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EDUCATION

- Ph.D. Educational Psychology: Developmental and Socialization Processes
University of Illinois at Urbana-Champaign, 1990
Doctoral Dissertation: *The Influence of Parental Supervision and Rules on Black Adolescent Females' Sexual Activity and School Achievement*
- M.T.S. Master of Theological Studies
Emory University Candler School of Theology, Atlanta, Georgia, 1998
Magna cum Laude.
Certificates: *Women's Studies* and *Black Church Studies*.
- M.S. Applied Developmental and Educational Psychology
North Carolina State University, Raleigh, North Carolina, 1987
Master's Thesis: *Sexual Activity, Contraceptive Use, and Reproductive Knowledge Among Black Adolescent Females*
- B.A. Psychology-Anthropology/ Sociology
Rhodes College, Memphis, Tennessee, 1984

PROFESSIONAL EXPERIENCE

Vice President for Strategic Initiatives
Rhodes College, Memphis, TN

February 2018 – October 2024

- Served as the inaugural Vice President for Strategic Initiatives, leading the implementation of the College's strategic plan.
- Developed and implemented complex and substantive initiatives that directly advance the College's mission. Examples include conducting comprehensive analyses of factors that affect student retention and graduation rates and the college's placement on national rankings and designing a roadmap to improve each.
- As Chief Diversity, Equity and Inclusion Officer served as a subject matter expert and campus leader on matters that ensure a diverse, equitable, and inclusive campus climate.
- Created, maintained and communicated a strategic plan and framework for inclusive excellence that includes measurable goals for enhancing campus climate, broadening our curriculum, and improving recruitment and retention of diverse students, faculty and staff.
- Communicated progress towards inclusive excellence to Board of Trustees, President, and all levels of campus leadership.
- Collaborated with key executives to assist in shaping their roles as champions and advocates for diversity, equity and inclusion.
- Maintained oversight of institutional research, ensuring that institutional data were

disseminated widely and guided decision-making and resource allocation.

- Promoted gender equity through oversight of Title IX; ensured that the College complied with federal and state laws regarding gender equity, offered appropriate education and resources to establish an environment free of gender bias.

President

September 2010 – Present

Turner Russell Rivers Associates

(Formerly Strength & Dignity, International)

- Provide consultation to higher education, non-profit, faith-based and arts organizations in capacity building, strategic planning, governance and leadership, inclusive excellence and community development.
- Promote life-long learning via community-oriented education and training for personal and professional development.

Director, Institutional Success and Support

April 2016 – November 2017

UNCF Institute for Capacity Building, Atlanta, GA

- Oversaw campus-based technical assistance and consulting services that address critical needs at UNCF's 37 Historically Black Colleges and Universities (HBCUs).
- Designed and executed strategies to build institutional capacity in accreditation reaffirmation, fiscal management, enrollment management, fundraising and governance/leadership.
- Supervised Senior Program Manager and Senior Assessment Manager and managed departmental daily operations, programs, budgets and resources.
- Conceptualized, developed and launched a portfolio of programs to support UNCF colleges including institutes and webinars on enrollment management, assessment and data analysis.
- Facilitated and managed our Advisory Committee comprised of UNCF member presidents.
- Co-authored publication on best practices and lessons learned in enrollment management and their implications for private HBCUs.
- Served as Co-Lead Consultant and conducted site visits to determine the specific accreditation-related needs of member institutions. Recommended potential consultants and scope of work. Reviewed and approved each institution's implementation plan. Oversaw reviews, technical assistance and other interventions at designated institutions.
- Composed mid-term and final reports for donors.

Executive Director and CEO

January 2011 – April 2016

**Atlanta University Center (AUC) Consortium, Inc.,
Atlanta, GA**

- Reporting directly to the presidents of the AUC Consortium's member institutions -- Clark Atlanta University, Morehouse College, Morehouse School of Medicine, and Spelman College -- oversaw, directed, and managed shared resources and programs.
- Collaborated with the presidents, provosts, chief financial officers, chief student affairs officers and other senior-level executives from four campuses to identify new consortium-coordinated programs.
- Promoted synergy among Student Affairs, Enrollment, and Academic Affairs departments of member campuses to establish a unified strategy for delivering student services.

- Recommended annual budget for Board approval, prudently managed organization's resources and ensured that the Consortium's finances are audited annually.
- Provided strategic direction for a broad range of academic and career-oriented recruitment activities for students and alumni of the AUC Consortium, including: career advising; hosting the largest diversity career fair in the Southeast; managing relationships with over 1,000 active employers; and utilizing new and existing technology to deliver services that streamline and enhance experiences for students and recruiters.
- Provided leadership and vision for the AUC Consortium Dual Degree Engineering Program by providing STEM majors a lab-based learning community, scholarships, research opportunities, internships, and employment; oversaw transfer process and articulation agreements with 13 engineering school partners; managed over \$2 million in scholarships from over 300 corporate donors.
- Designed and implemented new programs to fulfill the shared civic engagement, economic development and community development priorities of member institutions; aligned the Consortium's long-standing programs, services and structure with its new community revitalization vision, strategy, and goals.
- Provided innovative community-oriented learning opportunities that enrich the lives of individuals, strengthen the workforce, enhance the community, and facilitate the fulfillment of community revitalization goals.
- Served as spokesperson and liaison to community, public, private, and political agencies on projects and issues of concern to member institutions and identified ongoing opportunities for partnership and collaboration.

Vice President for Student Affairs
Spelman College, Atlanta, GA

September 2005 – May 2010

- Served as the chief student affairs officer, with responsibility for maintaining an environment that supported the institution's mission and strategic initiatives, promoted the growth and development of students and facilitated the process of learning.
- Oversaw a diverse array of student services and programs including: Housing and Residence Life, Counseling Services, Disability Services, Health Services, International and Commuter Student Programs, Student Activities, Intercollegiate Athletics, Religious/ Spiritual Life, Public Safety, Dining Services and Judicial Services.
- Oversaw program development, financial management of \$6.5 million budget and personnel administration for all student affairs functions.
- Collaborated with the Provost and faculty to ensure an integrated, systematic approach to student development and success.
- Initiated and managed policies, programs and responses to address a wide array of student needs.
- Supervised, mentored, and trained 75 employees.
- Promoted an overall campus climate that fosters civility, mutual respect and high academic, personal, and social standards.

Assistant to the President and Secretary of the College
Spelman College, Atlanta, GA

July 2002 – August 2005

- Served as Chief of Staff and managed the completion of presidential initiatives and special projects across divisional lines.
- Advised the President regarding solutions to organizational problems, monitored the implementation of policy decisions, and assisted in establishing priorities and agendas.
- Served as the President's representative/spokesperson on various College committees and community boards.
- Chaired Commencement Committee, Honorary Degree Committee, Spelman Leadership Council, and other campus-wide committees.
- Worked closely with students, faculty, staff, trustees, alumnae, parents, and the general public in clarifying College policies and facilitating problem-solving. Collaborated with administrators, faculty and professional staff to promote communication among all campus constituencies.
- Served as liaison between the Office of the President and the Office of the Board of Trustees.
- Collaborated with the President and the Board Chair to establish priorities, agendas and various reports for presentation to the Board, and scheduled and supervised meetings of the Committees and full Board.
- Developed, wrote, and published updated College bylaws; was responsible for maintaining them and ensuring compliance with them.
- Developed and managed board member orientation, development and training.

Ombudsperson

November 1999 – June 2002

Mount Holyoke College, South Hadley, MA

- Formulated, implemented, and managed the goals, budget, and programs of the Ombuds Office.
- Provided impartial, confidential consultation to members of the college community who presented grievances or concerns. Served as the official designated neutral party in disputes.
- Coached individuals on managing conflict, improving processes and ending inappropriate behavior.
- Collected and analyzed data from individual cases and regularly reported emerging trends to the President and senior officers.
- Consulted with senior administrators on planned organizational changes to prevent potential conflicts and to help manage any resultant conflicts.
- Developed and implemented campus-wide conflict management training.
- Designed and taught undergraduate courses in Intergroup Dialogue.

Assistant Dean of the College

November 1999 – June 2002

Mount Holyoke College, South Hadley, MA

- Conducted institutional research assessing student involvement, satisfaction and community engagement. Recommended policies and procedures for supporting student retention efforts.
- Provided academic advising to juniors and seniors. Coordinated health, counseling, disabilities, and academic support services for students with academic challenges.
- Served as scholarships and fellowships adviser for major awards such as Fulbright, Marshall, and Rhodes.

Assistant Professor of Psychology
Mount Holyoke College, South Hadley, MA

1990 - 1998

- Taught courses and conducted research in developmental psychology.
- Courses taught included: Psychology of Women, Developmental Psychology Research Methods, Human Growth and Development, Womanist Thought & the Psychology of African American Women, Adolescent Development, Intergroup Dialogue, Adolescent Sexuality, Sexuality & Culture.

Associate Dean of Studies & Dean of Third World Affairs **September 1992 - June 1993**
(Interim)

Mount Holyoke College, South Hadley, MA

- Provided academic advising to sophomore, transfer, ethnic minority, and non-traditional students.
- Coordinated recruitment programs designed to promote minority students' pursuit of scientific and other research careers.
- Conducted assessments of the needs, satisfaction, and retention of students of color.
- Coordinated graduate school recruitment initiatives for racial and ethnic minority students.
- Developed and coordinated educational initiatives designed to advance sensitivity and awareness regarding racial justice and multicultural education.
- Developed collaborative partnerships with campus offices to support the achievement and well-being of students of color.
- Provided support to a wide range of multicultural student programs and supported the College's goals for increasing student and cultural diversity.
- Served on college-wide committees for diversity issues.

William Randolph Hearst Dissertation Fellow
Rhodes College, Memphis, TN

January 1989 -December 1989

- Taught developmental psychology courses and completed dissertation research.

SELECT PUBLICATIONS AND MANUSCRIPTS

Montgomery, J. and Turner, S. L. (2018). *Best Practices and Lessons Learned in Enrollment Management: Implications for Private Historically Black Colleges and Universities*. Washington, DC: UNCF/ Institute for Capacity Building.

Turner, S. L. At the Center and Not the Margins: Preparing Free Thinking Women for Leadership in the New Millennium at a Historically Black College for Women. *ACPA Developments*, Volume 6, Winter 2008.

Turner, S. L. & Bagley, C. (2000). The Role of the Black Church and of Religion in the Lives of African American Women. In N. Burgess and E. Brown (Eds.) *African American Women: An Ecological Perspective*. New York, NY: Falmer Press.

Turner, S. L., Jacobs, M., Hamilton, H., Angood, L., & Hovde, D. (1997). The effects of fashion magazines on the body image satisfaction of college women: An exploratory analysis. *Adolescence*, 32, 603 - 614.

Turner, S. L. (1996). Enhancing Women's Ministry by Confronting Barriers to Relationship Building. In *Woman to Woman: Approaches to Witness and Outreach*. Valley Forge, PA: National Ministries American Baptist Churches USA, 37-38.

Scott-Jones, D. & Turner, S. L. (1990). The impact of adolescent childbearing on educational attainment and income of Black females. *Youth and Society*, 22, 35-53.

Turner, S. L. (1990). *The Influence of Parental Supervision and Rules on Black Adolescent Females' Sexual Activity and School Achievement*. (Doctoral dissertation, University of Illinois).

Scott-Jones, D., & Turner, S. L. (1988). Sex education, reproductive knowledge, and contraceptive knowledge among Black adolescent females. *Journal of Adolescent Research*, 3, 171-187.

Turner, S. L. (1987). Sexual activity, contraceptive use, and reproductive knowledge among Black Adolescent females. Unpublished master's thesis, North Carolina State University, Raleigh.

SELECT CONFERENCE PRESENTATIONS

Turner, S. L. and Berrios, L. (2013, October). Through the Looking Glass: Visions and Planning for the Future of Higher Education. Paper presented at the Southern Regional Meeting of the Society for College and University Planning, Atlanta.

Turner, S. L. and Mosley, J. (2011, March). The Thin Line Between Pursuing Passion and Obtaining the Position: Strategies for Finding Meaningful Work in A Constricted Job Market. Paper presented at the Annual Meeting of the National Association of Student Personnel Administrators, Philadelphia.

Turner, S. L. (2009, March). Addressing Relationship Aggression and Violence on Campus: Culturally-Relevant and Generationally-Relevant Strategies. Paper presented at the Annual Meeting of the National Association of Student Personnel Administrators, Seattle.

Turner, S. L. (2008, November). No More Silence: Promoting Contemporary Culturally-Relevant Strategies to Address Relationship Violence and Aggression. Paper presented at the NASPA Student Success Series: Enhancing and Supporting African American Students in College, Atlanta.

Turner, S. L. and Cash, A.W. (2008, November). When and Where I Enter: The Experience and Status of African American Women in College. Paper presented at the NASPA Student Success Series: Enhancing and Supporting African American Students in College, Atlanta.

Turner, S. L. (2002, March). A Womanist Approach to Understanding the Sexuality of African American Adolescent Females. Paper presented at the Annual Meeting of the Association for Women in Psychology, Jersey City, NJ.

Turner, S. L., Hamilton, H., Jacobs, M., Angood, L. M., & Dwyer, D. (1995, March). The Influence of Fashion Magazines on the Body Image Satisfaction of College Women. Poster presented at the Annual Meeting of the Association for Women in Psychology, Indianapolis.

Turner, S. L. (1991, October). Understanding the Role of Contextual Influences on Minority Children's Development. Paper presented at the Annual Meeting of the New England Psychological Association, Portland, ME.

Turner, S. L., & Scott-Jones, D. (1988, August). Adolescent pregnancy: Issues of empowerment. In P. Bowman (Chair), Dynamics of family role strain in Black America: Research, theory, and empowerment. Symposium presented at the annual meeting of the American Psychological Association, Atlanta.

Scott-Jones, D. & Turner, S. L. (1986, August). Black and white single mothers: Stress, social support and achievement socialization. Paper presented at the annual meeting of the American Psychological Association, Washington, DC.

Wetzel, C., Lacey, A., Tiefert, D., & Turner, S. L. (1986, August). Seduced Again: Professor's Reputation and Coherency Effects on Teacher Ratings. Paper presented at the annual meeting of the American Psychological Association, Washington, DC.

SELECT WORKSHOPS, LECTURES AND CONSULTATIONS

Expert Testimony, *Preserving Diversity, Equity and Inclusion*. Freedom to Be Heard: The Office of the Senate and House Minority Leader Legislative Field Hearing. Memphis, TN, June 2024.

Content Faculty, *Integrating Diversity, Equity and Inclusion into Your College's Strategic Plan*. Tennessee Independent College and University Association Executive Leadership Institute, 2024, 2023, 2022.

Faculty, *Creating an Engaged and Inclusive Campus*. Council of Independent Colleges New Presidents Program, 2024, 2023.

Workshop Presenter, *Creating an Engaged and Inclusive Campus*. Council of Independent Colleges Presidential Spouses and Partners Program, 2024.

Panelist, *Organizational Models to Build Equitable Campuses*. Council of Independent Colleges Presidents Institute. San Francisco, CA, January 2023.

Invited Keynote Address, *The State of the Student: Generation Z, the Pandemic and Beyond*. Council of Independent Colleges Presidential Spouses and Partners Program, San Francisco, CA, January 2023.

Presenter, *Supporting Equity Minded Student Mentoring to Increase Student Success* (with Dr. Shana Stoddard, Dr. Justin Rose and Dr. Katherine Bassard), American Association of Colleges and Universities Annual Meeting, January 2022.

Presenter, *Maximizing Student Achievement and Retention*. Council of Independent Colleges Institute for Chief Academic Officers with Chief Student Affairs and Chief Diversity Officers, 2021.

Presenter, *Strength, Integrity and Transformation: Leadership in a 21st Century Context*. College Board's A Dream Deferred and HBCU Conference. Washington, DC. March 2017.

Presenter, *The Importance of Data in the Current National Higher Education Landscape*. UNCF Institute for Capacity Building Institute on Data Management and Analysis, Atlanta, GA. July 2017.

Moderator, *Shifting Campus Culture for Greater Institutional Effectiveness Presidential Panel*. UNCF Institute for Capacity Building Institute on Data Management and Analysis, Atlanta, GA. July 2017.

Presenter, *The Enrollment Management Imperative and the Opportunity: Ensuring UNCF Member Institution Success*. UNCF Institute for Capacity Building Institute on Enrollment Management, Atlanta, GA. July 2016.

Moderator, *Presidential Perspectives: Enrollment Management Challenges, Strategies and Lessons Learned*. UNCF Institute for Capacity Building Institute on Enrollment Management, Atlanta, GA. July 2016.

Moderator, *Presidential Perspectives on Collaboration*. Annual Conference of the Association for Collaborative Leadership, Atlanta, GA. November 2015.

Presenter, *Race, Gender and the Politics of Calling: A Womanist Approach to Vocation*. Council of Independent Colleges Vocation in Undergraduate Education Conference. Washington D.C. March 2009.

Panelist, *Images of Black America: Is It Our Image or Theirs?* Congressional Black Caucus Annual Legislative Conference, Washington D.C. September 2008.

Faculty, *African American Women's Summit: Navigating Campus Politics and Culture*. American College Personnel Association Annual Conference, Atlanta, GA, March 2008.

Presenter, *The Glass Ceiling: Women as Higher Education Administrators*. Annual Conference of the National Association of Student Affairs Professionals. Atlanta, GA, April 2008.

Convener, Regional Meeting of Senior Student Affairs Officers at HBCUs in Georgia, Florida, Alabama and Mississippi. Joint Meeting of the National Association of Student Personnel Administrators and the National Association of Student Affairs Professionals, November 2007.

Facilitator, *Sexuality in the Life of the Church*. Workshop presented for Sexuality and the Sacred Conference. Candler School of Theology. Emory University, March 1998.

Facilitator, *Maintaining the Boundaries: Understanding Clergy Sexual Ethics and Misconduct*. Workshop presented at Conference on Navigating Ecclesiastical Hierarchy in the Church. Candler School of Theology. Emory University, March 1998.

Facilitator, *Let's Talk About Sex! A Womanist Approach to the Sexuality of African American Adolescent Girls and Women*. Workshop Presented at the First Annual Meeting of the National Black Herstory Conference, Atlanta, GA, March 1998.

Respondent, *Practicing Theology with Youth Consultation*. Youth Theology Institute, Candler School of Theology. Emory University, January 1998.

Facilitator, *In the Image of God: Dismantling Racism*. Workshop presented at Youth Theology Institute Summer Academy, Candler School of Theology. Emory University, July 1997.

Facilitator, *Stages of Racial Identity Development and Awareness of Race and Racism*. Workshop presented for Youth Theology Institute Staff Training Retreat, Candler School of Theology. Emory University, May 1997.

Invited Keynote Speaker, *Viewing African American Adolescents' Sexual Activity, Pregnancy, and Childbearing in Light of Historical and Social Change in the United States*. Harvard University School of Public Health Conference on Adolescent Sexuality, Boston, April 1995.

Facilitator, *Young Women's Sexuality*. Workshop presented at Harvard University School of Public Health Conference on Adolescent Sexuality, Boston, MA, April 1995.

Lecturer, *The History of Our Faith: The Role of Religion in the Lives of Three Prominent African-American Women*. Elms College, Springfield, MA, February 1992.

SELECT PROFESSIONAL AND COMMUNITY SERVICE

Hartford International University for Religion and Peace, Board Member, 2023-present; 2nd Vice Chair, 2024-present

Conference Chair, *Purposeful, Strategic and Inclusive Partnerships*. Annual Conference of the Association for Collaborative Leadership, November 2015

Conference Chair, *Embracing the Diversity Within: Critical Issues for HBCUs and Campuses Serving Students of Color*, Mid-Year Conference of the National Association of Student Affairs Professionals, July 2008

University Community Development Corporation, Board Member, 2010-2015; Treasurer, 2010-2015

Giwayen Mata Dance, Percussion, and Vocal Ensemble, Board Member, 2014-2017; *Dance Africa Atlanta* Host Committee, 2012-2013

PROFESSIONAL AFFILIATIONS AND SOCIETIES

American Academy of Religion

American College Personnel Administrators

Association for Collaborative Leadership, Board Member, 2015; Professional Development Committee Member, 2012-2015; Annual Conference Chair and Host, 2015

Association for Women in Psychology

National Association of Student Personnel Administrators, Member of HBCU Task Force, 2006, *Convener*, 2009

Phi Delta Kappa Education Fraternity

Phi Kappa Phi National Honor Society

Sigma Xi Scientific Research Society

Society for Research on Adolescence

Womanist Approaches to Religion & Society

CERTIFICATIONS AND PROFESSIONAL DEVELOPMENT ACTIVITIES

Executive Leadership Institute, Tennessee Independent College and University Association, 2023.

Executive Leadership Program, Leadership Memphis, 2020.

Certificate of Nonprofit Management and Leadership, Georgia Center for Nonprofits, 2012.

Certificate of Nonprofit Fundraising, Georgia Center for Nonprofits, Atlanta, GA, 2011.
James E. Scott National Academy for Leadership and Executive Effectiveness, New Senior Student Affairs Officers Institute, Washington DC, October 16-18, 2005.
Institute for Educational Management, Harvard Institutes for Higher Education, Harvard Graduate School of Education, Cambridge, MA, July 24-August 5, 2005.
Mediator and Conflict Resolution Negotiator Certificate: Workplace Disputes. Justice Center of Atlanta, 2000.

SELECT HONORS AND AWARDS

Memphis Magazine's Who's Who, August 2021
Rhodes College Black Student Association Distinguished Alumna of the Year, 2019
Atlanta Business Chronicle's 100 Who's Who in Education, 2014
Atlanta Business Chronicle's 100 Who's Who in Education, 2013

INTERNATIONAL TRAVEL

Japan	The Gambia	Canada	Scotland
China	South Africa	Panama	
Senegal	Egypt	Ghana	

REFERENCES

Available upon request