

S. Mark Kennedy

Professional Experience

Corporate Center for Analytical Sciences (CCAS)

- Managed multiple technical laboratory groups at two sites to deliver superior technical and business value through focus on employee engagement, workflow, productivity, connectivity and quality while driving strategic change in positioning and offerings to increase business value
- Led analytical competencies through seamless spin-out of Chemours by focusing on win-win strategies, gap mitigation and continuous people and business engagement
- Managed significant reduction in force through clear direction setting, creative alternative resourcing strategies, people engagement and development, and customer focus
- Co-led strategic development and implementation of organization's post-merger/spin future state through clear understanding of business needs across multiple spin companies, restructuring and communicating organizational mission, implementing KPIs, developing strategic technology plans and mitigating risks through alternative resourcing strategies
- Developed and implemented successful minimum-essential infrastructure for critical initiatives: REACH substance ID, corporate IH/OH analytical support, Six Sigma deployment, CCAS GLP program, Renewal Research program
- Created cross-functional business-focused international teams to increase synergy, reduce stove-piping, and solve difficult technical business problems effectively (e.g. Bio-Domain Science Group, ATOMs (Analytical Technologies for 'Omics Measurements))
- Engaged all biological businesses as business liaison to assure relevance and continuous improvement of offerings, address critical technical and business issues, improve collaboration/integration with businesses and identify new opportunities for business impact
- Renewed critical role of technical liaison (with development track) to improve the ease of doing business with CCAS and create/develop technical leaders connected to all businesses
- Consistently top-rated Research Manager; highest possible employee engagement rating corporately versus benchmark

Haskell Laboratory for Toxicology

- Successfully managed all aspects of resourcing and outsourcing, budget, quality, competency development and training, regulatory compliance, and scheduling and planning for analytical function; significantly improved overall analytical competency, morale, on-time results delivery, GLP compliance, and cost/revenue balance
- Led analytical effort in toxicology for major fluorochemical issue: developed strategies to address key legal and regulatory questions, collaborated with EPA, CDC and academic labs, managed multiple priorities between two businesses
- Developed successful metrology program; developed effective program leader to implement and run program
- Managed and significantly improved productivity and safety in Haskell Sample Room

Crop Protection, Global Product Registration

- Developed, coordinated and implemented global registration strategies for the insecticide portfolio (products sold in over 90 countries) to support business strategic intent to renew and expand the portfolio while driving product stewardship; effectively managed large global projects (e.g. methomyl safe use, re-registrations)

- Created, advocated and implemented vision of Global Registration Portfolio Teams to facilitate global regulatory connectivity and to efficiently, effectively and expeditiously address regulatory issues in a globally consistent manner
- Developed & implemented Prior Informed Consent strategy across all Crop Protection portfolios
- Effectively worked across cultures globally with stakeholders, including business functions, regulators, customers, and NGOs to generate cohesive, risk-managed plans and strategies

Crop Protection, Residue

- Developed methods for residue, feeding and soil studies and conducted studies under GLP
- Resolved regulatory issues with residue extractability in close collaboration with US Registration
- Interfaced with technical writing group to improve quality of reports

Employment History

Adjunct Professor	2019-2023	Widener University
Research Manager, Corporate Center for Analytical Sciences	2004-2018	DuPont Central Research & Development, Wilmington, DE
Manager, Analytical Chemistry	1999-2004	DuPont Haskell Laboratory for Toxicology, Newark, DE
Technical Group Leader, Analytical	1997-1999	DuPont Haskell Laboratory for Toxicology, Newark, DE
Global Product Registration Manager	1990-1997	DuPont Crop Protection, Wilmington, DE
Research Chemist	1986-1990	DuPont Crop Protection, Wilmington, DE

Education

Purdue University, West Lafayette, IN	Ph.D., Analytical Chemistry, <i>Summa Cum Laude</i> , Phi Kappa Phi	December, 1986
Duke University, Durham, NC	A.B., Chemistry (Minor: Russian), <i>Summa Cum Laude</i> , Phi Beta Kappa	May, 1981

Other Applicable Skills

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- Certified Professional Coach; strong coaching and counseling skills; outstanding ability to engage and motivate individuals
 - Strong teaching skills (Adjunct Professor of Chemistry at Widener University; Widener University A&S Teaching Award (Feb. 2022); Environmental Risk Assessment at University of Delaware; various internal and external workshops for industry organizations)
 - Strong project management skills
 - Diversity & Inclusion advocacy and leadership; DuPont LBGTQA ERG leadership
 - Six Sigma deployment champion and coach
 - Moderate language capability in Spanish and Russian

References

References are available on request.

Publications, Presentations and Workshops

Stanley Marcus Kennedy (Mark)

Scientific Publications

C. W. Anderson, M. R. Cushman, S. M. Kennedy, & J. R. Wheeler Anal. Biochem. 127, 413-7(1982). "Dual Beam Difference Spectroelectrochemistry"

S. M. Kennedy & F. E. Lytle Anal. Chem. 58(13), 2643-7(1986). "p-Bis-(o-methylstyryl)benzene as a Power-Squared Sensor for Two-Photon Absorption Measurements Between 537 and 694 nm"

S. M. Kennedy, Ph.D. Thesis, Purdue University, West Lafayette, IN, 1986. "Linking Experiment and Theory in Two-Photon Spectroscopy I. Quantitation with Two-Photon Spectroscopy II. Spectroscopy of Metal-Metal Bonded Compounds"

M. J. Hassinger, S. M. Kennedy, & F. E. Lytle Anal. Instrum. 16(4), 487-502(1987). "The Ring Dye Laser as a Source for Two-Photon Excited Fluorescence"

W. S. Harwood, S. M. Kennedy, F. E. Lytle, J-S. Qi, & R. A. Walton Inorg. Chem. 26(11), 1784-8(1987). "Preparation and Spectroscopic Characterization of the Series of Mixed-Ligand Complexes $\text{Mo}_2\text{X}_n(\text{mhp})_4\text{-}_n(\text{PR}_3)_n$ ($\text{X} = \text{Cl}, \text{Br}$; $\text{PR}_3 = \text{PMePh}_2, \text{PMe}_2\text{Ph}, \text{PEt}_3$; mhp = anion of 2-hydroxy-6-methylpyridine; $n = 1-3$)"

J. M. Flaherty, P. D. Connolly, E. R. Decker, S. M. Kennedy, M. E. Ellefson, W. K. Reagen, & B. Szostek, J. Chromatog. B, 819(2), 329-38(2005), "Quantitative Determination of Perfluorooctanoic Acid (PFOA) in Serum and Plasma by Liquid Chromatography Tandem Mass Spectrometry"

DuPont Internal Scientific Publications

Numerous internal scientific publications on the environmental fate and residue of various classes of pesticides in a large variety of crops, food processing products, animal products, soil, sludge and water.

Other Publications

Kennedy, S.M. (2022). Peer Counseling: Coaching Services as an LGBTQ Community Center Offering. In Keydel, T.M., Kincaid, T., Robersmith, A. (Eds.), *Coaching Wisdom: Voices of the Gay Coaches Alliance* (pp. 93-99).

External Presentations

J. T. Coburn, S. M. Kennedy, N. K. Seitzinger, & F. E. Lytle, ACS Regional Meeting, St. Paul, MN, July 1983, "A Microprocessor-Controlled Fluorimeter Utilizing Dye Laser Excitation"

F. E. Lytle & S. M. Kennedy, Pittsburgh Conference (invited talk), Atlantic City, NJ, March 1986, "New Developments in Two-Photon Spectroscopy"

S. M. Kennedy, M. L. Patterson, M. J. Weaver, & F. E. Lytle, Pittsburgh Conference, Atlantic City, NJ, March 1986, "The Spectroscopic Characterization of Bis-MSB"

J. E. Eble, S. M. Kennedy, & L. M. Shalaby, Bioscience Forum, Wilmington, DE, April 1988, "Herbicide Analysis in Crops and Soil by Thermospray LC-MS"

S. M. Kennedy & R. L. Mull, Meeting of FAO/UNEP Joint Panel of Experts, Rome, October 1992, "Characteristics of Methomyl"

S. M. Kennedy, Thai Registration Authority Seminar, Bangkok, November 1992, "Registration of Baculoviruses"

S. M. Kennedy, DuPont Central Asia Ag Development Meeting, Hong Kong, November 1992, "The Prior Informed Consent System"

S. M. Kennedy, World Health Organization, Geneva, April 1994, “JMP-Environmental for Methomyl”

S. M. Kennedy, DuPont AG Registration Forum, Wilmington, February 1995, “Prior Informed Consent”

B. Szostek, K. B. Prickett, S. M. Kennedy, & M. A. Kaiser, SETAC Europe 13th Annual Meeting, Hamburg, Germany, April 2003, “Analytical Challenges in Determination of Telomer 8-2 Alcohol and Telomer-Derived Fluorosurfactants and Polymers in Biological and Environmental Matrices”

W. R. Berti, R. C. Buck, V. Capka, M. A. Kaiser, S. M. Kennedy, B. S. Larsen, B. Szostek, & N. Wang, Dioxin 2003, Boston, MA, August 2003, “Developing Analytical Methods that Stand the Test of Time: Determination of Fluorinated Organics in Various Matrices”

W. Berti, N. Wang, B. Szostek, S. Kennedy, J. Gannon, & R. Buck, SETAC North America 24th Annual Meeting, Austin, TX, November 2003, “Biodegradation Studies of Fluorotelomer-based Surfactant and Polymer Products”

B. Szostek, K. B. Prickett, J. C. Maslanka, & S. M. Kennedy, SETAC North America 24th Annual Meeting, Austin, TX, November 2003, “Development of Analytical Methodology for Determination of Telomer B Alcohols and Telomer-Derived Anionic and Non-anionic Fluorosurfactants and Polymers”

S. M. Kennedy, Gay Coaches Alliance International Conference, Easton Mt., NY, May 2018, “What’s Beneath the Surface? – Issues Gay Men Face in Corporate America”

S. M. Kennedy, ALMA Annual Conference (Invited Talk), Philadelphia, PA, October, 2018, “Musings on the Measurement and Communication of Value in Central Analytical Functions”

S. M. Kennedy, Eastern Analytical Symposium (Invited Talk), Somerset, NJ, November, 2018, “Musings on the Measurement and Communication of Value in Central Analytical Functions”

S. M. Kennedy, ALMA Annual Conference (Invited Talk), Minneapolis, MN, October, 2019, “It Takes a Village – Creating an Alternative Sourcing Strategy and Network in the Age of Limited Internal Analytical Resources”

S. M. Kennedy, ALMA Leadership Webinar Series (Invited Kickoff Speaker), Online, September, 2020, “Counterintuitive Productivity”

S. M. Kennedy, Eastern Analytical Symposium (Invited Talk), Session: Laboratory Resource Planning & Modeling, Online Webinar, October, 2020, “Counterintuitive Productivity”

S. Kennedy, *Laboratory Manager* Leadership Summit, Online, June, 2021, “Navigating Mind Traps”

S. M. Kennedy, ALMA Annual Conference (Invited Talk), Chapel Hill, NC, October, 2022, “In the Shelter of Each Other – Engaging Humans at Work”

Workshops and Short Courses

S. M. Kennedy, DuPont Central Asia Ag Development Meeting, Singapore, April 1990, "Environmental Fate Studies - Training Session"

S. M. Kennedy & M. Khan, UNEP/UNITAR Workshop on the Role of Industry and Trade in Implementing Prior Informed Consent, Cha-Am, Thailand, February 1993, “Partnership between Government, Industry, and NGO’s at the National and Local Levels”

S. M. Kennedy, DuPont Middle East/Africa Regional Meeting, Geneva, April 1994, “Prior Informed Consent Workshop”

S. M. Kennedy, DuPont European Regional Meeting, Paris, April 1994, “Prior Informed Consent Workshop”

S. M. Kennedy, DuPont Central America Regional Meeting, Mexico City, Mexico, July 1994, “Prior Informed Consent Workshop”

S. M. Kennedy, DuPont South America Regional Meeting, Sao Paulo, Brazil, July 1994, “Prior Informed Consent Workshop”

M. Kaiser, S. Kennedy, J. Field, B. Szostek, & D. Kuehl, SETAC North America 24th Annual Meeting, Austin, TX, November 2003, Short Course (half-day), “Analysis of Fluorine-Containing Compounds”

M. A. Kaiser & S. M. Kennedy, Eastern Analytical Symposium, Somerset, NJ, November 2005 and November 2006, Short Course, “Methods Development and Validation Procedures in the Analytical Laboratory”

M. A. Kaiser & S. M. Kennedy, SETAC North America 27th Annual Meeting, Montreal QB, November 2006, Short Course, “Methods Development and Validation Procedures in the Environmental Analytical Laboratory”

S. M. Kennedy, C. Lowrie, K. Mucha & T. Lynn, Out & Equal 2017 Workplace Summit, Philadelphia, PA, October 2017, “Breaking Up is Hard to Do: Managing Major Corporate Change”

S. M. Kennedy, ALMA Annual Conference, Minneapolis, MN, October, 2019, “Navigating the Financial Jungle to Communicate Value and Get Investment”

S. M. Kennedy, ALMA Annual Conference, Minneapolis, MN, October, 2019, “Engaging Employees to Improve Organizational Culture and Create Competitive Advantage”

S. M. Kennedy, ALMA Annual Conference, Chapel Hill, NC, October, 2022, “Creating, Developing and Leading High-Functioning Teams”