

MARK C. SALMON

207 Abby Ln
E-mail : Mark.Salmon@ACCS.edu

Millbrook, AL 36054

334-293-4610 (Work)
334-268-1428 (Mobile)

OBJECTIVE

Executive Vice President/Senior Administrator

EDUCATION

MBA, *Marriott School of Management*, Brigham Young University, Provo, UT April 1990

BS, *College of Engineering and Technology*, Brigham Young University, Provo, UT August 1988

EXPERIENCE

Chief Facilities Officer, *Alabama Community College System*, Alabama, 2021-Present

- Supervises and manages Facility Division staff
- Work with Alabama Community College System (ACCS) Board of Trustees to coordinate the System office's state-wide efforts for planning, developing, and constructing ACCS facility projects
- Assist the ACCS in establishing sound, best practice facility construction standards, and project code review processes
- Follow established policies and procedures of the ACCS Board of Trustees and the Chancellor.
- Develop and manage a statewide project team
- Manage and execute financial and human resources policies in accordance with the ACCS Board of Trustees and the Chancellor
- Monitor and review proposed legislation involving facilities including but not limited to, bid laws, codes, compliance and/or reporting obligations and formulate responses and position statements
- Oversee the System office's role in state-wide capital projects in cooperation with local community colleges and monitor colleges' master plans
- Provide administrative oversight and evaluate the activities of the Facilities Division staff
- Manage budgets and ensure expenditures are within budget
- Represent the Chancellor at external functions as requested
- Collaborate with the Regional Project Director
- Ensure compliance with applicable State laws and local governmental rules and regulations, including but not limited to state mandated standard building codes. Interact with elected officials, as needed, on issues related to the ACCS and the System office
- Oversee the ACCS's selection process and setting criteria for qualifications for design professionals, engineers, and other professional service providers
- Collaborates with ACCS Information Technology and Fiscal Division to create and maintain a facility reporting and monitoring system
- Collaborates with ACCS Fiscal Division to ensure that capital projects have appropriate funding
- Ensures that the ACCS Facilities Division is involved with bids for capital projects at all colleges

District Manager, *Sodexo (SDX) Universities Division – FM Services*, Alabama-Florida, 2000-Present
System-Wide Director, Physical Plant – Troy University, Troy, Montgomery, Dothan, Phenix City, AL and Fort Walton Beach, FL. Utility management oversight in Florida, Georgia, and Tennessee. Occasional operations input for international site locations.

- Direct campus operations for hard FM maintenance, custodial services, general grounds, landscaping, golf course/sports turf, utility/energy management, motor pool, warehouse, life/physical safety, event management services, construction and renovation management, project management, space management and utilization, property management and acquisition, etc.
- Develop and manage department *general operating* and *capital* budgets – up to \$80 million annually
- Implement and maintain Facilities Unit Operating System policies and procedures
- Maintain and update University *Facilities Master Plan*, 2003, 2014 and 2019 for SACS accreditation
- Oversee annual *ACHE Facilities Reporting* data and master planning
- Facilitate annual campus space utilization studies and reporting
- Oversee annual *ACHE Facilities Reporting* data and master planning
- Member of University *Facilities Master Planning Committee*, 2009
- Develop and implement campus landscaping improvement plan
- Implement and maintain *Deferred Maintenance/ADA/Facilities Capital Action Plan (FCAP)* - VFA
- Implement and maintain energy management standards

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- Implement and maintain utility infrastructure improvement plan
 - Develop and maintain facilities planning and project/construction program standards
 - Implement and maintain computer maintenance management software (CMMS) systems
 - Member of University committees (Financial Coordinating Council, Accessibility and Accommodations, Environmental, Traffic and Security, Finance and Facilities, Facilities Master Planning, Graduation Planning, Homecoming and Alumni Affairs, and Physical Plant/Athletics,)
 - Direct Physical Safety standards and risk management actions for physical plant operations
 - Host site for annual facilities management internships
 - Sodexo Mentor (IMPACT) 2009, 2019, 2021
 - Troy University 2017 Chancellor Award of Distinction for Sponsored Program Success
 - 2015 Spirit of Sodexo Regional Winner, operations recipient
 - System Strategic Planning Committee 2015-2020
 - Team Lead, *Reduce Facilities and Utilities Costs*
 - Co-Team Lead, *Improve Facilities for Health Care and Social Services Programs*
 - Co-Team Lead, *Upgrade Facilities for Science and Technology*
 - Sodexo Universities, Segment Safety Steering Committee, 2017-present
 - Troy University Facilities Master Planning Committee member, 2009
 - Sodexo 2008 Champion of Diversity Award, operations recipient
 - Large Employer of the Year recognition, 2007, Alabama Governor's Committee on Employment of People with Disabilities
 - Nominee for Troy University Algernon Sydney Sullivan Award, 2004
 - Nominee for (OSI) Rookie of the Year Program (university custodial program), 2004 by ManageMen
 - Universities representative to Sodexo Crisis Management Continuous Improvement task force, 2020
- Additional District Manager duties, Universities Division-FM Services, Alabama-Georgia, 2000-2001**
South Georgia College, Devereux Georgia, Samford University, Spring Hill College, Auburn University.

District Manager, Sodexo Marriott FM Services-Schools Division, Southeast, 1998-2000

- Oversee client facility operations in Florida and Southeast United States
- Develop and oversee implementation of facilities Unit Operating System in all client facilities
- Support growth and sales effort of three sales directors
- Coordinate participation in new business surveys (i.e., site tours, financial/cost avoidance analysis, budget preparation, program staffing, human resources, information systems, energy savings, etc.)
- Provide technical assistance and support for client facilities (plant operations and maintenance, construction, grounds, custodial, finance/accounting, computer software, etc.)
- Participate in development and write-up of sales and re-bid proposals
- Participate on corporate committees (CMMS development of FacMain, development of hourly and management training program, selection of CMMS FacilityCenter system, etc.)

Hard FM Services Lead Consultant, Sodexo-Marriott Services-Schools Division, Atlanta Public Schools (APS), Atlanta, GA 1996-1998

- Provide consulting services for decentralization of maintenance, grounds, and custodial programs
- Provide consulting services for in energy management, mechanical systems, and construction program
- Deploy Hard FM Unit Operating System into eight decentralized zones (+10,000,000 square feet)
- Serve as member of APS Strategic Planning Committee for developing Optimal Facilities
- Develop handbooks, standard operating procedures and implement management systems for hard FM
- Establish performance tracking measures and instruments for training programs, budgets, quality assurance, and cost savings
- Direct development and implementation of maintenance training program
- Member of Atlanta Marriott Business Council Steering Committee
- Member of Atlanta Marriott Engineering Business Council

Director of Buildings and Grounds, Marriott International-Schools Division, Clark County Schools (CCS), Winchester, KY 1992-96

- Manage hard FM maintenance, grounds, custodial operations, construction, and utilities
- Implement Unit Operating System

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- Develop and manage department *general operating* and *capital* budgets
- Develop and manage RFPs for construction and facility improvement projects
- Facilitator for district *Five Year School Facilities Planning Committee*
- Project manager for building construction and renovation projects
- District liaison to Kentucky State Division of Facilities Management
- Develop and implement school deferred maintenance/capital improvement program
- Commissioned *Kentucky Colonel* for Commonwealth of Kentucky by Governor Paul E. Patton, 1996
- Receive Kentucky Department of Education (KDOE) award for *Outstanding Contributions to Kentucky's Children and Devotion to Education*, 1996
- Receive Clark County Board of Education (CCBE) award for *Service to Buildings and Grounds*, 1996
- Receive Marriott Facilities Management *Gold Unit Award of Excellence* for CCS, 1995
- Finalist KDOE *Exemplary District Partnership Program* for facilities management, 1994
- Receive CCBE award for *Distinguished Achievement to Education in Clark County*, 1994

Director of Buildings and Grounds, *Marriott International-Schools Division*, Westfield-Washington Schools Corporation (WWS), Westfield, IN 1990-92

- Manage hard FM maintenance, grounds, custodial operations, construction and utilities
- Implement Unit Operating System
- Member of Steering Committee for *American School 2000/GTE Technology Project*
- Project manager for installation of *American School 2000/GTE Technology Project*
- Member of *Hamilton County Solid Waste Advisory Committee*
- Project manager for facility improvements and construction
- Receive Marriott Facilities Management *Silver Unit Award of Excellence* for WWS, 1992
- Chair Indianapolis Marriott Business Council *Cost Savings Committee*
- Member Indianapolis Marriott Business Council
- Certified Indiana Asbestos Building Inspector

**ADDITIONAL
EXPERIENCE**

Internal Auditor, Novell Inc., Provo, UT 1989

Manager, Broadmore Apartments, Provo, UT 1987-90

Trainer, Brigham Young University MTC, Provo, UT 1987-88

Assistant Manager, Regency Apartments, Provo, UT 1986-87

Housekeeper, Brigham Young University, Provo, UT 1986

Apprentice Painter & Maintenance Worker, Cardston School Division, Cardston, AB (1979-82, 84-85)

Bank Custodial Contractor, Cardston Credit Union, Cardston, AB 1980-81, 1984

Grounds Sports Turf Contractor, Leavitt Recreation Committee, Leavitt, AB (seasonal 1977-82, 1984)

**MEMBERSHIPS/
ASSOCIATIONS**

Member, Association of Higher Education Facilities Officers (2000-2016)

Member, *Brigham Young University*, Facilities Management Industry Advisory Council (1999-present)

Board Member, *Troy City Schools Education Foundation*, Alabama (2008-2013)

Treasurer, *Troy City Schools Education Foundation*, Alabama (2010-2012)

Member, *Troy Rotary Club*, District 6880, Alabama (2001-2021)

Contractor's License, *Alabama Home Builders Licensure Board* (2005-2017)

Executive Board Member, *Boy Scouts of America, Alabama-Florida Council* (2010-2019)

Board Member, *Troy City Schools – School Board* (2013-2018)

Board Vice President, *Troy City Schools – School Board* (2016-2018)

**COMPUTER
SKILLS**

Word Processing: Microsoft Word, WordPerfect, AmiPro, Wordstar

Spreadsheet: Microsoft Excel, Lotus 1-2-3, Quattro-Pro, VP-Planner

Graphics: Microsoft PowerPoint, Auto-Cad, MacDraft, MacDraw, Harvard Graphics

Business Software: SDX Unit Financial System (P&L, A/P, inventory, etc.), Microsoft Outlook, SAS

Facilities Management Software: MAXIMO, FacilityCenter, CAMMP, Enhance, R&R Report Writer

Controls Management: Alabama Controls, TRANE, POWERS, Barbar Colman

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ACHIEVEMENTS **OSHA 10-hour General Industry Safety and Health**, Certificate 3 July 2020 (# 21-702047352)
Janitor University: (OS1), ManageMen, Inc., 2002
Honor Societies: Phi Kappa Phi, Golden Key
Semester Study Abroad 1985: Egypt and Israel
Volunteer Representative: CA 1982-83
Hikemaster: Canadian Boy Scout Jamboree, Banff, Alberta, 1981

INTERESTS Basketball, cabinet making, Middle-East history and languages, and soccer coach