

INNOVATION AND INFLUENCE

Research in Practice.
Experiential by Design.
Powered by Students.

FEATURES

Elite Research
Student Awards
Internships
Faculty Awards
Experiential Learning
Community Impact

FALL '26



RAMPLIN COLLEGE OF BUSINESS
MANAGEMENT
VIRGINIA TECH

VISION STATEMENT

To be a global leader in management education and research through faculty excellence and a strong departmental reputation.

MISSION STATEMENT

We deliver bold, forward-thinking education and produce rigorous, high-impact research that shapes the future of management and strengthens the global influence of the department, college, and university. We create lasting impact for students by enabling them to lead with purpose and engage with communities, industries, and partners to drive positive change.

TAGLINE: COLLABORATE. INNOVATE. INTEGRATE.

Collaborate: Our graduates possess strong interpersonal skills, thrive in collaborative environments, and make decisions with high integrity.

Innovate: Our graduates have the mindset and skills to approach problems in unique ways, explore new opportunities, and lead through innovation in both new and established companies.

Integrate: Our graduates can analyze complex strategic problems that cut across multiple functions and develop effective solutions by integrating diverse perspectives.



Fall '26

INNOVATION AND INFLUENCE

Innovation & Influence Review highlights a semester of achievement, innovation, and impact across the Virginia Tech Department of Management. From faculty accomplishments and student success to research, experiential learning, and alumni engagement, these pages celebrate the people and partnerships that continue to move our department forward.

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Dear colleagues, alumni, students, and friends,

Welcome to the Fall 2026 edition of Innovation & Influence Review, the Department of Management’s Semester in Review.

This issue celebrates a semester defined by momentum, collaboration, and impact. Throughout these pages, you will see the many ways our faculty, staff, students, alumni, and industry partners continue to strengthen our department through excellence in research, innovative teaching, experiential learning, and meaningful engagement.

This semester, our faculty earned prestigious recognitions, advanced impactful research, and continued to elevate the student experience through outstanding teaching and mentorship. Students distinguished themselves through leadership, service, academic achievement, and professional success, while experiential learning opportunities connected classroom concepts with real-world application through industry partnerships, guest speakers, certifications, and career-focused programming.

You will also see the continued strength of our community. Alumni, advisory board members, and industry leaders generously invested their time and expertise to mentor students, expand professional networks, and help shape the future of the Department of Management. These partnerships reflect our shared commitment to preparing principled, innovative, and adaptable business leaders.

As you read this issue, we hope you are reminded that our greatest strength has always been our people. The accomplishments highlighted throughout these pages are the result of a community committed to collaboration, service, and continuous improvement. Together, we continue to build a department where research informs practice, learning extends beyond the classroom, and every member has the opportunity to make a meaningful impact.

Thank you for your continued support of the Department of Management. We are proud of what our community has accomplished this semester and look forward to the opportunities ahead.

Go Hokies!



Devi R. Gnyawali, Ph.D.
Department Head, Department of Management

Ron Poff
Assistant Department Head

PAMPLIN ELITE JOURNALS

ACCEPTED/PUBLISHED RESEARCH
JULY '25 - JUNE '26

OUR RESEARCH SCHOLARS

ADVANCING KNOWLEDGE. SHAPING CONVERSATIONS. MAKING AN IMPACT



DANIEL BEAL, PH.D.



WILLIAM J. BECKER, PH.D.



CYNTHIA E. DEVERS, PH.D.



RICHARD A. HUNT, PH.D.



TREY LEWIS, PH.D.



JUDY RADY, PH.D.



JOSEPH SIMPSON, PH.D.



PHIL THOMPSON, PH.D.



DAVID M. TOWNSEND, PH. D.



ROHAN KARRI PH. D. STUDENT



MOHAMMAD RADY, PH.D. STUDENT

PAMPLIN ELITE JOURNALS

ACCEPTED/PUBLISHED RESEARCH JULY '25 - JUNE '26



Rady, J., Townsend, D.M., & Hunt, R.A.

"From Algorithmic Hallucinations to Alien Minds: Entrepreneurial Work & the Epistemic Risks of Generative AI in Entrepreneur Ideation Processes."

Journal of Business Venturing

Rady, J., Townsend, D.M., Hunt, R.A., & Simpson, J.

"The Expectations Game: The Contingent Value of Hype as a Strategy in Early-stage Resource Mobilization Processes among AI Startups."

Journal of Business Venturing

Lewis, T., Hunt, R.A., Murphy, M., & Townsend, D.M.

"Black Entrepreneurship: Opportunities & Impediments Across the Business Venturing Lifecycle."

Journal of Business Venturing

Astvansh, V. & **Simpson, J.**

"A Data Set of Eight Firm-Year-Specific Risk Factors Measured from Textual Risk Disclosure."

Manufacturing & Service Operations Management

Sheridan, S., Kong, D., Ambrose, M., Belkin, L., & **Becker, W. J.**

"More than Words: A Risk Regulation Model of Supervisor Gratitude Expression, Felt Appreciation, and Subordinate Voice."

Journal of Management

Thomas, J.T., Booth, J.E., **Thompson, P.S.**, & Bolino, M.C.

"When (collective) losses loom larger than voice gains: The effect of loss framing on willingness to speak up at work. Journal of Applied Psychology."

Journal of Applied Psychology

Simpson, J. J., Hunt, R. A., Townsend, D. M., Rady, J., **Asgari, E.**, **Rady, M.**, & Beal, D. J.

"Making Words Count: Computational Linguistics in Management Research."

Journal of Management.

Dwivedi, P., Basuthakur, Y., **Devers, C. E.**, & **Karri, R.**

"Who Benefits from Board Quotas? Intersectional Disparities and the Moderating Role of Experience for Women Directors in India."

Journal of Applied Psychology.

| Bold indicates Department of Management faculty. ***Bold italic*** indicates Ph.D. student (at time of acceptance).

FACULTY PROMOTIONS

THE PEOPLE BEHIND THAT IMPACT

Recognizing excellence in teaching, research, and service, the Department of Management proudly celebrates faculty members whose promotions reflect years of dedication, scholarly achievement, and meaningful contributions to Virginia Tech, the business community, and the next generation of leaders.



PROMOTED TO FULL PROFESSOR

Richard A. Hunt, PH. D.
Dorothy Hottel Digges Professor of Entrepreneurship

“Dr. Hunt is an outstanding scholar whose research has fundamentally shaped scholarly conversations in entrepreneurship and strategic management.

- Devi Gnyawali Ph.D
Department Head | Department of Management | R.B. Pamplin Professor



PROMOTED TO FULL PROFESSOR

David M. Townsend, PH. D.
Digges Family Professor of Entrepreneurship

“An outstanding scholar, educator, and academic leader whose work has strengthened Virginia Tech’s impact in business education.

- Devi Gnyawali Ph.D
Department Head | Department of Management | R.B. Pamplin Professor



PROMOTED TO FULL PROFESSOR OF PRACTICE

Dirk Buengel
Professor of Practice

“An exceptional educator and leader whose teaching excellence, service, and industry expertise have made a lasting impact on our students and community.

- Devi Gnyawali Ph.D
Department Head | Department of Management | R.B. Pamplin Professor

CELEBRATING CAREERS & COMMITMENT

The Department of Management proudly recognizes faculty whose dedication, leadership, and commitment to student success continue to shape our community. From distinguished retirements and career milestones to excellence in teaching and mentorship, we celebrate the lasting impact of those who inspire students and colleagues alike.

RETIREMENT



Karen Schnatterly PH.D. Retires

The Department of Management extends its sincere appreciation to Professor Karen Schnatterly, as she retires following a distinguished academic career that included faculty appointments at University of Minnesota, University of Missouri and 5 years at Virginia Tech. Through her teaching, research, and leadership, Karen made lasting contributions to the department, the Pamplin College of Business, and the broader university community. We are grateful for her dedication and wish her continued happiness and success in this exciting new chapter.



Jeff B. Arthur, PH.D. Retires

The Department of Management proudly recognizes Professor Jeff B. Arthur as he retires following a distinguished academic career that included faculty appointments at Purdue University, Fairfield University, and 26 years at Virginia Tech. After earning his Ph.D. from Cornell University, Jeff became a leading scholar in strategic human resource management while inspiring generations of students through his teaching, research, and mentorship. We sincerely thank Jeff for his many contributions to Virginia Tech and wish him all the best in retirement.

FEATURED IN THE FYE INSTRUCTOR SPOTLIGHT



MAKING THE FIRST YEAR COUNT

Laura Raschke and Koehler Slagel were featured in the First-Year Experiences (FYE) Monthly Instructor Spotlight for their collaborative, student-centered approach to teaching MGT 1104 and their commitment to helping first-year students thrive. Their partnership was recognized for creating an engaging, supportive classroom experience that fosters meaningful connections, active learning, and student success. The

recognition marks the first time since 2018 that Department of Management faculty have been featured in the FYE Instructor Spotlight. By combining innovative teaching practices with a strong emphasis on belonging and engagement, they have helped create an environment where students are encouraged to build confidence both inside and outside the classroom. Their shared commitment reflects the department’s ongoing focus on delivering meaningful first-year experiences that lay the foundation for long-term student success.



FACULTY AWARDS & RECOGNITION

Excellence is built through a commitment to continuous learning, meaningful scholarship, exceptional teaching, and service to others.



David M. Townsend, PH.D.
Diggs Family Professor of Entrepreneurship

David Townsend receives Pamplin's Outstanding Mentor Award

David Townsend received Pamplin's Outstanding Faculty Mentor Award in recognition of his exceptional commitment to graduate student mentorship, research collaboration, and academic leadership. Through his guidance and support, he continues to shape the next generation of entrepreneurship scholars while strengthening the department's nationally recognized research community.

His dedication to mentoring emerging scholars has helped foster a culture of collaboration, innovation, and academic excellence across the department. This honor reflects David's lasting impact on students, colleagues, and the future of entrepreneurship research at Virginia Tech.

ADDITIONAL HONORS



DIRK BUENGEL ONE PAMPLIN AND COLLEGE TEACHING EXCELLENCE AWARD

Dirk Buengel received the Pamplin College of Business Teaching Excellence Award and the One Pamplin Award in recognition of his outstanding teaching, collaborative leadership, and commitment to student success.



Chelle Ferguson AP FACULTY/STAFF ONE PAMPLIN AWARD

Chelle Ferguson received the AP Faculty/Staff One Pamplin Award in recognition of her outstanding collaboration, service, and dedication to the Department of Management and the Pamplin College of Business.



KOEHLER SLAGEL DEPARTMENT TEACHING EXCELLENCE AWARD

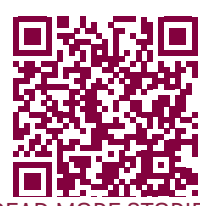
Koehler Slagel received the Department of Management Teaching Excellence Award in recognition of his innovative teaching, commitment to experiential learning, and dedication to student success.



TREY LEWIS, PH. D. PAMPLIN PRINCIPLES OF COMMUNITY AND DEPARTMENT TEACHING EXCELLENCE AWARD

Trey Lewis earned the Department of Management Teaching Excellence Award and the 2026 Pamplin Principles of Community Award for his engaging teaching, student focus, and dedication to an inclusive, supportive learning environment that prepares students for success inside and beyond the classroom.

COMMITMENT TO TEACHING EXCELLENCE



READ MORE STORIES
FROM MANAGEMENT

The Department of Management continues to invest in teaching excellence through professional development initiatives that strengthen instructional practices, foster student engagement, and support lifelong learning among faculty. These programs reflect the department's commitment to delivering innovative, high-quality educational experiences both inside and outside the classroom.

PRINCIPLES OF EFFECTIVE TEACHING CERTIFICATE PROGRAM

The Department of Management continues to invest in teaching excellence through faculty participation in Virginia Tech's Principles of Effective Teaching Certificate Program, a semester-long professional development experience focused on evidence-based teaching practices, student engagement, and instructional innovation.

The Spring 2025 cohort included 19 faculty members from across the university, with six representing the Pamplin College of Business—all from the Department of Management. This strong representation reflects the department's ongoing commitment to continuous improvement and delivering exceptional learning experiences for students.

Department of Management Participants

- Dr. Lori Anderson
- Dr. Charity Boyette
- Craig Hopkins
- Laura Raschke
- Joseph Roark
- Ateba Whitaker
- Dr. Marla White

ADJUNCT FACULTY TEACHING CERTIFICATE PROGRAM

The Department of Management played a leading role in launching Virginia Tech's Adjunct Faculty Teaching Certificate Program, a new professional development initiative designed to support instructional excellence among adjunct faculty.

Developed in collaboration with the Center for Excellence in Teaching and Learning (CETL), the inaugural program provided adjunct faculty with practical strategies for student engagement, effective course design, and evidence-based teaching practices. The first cohort was comprised entirely of Department of Management adjunct faculty, highlighting the department's commitment to investing in high-quality instruction and continuous professional development.



TEACHING EXCELLENCE CELEBRATION APRIL 2026

DEPARTMENT OF MANAGEMENT PARTICIPANTS

- | | | |
|--------------------------|----------------|------------------------------|
| • Darryl Agee | • Wendy Glass | • Sean Patrick Raines |
| • Kevin Scott Bloomfield | • Denise Hurst | • Dr. Charmayne Smalls Brown |
| • Alan Fabian | • Shalaka Khot | • Greg Valatka |

Building on the success of the certificate program, the Department of Management is partnering with CETL to launch an Adjunct Faculty Mentoring Program, further strengthening support for adjunct instructors and enhancing the student learning experience.

TEACHING WITH PURPOSE

Ateba Whitaker Keynotes CHEP

Ateba Whitaker, Associate Professor of Practice in the Department of Management, served as a keynote speaker at Virginia Tech's Conference on Higher Education Pedagogy (CHEP), one of the nation's leading conferences dedicated to teaching excellence in January 2026.

Her keynote, The Waldo Effect: Teaching with Presence, Purpose, and Permission to Be Real, inspired educators to embrace authenticity, purpose, and meaningful connection in the classroom, reflecting the department's leadership in innovative teaching and student engagement.

“Teaching with Presence, Purpose, and Permission to Be Real.”



EMPLOYEE SPOTLIGHTS

Pamplin Employee Shoutouts celebrate faculty and staff who have been recognized by their colleagues for making a meaningful impact through exceptional service, collaboration, leadership, and support.



WHAT COLLEAGUES SAID

Kara consistently supports those around her. **Her dependability, positivity, and helpfulness make a real difference daily.** Her dedication and teamwork foster a welcoming space for colleagues and students.

Margie exemplifies a true Can-Do Spirit. She coordinates large-section courses, mentors faculty, supports departmental initiatives, advises Management Society, chairs the awards committee, and is a tireless advocate for student success.

A great leader. Cindy listens patiently to everyone, values diverse and unique perspectives, and always seeks thoughtful and effective solutions. She leads inclusively, supports her colleagues consistently, and is always ready to help whenever needed.

Laura Raschke for her thoughtful coordination of our department's Day in the Life series throughout the fall and spring semesters, **helping create valuable connections and real-world insights for students.**

Thank you, Cindy, Kara, Laura, and Margie, for helping create a department where people thrive, students succeed, and excellence is our everyday standard!

STUDENT LEADERSHIP & RECOGNITION

Leadership is developed through curiosity, service, collaboration, and the willingness to make a difference. Through both formal and informal opportunities, the Department of Management continues to recognize and celebrate the achievements of students who lead with integrity, purpose, and engagement across Virginia Tech and beyond.



READ MORE STORIES FROM MANAGEMENT



“Standards don't get talked about until they're set.”

The Department of Management proudly congratulates the students recognized at the 2026 Pamplin College of Business Students of Distinction Ceremony. These awards celebrate outstanding academic achievement, leadership, service, and meaningful contributions to the Pamplin and Virginia Tech communities.

MANAGEMENT STUDENTS MADE AN IMPACT

13/51 AWARDS GIVEN

were earned by Management students.

STUDENT EXCELLENCE

2026 AWARD RECIPIENTS

- **Puja Allu**
Outstanding Senior Award
- **Emily Bedford**
Pamplin Service Award
- **Julia Beal-Diaz**
Pamplin Service Award
- **Tyler Cowher**
Outstanding Service Award
- **Kelly Kha, CSM**
Outstanding Service Award
- **Olivia Lane**
Outstanding Leader Award
- **Andrew McKinnis, HTM, MGT 1104 TA**
Top Undergraduate Teaching Assistant
- **Quinn Neary**
Outstanding Global Mentor Award
- **José Salazar-Ureta**
Outstanding Global Mentor Award
- **Lauren Stewart**
Outstanding Pamplin Ambassador Award, Dean's Advisory Board of Students (DABS) President Recognition
- **Carmella Wheeler**
Outstanding Leader Award, H.H. Mitchell Leadership Award



Andrew McKinnis, HTM, MGT 1104 TA

CONGRATULATIONS!

to all recipients for exemplifying the values of leadership, service, and excellence.



CLASS OF 2026

QUINN NEARY

FINDING PURPOSE THROUGH SERVICE AND LEADERSHIP

“Getting involved in so many different organizations really helped shape my perspective and it’s something I will carry with me after I graduate.”



The Department of Management congratulates Quinn Neary on being featured in Virginia Tech News for his remarkable journey of leadership, service, and global engagement. A double major in Management Consulting and Analytics and National Security and Foreign Affairs, with a minor in French, Quinn embraced opportunities across campus through Delta Sigma Pi, the Blacksburg Volunteer Fire Department, the Pamplin Global Mentor Program, the Management Advisory Board of Students, and numerous other organizations. His experiences helped shape a passion for serving others and a global perspective that will take him from Virginia Tech to China and ultimately to the Peace Corps in Morocco. Quinn’s story is a powerful reminder that meaningful involvement can shape both personal and professional purpose.

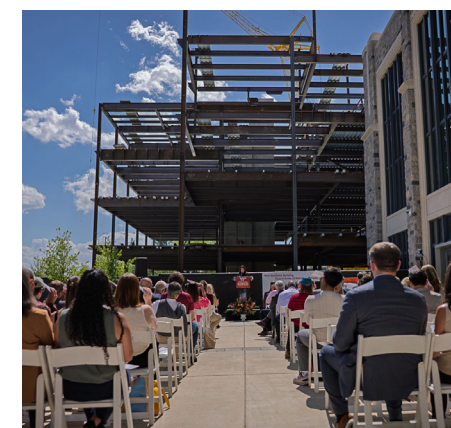
Scan the QR code to read the full Virginia Tech feature and learn more about Quinn’s inspiring journey from Hokie Focus to global service.

BUILDING THE FUTURE OF BUSINESS EDUCATION

Pamplin College of Business broke ground on its New Business Building—a transformative investment in students, innovation, and the future.



Debbie Petrine '78



Quinn Neary '26

On April 23, the Pamplin College of Business celebrated the groundbreaking of its new 92,300-square-foot Business Building, a transformational investment in the future of business education at Virginia Tech. Scheduled to open in 2027, the facility will connect to the Data and Decision Sciences Building and expand the Global Business and Analytics Complex with innovative learning environments, research facilities, the Apex Center for Entrepreneurs, enhanced career services, and industry collaboration spaces.

For Department of Management graduate Quinn Neary '26, the building reflects Pamplin’s

continued investment in student success. “I’m so excited to see the next generation of students succeed inside this beautiful Hokie Stone building,” he said.

Department of Management alumna Debbie Petrine '78, a Pamplin Advisory Council member, reflected on the years of vision, advocacy, and philanthropy that made the project possible, noting that the new building represents a lasting investment in Pamplin’s future. The signed ceremonial beam, now part of the building’s structure, will remain a permanent symbol of the community that helped bring the vision to life.

A COMMITMENT THAT BUILDS TOMORROW

From students and alumni to faculty, staff, and industry partners, the Pamplin community is building more than a facility—we are building the future of business education at Virginia



SCAN TO READ THE FULL STORY

Learn more about the groundbreaking of the New Business Building and what it means for Pamplin students.

STUDENT SPOTLIGHTS

LEADERSHIP IN ACTION

Leadership takes many forms. Whether serving others, asking thoughtful questions, or creating opportunities through innovation, Department of Management students continue to make a meaningful impact across Virginia Tech and beyond.

This Spring several students were recognized for exemplifying the values of leadership, service, curiosity, and innovation that define the Department of Management community.

STUDENT SPOTLIGHTS



TYLER COWHER

Leadership Through Service

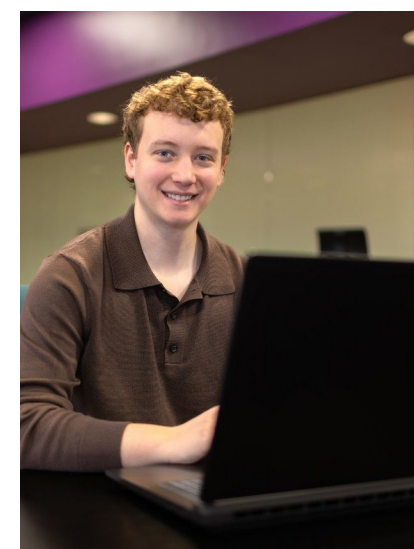
The Department of Management congratulates Tyler Cowher on a remarkable year of leadership and service. **Honored by Virginia Tech Student Affairs** for his contributions to student well-being and campus leadership, Tyler was also recognized with the Department of Management Outstanding Service Award. Additionally he was named **Delta Sigma Pi Southern Provincial Regional Collegian of the Year (a national award)**. As the inaugural Vice President of Societal Impact for Delta Sigma Pi and later chapter president, Tyler developed initiatives that strengthened student engagement, fostered meaningful campus partnerships, and created opportunities for students to learn, connect, and lead.



SAMUEL YUZBASHEV

Leading with Curiosity

The Department of Management congratulates Samuel Yuzbashev on receiving the **Virginia Tech Student Affairs Aspire! Award for Commit to Unwavering Curiosity**. As a Student Fellow in the Office of the Vice President for Student Affairs, Sam contributed to campus engagement initiatives, policy research, scholarship administration, and strategic planning while consistently seeking opportunities to learn and grow. His thoughtful questions, collaborative mindset, and willingness to embrace new challenges exemplify intellectual curiosity as a catalyst for leadership, innovation, and meaningful impact across the Virginia Tech community.



WILLIAM REID DAMERON

Leadership Through Innovation

The Department of Management recognizes William Reid (Reid) Dameron for his innovative leadership and commitment to creating meaningful learning experiences through technology. **A Management graduate** with minors in Computer Science and Creative Writing, Reid transformed his passion for game development into hands-on educational opportunities as the technical lead for Virginia Tech's Gaming Studio. His work has helped make game design more accessible to students while demonstrating how creativity, technology, and business can come together to solve real-world challenges and inspire the next generation of innovators.

LEARNING BEYOND THE CLASSROOM

Learning is strengthened through meaningful connections. Throughout the semester, the Department of Management welcomed alumni, advisory board members, and industry leaders into the student experience, creating opportunities for authentic conversations, career exploration, and professional growth. From executive speakers and networking events to leadership panels and hands-on workshops, these experiences connected classroom learning with real-world perspectives and helped prepare students for success beyond graduation.



SPEED NETWORKING CREATES MEANINGFUL CONNECTIONS

The Department of Management and the Management Advisory Board of Students (MABS) welcomed members of the Department of Management Advisory Board for the annual Speed Networking event, giving students the opportunity to connect directly with accomplished alumni and business leaders.

Through a series of one-on-one conversations, students explored career paths, received professional advice, and expanded their networks while learning from leaders across a variety of industries.

The Department extends its appreciation to MABS for organizing the event and to the advisory board members whose continued investment helps prepare students for successful careers.

PROFESSIONAL CERTIFICATIONS PREPARE CAREER-READY GRADUATES

The Department of Management continues to expand opportunities for students to earn industry-recognized certifications that complement classroom learning and strengthen career readiness.

Through workshops organized by the Management Advisory Board of Students, students developed practical leadership and project management skills while working toward credentials valued by employers across industries.

Programs such as the Certified ScrumMaster® Workshop provide students with hands-on experience and professional qualifications that enhance their competitive advantage as they begin their careers.



MCA CAPSTONE

Consulting That Creates Impact

REAL CLIENTS | REAL CHALLENGES | REAL RESULTS

Every semester, students in the Management Consulting and Analytics (MCA) capstone course serve as consultants for organizations ranging from startups and emerging technology companies to nonprofit organizations. Working as professional consulting teams, students apply strategy, analytics, and problem-solving skills to deliver meaningful solutions and create measurable impact.



ENTREPRENEURSHIP



Helping an Alumni Startup Grow

Partner: Vision23

An MCA capstone team partnered with Vision23, a multimedia startup founded by MCA alumnus Charlie Hyman, to develop a market growth strategy. Through market research, competitive analysis, and strategic recommendations, students delivered actionable solutions while gaining firsthand consulting experience with an alumni-founded company.



SCAN TO READ MORE →

TECHNOLOGY



Developing a Market Entry Strategy

Partner: Terrace Networks

Working with Terrace Networks, a venture-backed cybersecurity startup, students developed a comprehensive market entry and growth strategy. The team conducted in-depth market and customer analysis to identify opportunities and deliver recommendations that support the company's expansion and long-term success.



SCAN TO READ MORE →

GLOBAL IMPACT



Consulting for Global Impact

Partner: Wish Them Well Togo

Partnering with Wish Them Well Togo, a nonprofit dedicated to expanding access to clean water in rural Northern Togo, students developed a comprehensive strategic roadmap to strengthen fundraising, organizational growth, and long-term sustainability. Through research, analysis, and client collaboration, the consulting team delivered practical recommendations designed to increase the organization's impact and support future growth. The project demonstrated how business consulting can extend beyond the boardroom, using strategy and innovation to improve lives and bring clean water and hope to communities in need.



SCAN TO READ MORE →

STUDENT ENGAGEMENT

The Department of Management is committed to providing meaningful, real-world engagement opportunities that connect students with industry leaders, alumni, and emerging career paths. Through a suite of innovative programs—including Day in the Life, Classroom Conversations, Opportunity Outlook, and the Virtual Visit Series—we create intentional touch points for students to explore professional journeys, ask questions, and build connections beyond the classroom. These initiatives are designed to foster career readiness, spark curiosity, and help students see how their education translates into impact across industries and roles.



HAVE YOU SUBSCRIBED
TO OUR WEEKLY
JOB NEWSLETTER:
OPPORTUNITY OUTLOOK?



CLASSROOM CONVERSATIONS CONNECTING LEARNING BEYOND THE CLASSROOM



Texas Instruments *Collaboration in Action*

Students explored the principles of teamwork and decision-making through an interactive wilderness survival simulation led by Betsy George, Talent Acquisition Manager at Texas Instruments. The exercise challenged students to communicate effectively, build consensus, and recognize the value of diverse

perspectives while solving complex problems under pressure.

The hands-on experience reinforced that successful leadership depends not only on technical knowledge but also on collaboration, trust, and effective communication. Special thanks to Dr. Marla White, Ph.D., for inviting Betsy George into the classroom and providing students with an engaging real-world learning experience.

ETHICAL LEADERSHIP IN CHANGING TIMES

The DeAlamo Hogan Ethics Symposium

The Department of Management welcomed students, faculty, alumni, and community members for the DeAlamo Hogan Ethics Symposium, bringing together leaders from business, law, and the nonprofit sector to explore the challenges of ethical leadership in today's evolving environment.

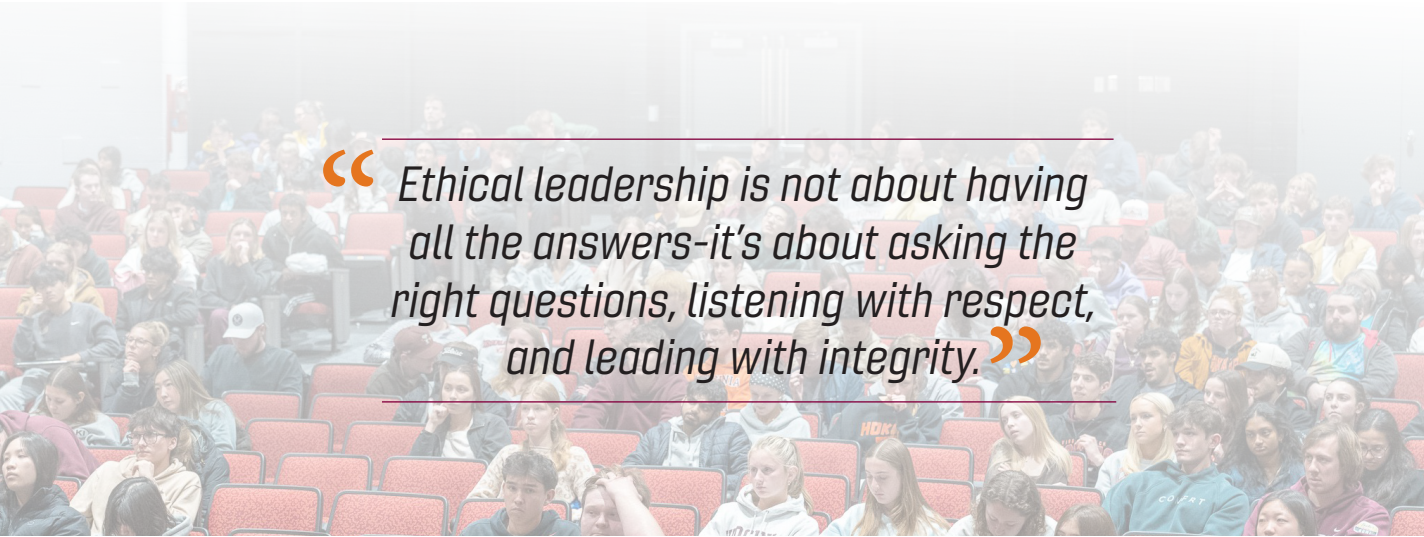
The discussion encouraged participants to consider how leaders can navigate uncertainty while remaining grounded in integrity, purpose, and responsibility. Through thoughtful conversation and audience engagement, the symposium highlighted the importance of ethical decision-making and respectful dialogue in preparing the next generation of business leaders.



Featured Panelists:

- **Jarian Kerekes**
Head of Social Impact & President, Equitable Foundation
- **Mary Pettitt**
Commonwealth's Attorney, Montgomery County, Virginia
- **Tim Solms**
Chief Executive Officer, Slingshot Aerospace

The Department extends its appreciation to the panelists for sharing their experiences and perspectives, reinforcing the importance of values-based leadership in today's complex business landscape.



“Ethical leadership is not about having all the answers—it’s about asking the right questions, listening with respect, and leading with integrity.”

DAY IN THE LIFE RECAP

This year's Day in the Life series brought accomplished professionals directly into the classroom and evening sessions, giving students a firsthand look at what careers in business and management truly look like. Featured speakers included Sally Allain and Dalton Davidson, who shared candid insights into their leadership journeys, career experiences, and the lessons they have learned along the way. Through authentic conversations and real-world perspectives, students gained valuable advice on leadership, professional growth, and navigating today's evolving workplace.

More than a speaker series, Day in the Life creates meaningful opportunities for students to engage directly with professionals, ask thoughtful questions, and explore career paths through honest conversation. By connecting classroom concepts with real-world experiences, the program continues to strengthen the department's commitment to experiential learning while inspiring students to confidently pursue their own professional journeys.



A COMMUNITY THAT GIVES BACK

The Department of Management welcomed members of its Management Advisory Board for the Spring 2026 Advisory Board Meeting, bringing together accomplished alumni and industry leaders to discuss the future of the department and the evolving needs of students and employers. Throughout the meeting, board members collaborated with faculty and college leadership to strengthen industry partnerships, expand experiential learning opportunities, and support career readiness for Management students.



The strength of the Department of Management extends well beyond graduation. Throughout the year, Advisory Board members generously invested their time by speaking in classes, mentoring students, supporting student organizations, and sharing their professional expertise. A special thank you to Bob Gordon, SPHR, SHRM-SCP, CBP, CCP, for meeting with the Virginia Tech SHRM student chapter and providing valuable insights into human resources leadership and career development. We also extend our sincere appreciation to Dean Saonee Sarker for her continued leadership and support, and to every Advisory Board member whose partnership and commitment exemplify the spirit of Ut Prosim (That I May Serve) while strengthening the Department of Management community.



WELCOMING NEW LEADERSHIP

Bruce Reid, MBA '18, Senior Finance Manager at WM Technology, was named Chair of the Department's Recent Alumni Board (RAB). With more than eight years of FP&A experience across the technology and entertainment industries, Bruce brings valuable leadership and a passion for alumni engagement.

As a student, Bruce served as Co-President of the Management Student Advisory Board, helping lead the redesign of the Management curriculum. Today, he continues to give back by strengthening connections between recent alumni, current students, and the department through mentorship, networking, and professional engagement.



RECENT ALUMNI BOARD CHAIR

ADDITIONAL MOMENTS TO CELEBRATE



CYNTHIA DEVERS, PH. D.

Leadership Through Service

The Department of Management extends its sincere appreciation to Cynthia Devers, Ph.D., as she concludes her three-year term as Editor-in-Chief of the Journal of Management. Throughout her appointment, Cindy provided thoughtful leadership to one of the field’s premier scholarly journals, guiding thousands of manuscript submissions while fostering rigorous, impactful, and inclusive management research. We thank Cindy for her exceptional service to the scholarly community and congratulate her on the successful completion of this distinguished appointment.



LOUIS HICKMAN, PH. D.

Welcome to the Department

The Department of Management is pleased to welcome Louis Hickman, Ph.D., as Assistant Professor of Management beginning in Fall 2026. Previously an Assistant Professor of Industrial-Organizational Psychology at Virginia Tech and a Visiting Academic at Amazon, Louis is an internationally recognized scholar whose research explores the intersection of artificial intelligence, machine learning, and the future of work. His expertise in personnel assessment, algorithmic fairness, and workplace technology will strengthen the department’s growing focus on AI, innovation, and preparing future business leaders for an evolving workforce.



ROHAN KARRI

Grant Awards

The Department of Management congratulates Rohan Karri on being selected to receive a Pamplin College of Business Competitive Summer Research Grant. Chosen through a competitive nomination process by the Ph.D. Directors Committee, the award recognizes the promise and impact of his research while providing dedicated support to advance his scholarly work during the summer months. Rohan was recognized at the Pamplin College Awards Ceremony in May 2026.



As one semester comes to a close, another is already taking shape. The Department of Management remains committed to creating exceptional learning experiences, advancing impactful research, strengthening alumni and industry partnerships, and preparing students to lead in a rapidly changing world.

In the months ahead, students will continue to engage with business leaders, participate in experiential learning opportunities, develop new skills through certifications and consulting projects, and build connections that extend well beyond graduation. Together, we look forward to another semester of innovation, collaboration, and meaningful impact.





The Department of Management gave me confidence to pursue opportunities I never imagined possible.

- Jeremiah Hohn



COLLABORATE. INNOVATE. INTEGRATE.

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