

C.V.

KENNETH E. SUMNER, Ph.D.

CURRENT

Associate Provost at Montclair State University (2017-present) and acting Dean of The Graduate School. Montclair is an R2, Hispanic Serving Institution (HSI), public, comprehensive university, with 11 colleges and schools and over 23,000 students. Montclair State University is a nationally ranked public university, and a top 20 performer in social mobility. My current portfolio includes faculty affairs, clinical services, faculty development, the Graduate School, and bargaining and negotiations across 3 collective bargaining agreements, among other activities. My administrative career highlights my role as a turn-around change manager/leader having managed and developed a number of groups and offices that have successfully been moved to other administrative units including Career Services, Research and Sponsored Programs, Research Compliance, Occupational Safety and Health, Community Engagement, Office for Faculty Excellence, among others. I am now involved in managing a complex process of the merger between Montclair State University and Bloomfield College and addressing faculty onboarding and faculty affairs of this newly merged college as a part of a much larger university.

EDUCATION

- Ph.D. BOWLING GREEN STATE UNIVERSITY, Bowling Green, OH. 1993.
Major: Industrial and Organizational Psychology.
- M.A. BOWLING GREEN STATE UNIVERSITY, Bowling Green, OH. 1989.
Major: Industrial and Organizational Psychology.
- B.S. WAYNE STATE UNIVERSITY, Detroit, MI. 1987.
Major: Honors Psychology. Graduated with honors.

STANFORD UNIVERSITY, GRADUATE SCHOOL OF BUSINESS, online, 2022.
Certification in Innovation and Design Thinking, in progress.

NEW YORK UNIVERSITY, SCHOOL OF CONTINUING AND PROFESSIONAL STUDIES, New York, New York, 2007-2008.
Certification in executive coaching.

ACADEMIC AND ADMINISTRATIVE APPOINTMENTS

Acting Dean, The Graduate School, Montclair State University, July 2022-present.
Associate Provost Academic Affairs, Montclair State University, Montclair NJ, 2017-present.
Professor of Psychology, Montclair State University, Montclair, NJ, 2018-present.
Chair Psychology Department, Montclair State University, Montclair, NJ, 2013-2017.
Associate Professor of Psychology, Montclair State University, Montclair, NJ, 2008-2018.
Assistant Professor of Psychology, Montclair State University, Montclair, NJ, 1999-2008.
Assistant Professor of Psychology, Dowling College, Oakdale, NY, 1994-1999.
Assistant Professor of Psychology, Illinois Institute of Technology, Chicago, IL, 1993-1994.

ADMINISTRATIVE MANAGEMENT, AND LEADERSHIP

Acting Dean of The Graduate School (TGS), (2022-present).

Responsible for realigning and reengineering (TGS) the graduate school so that it is more student friendly and supportive of learning and scholarship.

TGS serves more than 4,500 students, about 10% of them doctoral students, across 9 schools and colleges.

TGS handles all processing of assistantships and appointment of faculty to graduate faculty status.

TGS serves as the policy and process owner for graduate matriculation, policy, strategy, and marketing.

TGS provides opportunities for engagement for graduate students across all programs.

Associate Provost Academic Affairs, 2017 - present.

Leadership responsibilities for Academic Personnel (Faculty and Staff Reappointment, Promotion, Tenure, Sabbatical, and Career Development processes), Contract Negotiations, settlements and Grievance Support for several unions represented in Academic Affairs, Office of Faculty Excellence, Departmental Chairs Development, Strategic Planning, New Initiatives (Bloomfield College Merger), Summer and Winter Sessions, University Career Services, Center for Community Engagement, Center for Clinical Services, Office of Research and Sponsored Programs, Office of Research Compliance Programs, Occupational Health and Safety, Departmental Chairs Development, Strategic Planning, among others.

Selected Accomplishments:

Student Success

- Implemented First Destination Survey Project to track post graduate outcomes for students.
- Created instructional delivery modalities for the university to maintain on campus presence with blended and hybrid delivery models.
- Grew Summer and Winter Sessions enrollments to largest level ever, 6000+ students.
- Broadened Career Services to support student success and partnerships with business community.
- Summer bridge programming, early college programs, undergraduate and graduate retention and academic support services including enhanced academic support and coaching programs.

Community Engagement

- Supported community engagement activities including Bonner Scholars program, AmeriCorps, Montclair Community Farms, Civic Engagement programming for students and faculty.
- Worked with Paterson NJ community groups to develop new community center to provide range of services from students to citizens (e.g., mental health, health, tax services, community engagement for coat drives, food drives, Senior Citizens, etc.).
- Created partnership opportunities for the university with local healthcare organizations to support psychology, nursing, counseling and other allied health related programs and activities.

Diversity, Equity, Inclusion

- Created faculty diversity hiring tool kit to support diversity hiring initiatives.
- Sponsored diversity reading groups for managers to support dialogue on complex issues involved in DEIB activities.
- Implemented mandatory search training for faculty search committees that focuses on reducing bias and implementing best practices.
- Implemented grading dashboard so instructors can see differential grading patterns in courses by race and gender that led to discussions about bias and ways to think about bias in teaching and learning.
- IREPO grant co-author to establish support network to HBCU's, develop High School Early College programs, and support faculty development.

Strategy and Innovation

- Managed and oversaw development of [SOAR 2025](#), Strategic Plan for University.
- Led team to move 6000+ courses and train 2000+ organized faculty members to online remote delivery in Spring 2020 due to pandemic.
- Wrote the academic affairs restart plan for COVID for the university for Fall 2020 and Spring 2021.
- Community and Partnership development and engagement.
- Managed Dean Searches for Business, Nursing, Science and Mathematics, Graduate School, College of Education and Human Services, College of Humanities and Social Sciences, Library.
- Academic and faculty handbook policy review and revision.
- Co-wrote online program strategy for the university in conjunction with the graduate school.

Faculty and Staff Development

- Evolved the Office for Faculty Advancement (OFA) providing the central place for faculty development across all aspects of the faculty role (teaching, scholarship, service, administration).
- Managed processes governing reappointment, promotion, and tenure processes for all faculty.
- Implemented electronic management system for tracking all faculty personnel actions (Interfolio).
- Implemented university wide fully electronic student evaluation processes.
- Lead hiring process for all faculty members across all colleges and schools, hiring more than 200 faculty and improving the faculty diversity profile.
- Labor Contract Administration, Negotiation, and Compliance.
- Created, manage, and conduct professional development activities for chairs and other administrators.
- Initiated new programs for Strategic Faculty Hiring, Provost Leadership Fellowships, Post-Doctoral Teaching Fellows.

Advancement

- University programmatic grants, contracts, and gifts exceeding \$11M.
- Donor relations and outreach.

Operational Activities

- Reviewed and supported budgeting for Academic Affairs in excess of \$150M annually.
- Managed budget and operations of budgets \$15M
- Facilities planning and programming for more than 100,000 Sq. ft. of academic, research, and clinical spaces for the university.
- Budget review and strategy recommendations to move the university away from a zero-base budget planning process to a more fiscally responsible approach.
- Revised scheduling and calendar processes across the university to create efficiencies in scheduling rooms and programs.

Psychology Department Chair, 2013-2017.

- Leadership of 2,000+ graduate and undergraduate students, 100+ faculty, and staff.
- Developed and launched new Interdisciplinary Clinical Psychology Ph.D. Program.
- Developed new interdisciplinary IO Ph.D. Program.
- Provost's Task Force on Nursing School, 2014-2017.
- Founding School of Nursing and Dean Nursing School Search Committee, 2014-16.
- Graduate School Curriculum Process Review Committee, 2014-16.
- Psychology Strategic Planning and Hiring Task Force, 2013-2014, led to securing 14 new positions in 5 years.
- Created durable assessment process for all undergraduate students based on APA guidelines for training in psychology at undergraduate level.

Chair, Standard VII, Accreditation Governance, Leadership and Administration, Middle States Commission on Higher Education (MSCHE) University-Wide Accreditation - 2014-2017.

Graduate Program Coordinator, 2009-2013. Recruiting, admission, and matriculation of 250+ graduate students across 6 graduate programs in psychology.

Deputy Chair Psychology Department, 2000-2005. Scheduling, Strategy, Program Advancement.

RESEARCH AND SCHOLARSHIP

GRANTS, PARTNERSHIPS, DONATIONS

Institutional Resilience and Expanded Postsecondary Opportunity (IREPO). *At Home in College in the Age of COVID-19: Improving Instruction, Access, and Engagement in Minority-Serving Institutions*, in partnership with Albany State University (GA), Alcorn State University (MS), and the Newark Board of Education (NJ). Project Team Member. 2021-2023. \$2.3M, Funded.

NSF Advance: Montclair State University: *Hiring, Recruiting, and Retaining Diverse Talent at an HSI as it Transforms into a Research University* Project Team Member. 2021-2022. \$650,000, not funded.

NJ Office of State Higher Education (OSHE). NJ Policy Lab Statewide Collaborative, Project Team Member. 2021-2022. \$1M, not funded.

NJCIE Inclusive Education State Wide Training Collaborative, Project Team Member. \$8.3M, Funded, 2020-2025.

NJ Global Human Trafficking Center - secured \$1M in private donation to endow a *Global Center for Human Trafficking at Montclair State University*. Funded, 2020.