

Cory J. Harbor

MBA | PMI-CAPM | NCDCA-CCSP | Lean Six Sigma Green Belt
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PROFESSIONAL PROFILE

A strategic, relational, and values-based servant leader defined by teamwork and achieving positive results. Former collegiate student-athlete who blends a team mindset with a competitive spirit to achieve desired outcomes. Skilled at leading diverse cross-functional teams, creating meaningful working relationships, and finding mutually beneficial solutions to problems.

CORE COMPETENCIES & SKILLS

- ❖ Organizational Leadership
- ❖ Business Process, Project & Program Management
- ❖ Strategic Planning, P&L & Personnel Management
- ❖ Lean Six Sigma & PMBOK Project Methodology
- ❖ Student Recruitment and Retention
- ❖ Strength-Based Performance Coaching

PROFESSIONAL EXPERIENCE

Executive Director

Augustine Classical Academy

Aug 2022- Present

- Serve as Chief Executive Administrator overseeing all school and business operations reporting to the Board of Directors.
- Forged enrollment agreement partnership with Colorado Christian University for students to earn dual credit.
- Developed organizational strategic plan defined with seven strategic themes and 32 key performance indicators.
- Created Human Resources department to serve the organization's 35 employees through all areas of the employee life cycle.
- Oversee business operations, including planning, budgeting, and controlling income, expenses, and cash flow of the school's annual budget.
- Supervise building facilities and school safety plan, managing projects, coordinating vendor support, and implementing safety measures.
- Partner with community leaders, students, faculty, staff, and internal and external constituencies to ensure programing supports the organizational values and strategic goals.

Colorado Early Colleges, Castle Rock

Jan 2020 – Aug 2022

Head of School

- Served at CEC Castle Rock's (CECCR) founding Head of School, leading all aspects of the school's startup operations.
- Led CECCR in attaining Performance with Distinction rating, earning top 25% of Colorado public schools.
- Procured a \$1M charter school start-up (CCSP) grant while scoring in the 95% percentile for the grant application.
- Administered policies, regulations, and procedures necessary to create a high-performing school that prepares all scholars for college and the workforce.
- Managed over 40 staff members, including all deans, directors, faculty, and staff as direct reports.
- Increased student enrollment and operational revenue by more than 75% from year 1 to year 2 and 40% from year 2 to year 3.
- Direct all school operations, including curriculum and instruction, student life, business operations, admissions, recruitment, personnel, student affairs, marketing communication, and campus security.
- Oversaw business operations, including planning, budgeting, and controlling income, expenses, and cash flow of the school's annual budget.
- Upheld the academic and ethical standards in compliance with the Colorado Department of Education (CDE) and the Charter School Institute (CSI).
- Implemented STEM curriculum and pathways with emphasis on project-based learning and career and technical education.
- Supervised MTSS team, analyzing student academic data to provide a tiered academic and behavioral support program.
- Led school parent teacher organization (PTO) and the student accountability committee to engage student families.

DaVita Medical Group/Optum of United Health Group

Apr 2019 – Jan 2020

Project Manager of Human Capital Office of the Chief of Staff

Project Management | Budget Management | Charitable Giving | Community Development | Executive Support | Meeting Planning

- Managed \$15M Human Capital budget and forecast through cross-collaboration with human capital departments.
- Oversaw control process for National Human Capital team to reconcile actual spend compared to forecasted spend.
- Activated charitable partnerships with local organizations in Denver Metro that aligned with corporate values.

University of Colorado Boulder

Jan 2017- Apr 2019

*Assistant Director of Academics & Student Development**Academic & Career Advising | Curriculum Design | Student Records & Registration | Leadership & Development*

- Directed academic operations for the Men's Basketball, Football, and Cross-Country Student-Athletes.
- Conducted 100+ recruiting presentations annually to elite Division I prospective student-athletes.
- Supervised nine staff members by conducting performance evaluations and performance feedback.
- Implement academic interventions for TIER II and TIER III students to improve student performance.

Northwestern University

March 2013-January 2017

*Learning Strategist & Academic Advisor – Department of Academic Services and Student Development**Academic Advising | Career Development | Exceptional Student Services | Learning Strategy | Assistive Technology | Student Recruitment*

- Advised students on major selection by matching their academic career interests to university degree offerings.
- Maintained a 100% customer service approval rating, which ranked the highest in the advising department.
- Created the Learning Strategies program designed to enhance the academic skill set of academically at-risk students.
- Conducted 100+ recruiting presentations annually to prospective students through individual and group meetings.
- Designed the psychoeducational testing policy for student-athletes with potential learning barriers.

University of Illinois

June 2011-March 2013

Academic Counselor- Department of Academic Services

- Oversaw student academic progress and student development involvement for football student-athletes.

Missouri State University

Aug 2010- June 2011

Academic Counselor & Tutor Coordinator- Department of Academic Achievement

- Oversaw the degree progress of the 180+ members of the Football, Soccer, and Men's Basketball teams.

INTERNSHIP EXPERIENCE**Missouri State University** *Fundraising, Marketing & Academic Services Associate*

Sept 2009-Aug 2010

Springfield Cardinals (STL Cardinals AA Minor League Affiliate) *Junior Account Executive*

Jan 2009-Sept 2009

COMMITTEE INVOLVEMENT

- Arapahoe Community College Director Level Search Committee Feb 2021- Aug 2022
- Head of School Search Committee, Colorado Early Colleges Dec 2020- July 2022
- CU Boulder Strength Based Education Learning Facilitator & Committee Member May 2017-April 2019
- First Year Program Committee, Northwestern University Sept 2013- Dec 2016

LEADERSHIP & INVOLVEMENT

- Owner & Operator of Harbor Consulting Services Nov-2022- Present
- Administrator Mentorship Cohort, Colorado Department of Education Aug 2020- Aug 2022
- Denver Scholarship Foundation (DSF) Associate Board Member June 2019- June 2021
- Project Management Institute (PMI) Member April 2019- Present

EDUCATION**University of Colorado**

- Colorado Superintendent/Administrator License Mar. 2023

Missouri State University

- Master of Business Administration (MBA) May 2018
- Master of Science, Administration May 2010
- Bachelor of Science, Sports, and Recreation Administration May 2009
 - Business Minor & Dean's List
 - Athletics Letter Winner (2005-2008), Position Group Captain & Defensive Lineman of the Year (2008)

PROFESSIONAL CERTIFICATIONS

- CTE Certified College Business Instructor Dec. 2021- Present
- Certified Associate in Project Management (PMI-CAPM) July 2019-Present
- Certified Career Services Provider (CCSP) July 2019- Present
- Lean Six Sigma Green Belt Nov 2019- Prese

