EMORY UNIVERSITY

Facilities Management, Associate Vice President

Leadership Profile

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Executive Summary

Emory University seeks an experienced, collaborative, and strategic facilities leader to serve as its next Facilities Management, Associate Vice President (FM AVP). Reporting to the Vice President for Campus Services, the FM AVP will provide leadership for one of the university's most critical operational divisions, overseeing a workforce of more than 700 employees responsible for maintaining and enhancing the physical environment that supports Emory's academic, research, healthcare, residential, and administrative missions.

Recognized as one of the nation's leading research universities, Emory combines exceptional academic and research programs with a commitment to service, innovation, and community impact. The university's campuses, facilities, and infrastructure play a vital role in supporting a dynamic environment for learning, discovery, patient care, and student life. As Emory continues to evolve and invest in its future, the FM AVP will serve as a key leader in ensuring that facilities operations align with the institution's strategic priorities and long-term aspirations.

The Facilities Management, Associate Vice President, is responsible for the overall leadership, direction, and performance of facilities operations across Emory's Atlanta, Oxford, Clairmont, and Briarcliff campuses. The role oversees a broad portfolio that includes maintenance and operations, engineering services, utilities and energy management, grounds, roads and hardscape, building services, waste management and recycling, security systems, preventive maintenance, and campus infrastructure. The FM AVP will also provide leadership for utility and energy strategies, sustainability initiatives, emergency response, workforce planning, organizational effectiveness, and operational excellence across a complex, multi-campus environment.

As a member of the Campus Services leadership team, the FM AVP will help shape the future of facilities management at Emory through strategic planning, resource stewardship, and continuous improvement initiatives. The successful candidate will guide a large and diverse organization operating around the clock while fostering a culture of accountability, collaboration, customer service, safety, and innovation. This leader will be expected to balance day-to-day operational demands with long-range planning, ensuring the university's physical assets are maintained and positioned to meet future needs.

The ideal candidate will bring a demonstrated record of progressive leadership in facilities management within a large, complex organization, preferably in higher education, healthcare, research-intensive environments, or similarly mission-driven institutions. They will possess deep expertise in facilities operations, utility infrastructure, organizational leadership, budgeting, and strategic planning, as well as experience leading large teams through change and transformation. Equally important will be the ability to build strong partnerships across diverse stakeholder groups, communicate effectively with technical and non-technical audiences, and foster a collaborative culture focused on operational excellence and exceptional service.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy on page 10.

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Role of the Facilities Management, Associate Vice President

The Facilities Management, Associate Vice President (FM AVP) provides strategic leadership for one of the university's largest operational divisions, overseeing a workforce of more than 700 employees and six direct reports. The FM AVP is responsible for guiding a broad portfolio of facilities management functions, ensuring the effective delivery of services that support Emory's academic, research, healthcare, residential, and administrative missions.

Working closely with university leadership and campus stakeholders, the FM AVP drives operational excellence, organizational performance, and long-range planning across multiple functional areas. The position plays a critical role in aligning facilities operations with institutional priorities, fostering collaboration across teams, optimizing resources, and advancing a culture of service, accountability, innovation, and continuous improvement.

Reporting Relationships

The Facilities Management, Associate Vice President reports to the Vice President for Campus Services and oversees all maintenance, grounds, and custodial operations across the university's Oxford, Briarcliff, and Clairmont campuses.

Key Responsibilities

- Responsible for the campus utility infrastructure.
- Provides leadership in the creation of a short and long-term energy strategy to reduce utility consumption, while ensuring high-quality, reliable, and affordable utilities for the campus.
- Functional areas include preventive maintenance, grounds, roads, and hardscape, building services, waste management, recycling, steam plant, HVAC, engineering, controls, security systems, and zone maintenance.
- Oversees negotiation of contracts for safety, environmental, and maintenance operations.
- Manages a staff and also has indirect supervision of approximately 650 employees, working three shifts.
- Some operations are scheduled 24/7.
- Responsible for addressing all emergencies arising in the facilities area.
- Participates in formulating and implementing strategic decisions for Campus Services.
- Provides leadership in enterprise-wide visioning and implementation of sustainability initiatives.
- Assists the Vice President with projecting, allocating, and adjusting staffing levels and organizational structure to meet changing conditions.
- Oversees the development of policies and procedures for Facilities Management.
- Interacts with internal/external customers and makes presentations to departments and campus constituents on facility-related topics.
- Represents Campus Services on university committees.
- Performs related responsibilities as required.

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Professional Qualifications and Personal Qualities

Education and Experience

- A bachelor's degree in architecture, engineering, or a related field is required.
- A master's degree is preferred. Ten years of experience in building operation and maintenance, which includes progressive, demonstrated management/supervisory experience.
- A working knowledge of capital construction and federal, state, and local building codes.

Special Knowledge, Skills, and Abilities

Strong candidates will have many of the following qualifications and personal characteristics, in no particular order:

- Use independent judgment to make strategic decisions in the best interests of the university and division stakeholders.
- Strong knowledge of facilities systems, utility, and safety requirements in higher education, including different models for organizational design (e.g., zone management, organization by trade, organization by division) and approaches to in-sourcing and out-sourcing services.
- Strong analytical skills, including familiarity with cost/benefit, life cycle cost, and net present value analysis, as well as insourcing/outsourcing designs.
- Familiarity with public/private partnership and off-balance sheet financing structures as they apply to facilities and utilities management.
- Ability to manage complex projects and large operating budgets.
- Extensive verbal and written communication skills. Ability to develop effective and comprehensive communications to various stakeholders.
- Ability to build and sustain positive and collaborative working relationships with a wide range of constituents and extensive customer service skills.
- Proven leader, manager, and mentor with demonstrated successful change management skills with a collaborative, inclusive, and consensus-building management style.
- Strategic leadership responsibility in finance, budget, strategic planning, or related areas at a complex organization, preferably a college or university.
- Ability to create an environment encouraging collaboration, consensus building, and positive diplomacy.
- Ability to coordinate and prioritize tasks, resolve problems creatively, negotiate solutions, and prioritize work to ensure resources are employed appropriately.
- Commitment to the mission of the University, customer service, and best practices in facilities operations and management.

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About Emory University

Overview

Founded in 1836 in Oxford, Georgia, and established in Atlanta in 1915, Emory University is a leading private research university and member of the prestigious Association of American Universities (AAU). Known for its academic excellence, interdisciplinary collaboration, and commitment to service, Emory combines a strong liberal arts foundation with nationally recognized professional schools in medicine, nursing, public health, law, business, and theology. With campuses in Atlanta, Oxford, and Clairmont, the university prepares students to become innovative thinkers, ethical leaders, and engaged citizens while advancing research and discovery that improves lives around the world.

History and Distinction

Founded in 1836 in Oxford, Georgia, Emory University began as Emory College, established by Methodist leaders who believed that intellectual inquiry, faith, and service should be closely connected. The institution underwent a transformative period in the early twentieth century when a $1 million gift from Asa Griggs Candler, founder of The Coca-Cola Company, supported the creation of a university in Atlanta. Chartered as Emory University in 1915, the institution evolved from a small liberal arts college into one of the nation's premier private research universities, recognized for excellence in education, research, health sciences, and public service. Today, Emory comprises nine schools and colleges, a nationally prominent healthcare system, and a global research enterprise.

A member of the prestigious Association of American Universities (AAU), an invitation-only consortium of North America's leading research universities, Emory is recognized for its significant contributions to research, scholarship, and innovation. The university's election to the AAU reflects its standing among the nation's most distinguished academic institutions and its commitment to advancing knowledge in service to society.

Campuses

Atlanta Campus

Located in the historic Druid Hills neighborhood of Atlanta, the Atlanta campus serves as the university's primary academic and research center. It is home to Emory College of Arts and Sciences, undergraduate business and nursing programs, and Emory's graduate and professional schools, including medicine, law, public health, business, theology, and graduate studies. The campus benefits from its proximity to major healthcare, corporate, governmental, and nonprofit organizations, creating extensive opportunities for experiential learning, internships, research, and community engagement.

Oxford Campus

Emory's original campus, located approximately 38 miles east of Atlanta in Oxford, Georgia, is home to Oxford College. Oxford offers a distinctive two-year liberal arts experience characterized by small class sizes, close faculty mentorship, leadership opportunities, and a residential college environment. Students typically complete their first two years at Oxford before transitioning to the Atlanta campus to finish their undergraduate degrees.

Clairmont Campus

Situated less than a mile from Emory's main Atlanta campus, Clairmont Campus serves as a major residential and student-life hub for upper-division undergraduate, graduate, and professional students. The campus includes the Undergraduate Residential Center (URC), the Clairmont Residential Center (CRC), and Clairmont Tower, which provide apartment-style living accommodations for more than 1,500 students. Clairmont also houses the

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Student Activity and Academic Center (SAAC), offering fitness, recreation, study, and community spaces that support student wellness and engagement. Connected to the Atlanta campus by shuttle service and pedestrian pathways, Clairmont creates a vibrant residential community while providing convenient access to the university's academic and research resources.

This three-campus model allows Emory to offer students a range of academic, residential, and co-curricular experiences while fostering a unified university community across its historic Oxford roots, urban Atlanta setting, and residential Clairmont community.

Academics

Emory is recognized for combining the strengths of a liberal arts education with the resources of a major research university. The institution offers:

- More than 140 undergraduate majors and minors
- Three undergraduate pathways: liberal arts, business, and nursing
- More than 350 graduate and professional programs
- Approximately 1,600 courses are offered annually across disciplines
- Nine academic schools and colleges that support interdisciplinary teaching, research, and innovation

Schools and Colleges

- Emory College of Arts and Sciences
- Oxford College
- Goizueta Business School
- Nell Hodgson Woodruff School of Nursing
- School of Medicine
- Rollins School of Public Health
- School of Law
- Candler School of Theology
- Laney Graduate School

The university encourages cross-disciplinary collaboration and experiential learning through research centers, global engagement opportunities, internships, community-based learning, and partnerships throughout Atlanta and beyond.

Facts and Figures

Enrollment and Community

- More than 16,500 total students
- Approximately 8,300 undergraduate students
- More than 8,100 graduate and professional students
- Students represent all 50 states, Washington, D.C., Puerto Rico, and 100+ countries
- More than 3,800 faculty members
- More than 14,500 staff members

Research

- More than $1 billion in annual research funding
- More than 1,800 active technology innovations

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- Over 50 major research and educational centers and partnerships
- Ranked among global leaders in the discovery of FDA-approved therapeutics over the past four decades

Libraries

- 14 library locations
- More than 6.3 million print volumes
- More than 2.7 million electronic journals and books
- Significant special collections and archives holdings

Rankings and Recognition

Emory is consistently recognized among the nation's leading universities for academic excellence, research impact, and student outcomes.

Highlights include:

- Ranked#23 among National Universities by U.S. News & World Report (2027 edition).
- Ranked among the nation's most selective universities.
- Named to Forbes' "New Ivies" list.
- Recognized as a national leader in economic diversity and student success.
- A leading producer of Fulbright Scholars and other prestigious academic award recipients.

Mission and Values

Emory's mission is grounded in the creation, preservation, teaching, and application of knowledge in the service of humanity. The university fosters a community committed to academic rigor, ethical leadership, innovation, and social responsibility. Emory emphasizes courage, curiosity, collaboration, and impact, encouraging students, faculty, and staff to ask bold questions, pursue meaningful discovery, and contribute positively to their communities and the world.

Core themes reflected throughout the institution include:

- Academic excellence
- Intellectual curiosity
- Ethical leadership
- Service to others
- Diversity, equity, and inclusion
- Global engagement
- Collaboration across disciplines
- Research and innovation for societal benefit

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Leadership

Christopher L. Augostini



Christopher L. Augostini is the 22nd president of Emory University. Before assuming the presidency, he served as executive vice president and enterprise chief operating officer, providing strategic and operational leadership across Emory University and Emory Healthcare. He also served as executive vice president for business and administration, chief financial officer of the university, and chief financial officer for Emory Healthcare, with oversight of key enterprise functions including finance, capital planning, investments, human resources, technology, risk management, and public safety.

As president, Augostini works closely with university leadership and governing boards to advance Emory's academic, research, healthcare, and strategic priorities. Before joining Emory, he spent 17 years as senior vice president and chief operating officer at Georgetown University. He currently serves on the board of directors of W. R. Berkley Corporation. He holds bachelor's and master's degrees in public policy analysis from the State University of New York at Albany.

Robin Morey



Robin Morey serves as Senior Vice President for Enterprise Capital Planning, Real Estate, and Facilities for Emory University and Emory Healthcare. Reporting to the president, he provides executive leadership for the institution's capital planning, real estate portfolio, and facilities operations, aligning infrastructure investments and resource stewardship with Emory's academic, research, clinical, and strategic priorities.

Before joining Emory, Morey served as Vice President for Planning and Facilities Management at Georgetown University and held a leadership role with the Architect of the Capitol overseeing the Senate Office Buildings. A retired lieutenant colonel in the District of Columbia Air National Guard, he holds a bachelor's degree in mechanical engineering from the University of Maryland, is an alumnus of the Wharton School, and maintains Certified Facility Manager (CFM) and LEED Accredited Professional credentials.

David Forbes



David Forbes serves as Vice President for Campus Services at Emory University, where he oversees Facilities Management, Planning, Design and Construction, Sustainability, and Transportation. He also provides strategic leadership for facilities operations across Emory Healthcare.

Dave joined Emory in 2018 as Associate Vice President for Facilities Management and brings more than two decades of experience leading complex engineering, facilities, and operational organizations. Before joining Emory, he held leadership roles with Jones Lang LaSalle, supporting clients including Goldman Sachs and Deutsche Bank, and served in facilities leadership positions at Columbia University. He later led North American operations for Bank of America and Vixxo.

A licensed Operating Engineer, Dave holds an MBA from Pace University, a master's degree in Construction Administration from Columbia University, and a bachelor's degree in Facility Management from the New York City College of Technology.

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Student Life

Student life at Emory is characterized by a vibrant, highly engaged campus community that blends rigorous academics with leadership development, service, research, athletics, and cultural involvement.

Campus Engagement

Students can participate in:

- Hundreds of student-led organizations and clubs
- Community service and civic engagement initiatives
- Undergraduate research opportunities
- Cultural and identity-based organizations
- Leadership development programs
- Performing arts, recreation, and intramural sports

Service and Community Impact

Community engagement is integral to the Emory experience. Approximately 80% of students participate in volunteer activities, reflecting the institution's strong commitment to service and social impact.

Athletics

The Atlanta campus competes in NCAA Division III athletics and has earned numerous national championships and academic honors. Oxford College also offers a robust intercollegiate athletics program.

Atlanta Advantage

Students benefit from direct access to one of the nation's most dynamic metropolitan areas. Atlanta serves as an extension of the classroom through internships, healthcare systems, Fortune 500 companies, nonprofit organizations, research centers, government agencies, and cultural institutions.

Emory University is a highly respected private research university distinguished by its strong liberal arts tradition, world-class professional schools, substantial research enterprise, commitment to service, and global outlook. Across its Atlanta and Oxford campuses, Emory prepares students to become thoughtful leaders, innovative researchers, and engaged citizens capable of addressing complex challenges in their communities and around the world.

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Atlanta, Georgia



Atlanta is one of the nation's most dynamic and influential metropolitan areas, known for its rich history, cultural vibrancy, economic strength, and exceptional quality of life. As the birthplace of Dr. Martin Luther King Jr. and home to organizations such as the Centers for Disease Control and Prevention (CDC), The Coca-Cola Company, and The Carter Center, the city serves as a hub for innovation, business, healthcare, and social impact. Often called the "City in a Forest" for its extensive tree canopy, Atlanta offers residents a unique combination of urban amenities, diverse neighborhoods, abundant green space, a thriving arts and culinary scene, and convenient access to destinations worldwide through Hartsfield-Jackson Atlanta International Airport.

Located in Atlanta's historic Druid Hills neighborhood, Emory University benefits from proximity to leading healthcare systems, research institutes, cultural attractions, and major corporate headquarters. The city serves as an extension of the classroom, providing students and faculty with exceptional opportunities for internships, experiential learning, research collaborations, entrepreneurship, and community engagement. Combined with its strong economy, diverse population, and reputation as an attractive place to live and work, Atlanta creates an environment where academic excellence and real-world impact intersect.

As one of the region's leading educational and healthcare institutions, Emory University plays a significant role in Atlanta's economic and civic life. The university maintains longstanding partnerships with organizations, including the CDC and Georgia Institute of Technology, fostering interdisciplinary collaboration and groundbreaking research. These relationships, coupled with Atlanta's status as an international center for healthcare, business, technology, and culture, provide a powerful foundation for advancing Emory's mission of education, discovery, and service.

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Procedure for Candidacy

WittKieffer is assisting Emory University in this search, which will remain open until an appointment is made.

Please submit all applications, nominations, and inquiries to the search team through the WittKieffer candidate portal by clicking here. New users should select "Register Here" to create an account before proceeding. After logging in, navigate to "Open Positions," then locate the role by entering the institution's name and clicking the search wheel.

Nominations and inquiries can be directed to:

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Emory University values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any other status protected by law.

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