



SENIOR DIRECTOR FOR ALUMNI RELATIONS, TEPPER SCHOOL OF BUSINESS  
[CARNEGIE MELLON UNIVERSITY](#)  
PITTSBURGH, PENNSYLVANIA

## Carnegie Mellon University

Aspen Leadership Group is proud to partner with Carnegie Mellon University in its search for a Senior Director for Alumni Relations, Tepper School of Business.

The Senior Director for Alumni Relations, Tepper School of Business will work actively with the school's Dean and Associate Dean of Advancement, Tepper School Alumni Board, leading faculty members, key administrators, Office of Alumni Engagement, and other essential stakeholders of the Tepper School of Business to strengthen and lead alumni engagement across 20,000 (and growing) Tepper alumni. The Senior Director will partner with the Associate Dean of Advancement on a comprehensive and compelling alumni relations program for the Tepper School that enhances lifelong engagement with the school and the university and engages Tepper alumni at their points of interests—professionally, intellectually, and personally. In partnership with the Associate Dean, the Senior Director will bring to fruition an innovative, forward-looking alumni engagement program that includes the development, implementation, and evaluation of strategies and programs that deliver best in class alumni relations programming to Tepper alumni domestically and globally.

Carnegie Mellon University is a global, research-intensive university with more than 14,000 students, more than 120,000 alumni, and approximately 5,000 faculty and staff. In 2023, *U.S. News & World Report* ranked CMU #24 among national universities, #4 in terms of Most Innovative Schools, and in 2024, *Times Higher Education World University* ranked CMU as #24 among global research universities in the world. Many of CMU's seven schools and colleges and their departments maintain top national and international rankings in computer science, computer engineering, cybersecurity, artificial intelligence, engineering, business, drama, art, and music, among others. CMU is also one of a small number of academic institutions in the nation boasting a fully-fledged Federally Funded Research and Development Center, the Software Engineering Institute. CMU's confluence of scholarly excellence, robust federal and industry interface, and heritage of innovation has consistently placed it among the world's most dynamic and impactful research institutions.

Renowned for its blend of technical rigor and creativity, its commitment to solving real-world problems, and its strength in interdisciplinary collaboration, roughly 7,400 undergraduate and 8,300 graduate students are drawn to the university's commitment to innovative education and training and its outstanding programs across its seven schools and colleges. CMU faculty are known for inspiring students and alumni to think creatively, interpret with insight, and solve major societal, scientific, and technological challenges. Current and former CMU faculty and alumni have earned distinction from around the globe, including 20 Nobel Laureates, 79 members of the National Academies, and 13 Turing Awardees. In the arts, CMU faculty and alumni have been recognized with 13 Academy Awards, 142 Emmy Awards, and 64 Tony Awards.

Beyond its Pittsburgh campus, Carnegie Mellon University's global presence includes campuses in Silicon Valley, Qatar, and Rwanda, and degree-granting locations in Los Angeles, New York City, Washington, D.C., and Portugal. With more than a dozen degree-granting locations, as well as a growing number of research and educational partnerships around the world, CMU is truly a global institution.

## **TEPPER SCHOOL OF BUSINESS**

The Tepper School has established itself as one of the leading business schools in the world, driven by its rigorous academic programs, its analytical, data-informed approach to problem-solving, the research impact of its faculty, the ambition and creativity of its students, and the business successes of its alumni.

The Tepper School prides itself on not just keeping pace with the changing needs of business but anticipating and contributing to that change through innovative research and education. Undergraduate programs include Economics and Business Administration, ranked #7 by *U.S. News & World Report*. Graduate programs are offered at the Master's and Ph.D. level and include the top ranked full time MBA program, #16 *U.S. News & World Report* and #2 Online MBA *Poets&Quants*, the Master of Science in Business Analytics, the recently launched Master of Science in Management; joint Masters' programs with other colleges at CMU including the Master of Science in Product Management, the Master of Integrated Innovation for Products and Services, the Master of Science in Computational Finance; and Ph.D.

In 2021, the Tepper School launched a forward-thinking branding initiative, the *Intelligent Future*, which seeks to promote an ethical, diverse, and disruptive model of business education. This new Initiative highlights the school's ability to transform business education for tomorrow's leaders, demonstrating how data is used, powered by the latest technology, to make better human-informed decisions.

The Tepper School plans to build on this in its new strategic plan currently under development and expected to be launched this summer. Located at the heart of campus, the Tepper Quad is where the intersection of business, technology, and analytics comes alive. The innovation hub—with the Tepper School as its center—interconnects all seven campus colleges while promoting an enhanced ecosystem of cross-campus collaboration. Students learn from management researchers and professors while interacting, networking, and dreaming alongside entrepreneurs, architects, robotics designers, computer scientists, and other brilliant, creative minds from around the world. This is business education for the 21<sup>st</sup> century.

## **REPORTING RELATIONSHIPS**

The Senior Director for Alumni Relations, Tepper School of Business will report to the Associate Dean of Advancement, Tepper School of Business, Jonathan Stern. The Senior Director will oversee two staff members that assist with operations and events.

## **FROM DEAN BAJEUX-BESNAINOU**

*At the Tepper School of Business, we have always been trailblazers. From establishing management science as a scholarly discipline to adopting a human-centered approach that intersects business, analytics, and technology, we have continued to reshape business education. As the world witnesses the rapid evolution of digital transformation, the Tepper School is already embracing this modern challenge. And, anchored to Carnegie Mellon University, the Tepper School's faculty are uniquely positioned to empower the next generation of business leaders to harness the potential of artificial intelligence (AI), in particular, large language models, and other emerging technology. While tomorrow's leaders will need to be adept in AI and analytics, they will also need to be creative and ethical decision makers. At the Tepper School, we inspire a human-driven approach to problem solving and serve as a hub where diverse stakeholders gather to collaborate and innovate for the benefit of business and society.*

*I am seeking a dynamic, strategic, and forward-looking advancement professional who can innovate and elevate the school's alumni relations program—an accomplished individual who can build out a robust alumni engagement platform and be a partner with Tepper's corporate, annual giving, and major gifts fundraising efforts.*

—Isabelle Bajoux-Besnainou, Dean, Tepper School of Business

## **CARNEGIE MELLON UNIVERSITY'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION**

Carnegie Mellon University is a richly varied community, united in the pursuit of excellence with a wealth of perspectives, identities, backgrounds, and cultures. CMU is committed to fostering an environment where all members of the community have a sense of belonging. This commitment drives its pursuit of creating a space where every voice can be heard.

The university seeks to cultivate diverse populations and perspectives and promote equity and inclusion. Its devotion to these ideals springs from a core belief in the power of education to be a transformative and enriching force for every person, irrespective of their background, identity, or life circumstances. Inclusion and belonging are intricately interwoven into the very essence of the university, helping to shape its values, policies, and practices.

Diversity, equity, inclusion, and belonging are not only central to the university's ethos but also indispensable to its pursuit of academic excellence and innovation. As a community devoted to rigorous analysis and creative approaches to real-world problems, CMU has both the tools and the responsibility to address these challenges. It continues to cultivate a welcoming culture, improve programs, recruit and retain world-class talent, and become a leader and champion for best practices.

## **PRIMARY RESPONSIBILITIES**

The Senior Director for Alumni Relations, Tepper School of Business will

- in partnership with the Associate Dean of Advancement, Tepper School of Business, oversee multiple aspects of an innovative, forward-looking alumni engagement program for more than 20,000 Tepper alumni including the development, implementation, and evaluation of strategies and programs that deliver best in class alumni relations programming to Tepper alumni domestically and globally;
- establish goals and objectives for the Tepper School alumni engagement programs, collaborating on the initiative, building, maintenance, and measurement of the effectiveness of integrative alumni relations programs for the school, and revising priorities and plans as needed;
- evaluate and assess the effectiveness and impact of all aspects of the school's alumni engagement programs, and develop a strategic framework/plan to guide the program forward, in alignment with the broader Tepper advancement goals;
- leverage technology and process innovations to engage, cultivate, and steward more Tepper alumni;
- partner with Tepper's corporate, annual giving, and major gifts fundraising teams to ensure an integrative alumni engagement approach
- manage the Tepper School Alumni Board, a 24-member board;
- effectively utilize the resources of the Tepper School currently including, but not limited to, the annual Reunion Weekend for MBA's, Summer Welcome Receptions, Webinars, Regional Alumni Events, Monthly Alumni News, E-Alumni Magazine, Alumni Profiles for the Web, and other

- untapped resources;
- identify opportunities to collaborate and partner with CMU's Office of Alumni Engagement to ensure alignment with the goals of the Alumni Association Board, Board of Trustees, and senior officers of the university;
  - proactively set a robust strategy for and support alumni engagement activities for the Dean, leading faculty members, key administrators, and other essential stakeholders of the Tepper School;
  - serve as a liaison between Tepper alumni and various departments both within the school and programs across the university;
  - evaluate the use of resources, both human and financial, based on program effectiveness and outcomes;
  - develop and manage the Tepper alumni relations budget;
  - support the use of Tepper alumni speakers for classes and student clubs;
  - network and maintain relationships with key stakeholders to ensure successful integration and coordination of Tepper alumni relations programs within the larger university community;
  - represent the Tepper School and Tepper alumni across the university and externally with constituencies both national and global;
  - leverage events including CMU's Homecoming Weekend, Spring Carnival and Alumni Awards, Commencement, regional and campus events, presidential functions, and other university sponsored events and programs on behalf of the school; and
  - supervise two alumni relations FTEs that support the program.

## ACADEMIC LEADERSHIP

### **Isabelle Bajoux-Besnainou**

#### **Dean, Tepper School of Business**

Isabelle Bajoux-Besnainou became the 10<sup>th</sup> Dean of the Tepper School of Business in October 2020. Before arriving at the Tepper School, Bajoux-Besnainou helmed the Desautels Faculty of Management at McGill University in Montreal, Quebec, where she led the establishment of the Bensadoun School of Retail Management. While there, Bajoux-Besnainou launched several new master's programs in retailing, finance, and analytics, as well as introducing a series of interdisciplinary minors such as entrepreneurship for undergraduates, and data analytics for multiple degree programs. Bajoux-Besnainou was Associate Dean for Undergraduate Programs and Chair of the Finance Department at the George Washington University School of Business before she joined McGill. An alumna of the École Normale Supérieure in Mathematics with a doctorate in Mathematics Applied to Finance from Université Paris-Dauphine, Bajoux-Besnainou's areas of expertise include asset pricing, portfolio management, and credit risk. She has been a speaker on topics such as the future of work and increasing the representation of women in finance and is co-chair of the Global Future Council on Consumption for the World Economic Forum. Her research has been published in *Management Science*, *Mathematical Finance*, *Journal of Economic Dynamics and Control*, *American Economic Review*, and *The Journal of Business*.

## UNIVERSITY ADVANCEMENT LEADERSHIP

### **Pamela Eager**

#### **Interim Vice President for University Advancement**

Prior to her current role as Interim Vice President for University Advancement, Pam Eager served as the Senior Associate Vice President for University Advancement at Carnegie Mellon. Her responsibilities have included oversight of principal gifts fundraising and leading the foundation relations and strategic philanthropic priorities programs. Since joining the university in 1991, Eager has served in a number of roles including Director of Development for the College of Engineering, Director of Major Gifts, Assistant Vice President for Individual Giving, and Senior Associate Vice President for Development. Prior to joining the staff at CMU, Eager worked at BASF Corporation, an international chemicals producer, in market development, product management, and corporate strategic planning. Eager holds a B.S in chemical engineering and an M.B.A. both from Carnegie Mellon.

### **Jonathan Stern**

#### **Associate Dean of Advancement, Tepper School of Business**

Jonathan (Jon) Stern is the Associate Dean of Advancement for the Tepper School of Business. In this role, Stern leads the Tepper School advancement organization which includes individual giving, annual fund, alumni relations, and corporate and foundation relations in coordination with the university's overall fundraising and alumni efforts. But for five years in general management and marketing, Stern has spent his entire career in various advancement functions within higher education with significant experience at The University of Chicago, Northwestern University School of Law and The University of Chicago Law School. His areas of expertise span donor relations, alumni relations, board member engagement, major campaign planning, and individual giving and development, with particular emphasis in identifying and closing major and principal gifts. Stern's advancement experience encompasses both central university level and professional school level strategies.

## PREFERRED QUALIFICATIONS

Carnegie Mellon University seeks a Senior Director for Alumni Relations, Tepper School of Business with

- a commitment to the vision of the Tepper School of Business—to create value for business and society by providing intellectual leadership, advancing the science and practice of management, and developing ethical leaders to be the agents of change in a world driven by technology and innovation;
- experience developing, managing, and expanding alumni engagement programs with global reach including the development, implementation, and evaluation of strategies and programs that deliver innovative alumni relations programming;
- experience establishing goals and objectives for alumni engagement programs of similar breadth than those of the Tepper School, including building, maintaining, and measuring the effectiveness of school- and college-based alumni relations programs, and revising priorities and plans as needed;
- an ability to collaborate and build consensus among multiple internal and external stakeholders to develop integrative approaches to alumni engagement, including school-based and centralized corporate, annual giving, and major gifts fundraising teams; faculty and key administrators; and alumni associations and boards;
- an ability to engage senior university leaders, faculty members, and alumni of widely differing backgrounds in alumni programs;

- experience working with alumni boards and committees;
- superior written, oral, and interpersonal communications skills across platforms and audiences;
- experience in program analysis and the development of success metrics;
- exceptional problem-solving, reasoning, and analytical skills; and
- an ability to hire, manage, mentor, and evaluate staff and provide coaching and professional development guidance while focusing on the attainment of ambitious goals.

A bachelor's degree is required for this position as it at least 10 years of progressive experience in advancement or a related field spanning both alumni relations and development. Advancement experience in higher education at a research institution similar to Carnegie Mellon University is preferred.

### **SALARY AND BENEFITS**

Carnegie Mellon University offers a competitive salary and a wide variety of benefits and programs designed to meet the needs of its faculty and staff members. From its health and welfare plan offerings to tuition benefits and competitive retirement plans, CMU is committed to providing benefits that support its staff through every stage of their career at CMU. You may learn more about CMU benefits [here](#).

### **LOCATION**

This position is based in Pittsburgh, Pennsylvania. This position requires significant travel (30%) both domestic and international.

### **APPLICATION INSTRUCTIONS**

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the missions of the Tepper School of Business and Carnegie Mellon University as well as the responsibilities and qualifications stated in the position prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

*To apply for this position visit:*

[Senior Director for Alumni Relations, Tepper School of Business, Carnegie Mellon University.](#)

*To nominate a candidate, please contact Gregory Leet:*

[gregoryleet@aspenleadershipgroup.com.](mailto:gregoryleet@aspenleadershipgroup.com)

*All inquiries will be held in confidence.*