KENNETH T BARONE, MS

PROJECT MANAGEMENT | PROGRAM DIRECTOR | STRATEGIC PLANNING
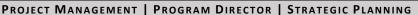### *Technical Expertise | Quality Improvements | Best Practices*

Engaging, hands-on, Project Manager with experience managing complex projects that meet demanding time restraints and exceed all expectations. Develops innovative solutions to complex, systemic challenges with a demonstrated ability to define and map project scope, specifications, timelines, resources and budget requirements. Adept at working on projects from the initial vision to execution – gathering requirements, managing technical developments, leading and coordinating cross-functional teams and delivering a high-quality product. Out-of-the-box, analytic thinker committed to making continuous improvements in process, communication, and fiscal management to enable growth.

SELECTED HIGHLIGHTS

- Provided staffing and in-depth subject matter expertise to the 13-member Police Transparency and Accountability Task Force and their three subcommittees.
- Managed financial administration of the institute's state and federal grants, contracts, and legislative appropriations (over $2 million annually).
- Provided staffing to the 20-member Connecticut Racial Profiling Prohibition Advisory Board and their four working groups, leading cross-project meetings, tracking project deliverables, allocating resources, and supervising part-time project staff.
- Worked collaboratively with the Connecticut Criminal Justice Information System to build and maintain a statewide traffic stop data repository.
- Managed a multi-year research contract with the Rhode Island Department of Transportation to conduct annual analysis of traffic stop disparities for 41 law enforcement agencies in Rhode Island, collaborating with stakeholders to gather necessary data.
- Served as expert consultant for the California Department of Justice on the implementation of Assembly Bill 953, Law Enforcement Racial Profiling Bill and the Oregon Attorney General's Office Racial Profiling Task Force on the development and implementation of a statewide traffic stop data collection and analysis program, providing clear action items to design and implement new procedures.

CORE COMPETENCIES

Process Analysis	Laws and Regulations	Formal Investigations
Research	Team Building/Management	Stakeholder Partnerships
Public Policy	Budget Preparation/Analysis	Project Scope/Deadline

PROFESSIONAL EXPERIENCE

Institute for Municipal and Regional Policy, Central Connecticut State University | New Britain, CT | 2011 – Present
Project Manager | 2015 – Present
Research and Policy Specialist | 2011 – 2015

Promoted to manage the Connecticut Racial Profiling Prohibition Project, partnering with the Office of Policy and Management, Criminal Justice Policy and Planning Division to oversee Conn. Gen. Stat. § 54-1m (also known as the Alvin W. Penn Act). Provide in-depth subject matter expertise and outstanding organizational skill to the position, providing staffing to the 20-member Connecticut Racial Profiling Prohibition Advisory Board and their four working groups. Lead cross-project meetings, track project deliverables, allocate resources, and supervise part-time project staff to ensure there is 100% on time completion of projects with high-quality. Demonstrate the ability to work closely with state representatives, senators, and heads of state agencies in the development, implementation, evaluation, and enhancement of public policy.

Projects:

- **Connecticut Racial Profiling Prohibition Project**
  - Managed a multi-year National Highway Traffic Safety Administration federal grant that provided resources for Connecticut to collect and analyze traffic stop records from 107 police agencies on an annual basis.
  - Monitored multiple contracts, serving as liaison between the university and data vendors, outside research staff, and other state agencies.
  - Co-authored the annual report that analyzes traffic stop disparities for 107 law enforcement agencies in Connecticut.
  - Conducted follow-up investigations into 28 police agencies identified with significant racial and ethnic disparities in traffic enforcement. Co-authored reports for each agency with recommendations on how to address significant racial and ethnic disparities.

- o Led more than 40 community dialogues throughout the state about racial profiling, implicit bias, procedural justice and reconciliation.
- o Worked in collaboration with the Connecticut Criminal Justice Information System and the Connecticut Data Collaborative to maintain the traffic stop data repository and publish the information for public consumption.
- o Conducted statewide training for law enforcement departments on Fair and Impartial Policing (a program developed by the Department of Justice Community Oriented Policing Services Division to reduce the effects of implicit bias.)
- **Police Transparency and Accountability Task Force:** Provided in-depth subject matter expertise and general staffing to the 13-member task force established by the Connecticut General Assembly to study police transparency and accountability. Co-authored task force reports, recommendations, and legislative proposals.
- **Rhode Island Department of Transportation:** Partnered across the state with a multi-year research contract with responsibility for conducting annual analysis of traffic stop disparities for 41 law enforcement agencies. Conducted follow-up investigations into 12 police agencies identified with significant racial and ethnic disparities.
- **California Department of Justice (Implementation of Assembly Bill 953, Law Enforcement Racial Profiling Bill):** Served as an expert consultant on the development and passage of Assembly Bill 953.
- **Oregon Attorney General's Office Racial Profiling Task Force:** Served as an expert consultant on the development and implementation of a statewide traffic stop data collection and analysis program, providing clear action items to design and implement new procedures.
- **Center for Policing Equity National Justice Database:** Coordinated the research partnership between the state of Connecticut and the National Justice Database, which is the nation's first database tracking national statistics on police behavior and works to standardize data collection across the country.
- **Connecticut Use-of-Force Data Collection Program:** Managed the annual data collection and analysis required under Conn. Gen. Stat. §7-282e of police use-of-force incidents.
- **Connecticut Electronic Defense Weapon Program:** Managed the annual data collection and analysis required under Conn. Gen. Stat. §54-1t (aka Public Act 14-149, An Act Concerning the Use of Electronic Defense Weapons by Police Officer).
- **Report to regulate For Hire Transportation Network Companies:** Lead researcher for a contract with the Connecticut Department of Transportation to evaluate the regulatory structure for "For Hire Transportation Network Companies", such as Uber and Lyft, to operate in the state.
- **Results Based Accountability Contract Monitoring:** Managed contract monitoring and Results Based Accountability report cards for all institute contracts.
- **Connecticut Reentry Roundtable Collaborative Initiative:** Coordinated all activities through quarterly statewide meetings to address ex-offender reentry needs in all major cities. Worked with Connecticut 211 to build a directory of services for reentry needs.
- **Juvenile Jurisdiction Policy and Coordinating Council (JJPOCC):** Staff assistant to the 27 member board established to coordinate activities involved in implementing Public Act 11-51 (Raise the Age Law), which integrated 16 and 17 year olds into the juvenile court system from the adult court system.

Center for Public Policy and Social Research, Central Connecticut State University | New Britain, CT | 2009 – 2011
Research and Policy Specialist, Governor William A. O'Neill Endowed Chair and US-China Business Center

Coordinated and designed programs with partnering University faculty and staff that address a range of student issues with sensitivity and support, fostering welcoming and inclusive educational environments. Worked across departments to expand life-long learning and higher education programs by partnering with academic and student affairs departments on community engagement and other related activities to enhance the mission of the University. Conducted in-depth research into proposed policy initiatives of the department and the university.

- Led activities supporting former State Representative William Dyson as the holder of the Governor William A. O'Neill Endowed Chair in Public Policy and Practical Politics, including developing Community Engagement Activities for the Center for Public Policy and Social Research (CPPSR) and managing logistics for conferences, seminars, lectures, and other department activities.
- Worked with affiliated institutes of CPPSR to coordinate research, programs, and other related activities for the US-China Center, coordinating all aspects of the Chinese Delegation training for 50 visiting scholars, including managing housing, transport, and programmatic logistics.

Post University | Waterbury, CT | 2013 – Present
Gateway Community College | New Haven, CT | 2016 – Present
Adjunct Faculty

Utilize strong communication skills to provide academic and professional support, mentoring students for success. Develop curriculum for learning that is focused on industry standards and practices, with real-life examples to generate discussions. Serve as a guide for students who excel in the coursework, as well as provide tutoring as needed to ensure all students achieve the benefit of the course.

- **Post University:** Adjunct faculty for three on-campus Professional Success Seminar classes in the fall and spring semesters (CSA

101, CSA 260 and CSA 400) as well as facilitating an 8-week on-line course for new students (CSS 101 Learning Across the Lifespan).

- **Gateway Community College:** Adjunct faculty for Political Science 111, Introduction to American Government: Study the structure and framework of American government and the interrelationship of politics on the national, state, and local levels.

EDUCATION

Central Connecticut State University, New Britain, CT: 2013
Master of Science in Counselor Education – Student Development in Higher Education (GPA: 3.97)

Central Connecticut State University, New Britain, CT: 2009
Bachelor of Arts – Political Science and Public Administration (GPA: 3.75, Magna Cum Laude)
- **Minor:** Business

ADDITIONAL CREDENTIALS

PUBLICATIONS

- Ross, M. B., Kalinowski, J. J., & Barone, K. (2020). Testing for disparities in traffic stops: Best practices from the Connecticut Model. *Criminology & Public Policy, 19*(4), 1289-1303. doi: https://doi.org/10.1111/1745-9133.12528
- Ross, Matthew B., James Fazzalaro, Kenneth Barone, and Jesse Kalinowski. 2015. State of Connecticut Traffic Stop Data Analysis and Findings, 2013-14. Racial Profiling Prohibition Project. Connecticut State Legislature.
- Ross, Matthew B., James Fazzalaro, Kenneth Barone, and Jesse Kalinowski. 2016. State of Connecticut Traffic Stop Data Analysis and Findings, 2014-15. Racial Profiling Prohibition Project. Connecticut State Legislature.
- Barone, Kenneth T., James Fazzalaro, Matthew Ross, and Jesse Kalinowski. 2017. State of Connecticut Traffic Stop Data Analysis and Findings, 2014-15 Supplemental Report. Racial Profiling Prohibition Project. Connecticut State Legislature.
- Ross, Matthew B., James Fazzalaro, Kenneth Barone, and Jesse Kalinowski. 2017. State of Connecticut Traffic Stop Data Analysis and Findings, 2015-16. Racial Profiling Prohibition Project. Connecticut State Legislature.
- Barone, Kenneth T., James Fazzalaro, Matthew Ross, and Jesse Kalinowski. 2018. State of Connecticut Traffic Stop Data Analysis and Findings, 2015-16 Supplemental Report. Racial Profiling Prohibition Project. Connecticut State Legislature.
- Ross, Matthew B., James Fazzalaro, Kenneth Barone, and Jesse Kalinowski. 2019. State of Connecticut Traffic Stop Data Analysis and Findings, 2017. Racial Profiling Prohibition Project. Connecticut State Legislature.
- Ross, Matthew B., James Fazzalaro, Kenneth Barone, and Jesse Kalinowski. 2020. State of Connecticut Traffic Stop Data Analysis and Findings, 2018. Racial Profiling Prohibition Project. Connecticut State Legislature.
- Ross, Matthew B., James Fazzalaro, Kenneth Barone, and Jesse Kalinowski. 2018. State of Rhode Island Traffic Stop Data Analysis and Findings, 2016. Rhode Island Department of Transportation.
- Ross, Matthew B., James Fazzalaro, Kenneth Barone, and Jesse Kalinowski. 2019. State of Rhode Island Traffic Stop Data Analysis and Findings, 2017. Rhode Island Department of Transportation.
- Ross, Matthew B., James Fazzalaro, Kenneth Barone, and Jesse Kalinowski. 2020. State of Rhode Island Traffic Stop Data Analysis and Findings, 2018. Rhode Island Department of Transportation.
- Buchanan, Kim, Renee LaMark Muir, Kenneth Barone, and Kimberly Stoked. 2016. State of Connecticut Electronic Defense Weapon Analysis and Findings, 2015. Connecticut State Legislature.
- Buchanan, Kim, Renee LaMark Muir, Kenneth Barone, and Kimberly Stoked. 2017. State of Connecticut Electronic Defense Weapon Analysis and Findings, 2016. Connecticut State Legislature.
- Thorson, James, Veronica L. Gill, James Fazzalaro, Kenneth Barone and, Andrew Clark. 2015. For Hire Transportation Services Report, A Study by the Institute for Municipal and Regional Policy. Connecticut Department of Transportation

CONFERENCE PRESENTATIONS

- 2016 – CSG Robert J. Thompson Eastern Leadership Academy: *Class of 2016*
- 2016 – YWCA Stand Against Racism: *Eliminating Racial Disparities in Policing*
- 2016 – Building Bridges Conference: *Overview of the CT Racial Profiling Prohibition Project*
- 2015 – National Neighborhood Indicators Partnership: *Using Data in Engaging Communities about Policing Policies*
- 2015 – 2015 Impact Summit: *Community Indicators Consortium*
- 2015 – Health Disparities Elimination Summit: *Racial Profiling in Connecticut*