

CYNTHIA TURNER

Fisher College of Business Assistant Dean and Chief Diversity Officer
Fisher College of Business, The Ohio State University
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ADMINISTRATIVE APPOINTMENTS & ACCOMPLISHMENTS

Assistant Dean and Chief Diversity Officer (August 2019 – present)

Responsible for developing and leading the diversity, inclusion, and equity strategic priorities at the college

Grew external DEI funding by nearly \$3 million dollars in the past four years

Launched new alumni engagement programming in 2021 (Alumni of Color Network Weekend and Women's Leadership Symposium) with each program doubling attendance in three years

Designed custom, multi-cohort Executive Education Inclusive Leadership certificate program for Huntington Bank (for its senior and executive leaders within its organization)

Developed new Executive Education certificate offerings in Inclusive Leadership

Revamped graduate DEI course offering

Established an ongoing partnership with the City of Columbus to offer annual week-long precollegiate summer programming to Columbus City School high school students (annual grant funding of \$300,000)

Co-created a new Fisher study abroad program that is fully underwritten by alumni dollars (the first cohort of students will study in Cape Town, South Africa in May 2024)

Facilitated the college-wide expansion of the award-winning Project THRIVE initiative that is currently financially underwritten by 15 fortune 500 companies.

Led the development of the new college-wide Fisher Inclusion Champions Program (FICP) in 2021, which promotes the intentional engagement in ongoing training and supportive activities at Fisher that promotes a more inclusive and equitable experience for all Fisher community members

Academic Director—Accounting & MIS Project THRIVE (August 2016 – 2019)

Created the award-winning Project THRIVE program that supports Fisher's accounting and management information systems students with scholarships, book support, business attire, and internship and career opportunities, among other things.

EDUCATION AND CERTIFICATION

Ph.D., Accounting, The Ohio State University, 1996

M.A., Accounting, The Ohio State University, 1995

B.S., Summa Cum Laude, Accounting, North Carolina A & T State University, 1990

Certified Public Accountant, State of Maryland

FACULTY APPOINTMENTS

Senior Lecturer, Department of Accounting & MIS, The Ohio State University, 2013- present

Lecturer and Associate Director of Undergraduate Accountancy Program, University of Illinois, 2003-2012

Assistant Professor of Accountancy, University of Illinois, Urbana-Champaign, Illinois, 1995-2003

SELECTED HONORS AND AWARDS

The Ohio Society of CPAs Power of Change Honoree, 2023

Kenneth Bouyer Difference Maker in Diversity Award Recipient, Business School Diversity, Equity and Inclusion Collaborative, 2023

Lifetime Achievement Award in Institutional Diversity, Equity and Inclusion, Academy of the Diamond Awards, 2023

Who's Who in Black Columbus, Honoree, Who's Who Publishing, 2015, 2019, and 2023

EY Excellence in Teaching Award, 2019

The Ohio State University Distinguished Diversity Enhancement Award Recipient, 2018

The Ohio State Fisher College Undergraduate Service Award Recipient, 2018

EY Faculty Fellow, 2017-present

Outstanding Teaching Award for Small Classes, College of Business Council, 2002

30 Young Leaders of the Future, 30 and under, Nov. 1998 article for EBONY magazine, 1998

Distinguished Alumni, National Association for Equal Opportunity, 1998

Outstanding Dissertation Award, American Accounting Association Auditing Section, 1996

Max M. Fisher Ph.D. Service Award (Ohio State University), 1994

SELECTED HONORS AND AWARDS (CONT'D)

The Ohio State University Pacesetter Award, 1994

National Association of Black Accountants Scholar, 1992

The Ohio State University Doctoral Fellow, 1991

Valedictorian (4.0/4.0), North Carolina A & T State University, 1990

PROFESSIONAL AFFILIATIONS

PROFESSIONAL ORGANIZATIONS

Member, American Accounting Association, 1996-present

Member, American Institute of CPAs, 1996-present

Member, National Association of Black Accountants, 1996-present

PROFESSIONAL AND COMMUNITY SERVICE

Founding member, Ohio Accounting Coalition, 2024-present

Member, Nationwide Community Impact Council, 2024-present

Member, Racial Equity Alliance, XPrize Foundation, 2021-present

Member, Faculty Working Group, Ohio Society of CPAs Workforce Development Coalition, 2023

Member, Working Group, Deloitte Foundation Making Accounting Diverse and Equitable (MADE) Program, 2021-present

Member, Board of Directors, Women for Economic and Leadership Development (WELD), 2021-present

Member, Board of Directors, Big Brothers Big Sisters of Central Ohio, 2021-present

National Advisory Board Member, Women's Business Collaborative, 2020-2022

Member, Board of Directors, Canaan Development Foundation, 2003-2012

Member, Canaan Credit Union Board of Directors, 2003-2012

Chair, Audit Committee, Canaan Credit Union Board of Directors, 2003-2012

Member, State Credit Union Planning Committee, Canaan Baptist Church, 1998-2003

Member, Board of Directors, Frances Nelson Health Center, 1995-1996, 2000

Member, Board of Directors, A Woman's Fund, 1997-1998

RESEARCH PUBLICATIONS

Works in Progress

Book Chapter

Inclusion and Operational Excellence: A Case Study (with C. Metzler). In C. Metzler, *Inclusive Excellence in the Workplace* (Wiley, in preparation).

Articles in Refereed Journals

Discussion of Arnold, Bernardi, and Neidermeyer: The Association between European Materiality Estimates and Client Integrity, National Culture and Litigation, (with A. Ganguly), *International Journal of Accounting*, Vol. 36, No. 4, December, 2001, pp. 485-490.

Accountability Demands and the Auditor's Evidence Search Strategy: The Influence of Reviewer Preferences and the Nature of the Response, *Journal of Accounting Research*, December 2001.

Books

Cases in Financial Accounting, (Pearson Publishing, 2013), with J. Shapland.

Cases

Shear Madness (McGraw-Hill/Irwin; Primis/Create, 2010), with J. Shapland.

Editorial Service

Ad hoc Reviewer, *Journal of Behavioral Research in Accounting*, 2003

AREAS OF EXPERTISE

Accounting

Cost Accounting

Managerial Accounting

Financial Accounting

Human Resources Management

Diversity, Equity, Inclusion and Belonging in the Workplace

ACADEMIC SERVICE

Committees by Department

Chair, Project THRIVE Committee, The Ohio State University, 2017-2019

Member, Undergraduate Accounting Curriculum Committee, The Ohio State University, 2017-2019

Committees by Department

Member, MAcc Program Committee, The Ohio State University, 2013- 2022

Academic Affirmative Action Officer, University of Illinois, 2009-2012

Member, Non-Tenure Track Committee, University of Illinois, 2010-2012

Member, Curriculum Management Team, University of Illinois, 2009-2010

Member, Accountancy Diversity Scholarship Committee, University of Illinois, 2004-2006, 2008-2012

Committees by College

Chair, Fisher Emergency Fund Relief Task Force, The Ohio State University, 2020-present

Chair, Fisher College Educational & Professional Diversity & Inclusion Committee, The Ohio State University, 2019-present

Member, Fisher College Educational & Professional Diversity & Inclusion Committee, The Ohio State University, 2017-2019

Member, Equal Opportunity Committee, University of Illinois, 2005-2006, 2008-2012

Member, Business Review Task Force, University of Illinois, 2004-2005

Committees by University

Member, General Education Board, University of Illinois, 2005-2012

Other Academic/Administrative Service

Instructor, Fisher Executive Education Master Black Belt Program, 2018-present

Instructor, Fisher Executive Education Productivity LMAC Program, 2018-present

Instructor, Fisher Executive Education Lean Manager Certification Program, 2018-present

Presenter, Fisher Business Bootcamp, 2019-present

Presenter, Fisher Women in Business Summit, 2019-present

ACADEMIC SERVICE (CONT'D)

Other Academic/Administrative Service

Presenter, OSU Young Scholars Visit Day, 2018-present

Instructor, ACAP-Ohio, 2014-present

Facilitator & Presenter, KeyBank Case Symposium, 2014-2017

Faculty Advisor, National Association of Black Accountants, The Ohio State University, 2013-2019

Faculty Advisor & Instructor, YSP Fisher Entrepreneurship Program, 2014

Instructor, PwC Inquiries Program for YSP, The Ohio State University, 2014

Instructor, Summer LEAD Institute, University of Illinois, 2004-2006, 2008-2012

Instructor, BA Certificate Program, University of Illinois, 2010

Faculty Advisor, National Association of Black Accountants Case Competition, University of Illinois Participants, 2006

Faculty Advisor, Deloitte and Touche Case Competition, University of Illinois Participants, 2006

Faculty Advisor, National Association of Black Accountants, University of Illinois, 2004-2006, 2008-2012

Faculty Advisor, Women in Business Society, University of Illinois, 2008-2012

Faculty Advisor, Undergraduate Accountancy Majors, University of Illinois, 2003-2006

PROFESSIONAL CONFERENCE/WORKSHOP PRESENTATION, PANEL OR KEYNOTE RELATED TO CDO POSITION

(Upcoming) Keynote, *Staying the DEIB Course: Courage Under Fire During Uncertain Times*. Business School DEI Collaborative Conference (March 2024).

Panel, *Capital Funding Opportunities for Minorities & Diverse Suppliers*, The Asian American Commerce Group Economic Summit 2024 (January 2024).

Keynote, *Creating Inclusive Accounting Leaders and Why It Matters*. American Accounting Association Diversity and TLC Midyear Meeting (October 2023).

Panel, *Affirmative Action at the Crossroads*, Columbus Metropolitan Club (August 2023).

Panel, *Beyond Checking the Box: Making it Real Success and Repercussion from DEIB Efforts in Accounting Academics*. American Accounting Association Annual Meeting (August 2023).

PROFESSIONAL CONFERENCE/WORKSHOP PRESENTATION, PANEL OR KEYNOTE RELATED TO CDO POSITION (CONT'D)

Panel, *DEI Research and Practice*. Association of American Publishers DEI Practitioners Forum (June 2023).

Presentation, *Project THRIVE: Improving Diversity in Accounting*. Deloitte MADE Leadership Summit (October 2022).

Presentation, *Project THRIVE: Improving Diversity in Accounting*. The Ohio Society of CPAs (September 2022).

Panel, *Regaining Momentum for Gender Equity*. The Women's Place (March 2022).

Keynote, *Recruiting and Retaining Diverse Talent*. BDO Regional Inclusion Leaders Workshop Series (September 2021).

Panel, *Women Who Lead*. National Diversity & Leadership Conference (June 2021).

Panel, *Stories of Equity and Inclusion in the Workplace*. The Ohio Society of CPAs Crossing Bridges Series (February 2021).

Keynote, *Creating Space: Addressing Diversity, Equity, and Inclusion in the Workplace*. Fisher Leadership Initiative Conference: Leading in the New Normal (December 2020).

Panel, *Leveraging Diversity in Your Organization*. The Ohio State University Center for Operational Excellence Workshop Series (December 2020).

Panel, *How the Fresh Surge in Inequality Impacts Your Business*. The Ohio State University Risk Institute Webinar Series (November 2020).

MEDIA AND PODCAST FEATURES RELATED TO CDO POSITION

Lead Read Today. *Going Beyond Performative Allyship*. (February 2022)
<https://fisher.osu.edu/blogs/leadreadtoday/going-beyond-performative-allyship>.

NPR — June 16, 2021

Roll Call — June 16, 2021

Soundcloud Podcast. *There's a Better Way*, Episode 37: Equality vs. Equity. (June 2020)
<https://soundcloud.com/user-303565511-64123737/episode-37-equality-vs-equity>.

OTHER INTERESTS

Associate Minister, New Salem Missionary Baptist Church, Columbus, OH