

Kendrick T. Brown
Administrative Curriculum Vitae

CONTACT INFORMATION

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EDUCATION

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

LEADERSHIP EXPERIENCE

Morehouse College:

Bachelor's degree, private liberal arts college enrolling 2,500+ students

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

Primary Responsibilities:

- Chief academic officer responsible for hiring and working with all faculty and staff
- Member of the executive leadership team and second-in-command of College
- Responsible for \$30 million personnel, operating, and endowment budget
- Leader of 150+ full-time faculty, 110+ adjunct faculty, and 120+ staff in 30+ academic departments, programs, and offices
- Supervisor of 15 direct reports and units reporting to them
- Administrative lead for 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)
- Member of the President's Cabinet
- Responsible for \$50 million operating, personnel, gift, and endowment budget
- Leader of 180+ full-time faculty and 120+ part-time faculty in 40+ academic departments, programs, and centers, including graduate programs and School of Music
- Supervisor of 6 direct reports and units reporting to them
- Administrative liaison to Board of Trustees Academic Affairs, Student Affairs, and Enrollment Committees

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
- 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

**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**

FACULTY EXPERIENCE

Morehouse College

Professor of Psychology (tenured) 2021-present

University of Redlands

Professor of Psychology (tenured) 2016-2020

Macalester College

Professor of Psychology (tenured) 2015-2016

Associate Professor of Psychology (tenured) 2004-2015

Assistant Professor of Psychology (tenure-track) 1998-2004

SCHOLARLY PUBLICATIONS

Research Articles and Book Chapters

- Sera, H., Alvarado, A., Hunter, M., & **Brown, K.** (Under review). Prescribed, ritualized and activated belonging: A qualitative study of student belonging at an HBCU. *Journal of Diverse Issues in Higher Education*.
- Sera, H., & **Brown, K.T.** (2023). The critical role of historically Black colleges or universities in higher education. In A. Adams (Ed.), *Resource Handbook for Academic Deans, 4th Edition* (pp. 37-47). 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.** (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.

Book Reviews

- 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.

SELECTED PRESENTATIONS

Selected Invited Talks

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| Associated College of the Midwest, Associated Colleges of the South, and New York Six Liberal Arts Consortium
<i>Understanding Academic Leadership: Institutional, Personal, and DEI Contexts</i>
With Kimberly Griffin and Marjorie Haas
Invited panel | June 2023 |
| CIC Institute for Chief Academic Officers with Chief Financial and Chief Enrollment Officers
<i>Cross-Divisional Partnerships and Collaboration</i>
With Undria Stalling and Kate Beutel
Invited panel | November 2022 |

- American Council on Education Council of Fellows Session
Diversity, Equity, Inclusion & Social Justice in Higher Education – Best Practices from the Trenches
With Lawrence T. Potter, Jr., and Elizabeth Ortiz
Invited panel
March 2022
- CIC Institute for Chief Academic Officers, Student Affairs, and Diversity Officers
Building Processes to Support Underprepared Students' Success
With Cynthia K. Kosso, Jamila S. Lyn, and Yolanda Williams Page
Session (moderator)
November 2021
- ACAD Deans' Institute
Diversity in Leadership: Lessons Learned, Challenges Accepted
With Alanka Brown and Pareena Lawrence
Invited panel (moderator and participant)
September 2021
- Associated Colleges of the Midwest Professional Development Workshop
Cultural taxation and allyship: Avoiding amplification of challenges facing BIPOC faculty and staff at predominantly White institutions
Invited faculty and staff development workshop
May 2021
- 2020 Naval Academy Leadership Conference
Mentoring Across Cultural Differences
With Clementine Fujimura (moderator), Jeanette Haynie, Lyla Kohistany, and Dorsey G. Wisotzki
Invited conference panel
January 2020
- Psychology Department of Osaka City College in Osaka, Japan
Comparison of U.S. and Japanese skin tone bias
Invited presentation
July 2009
- University of Michigan Center for Afro-American and African Studies
Teammates on and off the field?: Interracial contact and the racial attitudes of White student-athletes
Invited presentation
November 2003
- Minnesota Psychological Association 66th Annual Meeting
The diversifying Black community: Consequences for discrimination and mental health
Invited presentation
May 2002
- "Race and Identity: Perspectives on American Society: A Conference on Psychology"
sponsored by the American Psychological Association Science Directorate
Coping with skin tone bias
Invited presentation
October 2001
- Twin Cities Chapter of the Association of Black Psychologists
Current issues in studying skin tone bias affecting African Americans
Invited presentation
June 2001

“Science and Practice: Bridging the Gap” Conference
 sponsored by the Minnesota Psychological Association
Skin tone bias and psychological well-being: The roles of perception and coping behavior
 Invited presentation
 October 1999

Selected Conference/Workshop Presentations

74th Annual Meeting of the American Conference of Academic Deans
“Through the looking glass”: Leadership lessons on negotiating race and identity in the 21st century academy.
 With Lawrence Potter and Hideko Sera
 Pre-meeting workshop
 January 2018

73rd Annual Meeting of the American Conference of Academic Deans
“Drinking from the firehose: Two African-American deans reflect on their leadership at private colleges/universities in the Midwest and southern California.
 With Lawrence Potter
 Conference session
 January 2017

31st International Congress of Psychology in Yokohama, Japan
Undergraduate education commitment to ethnic/racial diversity competency: College-wide, general education, and psychology major student learning goals at Macalester College
 Contributed symposium presentation
 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

- International Society of Political Psychology Annual Conference July 2008
Identifying allies: Attitudes and actions in cross-identity relationships
 With J.M. Ostrove & G.A. Oliva
 Paper presentation
- Society for the Psychological Study of Social Issues 7th Biennial Convention June 2008
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
- Society for Disability Studies Annual Conference June 2008
Identifying allies: Explorations in the domains of disability and race
 With J.M. Ostrove & G.A. Oliva
 Paper presentation
- American Psychological Society 17th Annual Convention May 2005
The effects of identity incongruence on monoracial and multiracial individuals' mental health
 With M. Hoogs ('06), J. Phelps ('06), & H. Kimmel ('07)
 Poster 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
- Society for the Psychological Study of Social Issues 4th Biennial Convention June 2002
The consequences of self-identification and first impression discrepancy for Black Americans
 Poster presentation
- American Psychological Association Annual Convention August 2001
Perceiving and coping with skin tone bias
 Poster presentation
- American Psychological Society 8th Annual Conference June 2001
Shade matters: Skin tone bias and African Americans' well-being
 Poster 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 29th 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 19th 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

Selected Public Engagements

American Psychological Associate Minority Fellowship Program <i>Careers in Psychology</i> Panel discussion	February 2024
Page Up Annual Conference <i>End of Affirmative Action in College Admissions: Impact on HBCUs, PWIs, and Communication Professionals</i> With Michon Ellis Fireside chat	October 2023
Amazon Black Employees Network <i>A King's Campaign for the People</i> With Erica Brown, Own Burnside, and Mark Hatcher Panel discussion	January 2023
ASU+GSV Summit <i>Can Civics (Education) Save America?</i> With Mike Nettles, Jonathan Zimmerman, Louise Dube, and Paul Carrese Panel discussion	August 2021

SELECTED PROFESSIONAL HONORS AND SERVICE

National/International

American Conference of Academic Deans (ACAD) Chair, Board of Directors Vice Chair, Board of Directors Board of Directors	2024-present 2022-2024 2021-present
Society for the Psychological Study of Social Issues Diversity Committee Teaching Materials Development Program Selection Committee	2010-2012 2000-2002
Ford Foundation Panelist for Diversity Fellowship Psychology Application Review Ford Fellowship Regional Liaison for Minnesota and North Dakota	2009 2002-2004
Analyses of Social Issues and Public Policy (ASAP) Editorial Board	2005-2009

Regional

Associated Colleges of the Midwest

ACM-CIC Undergraduate and Faculty Program for a Diverse Professoriate Steering Committee	2015-2016
Consortium for Strong Minority Presence (CSMP) in Higher Education Program Mentor	2003-2005
Morehouse College	
Co-Chair, Business Operations Task Force	2023-present
Chair, Appointments, Promotion, and Tenure Committee	2021-present
Chair, Allocations Committee	2021-present
Co-Chair, Institutional Effectiveness and Budgeting Committee	2021-present
University of Redlands	
Chair, CAS Dean's Faculty Advisory Committee	2016-2020
Co-Chair, University Dean of Student Affairs Search Committee	2016-17
Macalester College	
Convener, Second Language Proficiency Requirement Assessment Committee	2014-16
Chair, Student Learning Committee	2010-16
Strategic Planning Committee	2013-14
Chair, Educational Policy and Governance Committee (EPAG)	2007-08

PROFESSIONAL DEVELOPMENT

Seminar on Leadership of the Faculty	Harvard Graduate School of Education	Summer 2018
<i>(Program focused on current issues facing the professoriate and how administrators can provide leadership in addressing those issues.)</i>		
Senior Leadership Academy	Council of Independent Colleges	2017-2018
<i>(Program designed to encourage and prepare higher education leaders for pursuit of vice president and president positions.)</i>		
Institute for Educational Management	Harvard Graduate School of Education	Summer 2012
<i>(Program designed to immerse faculty and new administrators in organizational and external challenges facing higher education.)</i>		

3/25/2024