

Dr. Jack Kahn



Dr. Jack Kahn has been a transformative and inspirational leader in academia for over 25 years. Throughout his life he has been engaged in collaborative and innovative work towards social justice and equity with a resolute commitment to serving diverse communities. His collaborations have led to his being awarded special recognitions as a leader in community colleges as well as for support from the United States Marines.

Jack was the first person in his family to pursue a four-year college degree. He went to Arizona State University where he majored in psychology and minored in philosophy and sociology. Here, he was very active in social justice activities including the anti-apartheid movement and support of the Western Shoshoni Native Americans of Nevada.

He later attended San José State University to pursue a master's degree in Marriage and Family Counseling and the State University of New York at Buffalo for a PhD in Counseling Psychology. During his doctoral studies he published his first peer-reviewed article on the topic of multicultural identity and was chosen to be the first doctoral intern to serve the Penobscot Community Mental Health Center to support the Wabanaki Native American community.

Following his graduate work, he taught as a part-time instructor before landing his first full-time academic position at a small liberal arts college outside of Boston, Massachusetts. He was a very active faculty member on the diversity committee and the women and gender studies committee. He spent time as department chair, developing his research plan and publishing several articles on psychological assessment, gender identity, social justice and a textbook on masculinities from a feminist perspective. He also developed several support programs to assist students including a supplemental instruction program, advanced research seminar, and an applied lab course in community psychology partnering with a violence prevention program in Dorchester, Massachusetts.

Dr. Kahn's administrative leadership began about ten years ago when he was offered a position to lead a PhD program through an accreditation cycle. During this period, in addition to securing accreditation continuity, he worked with staff to develop a Spanish-speaking practicum opportunity that allowed Spanish speakers to receive counseling in their primary language.

In the last several years, Jack served as the Dean for Social and Behavioral Sciences and then the Assistant Superintendent/ Vice President of Instruction at Palomar College. In these roles, Jack worked with his teams to help expand the impact of LatinX/Hispanic outreach, formed numerous community and industry partnerships, began Middle College programs, launched Guided Pathways, and several other initiatives. One of his most innovative projects has been working with colleagues at Camp Pendleton and

Marine University to create and expand an apprenticeship to convert Marine training to Community College curriculum.

Most recently, Dr. Kahn served as the Interim Superintendent/President for Palomar College. In this role, Dr. Kahn oversaw more than 1,600 employees, a student population of 25,000 and an annual budget of \$568 million. He led the college through a fiscal crisis, steered the Emergency Operations center team through the COVID pandemic, worked with colleagues to save taxpayers \$21 million by refinancing Prop M bonds, worked with colleagues to prepare for an accreditation visit and assisted in transitioning a new shared governance structure. He also was very active in working with colleagues to develop a robust antiracist plan for the institution which has resulted in several action-items, including an antiracist board policy, new mission and values statement, numerous pedagogical trainings, and new structural support for diverse faculty, staff, and students.

Dr. Kahn has returned to his Assistant Superintendent/ Vice President of Instruction role and has taken on new projects that align with his commitment to students, staff, and faculty. In his spare time, Jack enjoys listening to and recording music, gardening, cooking, and spending time with his wife Jackie, two dogs and a cat.

Jack S. Kahn, Ph.D.

EDUCATION

Doctorate of Philosophy (Ph.D.) in Counseling Psychology,
State University of New York at Buffalo, Buffalo, New York

Master of Science (M.S.) in Marriage, Family, and Child Counseling Psychology,
San José State University, San José, California

Bachelor of Science (B.S.) in Psychology
Arizona State University, Tempe, Arizona

ACADEMIC ADMINISTRATIVE LEADERSHIP

July 2017- Present (see Interim President Term below) **Assistant Superintendent/ Vice President of Instruction**

Palomar College, San Marcos, California

- Responsible for leadership, direction, and management of a large Instructional Division
 - Arts Media Business Administration, Career and Workforce Education, Languages and Literature, Math, Science and Engineering, Social and Behavioral Sciences

Overall duties include: Leadership of Instructional Program, Community Partnerships & Development, Budget, Strategic Enrollment Management & Scheduling, Accreditation, Program Review, Curriculum Development, oversee Catalog and schedule production and Marketing, Sabbatical Leave, Professional Development, compliance with legislative changes and chancellor's office initiatives, & Tenure Review.

Noteworthy Accomplishments:

- Opened Instructional program for two new academic centers in Fallbrook & Rancho Bernardo
- Launched Guided Pathways plan
- Launched [Palomar Mapper Tool](#) as part of Guided Pathways effort to assist students in knowing course requirements and job prospects for all degrees at the college
- Supported Math across the Curriculum campaign to integrate Math concepts throughout Course offerings
- Started Completion Academy project to engage faculty in conversations about increasing completion
- Initiated Credit for Prior Learning Military Leadership Apprenticeship to give Marines at Camp Pendleton Course credit for Sargent training
- Developed multiple local and external partnerships with institutions of higher learning and industry

December 2019- July, 2021 **Acting/Interim Superintendent/ President**
Palomar College, San Marcos, California

- Responsible for leadership, strategic planning, and coordination of statewide and federal initiatives.
 - Governing Board, Research and Planning, Foundation, Public Information & Marketing

Overall duties include: Support the Mission, values and goals of the institution through ensuring fiscal viability, focusing on a student-centered Vision for Success and Guided Pathways model, supporting teaching and learning, furthering equity goals and the antiracist framework, and supporting programs designed for transfer, general education, English and math readiness, career and technical training, as well as lifelong education. In addition, working with colleagues to ensure students are prepared as global citizens in an ever-changing world.

College Participatory Governance: Strategic Planning Council, Policies & Procedures Committee, Accreditation Planning Team.

Noteworthy accomplishments:

- Led Fiscal Crisis Management Team (FCMAT) lead team and college stakeholders to make significant improvements following a site visit & report
- Implemented Emergency Operations Center Team and successfully transitioned college to distance learning during COVID-19 crisis
- Coordinated team to eliminate projected 2019-20 \$11.7 million deficit to \$250,000 surplus & presented balanced budget for 20-21 to the board
- Refinanced Prop-M bond to save taxpayers \$21 million
- Collaborated with board to derive compromise plan to spend remaining bond dollars and close out a very successful bond program.
- Coordinated with Emergency Operations Center Team to develop and maintain Covid-19 recovery & return Plan
- Launched Antiracist Call to Action which has included a board policy on Antiracism, police reforms, hiring procedural changes, numerous Professional Development opportunities, and innovative pedagogical practices
- Collaborated with faculty and administration to create an endowment for sustainable support of the art program
- Ensured long term leadership stability for the organization by hiring permanent vice presidents in Student Services, Human Resources & Finance and Administrative Services
- Coordinated with Strategic Planning Council to approve new Governance Structure to begin Fall 2021 to create a more integrated, effective, and Student-Centered Governance Council structure.
- Enhanced communication to increase understanding and ensure stability during difficult times. Significant communication improvements including:
 - Weekly COVID 19 ZOOM meetings
 - Daily communications Zoom updates
 - Bi-monthly budget Zoom updates

*July 2013-July 2017 **Dean of Social and Behavioral Sciences**
Palomar College, San Marcos, California*

- Responsible for leadership, direction, and management of a large comprehensive Social and Behavioral Science division (4100 FTES)
 - American Indian Studies, Behavioral Sciences, Child Development, Economics, History & Political Science, Health & Kinesiology, Multicultural Studies (120 FTEF, 7 staff)
 - Academic Technology, Early Childhood Education Lab School, Library, Wellness Center (4 managers, 17 staff)

Overall duties include: Institutional effectiveness, budget preparation, curriculum oversight, program review, instructional planning, accreditation, negotiations representation, supervision and evaluation of all programs, personnel evaluation, evaluation of facilities, and management of multiple initiatives.

College Participatory Governance (2013-2019):

Curriculum Committee, Guided Pathways Team, Institutional Planning Committee, Tenure and Review Committee, Strategic Planning Council, Policies and Procedures Committee, Accreditation Committee, AB-705 oversight committee, Chairs & Directors, Student Success and Equity Committee, Sabbatical leave Committee.

Noteworthy Accomplishments

- Developed timeline, tool, and process for data-driven scheduling
- Worked with faculty to improve scheduling and efficiency
- Created new partnership with UCSD Career Center to assist in the recruitment of diverse faculty
- Initiated several technology-driven projects including 'My Class Finder,' a transfer-driven web search tool
- Promoted several LatinX Outreach Advocacy events

June 2011 - July 2013

Program Director Ph.D. program in Clinical Psychology

California School of Professional Psychology (CSPP), Alliant International University, Fresno, California

- Responsible for leadership and oversight of a Ph.D. Program in Clinical Psychology (\$3M) with (12 FTEF, 2 staff).
- Overall duties included: Two-course teaching load per semester, accreditation, budget preparation, marketing, institutional effectiveness, program review, course planning and scheduling, Institutional Review Board, faculty development, hiring, supervision, and evaluation of staff, curriculum planning & interface with the CSPP system-wide administration.

College Participatory Governance: Institutional Review Board, Diversity Committee, Accreditation Team, and Enrollment Management.

Noteworthy Accomplishments:

- Led program through successful APA accreditation process (5 years extended accreditation)
- Coordinated practicum, research sites (including Spanish speaking) & teaching partnerships for students
- Updated data collection methodology, admissions and records, and enrollment management strategies

September 1998 - May 2011 ***Department Chair (2008-2011), Professor (1998-2011), Curry College, Milton, Massachusetts***

Overall Duties Include: Responsible for leadership of Psychology department with (8 FTEF, 2 staff).

Responsible for a two-course teaching load per semester, budget preparation, institutional effectiveness, schedule development, faculty development, advising, supervision, policy creation, curriculum development, oversight of all support programs.

College Participatory Governance: Accreditation Task Force, General Education Reform Task Force, Women and Gender Studies Committee, Diversity Committee.

Noteworthy Accomplishments:

- Creator and Administrator of Honors Graduation with Distinction, Internship Program, and Teaching Assistant Supplemental Instruction Program.

Courses Taught: Introduction to Psychology, Personality, Abnormal Psychology, Statistics, Research Methods, Counseling Theory, Psychology of Women, Men, Self, & Society, Community Psychology, Psychological Testing, Dysfunctional Families, Internship Practicum Supervision, *Graduate*: Multicultural Counseling & Research Methods.

SELECTED ACADEMIC ADMINISTRATIVE PROFESSIONAL DEVELOPMENT/COMMUNITY PROJECTS

2021- American Association of Community Colleges, Future President's Institute, Washington, D.C.

2021 (Zoom) 2020 (Sacramento)– Community College League of CA (CCLC) Legislative Conference and Advocacy (Combined 2 years)

2020/2021- New CEO workshops and Formal monthly CCLC CEO mentoring program, ZOOM.

2020- CEO Leadership Academy. Community College League of California, ZOOM.

2020 SDICCCA CEO monthly coordination meetings (December 2020- May 2021).

2019- Community and Technical College Consortium: Law enforcement & Public Safety training, Washington, DC.

2019 – California Community Colleges, Chief Instructional Officers, San Diego, CA.

2019- Marine University, Career School Conference, College of Military Education, Quantico, VA

2019- Data Informed Integrated Planning, Institutional Effectiveness Partnership Initiative, Los Angeles, CA

2018- Career Super Highway, Vista Innovation Center Vista, CA.

2017- Institutional Effectiveness Partnership Initiative Guided Pathways Workshop, San Diego, CA

2017 - Association of California Community College Administrators/ Association of Chief Business Officials Budget Workshop, Sacramento, CA

ACADEMIC ADMINISTRATIVE PROFESSIONAL MEMBERSHIPS

July, 2020 to July, 2021- Student Centered Funding Formula Equity Coalition

2017 to present - Region X CIOs California Community Colleges

2015 to present - Association of California Community College Administrators

PUBLICATIONS

- Raskin, J., Bridges, S. & Kahn, J. (Eds.) (2015). *Studies in Meaning V*, Pace University Press.
- Kahn, J., Goddard, L., and Coy, J. (2013). Gay Men and Drag: Dialogical Resistance to Hegemonic Masculinity. In; *Journal of Culture & Psychology*, 19, 139-162.
- Kahn, J., Brett, B., and Holmes, J. (2011). Diverse youth resisting dominant masculinity. In; *Journal of Constructivist Psychology*, 24, 30-55.
- Kahn, J., Holmes, J and Brett, B. (2011). Concerns with Men's Academic Motivation in Higher Education: Investigating the Role of Masculinity, In; *Journal of Men's Studies*, 19, 65-82.
- Kahn, J. (2011). Feminist Therapy for Men: Challenging Assumptions and Moving Forward. In; *Women and Therapy*, 34, 59-76.
- Kahn, J. and Ferguson, K. (2010). Men as Allies in Feminist Pedagogy in the Undergraduate Psychology Curriculum. In; *Women and Therapy Special Edition*, 33, 121-139.
- Kahn, J. (2009). *An Introduction to Masculinities* (Text). Blackwell/Wiley Publishing. 408 pp.
- Kahn, J., Brett, B., and Holmes, J. (2009). Instructor's Manual for an Introduction to Masculinities. Blackwell/Wiley Publishing. .132 pp.
- Kahn, J.(2008). Bridging the gap: Highlighting the Pragmatic in Constructivist Psychotherapies. Book Review. In; *Journal of Constructivist Psychology*, 22, 83-87.
- Kahn, J. (2004). Examining language as social action. Book Review of Edwards (1997) *Discourse and Cognition*. In; *Journal of Constructivist Psychology*, Volume 17, 1, 80-84.
- Kahn, J. (2002). An Examination of the Interaction of Academic Motivation and Learning Styles. In; *Learning Assistance Association of New England Newsletter* (Volume 14, Number 3, p. 3).
- Kahn, J., and Meier, S. (2001). Children's Definitions of Family Power and Cohesion Affect Scores on the Family System Test. In; *American Journal of Family Therapy*, Volume 29, 1, 141-154
- Meier, S., Weinstock, M., and Kahn, J. (2000). A new methodology for creating outcome assessments. In K. M. Coughlin (Editor), 2001 In; *Behavioral Outcomes and Guidelines Sourcebook* (pp. 66-70). New York: Faulkner & Gray.
- Kahn, J.S., Wood, A., and Wiesen, F.E. (1999). Student perceptions of college counseling center services: Programming and marketing for a seamless learning environment. In; *Journal of College Student Psychotherapy*, 14, 1, 69-80.
- Kahn, Jack S., (1999). Construct definition revisited: Power and cohesion and the Family System Test.; *Dissertation Abstracts International: Section B: The Sciences and Engineering*, Vol 59(9-B), Mar, 1999. pp. 5089.
- Leirer, V., Tanke, E., Morrow, D., and Kahn, J.S. (1999). Ten-minute interventions for remembering peoples' names, direction to places, and household object locations: A computerized memory training for older adults. In; *Journal of Cognitive Technology*, 2.
<http://www.cognitivetechnologyjournal.com/abstractsSpring97.php>.

- Kahn, J.S., and Meier, S. (1998). Level of measurement and the Family System Test: The relationship between participants' measurement constructions and interpretation of scores. In; *Constructivism in the Human Sciences*, 4, 103-117.
- Kahn, J. (1998). Student's Understanding of Relativism and the Perception Game: In; *North Shore Classroom Chronicles*, 2, pp. 3-4.
- Kahn, J.S., and Denmon, J. (1997). An examination of social science literature pertaining to multiracial identity: A historical perspective. In; *Journal of Multicultural Social Work*, 6, 117-138.
- Morrow, D., Morrow, E.S., and Kahn, J.S. (1997). The role of reader age and focus of attention in creating situation models from narratives. In; *Journal of Gerontology*, 52b, 113-125.

SELECT PRESENTATIONS (Since 2010)

- Kahn, J.S. & Evilsizer, M. (2021). *DEI in Action: CEO & Trustee Board Partnership to Advance DEI*. CCC Trustees Town Hall. Trustee Town Hall meeting. ZOOM.
- Kahn, J.S. (2020). *I am... Welcome*. American Association of Women in Community Colleges. ZOOM.
- Kahn, J.S. (2020). [Updates from Palomar College](#). San Marcos Chamber of Commerce Podcast. San Marcos, CA.
- Kahn, J.S. (2019). *Social Capital and Systems Change: A case for Dual Enrollment*. California Coalition for Middle Colleges Dual Enrollment Conference, Riverside, CA.
- Kahn, J.S., & Rose, C. (2019). *Transforming Marine Sergeant Training: Apprenticeship & The Community Colleges*. Career School Conference, College of Enlisted Military Education. Quantico, Virginia.
- Kahn, J.S. (2016). *Examining the Mask of Masculinity*. NCHEA Women's Studies Event, san Marcos, California.
- Montano, S., Mouanoutoua A., & Kahn, J. (2013). *Re-examining Dominant masculinity and grief: What factors predict problematic behavior?* Poster Presentation to the American Psychological Association, Honolulu, Hawaii (Accepted, January, 2013).
- Brimager, A., & Kahn, J.S. (2012). *Negotiating health and female body size: A Dialogical self analysis*. Paper presented to Constructivist Psychology Network 15th Biennial Conference in Arlington, Texas 2012.
- Kahn, J.S., Coy, J., & Goddard, L. (2012). *Dialogical masculinities and negotiating LGBTQ identities*. Paper presented to Constructivist Psychology Network 15th Biennial Conference in Arlington, Texas 2012.
- Mouanoutoua, A., & Kahn, J.S. (2012). *How does the Hmong Community negotiate the meanings of mental health in a Western society?* Paper presented to Constructivist Psychology Network 15th Biennial Conference in Arlington, Texas 2012.
- Brimager, A., & Kahn, J. (2012). *The Holy War on Obesity: Religious Symbols as Weapons Against Fat Women*. Paper presented to the 37th Annual Conference of The Association for Women in Psychology, Palm Springs, California.

Kahn, J. (2010). *Drag/Queer Theater and Dialogical Masculinities*. Paper presented to the International Interdisciplinary Social Science Conference, Cambridge University, Cambridge, UK.

AWARDS/ACCOMPLISHMENTS

2021-*Appreciation of Support*, Marine Corps University. Camp Pendleton, San Diego, California.

2021- *Men Supporting women award*. San Diego Chapter, American Association for Women in Community Colleges, San Diego, CA.

2019 – *Edward L. Bernays Mark of Excellence & MarCom Gold Award for content for Palomar Makes it Possible Campaign*, San Diego, CA.

2017- *Community College Leadership recognition*. San Diego State University alumni group, San Diego, CA.

2017- *John Valdez Community Service Award*. Palomar College Multicultural Studies Department, San Marcos, CA.

2017- *Mentee Graduate*. Association of California Community College Administrators.

2014 - *Civil Rights Commitment Recognition*. Multicultural Studies Department, Palomar College, San Marcos, CA

2012 - *Certificate of Appreciation*. Student Government Association, California School of Professional Psychology, Fresno, CA

2011 - *Person of the Year*. Curry College, Milton, MA

2011 - *Research and Thought Leadership Award*. Close to Home, Dorchester, MA

2002 - *Teaching Excellence*. Curry College. Milton, MA

1998 - *African Latino Asian Native American Ally award*. University of Maine. Orono, ME

VOLUNTEER & PERSONAL DEVELOPMENT

2021 **Association for California Community Colleges Administrators**
Mentor

2016 to present **International Language Institute**
Spanish Coursework

2007 to 2011 **National Organization for Men Against Sexism, Boston Chapter**
Ally activism for domestic violence prevention, lgbtqioa support, redefining masculinities

August 1999 to 2012 **Big Brother of Boston, Boston, Massachusetts**
Big brother program with little brother

May 1998

University of Maine, Orono, Maine

Phone Bank: African Latino Asian Native American (ALANA) recruitment