



## Education

**Doctorate in Education,  
Higher Education Leadership**  
Iowa State University, Ames,  
Iowa

**Master of Business  
Administration**  
University of Northern Iowa,  
Cedar Falls, Iowa

**Bachelor of Science, Food  
Service Administration**  
University of Wisconsin-  
Stout, Menomonie,  
Wisconsin

**Bachelor of Science,  
Dietetics**  
University of Wisconsin-  
Stout, Menomonie,  
Wisconsin

## Margaret Empie, MBA, PhD

### Operations Consultant

With over 35 years in professional dining services, Margaret is focused on helping operators achieve their goals by delivering actionable recommendations. A strong business acumen and creative thinking translate into initiating innovative changes that enhance services and improve overall net results. Empie's history of bringing ideas to a successful fruition center on stakeholder ownership in accomplishments, integrity in the work environment, and getting things done. In addition, Margaret is especially skilled at building teams and streamlining operations to build efficiency.

### SELECTED OPERATIONAL EXPERIENCE & ACCOMPLISHMENTS

#### President & Founder

*Empie Advising, LLC – Denver, Iowa* *2018- present*  
Provides business support through consulting, long term advising, operational evaluation, training and project assistance. She helps operators work through challenging issues and will stay with them as they implement changes. In addition to active consulting, Margaret writes a blog for administrators and managers that hits on hot topics, difficult topics, and emphasizes getting back to basics and streamlining operations as they work through tough business challenges.

#### Assistant Vice President, Dining and Retail Services

*Wartburg College – Waverly, Iowa* *2012-2018*  
Responsible for dining, camps and conferences, bookstore, mail center and ticket office. Significantly increased year-end contribution to the college and improved services; Implemented several technologies including a computerized food management system and one of the first online app ordering systems for board plan dining (was the top user in the country); Implemented significant operational changes.

**Director of Dining Services** *2005-2012*

#### Assistant Director of Dining for Catering and Retail Services

*University of Northern Iowa – Cedar Falls, Iowa* *1989-2005*  
Developed and achieved financial and operational goals for catering, retail sales and summer conference program; Built catering business by developing a niche of customized and personalized service; Designed and developed retail business from the ground up; Several operations opened utilizing only student staff; Development of student, full time and management staff training and development; Served as University Professional Staff President; Received Regents Excellence Award and Staff Excellence Award.

**Unit Manager** *1987-1989*

**Assistant Manager** *1980-1987*

Margaret has served on several community boards, been chair and president as well as served in other supporting roles, been involved in fund-raising, and designing and implementing change. She has been an active participant in professional organizations. Margaret is comfortable discussing challenging topics and speaking to groups open forum-style on behalf of the team she is working with.