

## **KENDRICK T. BROWN**

### **Curriculum Vitae**

## **CONTACT INFORMATION**

Morehouse College  
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## **EDUCATION**

Ph.D., Psychology ( <i>Social</i> )	University of Michigan ( <i>Ann Arbor, MI</i> )	1998
M.A., Psychology	University of Michigan ( <i>Ann Arbor, MI</i> )	1996
B.A., Psychology ( <i>Cum Laude with General Honors</i> )	Mount Union College ( <i>Alliance, OH</i> )	1993

## **ADMINISTRATIVE EXPERIENCE**

### **Morehouse College:**

*Bachelor's degree, private liberal arts college enrolling 2,000+ students, with 140+ faculty*

#### **Provost and Senior Vice President of Academic Affairs (2021-present)**

##### Primary Responsibilities:

- Chief academic officer responsible for hiring and working with all faculty and academic affairs staff, who reports to the President and is a member of the Executive Leadership Team.
- Administrator of \$25 million operating and personnel budget.
- Leader of 140+ full-time faculty in 27 academic programs across 7 academic divisions.
- Liaison to Board of Trustees' Educational Policy Committee and Enrollment Management & Student Engagement Committee.

### **University of Redlands:**

*Master's degree, private liberal arts university enrolling 4,500+ students, with 260+ faculty*

#### **Dean of the College of Arts and Sciences and Senior Associate Provost (2016-2020)**

##### Primary Responsibilities:

- Academic officer responsible for the College of Arts and Sciences (CAS), who reported to the Provost and was a member of the President's Cabinet.

- Administrator of \$50 million in operating, personnel, gift, and endowment budgets.
- Leader of 180+ full-time faculty and 120+ part-time faculty in more than 40 academic departments, programs, and centers, including graduate programs and the School of Music.
- Direct supervisor of Associate Dean of the College; Director of Student Engagement and CAS Pathways; Director of CAS Study Away; Associate Dean and Mozley Salzburg Campus Director; Director of the School of Music; and Assistant Dean of Academic Success and Disability Services, as well as their related offices.
- Administrative liaison to Board of Trustees Academic Affairs, Student Affairs, and Enrollment Committees.

**Key Accomplishments:**

- Led a multi-phased strategic planning process for the College (*i.e., created and obtained approval for mission statement; articulated vision statement; implementing academic plan*);
- Promoted development of new academic programs (*e.g., implemented B.A. in Health, Medicine, and Society; M.M. in Vocal Chamber Music; Geographic Information Systems certificate*);
- Prioritized student engagement and persistence (*e.g., secured \$5.9 million grant from San Manuel Band of Mission Indians to support Native American students*);
- Infused consideration of diversity and inclusion into faculty hiring process (*e.g., using online tools to actively identify diverse candidates; promoting implicit bias training for search committees*);
- Co-authored the creation of a university-wide Inclusive Community and Justice Fund designed to enhance effectiveness of services, operations, and policies for people of color; or advance effective expression of commitment to access, retention, and support of people of color.
- Established partnerships with University offices or schools (*e.g., working with School of Education colleagues on undergraduate education credentialing; worked with Office of Career and Professional Development to create Faculty Career Fellows program*);
- Revised faculty resource systems (*e.g., restructured professional development and travel funds to better support junior faculty and research-/creative-active senior faculty*);
- Restructured study away processes (*e.g., eliminated annual cost overruns in study away budget*).

**Macalester College**

*Bachelor's degree, private liberal arts college enrolling approximately 2,100 students, with 200 faculty*

**Associate Dean of the Faculty**

**(2009-2016)**

**Primary Responsibilities:**

- Associate chief academic officer, who reported to the Provost & Dean of the Faculty and was a member of the President's senior administrative staff.
- Administrator of faculty personnel reviews (pre-tenure, tenure, promotion, senior lecturer, adjunct faculty), academic department and program reviews, and student-faculty research collaborations.
- Supervisor of college assessment activities focused on institutional, general education, and academic department/office student learning, as well as coordinated federal compliance documentation for College reaccreditation review.
- Member of Educational Policy and Governance Committee, General Education Requirements Committee, Study Away Review Committee, Academic Standing Committee, Individually Designed Independent Major Committee, Grants Committee, and Sustainability Committee.

Key Accomplishments:

- First person to occupy Associate Dean role in over 15 years;
- Coordinated institutional response to federal compliance mandate for Higher Learning Commission (HLC) accreditation review;
- Created assessment processes and procedures that integrated academic department, general education, and institutional levels of student learning – this addressed a major HLC criticism from previous accreditation review.

**Acting Provost & Dean of the Faculty**

**(Fall 2013)**

- Chief academic officer responsible for hiring and working with all faculty and academic affairs staff who reported to the Acting President and was a member of the Acting President’s senior administrative staff.
- Administrator of \$25 million operating and personnel budget.
- Leader of 184 full-time faculty in more than 30 academic departments, programs, and centers.
- Direct supervisor of the Assistant Provost, Dean of the Institute for Global Citizenship, Director of Academic Programs, Director of Institutional Research, Director of the Library, Director of the Serie Center for Scholarship and Teaching, and Dean for the Study of Race and Ethnicity and their related offices.
- Liaison to Board of Trustees’ Academic Affairs Committee.

**Psychology Department Chair**

**2008-2009**

**ADMINISTRATIVE TRAINING & PROFESSIONAL DEVELOPMENT**

**Seminar on Leadership of the**

**Faculty**

**Harvard Graduate School of Education**

**Summer 2018**

*Week-long professional development program focused on current issues facing the professoriate and how administrators can provide leadership in addressing those issues.*

**Senior Leadership Academy**

**Council of Independent Colleges**

**2017-2018**

*Year-long professional development program designed to encourage and prepare higher education leaders for pursuit of vice president and president positions.*

**Institute for Educational**

**Management**

**Harvard Graduate School of Education**

**Summer 2012**

*Two-week professional development program designed to immerse faculty and new administrators in organizational and external challenges facing higher education.*

## FACULTY EXPERIENCE

### Morehouse College

Professor of Psychology

2021-present

### University of Redlands

Professor of Psychology

2016-2020

### Macalester College

Professor of Psychology

2015-2016

Associate Professor of Psychology

2004-2015

Assistant Professor of Psychology

1998-2004

### COURSES TAUGHT:

- Psychological Orientations to Racism: Perpetuators, Bystanders, and Allies
- Social Psychology
- Research in Psychology (*statistics and methods*)
- Directed Research in Psychology (*supervised student research experiences*)

## PUBLICATIONS

Sera, H., & **Brown, K.T.** (in press). The critical role of historically Black colleges or universities in higher education. To appear in *Resource Handbook for Academic Deans, 4<sup>th</sup> Edition*. Johns Hopkins University Press: Baltimore, MD.

Ostrove, J.M., & **Brown, K.T.** (2018). Are allies who we think they are?: A comparative analysis. *Journal of Applied Social Psychology*; 1-10. DOI: 10.1111/jasp.12502

**Brown, K.T.** (2015). Perceiving allies from the perspective of non-dominant group members: Comparisons to friends and activists. *Current Psychology*, 34(4), 713-722. doi: <http://dx.doi.org/10.1007/s12144-014-9284-8>

Zestcott, C.A., & **Brown, K.T.** (2015). From the crowd to the competition: White collegiate athletes' response to racism directed at a teammate of color. *Current Psychology*, 34(4), 634-643. doi: <http://dx.doi.org/10.1007/s12144-014-9276-8>

**Brown, K.T.**, & Ostrove, J.M. (2013). What does it mean to be an ally?: The perception of allies from the perspective of people of color. *Journal of Applied Social Psychology*, 43 (11), 2211-2222. doi: <http://dx.doi.org/10.1111/jasp.12172>

**Brown, K.T.** (2006). Book Review: *Black demons: The media's depiction of the African American male criminal stereotype*. *Journal of Black Psychology*, 32, 243-247.

- Brown, K.T.** (2004). The power of perception: Skin tone bias and psychological well-being for Black Americans. In G. Philogene (Ed.), *Racial Identity in Context: The Legacy of Kenneth B. Clark* (pp. 111-123). Washington, D.C.: American Psychological Association.
- Brown, K.T.**, Brown, T.N., Jackson, J.S., Manuel, W.J. & Sellers, R.M. (2003). Teammates on and off the field?: Interracial contact and the racial attitudes of White intercollegiate student-athletes. *Journal of Applied Social Psychology, 33* (7), 1379-1403.
- Brown, T.N., Jackson, J.S., **Brown, K.T.**, Sellers, R.M., Keiper, S., & Manuel, W.J. (2003). "There's no race on the playing field": Perceptions of racial discrimination among White and Black athletes. *Journal of Sports and Social Issues, 27* (2), 162-183.
- Jackson, J.S., Keiper, S., **Brown, K.T.**, Brown, T.N., & Manuel, W. (2002). Athletic identity, racial attitudes, and aggression in first year Black and White intercollegiate athletes. In M. Gatz, M.A. Messner, & S.J. Ball-Rokeach (Eds.), *Paradoxes of youth and sports* (pp. 159-172). Albany, NY: SUNY Press.
- Jackson, J.S., **Brown, K.T.**, Brown, T.N., & Marks, B. (2001). Contemporary immigration policy attitudes among dominant-group members in Western Europe. *Journal of Social Issues, 57* (3), 431-456.
- Brown, K.T.** (2000). Coloured and Black relations in South Africa: The burden of racial hierarchy. *Macalester International, 9*, 198-207.
- Brown, K.T.**, Ward, G.K., Lightbourn, T., & Jackson, J.S. (1999). Skin tone and racial identity among African Americans: A theoretical and research framework. In R.L. Jones (Ed.), *Advances in African American psychology: Theory, paradigms and research*. Hampton, VA: Cobb Publishers.
- Brown, T.N., Williams, D.R., Jackson, J.S., Sellers, S.L., **Brown, K.T.**, Neighbors, H.W., & Torres, M. (1999). "Being Black and feeling blue": The mental health consequences of racial discrimination. *Race and Society, 2* (2), 117-131.
- Williams, D.R., Jackson, J.S., Brown, T.N., Torres, M., Forman, T.A., & **Brown, K.** (1999). Traditional and contemporary prejudice and urban Whites' support for affirmative action and government help. *Social Problems, 46* (4), 503-527.
- Brown, T.N., Sellers, S.L., **Brown, K.T.**, & Jackson, J.S. (1999). Race, ethnicity and culture in the sociology of mental health. In C.S. Aneshensel & J.C. Phelan (Eds.), *Handbook of the sociology of mental health* (pp. 167-181). New York: Kluwer Academic/Plenum Publishers.
- Brown, K.T.** (1998). Consequences of skin tone bias for African Americans: Resource attainment and psychological/social functioning. *African American Research Perspectives, 4* (1), 55-60.
- Jackson, J.S., **Brown, K.T.**, & Kirby, D.C. (1998). International perspectives on prejudice and racism. In J.L. Eberhardt & S. Fiske (Eds.), *Racism: The problem and the response*. Newbury Park, CA: Sage Publications.
- Jackson, J.S., Brown, T.N., Williams, D.R., Torres, M., Sellers, S.L., & **Brown, K.T.** (1996). Racism and the physical and mental health status of African Americans: A thirteen year national panel study. *Ethnicity and Disease, 6* (1,2), 132-147.

## SELECTED CONFERENCE/WORKSHOP PRESENTATIONS

<p>CIC Institute for Chief Academic Officers, Student Affairs, and Diversity Officers  <i>Building Processes to Support Underprepared Students' Success</i>          With Cynthia K. Kosso, Jamila S. Lyn, and Yolanda Williams Page          Session (moderator)</p>	November 2021
<p>ACAD Deans' Institute  <i>Diversity in Leadership: Lessons Learned, Challenges Accepted</i>          With Alanka Brown and Pareena Lawrence          Invited panel (moderator and participant)</p>	September 2021
<p>ASU+GSV Summit  <i>Can Civics (Education) Save America?</i>          With Mike Nettles, Jonathan Zimmerman, Louise Dube, and Paul Carrese          Invited panel</p>	August 2021
<p>Associated Colleges of the Midwest Professional Development Workshop  <i>Cultural taxation and allyship: Avoiding amplification of challenges facing BIPOC faculty and staff at predominantly White institutions</i>          Invited faculty and staff development workshop</p>	May 2021
<p>2020 Naval Academy Leadership Conference  <i>Mentoring Across Cultural Differences</i>          With Clementine Fujimura (moderator), Jeanette Haynie, Lyla Kohistany, and Dorsey G. Wisotzki          Invited conference panel</p>	January 2020
<p>74<sup>th</sup> Annual Meeting of the American Conference of Academic Deans  <i>"Through the looking glass": Leadership lessons on negotiating race and identity in the 21<sup>st</sup> century academy.</i>          With Lawrence Potter and Hideko Sera          Pre-meeting workshop</p>	January 2018
<p>73<sup>rd</sup> Annual Meeting of the American Conference of Academic Deans  <i>"Drinking from the firehose: Two African-American deans reflect on their leadership at private colleges/universities in the Midwest and southern California.</i>          With Lawrence Potter          Conference session</p>	January 2017
<p>31<sup>st</sup> International Congress of Psychology in Yokohama, Japan  <i>Undergraduate education commitment to ethnic/racial diversity competency: College-wide, general education, and psychology major student learning goals at Macalester College</i>          Contributed symposium presentation</p>	July 2016

- Society for the Psychological Study of Social Issues 2016 Conference  
*Are allies activists?: Comparing allies and non-allies' political engagement*  
With Joan Ostrove  
Symposium presentation  
June 2016
- Midwestern Psychological Association Annual Meeting  
*From the crowd to the competition: White student-athletes' intervention in racism directed at a teammate of color*  
With C.A. Westcott ('12)  
Poster presentation  
May 2012
- American Conference of Academic Deans Annual Meeting  
*Mission-defined assessment: Using institutional identity to shape assessment of student learning and decision-making*  
With K. Murray, C. Perry, & R. Seelinger  
Pre-meeting workshop  
January 2012
- Society of Personality and Social Psychology Annual Meeting  
*Identity incongruence and Black American well-being*  
With N. Drepaul ('11), H. Johnson ('10), J. Johnson ('12), & C. Klingensmith ('10)  
Poster presentation  
January 2010
- Psychology Department of Osaka City College in Osaka, Japan  
*Comparison of U.S. and Japanese skin tone bias*  
Invited presentation  
July 2009
- International Society of Political Psychology Annual Conference  
*Identifying allies: Attitudes and actions in cross-identity relationships*  
With J.M. Ostrove & G.A. Oliva  
Paper presentation  
July 2008
- Society for the Psychological Study of Social Issues 7<sup>th</sup> Biennial Convention  
*Learning about racism: Changes in college students' attitudes*  
With L. Herndon ('09), M.Y. Moua ('09), E. Twamley ('09), & H.E. Johnson ('10)  
Poster presentation  
June 2008
- Society for Disability Studies Annual Conference  
*Identifying allies: Explorations in the domains of disability and race*  
With J.M. Ostrove & G.A. Oliva  
Paper presentation  
June 2008
- American Psychological Society 17<sup>th</sup> Annual Convention  
*The effects of identity incongruence on monoracial and multiracial individuals' mental health*  
With M. Hoogs ('06), J. Phelps ('06), & H. Kimmel ('07)  
Poster presentation  
May 2005

- Communiversity of Minnesota October 2004  
*Division within the community: Identity and mental health consequences for African Americans*  
 Invited presentation
- American Psychological Association Annual Convention July 2004  
*Perception of allies and psychological well-being among people of color*  
 With J.M. Ostrove  
 Poster presentation
- University of Michigan Center for Afro-American and African Studies November 2003  
*Teammates on and off the field?: Interracial contact and the racial attitudes of White student-athletes*  
 Invited presentation
- Society for the Psychological Study of Social Issues 4<sup>th</sup> Biennial Convention June 2002  
*The consequences of self-identification and first impression discrepancy for Black Americans*  
 Poster presentation
- Minnesota Psychological Association 66<sup>th</sup> Annual Meeting May 2002  
*The diversifying Black community: Consequences for discrimination and mental health*  
 Invited presentation
- “Race and Identity: Perspectives on American Society: A Conference on Psychology” October 2001  
 sponsored by the American Psychological Association Science Directorate  
*Coping with skin tone bias*  
 Invited presentation
- American Psychological Association Annual Convention August 2001  
*Perceiving and coping with skin tone bias*  
 Poster presentation
- American Psychological Society 8<sup>th</sup> Annual Conference June 2001  
*Shade matters: Skin tone bias and African Americans’ well-being*  
 Poster presentation
- Twin Cities Chapter of the Association of Black Psychologists June 2001  
*Current issues in studying skin tone bias affecting African Americans*  
 Invited presentation
- “Science and Practice: Bridging the Gap” Conference October 1999  
 sponsored by the Minnesota Psychological Association  
*Skin tone bias and psychological well-being: The roles of perception and coping behavior*  
 Invited presentation
- Immigrants & Immigration: A SPSSI-Sponsored International Conference August 1999  
*Opposition to immigration: Vested interest, racial attitudes and anti-racism*  
 Paper presentation



Association of Black Sociologists 29<sup>th</sup> Annual Meeting August 1999  
*Teammates on and off the field?: Interracial contact and the racial attitudes of White student-athletes*  
 Paper presentation

American Society of Sports Sociology 19<sup>th</sup> Annual Meeting November 1998  
*There's "no race" on the playing field: Examining perceptions of racial discrimination among White American and African American intercollegiate student-athletes*  
 Paper presentation

## PROFESSIONAL AND COMMUNITY SERVICE

**American Conference of Academic Deans (ACAD)**  
 Board of Directors 2021-present

**Associated Colleges of the Midwest**  
 ACM-CIC Undergraduate and Faculty Program for a  
 Diverse Professoriate Steering Committee 2015-2016

**Society for the Psychological Study of Social Issues**  
 Diversity Committee 2010-2012  
 Teaching Materials Development Program Selection Committee 2000-2002

**Ford Foundation**  
 Panelist for Diversity Fellowship Psychology Application Review 2009  
 Ford Fellowship Regional Liaison for Minnesota and North Dakota 2002-2004

**Analyses of Social Issues and Public Policy (ASAP)**  
 Editorial Board 2005-2009

**Consortium for Strong Minority Presence (CSMP) in Higher Education Program**  
 Mentor 2003-2005

## SELECTED COMMITTEE AND CAMPUS LEADERSHIP

2016-2020 CAS Dean's Faculty Advisory Committee, University of Redlands  
*I met to discuss College of Arts & Sciences (CAS) policies and practices with faculty representing the CAS Assembly, CAS Curriculum Committee, Women's Caucus, People of Color Caucus, American Association of University Professors local chapter, and Untenured Faculty Caucus.*

2016-17 Co-Chair, University Dean of Student Affairs Search Committee, University of Redlands  
*At the request of the President, I co-led a search for a new vice president of student affairs.*

- 2014-16      Convener, Second Language Proficiency Requirement (SLPR) Assessment Committee, Macalester College  
*I worked with representatives from Macalester's Language, Literature, and Culture departments to develop consensus on how best to assess the SLPR learning outcomes approved by the Faculty in 2013-14.*
- 2010-16      Chair, Student Learning Committee, Macalester College  
*As Associate Dean of the Faculty, I led this Presidential committee that developed (and examined performance on) college-wide student learning outcomes, coordinated assessment activities at the College, and made recommendations to ensure that students achieved learning outcomes articulated in the Macalester College Statement of Student Learning.*
- 2013-14      Strategic Planning Committee, Macalester College  
*At the request of the Macalester College President, I served on this committee. The committee was responsible for helping to draft a plan and process feedback from the College community.*
- 2007-08      Chair, Educational Policy and Governance Committee (EPAG), Macalester College  
*I led this faculty committee in overseeing educational policy, curricular, and governance issues.*

## **PROFESSIONAL MEMBERSHIPS**

American Conference of Academic Deans (ACAD), 2009-present  
American Psychological Association (APA), 1993-present  
International House of Japan, 2009-present  
Society for the Psychological Study of Ethnic Minority Issues, 1995-present  
Society for the Psychological Study of Social Issues (SPSSI), 1993-present

9/23/21