



Leadership Profile

President

**Greenwood
Asher &
Associates®**

A Kelly Education® Company

About Dean College

Dean College is a private, residential New England college grounded in a culture and tradition that all students deserve the opportunity to discover and exceed their greatest aspirations. A personal and transformative community since 1865, Dean tirelessly inspires students to unimagined heights through personalized support and integrated delivery of academic, co-curricular and experiential learning.

Recognized as a Top Regional College by U.S. News and World Report for fifteen consecutive years and named a College of Distinction for ten consecutive years, Dean serves more than 1,000 full-time and part-time students, offering over 50 bachelor's and associate degree programs, along with certificate programs year-round.

Dean College is in Franklin, Massachusetts, which is conveniently located between Boston and Providence, Rhode Island and is accessible to Boston by commuter rail. The Dean College/Franklin station is only a five-minute walk from campus.

Dean provides a highly supportive academic and student-life environment where students thrive on engagement and exceptional teaching. This community-wide commitment of always going the extra mile for students is known as **The Dean Difference**.



The Dean Difference is not any one thing. It is not a single program, professor, class, or club. Rather, it is the way academics, support networks, and community overlap, interweave, and strengthen one another. The Dean Difference unites the College community. It is Dean's secret formula—the nucleus around which the institution revolves. It is not one thing; it is everything.

Approximately 90 percent of the College's student population resides on campus. Outside of the classroom, students participate in 16 NCAA Division III athletic teams, numerous performing arts opportunities, and more than 35 on-campus clubs and organizations.

Ninety-six percent of the College's bachelor's degree students are employed or enrolled in graduate school within 12 months of graduation. Alumni are hard at work in top-ranked graduate programs and are employed by organizations such as Universal Studios, Dell Technologies, Liberty Mutual, Kraft Sports + Entertainment, the Boston Ballet, and more.

Dean College Mission Statement

Dean College is a private, residential New England college grounded in a culture and tradition that all students deserve the opportunity to discover and exceed their greatest aspirations. A personal and transformative community since 1865, Dean tirelessly inspires our students to unimagined heights through personalized support and integrated delivery of academic, cocurricular, and experiential learning. Our graduates are lifetime learners who thrive in their careers, embrace social responsibility, and demonstrate leadership.

This is **The Dean Difference.**



Academic Highlights



Accredited by the New England Commission of Higher Education (NECHE)



Average class size of **16** students



Student-to-faculty ratio of **17:1**



100% of students receive financial aid



Approximately **\$25 million** awarded annually in Dean merit scholarships



100% of bachelor's degree students complete at least one internship before graduation



96% of bachelor's degree graduates are employed or enrolled in graduate school within one year of graduation



Student Profile

More than **1,000** full-time students

Students from **41** states and **12** countries

48% come from outside Massachusetts

4% are international students

90% live on campus

97% are enrolled in bachelor's degree programs

The Role of the President

The President serves as the Chief Executive Officer of Dean College and works in close partnership with the Board of Trustees and Senior Management Team to establish and advance the College's strategic priorities. Dean seeks a President who will provide thoughtful and decisive leadership; build strong, authentic relationships with students, faculty, staff, alumni, families, and community partners; and serve as an enthusiastic friendraiser and fundraiser. The successful candidate will bring a deep understanding of the evolving higher education landscape and the ability to develop academic and co-curricular programs that respond to student interests, workforce needs, and emerging market opportunities.

The next President will be a mission-driven and entrepreneurial leader who can advance innovation while honoring Dean's rich heritage, enduring values, and distinctive culture of community and family. This individual will guide the College into its next era of academic excellence, relevance, and institutional strength in an increasingly complex and rapidly changing environment.

The Dean community will look to the President for collaborative, empowering, and visionary leadership—someone who can identify and pursue opportunities, inspire confidence, and position the institution for long-term success. The President will also foster a strong sense of belonging and shared purpose across campus while strengthening Dean's connections within the local community and beyond.





Current Strategic Goals and Objectives



- **Strengthen the Brand of the College** - Advance the profile and reputation among all constituencies, highlighting the benefits of **The Dean Difference** to student success.
- **Strengthen the Financial Position of the College** - Drive enrollment and retention, solid fiscal management, diversified revenue sources, fundraising, and prudent endowment investment to strengthen the financial position and increase resources available to the College.
- **Create an Equitable Campus Environment for All** - Ensure an equitable and respectful campus environment for all students, faculty, and staff that provides fair access to opportunities for success free from discrimination and harassment, regardless of identifying information, including but not limited to, race, color, national or ethnic origin, religion, gender, gender identity, sexual orientation, disability, veteran status, age, economic status, political belief, neurodiversity or genetic information.
- **Offer Transformational Learning & Student Support** - Offer competitive academic, co-curricular, and student support programs that create innovative opportunities for transformational learning and career readiness.
- **Invest in Facilities, Technology, and Human Capital** - Invest in facilities, technology, and human capital to support the strategic direction of the College.
- **Encourage Relationships with in Internal and External Constituencies** - Foster relationships with internal and external constituencies to create a proud, connected community of students, employees, alumni, families, friends, and strategic partners.

Key Characteristics & Experience

The ideal candidate should possess the following characteristics and experience:

MISSION, STRATEGY, AND INSTITUTIONAL LEADERSHIP

- A sincerely held belief in and commitment to the Mission of Dean College
- A creative and strategic mind able to help review and set strategic goals
- Excellent collaboration and consensus building abilities to bring together a diverse group of constituents, including a track record of successfully working with groups such as the Board, faculty, staff, students, alumni, families and the larger community, including the Town of Franklin, local, state and regional officials and organizations
- A strong, proven leader who can develop and empower a competent administrative organization with high-performance teams and staff to ensure effective and efficient management of the College and grow leadership talent
- An effective leader with clear communication skills to comfortably and confidently interact with and influence both internal and external constituencies
- Effective experience working within shared governance structures, including faculty, academic leadership, and the Board of Trustees
- Support continued academic excellence and learning support among students, faculty, and staff
- Decisive management skills exemplified by a record of making difficult decisions in an environment with competing demands and limited resources



Key Characteristics & Experience

- Record of success as a visionary executive, including the fiscal skills and acumen necessary to facilitate the allocation of financial and human resources effectively and efficiently among competing needs of the College
- Demonstrated success in generating revenue, fostering new business development, and leading ambitious fundraising efforts, while controlling costs
- Demonstrated leadership and experience developing strategic partnerships with employers, school districts, arts institutions, athletic organizations, and other economic-development partners
- Appreciation for the significance of learning support programs, as well as vibrant athletic and performing arts programs, to the overall enrollment, retention, image, and success of the College
- Proven success with enrollment and retention strategies during times of uncertain demographics and increased competition
- A track record of supporting institutional adaptability — particularly academic programming that keeps pace with demographic, economic, and technological change — to lead through demographic and market disruption
- Experience strengthening student wellbeing, improving accessibility, and fostering a positive organizational culture



Key Characteristics & Experience

Professional Background and Personal Attributes

- Leadership experience in higher education (preferred), or other non-profit or for-profit organization.
- A terminal degree or similar significant high-level experience in industry, government or military
- Superior communication skills, especially the ability to be an advocate for Dean College to all audiences
- Integrity, honesty, enthusiasm, sense of humor, resilience, and a strong work ethic
- Willingness to be a presence on campus and develop rapport with existing and prospective members of the Dean Community; reside in the Dean College President's House



Applications & Nominations

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How to Apply

Greenwood Asher & Associates is assisting **Dean College** in this search. Applications and nominations are now being accepted.

Please submit full application packets [here](#).

We strongly encourage submitting application materials as PDF attachments.

The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Please direct inquiries, nominations, and application materials to:

Jim Johnsen

Vice President of Executive Search

jimjohnsen@greenwoodsearch.com



Kyle Pybus-Jerome

Senior Executive Search Consultant

kylepybusjerome@greenwoodsearch.com

Salary

Salary and benefits will be commensurate with the experience and background of the candidate and in line with those of similar institutions with a comparable length of service.

Dean College encourages applications from candidates who are committed to fostering a diverse and inclusive academic community. Dean College is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, gender identity, sexual orientation, pregnancy, status as a parent, national origin, age, disability (physical or mental), family medical history or genetic information, political affiliation, military service, or other protected classifications.

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