

BABSON COLLEGE

Dean of the F.W. Olin Graduate School of Business

Babson College

Wellesley, Massachusetts

THE SEARCH

Babson College, the No. 1 institution in the nation for entrepreneurship education and *The Wall Street Journal's* No. 2 Best College in the U.S., seeks an innovative, strategic, collaborative, and globally focused leader to serve as its next Dean for the F.W. Olin Graduate School of Business. This is an exciting opportunity for a highly dynamic and creative leader who has a track record of success in advancing transformational change and who is ready to join an institution that is uniquely positioned to turn today's challenges in graduate education into transformative opportunities. The incoming dean must be a highly visionary leader committed to innovation in higher education, playing a pivotal role in ensuring that all students have an impactful educational experience, and 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, inclusive, and impactful 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. Acknowledging that traditional leadership models have failed to address the world's complex challenges, Babson's model builds on its distinguished trajectory in entrepreneurship education, which started more than 100 years ago and has been continuously improved ever since. The Dean will join an academic community of leading minds who bring together a mix of research expertise, teaching excellence, and practical experience. The Dean will have the opportunity to leverage Babson's distinctive reputation and talent to develop a new vision for graduate education, firmly positioning the graduate school as one of the best in the nation and beyond, preparing the next generations of entrepreneurial leaders impacting communities everywhere.

Reporting to the Provost and serving as a member of the President's Council, the Dean will lead the evolution of the graduate school and provide overall strategic and operational leadership for graduate academic programs, ensuring an innovative and inclusive academic and student experience. The Dean is responsible for defining and advancing the vision for graduate education balanced with real world outcome and impact, 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 upon existing strategic internal and external partnerships while developing new and exciting connections with industry to enhance the graduate experience, develop experiential learning

opportunities for students, and lead the conversation as Babson embarks on transformational new ideas as it develops the education of the future.

As Babson is at an inflection point with extraordinary opportunities for the Graduate School, the Dean will lead a comprehensive effort to redefine the Graduate School's value proposition and identity, improve cross-operational efficiency and collaboration, and work across Babson's leadership to develop a new approach to market engagement. The Dean will assume strategic authority to define and execute a clear strategic direction for the Graduate School, working closely with other leaders to align strategy with budget, enrollment management, and marketing. The Dean will espouse a global mindset and acute market awareness, understanding demographic shifts and growth regions. They will be collaborative, data-informed, and willing to share resources across the institution. A strategic risk-taker committed to quality, innovation, and inclusive excellence, the Dean will embrace a holistic view of Babson's continuum from undergraduate education to lifelong learning, positioning the Graduate School as a national and international leader in graduate education and a key partner in the development of Babson's lifelong learning agenda.

Building on Babson's #1 entrepreneurship brand, the Dean will work with a broad range of stakeholders to raise academic preparedness, enhance curricular responsiveness to industry trends, integrate key themes (technology, AI, globalization) across programs while strengthening brand clarity, improve placement outcomes, and build community and alumni engagement.

Babson College has retained the executive search firm Isaacson, Miller to assist with this important recruitment. 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 with 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 2,800 undergraduate students and more than 1,100 graduate students taught by approximately 200 full-time faculty. The College grants B.S., MBA, specialized M.S. degrees, a DBA 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 Boston's Financial District and Miami, Florida. The campus is well-maintained, with investments of more than \$82 million over the past 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

Stephen Spinelli is the 14th 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, a Rockefeller Foundation scholar, and a 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. In 2025, Babson was named the No. 2 college in the United States by *The Wall Street Journal* for the second consecutive year.

The College 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 has been ranked the No. 1 MBA program in entrepreneurship for 32 consecutive years by *U.S. News & World Report* and the No. 1 in entrepreneurship for Northeast Graduate Programs by The Princeton Review and *Entrepreneur* magazine.

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.

In 2025, LinkedIn ranked Babson #1 for the [strongest alumni network in the country](#), #1 for the largest share of [alumni who become founders or entrepreneurs](#), #1 for [fueling business development careers](#), #1 for [alumni working internationally](#), and #7 overall in the United States on the [LinkedIn Top Colleges 2025](#) list, which ranks schools based on the [long-term career success](#) of their alumni.

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 Review journals. Faculty have also published 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 the 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 College also 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.

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 82 part-time members. Of the full-time faculty, 85% have their doctorate (or equivalent). Many 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 lives and teaching.

STUDENTS

Babson's graduate student population is comprised of 1,146 students. Graduates on average earn \$147,595 three years after graduating from Babson's full-time MBA programs and \$163,044 after graduating from Babson's online MBA programs. Approximately 97% of specialized master's graduates were employed following graduation.

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.

THE F.W. OLIN GRADUATE SCHOOL OF BUSINESS

The F.W. Olin Graduate School of Business at Babson College offers several master's programs, a newly-launched Doctor of Business Administration, and certificate options. Whether students are searching for a top-rated MBA program or a specialized master's degree, the College infuses an entrepreneurial mindset into leaders that empowers them to succeed in any career or industry.

The Graduate Center for Career Development (Grad CCD) offers career services to help students pursue their passions and achieve their goals. From acceptance through graduation, graduate students have access to resources, dedicated advisors, and a global support network.

Full-time Babson graduate programs provide an immersive experience to prepare students for long-term career success. Programs include:

- Full-Time MBA
- Part-Time MBA
- Master of Science in Management in Entrepreneurial Leadership
- Master of Science in Finance
- Master of Science in Business Analytics

Babson College offers advanced degrees and certificate programs designed for working professionals to give students the best of both worlds, allowing them to make the most of their time with classes offered online, in the evenings, and on weekends, while still maintaining professional commitments. Programs include:

- Flex MBA
- Online MBA
- Blended Learning MBA – Miami
- Doctor of Business Administration
- Certificate in Advanced Management

Graduate students come from around the world to study at Babson, with the graduate community alone representing more than 60 countries. International students account for 45.6% of the graduate population compared to 28% of the undergraduate population.

CENTERS AND INSTITUTES

Seven of Babson's leading centers and institutes fall under 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 with 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 creates 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 a focus 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 includes 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 an 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

Reporting to the Provost and serving as a member of the President's Council, the Dean will provide overall strategic and operational leadership for graduate academic programs, ensuring an innovative and inclusive academic and student experience.

The Dean is responsible for defining and advancing the vision for graduate education, fostering an environment of academic excellence, and strengthening Babson'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 graduate experience and lead the conversation as Babson embarks on exciting new ideas as it develops the curriculum of the future.

The Dean will oversee a team responsible for the core functional areas of graduate academic and student operations: administration and operations, graduate student services, career development and employer engagement, experiential learning and co-curricular programs, master's and doctoral program leadership and administration, and administrative support. They will collaborate closely with graduate faculty program directors, who provide academic leadership for individual programs. The Dean is specifically responsible for the overall performance of the graduate school, all degree-granting activities, and overseeing the operating budget of \$6M with a staff of 24.

KEY RESPONSIBILITIES FOR THE DEAN

As a member of the President's Council and Provost's academic 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:

Vision and Strategic Leadership

- Serve as a visionary, strategic, and values-driven leader; one who leads with integrity, collaboration, and inclusiveness; creates a culture where others' talent and ideas can shine and inspires through clear purpose and a commitment to impact.
- Shape the future of Babson's graduate education by fostering innovation, inclusivity, and excellence. Lead efforts to redefine the Graduate School's value proposition, brand positioning, and strategic direction within Babson's shared governance framework.
- Advance Babson's reputation as a global leader in entrepreneurial education by leading efforts in developing transformative graduate programs that integrate classroom learning, leadership development, global engagement, and entrepreneurial thinking across disciplines such as social impact, digital transformation, and corporate innovation.
- Stay at the forefront of higher education trends, including the impact of AI and emerging technologies. Represent the Graduate School externally as a thought leader, promoting its standing on national and international stages.

- Partner with Professional and Executive Education to support lifelong learning initiatives like Babson On-Demand, ensuring all students view Babson as a lifelong educational partner.

Institutional Leadership & Collaboration

- Serve on the President's Council and Provost's leadership team, helping to shape Babson's vision and execute strategic priorities. Collaborate with senior leaders to aid in the development of enrollment strategies that support the College's national and global reputation, financial sustainability, and strategic presence—including Babson Miami and online programs.
- Act as the chief advocate for the Graduate School, building relationships with internal and external stakeholders. Partner with the Dean of Faculty when it comes to faculty recruitment, development, and evaluation, and work with academic leaders to promote student success and inclusive excellence.
- Working within the shared governance structure and collaborating across the institution, provide leadership in the designing of stackable credentials, certificates, and lifelong learning pathways that meet market demand and reinforce Babson's leadership in flexible, career-relevant graduate education.

Curriculum & Academic Affairs

- Lead the development of graduate curricula aligned with market needs and Babson's strategic goals, including the integration of entrepreneurial thinking with AI, sustainability, and data analytics. Advance curricular differentiation, global expansion, and graduate–undergraduate pathways, while ensuring financial sustainability and academic excellence.
- Shape innovative delivery models that blend virtual and in-person experiences, expand online offerings, and grow signature programs like the Doctoral Program in Business Administration. Target high-growth global regions and address pressing global challenges through responsive program design.
- Champion Babson's "All in on AI" initiative by pioneering interdisciplinary, co-creative approaches to teaching and learning. Collaborate across the institution to position Babson as a leader in generative AI education, rethinking pedagogy and empowering learners.
- Co-chair the Graduate Academic Policy Committee and provide leadership in the guiding of policy development and academic standards. Work closely with faculty on curriculum innovation and quality assurance. Leverage Babson's Miami hub to support corporate programs, lifelong learning and Latin America engagement.

Student Experience & Services & Alumni Engagement

- Oversee graduate advising, career services, and co-curricular initiatives to promote holistic student success and support inclusive excellence across the student experience. Strengthen employer engagement and career readiness through collaborations with the Graduate and Undergraduate Career Centers, Babson leadership and other stakeholders.

- Collaborate with the Dean of the Undergraduate School on programs and initiatives that create synergies to advance graduate pathways, lifelong learning opportunities, and career success for students.
- Foster strong connections between graduate students and alumni to enhance career outcomes and satisfaction. Partner with the Development Office on fundraising and alumni outreach efforts.
- Collaborate with campus partners to improve admissions selectivity, unify career and alumni efforts, enhance data systems, and lead high-impact community-building events tailored to graduate students.

Operations & Administration

- Lead a diverse team of deans, directors, and staff, fostering collaboration and innovation. Drive cross-functional coordination and implement agile, efficient processes across administrative and academic units.
- Oversee revenue generation and budget management across departments, including input on capital planning within the graduate school. Align academic goals with institutional financial strategy in collaboration with the Budget and Financial team.
- Improve data integration and system coherence to eliminate silos and enhance student and stakeholder engagement. Partner with the Provost, the Dean of Faculty, and Human Resources on workforce planning and organizational design.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will possess an academic or professional record that is suitable for appointment in one of the academic divisions within the College. In addition to the qualifications inherent to the key responsibilities listed above, they will also possess many of the following knowledge, skills, and abilities:

Qualifications and Experience

- Demonstrated record of excellence as a thought leader in education and as an innovator in post-undergraduate educational program development.
- Demonstrated experience of progressive educational and administrative leadership, including experience developing curriculum, managing teams, budgets, and strategic initiatives in a complex environment.
- Significant experience in senior management roles and critical components of an institution's budget operations.
- Experience with international programs, creating and leading successful engagement activities between institutions.
- Prior institutional experience regarding assessment of learning outcomes, knowledge of current trends, and emerging issues.

Leadership & Strategic Vision

- Proven ability to articulate and implement a compelling academic vision aligned with institutional goals.
- Strategic thinker with the ability to turn plans into measurable outcomes and lead through influence in a shared governance environment.
- Adept at leading in matrixed organizations, balancing structure with agility.

Student-Centered Innovation

- Commitment to holistic student development and inclusive excellence.
- Experience designing and delivering transformative curricular and co-curricular learning experiences.
- Passion for student engagement and success, with a demonstrated ability to connect academic innovation to student outcomes.

Operational & Financial Acumen

- Strong program and project management skills with a record of delivering results.
- Budget development and fiscal management expertise aligned with strategic priorities.
- Ability to interpret data and apply financial insights to support planning and decision-making.

Interpersonal & Communication Skills

- Exceptional written, verbal, and presentation skills.
- Excellent teamwork competencies.
- Strong negotiation, interpersonal, and relationship-building capabilities.
- Comfortable navigating change and complexity with resilience, creativity, and optimism.
- Ability to create an environment where direct reports have the freedom and security to take initiative.
- Demonstrated experience in being able to manage complexities with resilience, resourcefulness, and optimism; and appreciate open-mindedness, creativity, and agility in thought and tactics.

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: <https://www.imsearch.com/open-searches/babson-college-f-w-olin-graduate-school-business/dean>.

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.

This document has been prepared based on the information provided by BABSON COLLEGE. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by BABSON COLLEGE would supersede any conflicting information in this document.