RECRUITMENT AND SCHOLARSHIPS/FELLOWSHIPS

What programs and initiatives has your school found successful in the recruitment of minority and/or female students?

The Virginia Tech MBA program participates in several different recruiting events throughout the year with the specific objective of enhancing our program’s minority enrollment. Currently our program participates in the National Black MBA Association National Conference (NBMBAA), National Society of Black Engineers National Conference, Greater Richmond Diversity Fair, Graduate Management Admissions Council’s PhD Project, and Forte Foundation specific events in Northern Virginia.

The Graduate School of Virginia Tech hosts a Graduate Preview Weekend each year around the third weekend in February. This recruitment event is aimed at increasing the number of talented and diverse domestic students in graduate education at Tech.

The primary objectives of Preview Weekend are to:

- Familiarize prospective graduate students with Virginia Tech graduate programs, the campus, the Blacksburg community, and resources for student support and financial support.
- Provide prospective students the opportunity to interact with Virginia Tech faculty, administrators and graduate students.
- Provide information to help prospective students make an informed decision about graduate education at Virginia Tech.

Eligible participants are individuals residing in the United States who have applied for admission and have been accepted to Virginia Tech or students who have applied and are awaiting final decision. The Graduate School will provide housing, food and funds to support students’ travel.

In addition to these specific recruitment activities, The Virginia Tech MBA program has plans to continue to enhance its activities for minority- and female-specific recruitment adding participation with National Society of Hispanic MBAs, along with other regional organizations for events targeted to a Virginia-based population.

To learn more about these events and other activities related to our MBA program, please visit our website at www.mba.vt.edu and click on “events.”

Please describe any scholarship and/or fellowship opportunities for minority and/or female students attending your school.

The Virginia Tech MBA program awards all scholarships and Graduate Assistantships based on merit. An individual merit is determined based upon review of the materials submitted during the application process. These financial aid opportunities are considered open to all applicants who are qualified without consideration of race, gender or citizenship.

PROMINENT ALUMNI/FACULTY

Please provide information about prominent minority faculty members at your school.

Weiguo (Patrick) Fan, associate professor accounting and information systems

Dr. Weiguo (Patrick) Fan is an associate professor of information systems and computer science at the Virginia Polytechnic Institute and State University (Virginia Tech). He received his PhD in information systems from the Ross School of Business, University of Michigan, Ann Arbor, in July 2002, an MSce in computer science from the National University of Singapore in 1997, and a BE in information and control engineering from the Xi’an Jiaotong University, P.R. China, in 1995.

Fan’s research interests focus on the design and development of novel information technologies—information retrieval, data mining, text/web mining, personalization and knowledge management techniques—to support better business information management and decision making.

Raymond Major, associate professor business information technology

Raymond L. Major is an associate professor of business information technology. He received a PhD in decision and information sciences, MBA, and BSEE from the University of Florida. Major has been an engineer providing certain services for companies engaged in the exploration and production of oil and gas. His primary research interests include the modeling and analysis of local area networks using object-oriented programming, knowledge representation and knowledge acquisition techniques of artificial intelligence, and on examining business survey data using artificial intelligence techniques. He has served as track chair for both Southeast DSI and Southeast INFORMS. He is a member of DSI and INFORMS.

Quinton Nottingham, associate professor business information technology

Quinton J. Nottingham received the PhD, MS and BS degrees in statistics from Virginia Polytechnic Institute and State University (Virginia Tech). Nottingham also has been a data analyst for Hoffman-La Roche, a pharmaceutical firm in Nutley, New Jersey. His primary research interests involve applied statistics, regression, nonparametric regression, logistic regression, time series analysis, and artificial intelligence. He is published in the
Please provide information about prominent female faculty members at your school.

**Lynette Wood, associate professor accounting and information systems**
Dr. Wood teaches graduate and undergraduate courses in managerial accounting. She also has taught at Howard University and Indiana University. In recognition of her contribution to the accounting profession through her efforts in the classroom, the National Association of Black Accountants Metro-Washington, D.C. chapter selected her as the 2001 Outstanding Accounting Leader.

Her research focuses on behavioral accounting issues involving auditing, with a specific interest in fraud detection. She also is investigating African-American participation in the accounting profession. She has presented her research at regional and national accounting conferences.

**Wanda Smith, associate professor management**
Dr. Smith’s research interests include group dynamics, management education, IT career persistence, performance feedback, and corporate social responsibility. She has published articles in *Business and Society, Journal of Applied Social Psychology, Journal of Management Education, and Psychological Reports*. Smith’s primary teaching interests lie in the areas of human resources management, leadership, TQM and organization behavior.

Smith is a professional consultant in addition to being a management scholar. She conducts performance feedback, diversity and international leadership training, as well as team-building and organizational change seminars in the public and private sectors.

**CURRICULUM AND RESEARCH**

Please provide information on any classes and concentrations that focus on issues related to women or minorities.

**Business Diversity Center**
To better prepare students for a diverse and multicultural workplace, Virginia Tech’s Pamplin College of Business has established a center and undergraduate studies program focusing on business diversity.

The Business Diversity Center, directed by associate professor of management Mary Connerley, will focus on teaching and research on diversity issues. It will coordinate the business diversity minor, an 18-credit program for juniors and seniors, launched in 2008.

This program explores the organizational challenges and opportunities created by the increased diversity and multiculturalism of the U.S. work force, and identifies organizational factors that promote or hinder workplace diversity. This minor is restricted to eligible business majors initially, but with additional resources, it could be opened up to non-business students. The program has an enrollment goal of 40 to 45 students each year.

**ORGANIZATIONS AND STUDENT LIFE**

Please provide information on your school diversity student and alumni organizations.

**University organizations**
- Black Faculty and Staff Caucus
- The Hispanic Faculty Staff Caucus
- The Lesbian Gay Bisexual and Transgender Caucus
- Organization of Women faculty
- Multicultural Programs and Services Office

**College of Business-specific**
- Black Business Council
- National Association of Black Accountants

Currently the MBA program does not have a specific organization for minority- or female-specific student audiences. The primary organization for MBA students is the MBA Association.
CAREER OPPORTUNITIES

Please describe any diversity recruiting events for employers recruiting minority and/or female students at or near your school.

The Virginia Tech MBA program is actively participating in the annual conferences for the National Black MBA Association, and this year we will be participating in the National Society of Hispanic MBA Association annual career fair and conference.

For female students our MBA program has participated in a special events run by Forté Foundation. In the past, these events have been hosted by various business programs and cover topics related to the specific needs of female business managers.

STRATEGIC PLAN AND LEADERSHIP

Please provide your school’s diversity mission statement.

Diversity as a core value

Virginia Tech and the Pamplin College of Business regard diversity as a source of strength and pride. Building upon this commitment, the Pamplin College of Business affirms the following principles:

- All students, regardless of their background (race, color, sex, sexual orientation, disability, age, veteran status, national origin, religion, or political affiliation) deserve and are promised equal opportunity to an education in the Pamplin College of Business.
- We support an environment for all students, faculty and staff that is free from hostility and intolerance.
- We pursue a supportive and diverse community that respects each individual and allows ideas and opinions to be openly discussed.

The Pamplin College of Business is committed to the goal of developing its students, faculty, and staff in a manner that inspires them to successful participation and effective leadership in a pluralistic society and considers these values essential to that goal.

DEMOGRAPHIC INFORMATION

Please describe the demographics of your most recent entering class.

Percentage of female students: 36 percent

Percentage of minority students: 6 percent

- White/Caucasian: 42 percent
- African-American/Black: 4 percent
- Hispanic/Latino: 4 percent
- Asian: 40 percent
- Other: 9 percent

Average age of students: 26

Please describe the geographic diversity of your most recent entering class.

Percentage of U.S. citizens and permanent residents: 49 percent

Percentage of in-state and out-of-state students: In-state: 22 percent; Out-of-state (including international): 78 percent

Describe the selectivity of your school for the most recent application cycle

Number of applicants: 285

Number of admits: 101

Number of matriculants: 55
Please describe the academic and employment backgrounds of your most recent entering class.

Average years of pre-MBA work experience: 2.9

Percentage of students coming from different industries pre-MBA:

- Consulting: 20 percent
- Consumer products: 9 percent
- Education: 2 percent
- Energy: 5 percent
- Financial Services: 18 percent
- Government: 2 percent
- Manufacturing: 7 percent
- Media/entertainment: 7 percent
- Nonprofit: 2 percent
- Pharmaceutical/biotechnology/health care products: 2 percent
- Real estate: 2 percent
- Technology: 14 percent
- Other: 9 percent

Percentage of students who studied different undergraduate disciplines:

- Humanities: 5 percent
- Social sciences: 5 percent
- Science: 18 percent
- Business/commerce: 46 percent
- Other major/field of study: 26 percent

Please provide student employment information for the most recent graduating class.

Average starting salaries of students entering different industries:

- Consulting: $71,400
- Consumer products: $80,000
- Financial services: $65,500
- Government: $58,682
- Petroleum/energy: $60,000
- Technology: $59,000
- Other: $36,800

Percentage of students working in different functions:

- Consulting: 10.5 percent
- Finance/accounting: 21.1 percent
- General management: 5.3 percent
- Marketing/sales: 15.8 percent
- Information technology: 21.1 percent
- Operations/logistics: 5.3 percent
- Other: 21.1 percent