

Promotion Conversation



Dr. Cynthia M. Sims
Associate Professor
Human Resource Development

**Educational & Organizational
Leadership Development**

Cynthia M. Sims' research focuses on the ways gender and diversity influence the enactment of leadership in the workplace. Prior to her academic career, Dr. Sims was employed with a U.S. fortune 100 company, serving as the Director of Staff Operations, Director of Learning and Performance Improvement, and Director of Human Resources. Having studied organizational leadership and the topics of ethics and diversity along with her experience leading corporate diversity efforts, she has collaborated with scholars on critical human resource development theory. This research has enabled her to blend her leadership research with her studies on gender, race and ethics. Her presentation will focus on her most current research - **Sims, C.** (2021). Expanding our Voices? A Decade of Research on African American Women and Leadership, A Meta-Analysis and Literature Review. *Women of Color and Leadership [Special Issue]. Advances in Developing Human Resources.*

Dr. Sims established the new post- master Educational Leadership certificate and the HRD Workplace Learning Leadership emphasis area in EOLD, and she is founding director and co-lead of Clemson's gender equity leadership development and mentoring program for faculty -- an ADVANCE initiative. She is a member of the Board of Directors, Academy of Human Resource Development, and was recognized with an Emerald Literati Award, Highly Commended 2019 for a research publication.

Dr. Sims was promoted to Associate Professor in August 2021.

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