

KRISTIE L. HARRIS

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PROFESSIONAL STATEMENT

An Astute and Transformational business and management consultant with business and operational acumen in diverse areas of executive leadership and administration. Main areas of expertise include budget formulation and execution, financial analysis and reporting, compliance audit reviews, talent acquisition and recruitment and employee coaching and mentoring.

PRIMARY SKILLS

Budget Modeling and Forecasting	Collective Bargaining Union Negotiating
Resource Allocation Methodologies	Conflict Resolution and Employee Mediations
Cost Reduction Strategies	Process Optimization and Improvements
Financial Analysis and Reporting	Policy Development and Implementation
State Budget and Legislative Process	Financial Management Training
Board Governance Orientation/Training	Talent Acquisition and Recruitment
ERP Systems: Banner, PeopleSoft, Workday	Financial and Operational Compliance Oversight
CFO Advisory Support Services	Accounting, Bookkeeping and Payroll Services

EXPERIENCE

President and Chief Executive Officer

The Ellen Group, LLC | Orlando, FL | May 2024 – Present

CFO, Accounting, and Bookkeeping Advisory Support Services

- CFO Advisory Services – provide a range of strategic financial consulting offerings designed to support businesses by enhancing their financial performance, optimizing operations, and navigating complex financial challenges.
- Accounting, Bookkeeping and Payroll Services – provide financial management solutions that support businesses in maintaining accurate records, ensuring compliance, and making informed data-driven decisions.
- Financial and Operational Compliance Oversight – provide guidance and expertise on relevant laws and regulations, including industry-specific financial management standards that identify compliance risks and opportunities for improvement and growth.

Vice President of Finance and Chief Financial Officer

Hanks, Hanks and Associates, LLC | Orlando, FL | September 2023 - Present

Management Advisory Support Services

- Financial Management – provide guidance on financial planning, budget development, financial forecasting, and financial analysis.

- Project Management - ensure successful implementation of project planning, risk assessment, resource allocation, and project monitoring.
- Performance Improvement – identify best practices to conduct performance assessments, analyze data, and recommend solutions to optimize processes, reduce costs, and increase productivity.
- Change Management – develop change management plans, communication strategies, and training programs to ensure smooth transitions and minimize resistance.
- Technology Advisory – assess technology needs, conduct vendor evaluations, and provide guidance on system integration, data management, cybersecurity, and digital transformation.

Vice President of Finance and Chief Financial Officer

Lake-Sumter State College | Leesburg, FL | August 2022 – August 2023; 40 to 50 hours per week/FTE

- Served as strategic advisor and thought leader on all fiscal and administrative matters of the College.
- Served on various college and Board committees to support the strategic goals and objectives of the institution.
- Provided leadership to various functions within Financial Affairs, including financial reporting, budget, payroll, purchasing, accounts payable, treasury functions, student accounts, auxiliary services, and mailroom management.
- Partnered with executive leadership to support facilities, technology, enrollment, foundation, human resources, and academic affairs.
- Oversaw the preparation of financial reports for the College Foundation.
- Established and applied a system of internal controls to validate legal and fiscal compliance with federal, state and local rules, regulations, and statutes.
- Implemented and maintained fiscal policies and procedures that promote financial stability and management of college resources; assure broad participation in budget planning.
- Conducted financial analyses and prepare fiscal reports for Board presentation.
- Oversaw investment activities of the College to ensure profitable returns in support of college operations.
- Assisted with labor relations and negotiations, preparing fiscal proposals, and providing fiscal guidance as appropriate.
- Oversaw and coordinated all financial and operational audit activities of the College.

Interim Assistant Vice President, Human Resources (Temporary Assignment)

New College of Florida | Sarasota, FL | August 2021 – July 2022; 40 to 50 hours per week/FTE

- Served as strategic advisor and thought leader on HR and other campus wide initiatives.
- Oversaw onboarding/recruitment, benefits, training and development, compensation, payroll and employee relations.
- Trained search committees on labor laws, best practices and barriers related to recruitment practices and diversity, equity and inclusion issues.
- Served as chief collective bargaining negotiator on behalf of the institution.
- Oversaw and lead grievance processes and employee disciplinary actions.
- Worked with leadership to identify gaps in staffing needs, reducing time-to-hire by 20 percent.
- Collaborated with leadership on recruitment strategies, performance management, and employee engagement and retention efforts.
- Facilitated campus wide book review on “5 Languages of Appreciation in the Workplace”.

- Led internal search processes for two key leadership positions on the President's Council.
- Developed departmental budget to invest in systems and other resources to advance HR operations.
- Developed institution's first flexible remote work policy.

Associate Vice President of Financial Affairs

UNIVERSITY OF CENTRAL FLORIDA | Orlando, FL | August 2019 - July 2021; 40 to 60 hours per week/FTE

- Oversaw Division of Financial Affairs with an operating budget of \$10.5 million, six (6) direct reports and 130-135 employees in budget, general accounting, purchasing, student accounts and cash management, direct support organizations, investments, property inventory, and enterprise resource planning.
- Partnered with Storbeck/Pimentel & Associates and dean of college of business to recruit university's first senior vice president of finance and administration.
- Spearheaded creation of university's first treasurer position and recruited university controller using internal search process.
- Recognized \$1.6M in salary and contract savings utilized to recruit and retain top talent.
- Provided on-boarding orientation/training to newly elected board of trustee members on fiscal operations of university.
- Provided campus-wide training to departmental staff on appropriate use of state and non-state revenue funding sources.
- Collaborated with campus stakeholders on organizational design and business process transformation throughout the campus community.
- Supported employee engagement, professional development, and wellness by hosting virtual staff retreat.
- Collaborated with direct reports to craft division's first remote work policy.
- Managed and delivered university's first budget software tool, Adaptive Insights.
- Managed \$2 billion operating budget and presented quarterly budget reports, state budget updates and auxiliary cash operations to key campus stakeholders.
- Co-chaired and led committee through phases I and II of university incentive-based budget model initiative.
- Co-chaired central support unit allocation committee. Created guiding principles, presentations and training content on committee objectives, key performance indicators and service level agreements.
- Facilitated university budget committee and served as strategic fiscal advisor.
- Served on crisis management and emergency preparedness task force, auxiliary committee task force, investment advisory committee and Workday implementation project.

Associate Vice President of Administration/Interim Assistant Vice President of Human Resources

NEW COLLEGE OF FLORIDA | Sarasota, FL | May 2018 - July 2019; 40 to 50 hours per week/FTE

- Directed operating and capital budget operations for all college budget entities and internal budget allocations.
- Provided financial guidance and interpretation of statutes, regulations, and policies to key stakeholders.
- Coordinated and prepared annual legislative budget request for submission to state officials.
- Developed methodologies for requesting and allocating funds to departments and institutional initiatives.
- Prepared ad hoc reports, data gathering, and briefing updates for local and state officials.

- Supervised and provided executive leadership to police, IT and emergency management departments.
- Provided strategic recommendations to executive leadership on financial risks and ROI opportunities.
- Provided consultation for operations and maintenance of campus facilities, land acquisitions, campus service auxiliaries, employee grievances, conflict resolution, collective bargaining unions, and various college committees.

Budget Director

STATE UNIVERSITY SYSTEM OF FLORIDA | Tallahassee, FL | December 2008 - May 2018; 40 to 50 hours per week/FTE

- Started first student leadership and development program for board office student interns.
- Coordinated and facilitated annual system budget meetings for budget directors and controllers.
- Supported vice chancellor of finance and administration at quarterly board of governors, council of administrative and financial affairs, and state legislative meetings.
- Oversaw financial statement reporting requirements to local, state, and federal administrators.
- Collaborated with director of inter-institutional committee on finance and accounting in support of state reporting and development of system-wide consolidated financial statement manual.
- Coordinated development and presentation of annual legislative budget request to the Florida Legislature and Office of the Governor.
- Ensured system-wide compliance and interpretation of budget and financial reporting requirements related to federal, state, and local regulations and statutory laws.
- Researched and prepared fiscal policy analyses on key legislation and state revenue estimates.
- Developed methodologies for requesting and allocating state appropriations.
- Prepared trend analyses on university fund balances and other financial activities of the universities.
- Prepared and maintained tuition forecasting models.
- Developed reporting requirements for performance funding allocations, carry-forward reporting, operating budget submissions, and expenditure analysis reporting.
- Provided consultation for emergency management operations, campus growth plans, new degree proposals, online distance learning, and plant, operations and maintenance of university facilities.

Senior Budget Analyst

STATE UNIVERSITY SYSTEM OF FLORIDA | Tallahassee, FL | June 2005 - December 2008

40 hours per week/FTE

Coordinator of Accounting II

FLORIDA STATE UNIVERSITY | Tallahassee, FL | September 2002 - June 2005

40 hours per week/FTE

Budget Technician

LEON COUNTY BOARD OF COUNTY COMMISSIONERS | Tallahassee, FL | June 2001 - September 2002

40 hours per week/FTE

EDUCATION

MASTER OF SCIENCE: PUBLIC ADMINISTRATION
Emphasis: Public Financial Management and Budgeting
Florida State University

BACHELOR OF SCIENCE: FINANCE
Florida State University