

# *TRANSFORMING ACADEMIC ENVIRONMENTS THROUGH ADAPTIVE REUSE*



**ACADEMIC ADAPTIVE REUSE EXPERTISE**





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FIRM AND EXPERTISE

95+

years of  
experience  
in planning and  
architecture

320+

dedicated  
staff to serve  
our clients

10

offices  
nationwide

30+

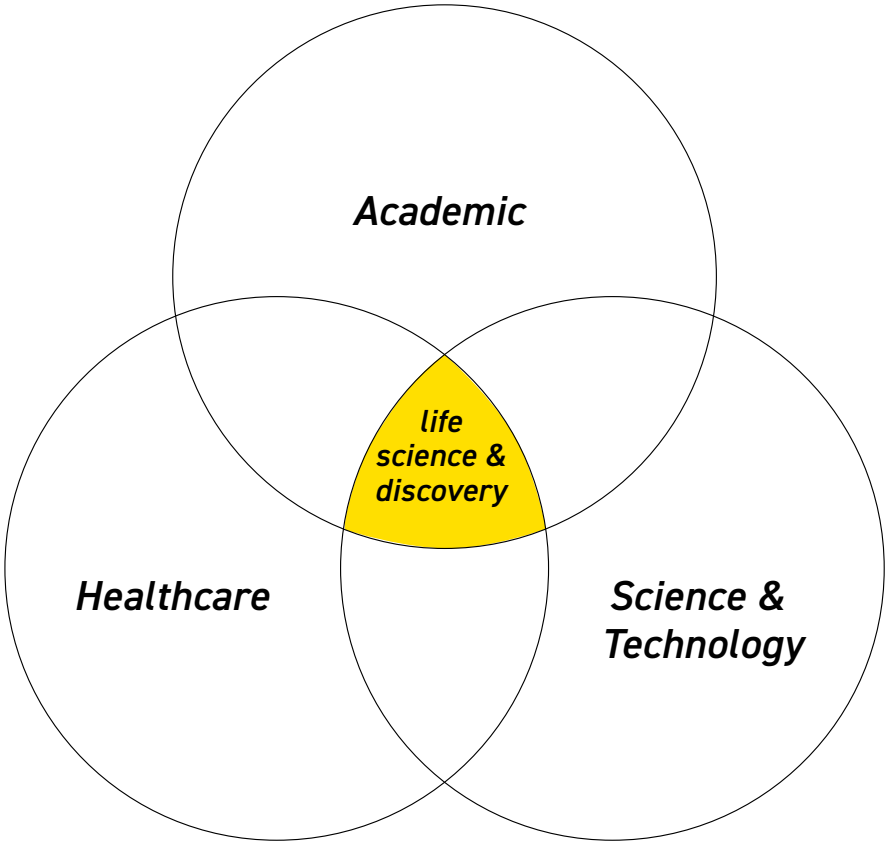
planners:  
laboratories,  
healthcare

we create environments that  
enhance human potential®



Atlanta, GA · Boston, MA · Gainesville, FL · Madison, WI · New York, NY  
Raleigh, NC · San Diego, CA · San Francisco, CA · Seattle, WA · Tampa, FL

- Strategic and Master Planning
- Programming and Campus Planning
- Academic, Research and Medical Planning
- Site Planning and Landscape Architecture
- Architectural Design
- Structural Engineering
- Interior Design





## AWARDS AND NATIONAL RANKINGS

### National Rankings

#### Building Design+Construction Giants

- 2 Laboratory Architecture
- 28 University Architecture

**350+**  
design  
awards

- 100 AIA Awards
- 39 IIDA Awards
- 8 Lab of the Year Awards
- 5 ISPE Facility of the Year Awards





## SUSTAINABLE DESIGN

We are committed to transforming how buildings are designed and built to support sustainability, resiliency, and human wellness.

Regardless of whether clients seek certification, we encourage incorporating safe, healthy, and quality materials and offer sustainability visioning, energy modeling, and life-cycle cost analysis. As evidence of our focus, we have endorsed the AIA 2030 Commitment to achieve dramatic reductions in greenhouse emissions, reaching toward carbon neutrality on all of our projects by the year 2030.

Flad was an early adopter of the Leadership in Energy and Environmental Design standards, achieving several LEED firsts for the research, science, and healthcare facilities in which we specialize.

Our vision at Flad is to be an industry leader in successfully incorporating the triple bottom line — people, planet, and prosperity — into highly complex and scientifically pioneering environments, employee-focused workplaces, and forward-thinking sites and master plans.





PROVEN TEAM LEADERSHIP

Experienced leaders,  
actively engaged  
from start to finish.

Each member of our leadership team offers deep, specialized expertise honed through decades of experience. They remain directly engaged in every project, working alongside clients and teams from early planning through design and delivery. Their insight strengthens decision making, sparks

innovative solutions, and keeps complex efforts moving forward with clarity and purpose. This combination of hands-on involvement and visionary thinking distinguishes our leadership and helps shape results that advance both mission and strategy.







**HOW WE  
WORK**



LIVING OUR VALUES



We honor the creative spirit and innovation in all things.



We foster an environment of trust, integrity, and respect.



We embrace both individual initiative and collaboration.



We are trusted partners to our clients.



We are committed to the health and well-being of our communities and the planet.

In partnership with leading research organizations, universities, healthcare institutions, and science-based companies, we design beautiful, innovative environments that enable our clients to make revolutionary discoveries that have a profound impact on society. We are dedicated to providing exemplary service to our clients. Fostering this collaborative approach allows us to challenge

assumptions, solve unique problems, and help our clients achieve their mission through the lens of design. Our environments are an extension of our client's enterprise, celebrating their talent and reinforcing their brand and culture. Our solutions are customized, mission-driven, and transparent – increasing efficiency, productivity, and identity.





## PUTTING PEOPLE FIRST

Creative thinking and the joys of delivering a solution based on shared values produces powerful results. Every time.

Every project is founded in an understanding that there is an important need and a promise of transformation. We are driven to build a collaborative of people that form a high-performance team, setting the stage for confidence and the belief that we will deliver the right project for long-term success. Aligning the principal stakeholders with capable professionals who want the best for their institution and are willing to work hard to achieve that is key. We gather principal stakeholders together to focus on purpose, vision, facts, goals, needs, and

concepts that define the greater truth for the project, shaping the right design solutions. A communication plan is equally essential to every project, ensuring stakeholders feel their voice is heard and that they can shape their future. It also helps manage expectations and provides a framework for decision making, conflict resolution, creating an audit trail for the work, and ensuring that the status of the project is shared accurately with everyone on campus over time.





DEFINING THE RIGHT PROBLEM

Flad’s process features key advantages for enhancing culture, creating resilience while rapidly accommodating change, and establishing a clear path to achieving our client’s mission. Our process establishes a broader reach for listening and creating understanding across all users and key stakeholders, representing every aspect of your organization. This strengthens the notion that students, faculty, and staff can shape their future through teamwork. In breakout meetings with various groups,

we reference feedback and point to certain aspects of the plan that serve to respond to a co-defined set of design priorities and principles that are born from diverse customized tools such as visioning summits, usability studies, and digital survey responses. This streamlined approach to design allows the team to dedicate more hours on the features that will ultimately make the most difference to everyone who will inhabit the environments we design.

1 Chemistry Test

We work as a collective, mirroring our client’s internal efforts to build high-performance teams by having deeper conversations with key leadership around their ambitions, values, and measures of success.

2 Discovery

We ask the right questions up front, which frames the right problem. This provides a compass for every design decision that follows. It also creates thoughtful considerations behind new insights and helps the team prioritize unanticipated changes.

3 Deep Dive

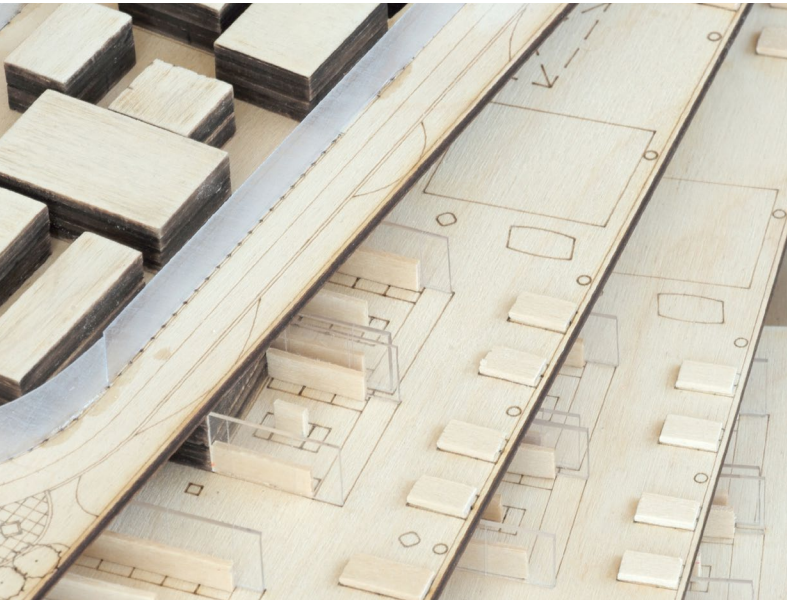
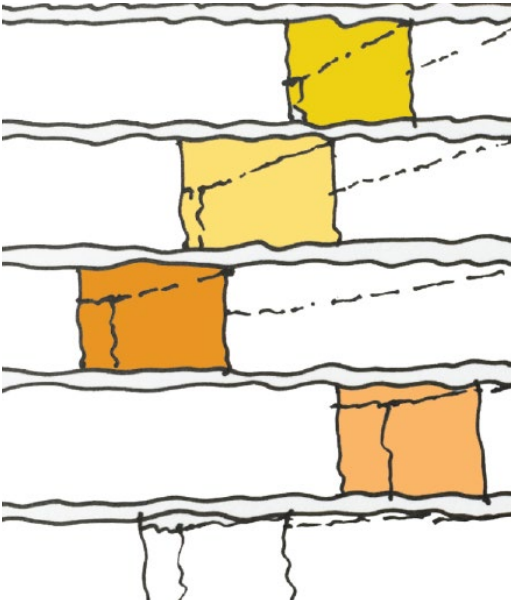
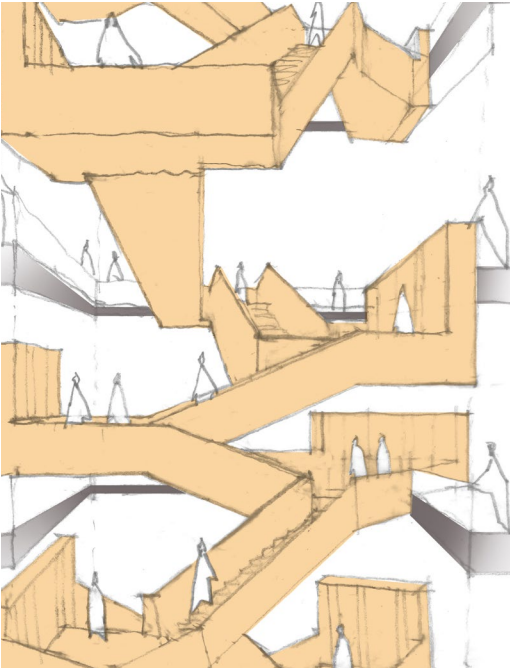
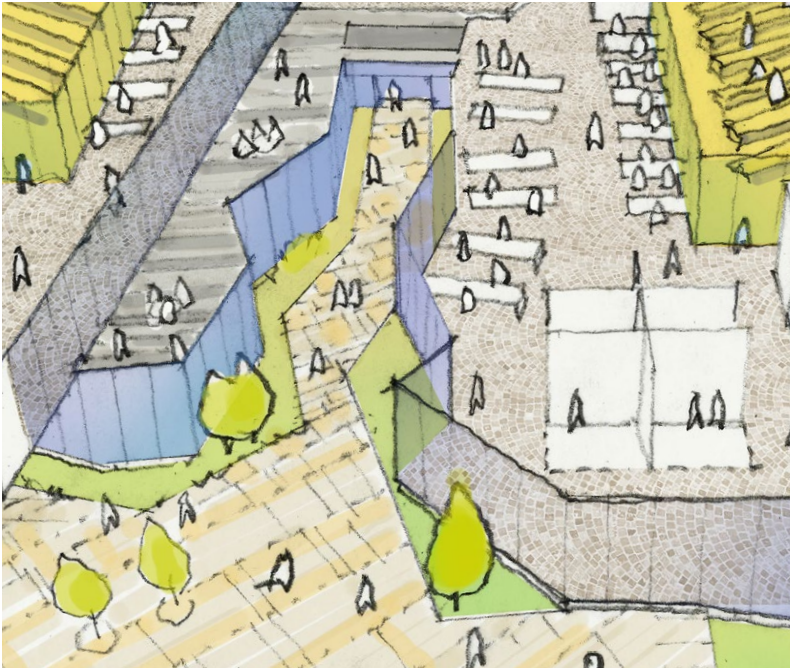
We use digital surveys and other comprehensive interactive tools to dive deep into the aspects of daily activities, social structures, and physical ambiance that will make each place unique. We quickly gather data in a safe, anonymous, and receptive platform.

4 Design

A sense of identity is translated into design concepts that mirror dynamic day-in-the-life activities for different types of users that also reinforce our client’s future mission, vision, business goals, and values.

5 Delivery

Every owner seeks to define the most appropriate, cost-effective means of project delivery. Based on the choice being made, we modify our approach, our work products, and our decision-making process so that the delivery method chosen can be efficiently executed.





PROGRAM - RICH PROJECTS



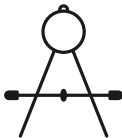
Strategic Planning

Transformative change is accomplished by integrating and balancing diverse factors toward a new and better way of being. Planning provides a roadmap for change that can see around corners, prepare for new challenges, and create opportunities for the future. Successful plans ultimately direct the creation of memorable places and a feeling of belonging that is a mainstay of academic experience.



Adaptive Reuse

Nearly every institution is challenged with making the best use of outmoded facilities. Many of these buildings are located in the heart of campus and can be renovated while preserving their legacy. Reimagining teaching, learning, and research through design will enhance culture and identity. We help our clients determine facility viability, the benefits and risks of renovation, future aspirations, and associated costs.



STE(A)M

The need to advance science, technology, engineering, art, and mathematics is on the rise. Next generation learners are also seeking environments that foster social ways to implement solutions to our current grand challenges. In response, we design environments that elevate problem-based learning, makerspace, resource sharing, formal and informal learning, critical thinking, and culture.



Health Sciences

The challenge of preparing students to serve the health needs of their community is enormous. Absorbing vast amounts of knowledge and taking an active role in clinical settings is imperative but overwhelming. Layered on top is the need to treat the whole patient while collaborating with a team of complementary professionals. Our goal is to help our clients foster a student's ability to communicate and collaborate through design.



Teaching / Learning

The meaning of education has shifted. Understanding how to think, work, create, and navigate are now interwoven into a global landscape. Settings must help serve ever-changing pedagogies and create a campus that balances health and well-being. We understand the importance of building a culture that supports every person in diverse settings and enables them to express ideas, allowing them to grow and emerge as leaders.



Scientific Discovery

Our clients challenge themselves to build their strengths, explore new initiatives, and attract the students and faculty they need to thrive, serving the needs of society through critical and creative thinking. Well-designed settings have emerged as a strategic element for delivering enduring value where high-performance teams can find common ground, innovate, and do their best work. Our design solutions help enable teams to unleash their potential and enhance productivity.



## NATIONAL EXPERTS IN HIGHER EDUCATION

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The process begins with a thorough understanding of our client's requirements and goals for the project. We listen carefully.

Recognizing traditions and embracing change are critical realities of academic environments. Whether focused on increasing the quality of undergraduate learning environments, providing access to new technologies, or supporting traditional functions in the campus context – Flad brings extensive experience on more than 85 university campuses. Our approach is founded in a reputation for providing

outstanding service, bringing value to our clients through the research we conduct, and designing architectural environments that are both effective and distinguished. Flad's design philosophy is centered in the creation of spaces that support and enhance the educational communities of the colleges and universities that we work with.







## HIGH-QUALITY STUDENT EXPERIENCE

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We are dedicated to creating the right kinds of spaces for students that will allow them to succeed. Assessment of the specific culture and qualities a campus reflects is critical to achieving a design that integrates with the campus plan and strategic vision to both support and inspire its population. It is truly rewarding to see spaces designed for collaboration come to life and hear how students, researchers, and faculty benefit from classrooms, labs, and offices planned for their unique needs.

In academic environments, the reliance on learning by doing now sees educational spaces integrated with research rather than separate from them. Transparency between the classroom and the lab is key, allowing instructors to demonstrate firsthand industry best practices. Flexibility of space types

and integration of an expandable technology backbone is necessary as teaching methodologies and technologies change. Open project and study areas provide ideal collaborative spaces that provide convergence of a cohesive research and learning paradigm based on real-world applications. Together these spaces create an atmosphere for learning that strengthens the dynamic between teacher and student.

Additionally, successful collaborations depend on spaces that can support multifaceted teams and shifts in focus. Much of our portfolio includes environments designed to bring diverse stakeholders together in an interdisciplinary environment that supports discovery and leverages shared resources.







## CREATIVE SOLUTIONS THAT OVERCOME EXISTING CONSTRAINTS

There is more value in existing buildings than is often realized. Adaptive reuse represents a strategic opportunity to leverage still-viable structures, transforming them to serve a new function for current teaching and learning methodologies. These projects are challenging because each one is unique, so it is critical to discover and understand both the possibilities and obstacles of a successful outcome.

Repurposing can reveal opportunities to upgrade existing systems and transform inefficient buildings to become more energy efficient, presenting a path toward achieving carbon reduction commitments and other sustainability goals. Creative solutions that overcome existing constraints can benefit the overall campus environment, harvesting the potential of these past elements to increase utilization while supporting institutional culture and placemaking for a vibrant future.

Flad has a breadth of experience serving as a national architect for the programming, planning, and design of higher education facilities, reflecting the culture of the departments they support and the campuses on which they reside. Adaptive reuse, renovation, and fit-up is a mainstay of our practice, constituting a significant portion of the firm's work and features many academic research and education-focused facilities. These designs engage complex programs, highly specific functional and technical demands, and an appreciation for the inherently social nature of teaching and learning environments.







# SELECT PROJECTS



leveraging original purpose to support research



The West Union Street Office Center in Athens has housed a wide variety of industry over its 80 years of service including heavy manufacturing, printing, warehouse operations, and most recently, offices and commercial space. For its next chapter of service, the university has converted the entire 84,000-square-foot building into research space for the Russ College of Engineering and Technology. Flad is providing programming, planning, and architectural design in collaboration with architect of record, BHDP.

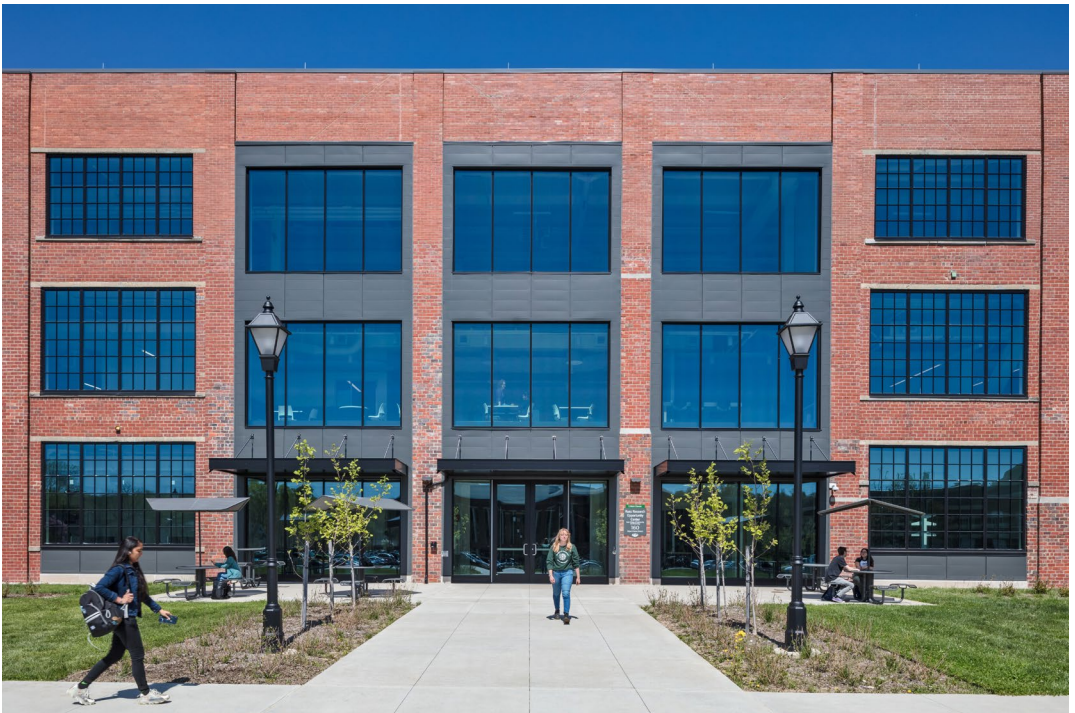
Seeking to capitalize on the generous floor-to-floor height of this robust structure for high-bay and fabrication lab space, the university repurposed the building for expansion of engineering programs that will serve growing research and teaching needs. The three-story facility accommodates a variety of departments including biomolecular, civil, electrical, and mechanical engineering.

The design seeks to maintain the practicality of the warehouse aesthetic, leveraging its original purpose to support state-of-the-art research. Modern, flexible laboratory environments are organized around similar activities and research pursuits rather than by discipline. Teaching components include a common makerspace for student project work as well as classroom and collaboration space for instruction related to specific microscopy and project work. The project is designed to achieve LEED Silver certification.

Programmatic Components

- 84,000 SF
- High-bay & Fabrication Lab Space
- Teaching/Learning
- Makerspace
- Collaboration Spaces
- Adaptive Reuse







a global hub for discovery and innovation



Bringing together academic researchers, corporate partners, startups, and government agencies to advance fields of science and technology, the UCLA Research Park Master Plan includes the development of a phased plan to convert the former site of the 800,000-square-foot Westside Pavilion shopping mall into a new research park. Aiming to extend the university's resources and institutional expertise, the plan deepens campus connections to Los Angeles' communities and meets growing demand for top-tier higher education across the city and region.

Among other programs, the research park will host two multidisciplinary research centers: the California Institute for Immunology and Immunotherapy at UCLA and the UCLA Quantum Innovation Hub. Serving as a nexus for discovery and innovation, the project has the potential to lead to previously unimaginable possibilities for addressing complex challenges. Uniting breakthroughs from the biosciences, quantum science and engineering, and other emerging technologies has far-reaching potential to save lives and revolutionize healthcare outcomes.

**Programmatic Components**

- 800,000 SF
- Research Laboratories
- Offices / Workplace
- Collaboration Space
- Community Space
- Adaptive Reuse









the intersection of  
research and education



Modern universities are at the intersection of research and education and are challenged to evolve as places where faculty are both educator and investigator. The new addition at Northwestern University is a bold example of this intersection.

Located on the North Campus, the library and laboratories are designed with collaboration in mind. The space provides an array of digital assets and tools consistent with Mudd Hall’s technology-focused history. Private and communal areas allow for many study space options, and library experts are available to assist in a variety of fields.

Northwestern has one of the largest research endowments in the country, and Mudd Hall now delivers diverse programs of research in an energized student life library. The building encourages interaction among researchers, research associates, and students while providing space for study and investigation.

Programmatic Components

- 188,000 SF
- Research and Teaching Laboratories
- Science and Engineering Library
- Active Learning Classrooms
- Flexible Collaboration and Study Spaces
- Student Makerspace
- Office / Workplace / Amenities
- Adaptive Reuse

Awards

- AIA Wisconsin Merit Award
- IIDA Wisconsin Award of Excellence, Educational/Institutional
- LEED Silver







University of San Francisco,  
Harney Science Center, Innovation Hive



hands-on learning spaces



This new makerspace, known as the Innovation Hive, occupies 7,600 square feet within USF's historic Harney Science Center and acts as an academic stage for real-time problem solving. The Hive helps students across campus test their thinking through making in an invigorating environment that models the R&D centers they'll soon lead as professionals. Flad provided full architectural services and worked with users to determine what they wanted out of the space. Responding to the needs of students for an informal learning space, the Innovation Hive allows them to sharpen their leadership and teamwork skills outside of the classroom, using resources that help them pursue learning most effectively.

Spaces include large format and 3D print labs, wood and metal fabrication shops, a CNC room, and adaptable classroom areas to accommodate increased hands-on learning within engineering and science programs. Students can form project teams, build experiments, design code, and create products and processes designed to be employed in real-life conditions.

Programmatic Components

- 7,600 SF
- Flexible Makerspace
- Teaching / Learning / Classrooms
- Flexible Study Areas
- Collaboration Space
- Adaptive Reuse

Awards

AIA San Francisco, Citation Award, Interior Architecture







an interface between making,  
learning, and discovery



Enhancing undergraduate learning through innovation, the Diane Bryant Engineering Student Design Center provides UC Davis students a central location for access to equipment, expertise, and collaborative resources. The result of a renovation and expansion of the existing Engineering Fabrication Laboratory in Bainer Hall, design of this makerspace creates synergies among programs to establish an interdisciplinary, team-oriented, and adaptable hands-on learning environment.

Engineering principles of ideation, fabrication, and assembly inform the program and define a planning concept for the 24,000-square-foot facility. Program components reflect the department's diverse education experience which includes engineering design as well as entrepreneurship. Shop-type space for prototyping is supported by wet-bench laboratory, computational facilities, and general areas for interaction that serve student competition teams, senior capstone projects, and similar discovery-themed endeavors.

**Programmatic Components**

- 24,000 SF
- Teaching / Learning / Classrooms
- Student Makerspace
- Flexible Collaboration and Study Spaces
- Adaptive Reuse

*Flad Architects provided programming and bridging documents through design development – in collaboration with design-build architect of record WMB Architects.*







training tomorrow's physicians



Leveraging work the team initiated during the predesign study for expansion of the WWAMI program at the University of Idaho, Flad designed the Medical Education Building. As the university's new headquarters for the program, this project completes the second phase of development to establish a new home for WWAMI on campus; the first phase houses a state-of-the-art anatomy lab, active learning classroom, student lounge, and faculty offices in a nearby medical office building with convenient access to Gritman Medical Center.

The Medical Education Building repurposes the existing Business Technology Incubator Building on the east end of campus, expanding and showcasing WWAMI's identity with this prominent gateway location. The 17,000-square-foot renovation and 3,000-square-foot expansion delivers a new medical education setting focused on informal learning and meaningful faculty/student interactions with an expanded student lounge, flexible and interactive learning, faculty offices, and support space. The design efficiently reorganizes every square foot to diversify use and maximize space available for active learning opportunities.

Programmatic Components

- 20,000 SF
- Teaching / Learning
- Flexible & Interactive Learning
- Student Lounge
- Office / Workplace
- Adaptive Reuse

Awards

IIDA Northern Pacific Inpublic Honorable Mention









engineering intersection  
of science and math



Northwestern’s Technological Institute is one of the largest academic buildings in the world, with close to one million square feet of classrooms, offices, laboratories, and research facilities. It houses the Robert R. McCormick School of Engineering and Applied Science as well as the Weinberg College of Arts and Sciences. Over the last 75 years, the building has undergone countless renovations and additions to accommodate the ever-evolving scientific community at Northwestern University.

Since 2008, Flad has assisted Northwestern in the planning, programming, and design to update the university’s science buildings to address strategic programmatic and academic needs. Four infill additions were incorporated between the building’s existing wings, leveraging existing and new spaces to create a network of collaboration spaces and laboratory facilities designed for a wide range of uses that support multidisciplinary research as cutting-edge engineering intersects with biology, physics, mathematics, and chemistry.

Programmatic Components

- 207,200 SF
- Strategic Planning
- STEM
- Teaching / Learning
- Scientific Discovery
- Adaptive Reuse

Awards

- LEED Silver - additions 1, 2, and 4
- AIA Wisconsin, Honor Award (additions 1 and 2)









reconnecting an urban campus



Reconfiguration of this historic complex of buildings began with a study of the site’s many early-1900s laboratory buildings and other aging research and instructional facilities that had been added over the years. Flad assisted the university in developing several options that would provide much-needed modern research and instructional space, yet retain the oldest historic buildings.

Ultimately, the 1906, 1912, and 1937 buildings were repurposed and now house two large lecture halls, several instructional laboratories and classrooms, offices, computational research, and support services. Great care was exercised to retain and restore many original features of the buildings, including several floor-to-ceiling murals painted in the 1940s. Completing reconfiguration of the complex, a new large research tower is carefully located within the dense urban site, designed to complement this historic area of campus. The design maintains an appropriate scale and a material palette that comfortably fits within the context of the adjacent historic buildings.

Programmatic Components

- 269,600 SF
- Adaptive Reuse
- Laboratory Program
- Classrooms
- Computation Research
- Office / Workplace Program

Awards

- AIA Wisconsin, Honor Award
- ASLA Wisconsin, Merit Award
- IIDA Wisconsin, First Place, Educational Institution



SELECT CLIENT LIST

|                                  |                                |                                                     |
|----------------------------------|--------------------------------|-----------------------------------------------------|
| Auburn University                | Northern Kentucky University   | University of Idaho                                 |
| Baylor College of Medicine       | Northwestern University        | University of Illinois at Chicago                   |
| The California Maritime Academy  | Ohio University                | University of Kentucky                              |
| California State University      | PCCD Merritt College           | University of Maryland                              |
| City University of New York      | Penn State University          | University of Mississippi Medical Center            |
| Clemson University               | Polytechnic Institute of NYU   | University of Missouri                              |
| Coastal Carolina University      | Purdue University              | University of Nebraska                              |
| Colorado State University        | Rutgers University             | University of North Carolina                        |
| CUNY Hostos Community College    | San Francisco State University | University of Northern Iowa                         |
| Duke University                  | Santa Fe College               | University of San Francisco                         |
| Emory University                 | St. Petersburg College         | University of Saskatchewan                          |
| Florida State University         | State University of New York   | University of Texas Southwestern Medical Center     |
| Georgia Institute of Technology  | Texas A&M University           | University of Toronto                               |
| Georgia State University         | The Ohio State University      | University of Washington                            |
| Indiana University               | Tufts University               | University of Wisconsin                             |
| Iowa State University            | UF Health                      | University of Wisconsin School of Medicine          |
| Johns Hopkins University         | University of Alberta          | Vanderbilt University                               |
| LSU Health Sciences Foundation   | University of Arizona          | Virginia Polytechnic Institute and State University |
| Marquette University             | University of California       | Wake Forest University                              |
| Medical College of Wisconsin     | University of Chicago          | Washington State University                         |
| New York Institute of Technology | University of Connecticut      | Western University                                  |
| New York University              | University of Florida          |                                                     |
| North Carolina State University  | University of Georgia          |                                                     |



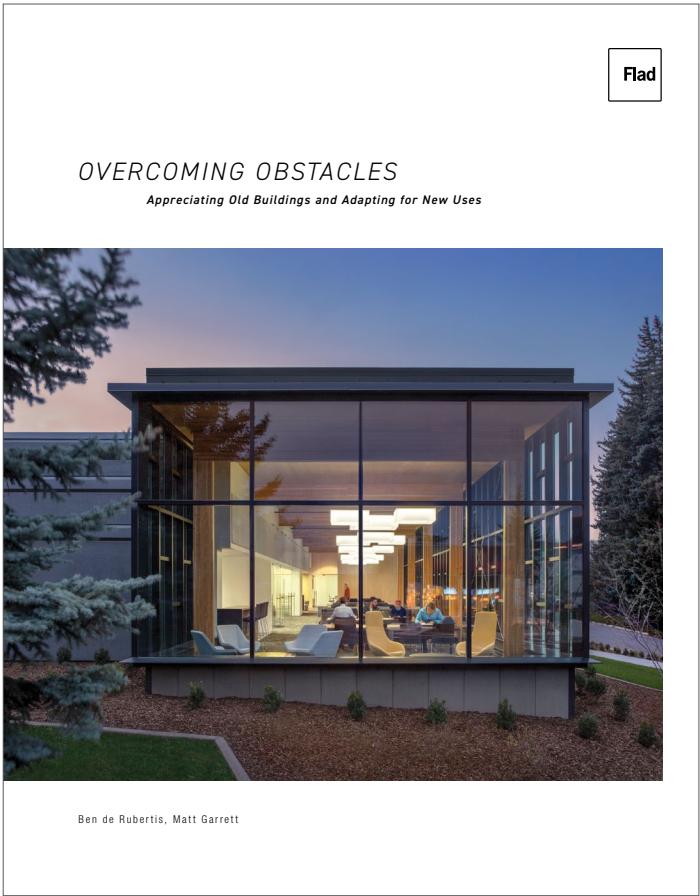


# INSIGHTS

## OVERCOMING OBSTACLES

*Appreciating Old Buildings and Adapting for New Uses*

*Ben de Rubertis, Principal  
Matt Garrett, Principal*



**READ THE  
WHITE PAPER**

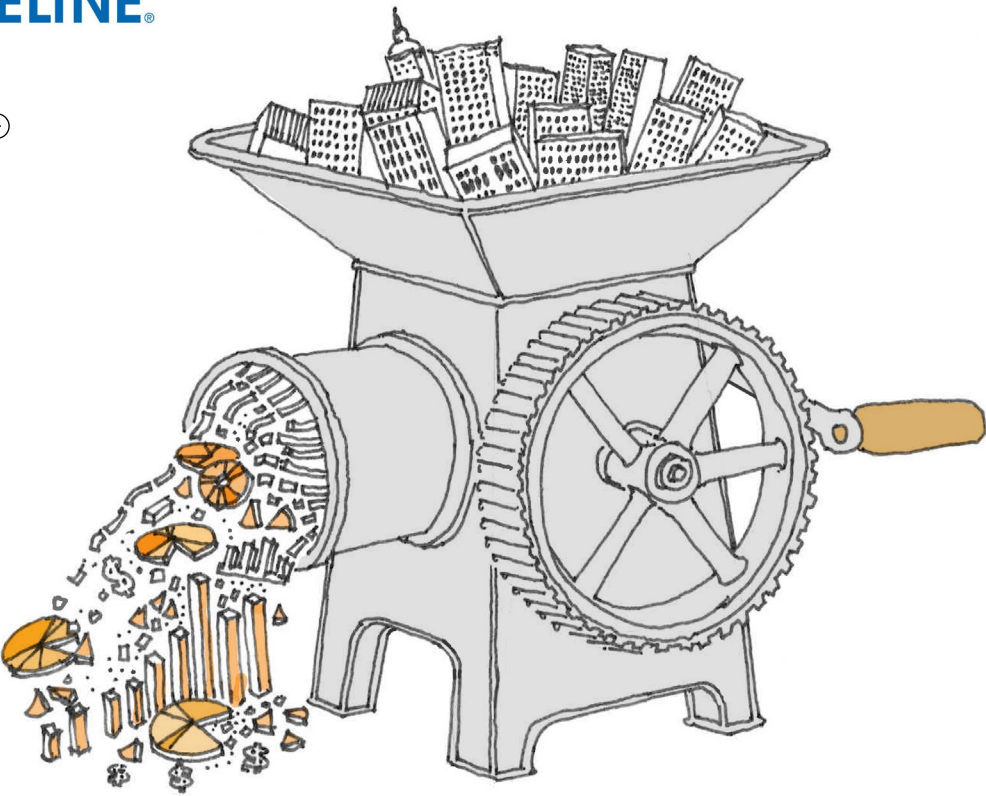
## TREAT YOUR EXISTING BUILDING LIKE A PERSON, NOT A RESOURCE

*Adaptive Reuse Creates Culture When  
We Listen to What Buildings Have to Say*

*Ben de Rubertis, Principal, Flad Architects  
Published 3/5/2025*

**TRADELINE®**

**READ THE  
ARTICLE**





Flad Architects is a national planning and design firm committed to creating environments that enhance human potential. In partnership with leading research organizations, universities, healthcare institutions, and science-based companies, Flad designs innovative facilities that enable revolutionary discoveries that have a profound impact on society.

Over 95 years of passionate and rigorous focus on buildings devoted to the sciences has earned Flad consistently high rankings among the top 20 architectural firms, both overall and in the specific areas of science & technology, academic, and healthcare design.

[Flad.com](http://Flad.com)

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