

# Dr. Kahan Sablo

## Executive Leadership | Operations Administration | Strategic Planning | Program Management

- Facilitated a university healing process in response to two campus cross-burnings.
- Founding Director of two campus diversity/inclusion offices.
- Experienced Deputy Title Nine Coordinator/Investigator.
- Received accolades from national accreditors for strategic planning and learning outcomes assessment.
- Instrumental leader in a 138MM housing construction project and 10MM student center renovation.

## CHRONOLOGICAL SUMMARY OF PROFESSIONAL EXPERIENCES

Dean of Inclusive Excellence (Chief Diversity Officer), Bard College	2020 - Present
Asst. VP for University Life & Interim Asst. Dean of DEI, George Mason Univ.	2016 - 2020
Vice President for Student Affairs/Deputy Title IX Coord., Edinboro University	2009 - 2016
Assoc. VP/Dean of Students & Dir. of Multicultural Programs, Edinboro Univ.	1998 - 2009
Founding Director, Center for Multicultural Affairs, SUNY Fredonia	1996 - 1998
Founding Director of Multicultural Affairs, SUNY Canton	1992 - 1996

## PROFESSIONAL EXPERIENCES AND ACCOMPLISHMENTS

### Bard College – Annandale on Hudson, NY

**2020-Present**

*Bard College is a highly selective private institution that offers associate, baccalaureate and master's degrees. The Bard Network includes approximately 8,000 students who are educated on a residential campus environment (Annandale on Hudson, NY), high schools (New York, NY; Queens, NY; Great Barrington, MA; Newark, NJ; Cleveland, OH; Baltimore, MD; and Washington, DC), and early college centers (New Orleans, LA; Great Barrington, MA; and Hudson, NY).*

### Dean of Inclusive Excellence (Chief Diversity Officer)

- Served as a member of the College's senior leadership team, collaborating on comprehensive institutional issues (i.e. advancement, diversity, crisis issues, etc.).
- Supervised the Office Equity and Inclusion in the leadership of state grant and scholarship programs.
- Managed complaints of ethnic/racial harassment and establish institutional policies and procedures.
- Chaired the President's Commission on Racial Justice, Inclusive Excellence Council, and Professionals of Color.
- Served as the NCAA Diversity and Inclusion Liaison for 19 intercollegiate athletic teams.
- Coached faculty on inclusive teaching and curriculum practices.

#### **Notable Diversity and Inclusion Accomplishments**

- o Coordinated organization-level responses to DEI concerns heightened by the Black Lives Matter Movement.
- o Responded to racism challenges (decolonization of the curriculum, inaugural racial harassment policies, etc.).
- o Provided executive leadership to the President's Commission on Racial Justice and Equity, to include college-wide campus climate recommendations.
- o Co-founded Out@Bard, an LGBTQ+ employee affinity group.

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#### **George Mason University (GMU) - Fairfax, VA**

**2016-2020**

*With 38,000 students enrolling from all 50 states and 134 countries, GMU is the largest public research university in Virginia; The university awards baccalaureate, masters, and terminal degrees - including the Juris Doctorate.*

#### **Asst. VP for University Life & Interim Asst. Dean of Diversity and Inclusion**

- Served as a member of the division's core leadership team in the administration of an \$86MM student affairs division at a Research 1 University.
- Managed approximately 200 employees in multiple departments (three domestic campuses and one international campus), including Residence Life and Housing (including facilities); Student Conduct/Discipline; Fundraising; New Student and Family Programs; Mason/NOVA ADVANCE; Off Campus Student Services; Accreditation; University Centers (3); Student Success Coaching; Academic Integrity; Lesbian, Gay, Bisexual, Transgender Resources; Diversity, Inclusion, Multicultural Education; Women and Gender Studies; Patriot Experience; Living Learning Communities; University Life Safety/Emergency Response; Campus Climate/Special Diversity Initiatives; University Ensembles; Regional Campuses (Louden, VA; Arlington, VA; Manassas, VA, and Songdo, Korea).
- Approved student dismissals for Academic Integrity/Honor Code violations.
- Reviewed Title Nine and major student disciplinary incidents.
- Served on the institutional Emergency Operations Group (EOG) in the management of major campus incidents.

#### **Notable Accomplishments**

- o Initiated a Community Policing Council and strengthened relationships between the police and the community.
- o Reorganized institutional diversity units in support of stronger intersectional programmatic collaborations.
- o Developed a University Life framework for responses to student activism and campus demonstrations.
- o Guided the implementation of a Restorative Justice model for student conduct adjudications.
- o Implemented the National Coalition Building Institute (NCBI) model as a division training requirement.
- o Launched stronger collaborations between the University and faith-based communities.
- o Prioritized inclusive practices targeting personnel for whom English was not the primary nor native language.
- o Responded to institutional housing occupancy challenges prompted by increased enrollment demands.
- o Prompted the implementation of inaugural benchmarking practices for student center staff.

**Edinboro University of Pennsylvania – Edinboro, PA**

**1998-2016**

*A member of the Pennsylvania State System of Higher Education (PASSHE), Edinboro University is a public, residential, university located in northwestern Pennsylvania with an enrollment of approximately 8,000 students.*

**Vice President for Student Affairs / Deputy Title IX Coordinator (2009-2016)**

- Provided administrative supervision to a staff (100+) representing multiple departments including Athletics; Student Life; Admissions; Counseling Services; Community Outreach; Career Development; Health Services; ROTC; Greek Life; Recreation; Student Conduct; and Campus Ministry.
- Fulfilled the role of Deputy Title IX Coordinator and assisted with Title IX, VAWA, Drug Free Schools, HIPAA, Clery, and other areas of legal compliance.
- Served as the academic dean for sabbatical/tenure decisions for the Academic Support/ Student Affairs faculty.
- Oversaw the distribution and expenditure of approximately \$16 MM in division budgets.
- Collaborated with Academic Affairs to establish linkages between classroom and co-curricular learning.

**Notable Accomplishments**

- Selected to a University-wide team to construct a 138MM dollar privatized, suite-style housing project.
- Chaired the PASSHE Vice Presidents for Student Affairs, leading/communicating on collective bargaining issues (seven unions), National Collegiate Athletic Association (NCAA) matters, and legislative/system-wide affairs.
- Advocated for a \$10MM student center renovation, to include construction and funding proposals.
- Founded the Association of Faculty and Staff of Color and established an endowed scholarship.
- Garnered approximately \$70,000 in state grant funding to address underage and high-risk drinking.
- Launched the University's Silent Witness program as a measured response to anti-GLBT protestors.

**Associate Vice President & Dean of Students/Director of Multicultural Programs (1998-2009)**

- Directed and managed Student Life departments to include Residence Life/Housing, Student Judicial Affairs/Mediation, Health Services, Counseling, Multicultural Programs and International Student Services.
- Collaborated with senior-level administrators and other members of the presidential cabinet on University-wide issues, including academic initiatives, retention, strategic planning, and "town/gown" relations.
- Directed University-wide responses to student crisis incidents (on and off campus), including sexual assaults, residential fires, suicide attempts, homicides, mental health emergencies, and other traumatic incidents.
- Assisted/counseled students with financial challenges in support of persistence through graduation.
- Supervised employees represented by seven different collective bargaining (union) agreements.

**Notable Accomplishments**

- Decreased residence hall alcohol violations by 39% via Environmental Management Strategies.
- Established a campus mediation program as an alternative to formal disciplinary sanctions.
- Recruited participants for an associate degree program to attract persons of color into K-12 teaching.
- Established University-wide deans' meetings to strengthen Academic Affairs/Student Affairs collaborations.

**State University of New York (SUNY) – Fredonia, NY**

**1996-1998**

*SUNY Fredonia is a residential, public, Master's (Medium) college located in western New York. SUNY Fredonia awards baccalaureate and master's degrees.*

**Founding Director, Center for Multicultural Affairs**

- Developed institutional plans and programs to assist with the retention and recruitment of students of color.
- Organized outreach activities with local school and community groups to promote diversity within the region.
- Assisted/counseled students in support of persistence through graduation.
- Served as an advisor and resource person to multicultural campus and community organizations.

**Notable Accomplishments**

- Initiated institutional healing in the aftermath of two campus cross-burnings.
- Founded "Brother to Brother," a discussion group for African American and Latino males.
- Established a Multicultural Affairs Advisory Board to enhance collaborations among student organizations.

**State University of New York (SUNY) - College of Technology at Canton, NY**

**1992-1996**

*SUNY Canton is a residential, technical institution that is classified as an Associate's (Dominate) College. SUNY Canton now awards baccalaureate degrees.*

**Founding Director of Multicultural Affairs**

- Provided academic, social, disciplinary, financial aid, and career counseling to students from the New York metropolitan area in support of their adjustment to life at a predominately White, rural campus.
- Assisted/counseled students with financial challenges in support of persistence through graduation.
- Guided international students through immigration procedures and cultural adjustment challenges.
- Coordinated all campus-wide cultural programs, festivals, and theme month celebrations.

**Notable Accomplishments**

- Received the College's inaugural "Excellence in College Service" award for dedicated service.
- Implemented an urban orientation program, urban mentor program, and other supportive services to acclimate New York City, first generation college students to life in a rural, northern New York Community.
- Founded the region's Multicultural Affiliates of Northern New York (MANNY) so that county-wide multicultural resource personnel could collaborate on regional diversity initiatives.
- Founded the *Umoja Ahora* multicultural living community as a retention tool for African American and Latino students.

## TEACHING/SCHOLARSHIP

### Teaching

- **Introduction to Psychology**, SUNY Fredonia
- **Introduction to Psychology**, SUNY at Canton
- **Choral Music / Gospel Choir**, SUNY Potsdam
- **Choral Music / Gospel Choir**, SUNY Canton
- **College Orientation and Success**, SUNY Oswego;
- **University 100**, George Mason University

### Scholarship

- **Doctoral Dissertation:** Lift Every Voice and Sing: A Gospel Choir Participation Experience and the Persistence of African American Students at Predominately White Campuses, Indiana University of PA
- **Working Paper:** Pregnancy and Parenting on a University Campus: A Qualitative Study that Identifies Problems and Opportunities, Edinboro University (Published on ResearchGate.net)
- **Position Paper:** The Case for a Two-year Housing Requirement, Edinboro University
- **Position Paper:** The Need for Gender Flexible Housing, Edinboro University

### Facilitated Faculty Panel Discussions

- The COVID 19 Vaccine: Unpacking the Fears of Communities of Color, Bard College
- The Chauvin Verdict: Law Enforcement Relationships with Communities of Color, Bard College
- Mass Shootings: Where Do We Go from Here?, Edinboro University
- 50 Years After the Brown vs. Board of Education, Edinboro University

## EDUCATION

**Doctor of Education, Administration and Leadership Studies**, Indiana University of Pennsylvania, Indiana, PA  
**Master of Social Work (In Progress)**, Fordham University (online), Bronx, NY  
**Master of Science, Counseling & Psychological Services**, State University of New York at Oswego, Oswego, NY  
**Bachelor of Arts, Public Justice (Health Science Minor)**, State University of New York at Oswego, Oswego, NY  
**Certificate, Pennsylvania Paramedic Certification**, Northwest Pennsylvania Technical Institute, Erie, PA

## ADDITIONAL TRAINING

**Title Nine Investigations**, Training to investigate and adjudicate sexual misconduct/hostile environment concerns.  
**National Coalition Building Institute**, Training to facilitate a full-day "Welcoming Diversity" workshop.  
**Rape Aggression Defense Instructor**, Training to instruct women on self-defense techniques.  
**Financial Aid Administrator**, Training to assist with the packaging and disbursement of financial aid

#### FELLOWSHIPS

**Empire State Minority Fellowship**, State University of New York  
**Millennium Leadership Protégé**, American Association of State Colleges and Universities

#### CONSULTING

**Executive Functioning Coach**, Educational Connections, Fairfax, VA  
**Diversity Consultant**, General McLane High School, Edinboro, PA  
**Diversity/Campus Climate Consultant**, Bloomsburg University of Pennsylvania, Bloomsburg, PA

#### SELECTED NATIONAL/REGIONAL/LOCAL LEADERSHIP AND AFFILIATIONS

**Chairperson**, Pennsylvania State System of Higher Education Chief Student Affairs Officers  
**Leadership Team Member**, International Black African Heritage Constituency Caucus  
**National Facilitator (President)**, Adodi (Same Gender-Loving spiritual organization for Black men)  
**Past President**, Alpha Phi Alpha Fraternity (KBA Chapter, Erie, PA)  
**Mentorship Committee**, Gay Professional Men of Color of Washington, DC  
**Undergraduate Chapter Advisor**, National Association for the Advancement of Colored People

#### SELECTED AWARDS/RECOGNITIONS

Edinboro University Staff Member of the Year	YMCA Black Achiever's Award
SUNY Canton Excellence in College Service Award	William Tucker Community Service Award
New York/New England District Presiding Elder's Award	NAACP Education Award
Martin Luther King, Jr. Award for Community Service	Ebony Excellence Administrator of the Year
African American Alumni Positive Impact Award	Empire State Minority Fellowship
US Army Commander's Award for Public Service	Edinboro Council of Trustees Citation
YMCA Black Achievers Award	Men on the Move
Unity Fellowship Church Movement Bishop's Award	Latinos Unidos Award

#### COMMUNITY SERVICE - ELECTED POLITICAL/PUBLIC OFFICES

**School Board Member**, General McLane School District Board of Directors, Edinboro, PA  
**School Board Member**, R. Benjamin Wiley Community Charter School Board of Directors, Erie, PA

#### COMMUNITY SERVICE – EMERGENCY MEDICAL SERVICES

EMT/Paramedic, Edinboro Volunteer Fire Department  
EMT3/Critical Care Tech., Fredonia Fire Department  
EMT2/IV Tech., Empress Ambulance

EMT3/Critical Care Tech., Canton Rescue Squad  
EMT3/Critical Care Tech., Alstar Ambulance  
EMT, SAVAC Ambulance

#### COMMUNITY SERVICE – BOY SCOUTS OF AMERICA

Webelo Den Leader, Cub Scout Pack 1906

First Aid Badge Instructor, Boy Scout Pack 1906

#### COMMUNITY SERVICE – CHURCH MINISTRY

Associate Minister, Wilson Boulevard Christian Church  
Board of Stewards, St. James AME Church  
Co-Chair, Mortgage Burning Committee, St. James AME Church

Board of Trustees, St. James AME Church  
Youth Class Leader, St. James AME Church

#### COMMUNITY SERVICE – GOSPEL MUSIC

Minister of Music, Wilson Boulevard Christian Church  
Volunteer Musician, Unity Fellowship Church  
Director of Music, Hopps Memorial CME Church  
Director, United Voices of Edinboro  
Director, SUNY Potsdam Gospel Choir  
Assistant Director, Martin Luther King Community Choir  
Men of Promise Member, Gospel Music Workshop

Minister of Music, St. James AME Church  
Youth Choir Director, Calvary CME Church  
Musician, SUNY Fredonia Gospel Choir  
Director, SUNY Oswego Gospel Choir  
Founder, SUNY Canton Gospel Choir  
Mass Choir Member, Gospel Music Workshop

#### SELECTED DIVERSITY KEYNOTE ADDRESSES/PRESENTATIONS

"Quaring Black Masculinity," National Association of Student Personnel Administrators Panel  
"Teaching Negro Spirituals in K – 12 Education," Pittsburgh Symphony Orchestra  
"Lift Every Voice and Sing: African American Student Spirituality," PASSHE Student Affairs Conference  
"Singing in a Strange Land," Bethel AME Church Noon Day Hymnology Lecture Series  
"Diversity – A Shared Vision," SUNY Fredonia People of Color Concerns Conference  
"Standing on the Shoulders of a Dream," SUNY Canton Martin Luther King Celebration  
"I'm a Stranger Here Too," St. Lawrence University International Student Banquet  
"Addressing Diversity in College Health Services," New York State College Health Association