



**BALL STATE
UNIVERSITY**

WE FLY



POSITION PROFILE
Associate Vice President for
Facilities, Planning, and Management
August 2024

In partnership with Summit Search Solutions, Inc.





BALL STATE
UNIVERSITY
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Ball State University invites applications for the next Associate Vice President for Facilities, Planning, and Management



THE POSITION

Associate Vice President for Facilities, Planning, and Management

Guided by [Destination 2040: Our Flight Path](#), and the University [Campus Plan Update](#), the Associate Vice President for Facilities, Planning, and Management (AVPFPM) provides strategic leadership to the University's facilities operations. The AVPFPM will build upon the years of strong stewardship of the University's physical assets — a beautiful 788-acre campus that includes over 7.6 million square feet of space and over 90 major buildings. This role has direct responsibility for all aspects of academic and administration facilities management, including physical space planning, design and construction management, maintenance and repair, landscaping and grounds, custodial and maintenance services, utilities distribution (including operations of the geothermal plant), transportation, and budget oversight.

This is an exciting opportunity for a forward-thinking, innovative leader who is committed to the mission of Ball State and deeply invested in the close-knit community of Muncie. The successful candidate will be able to articulate and advocate for a campus vision that benefits all University stakeholders. Utilizing a systematic approach that allows for sustainable solutions, the AVPFPM will engage and empower others through communication, coordination, and collaboration to work in partnership toward broader institutional goals.

Core Areas of Focus

- **Facilities Planning** – Work as a thought leader alongside faculty, staff, service, and students about how the physical campus can enhance the student experience, support faculty & staff goals, and foster community engagement. Continue the legacy of well-maintained physical asset planning while proactively refining and developing plans for maintenance of facilities aligned with strategic objectives and available resources.
- **Relationship Building** – Cultivate relationships that connect the Office with administration, faculty, staff, service, students, philanthropic donors, funders and community leaders. Believe in and convey the vision and value of having quality campus facilities that elevate and center student success and curricular innovation.
- **Employee Engagement** – Lead the efforts in the Office of Facilities, Planning, and Management through a culture of trust, flexibility and high expectations to maximize the level of engagement and demonstrate value for all employees. Create sustainable practices that allow for employee expertise to be valued while enhancing a cohesive campus ecosystem.
- **Continuous Improvement** – Drive initiatives that foster innovation and collaboration to improve the quality of service and operational efficiency. Assess policies in conjunction with partner units across campus to build collaborative systems that address duplications and/or gaps in efficiencies.
- **Service** – Deliver consistent and excellent service to stakeholders across the University. Continue addressing campus needs from a foundation of credibility and utilizing regular communication with the broader community.

Important Current Projects

- **The Village Development** - Assist with the completion of construction and planning for this important University priority. Project includes a Performing Arts Center, Hotel, Center for Innovation, Events Plaza, Mixed Use Retail/Apartment, Owner Occupied Housing.
- **The Estopinal College of Architecture** - Complete the renovation of this college building.
- **The Music, Art & Theater Complex** - Complete the renovation of this complex for the College of Fine Arts.
- **The Bracken Library** - Lead the planning efforts for this priority renovation project.

Other Duties and Responsibilities

- Lead, mentor and oversee a team of approximately 260 professional, staff, and service employees.
- Provide strategic direction, guidance, and oversight to the Facilities, Planning, and Management [team](#).
- Develop strong relationships with students, faculty, staff, service, campus and community members to understand needs, address concerns, and continuously improve levels of service.
- Develop and recommend plans, strategies, and use of resources to increase the efficiency of services and ensure effective resource use.
- Work closely with the Chief Sustainability Officer to attain University sustainability goals and objectives.
- Ensure compliance with relevant regulations, codes, and policies.
- Serve on appropriate city planning committees.
- Continue the development of policies and decision-making processes for short and long-term space allocations.
- Assist in establishing priorities for major maintenance projects and renovations and make recommendations for improvements in Physical Plant programs.

Key Competencies

- Bachelor's degree required. Relevant professional or master's degree is a plus, but not required.
- Minimum of 10 years facilities management/leadership experience. Higher Education experience is a plus, but not required.
- Demonstrated analytical, organizational, interpersonal, management, and leadership skills.
- Demonstrated ability to communicate a shared vision for the facilities function while leading and inspiring staff to execute the commitment to the University and its constituencies.
- Evidence of being an empathetic and engaging individual who listens well and is responsive, solutions-focused, and results-oriented.
- Dedicated to the personal integrity, fairness and credibility necessary to gain the trust and commitment of individuals at all levels of the organization.
- Demonstrated success at cultivating strong relationships with internal and external stakeholders and creating partnerships at all levels within the organization to achieve results.
- Robust understanding of all facets of facilities management, with the ability to develop and utilize data and metrics in decision-making.
- Excellent communication skills - written, verbal and interpersonal - and an ability to tailor communication style to diverse audiences.





THE OFFICE OF FACILITIES, PLANNING, AND MANAGEMENT

The Office of Facilities, Planning, and Management is at the forefront of Ball State University's tradition of innovation and their [long-standing commitment to sustainability](#). Their mission is to provide safe, well maintained, highly functional, aesthetically pleasing and environmentally sustainable buildings and grounds which support the broader mission of Ball State University. The AVPFPM will be guiding an office of highly experienced and dedicated professionals who take the responsibility of stewardship and service to the Ball State community seriously.

As an esteemed public institution, Ball State has had their top capital priorities funded for years. Intelligent and proactive financial management has allowed the University to continue to have annual operating surpluses. The University has completed \$600M of construction projects in the last ten years, and \$300M in building endeavors in the last five years. Annual deferred maintenance is far less than seen nationally in most institutions because the State of Indiana prioritizes and contributes to deferred maintenance annually.

This commitment allows the new AVPFPM a unique opportunity to guide a University that is well-situated to invest in strategic priorities, as evidenced by the extensive construction at the University in the last five years. Major construction projects that have been completed include three phases of STEM facilities, including the new [Foundational Sciences Building](#), the new [Health Professions Building](#) and the renovated [Cooper Science Building](#). Additionally, the [Brown Family Amphitheater](#), the [Scheumann Family Indoor Practice Facility](#), and the James Lowe East Mall have all been successfully completed. Other exciting facility developments that are currently underway are the renovation of the Estopinal College of Architecture, and renovations on the Music, Art, and Theatre buildings for the College of Fine Arts. The AVPFPM will also be a key voice in planning the upcoming renovation of the Bracken Library and Learning Commons.

As a community-engaged institution, Ball State University is internationally recognized for mobilizing and leading partnerships that revitalize and sustain the city and region around Muncie, Indiana. Most recently this includes a plan to revitalize the neighborhood known as [The Village](#) to invigorate a more vibrant and dynamic environment that will connect the BSU campus to downtown Muncie. This multigenerational district will be driven by arts & culture, entertainment & innovation, with a new select-service hotel, new dining, retail, service, living and gathering options and will feature a new performing arts center. The AVPFPM will have a critical role in Ball State's commitment to this development in strengthening the economy of Muncie and simultaneously retaining the talented students who graduate from BSU.

Ball State continues to be both revolutionary and responsible, having created the nation's largest ground-source, closed-loop district [geothermal energy system](#). Additionally, Ball State's Transportation Services proudly utilize Biodiesel, E85, and hybrid vehicles on campus, while Landscape Services is responsible for maintaining the campus [Tree Nursery](#). The Office oversees several areas including Administrative Services, Engineering, Operations, Construction Services, Transportation Services, Facility Planning, Landscape Services, and Custodial Services. The overall team is comprised of more than 260 employees.

GOLD RATING
AASHE STARS PROGRAM
FOR 2023

NINE
INTERNATIONAL
GREENING OF THE
CAMPUS (GOC)
CONFERENCES

47-BUILDING
GEOTHERMAL DISTRICT
HEATING & COOLING
SYSTEM



ABOUT BALL STATE UNIVERSITY

“We engage students in educational, research, scholarship, and creative endeavors that empower our graduates to have fulfilling careers and meaningful lives enriched by lifelong learning and service, while we enhance the economic and social vitality of our community, Indiana, and our world.” ~ Ball State University Mission Statement

Proud Past. Bright Future

Ball State University’s nearly 3,000 faculty and staff deliver excellent instruction, pursue world-class research and creative endeavors, and provide exemplary service to approximately 20,000 graduate and undergraduate students across seven academic colleges with about 120 undergraduate programs. Located in Muncie, Indiana, on a beautiful campus 45 miles northeast of Indianapolis, Ball State offers more than 140 certificates and master’s, doctoral, and specialist degrees, many of them ranking among the best in the nation. Originally founded to meet the need for educating exemplary teachers, Ball State has earned a Community Engagement Classification from the Carnegie Foundation and serves as one of Indiana’s public research institutions. The University has remained committed to empowering its graduates to have fulfilling careers and meaningful lives enriched by lifelong learning and service to enhance the economic, environmental, and social vitality of both the local and global community.

For 106 years, Ball State has had an unwavering belief in an education rooted in creativity, values, and intellectual curiosity. The institution was founded on the generosity and tenacity of the Ball brothers, who gave back to the community that gave them so much. What began as a teachers’ college has grown into a world-class University with highly respected programs in education, architecture, business, communications, fine arts, sciences, humanities, and the health professions. Symbolized by the statue *Beneficence*, the Ball State Way is rooted in the Beneficence Pledge – a commitment to excellence in teaching and scholarship, honesty and integrity, social responsibility, gratitude, and valuing the intrinsic worth of each member of our community. Ball State students, faculty and staff are empowered in a culture that believes in them and demands they believe in themselves. They are partners in an innovative, immersive approach to education. They are supported by living and learning facilities that enable intellectual curiosity. We graduate scholars who are changing the world, and we have dedicated our University to doing the same.

Ball State’s enduring values – excellence, integrity, inclusiveness, innovation, courage, social responsibility, and gratitude – guide the University today and will endure as it enters a bright future. These values were front and center in the 2018 legislation to assign control of Muncie Community Schools to the University. This partnership has to date led to stabilization of enrollment and finances and many instances of collaboration between the schools and University.

The best is yet to come.

Destination 2040: Our Flight Path establishes Ball State University's ambitious goals for the second century. This strategic plan was designed with input from faculty, staff, students, alumni, community partners, and benefactors. It provides a strategic framework with five long-term goals for 2040 and a set of strategic imperatives to be executed by 2024. Goal #5 (Institutional and Inclusive Excellence) highlights the desire for Ball State to differentiate itself as an employer of choice by strengthening human resources (people and culture) practices that tie to recruitment, professional and career development, retention, and employee well-being. There is passion and commitment from the President and the leadership team as well as support from a dedicated Board committee called the Employee Development and Wellbeing Committee.

University Enrollment

Ball State University's total enrollment for Fall 2024 was approximately 20,000 students and includes students from every state in the US and every Indiana county. Out-of-state students make up about 21% of enrollment, and students from traditionally under-represented populations comprise more than 27% of the undergraduate population.

The University's four-year graduate rate exceeds the state average and, the institution exceeds state averages with on-time graduation rates for African American, Hispanic, and low-income students.

Athletics

As a member of the NCAA Division I-FBS, Ball State competes in the Mid-American Conference. To learn more about Ball State University's thriving Athletics Program, [click here](#).

National Recognition

Ball State is designated a Doctoral University: Higher Research Activity by The Carnegie Classification of Institutions of Higher Education. Respected organizations have recognized the University's academic programs, cutting-edge facilities and technology, and commitment to sustainability. Here is a sampling:

- In July 2018 Ball State received national recognition for its historic partnership to transform Muncie's education system with legislation for the University to assume oversight of the school district.
- The *Princeton Review* has named Ball State one of the best universities in the Midwest for 18 years.
- Ranked by *U.S. News & World Report* among its 2021 Top 100 public universities in the country. Its 2021 "Best Online Programs" also ranked four graduate programs in the Top 20 in the country: Curriculum and Instruction (sixth), Educational Administration (15th), and MBA and Nursing (tie for 17th). *U.S. News* also ranked its online bachelor's programs 39th.
- Ball State earned the Community Engagement Classification from the *Carnegie Foundation for the Advancement of Teaching*.
- Ball State has received a Higher Education Excellence in Diversity (HEED) Award from *Insight into Diversity* for six years running. This honor is for exemplary initiatives focusing on all aspects of diversity and inclusion, including gender, race, ethnicity, veterans, people with disabilities, and members of the LGBTQ community.
- Named a Military Friendly School for 12 years by veteran owned *Viqtory*. In 2019, *Viqtory* also ranked the online programs seventh in the country.
- Ball State students and faculty have won 54 regional Emmy® Awards and 29 NATAS Student Production Awards from the Lower Great Lakes Chapter of the National Academy of Television Arts and Sciences.
- Ball State is considered an environmentally responsible school and is featured in *The Princeton Review Guide to Green Colleges: 2021 Edition*.
- Ball State's honors for providing a healthy workplace include the Health Champion designation from the American Diabetes Association, a Fit-Friendly Worksite Gold Award from the American Heart Association, and Five Star AchieveWell recognition from the Wellness Council of Indiana.

ABOUT INDIANA

Muncie, Indiana

With a population of about 70,000, Muncie is a dynamic midsize city 55 miles northeast of Indianapolis. Consistently ranked by *realtor.com* as the No. 1 most affordable college town and described by several national studies as a typical American community, Muncie offers the advantages of larger cities without the hassles and costs of living in major metropolitan areas.

Ball State's cultural venues – including Emens Auditorium, Sursa Performance Hall, the David Owsley Museum of Art, the Charles W. Brown Planetarium, the Dr. Joe and Alice Rinard Orchid Greenhouse, and The Marilyn K. Glick Center for Glass – provide ample opportunities for arts and entertainment. The campus and surrounding community benefit from thought-provoking art exhibitions, top-flight theatrical performances, prominent speakers, and visits by well-known musical acts.

Muncie is home to many unique attractions including Minnetrista and Oakhurst Gardens, the National Model Aviation Museum, and Cardinal Greenway – a recreational trail for athletes of all kinds. The Muncie Symphony Orchestra offers first-rate programs featuring nationally known artists, and the Muncie Civic Theatre produces plays for all audiences. Downtown Muncie offers a lively arts scene along with shops and dining.

For outdoor enthusiasts, Prairie Creek Reservoir is a 1,252-acre man-made lake surrounded by 3,000 acres of rolling hills. The lake is stocked with a variety of fish. Boat docks are available, and a beach provides a popular summer swimming spot. Residents also have easy access to big cities. Muncie is about an hour away from Indianapolis. Other cities within a few hours of driving include Chicago, Cincinnati, Dayton, Detroit, Louisville, and St. Louis.

To learn more about Muncie, Indiana:

Visit Muncie: <https://www.visitmuncie.org/> City of Muncie: <https://www.cityofmuncie.com/>





Indianapolis

Indianapolis, the capital of Indiana, is the 12th-largest city in the United States. Located on land set aside for a state capital in the early 19th century, it was modeled after Washington, DC, with streets radiating outward from the seat of government. Although it is not situated on a navigable body of water, the city's central location – in relation to the state and to much of the country – has made it an important transport and distribution center since the 19th century.

Since the 1970s, Indianapolis, home to the NFL Colts and the NBA Pacers, has established a reputation as a sports center by constructing major athletic and visitor facilities and energetically promoting itself as a venue for a wide variety of amateur sporting events. The city has hosted the NCAA Division I men's and women's basketball championships and the 2012 Super Bowl. However, its most famous athletic event remains the Indianapolis 500, held annually at the Indianapolis Motor Speedway.

The city is also known for its outstanding dining and cultural options. Among its offerings are The Children's Museum of Indianapolis, Newfields – A Place for Nature and the Arts, White River State Park, the Indianapolis Zoo and White River Gardens, the Eiteljorg Museum of American Indians and Western Art, the Indianapolis Symphony Orchestra, and the Murat Theatre.

[Click here](#) to learn more about Indianapolis.



PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and will continue until the position is filled; for full consideration, parties are encouraged to apply by **October 6, 2024**. Please submit your recent curriculum vitae, a list of 3 references (we will notify you before contacting them), a cover letter outlining your interest in and suitability for this position, and a diversity statement (500 words maximum) that responds to the following prompt:

At Ball State University, inclusiveness and freedom of expression are a part of our enduring values and inform all of our efforts. We encourage applicants to familiarize themselves with our Inclusive Excellence Plan to learn more about our commitment and to identify how you might contribute to these efforts. In your application, please describe how you would contribute to the development of a diverse and inclusive learning community at Ball State University.

To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su423>

To make recommendations or for more information:

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Ball State University is an Equal Opportunity/Affirmative Action employer that is strongly and actively committed to diversity within its community. Women, minorities, individuals with disabilities, and protected veterans are strongly encouraged to apply. All qualified applicants will receive equal consideration for employment without regard to race, color, religion, sex, national origin, age, disability, protected veteran status, or any other legally protected status. If you have any questions about the University's Affirmative Action efforts, please contact the Employee Relations and Affirmative Action Office at 765-285-1845.



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