

Nathalie Lynch-Walsh, Ph.D.

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PROFESSIONAL SUMMARY

Ten years of experience applying leadership, management, accounting, teaching, and research expertise to the district-level advisory group tasked with overseeing Broward County Public Schools facilities function, and five years providing oversight to the district's audit function. Responsibilities involve interfacing with various staff members and consultants in monitoring, reviewing, and investigating fiscal and operational issues, related policies, processes, practices, and contracts, for the purpose of advising the School Board of potential problems related to errors, inefficiencies, lack of compliance, and other factors that might increase the risk of waste, mismanagement, or fraudulent use of taxpayer funds.

SKILLS

- Excellent ability to use analytical skills, business expertise, and teaching experience to identify key issues and problems, develop solutions, and coordinate implementation of cross-functional strategies
- Strategic goal development and implementation
- Process improvement and restructuring
- Ability to identify root causes of conflicts and negotiate resolutions
- Expertise in data analysis and research methodology
- Financial statement preparation and interpretation
- Excellent oral, visual, and written communication skills
- Effective organizational and time management skills
- Knowledge of Sunshine, public records, and ethics laws
- Expertise in the interpretation and application of School Board policy as well as SREF and other state requirements related to building or improving educational facilities.
- Experience with the engineering, design, construction, maintenance, and management of school facilities.

EDUCATION

- Ph.D.** 2006 Lynn University: Global Leadership
Area of Specialization: Corporate and Organizational Management
Quantitative Dissertation: *Sex-Role Orientation, Women as Managers, and Transformational Leadership Among Female Law Firm Partners and Subordinates*
- MBA** 2000 Florida Atlantic University: Business Administration
- BA** 1995 Fort Lewis College: Major - Accounting/Minor – Communications
- CPA** Passed exam, August 2002

K-12 LEADERSHIP EXPERIENCE

Broward County Public Schools

Advocate for innovative change and continuous improvement in public education. Evaluate existing policies, processes, procedures, and practices for effective and efficient use of taxpayer funds and district resources as well as statutory compliance, and make recommendations to responsible staff, the superintendent, and the School Board as necessary through written communication and oral presentations at school board workshops and board meetings.

Facilities Task Force

August 2011 – present

Ten years as a member of the community-based School Board-established advisory group responsible for providing oversight and input into facilities planning, construction, and maintenance for the purpose of advising the School Board of issues that could negatively impact the continuous improvement or the long-term viability of the district's facilities.

- Current Chair (2021-22); Previously served as Chair in 2014-15, 2015-16, and 2016-17
- Advised the School Board to develop a long-term facilities master plan prior to placing a general obligation bond referendum on the 2014 ballot.
- Monitor capital program financial risk, including analyzing running construction budgets to determine additional funding needed to complete GOB SMART projects. Identified an approximately \$38 million budget shortfall between current project estimates and the 2014 estimates in the District Educational Facilities Plan (DEFP).
- Recommend improvements to monthly capital program reports to increase the usefulness of reports in monitoring program effectiveness.
- Continue to follow up with staff on technological improvements that would improve efficiencies in monitoring projects costs and schedules (eBuilder), and asset management (Maximo).
- Collaborated with staff to create more clearly defined roles, responsibilities, and required deliverables in the contracts with the consultants managing the district's capital program.
- Provide scope of services and evaluation criteria feedback on construction-related solicitation development and participate in the competitive evaluation and selection of architects, contractors, and other construction-related professionals.
- Identify and seek to resolve problems stemming from insufficient budgets and scopes associated with the \$800 million SMART Program, particularly at schools with a history of critical needs not addressed by the bond--such as previously approved replacements, approved Castaldis, structural issues, and deferred maintenance.
- Work with district staff and program managers to resolve individual and systemic school facilities issues--including safety and security, ADA, repairs and maintenance, portable utilization planning, and adherence to district design and material standards and design criteria, education specifications, and state requirements for educational facilities (SREF).
- Research community complaints that would otherwise fall under the purview of an Inspector General. Refer issues to appropriate State-level departments where appropriate.
- Respond to and investigate facilities or audit-related questions from School Board members.
- Develop and disseminate the monthly committee agenda, coordinate meetings with district staff, and facilitate discussion of agenda topics. Report monthly to the Superintendent and School Board at regular School Board meetings.

Audit Committee Member

April 2015 - present

Review internal and external operational and financial audits, including internal controls, school internal fund accounts, property and inventory, food service and cafeteria funds, payroll, behavioral threat assessments, technology, facilities, and maintenance.

- Recommended the Office of School Performance and Accountability be responsible for ensuring staff compliance with the behavioral threat assessment policy, pursuant to the Marjory Stoneman Douglas High School Public Safety Act (SB 7026).
- Highlighted project delays and budget shortfalls resulting from the district's failure to consider roofing design requirements in determining roofing scope, budget.
- Approve the annual audit plan and evaluate its effectiveness.
- Review audit findings and recommendations with the Superintendent and staff. Monitor corrective action and staff follow up.
- Review policies and procedures affecting audited areas and make recommendations for improvement to staff, the Superintendent, and the School Board.

Other District and Civic Leadership

August 2011 – Present

Additional school, district, and community involvement:

- District Advisory Council (DAC) and Central Area Advisory (2020-present) – Serve as a liaison between the Facilities Task Force and school-based advisory volunteers.
- Plantation Education Advisory Board (2015-2018) – Served on the board tasked with facilitating communication between city government and schools located within the municipality.
- Challenged the District 5 (Central Broward County) incumbent School Board member, winning 41.04% of votes cast (2016).
- School Boundary Process – Successfully proposed expansion of the International Baccalaureate attendance area for Plantation middle and high schools by researching and analyzing district-wide program and enrollment data. Process included examining various feeder patterns and boundaries and analyzing the impact of proposed changes on criteria such as level of service, class size, school proximity, and demographics (2012).
- School Board Redistricting Process - Created a redistricting map based on input from Plantation community to keep the municipality together in one district. Worked with the District demographer to ensure the map complied with Florida State Statute 1001.36 and the Voting Rights Act (2011).
- Facilities Task Force - Plantation Innovation Zone Representative (2011-2018); Plantation Middle School Advisory Forum (SAF), Council (SAC), and PTO President (2016-18); Central Park Elementary School Advisory Council (SAC) and School Advisory Forum (SAF) (2011-13)
- Parent and Community Involvement Task Force – Researched parent involvement models and best practices for increasing parent involvement as part of the research subcommittee and presented findings to the Broward County School Board (2012).

RESEARCH & TEACHING EXPERIENCE

Research & Evaluation

Dissertation Coach

2007 - 2016

Mentor and coach doctoral students through various stages of the dissertation process as required for Lynn University's Ph.D. in Global Leadership - Corporate and Organization Management. Process requires a working knowledge of each student's research topic area, and included assistance with the following:

- Writing and development of each dissertation chapter
- Adherence to APA and university standards

- Literature Review – restructuring content, developing theoretical models and research hypotheses
- Methodology - Reconcile research design and hypotheses to research purpose; identify and develop appropriate instrumentation; evaluate reliability and validity of instrumentation
- Completion of Institutional Review Board (IRB) application process
- Statistical Analysis – Analyze data using IBM SPSS; interpret and present results

Accreditation Steering Committee Member, Lynn University, Boca Raton 2003 - 2004

- Worked in conjunction with the Dean and Ph.D. coordinator on the self-study report submitted to international accrediting body. IACBE (International Assembly for Collegiate Business Education) provided five suggested observations, but no requirements for improvement.
- Analyzed, compiled, and presented outcomes assessment data related to student evaluation of business program and self-assessment of competencies.
- Assessed faculty characteristics and qualifications to determine graduate and undergraduate student credit hour percentages taught by doctorally and professionally qualified instructors.
- Completed curriculum matrixes matching courses to direct and indirect measures of competencies by degree, major, and area of specialization.
- Participated in curriculum analysis; analyzed syllabi for common professional components required by IACBE curriculum expectations.
- Converted paper student evaluation forms to web-based, improving data collection and analysis.

Doctoral Research, College of Business and Management, Lynn University 2002 – 2006

- Conducted extensive research related to the relationship between gender stereotypes and the glass ceiling.
- Designed quantitative field study to test the influence of sex-role orientation on female subordinates' evaluation of female managers' leadership ability. Study participants were 489 female law firm partners and their female subordinates.
- Data analysis included use of psychometrics, descriptive statistics, t-tests, ANOVA, and multiple regression.
- Findings suggested socialization had some influence on attitudes toward gender roles and women as managers.

Teaching & Curriculum Development

Assistant Professor/Adjunct, Broward College, Davie and Coconut Creek 2009 – 2010

- Responsible for teaching day and evening undergraduate applied organizational behavior, leadership, and general business courses.
- Curriculum and course development team - Developed course outlines for three courses in the college's new bachelor's degree program: MAN 3240: Applied Organizational Behavior, MAN 3303: Management and Leadership, and MAN 4120: Leadership Challenges and Supervision. Course outlines involved creating unit titles, general outcomes, and specific measurable learning outcomes for each unit.
- Developed Blackboard course content (Soft Chalk lessons, PowerPoints, assessments) for 8-week hybrid courses for use by multiple instructors. Courses were designed and completed within two weeks; and met or exceeded Broward College distance learning quality standards.

Adjunct Instructor, Lynn University, Boca Raton 2002 - 2009

Developed and taught online and ground versions of organizational culture/behavior and advanced statistical software application (SPSS) courses for the doctoral program. Developed and taught undergraduate Financial, Managerial, and Advanced Accounting, Accounting Systems, Auditing, Managing Organizations, and Principles in Marketing.

ACCOUNTING & MANAGEMENT EXPERIENCE

Increasing level of responsibility in medium-sized, private corporations – consolidated monthly financial reporting, year-end audits, system analysis and restructuring, personnel management, and ISO 9001 certification

FlexSol Packaging Corp, Pompano Beach, FL

February 2000 - March 2001

Assistant Controller

- Managed accounting operations and compilation and review of monthly financial reporting for five operating companies with annual revenues of \$130M.
- Supervised accounting manager, staff accountants, and accounting clerks.
- Active role in company merger system integration and consolidated year-end audit.
- Responsible for reducing month-end close and reporting process from 45 days to two-weeks by restructuring accounting staff and eliminating non-value-added processes.
- Developed department goals and project implementation strategies, including problem analysis, system testing, and implementation timeline. Projects included FRx automation of monthly reporting requirements, including cash flows, and streamlining of the consolidated cash structure.
- Worked directly with the Chief Financial Officer and banks on quarterly investor presentations.
- Department coordinator for company's ISO 9001 certification. Developed written procedures and process manuals for all department functions.

Certified Vacations, Ft. Lauderdale, FL

June 1998 - February 2000

Accounting/Treasury Supervisor

- Managed accounting and treasury operations and supervised staff for two subsidiaries.
- Compiled, reviewed, and presented financial statements to senior management.
- Worked directly with the controller on budget and cash management projects.
- Resolved interdepartmental issues and PC banking software problems; streamlined company's cash management structure.
- Achieved 98% invoicing error reduction by analyzing existing accounting and operations systems and procedures and implementing improvements.

Aurafin Corporation, Sunrise, FL

June 1996 - June 1998

Staff Accountant

- Financial statement preparation and reporting to management and Board of Directors.
- Worked with external auditors in response to record and information requests during annual audits.
- Completed monthly asset and expense research, analysis, reconciliation, and reporting to management. Conducted internal audits as necessary.
- Restructured and managed the accounts payable function and staff--eliminating duplicate payments and reducing processing time by half.
- Revamped accounting department's policies and procedures and trained new hires.

Polo Retail Corporation, Denver, CO

September 1995 - May 1996

Inventory Control

- Tracked and reconciled inventory shipments for 30-store retail operation
- Developed customer furniture return procedures to reduce potential for shrinkage.
- Increased department efficiency and effectiveness by developing standard policies and procedures and creating procedure manuals.
- Created monthly reports that reduced employee error, increased procedural compliance, and improved customer relations.