

DEAN OF THE BUSINESS SCHOOL

Worcester Polytechnic Institute
Worcester, MA



Since 1865, WPI has pioneered an educational philosophy that theory and practice must work together, producing graduates who combine technical expertise with the ability to solve meaningful problems.



Worcester Polytechnic Institute

Executive Summary

Worcester Polytechnic Institute invites applications and nominations for the position of Dean of The Business School. This is an exceptional opportunity for a visionary leader to advance business education and research at a premier technological university known for its distinctive project-based learning model, where students tackle real-world challenges through hands-on projects that connect academic disciplines to societal needs and professional practice.

The Dean will join WPI following the university's recent achievement of [Carnegie R1 research university status](#) and recognition by [U.S. News & World Report](#) as No. 18 nationally for best return on investment. This leader will shape the future of WPI's Business School while contributing to WPI's continued rise in international prominence.

The Business School at WPI is an accredited member of AACSB International, with its industrial engineering program accredited by the Engineering Accreditation Commission of ABET. It offers seven STEM-designated undergraduate programs reflecting emerging technologies and industry needs, including two newly launched degrees in marketing analytics and business analytics & applied AI. At the graduate level, WPI provides MBAs, STEM-designated master's programs, doctoral programs, and certificates that integrate business fundamentals with analytics, technology, and leadership through hands-on, experiential learning. These offerings emphasize real-world application and allow students and working professionals to build targeted, high-demand skills.

The Dean will report directly to Senior Vice President for Academic Affairs and Provost Andrew Sears and serve as a key member of the provost's leadership team, with a significant opportunity to shape WPI's academic strategy. Notably, the successful candidate will help guide a time of transformative growth for the school, leading a group of highly motivated, distinguished, and collaborative faculty to significantly expand student enrollment, strengthen interdisciplinary collaboration, forge a robust network of industry relationships, and nurture continued research excellence. The successful candidate will have imagination, resourcefulness, integrity, humility, and the ability to bridge both technical expertise and business acumen. The ideal leader will demonstrate strategic vision, excel at building partnerships across disciplines, and be able to attract top faculty and students while showcasing the school's unique strengths in bridging technical expertise with humanistic understanding.

Nominations and Applications

Screening of complete applications will begin immediately and continue until the position is filled. To ensure full consideration, applications should be received by August 15, 2026. Candidates should submit a CV and a two- to three-page letter of interest that addresses the opportunities and challenges outlined in this profile. Inquiries, nominations, referrals, and applications should be directed to the Division of Talent and Inclusion using the dedicated search email WPIDeanBusinessSchool@wpi.edu. All communications will remain confidential.





Opportunities and Expectations for The Business School Dean

The Dean of The Business School will provide visionary, strategic, and operational leadership to advance the school's distinctive role within Worcester Polytechnic Institute, the Central Massachusetts region, and the global ecosystem. The successful candidate will imagine the future of education centered on business, people, and technology, working collaboratively with faculty, staff, university leadership, and external partners to elevate the school's national profile while fostering a culture of inclusive excellence, innovation, and impact.

Strategic Opportunities for Leadership

- 1. Grow Business School Enrollment.** The Dean will lead efforts to significantly expand student enrollment. This involves championing academic program innovation and working collaboratively with faculty to develop new and responsive programs that anticipate future workforce and industry demands while maintaining strong disciplinary foundations.
- 2. Develop and Advance a Strategic Vision for The Business School.** The Dean will help define a vision that positions the school within a dynamic tech environment by leveraging WPI's unique location within Massachusetts and the STEM-focused ecosystem, leveraging institutional strengths to define the school's role at the intersection of business and technology. By harnessing existing resources, the Dean will drive program distinction and amplify the impact of an ambitious faculty.
- 3. Build Strategic Partnerships and Elevate Prominence.** The Dean will develop collaborations with industry leaders, international institutions, and community organizations to enhance research, student experiences, and industry and societal impact. These efforts aim to create pathways for faculty collaboration, innovative student projects, and sustainable funding streams. By showcasing the school's research, the Dean will expand recognition of business programs in the broader global community.

4. Strengthen and Expand the Research Enterprise. Building upon the school's research foundation, the Dean will cultivate new areas of excellence and secure endowed professorships. This includes supporting faculty in securing competitive external funding and developing strategic research clusters that leverage WPI's interdisciplinary culture. The Dean will utilize WPI's Carnegie R1 status to amplify research impact and leverage existing external funding momentum.

5. Foster Cross-College Collaboration and Innovation. As a member of WPI's academic leadership team, the Dean will contribute to university-wide strategic initiatives while advocating for the school's mission. The Dean will champion collaborative approaches that prepare graduates to address complex global challenges through joint research and cross-departmental programs. This role bridges traditional academic boundaries while advancing academic programs and research that leverage the school's interdisciplinary strengths.

6. Support Faculty and Staff Excellence. The Dean will serve as an advocate for faculty and staff, prioritizing recruitment, retention, and advancement with a focus on inclusivity, belonging and well-being. This includes inspiring excellence in teaching and research while cultivating an entrepreneurial mindset among the faculty. The Dean will create an environment where all faculty and staff can flourish and achieve their potential.

The Business School at WPI is an accredited member of AACSB international and its engineering program is ABET accredited.

Responsibilities & Direct Reports

The Dean of The Business School provides visionary, strategic, and operational leadership to advance the school's distinctive role.

Academic Leadership:

- Continue growth trajectory of enrollment.
- Oversee curriculum development, academic program review, and the accreditation process.
- Recruit, evaluate, and support faculty in teaching, research, outreach, and professional development.
- Promote scholarly excellence leveraging interdisciplinary collaboration within and beyond WPI.
- Foster a culture of student professionalism, innovation, and success.
- Provide leadership and oversight for faculty development, resource allocation, and program quality.
- Champion recruitment, retention, advancement, and well-being to foster a strong, inclusive academic community.
- Strengthen and expand the school's research enterprise.

Administrative Management:

- Provide strategic and operational oversight of the school, including substantial budgetary responsibility, resource planning, and external representation.

- Develop and manage the budget, resources, and staffing for The Business School. The Dean will manage a budget of over \$7M and provide leadership for the dean's office comprising four direct reports:
 - Department Head
 - Assistant Dean, Business Program
 - Assistant to the Dean
 - Operations Manager
- Lead strategic planning initiatives aligned with institutional goals.
- Ensure compliance with university policies and relevant external regulations.
- Ensure decision-making processes reflect fairness, transparency, and ethical stewardship of resources.

Student Success & Engagement:

- Support student recruitment, retention, advising, and graduation initiatives.
- Foster supportive learning environments and co-curricular programming.
- Address student concerns and uphold academic integrity standards while modeling the professionalism expected of a polytechnic business school.
- Advance interdisciplinary teaching and scholarship that prepares graduates to address complex global challenges, particularly at the intersection of business, technology, analytics, and societal impact.
- Champion academic program innovation by working collaboratively with faculty to develop new and responsive programs.
- Advance the school's role in WPI's distinctive project-based learning model.

External Relations & Advancement:

- Build and sustain strategic partnerships with industry leaders, international institutions, alumni, and community organizations to enhance research opportunities, enrich student experiences, and elevate the school's national and global profile.
- Lead fundraising efforts and secure external grants and sponsorships.
- Represent the school in university-wide committees and public forums.

University-Wide Leadership:

- Serve as an engaged member of the Provost's Council and the President's leadership team, contributing to university-wide initiatives while advocating for the school's mission and strategic priorities.

Minimum Qualifications

- A doctoral degree from an accredited institution in a relevant field, with a record of scholarship and academic leadership appropriate for appointment as a tenured professor at Worcester Polytechnic Institute.
- A minimum of five years of leadership and administrative experience, including experience in higher education.
- Proven experience in strategic planning, change management, team building, and budget management, including oversight of complex financial and human resources.
- Effective leadership and team building across various constituent groups. Ability to inspire and motivate faculty, staff, and students toward shared goals.
- Demonstrated success in teaching, research, and service, or equivalent experience in a complex organization.
- An understanding of and commitment to the evolving nature of a new R1 university.
- A track record of successful donor stewardship and fundraising.
- The ability to attract and retain talented faculty, staff, students, donors, and partners.
- Demonstrated financial acumen and experience managing large budgets and resource allocation.
- Demonstrated commitment to the highest standards of integrity, ethical conduct, and professional responsibility in all leadership, academic, and administrative activities.
- Strategic thinking and long-term planning.
- Excellent written and verbal communication skills, the ability to engage effectively with diverse internal and external communities, and a professional presence appropriate for senior institutional leadership.
- A willingness to engage with all members of the WPI community, including having a strong presence on campus for school and university-wide programs and events.
- An innovation oriented mindset with the ability to take thoughtful, calculated risks, coupled with an unwavering commitment to the highest standards of personal and professional integrity.
- Data-informed decision-making and problem-solving skills.
- Demonstrated engagement with the business community, providing practical insight into contemporary market dynamics, organizational challenges, and workforce needs.
- Navigate complex organization structures and drive institutional change.
- Build partnerships across academic, industry, and community sectors.
- A record of promoting ethical decision making and professional conduct within complex academic or organizational environments.



Preferred Qualifications

- Evidence of translating industry knowledge into academic leadership through curriculum innovation, experiential learning initiatives, and industry informed research or strategic partnerships.
- Experience with AACSB and ABET accreditation processes and continuous improvement expectations.
- Ability to market programs and new initiatives in ways that are educationally and philanthropically attractive.
- Extraordinary relationship building and communication skills necessary to carry an inspiring message, cultivate key constituencies, steward existing partnerships, attract new partners, and excite alumni and community leaders.
- A record of collaboration with faculty and staff to keep them engaged, motivated, and focused on enhancing student success, along with a strong commitment to shared governance and collaboration with faculty and staff in the pursuit of common goals.
- Demonstrated experience supporting interdisciplinary programs and working with units outside of their own discipline.
- A record of success in securing external funding, developing institutional or industry partnerships, and advancing academic programs that enhance research impact and educational excellence.
- Strong communication, negotiation, and conflict-resolution skills.

The Business School at WPI Overview

The Business School at WPI is not your average business school. It occupies a rare space in global business education as one of the few business schools worldwide to hold both AACSB and ABET accreditation. This dual recognition reflects a unique commitment to academic quality and technical relevance. Our undergraduate portfolio consists entirely of STEM-designated programs, ensuring graduates are equipped to lead in data-rich, technology-driven environments.

At the heart of the school is a mission centered on purposeful, human-centered social impact. While many universities utilize project-based learning in some form, The WPI Business School model is unique in that project-based learning is woven throughout our courses and curriculum. Notably, Business School students engage in a year-long senior capstone consulting or research project with client sponsors, guided by faculty mentors. All WPI juniors participate in an immersive experience tackling complex global challenges through our award-winning Global Project center network. By integrating rigorous business foundations with advanced analytics, ethical reasoning, and real-life immersion in complex business problems, we uniquely prepare students to address societal needs through innovation and a global perspective.

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Centers of Innovation and Research. A defining feature of the school is its vibrant ecosystem of specialized labs. These labs serve as hubs where faculty expertise meets student inquiry to produce impactful, real-world solutions. From advancing equitable technology to fostering local entrepreneurship, these labs represent the practical application of our research enterprise:

- **Analytical Research Collaborative for a Humane and Equitable Society (ARCHES):** This lab develops forward-looking technology at the interface of advanced analytics, decision making, and humanity; ARCHES research has designed multiple award-winning systems.
- **Business Resilience and Climate Change Lab:** Under Professor Michael Elmes, this lab facilitates research activities centered on the belief that successful climate action requires an efficient, expeditious, and just role for businesses.
- **Digital Health Lab:** Led by Professor Bengisu Tulu, this center focuses on healthcare technology, promoting healthy living through apps and supporting over a decade of research into technology-enabled wellness.
- **FABLab:** Directed by Professor Joseph Sarkis, this lab collaborates with local communities on Blockchain use applications, educational materials, and startup outreach.
- **FinTech Lab:** A joint endeavor with FLAME University in India, led by Professor Dr. Kwamie Dunbar, PhD, that creates new fintech knowledge and serves as a primary project hub.
- **I3 (ideate, innovate, incubate) Lab:** Directed by Professor Rosanna Garcia, PhD, this lab supports early start-up companies by providing entrepreneurship education and startup advice from faculty and several Entrepreneurs-in-Residence at WPI.

- **User Experience & Decision Making (UXDM) Lab:** Managed by Professor Soussan Djamassbi, this lab studies cognitive processes and user experience with digital products using specialized equipment like eye-tracking machines.
- **Social Media Analytics Lab:** Led by Professor Adrienne Hall-Phillips, this center investigates marketing and consumer behavior issues through the analysis of available social media data.
- **Future of Leadership, Organizations, and Work (FLOW) Lab:** Led by Professor Elizabeth Long Lingo, this lab explores how digital technologies are transforming creative work and careers, and how leaders can build more human-centered organizations in the age of AI.

Fast Facts

- Accreditation: The Business School is AACSB and ABET accredited, a distinction held by fewer than 5% of business programs worldwide.
- Student-to-faculty ratio: WPI maintains a 13:1 university-wide ratio, fostering close faculty-student engagement.
- Undergraduate programs: The Business School offers seven STEM-designated undergraduate programs reflecting emerging industry needs.
- Graduate portfolio: Offerings include MBAs, STEM-designated master's, and full-time and executive doctoral programs that integrate business fundamentals with technology.
- Rankings: Ranked No. 42 among the Top Undergraduate Business Schools in 2025 by Poets & Quants.
- Salary ranking: Ranked No. 7 nationally for highest graduate salaries among business school graduates for the Class of 2024.
- Global ranking: Ranked No. 45 worldwide among Best Business Schools by Times Higher Education in 2026.

Academic Programs

The Business School offers a dynamic portfolio of undergraduate, graduate, and doctoral programs designed to meet the evolving demands of the global economy. Undergraduate offerings are fully STEM-designated and complemented by full-time and part-time MBAs, specialized STEM-designated master's degrees, doctoral programs, executive education, and graduate certificates. Programs are delivered in flexible formats that serve both traditional students and working professionals, with curricula continuously updated to reflect emerging technologies and workforce needs. Distinctive strengths include business analytics, artificial intelligence, financial technology, information technology, operations, and supply chain management.

Enrollment reflects a balanced mix of undergraduate and graduate students, including early-career professionals, international students, and experienced managers pursuing advanced credentials. Strong partnerships with employers and alumni across technology, finance, healthcare, manufacturing, and consulting sectors enhance student success and reinforce the school's reputation for workforce relevance and high educational value.

A signature feature of The Business School is its undergraduate and graduate capstone consulting experiences, which provide students with hands-on, project-based learning opportunities in applied business and technology contexts. Through faculty mentorship, students engage in areas such as business analytics, artificial intelligence, data-informed strategic decision-making, and interdisciplinary research integrating business, technology, and operations. Complementary inquiry seminars and practica deepen disciplinary expertise while reinforcing the school's commitment to preparing graduates who can both design and deploy advanced technologies and critically evaluate their ethical, social, and organizational implications in real-world settings.

For complete program details, visit [The Business School at WPI](#).

Faculty Research and Excellence

Research at The Business School is distinguished by applied, interdisciplinary, and impact-focused scholarship that advances understanding of business, analytics, technology, and human-centered design. The faculty conduct research across a broad range of business disciplines, with particular depth in financial technology (fintech), artificial intelligence and applied AI, analytics-driven decision making, information systems, and operations and supply chain management. This work is closely aligned with real-world challenges facing organizations as they navigate digital transformation, technological disruption, and increasingly complex global environments.



- Human-centered technology and digital health
- Responsible AI, analytics, and data ethics
- Fintech, digital markets, and sustainable finance
- Operations, industrial engineering, and sustainable supply chains
- Innovation, entrepreneurship, and value creation in technology industries
- Future of work, organizations, and leadership in the age of AI
- Marketing analytics, consumer behavior, and public policy

Faculty research spans a range of interdisciplinary and technology-driven domains with significant scholarly and practical impact, as demonstrated through competitive federal grant funding and publications in FT50 journals. In financial technology, research addresses financial innovation, risk modeling, algorithmic decision-making, blockchain-enabled systems, and the ethical and regulatory dimensions of technology-driven financial services. Scholarship in artificial intelligence and analytics focuses on the development and application of AI-enabled decision systems, responsible and ethical AI in organizational contexts, data governance, and the use of advanced analytics to enhance managerial judgment and strategic outcomes. In operations and supply chain management, faculty examine supply chain resilience, optimization, sustainability, and technology-enabled coordination across global networks, frequently employing large-scale data, computational modeling, and industry-partnered research. Additional strengths include organizational behavior research on the future of technology, work, and organizations, as well as entrepreneurship scholarship emphasizing responsible innovation and inclusivity in technology-focused entrepreneurial ecosystems.

The Business School faculty regularly collaborate with colleagues across WPI and with external partners in industry, government, universities, and nonprofit organizations, strengthening the relevance and impact of their work. Faculty research informs teaching and student projects, creating opportunities for undergraduates and graduate students to engage in applied research, experiential learning, and thesis or capstone work.

Looking forward, the next Dean will play a critical role in expanding the school's research profile by supporting faculty scholarship, advancing interdisciplinary research initiatives, and elevating the school's national and global reputation for business research that meaningfully shapes practice and policy.

Together, these efforts exemplify impact-oriented, interdisciplinary, and mission-aligned scholarship.

About Worcester Polytechnic Institute

Founded in 1865, Worcester Polytechnic Institute (WPI) is the third oldest engineering and technological university in the United States. The university has established itself as a global leader in immersive, project-based learning and undergraduate research, distinguishing itself through an innovative approach that integrates rigorous STEM education with the liberal arts. WPI combines the resources of a major research institution with the collaborative culture of a more intimate academic community.

Impact and Action: The WPI Plan

Worcester Polytechnic Institute has long been a leader in turning knowledge into action to confront global challenges. Central to this mission is the WPI Plan, a pioneering model of project-based learning that integrates rigorous academics with real-world problem-solving. Since its creation in 1970, the Plan has distinguished WPI as a leader in experiential education, requiring all students to complete signature projects that connect technical experience with societal impact.



Every WPI student completes multiple major projects during their undergraduate experience, including two intense, professional-level research and design experiences:

- **The Interactive Qualifying Project (IQP):** Generally completed in the junior year, projects combine business, technology, and human needs. This often takes place at one of WPI's 54 global project centers spanning 30 countries.
- **The Major Qualifying Project (MQP):** Typically completed in the senior year, this discipline-specific capstone experience allows students to apply their knowledge to solve real problems through research, design, or implementation within their major field.

Momentum and Excellence

WPI is experiencing significant momentum, highlighted by its recent achievement of Carnegie R1 research university status. The university is recognized nationally for outstanding student outcomes, ranking No. 18 for best return on investment by U.S. News & World Report. Graduates achieve an estimated ROI of \$3.4 million over 40 years, and the university is featured among LinkedIn's 50 Top Colleges for 2025 based on career outcomes and alumni success. Notably, WPI has also received recognition from the Wall Street Journal for its excellence in both teaching and research.

Community and Scope

Located on a 95-acre campus in Worcester, Massachusetts, WPI serves more than 5,500 undergraduates and 2,000 graduate students representing 48 states, two U.S. territories, and 103 countries. The university maintains a 13:1 student-to-faculty ratio, a 95% first-year retention rate, and a 90% six-year graduation rate. This environment ensures faculty can engage meaningfully with students while pursuing impactful research.

This commitment to immersive education produces measurable results, with bachelor's recipients earning an average starting salary of \$80,294 and master's graduates averaging \$95,444.

University Leadership

The university is led by President Grace J. Wang and Senior Vice President for Academic Affairs and Provost Andrew Sears. Under their leadership, WPI continues to advance its mission as a premier technological research university focused on high-impact research and distinctive experiential education.

Grace J. Wang, President

WPI is led by President Grace J. Wang, a nationally recognized leader in research, innovation, and higher education. She became WPI's 17th president in April 2023 and also serves as a professor in the Department of Mechanical and Materials Engineering.

President Wang brings a unique blend of experience across higher education, government, and industry. Prior to joining WPI, she served as executive vice president for research, innovation, and knowledge at the Ohio State University, where she oversaw a research enterprise with \$1.38 billion in annual expenditures and advanced interdisciplinary research, entrepreneurship, and industry partnerships.



Earlier in her career, she held senior leadership roles within the State University of New York system, including interim president of SUNY Polytechnic Institute and senior vice chancellor for research and economic development of the SUNY system, where she guided \$1.7 billion in research activity. At the national level, President Wang served at the National Science Foundation as acting assistant director for engineering and as director of the Division of Industrial Innovation and Partnerships, managing major federal investments supporting research, technology development, and small business growth.

Her professional roots began in the private sector at IBM and Hitachi Global Storage Technologies, where she earned seven U.S. patents in materials science and engineering. President Wang holds a PhD in materials science and engineering from Northwestern University and currently serves on several national advisory boards, including the National Quantum Initiative Advisory Committee, appointed by the White House in 2022.

President Wang is leading WPI through a period of significant momentum. Her strategic priorities include elevating the university's national visibility and expanding its reach to attract top students and faculty from around the world. The Dean of The Business School will partner closely with President Wang to leverage WPI's R1 achievement and translate educational excellence into continued institutional growth that positions WPI as a nationally recognized university.

Andrew Sears, Senior Vice President of Academic Affairs and Provost

The Dean will report directly to Andrew Sears, who joined WPI as Senior Vice President of Academic Affairs and Provost in August 2024. An accomplished computer scientist and academic leader with more than 30 years of higher education experience, Sears brings a unique blend of technical expertise, administrative excellence, and collaborative leadership to his role as the university's chief academic officer.



Prior to joining WPI, Sears served as professor and dean of the School of Information Studies at Syracuse University, where he focused on bringing people together to support interdisciplinary efforts that produced new academic programs and impactful scholarly activities. He also held leadership positions at Pennsylvania State University, including professor and dean of the College of Information Sciences and Technology, where he helped establish the university's Center for Socially Responsible Artificial Intelligence.

Sears has extensive experience in research and innovation, with work focusing on human-computer interaction, mobile computing, and health information technologies. His research has been supported by major agencies including the National Science Foundation, IBM, Intel, Microsoft, and NASA, demonstrating his ability to build strong partnerships between academic institutions and industry leaders.

A first-generation college student whose life was transformed by higher education, Sears earned his bachelor of science in computer science from Rensselaer Polytechnic Institute and his PhD in computer science with an emphasis on human-computer interaction from the University of Maryland, College Park. He brings a deep personal understanding of the transformative power of higher education.

Academic Structure

WPI's educational philosophy is delivered through four schools, offering more than 70 undergraduate and graduate degree programs:

- The Business School: Prepares leaders at the nexus of technology, business, and entrepreneurship. It is one of fewer than 5% of business programs worldwide to hold both AACSB and ABET accreditation.
- The School of Arts and Sciences: Combines rigorous science and mathematics with humanities and social sciences to develop creativity and critical thinking alongside technical expertise.
- The Engineering School: WPI's largest school, offering comprehensive programs across eight departments where students gain technical expertise to advance society.
- The Global School: Advances WPI's mission to address complex global challenges through interdisciplinary programs and a network of 54 global project centers across six continents.

Worcester Polytechnic Institute (WPI) is an Equal Opportunity Employer. All qualified candidates will receive consideration for employment without regard to race, color, age, religion, sex, sexual orientation, gender identity, national origin, veteran status, or disability. WPI seeks individuals from all backgrounds and experiences who will contribute to a culture of creativity, collaboration, inclusion, problem solving, innovation, high performance, and change making. The university is committed to maintaining a campus environment free of harassment and discrimination.