

ANN J. TASBY CPA

Strategic Business Leader and educator with over 20 years of professional experience helping Fortune 500 companies create diverse, inclusive cultures, mitigate business risk, reduce operating costs and improve business processes.



TEXAS CHRISTIAN UNIVERSITY

Inaugural Director, Neeley Office of Inclusive Excellence

2021 - 2025

To enhance the TCU Neeley academic experience and culture of connection, I lead the design and implementation of the school-wide Inclusive Excellence Strategy, framework, activation and accountability system that incorporates a recruitment and retention plan for diverse students, faculty and staff as well as embedding cultural competency development into the core curriculum and co-curricular experiences for all Neeley students. Designed, launched, lead fundraising campaigns for the following programs and initiatives:

- JP Morgan Chase Inclusive Excellence Mentoring Program
- Against ALL Odds: Stories of Grit and Determination (Featuring Diverse Executives and Entrepreneurs)
- Suit Up – Lead On Fund (Business Attire)
- Going The Distance Fund (Books, Food and Dorm Essentials)
- Microsoft Office Certification Fund (preparation class and certification exams)
- Accounting Career Awareness Summer Bridge Program For URM High School Students (ACAP)
- Courageous Conversations Diversity Book Studies (Faculty, Staff and Students)

Built the Neeley brand related to inclusive excellence through the following speaking engagements:

- Higher Education Media Conference: *Diversity, Equity & Inclusion – Challenges and Benchmarks*
- TXCPA: *Inclusive Excellence Strategy at the Neeley School*
- Council of Texas Deans Conference: *Inclusive Excellence Strategy at the Neeley School*
- Texas Diversity Council: Women In Leadership Symposium Panelist
- GMAC Conference Session: *Making the Case for Diversity Within GME*
- Southwestern Business Deans' Association Annual Meeting Session: *Best Practices In Business Schools Related To Diversity, Equity, Inclusion, And Belonging*
- TCU Race and Reconciliation Town Hall Speaker

Accounting Faculty**2017 – PRESENT**

Create compelling inclusive, real world learning experiences for our students in the following courses by leveraging personal experiences and network of diverse accounting, finance and operational professionals in the following classes:

- Fundamentals OF Accounting (Sophomores)
- Risk and Controls (Seniors)
- Audit (Seniors)

Service To University, Profession & Community

- Neeley NIL – Financial Literacy Session Leader
- Office of Diversity and Inclusion Faculty Facilitator For: Mitigating Unconscious Bias AND Interrupting Microaggressions
- Inaugural Member of the TCU Neeley DEI Committee
- Launched the Award-Winning TCU Chapter of the National Association of Black Accountants and Currently Serve as Faculty Advisor For The Chapter
- Search Committees
 - Neeley Accounting Instructor – Search Committee Chair
 - Chancellor’s Post – Doc: Management
 - Neeley Accounting Department Chair
 - Associate Director of Admissions
- Special Programs Interviewer
 - Chancellor Scholars
 - BNSF Neeley Leadership Program

FINANCE AND ACCOUNTING ADVISORY SERVICES**2012 - 2017****Executive Consultant, Dallas, TX***Professional Training Development & Delivery**Internal Audit Methodology and Training Design (Financial, Operational, Supplier, IT)**Enterprise Risk Management Strategy Design and Program Management**Sarbanes-Oxley Compliance Strategy Design and Program Management*

- Designed and led a customized Advanced Internal Audit Masters Class for MIS Training Institute
- Led Internal Audit Fundamentals Class for MIS Training Institute

POPEYES LOUISIANA KITCHEN**2009 - 2012****Global Chief Audit Executive, Atlanta, GA**

Reporting directly to the Audit Committee - Led all aspects of the Global Audit and Advisory Services function. Audit Plan Scope ranged from Corporate Financial, Operational and Information Technology Audits to Franchise Restaurant Audits across 27 countries. Led the Sarbanes-Oxley Compliance Testing process for the brand.

- Developed and trained corporate and franchise team members to leverage operational analysis tools to drive enhanced performance.
- Led the development of training and other developmental programs for both corporate and franchise team members as the Chair of the Popeyes Women Leadership Forum.
- Reviewed public filings (10K, 10Q, etc.) as a member of the corporate Disclosure Committee
- Collaborated with Corporate Leadership, the Audit Committee and External Auditors to apply a more risk-based approach to Sarbanes-Oxley compliance testing.
- Designed and implemented a risk-based stakeholder reporting and communication plan
- Conducted customized internal audit benchmarking to identify industry best practices and enhanced the internal audit methodology accordingly.
- Rationalized the franchise audit process by leveraging technology and service provider relationships.
- Incorporated more financial and operational analysis in the audit risk assessment and planning processes to drive efficiency and effectiveness.
- Developed and executed a staffing strategy to better align the team with the evolution of the function.

KPMG LLP**2004 – 2008****Director, Internal Audit Risk and Compliance Services, Atlanta, GA**

Led business development initiatives including proposal development and oral presentations for potential clients. Directed Sarbanes-Oxley Compliance Projects and Internal Audits (financial, operational, compliance and information technology).

- Collaborated on the Design and Delivery of diversity and inclusion training and development programs for all professionals in the Atlanta office - Co-Chair of the African-American Latino American Network and Leader, KPMG Network of Women
- Led Professional Training Sessions For The Institute of Internal Auditors, MIS Training Institute and The National Association of Black Accountants.
- Managed a book of Internal Audit Services business valued at \$2 – 3 million annually. Led and contributed to the development of sales proposals and pursuits valued at over \$10 million.
- Drove Sponsorship and Support as a Non-Profit Board Member representing KPMG.

Senior Manager, Global Services Center, Montvale, NJ

Provided strategic leadership for global project teams focused on enhancing the Methodology and Tools use to deliver Internal Audit and Other Advisory Services.

- Directed a global project to enhance KPMG's Internal Audit Methodology and Strategic Performance Review of Internal Audit Methodology and delivered related training classes globally.
- Provided strategic leadership on a national one-stop knowledge repository project that included audit programs for various operational and financial functions across multiple industries (Accounts Payable, Accounts Receivable, Payroll, Capital Expenditures and Inventory).

INDUSTRIAL DISTRIBUTION GROUP INC, Atlanta, GA **2003 – 2004****Director of Internal Audit**

Developed and provided executive leadership for the internal audit function.

- Designed and delivered internal control classes for the Division Controllers.
- Designed Sarbanes-Oxley Act compliance strategy through benchmarking and collaboration with senior management, the Audit Committee and Ernst and Young LLP.

DELOITTE. Detroit, MI **1999 – 2002****Manager, Internal Audit Services**

Assisted with business development initiatives including proposal development and oral presentations for potential clients. Managed internal audits and business process reviews for global clients.

- Managed a \$3 million book of business providing internal audit services for Fortune 500 manufacturing and energy clients.
- Led global internal audit service team of over 80 people for an international automotive manufacturing client.

TEXTRON INC Troy, MI **1998 – 1999****Internal Audit Supervisor, Automotive Division**

Managed internal (financial, operational, compliance and information technology) audits, business process reviews and special investigations. Led the onboarding process for co-sourced audit staff.

LEAR CORPORATION Detroit, MI **1996 – 1998****Division Analyst**

Assisted with strategic planning, budget preparation and forecasting and for an acquisition focused \$90 million international division. Trained finance team members of newly acquired companies.

Assistant Controller

Provided overall leadership for Finance and Accounting functions of a manufacturing facility. Developed and implemented a staffing and development strategy for the finance team. Implemented internal controls over financial planning, reporting and forecasting. Collaborated with operational leadership to develop strategic plans, budgets and forecasts.

FORD MOTOR COMPANY (F – NYSE), Detroit, MI **1992 – 1995****Staff Internal Auditor**

Conducted audits globally of Manufacturing, Assembly, Accounting, Finance and Treasury operations.

CERTIFICATIONS

2015 - Certified Public Accountant

2003 - Certified Internal Auditor (inactive)

EDUCATION

*2004 - MBA, Finance (with Honors)
Keller Graduate School*

*1992 - B.S., Accounting (Summa Cum Laude)
 DeVry University*

PROFESSIONAL DEVELOPMENT

Inaugural Member of the 2020 TCU R.I.S.E. Cohort

TCU Search Committee Training

TCU Online Teaching Certification

TXCPA Local and Regional CPE Events

*National Association of Diversity Officers in Higher
Education (NADOHE) Conference*

KPMG – National Faculty Symposium

NABA Inc. Annual Convention

AACSB D & I Summit

AACSB Bridge Program

PWC – Data Analytics Symposium

AAA – Data Analytics Conference

AWARDS / RECOGNITION

*2023 Finalist – TCU Diversity Equity and
Inclusion Award*

*2022 Finalist – TCU Diversity Equity and
Inclusion Award*

*2022 Winner - Earl S. Biggett National
Achievement in Education Award – NABA Inc.*

*2021 Winner - Outstanding Faculty Advisor -
National Association of Black Accountants*

*2020 Winner - Distinguished Service Award for
Outstanding School Service – Faculty*

*2020 Winner - Outstanding Student Chapter of
The Year – National Association of Black
Accountants – Western Region*

PROFESSIONAL AFFILIATIONS

*Founding Board Member, Business School
Engagement Collaborative*

*Member, National Association of Black
Accountants*

Member, Texas Society of CPAs