



HOLMES HALL

Invites Applications and Nominations for the
Position of:

Director, Physical Plant

Greenwood/Asher
& ASSOCIATES, LLC

The Opportunity

Morgan State University, a premier higher education provider in the Baltimore area invites inquiries, nominations and applications for the Director of the Physical Plant. This organization has recently completed new construction worth approximately \$350 million and is currently making plans to invest another \$450 million to support the delivery of a state-of-the-art educational experience.

As a result, the person selected for this role must have advanced management skills and be progressive in ideas and action related to new construction and the update of existing plant structures, innovative energy optimization strategies, and the management/training of staff (both union and non-union) at varying levels of expertise. A critical analysis of the current building conditions/deficiencies and a strategic plan for the next steps will be a high priority in this position. Visionary leadership ability and management skills will be important as priorities are identified for deferred maintenance projects.

The Role of the Director, Physical Plant

Reporting to the Associate Vice President, the Director administers an annual budget of approximately \$10 million, works with the AVP and the Design and Construction management team to direct the physical plant assistant director, and oversee maintenance activities and operations, including physical plant operations and building systems equipment. To be successful, the ideal candidate for the position of Director, Physical Plant will:

- › Provides guidance in supervising a staff of approximately 150-175 personnel including those responsible for maintenance, energy automation, utilities and HVAC, janitorial/custodial, and motor equipment mechanics;
- › Works with campus constituencies including design and construction, residence life, technology services, university police, and faculty to ensure appropriate standards for operations, maintenance, and security are met;
- › Oversees departmental budget, evaluation of service contracts, work order management system and appropriate distribution of resources for the continued maintenance and operations of campus facilities and infrastructure;
- › Evaluates staff performance and equipment needs in each area of responsibility;
- › Works with area supervisors to develop a preventative maintenance program for each area and integrates with the routine work order management system for successful project completion and effective distribution of resources and workload;
- › Assists the AVP with the strategic master plan for deferred maintenance projects and budget; Assists the AVP in the preparation of a narrative of the University's requirements for mechanical, electrical and plumbing systems in new construction projects;
- › Participates in drawing reviews and work sessions with project design team;

- › Participates in building “walk-thru” tours during construction to provide feedback on installation of equipment and materials that will be maintained by the campus facility office.
- › Prepares and oversees preventive maintenance contracts, including those for newly constructed facilities at “substantial completion;”
- › Develops dashboards for various components of the physical plant;
- › Assists the AVP in preparation of annual resource evaluation reports inclusive of energy usage and savings;
- › Assists the AVP in the evaluation requirements from various regulatory agencies, inclusive of new regulatory requirements, and in the creation of a work plan to address these requirements.

Professional Qualifications and Personal Qualities

The ideal candidate will have the following professional qualifications and personal characteristics:

- › Bachelor’s degree in mechanical engineering or related field;
- › Substantial and successful work experience including implementation of industry-accepted best practices;
- › Demonstrable evidence of innovative problem-solving, as well as advanced skills in strategic planning;
- › Experience in leading and managing multiple complex projects simultaneously;
- › Advanced supervisory skills, with a proven track record in building morale, developing individuals and teams, and motivating performance to achieve desired results;
- › Advanced communication skills (written and oral) effective with employees at all levels within the organization, as well as a variety of university constituents, industry professionals, vendors and contractors external to the organization;
- › Professional and ethical standards of the highest caliber.

Preferred Qualifications:

- › Master’s degree in mechanical engineering from an accredited institution;
- › Specific experience in both energy and construction management is desired; and
- › College/university experience in a related role is a plus, as is active participation in the Association of Physical Plant Administrators (APPA).

About the Physical Plant Department

The Physical Plant Department can be considered the "heart" of the university's operations. In performing our various responsibilities, we strive to cultivate individual honesty, integrity, exemplary customer service and excellence.



The condition of the facilities and grounds on any campus directly impacts the real and perceived quality of everyone's academic and personal experience. The extent to which we can positively enhance Morgan State University's overall environment is the degree to which we fulfill our important mission. As this University's largest non-academic department, the Physical Plant Department is committed to providing high-quality services that result in clean, well-maintained and aesthetically pleasing facilities and ground areas.

The Physical Plant is responsible for the repair, maintenance and operation of all buildings and grounds. Its staff keeps all operating systems in good repair and makes the campus a comfortable, safe and attractive place to learn, live, work and play. We oversee all in-house construction, and our expertise includes, but is not limited to: facilities management, building trades, mechanical and electrical trades, utilities management, energy conservation, and grounds maintenance. The Physical Plant's responsibilities include the following services: custodial, grounds, carpentry, painting, lock & key, HVAC, temperature control, energy management, elevator, fire, sprinkler, emergency generator, plumbing, autoclaves, water treatment, equipment, recycling and much more. Additionally, we are responsible for the 24x7 operations of the Central Heating Plant which provides heat for about 75% of our buildings on campus. In short, the Physical Plant is responsible for practically everything that keeps our university operating.



The Physical Plant also supports other campus departments in achieving their objectives by focusing on customer service, teamwork, and creating an environment where our employees can learn and grow personally and professionally. For more information, please visit the [2015 – 2025 Facilities Master Plan](#).



About Morgan State University

Morgan State University, a Carnegie-classified R2 Doctoral/Research University (DRU) in northeast Baltimore, Maryland, is an equal opportunity employer. As Maryland's Preeminent, Public Urban Research University, Morgan serves a multi-ethnic and multi-racial student body and ensure that all individuals have access to higher education.

Located in a charming residential area of northeast Baltimore near the historic neighborhoods of Morgan Park and Wilson Park, Morgan's impressive, 152-acre campus features state-of-the-art facilities geared toward innovative teaching and learning in the 21st century. The campus, [designated as a National Treasure](#) by the National Trust for Historic Preservation, offers a safe and inviting learning environment with easy access to [the best the city has to offer](#): culture, exhibits, dining, shopping, activities, sightseeing and employment. The off-campus opportunities also extend to community projects and civic engagement.

Morgan is a national leader in the number of applications from African American high school graduates and prepares diverse and competitive graduates to succeed in society. It offers more than 120 academic programs and is among the top five institutions in the United States in awarding baccalaureate degrees to African Americans in Engineering, Architecture and Journalism. It also ranks among the top 20 institutions nationwide in the fields of Hospitality, Accounting, and Marketing. Each year, the University enrolls approximately 8,000 students, from all racial and ethnic backgrounds, in programs from the baccalaureate level through the doctorate. For more information visit <http://www.morgan.edu/>

Morgan has graduated more than 50,000-degree candidates since its establishment, producing a passionately devoted corps of alumni who have found success in all areas of endeavor, in the

U.S. and beyond. Among the nation's most diverse Historically Black Colleges and Universities, and the largest in Maryland, Morgan seeks to ensure that the doors of higher education are opened as wide as possible to as many as possible.

Strategic Plan

President Wilson articulated an emerging [vision](#) for Morgan focused on urban sustainability and applied research. He charged the university community to focus on intractable challenges facing Baltimore City, and other urban centers across the nation and around the globe. The goal was to develop a strategic plan that identified goals and objectives to elevate Morgan's current Carnegie classification from DRU: Doctoral/Research University to DRU/H: Research University (high research activity).

The Strategic Plan *Transforming Morgan – 2030 – Leading the Future* was unanimously approved by the Board of Regents. A [Calendar of Events](#) and proposed strategic planning activities were also prepared. After reviewing the proposed blueprint, the Steering Committee invited feedback from numerous constituent groups. The final [Strategic Plan](#) was then presented to the various shared governance groups, and ultimately, to the Morgan State University [Board of Regents](#), where it was unanimously approved. More information regarding the strategic planning process is available at: https://www.morgan.edu/about/strategic_plan.html.

Economic Impact and Innovation

MSU continues to be a major economic engine for the city and state annually producing \$1.1 billion in annual financial statewide economic impact, supporting 6,900 jobs, and generating \$53 million in state tax revenues. About 60 percent of that economic and employment impact occurs in Baltimore. Also, MSU's influence extends beyond the economy and into the community through engagement activities that are mutually beneficial. Per \$10 million in research, the University produces key innovation outcomes that surpass the state and national average.

In FY 2020, the University set new records in Intellectual Property Disclosures, U.S. Patent Applications, Start-up Companies, Tech Transfer Agreements and issued U.S. Patents. The Office of Technology Transfer (OTT) currently receives a new Intellectual Property Disclosure every 12 days, and files two new U.S. Patent Applications every month.

Nearly 17% of Morgan Alumni are employed in the STEM fields, versus 11% for all Maryland schools.

Fast Facts:

Academic Staff: 1,556

Administrative Staff: 437

Colors: Blue and Orange

Student Enrollment: 8,252

- > **Male: 45%**
- > **Female: 55%**
- > **Undergraduate: 6,461**
- > **Graduate: 1,302**

Student-to-Faculty Ratio: 13:1

Ethnicity/Race:

- > **American Indian: 0.1%**
- > **Asian: 2%**
- > **Black/African American: 92%**
- > **Hispanic/Latino: 3.9%**
- > **Native Hawaiian/Pacific Islander: 0.1%**
- > **White: 1.7%**
- > **Two or more races: 3.5%**
- > **Unknown: 1.3%**
- > **Non-Resident Alien: 6.0%**

Military Friendly Institution

Mascot: Bears



Sports:

- > **NCAA Division I**
- > **MEAC**

The Office of Community Service provides programs that contribute to the university's 20,000 hours of student volunteer and community service. Additional information is available on the University's website at: <https://www.morgan.edu/economicimpact>.

Accreditation

The Middle States Commission on Higher Education's ([MSCHE](#)'s) reaffirmed the University's accreditation and recognition of Morgan's progress to date. The University was last affirmed in 2017, with the next self-study evaluation due 2025-2026. In addition, individual colleges, schools, and departments are accredited by the appropriate associations.

Nomination and Application Process

Salary

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, LLC. is assisting Morgan State University in this search. Applications and nominations are now being accepted until the position is filled. For a full application package please provide a cover letter, CV, and list of five references. Submission of application materials as PDF attachments is strongly encouraged. 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 all confidential inquiries, nominations, and application materials to:

Marion Frenche, Practice Leader, Diversity, Equity & Inclusion,
Search Manager and Senior Executive Search Consultant
Greenwood/Asher & Associates, LLC.

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*Morgan State University is an Equal Opportunity/Affirmative Action Institution.
Women and minorities are strongly encouraged to apply.*