



Dean of the Undergraduate School  
Babson College  
Wellesley, Massachusetts

## THE SEARCH

Babson College, the No. 1 institution in the nation for undergraduate entrepreneurship education, seeks an innovative, strategic, and student-centered leader to serve as its next dean of the undergraduate school. The incoming dean must be committed to the undergraduate student experience, playing a pivotal role in ensuring that all undergraduate students have a transformative educational experience, contributing to Babson's mission to prepare and empower entrepreneurial leaders who create, grow, and steward sustainable economic and social value everywhere. The dean will build upon Babson's strong history of teaching excellence and its integration of theory and practice that has distinguished it as a leader in innovative and effective education.

The Babson curriculum emphasizes "Entrepreneurial Thought and Action," a methodology that teaches students to balance action, experimentation, and creativity with a thorough understanding of business concepts, rigorous analysis, and a broad and deep general education as the ideal approach to creating economic and social value. One of the key strengths of the undergraduate program is the depth of the liberal arts, quantitative methods, and science courses. Unlike in many undergraduate business programs, Babson students take classes in the arts, sciences, applied mathematics, humanities, and social sciences throughout their four-year program, with increasing sophistication as students move toward their senior year. Undergraduate students can choose from more than 26 concentrations within Babson's Bachelor of Science in Business Administration (BSBA) degree. The fundamental business skills, combined with a sound liberal arts education and entrepreneurial mindset, prepare Babson students with educational breadth and depth that empowers them to make a difference on campus and around the world. A commitment to experiential education – required of all undergraduates – prepares students for successful careers and contributes to strong student outcomes that helped vault Babson to No. 2 in the Wall Street Journal's 2025 Best Colleges in America rankings.

Reporting to the provost and serving as a member of the President's Council, the dean of the undergraduate school will provide overall strategic and operational leadership for undergraduate

academic programs, ensuring an innovative and inclusive academic and student experience. The dean is responsible for defining and advancing the vision for undergraduate education, fostering an environment of academic excellence, and strengthening the College's reputation as a global leader in entrepreneurial education. The dean will lead curricular development and innovation, and build on existing strategic internal and external partnerships while developing new and exciting connections to enhance the undergraduate experience and lead the conversation as Babson embarks on exciting new ideas as it develops the curriculum of the future.

Babson College has retained the executive search firm Isaacson, Miller to assist with this important search. Inquiries, nominations, and applications may be directed to the search firm in confidence, as indicated at the end of this document.

## ABOUT BABSON COLLEGE

Babson College is internationally recognized for its focus on entrepreneurial leadership in a changing global environment. Founded in 1919 by financier and entrepreneur Roger W. Babson, with an emphasis on practical and efficient business education, today Babson remains distinctive in seeking, as a matter of mission, to "create economic and social value—everywhere," and, in particular, "to embrace people, planet, and profit issues simultaneously, not sequentially." This mission is reflected in Babson's award-winning curricula and its continuous striving for pedagogical innovation. Mr. Babson's educational philosophy was that the College would educate through experiential learning by providing students the critical information they need to start, manage, and lead businesses. This educational vision continues to be a hallmark of the Babson College experience.

The first baccalaureate degrees from Babson were awarded in 1947 and the first MBA degrees in 1951. Today, Babson enrolls more than 2,800 undergraduate students and more than 1,200 graduate students taught by approximately 200 full-time faculty. The College grants B.S., MBA, and specialized M.S. degrees and offers executive development programs to experienced professionals worldwide. Its annual operating budget is \$305.5 million, and its endowment stands at approximately \$741 million.

## Campus Setting and Location

The College occupies 375 acres of beautiful rolling hills in the suburban Boston communities of Wellesley and Needham, with satellite operations in the financial districts of Boston and Miami, Florida. The campus is well maintained, with investments of more than \$82 million in the last several years. Currently in the midst of a \$750 million fundraising campaign, more than \$650 million has been raised to date providing significant upgrades to campus living and learning spaces. Babson is a signatory of the American College and University President's Climate Commitment and is on track to exceed its sustainability goals.

The towns of Needham and Wellesley are predominantly residential communities, approximately 13 miles west of Boston. Their location, school systems, and community aspects make them highly desirable

suburbs for people who work in Boston. The towns are considered a college community, jointly hosting four colleges: Babson, Wellesley, the Olin College of Engineering, contiguous to the Babson campus, and Massachusetts Bay Community College.

## THE LEADERSHIP

### The President

Stephen Spinelli Jr. MBA'92, PhD

Dr. Stephen Spinelli is the 14<sup>th</sup> president of Babson College. A successful entrepreneur, academic leader, and scholar, President Spinelli has guided the College through its centennial year and into its second century. A lifelong entrepreneur, President Spinelli has spent his career at the intersection of academia, business, and philanthropy. He co-founded Jiffy Lube International and was chairman and CEO of the American Oil Change Corporation, helping to pioneer the quick-lube industry nationwide and turning Jiffy Lube into the nation's dominant competitor with more than 1,000 service centers.

As a long-standing member of the Babson community, President Spinelli spent 14 years of his career as a member of the College's faculty, vice provost for entrepreneurship and global management, and director of The Arthur M. Blank Center for Entrepreneurship.

Prior to returning to Babson, he served as the president of Philadelphia University and oversaw its merger with Thomas Jefferson University to form the new Jefferson, where he was named chancellor in July 2017.

### The Provost

Ariel C. Armony, PhD

Dr. Ariel C. Armony joined the Babson community in November 2024 as Provost and Executive Vice President.

Prior to joining Babson, Dr. Armony served as Vice Chancellor for Global Affairs and Director of the University Center for International Studies at the University of Pittsburgh. In this capacity, he forged new international partnerships and deepened the University's reach and impact—experience that positions him well to lead Babson's global approach to educating the next generation of entrepreneurial leaders. Prior to assuming the vice chancellor role, Dr. Armony advanced through positions at Pittsburgh including vice provost for global affairs and senior director for international programs. He previously led the University of Miami's Institute for Advanced Study of the Americas and has been a Fulbright scholar, Rockefeller Foundation scholar, and residential fellow at the Woodrow Wilson International Center for Scholars.

He is a passionate leader and advocate for faculty research, innovative pedagogy, and diversity across academia.

## TRADITION OF EXCELLENCE IN TEACHING AND THOUGHT LEADERSHIP

Babson College has been highly regarded for many years for both its pedagogy and its thought leadership. Babson believes that the quality of teaching is the most critical aspect of a faculty member's performance and values both multidisciplinary courses and experiments with pedagogy and technology. Babson's undergraduate program has been ranked #1 in entrepreneurship education 28 consecutive times by *U.S. News & World Report* and the #1 program for business majors by *Money* magazine. Babson's MBA program has been ranked #1 in entrepreneurship for 32 consecutive years by *U.S. News & World Report* and is ranked 2nd overall by *Bloomberg Businessweek*. The Wall Street Journal/College Pulse 2025 Best Colleges in the U.S. Report ranks Babson as the second-best college in America. The ranking boost, from No. 10 the previous year, came after the Wall Street Journal made changes to the ranking's methodology, expanding the focus on student outcomes, with a focus on graduation rates and graduate salaries.

Babson's faculty are thought leaders in a wide variety of disciplines, spanning both business and liberal arts. Many business faculty publish in the Financial Times 50 top journals, as well as in managerial publications such as *Harvard Business Review* and *Sloan Management Journal*. Faculty also have leading textbooks and serve as editors of top academic journals. In the liberal arts disciplines, faculty have published monographs in a variety of areas including arts, literature, history, philosophy, and social sciences and are widely and regularly represented in top journals.

In addition to discipline-based research, Babson faculty are actively engaged in pedagogical scholarship. The faculty have contributed to two books specifically about Babson's methods for teaching: *The New Entrepreneurial Leader* and *Evolving Entrepreneurial Education: Innovation in the Babson Classroom*. The College contributes to entrepreneurial thought leadership around the globe with regular multi-university research projects such as the Global Entrepreneurship Monitor (GEM) and the Diana Project.

Six Babson faculty members are responsible for the publication of a seminal research paper—"A Conceptual Model of Entrepreneurial Leadership: How Entrepreneurial Leaders Enable Entrepreneurial Opportunity" in the *International Entrepreneurship and Management Journal*. The groundbreaking research offers the first academic model of entrepreneurial leadership.

## ACCREDITATION

An independent, not-for-profit institution, Babson is accredited by the Association to Advance Collegiate Schools of Business (AACSB), the New England Commission of Higher Education (NECHE), and EFMD Quality Improvement System (EQUIS).

## FACULTY

Babson College is served by a single faculty comprising 200 full-time and approximately 75 part-time members. Of the full-time faculty, 85% have their doctorate (or equivalent). Most faculty teach courses in both the undergraduate and graduate schools. Babson faculty are passionate about their teaching, and value both in-class and out-of-class interactions with their students as a core activity of faculty life. Babson faculty members work well across disciplines, both in their scholarly life and in their teaching.

## STUDENTS

Babson's undergraduate student population is comprised of 2,898 students from 82 countries. For the Class of 2024, 97.7% of undergraduate students are employed or continuing their education six months after graduation. The average starting salary for graduates of Babson's undergraduate degree programs is \$77,681.

Babson's graduate student population is comprised of 1,237 students. 49% of Babson's graduate student body are international students, and graduates on average earn \$147,595 three years after graduating from Babson's full-time MBA programs and \$163,044 for online MBA programs.

## UNDERGRADUATE PROGRAM

In the past five years, Babson has undertaken significant curriculum revisions. Faculty-led committees conducted extensive studies of the current market and future trends, solicited input broadly from the entire College community as well as from employers, and paid careful attention to maintaining aspects of Babson's distinctiveness in the curriculum combined with continued quality and rigor.

Babson's innovative curriculum combines theory with practice and places emphasis on Integrated Sustainability (IS) across the undergraduate experience. IS underscores how economic, environmental, and social values are not mutually exclusive, but instead are integral to each other.

Babson's undergraduate student experience is guided by the learning competencies of collaboration, communication, entrepreneurial learning, ethics, integrated sustainability, and problem solving. As part of their [undergraduate business curriculum](#), students combine disciplinary frameworks with experiential education to create a one-of-a-kind immersive academic experience as part of their core requirements in [business foundations](#). The flagship year-long [Foundations of Management and Entrepreneurship \(FME\)](#) course for first year students provides teams of students the opportunity to conceive, launch, manage, and eventually liquidate a real business or organization, with all profits donated to a local community service agency. Faculty advisers support the teams, but students are expected to learn as they go—mistakes and all. Second- and third-year coursework focuses on [Socio-Ecological Systems](#) and the science behind how people and nature work together and why that matters. [Advanced Experiential](#) courses are required for students in their third or fourth year and include applied projects at companies and non-

profits where students gain valuable leadership experience from inside an organization by collaborating to identify, analyze, and develop opportunities for growth.

## BEYOND THE CLASSROOM

There are a number of exciting opportunities for students to supplement their business school curriculum, electives, and concentrations. Students have an opportunity to expand their academic interests and take advantage of the [partnership](#) that Babson has with Wellesley College and the F.W. Olin College of Engineering providing them with [cross-registration](#) and certificate opportunities. Students also have the opportunity to cross-register with two other nearby institutions, Brandeis University and Regis College. The [Honors Program](#) at Babson is designed to enrich the experience of academically accomplished students through unique curricular and co-curricular opportunities, thus creating a small community within the larger Babson community.

The Hoffman Family Undergraduate Center for Career Development (CCD) at Babson empowers every student from day one to develop pathways to professional success and lifelong learning. The goal of Babson career development services is to make sure students shine and are empowered to make thoughtful, fruitful career choices. Babson's career development services are a hallmark of their undergraduate business program and factor into their best business school rankings. In addition to networking and industry connections, CCD offers internship and job-strategy support, resume and interview preparation, and various undergraduate internship and job fairs.

Opportunities for undergraduate students to participate in research, collaborative, and co-curricular opportunities at Babson are vast. Students have the opportunity to propose [one independent study for research](#) per semester for up to four semester hours of credit.

Seven of Babson's leading centers and institutes fall under the The [Arthur M. Blank School for Entrepreneurial Leadership](#). Established in 2019 by a generous donation from alumnus Arthur M. Blank '63, H'98 and The Arthur M. Blank Family Foundation, the Blank School is a first-of-its-kind hub that connects and extends the Babson College community to learners across the lifespan.

The [Arthur M. Blank Center for Entrepreneurship](#) provides students chances to attend workshops and events featuring industry leaders and entrepreneurs, pitch their entrepreneurial ideas and hone their presentation skills to compete for funding, and participate in a startup incubation process for venture ideas they may have. The [Bertarelli Institute for Family Entrepreneurship](#) allows students and their families to explore their own personal growth through peer learning and mentorship and families as a whole are able to improve how they function as a family and be empowered to act entrepreneurially together.

Students of all gender identities who visit the [Frank and Eileen Center for Women's Entrepreneurial Leadership](#) can participate in educational programs and events that span from the Babson classroom to the Miami startup ecosystem which create opportunities for a diverse set of stakeholders to participate, develop, and learn. Through the [Institute for Social Innovation](#), students participate in courses and

experiential learning to gain real-world experience in social value creation. With focuses on healthcare entrepreneurship, research, innovative educational opportunities, and entrepreneurial training for healthcare providers, scientists, and business leaders, the [Kerry Murphy Healey Center for Health Innovation and Entrepreneurship](#) offers opportunities for students to learn by doing in the healthcare sector which include internships, the Healthcare and BioTech Club, and the [HBIE Badge Program](#). The [Tariq Farid Franchise Institute](#) provides courses at all levels focusing on case studies to help students develop in-depth understanding of franchising as a system of distribution and business expansion and prepare them for future opportunities. With nearly a third of undergraduate students pursuing a career in finance, the [Stephen D. Cutler Center for Investments and Finances](#) was created to prepare students for a career in finance and provide access to state-of-the-art information resources and educational opportunities in and outside of the classroom.

In 2024, the [Herring Family Entrepreneurial Leadership Village](#), a one-of-a-kind facility where students, alumni, faculty, stakeholders, and staff collaborate and come together as they learn and develop the skills necessary to be an entrepreneurial leader impacting communities everywhere, officially opened its doors.

## ROLE OF THE DEAN OF THE UNDERGRADUATE SCHOOL

Reporting to the Provost, the dean of the undergraduate school provides overall strategic and operational leadership for Babson College's undergraduate programs, ensuring an innovative and inclusive academic and student experience. The dean is responsible for defining and advancing the vision for undergraduate education, fostering an environment of academic excellence, and strengthening the College's reputation as a global leader in entrepreneurial education. They oversee administration of the undergraduate academic experience, lead faculty engagement and development, and build strategic internal and external partnerships to enhance the undergraduate experience.

### KEY RESPONSIBILITIES:

As a member of the President's Council and provost's leadership team, the dean will play a key role in shaping the College's vision, strategic planning, and execution of institutional priorities. Key responsibilities for the dean will include:

- Serve as a strategic leader for the undergraduate school, working to shape the future of Babson's undergraduate education while working collaboratively within a shared governance framework to support Babson's mission and values and achieve the College's strategic goals and objectives.
- Work closely with the dean of faculty and dean of the graduate school as well as the vice president and dean of campus life as a team that jointly advances a culture of collaboration, creativity, and pursuit of inclusive excellence.

- Act as chief advocate for the undergraduate school and enhance and build relationships with internal and external stakeholders to ensure curriculum development and coherence, advance academic programs, and support faculty engagement and student success initiatives.
- Remain attuned to the opportunities and challenges in maintaining the college's leadership in entrepreneurial education, continuously advancing an innovative and forward-thinking agenda while also strengthening the integration of professional and liberal education and leveraging Babson's distinctive strengths to create a dynamic and interdisciplinary learning experience.
- Lead the development of an innovative, student-centered learning environment that seamlessly blends curricular, co-curricular, and extracurricular learning to enhance student engagement and success, leadership development, career readiness, and embraces the diversity of Babson's student body.
- Coordinate the undergraduate school's strategic response to internal and external challenges, particularly academic programs, curriculum content and delivery, students' academic expectations, academic performance, progression through the program, and career development.
- Champion and strengthen career development initiatives for undergraduate students by ensuring robust career advising, employer engagement, and co-curricular experiences that prepare students for post-graduate success.
- Build and strengthen relationships with members of the business community, external college stakeholders, and Babson College alumni in an effort to pursue experiential learning and career opportunities for students.
- Serve as co-chair of the Undergraduate Academic Policy Committee with an elected faculty member, leading policy development and implementation to uphold academic integrity and institutional excellence in addition to gathering and disseminating information on new curriculum developments, and initiating curriculum reviews.
- Provide leadership in all matters related to curriculum development, advising, pedagogy, undergraduate student research, and the operation of academic services. Work collaboratively and extensively with faculty to provide curriculum leadership, balancing a deep understanding of the current landscape with a strategic vision for future growth.
- Lead and partner with faculty and others to develop and deliver innovative curriculum and teaching approaches that improve student success and prepare them for the future of work in an AI-driven era.



- Provide leadership and collaborate with key stakeholders to identify and develop opportunities in online undergraduate education and lifelong learning, aligned with a vision centered on supporting learners throughout their careers.
- Collaborate with key stakeholders, including the vice president for enrollment management, to continually strategize on enrollment efforts that adjust to market demands, changing demographics, and higher education trends.
- Collaborate with key stakeholders on strategic initiatives that advance the College's business model while aligning with institutional goals.
- Working closely with the college registrar, direct the administration and overall integrity, maintenance, and security of all undergraduate student academic records.
- Work closely with the provost and dean of faculty and other members of the academic leadership team on faculty development and assignments, teaching responsibilities and supporting faculty growth in teaching excellence, research, and interdisciplinary collaboration to ensure effective program delivery and faculty engagement.
- Partner with the dean of faculty in coordinating efforts involved with faculty recruiting, faculty performance evaluation systems, and other related matters.
- Empower and encourage direct reports toward creativity, innovation, and high levels of team functioning.
- Supervise the associate dean for administration, ensuring efficient operations, budget oversight, assessment activities, internal communication, the development of new business operations, and continuous process improvement within the Undergraduate School.
- Provide strategic leadership in financial planning, resource allocation, and fiscal management to ensure the long-term sustainability and growth of the Undergraduate School.
- Assume additional responsibilities as required.

The Dean of the Undergraduate School leads a team of creative leaders that includes:

- Director, Undergraduate Center for Career Development
- Associate Dean, Undergraduate School
  - Associate Director, Experiential Learning

- Associate Director, Honors & Scholarship Programs
- Administrative Assistant
- Director, Undergraduate Administration
- Associate Director, Advanced Experiential Learning

## QUALIFICATIONS

The successful candidate will possess a terminal degree and an academic record that is suitable for appointment as a tenured professor in one of the academic divisions within the College. They will also possess many of the following knowledge, skills, and abilities:

### Position Knowledge/Skills & Abilities Requirements:

- A record of successful academic/administrative experience with the attainment of progressively responsible positions, in addition to an outstanding history as an accomplished teacher and leader with scholarly achievement.
- Ability to define the academic vision of the Undergraduate School.
- Ability to maximize the student experience from an authentic desire to engage frequently with students, offering personal time, passion, and commitment toward their success.
- Strong leadership capabilities and the ability to effectively translate plans into tangible, achievable goals.
- Demonstrated ability to design co-curricular and extra-curricular experiences.
- Demonstrated ability to establish effective relationships with internal and external constituencies.
- Ability to collaborate effectively with others, fostering partnerships with ease and good nature, including when initiating new offerings in the context of competing priorities.
- Ability to define and recommend fiscal requirements and to develop, monitor and control budgetary matters. Excellent financial skills and ability to interpret and integrate financial decisions with strategic planning, ensuring organizational maximum efficiency.
- Ability and comfort performing within a matrixed organization without strict hierarchies and processes.
- Ability to clearly articulate positions and goals for projects and initiatives.
- Agility in thought and tactics, open-mindedness and creativity.
- Resilience, resourcefulness, and optimism in dealing with complexities.

- Dedicated to fostering an inclusive and supportive environment.
- Commitment to shared governance with prior experience in collaborative, consultative, and transparent decision-making.
- Excellent program management expertise.
- Excellent verbal, written, and presentation communication skills.
- Excellent interpersonal, team management, collaboration and negotiation skills.

### Additional Desired Experience, Skills & Abilities:

- Experience with international programs, creating and leading successful engagement activities between academic institutions.
- Prior institutional experience regarding AACSB assessment of learning outcomes, knowledge of current trends and emerging issues.

### APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <http://www.imsearch.com/open-searches/babson-college/dean-undergraduate-college>. Electronic submission of materials is strongly encouraged.

Greg Esposito, Partner  
David Grimes, Senior Associate  
Isaacson, Miller

*Babson College is an Affirmative Action/Equal Opportunity Employer, committed to enhancing inclusive excellence. Candidates who believe they can contribute to this goal are strongly encouraged to apply.*