

BONNY G. BOICE

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CAREER PROFILE

Visionary and strategic executive partner with a track record of leading organizations through difficult and challenging times of growth, crisis and expansion. A consultant who guides and advises an entity through transition with a creative and flexible approach, while building a positive and professional environment. Proven ability to strengthen operations, compliance and internal controls in order to mitigate risk at all levels. Demonstrates a passion for empowering, engaging and energizing teams, and for identifying and serving the needs of all stakeholders. An idea generator and collaborator, who develops business through networking, relationship building and an honest, needs-based approach. Effectively represents individuals and their organizations with poise, energy and confidence.

HIGHLIGHTS

Strategic Planning	Change Management	Corporate Leadership
Vision and Mission Creation	Organizational Transformation	Executive Coaching and Consulting
Internal and External Corporate Affairs	Team Building and Mentoring	Process and Policy Design

PROFESSIONAL EXPERIENCE

BGB Consulting and Retreats, LLC

2010- Present

See attached summary

THE RESEARCH FOUNDATION FOR THE STATE UNIVERSITY OF NEW YORK

1986 - April 2013

The largest, most comprehensive university-connected research foundation in the country, supporting nearly \$1 billion in SUNY research activity annually and facilitating university-industry-government partnerships to accelerate the growth of sponsored program and applied research opportunities. Retired with twenty seven years leadership experience, seventeen years as a corporate officer.

Executive Vice President, Innovation & Partnership

July 2012 – April 2013

- Selected to advance and lead a powerful initiative, designed to pursue and support innovation, with the goals of economic development and commercialization of new products and services.
- Drive the strategy and mission of a powerful and exciting endeavor, aimed towards creating an innovative ecosystem.
- Design and implement processes and systems to build into the strategy of encouraging and marketing innovation.
- Create a statewide presence through community outreach, formal partnerships and workgroups.
- Promote faculty ideas for prototypes, patents and licensing, and create avenues to bring these ideas to the marketplace.
- Partner, engage and consult with campuses, and private or public entities to remove barriers and move ideas forward.
- Consistently build a culture that supports and accelerates the process of selling products and services.
- Foster and maintain existing and new relationships in the local, regional and statewide communities.
- Expand the capacity and presence of the RF in public, private and academic settings.

Interim President, CEO

May 2011 – July 2012

- Transformed the organization into one with a sharpened and revitalized focus on its mission, and with a heightened commitment to public accountability and transparency.
- Led, in conjunction with SUNY leadership, a Joint Review of the SUNY-RF relationship, resulting in major governance, operational and cultural changes throughout the organization.
- Partnered with the Board of Directors, SUNY Board of Trustees, campus leaders and other key stakeholders to strengthen the organization's governance, and to recruit new, diverse and engaged board members.
- Represented the leadership and population of the RF at all internal and public events, board meetings and with the media.
- Positioned and prepared for new leadership while leading the organization through a period of active change.
- Promoted a highly successful comprehensive wellness initiative: "Relax, Revive, Renew" that focuses on career, social, financial, physical and community well being.

B O N N Y G . B O I C E

Executive Vice President, COO

March 2010 – May 2011

- Selected to continue the advancement, and direct the overall implementation of the established strategic plan.
 - Gained buy-in from the entire organization to agree to the proposed vision, mission, values and goals.
 - Ensured consistent alignment with SUNY's strategic plan.
 - Developed an annual process to implement an operational plan that was fully integrated with the strategic plan.
- Served as the key operating officer with all day-to-day oversight of twenty nine campuses and the central offices.
- Held operational and strategic accountability and reporting responsibility to the Board of Directors, committees and trustees.
- Established critical partnerships with the SUNY community, private companies and public entities to support the RF's mission.
- Directed development and retention strategies for key staff, and positioned professionals for success within the organization.
- Supported and enforced policies, procedures and processes at all levels, and across all locations.
- Provided strategic direction to all operational and functional areas, as well as risk management and compliance.

Senior Vice President and CFO

Dec. 2000 – March 2010

- Led the enterprise-wide strategic planning initiatives and process, designed to drive the change of a growing enterprise.
- Led the implementation of an Oracle enterprise system including general ledger, grants management, human resources, labor distribution, treasury, cash management, accounts receivable, purchasing and accounts payable
- Assumed overall fiscal responsibility by developing and advancing financial plans, and long term strategies.
- Ensured that financial controls and structures were in place to mitigate risk and to safeguard corporate assets.
- Managed the corporation's revenues, cash flow, bank and investment functions.
- Ensured a consistently high level of service in all financial tasks, which supported corporate goals and objectives.
- Developed key financial indicators to assist the Board and campuses in monitoring activity and making business decisions.
- Managed benefits administration and program rollout for 9,000 employees. Created business proposals, selected vendors, developed and rolled out project. Communicated changes to employees. *Result:* Recognized multi-million dollar cost savings.
- Secured \$17 million in IDA financing to supplement payment for \$25 million Oracle implementation project, including rollout and training of 800 users over 2.5 years. Served as functional project manager for duration of initiative.
- Oversaw facility and building move, including systems upgrades, office infrastructure, vendor and financial management.

Treasurer and Vice President of Finance

July 1996 – Dec. 2000

- Chosen to serve in board-appointed position with an emphasis on building rapport and communication with campuses, presenting quarterly reports of financial indicators, and conducting needs analyses.
- Identified areas of improvement, presented business cases to drive change, and provided financial support for these initiatives.
- Changed investment strategy through portfolio diversification, resulting in a five-year, 226% increase in assets, a 75% increase in revenue, and 176% increase in investment returns.
- Recognized and initiated need, and gained buy-in for integration of general ledger and the transition to an Oracle system.
- Worked with national organizations to facilitate changes and updates of federal regulations, and minimize day-to-day operational impacts. Implemented controls and policies, and educated staff to increase compliance.

Comptroller

1991 – 1996

Deputy Director of Contract and Grant Administration

1990 – 1991

Assistant Manager of Administrative Systems

1988 – 1990

Business Manager

1986 – 1988

ERNST & YOUNG

1984 - 1986

Audit Manager

NYS DEPARTMENT OF SOCIAL SERVICES

1980 - 1984

Audit Supervisor

E D U C A T I O N

M.S., Management concentration in Non Profit Leadership, New England College - Henniker, NH

2011

B.A., Business Administration, Siena College - Loudonville, NY

1980

B O N N Y G . B O I C E

A W A R D S A N D R E C O G N I T I O N

Recipient, State University of New York Office of the Chancellor Special Service Commendation (9/2012)

-Recognition for invaluable leadership to the SUNY community during time as Interim President of the Research Foundation

Nominee, Capital District Business Review's *Women Who Mean Business* (8/2012)

-Nominated by SUNY Chancellor for award that celebrates achievement in key leadership roles in the Capital Region

Recipient, Research Foundation Board of Directors *Resolution of Commendation* (7/2012)

- Recognized for dedication, leadership, partnership and governance as Interim President of the Research Foundation

C E R T I F I C A T I O N S

- Certified Professional Coach
 - Member, International Association of Coaching
- Certified Public Accountant (CPA)
- Certified Teacher Let Your Yoga Dance
 - Taught by founder Megha Nancy Buttenheim at Kripalu Institute
- Certificate in Positive Psychology (CiPP 2013-2014) & Certificate Teacher's Assistant for CiPP (2014-2015)
 - Taught by Harvard Faculty, Tal Ben-Shahar at Kripalu Institute
- Certificate in Positive Psychology Coaching (June 2014)
 - Taught by Wholebeing Institute, co-founders Tal Ben-Shahar & Megan McDonough
- Certificate in Transformational Teaching (2014-2015)
 - Taught by Wholebeing Institute

P R O F E S S I O N A L A F F I L I A T I O N S A N D V O L U N T E E R W O R K

- Chapter Chair Women Presidents' Organization- Albany Chapter 1 & 2 and Saratoga Springs
- Teacher's Assistant, Certificate in Positive Psychology at Kripalu Institute (3/2014-1/2015)
- Member, American Society of Training and Development
- Member, Adirondack Speculator Regional Chamber of Commerce
- Volunteer, Siena's St. Thea Bowman Center for Women

B O A R D M E M B E R S H I P S

- Siena College Board of Associate Trustees
 - Past member Board of Trustee's Student Life Committee
- Past member Non-Profit Boards
 - Brighter Choice Foundation Board
 - Buffalo 2020 Development Corporation
 - Long Island High Technology Incubator, Inc.
 - Chaired Audit Committee
 - Fort Schuyler Management Corporation
 - SUNY Fredonia Technology Incubator, Inc.
 - YMCA Camp Chingachgook
- Past National Council of University Research Administrators, National Treasurer
- Past State Employees Federal Credit Union



www.bgbconsultingandretreats.com

Established firm in 2010 to support, empower and inspire leaders with consulting, coaching and mentoring. Consult with board members and CEO's to develop strategies to drive change with a focus to achieve their vision. Support entrepreneurs with business planning and employee engagement plans using neuroscience leadership theories.

S E L E C T E D C O N S U L T I N G A N D S P E A K I N G E N G A G E M E N T S

CONSULTING

Consulting clients: non-profits, start-up businesses, law firms, technology companies, manufacturing company, college & universities, individual professionals

- Strategic planning
- Business planning
- Board Engagement
- Executive Recruitment
- Culture Audits & culture change strategies
- Leadership development programs
- Women's leadership program development and implementation

Coaching clients: CEO, COO, CFO, partners, new executive leaders

- Transition coaching
- Strategy implementation support
- Employee engagement support
- Life balance

Mentoring clients: middle managers in transition, individuals in life transitions

PRESENTATIONS

- Union Graduate College Women's Conference, May 2010
- BSK Women's Initiative Panel, October 2011 & January 2014
- Siena College Alumni Connection, July 2012
- Siena College Awesome Women's luncheon speaker, April 2013
- Cory-Kelly Group, Merrill Lynch Financial Awareness, May 2013
- Rensselaer Chamber Commerce, Women's Empowerment Series, July 2013, July 2014
- Rensselaer Chamber Commerce, Life Balance & Discovery Workshop, November, December 2013 & January 2014
- Kripalu, Discovery Workshop, March 2014
- WeCare, Discovery Workshop November 2015
- Siena College Hump Week Workshop, Stay Awake March 2015
- Siena College ACE Leadership, Manage Your Energy, August 2015 & 2016

C l i e n t r e f e r e n c e s a v a i l a b l e u p o n r e q u e s t