

Russell T. Bray

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Education

Mount Vernon Nazarene University Mount Vernon, OH February 2017
Masters of Business Administration, Organizational Management

IUPUI Purdue School of Engineering Fall 2013
Facilities Management – Building Systems. Course completed.

Michigan State University East Lansing, MI April 2008
Sports and Commercial Turfgrass Management Certification

Taylor University Upland, IN January 2003
BA History

Experience

Cedar Springs Public Schools:

Director of Facilities and Community Enrichment January 2022 - March 2022
Director of Operations and Facilities March 2022 - Current

- Create welcoming and safe spaces for students, staff, and community maximizing positive customer experience.
- Oversee daily operations of district departments including Maintenance, Information Technology, Transportation, Food Service, and Facility Services.
- Manage all aspects of multiple construction projects throughout the district, including bond-funded remodels and renovations.
- Coordinate multiple contractor/vendor relationships and daily work.
- Develop life-cycle replacement planning for all physical assets over \$10,000 present value.
- Replace work-order and BMS systems to reduce operational and utility costs while increasing customer experience.
- Insource custodial operations to improve internal and external customer experience.
- Revise district Emergency Operations Handbook in cooperation with sheriff's office and School Resource Officer. Lead emergency response training and table-top exercises.

Calvin University: Director, Facilities October 2017 - December 2021

- Implementation of campus master plan strategies, initiatives, and identified projects.
- Serve as primary owner representative for capital projects, including issuing requests for proposals, awarding bids, establishing budgets, communication, and site management.
- Sustainability lead for campus staff managing green revolving fund, reporting campus carbon footprint, and implementing energy reducing projects.

- Development of asset management plan, capital renewal, and fleet replacement schedule.
- Daily operational supervision of Facilities staff including architectural trades, mechanical trades, landscaping, custodial, motorpool, design, Environmental Health and Safety, transportation, and property insurance.
- Oversight of over two million square foot under roof and 400 acre campus.
- Development of departmental strategic plan and annual initiatives.
- Operational and project budget planning and annual in-or-under-budget delivery.
- Sourcing maintenance partners to secure APPA level 2 service across campus at an established staffing level and budget for the next five years.
- Creation of student internships for both data management and sustainability.

Mount Vernon Nazarene University:

Director of Facilities Operations

May 2017 - October 2017

Assistant Director of Facilities Operations

April 2014 - April 2017

- Daily operational supervision of Facility Services staff including; architectural trades, mechanical/electrical/plumbing trades, grounds maintenance, housekeeping, motor pool, purchasing, and Campus Safety.
- Development of preventative maintenance program and implementation of deferred maintenance activities.
- Insource Housekeeping/Custodial operation.
- Reorganize the Campus Safety Department to align with campus goals, including; rewriting of the Campus Safety Handbook, reorganizing staffing levels and strategies, implementing proper training, establishing relationships with community first-responders, and initiating a campus-wide emergency response plan.
- Restructure Facilities Maintenance personnel to better respond to customer needs and provide effective leadership at the shop level.
- Initiate Departmental Strategic Plan and Customer Satisfaction Survey to establish departmental identity, purpose, and vision in line with institutional mission.
- Coordinate projects and maintenance activities with other campus departments including; Campus Events, Admissions, Church Relations, Athletics, Student Life, and Residence Life.

Wheaton College: Grounds Shop Foreman

July 2008 – April 2014

- Responsible for safety, functionality and beauty of all outdoor areas, surfaces and infrastructure on over 120 acres of campus and college owned properties.
- Manage projects as related to campus landscape, pavement and general campus infrastructure.
- Hire, train, supervise and lead five full-time groundskeepers, two part-time groundskeepers and up to 80 annual student workers.
- Coordinate work with outside vendors, including writing bid specifications, collection of bids, securing contracts and scheduling.

- Cast vision for shop, set goals, write maintenance standards, establish staffing levels, build and mobilize team to achieve increasing levels of maintenance and service to customers.
- Collaborate with Campus Architect on Landscaping Master Plan to be executed over the next decade.
- Build and maintain close working relationships with various campus offices, including Public Safety, Student Activities, Residence Life, Conference Services and Athletics.
- Develop and implement safety training program for all grounds shop employees.

Service

- MSBO Conference Presenter - “Bringing Custodial In-House” - Fall 2023, Spring 2024
- Calvin University President’s Council
- Calvin University’s Energy and Environmental Sustainability Committee
- Calvin University’s COVID Response Team
- Presenter - ABACC Conference, February 2019, GIS Asset Management for Campuses
- MVNU Presidential Advisory Council
- MVNU Council for Student Conduct
- MVNU Alcohol Taskforce
- MVNU Chapel speaker - 2015
- Children’s Worship Teacher – First Presbyterian Church, Mount Vernon, Ohio
- 7th and 8th Grade Sunday School Teacher - Christ Church, Grand Rapids, MI

Accomplishments

- Published: Operational Guidelines for Educational Facilities: Grounds, 3rd Edition - APPA Publications, 2020
- Institute of Management Accountants – Certified Management Accountant Scholarship - 2016
- MAPPA 2011 Presidential Service Award
- APPA Supervisor’s Toolkit – 2010
- ISA Certified Arborist - 2010-2015
- Course completion:
 - Cognitive Coaching. Kent County Intermediate School District - 2022
 - Managing Asphalt Pavement Surfaces. University of Wisconsin – Madison Department of Engineering Professional Development - 2013
 - Managing Snow and Ice Control Operations. University of Wisconsin- Madison Department of Engineering Professional Development – 2008
- MSU Sports and Commercial Turfgrass Management: Student of the year - 2007

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References

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