



TEXAS TECH™

Senior Associate Vice President for Facilities and Campus Services

Texas Tech University

Lubbock, Texas

THE SEARCH

Texas Tech University (“Texas Tech” or “TTU”), one of the nation’s leading public research universities and a Carnegie-designated R1: Very High Research Activity institution, seeks a strategic, collaborative, and forward-thinking leader to serve as its next Senior Associate Vice President for Facilities and Campus Services (SAVP). The appointment offers an exceptional opportunity to shape the physical environment of a growing university with ambitious goals for student success and research excellence. Amid significant enrollment growth, expanding research activity, and continued investment in campus development, Texas Tech seeks a leader who can position Facilities and Campus Services as a strategic partner in advancing the university’s mission and long-term vision.

Texas Tech plays a vital role in the economic, educational, and cultural life of West Texas and serves more than 46,000 students across a comprehensive array of undergraduate, graduate, and professional programs. Its 1,800-acre campus supports a dynamic academic, research, student life, and athletics enterprise. Continued growth in enrollment, infrastructure, and research activity is creating new opportunities and demands across the institution. Facilities and Campus Services is central to Texas Tech’s success, providing the stewardship, planning, operational expertise, and services necessary to sustain a world-class learning and research environment.

The next SAVP will join Texas Tech at a consequential moment. Stakeholders envision Facilities and Campus Services not simply as a service provider, but as a trusted strategic partner that advances institutional priorities, enables research growth, informs long-term capital investment, and delivers exceptional service to the campus community. The SAVP will join a talented leadership team, oversee a division of approximately 575 employees, and lead a broad portfolio encompassing facilities maintenance, minor capital projects (\$8 million and below), utilities and energy management, grounds, transportation and parking, custodial services, fleet management, space planning, gameday support for home athletic events, and related campus services. Success will require strategic vision, operational expertise, financial acumen, a strong service orientation, and the relationship-building skills to lead a complex organization and help Texas Tech realize its ambitions.

Texas Tech University has retained Isaacson, Miller, a national executive search firm, to assist with this recruitment. Confidential inquiries, nominations, and applications should be directed to the search firm as indicated at the end of this document.

TEXAS TECH UNIVERSITY

Founded in 1923, Texas Tech offers more than 150 degree programs and combines a comprehensive academic portfolio with a large public research enterprise spanning 13 academic colleges and schools and 55 research centers and institutes. Its strengths span engineering, agriculture, health sciences, business, energy, national security, the arts and humanities, and numerous other fields. As the university expands its research enterprise, it has achieved record enrollment, increased research expenditures, and made significant investments in academic, research, and campus infrastructure. These gains reflect a broader commitment to student success, research excellence, and public impact that is strengthening Texas Tech's trajectory and national reputation. In fall 2026, enrollment reached a record 46,232 students, and total research expenditures exceeded \$310 million.

Today, Texas Tech is guided by a bold vision for the future through its [2025–2030 Strategic Plan](#), which centers on educating and empowering a dynamic student body, developing and promoting innovative research and creative activities, and transforming lives and communities through outreach and engaged scholarship. As the university continues to grow in enrollment, research activity, and physical footprint, it remains deeply connected to its mission as a public institution and to the communities it serves throughout West Texas and the state. This combination of momentum, ambition, and public purpose creates a particularly exciting moment in the university's history and provides the context for the next SAVP to make a lasting institutional impact.

Lubbock and West Texas

Texas Tech is deeply connected to the culture, economy, and future of Lubbock and the broader West Texas region. Home to more than 275,000 residents, Lubbock serves as the educational, healthcare, agricultural, and economic hub of a large and diverse geographic area. The university's identity is closely intertwined with the region's entrepreneurial spirit, strong sense of community, and longstanding tradition of innovation and resilience. As a public research university, Texas Tech plays a vital role in workforce development, economic growth, applied research, and community engagement across West Texas and beyond.

Texas Tech is also a major driver of research, innovation, and industry partnership throughout the region. Strategic investments in national security, energy, agriculture, engineering, and health sciences continue to expand the university's impact, while initiatives such as the Texas Tech University Reese National Security Complex strengthen its role in defense-related research and critical technology development. As

Texas Tech advances its enrollment and research, it is well positioned to leverage deep regional connections as a catalyst for innovation, economic development, and opportunity across West Texas.

Leadership

Lawrence Schovanec has served as the 17th president of Texas Tech University since 2016, following a distinguished career as a faculty member and academic leader at the institution. Prior to his appointment as president, he served as provost and senior vice president and held a variety of academic leadership roles during more than three decades at Texas Tech. Under his leadership, the university has experienced record enrollment growth, significant expansion of its research enterprise, and increased philanthropic support. President Schovanec has championed strategic investments in student success, research, campus development, and community engagement while advancing Texas Tech's role as a leading public research university.

Noel Sloan serves as Senior Vice President for Administration & Finance and Chief Financial Officer at Texas Tech University, providing executive leadership and strategic oversight for a broad portfolio of administrative, financial, and operational functions that support the university's academic, research, and service missions. Working closely with the president, university leadership, and the Texas Tech University System, Sloan plays a key role in long-range planning, financial stewardship, resource allocation, and institutional strategy. The Division of Administration & Finance includes facilities and campus services, real estate and capital projects, auxiliary services, financial and business services, data governance, public safety, emergency management, and other operational units. The SAVP reports directly to Sloan and will work closely with senior leadership to advance preventative maintenance, infrastructure investments, campus services, project and research support, and long-term campus planning.

Governance

Texas Tech University is governed by the Texas Tech University System Board of Regents, a nine-member governing board appointed by the Governor of Texas and confirmed by the Texas Senate. The Board of Regents provides oversight for the Texas Tech University System and its component institutions, including Texas Tech University. Working with the president and senior leadership team, the board sets policy, approves major capital projects and budgets, and guides the system's strategic direction.

As a public university in Texas, Texas Tech also operates within a regulatory environment that requires close coordination among university leadership, state agencies, and elected officials. The next SAVP will work within this governance framework while partnering with university leaders to advance facility investments and campus services.

FACILITIES AND CAMPUS SERVICES

Facilities and Campus Services (FCS) provides the physical environment and essential services that support excellence in teaching, research, and public service. The unit's stated values emphasize safety, courtesy, efficiency, and quality. Its responsibilities span facilities maintenance, utilities, grounds maintenance,

space and resource management, identification services, transportation and parking, administrative support, and other campus operations.

FCS supports a large and technically complex campus environment, and its performance directly affects research continuity, the student experience, faculty and staff recruitment and retention, campus safety, and the institution's capacity for growth. The SAVP must pair long-range strategic planning with disciplined day-to-day execution and communicate facilities priorities clearly to technical and nontechnical audiences.

ROLE OF THE SAVP

The SAVP serves as Texas Tech's senior facilities executive and reports directly to the Senior Vice President for Administration & Finance and Chief Financial Officer. As a member of the university's administrative leadership team, the SAVP provides strategic leadership for the stewardship, operation, maintenance, planning, and continued development of the university's physical environment. The SAVP aligns facilities strategy, campus services, infrastructure investment, and operational performance with Texas Tech's academic, research, student success, and institutional priorities; advises university leadership on facilities, operational, and capital investment decisions; and collaborates closely with faculty, staff, and students to support the university's continued growth and ambitions.

The SAVP oversees approximately 575 employees across a complex portfolio that includes facilities maintenance, minor capital projects (\$8 million and below), utilities and energy management, grounds, transportation and parking, custodial services, fleet management, space planning, gameday support for home athletic events, and related campus services. The position leads preventive and predictive maintenance programs, facilities condition assessments, deferred maintenance initiatives, capital renewal planning, and construction and renovation projects—directly leading projects below \$8 million.

The SAVP establishes performance expectations, governance processes, project standards, and accountability measures; oversees operating and capital budgets, resource allocation, and long-range facilities planning; identifies operational efficiencies and opportunities for continuous improvement; and ensures compliance with applicable regulations, environmental requirements, building codes, and safety standards while supporting emergency preparedness, risk management, and campus resilience. Through effective stewardship of people, infrastructure, and financial resources, the SAVP will position Facilities and Campus Services as a strategic partner in advancing Texas Tech University's mission, growth, and long-term aspirations.

KEY OPPORTUNITIES AND CHALLENGES FOR THE SAVP

The next SAVP will be energized and inspired by the following opportunities and challenges:

Position Facilities and Campus Services as a strategic partner in advancing Texas Tech's next era of growth

Texas Tech is entering a period of continued momentum marked by enrollment growth, research expansion, and ongoing capital investment. Facilities and Campus Services will be critical to ensuring that the physical environment keeps pace with and enables the university's academic, research, student success, and community engagement priorities. The next SAVP will develop a clear long-term vision for FCS, strengthen its role as a strategic partner across campus, and align facilities planning and operations with the university's ambitions. This will require moving beyond a primarily transactional model toward one in which Facilities and Campus Services anticipates institutional needs, helps shape priorities, and earns the confidence of campus partners.

Lead a comprehensive approach to infrastructure renewal, capital planning, and resource stewardship

As Texas Tech continues to grow, the university must balance investment in new facilities with responsible stewardship of existing assets and infrastructure. Enrollment growth, research expansion, and increasing operational demands require disciplined prioritization and a clear understanding of lifecycle costs, deferred maintenance, and capital renewal needs. The next SAVP will advance a long-term approach to infrastructure renewal and capital planning, strengthen the processes used to prioritize investments, and build confidence in how facilities resources are allocated and managed. Success will require translating complex technical and financial information into clear choices for university leaders and campus constituents.

Strengthen communication, transparency, and service excellence across the campus community

Texas Tech's growth has raised expectations for responsiveness, transparency, reliability, and service. The next SAVP will create greater alignment across the unit, strengthen communication with campus partners, and foster a culture rooted in accountability, collaboration, and customer service. Building trust will require listening carefully to faculty, staff, students, and other partners; setting realistic expectations; and communicating candidly about priorities, resources, timelines, and operational constraints. The successful leader will establish clear service standards and accountability for performance so that Facilities and Campus Services is consistently experienced as accessible, responsive, solutions-oriented, and committed to the university's mission.

Build organizational capacity and modernize operations to support a growing and increasingly complex institution

The demands placed on facilities organizations continue to evolve as technology, workforce expectations, and institutional needs change. Texas Tech has an opportunity to build on recent progress by modernizing processes, using technology and data to improve planning and performance, and investing in workforce development. The next SAVP will cultivate leadership throughout the organization, strengthen succession planning, clarify roles and accountability, and create an environment that supports employee engagement, professional growth, and continuous improvement. Equally important will be building

systems, metrics, and management practices that allow the unit to scale effectively as the university grows.

Support a world-class research enterprise while fostering a collaborative and people-centered culture

Texas Tech's aspirations for continued research growth and national prominence place increasing demands on facilities, infrastructure, utilities, and operational systems. The next SAVP will ensure that the physical environment can support sophisticated research requirements and continuity of operations while maintaining a safe, welcoming, and highly functional campus for students, faculty, staff, and visitors. At the same time, the SAVP will build on the strengths of the existing team, foster a collaborative and people-centered culture, and empower employees to contribute, innovate, and grow. A visible, approachable, and authentic leadership style—paired with high expectations for performance and service—will be essential to realizing the organization's full potential.

QUALIFICATIONS AND CHARACTERISTICS

Minimum Qualifications:

- A bachelor's degree in engineering, architecture, facilities management, construction management, business administration, public administration, or a related field; an advanced degree is preferred.
- Minimum of 10 years of progressively responsible leadership experience in facilities management, campus operations, construction, or related fields within a complex organization.
- Demonstrated experience managing large facilities portfolios, capital projects, operating budgets, infrastructure systems, and multidisciplinary teams.
- Experience leading organizational change, driving operational improvement, and implementing data-informed decision-making practices.
- A strong understanding of facilities operations, deferred maintenance, capital planning, regulatory compliance, safety, emergency preparedness, and project delivery.
- Experience working in higher education, a research-intensive institution, or another complex, mission-driven environment is highly desirable.
- A consistent physical presence on campus.

Preferred Qualifications and Characteristics:

- The ability to think strategically and align facilities priorities with broader institutional goals and long-term planning efforts.
- A collaborative, visible, and service-oriented leadership style characterized by strong communication skills, relationship building, and the ability to establish trust across a wide range of constituencies.
- Demonstrated financial acumen and the ability to balance competing priorities while making disciplined, transparent, and data-informed decisions.

- A track record of attracting, developing, and retaining talented staff while fostering a culture of accountability, collaboration, service, and continuous improvement.
- The ability to communicate complex technical issues clearly, build consensus, and lead effectively through growth, change, and organizational complexity.
- A genuine appreciation for the culture and mission of Texas Tech University, including the relationship between the university, Lubbock, and the broader West Texas region.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and resumes with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/texas-tech-university/senior-associate-vice-president-facilities-and-campus-services>

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