbody>
</table>

### YEAR THREE

<table>
<thead>
<tr>
<th>FALL SEMESTER</th>
<th>Credits</th>
<th>SPRING SEMESTER</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>*#MGT 3504: Managerial Analytics</td>
<td>M</td>
<td>*#MGT 4064: Developing Entrepreneurial Ventures</td>
<td>O</td>
</tr>
<tr>
<td>*#MGT 4334: Ethical Leadership&lt;sup&gt;3,4&lt;/sup&gt;</td>
<td>M</td>
<td>*#BIT 3414: Operations &amp; Supply Chain Management&lt;sup&gt;2&lt;/sup&gt;</td>
<td>C</td>
</tr>
<tr>
<td>*#FIN 3104: Introduction to Finance&lt;sup&gt;2&lt;/sup&gt;</td>
<td>C</td>
<td>*#FIN 3054: Legal &amp; Ethical Environment of Business&lt;sup&gt;2&lt;/sup&gt;</td>
<td>C</td>
</tr>
<tr>
<td>#MKTG 3104: Marketing Management&lt;sup&gt;2&lt;/sup&gt;</td>
<td>C</td>
<td>Advanced/Applied Discourse&lt;sup&gt;5&lt;/sup&gt;</td>
<td>1a</td>
</tr>
<tr>
<td>*#MGT 3064: Cornerstones of Entrepreneurship</td>
<td>O</td>
<td>*#MGT EIT Elective (see page 2)</td>
<td>O</td>
</tr>
<tr>
<td>Reasoning in the Natural Sciences</td>
<td>3</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>15</strong></td>
<td><strong>Total</strong></td>
<td><strong>15</strong></td>
</tr>
</tbody>
</table>

### YEAR FOUR

<table>
<thead>
<tr>
<th>FALL SEMESTER</th>
<th>Credits</th>
<th>SPRING SEMESTER</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical Thinking in the Humanities</td>
<td>2</td>
<td>*#MGT 4344: Productivity &amp; Quality Leadership</td>
<td>M</td>
</tr>
<tr>
<td>PSYC 1004: Introductory Psychology or Soc 1004:</td>
<td>M</td>
<td>*#MGT 4304: Strategic Management&lt;sup&gt;2&lt;/sup&gt;</td>
<td>O</td>
</tr>
<tr>
<td>Introductory Sociology</td>
<td>3</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Critique &amp; Practice in Design</td>
<td>3</td>
<td>Free Elective</td>
<td>3</td>
</tr>
<tr>
<td>Free Elective</td>
<td>3</td>
<td>Free Elective</td>
<td>3</td>
</tr>
<tr>
<td>Free Elective</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>15</strong></td>
<td><strong>Total</strong></td>
<td><strong>15</strong></td>
</tr>
</tbody>
</table>

* 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 EIT ELECTIVES (choose two – 6 credit hours)

#CS 1084: Introduction to Programming in Python
#ENGE 2094: Createl Idea for Innovation
#MGT 3074: Social Entrepreneurship
*#MGT 3334: Managing Human Resources

*#MGT 4084: Management Consulting
*#MGT/ENGE/IDS 4094: Startup: Commercialization of Innovation
#MGT 4514: International Management

GENERAL INFORMATION

This check sheet applies to students completing their degrees in calendar year 2022 and for student data 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://pamplin/transfercreditsteps](http://pamplin/transfercreditsteps)

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://pamplin/policy91](http://pamplin/policy91)

DEPARTMENT INFORMATION

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

*MGIT/BIT 2404: Multicultural Problem Solving & Analytics
MGIT 2014: Career Planning Strategy for Management Majors
*MGIT 2104: Current Topics in Entrepreneurship
*MGIT 3344: Employee & Labor Relations
*MGIT 3424: Human Resources Staffing & Development

MGIT 3444: Multicultural Diversity in Organizations
*MGIT 3754: Management Internships & Career Development
MGIT/PHIL 4324: Business & Professional Ethics
*MGIT 4414: Compensation & Performance Management

---

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 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.

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

5 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.
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
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 <russell@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 <russell@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>
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.
- 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.

VTVT VTVT VTVT VTVT VTVT VTVT VTVT VTVT VTVT VTVT

Robert E. Denton, Jr. Ph.D.
W. Thomas Rice Chair
Department of Marketing
Pamplin College of Business
Professor and Director
School of Communication
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](mailto:devi@vt.edu), Phone: 540-231-6353

[https://management.pamplin.vt.edu/faculty/directory/gnyawali-devi.html](https://management.pamplin.vt.edu/faculty/directory/gnyawali-devi.html)
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
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
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,

Zheng Xiang
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,

Robert C. Rogers
Professor and Associate Chair
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)
rftoi@vt.edu

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.
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
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,

Jennifer A. Johnson, PhD (she/her)
Professor and Chair
Department of Sociology
Email: jajohnson@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.