

# Sally C. Fulkert, SPHR, CPA

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## SUMMARY

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An innovative and adaptable program manager, with diversified experience in project management, human resources, and accounting in both higher education and the corporate environment. Experienced in recruiting, teaching, forecasting, staffing, training, employee relations, as well as expertise in accounting and leading in a team environment. A results-oriented and dedicated leader who contributes to the success of an organization through retention efforts and well as initiatives for growth. Known for counseling, and developing students and staff as well as creative problem solving capabilities, strategic thinking and ability to lead others and communicate effectively.

## PROFESSIONAL EXPERIENCE

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### UNIVERSITY OF SOUTH CAROLINA

*Managing Director, Master of Human Resources Program-Columbia, SC • May 2013–Present*

Manages the Master of Human Resources program by recruiting candidates, providing student services, and supporting career placement activities for a program that enrolls approximately 40 students each year, while also teaching 2 courses a year. Collaborates with program faculty to deliver quality academic course load, as well as practical experience for students.

- Attract potential candidates for program through on-campus recruiting, developing relationships with other college campus faculty, and timely communication and follow-up with interested applicants.
- Select and screen quality candidates through visits on campus, and interviewing. Manage application process to improve the conversion of accepted candidates that chose the program to approximately 80%.
- Develop yearly marketing and communication plan and execute with marketing department, through various channels such as retargeting, social media, and print ads.
- Provide academic and career advisement for all enrolled students, as well as assisting alumni with career searches after graduation, including continuous monitoring of student performance and implementing improvement plans.
- Develop and implement a full week orientation plan yearly, as well as professional development workshops for students throughout the year to build business acumen, professionalism, and leadership skills in emerging students.
- Supervises graduate assistants that support the department faculty by assigning work, providing feedback and managing the work flow process
- Facilitates 2 courses a year, Financial Policies and Recruiting. Includes developing relevant content for two separate 16 week classes, providing applicable assignments and exams, conducting office hours and review sessions, as well as maintaining working knowledge of subjects.

### DELOITTE & TOUCHE LLP

*Audit Talent Specialist-Columbus, OH and Indianapolis, IN • August 2009–May 2013*

Managed all local human resource activities for 150 audit professionals in 2 different offices, which including developing staffing plans, compensation allocation, employee relations, recruiting, and training and development.

- Coordinated scheduling solutions for over 200 jobs from staff to manager level to ensure job profitability, as well as alignment of staff experience and skillset.
- Forecasted headcount, utilization and related revenue for 2 offices, as well as individual job analysis to identify inefficiencies or staff with development needs.
- Partnered with leadership and recruiting for on-boarding and resource needs, including interviewing candidates.
- Coached, mentored and counseled professionals through performance issues and life events, including short-term disability, maternity leave, and all exit interviews for terminated employees.
- Managed the mid-year and year-end evaluation process, which included obtaining feedback, as well as conducting the evaluation meetings, and then developing performance improvement plans as needed.
- Managed the yearly compensation process, including allocation of raises and bonuses.
- Facilitated orientation training for new hires to provide acclimation to the firm.
- Coordinated successful group and office activities such as practice meetings and holiday/after-busy-season parties.
- Managed global deployment assignments for employees working overseas and then re-acclimating to the office.

*Audit and Tax Resource Consultant-Columbus, OH· August 2008–August 2009*

Resource consultant for 130 audit and tax professionals, managing all work allocations of professionals, aligning business need with previous work experience and skillset. Developed innovative solutions to scheduling concerns.

- Conducted mid-year and year-end evaluation meetings for all service lines of the audit and tax groups.
- Analyzed economics of jobs through headcount and utilization forecasting, and provided recommendations.
- Trained India professionals in resource management and communication skills.
- Provided front-line employee relations and coaching from staff through partner levels.
- Coordinated in-office trainings and developed allocation for training sessions.

*Audit Manager-Columbus, OH· September 2007–August 2008*

Managed audit procedures for public audit clients primarily within the retail, insurance and consumer business industries through engagement of client, as well as coordinating staff through partner in delivering exceptional audit procedures and assurance of application of GAAP for various 10ks, 10Qs and company filings throughout the year.

- Led multiple client engagements simultaneously, serving the clients as well as leading staff and seniors.
- Performed billing, utilization and profitability analysis for clients.
- Effectively communicated audit findings to the client Board of Directors.
- Actively worked with clients to address business concerns and suggest solutions.
- Utilized internal tools to research accounting issues and present solutions based on guidance.
- Instructed new, senior accountants in week-long training sessions and conducted local training sessions for various levels in areas such as the evaluation process, engagement management and fair value.

*Senior Accountant· Columbus, OH- September 2004–August 2007*

Led staff auditors in performing audit procedures for public companies to ensure compliance with GAAP, as well as performing procedures in an efficient manner to maintain profitability.

- Performed planning, testing, and reporting audit activities for audit engagements, while directing the audit work of up to six staff auditors.
- Planned and implemented audit procedures for clients on a quarterly basis to address risks inherent in the financial accounting industry.
- Performed procedures for the assessment of controls design and operating effectiveness in accordance with the Sarbanes-Oxley Act.

*Staff Accountant ·Cincinnati and Columbus, OH- July 2002- September 2004*

Performed audit testing procedures for audit clients in various industries, including healthcare, consumer business, marketing, insurance and manufacturing.

- Performed testing on the various components of the financial statements, including tests surrounding the controls of the business, cash reconciliations, accounts receivables, accounts payables, and inventory procedures.
- Developed strong verbal and written communication skills, computer skills, and ability to work in a multi-functional team environment.

**ARTHUR ANDERSEN LLP**

*Accounting Intern-Columbus and Cincinnati, OH- June- August 2000, May-September 2001*

- Performed financial statement audit procedures related to clients in healthcare and manufacturing.
- Obtained knowledge of process control design and operation in various business environment.

**EDUCATION**

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**UNIVERSITY OF CINCINNATI**

Masters of Accountancy, University Graduate Scholarship, Teacher's Assistant

Cincinnati, OH

(3.8 /4.0), 2001-2002

**MARIETTA COLLEGE**

Bachelor of Arts – Majors in Accounting and Marketing

Marietta, OH

Cum Laude (3.57/4.0), 1997- 2001

**CERTIFICATIONS**

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**HUMAN RESOURCES CERTIFICATION INSTITUTE;** Senior Professional Human Resources

**AMERICAN INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS;**

Certified Public Accountant-inactive