

BRENDA A. ALLEN

Curriculum Vitae

EDUCATION

Howard University, Ph.D., Psychology, 1988
Howard University, M.S., Experimental Psychology, 1984
Lincoln University, B.A., Psychology, 1981

POSTGRADUATE STUDIES

Harvard University, Institute for Educational Management, 2001
Smith College, Management Program, 1998
Yale University, Postdoctoral Associate, 1989-1990
Yale University, Postdoctoral Fellow, 1987-1989

ADMINISTRATIVE APPOINTMENTS

Provost and Vice Chancellor for Academic Affairs
Winston-Salem State University
2009-Present

Chief academic and budget officer of the University, with responsibility for all academic and budgetary functions across the university including the academic functions located in the schools, departments, interdisciplinary programs, academic centers, and institutes.

Accomplishments include:

- Reformed curriculum to ensure a strong liberal arts basis
- Oversaw the establishment of first two doctoral programs
- Expanded undergraduate research funding and initiatives
- Restructured academic support to ensure strong advising across classes and student types
- Achieved largest five-year increase in first-year retention within the UNC system
- Achieved more than 30% change in 6-year graduation rate over a 3 year period

- Created Office of Faculty Affairs
- Collaborated with faculty to strengthen standards for tenure and promotion
- Allocated resources to support faculty teaching and scholarship
- Secured funding for three endowed chairs in the humanities
- Created a process to share administrative tasks with senior faculty
- Instituted strategic budgeting process
- Led the campus master-planning process
- Initiated centralization of Information Technology
- Partnered with the Chancellor to raise over \$7 million for capital projects and scholarships
- Advanced strategic goals despite more than \$35 million in budget cuts

Interim Assistant to the President

Brown University

2008-2009

Directed tasks related to decennial NEASC reaccreditation review; provided support for President's office on faculty and personnel matters; manage allocations from the President's Discretionary Funds; served as the President's designee on various committees; and coordinated agendas and arrangements for President's Cabinet and Executive Committee meetings.

Accomplishments include:

- Executed a successful self-study and reaccreditation process
- Managed several million dollars in discretionary funds

Associate Provost and Director of Institutional Diversity

Brown University

2003-2009

Primary responsibilities of this cabinet level position included providing leadership in formulating and overseeing the University's policies related to diversity including creating and implementing a plan to improve faculty recruitment and retention. Worked with academic departments to outline strategies for attracting greater diversity to applicant pools and to develop prospects for targeted hiring program. Planned activities to support the recruitment of women and minorities to the faculty. Assisted the Dean of the Faculty in building and maintaining a program of faculty development. Collaborated with the Dean of the College around diversity related issues in the curriculum. Duties also included the development and interpretation of policies related to affirmative action, assuring fairness and equal opportunity in employment and retention. Oversaw the implementation of Office of Equal Employment Opportunity and Affirmative Action and Disability Services.

Accomplishments include:

- Involved in raising nearly \$15 million to support diversity goals
- Co-authored a successful \$3.3 million NSF ADVANCE Grant application
- Led efforts that culminated in 36% and 45% increases in the number of women and minority faculty members, respectively
- Created policies and procedures for reporting, investigating and resolving allegations of unlawful harassment and discrimination
- Collaborated with others to create a comprehensive approach to work/life benefits

Assistant to the President and Director of Institutional Diversity
Smith College
2000-2003

Provided oversight and coordination of all College efforts to achieve its goals in attaining campus diversity. These responsibilities included leading and coordinating campus-wide efforts on issues of diversity and inclusion. Also advised and interpreted policy related to affirmative action, assuring fairness and equal opportunity in employment and retention. Oversaw the implementation of disability services and administered the grievance procedure relative to discrimination. Served as the college's chief grievance officer.

Accomplishments include:

- Led a college-wide revision of policies and practices regarding mentoring and evaluating faculty on the tenure track
- Shepherded change in core learning outcome expectations to include multicultural fluency
- Managed Target of Opportunity Program successfully recruiting four scholars from major research institutions to a liberal arts environment
- Co-authored a successful \$5 million grant application to the Mellon Foundation to establish a Mellon Mays Undergraduate Fellowship Program

Chair of the Department of Afro-American Studies
Smith College
1998-2002

Primary responsibilities included providing leadership for the academic program and departmental faculty including mentoring junior faculty. Led the department through a major restructuring of the faculty and the curriculum.

Accomplishments include:

- Doubled the number of faculty FTEs in the department
- Created a shared appointment system that increased number of formally affiliated faculty

FACULTY APPOINTMENTS

Professor of Psychology, 2009-present, Winston-Salem State University

Adjunct Professor of Africana Studies, 2004-2009, Brown University

Professor of Psychology, 2004; Associate Professor of Psychology, 1996-2003 (tenured 1996);
Assistant Professor, 1990-1996; and Adjunct Faculty, School of Social Work, 1990-1998,
Smith College

Lecturer, Departments of Psychology and African and Afro-American Studies, 1988-1990, Yale
University

SELECT AWARDS AND HONORS

Black History Month Community Service Award, Salem Lodge, Winston-Salem, NC, 2014

Woman of Achievement Award, General Federation of Women's Club, NC, 2013

Woman of Vision Award, YWCA of Winston-Salem, NC, 2013

Women in Business, *Triad Business Journal*, 2013

Black Student Alliance Faculty Award, Smith College, 1999

Distinguished Ph.D. Alumni Award, Howard University, 1998

President's Annual Award, Promotion of the Smith Design for Diversity, Smith College, 1994
Junior Faculty Teaching Award, Smith College, 1992

PUBLICATIONS

Refereed Journal Articles

Hurley, E.A.; Allen, B.A., Boykin, A.W (2009). Culture and the interaction of student ethnicity with reward structures in group learning. Cognition and Instruction, 27(2), 121-146.

Hurley, E. A. and Allen, B.A. (2007) Asking the how questions: quantifying group processes behaviors. Journal of General Psychology, 134(1), 5-21.

Marryshow, D. J.,; Hurley, E.A.; Allen, B.A.; Tyler, K.M. and Boykin, A.W (2005). Impact of learning orientation on African American children's attitudes towards high achieving peers. The American Journal of Psychology, 118(4), 603-618

Hurley, E.A.; Boykin, A.W. and Allen, B.A. (2005). Communal vs. Individual Learning of a Math Estimation Task: African American Children and the Culture of Learning Contexts. Journal of Psychology: Interdisciplinary and Applied, 139(6), 513-527.

Martin, B.S., Hurley, E.A.; Allen, B.A.; Boykin, A.W. (2005). Cultural expression and Black students attitude towards high achievers. Journal of Psychology: Interdisciplinary and Applied, 139(3), 247-259.

Allen, B.A; deVilliers, J.G., and Francois, S. (2001). Deficits or Differences: Linguist Paths Towards a Theory of Mind. Research on Child Language Acquisition: Proceedings of 18th Conference of International Association for the Study of Child Language. Cascadilla Press.

Boykin, A.W.; Allen, B.A.; Davis, L.H. and DeBritto, A.M. (1997). Task performance Black and white children across levels of presentation variability. The Journal of Psychology, 131(4), 427-437

Allen, B.A. and Butler, L. (1996). The effects of music and movement opportunity on the analogical reasoning performance of African and Anglo American children. Journal of Black Psychology, 22, 316-327.

Crosby, F., Allen, B.A., Culbertson, T., Wally, C., Morith, J., Hall, R., Nunes, B. (1994). Taking selectivity into account, how much does gender composition matter?: A re-analysis of M.E. Tidball's research. NWSA Journal, 6(1),107-118.

Allen, B.A. and Armor-Thomas, E. (1993). Construct validation of metacognition. Journal of Psychology, 127(2), 203-211.

Armour-Thomas, E. and Allen, B.A. (1993). How well do teachers teach for the promotion of thinking and learning? Educational Horizons, 71(4), 203-208.

Armour-Thomas, E. and Allen, B.A. (1993). The feasibility of an information processing methodology for the assessment of vocabulary competence. Journal of Instructional Psychology, 20(4), 306-313.

Crosby, F.J., Allen, B.A., and Opotow, S. (1992). Changing patterns of income among blacks and whites before and after E.O. 11246. Social Justice, 5, 335-341.

Allen, B.A. and Boykin, A.W. (1992). African American children and the educational process: Alleviating cultural discontinuity through prescriptive pedagogy. School Psychology Review, 21(4), 586-593.

Armour-Thomas, E., Bruno, K. and Allen, B.A. (1992). Towards an understanding of higher order thinking among minority students. Psychology in the Schools, 29(3), 273-280.

Allen, B.A. and Boykin, A.W. (1991). The influence of contextual factors on Black and White children's performance: Effects of movement and music. International Journal of Psychology, 26(3), 337-387.

Armour-Thomas, E. and Allen, B.A. (1990). An information processing analysis of analogical reasoning performance of high and low achievers. Psychology in the Schools, 27(3), 269-275.

Boykin, A.W. and Allen, B.A. (1988). Rhythmic movement facilitation of learning in working class Afro-American children. Journal of Genetic Psychology, 149(3), 335-348.

Book Chapters

Boykin, A.W. and Allen, B.A. (2003). Cultural Integrity and Schooling Outcomes. In P. Pufall and R. Unsworth (Eds.) Childhood in America. New Jersey, Rutgers University Press.

Boykin, A.W. and Allen, B.A. (2000). Beyond Deficit and Difference: Psychological Integrity in Developmental Research. In C.C. Yeakey (ed.) Edmund W. Gordon: Producing Knowledge, Pursuing Understanding. (pp. 15 – 34) Stamford, CT: JAI Press.

Boykin, A.W. and Allen, B.A. (1999). Enhancing African American children's learning and motivation: Evolution of the verve and movement expression paradigms. In R. Jones (ed.) African American Children, Youth and Parenting, (pp. 115- 152) VA: Cobb and Henry.

Allen, B.A. (1996). Staying in the academy. In F. Crosby and K. Wyche (eds.) Women's Ethnicities: Journeys Through Psychology. Boulder, CO: Westview Press.

Harrell, J.P., Clark, V.R., and Allen, B.A. (1991). That ounce of value: Visualizing the application of psychophysiological methods in Black Psychology. In R. Jones (ed.) Black Psychology 3rd Edition. Berkeley, California: Henry-Cobb.

Book Review

Gordon, E.W., Grace, C. and Allen, B.A. (1989). Ordinary Black Women. Readings, 4, 12-17.
Book

Work in Progress

Allen, B.A. (forthcoming) The role of the provost in increasing diversity in the Health Sciences. Special Editor Journal of Best Practices in Health Professions Diversity: Research, Education and Policy

Boykin, A.W.; Allen, B.A.; Jager, R. (forthcoming) Psychology of African American Experiences: Paradigms of the Past and Present. (under contract; Cognella Publishing)

SELECT SCHOLARLY LECTURES AND PROFESSIONAL PRESENTATIONS

A Conversation with the Provosts. Panel presentation for Navigating Challenging Waters: Achieving Success in the Academy, UNC Wilmington, April 25, 2014.

Elite Education for the Masses: The Process of Adopting the Liberal Arts at a Regional State Institution. Session prepared for AASCU Winter meeting, Point Clear, AL, February 8, 2013.

Progression, Retention, and Graduation: Preparing Minority Students for 21st Century Success. Session prepared for the North Carolina Center for Public Policy Conference, Winston Salem State University, July, 2011,

Researching and Teaching Slavery and the University at Emory University and Brown University. Session presented at Slavery and the University: Histories and Legacies Conference, Emory University: February 5, 2011

Promoting visibility of faculty. Session presented at Charting Your Path Conference, University of North Carolina-Charlotte: March 16, 2011

Affirmative Action meets diversity: Why race continues to matter. Session prepared for Institutes for Educational Management, Harvard Graduate School of Education, Cambridge, MA; July 23, 2008.

From Black Studies to African and African American Studies: The evolution of a field. Remarks presented at a workshop on African Diasporic Knowledges. University of Cape Town, Cape Town South Africa, October, 2006

Diversity Matters. Workshop presented for senior administrators. Princeton University, Princeton, New Jersey, October 2006

Cultivating Academic Leadership, Workshop conducted for administrative leadership and senior faculty, Loyola Marymount University, Los Angeles, California, May 2005

Does movement expression facilitate participation in communal learning context? Paper presented for the Culture and Development Lecture Series, Brown University, February, 2001

Deficits or Differences: Linguist Paths Towards a Theory of Mind. Paper presented at the VIIIth International Congress for the Study of Child Language, San Sebastian, Spain, July, 1999

Movement Expression: Theory, Research and Implications. Symposia presented at the Annual conference of the American Educational Research Association. San Diego, CA, April, 1998

Explorations into Afro-cultural Ethos: Theory, Research and Educational Implication. Symposium present at the Biannual conference of the Society For Research in Child Development. Washington, D.C., April, 1997.

OTHER PROFESSIONAL ACTIVITIES

Member, University Steering Committee on Slavery and Justice, Brown University, 2003-2008
Review Committee, Maternal and Child Health Grant Review Committee, Department of Health and

Human Services, 1997-2001
Reviewer, *Journal of Adolescent Research*
Reviewer, *Journal of Applied Social Psychology*
Reviewer, *Journal of Black Psychology*
Reviewer, *Journal of Psychology*
Reviewer, *Psychological Bulletin*
Reviewer, *Teacher's College Record*

BOARD APPOINTMENTS AND MEMBERSHIPS

Advisor, Commission to Commemorate the History of Slavery in Rhode Island
Past President, Board of Directors, Habitat for Humanity of Forsyth County, Winston-Salem, NC
Member, Arts Council of Winston-Salem, NC
Member, Alpha Kappa Alpha Sorority, Incorporated