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# QUINCY M. PADEN, Ed.D

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## SUMMARY OF QUALIFICATIONS

Higher Education executive level professional with 21 years' experience working at the High School, College and Graduate School level. Successful administrator serving as an Executive Director, Associate Dean and Associate Vice President of Student Affairs. Also, managed 3 federally funded higher education programs across a (5) multi-college campus environment with a combined budget of \$1 million in rural Iowa and a \$2.1 million budget as Executive Director, Student Experience. I have Counseling, Leadership, Retention, and Enrollment Management experience. Excellent graduate and undergraduate instructional/teaching experience for 4+ years. Successful grant writer having co-authored 3 federally funded TRiO grants. Faculty advisor for multiple on-campus and Greek organizations. Competent researcher in the areas of quantitative and qualitative data analysis. Served in Secondary Education as a School Principal. Proven clinical therapist focused on at-risk youth, couples, and college counseling.

### CORE SKILL AREAS

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|---|---|---|
| <input type="checkbox"/> Grant Writing          | <input type="checkbox"/> Financial Aid              | <input type="checkbox"/> 4+ Years Teaching Experience |
| <input type="checkbox"/> Curriculum Development | <input type="checkbox"/> LGBT Certification         | <input type="checkbox"/> Union/CBA Experience         |
| <input type="checkbox"/> Strategic Planning     | <input type="checkbox"/> Student Adjudication       | <input type="checkbox"/> Budget Management            |
| <input type="checkbox"/> Minority Recruitment   | <input type="checkbox"/> Diversity and Inclusion    | <input type="checkbox"/> Data Analysis/Research       |
| <input type="checkbox"/> Student Retention      | <input type="checkbox"/> Career/Personal Counseling | <input type="checkbox"/> Staff/Program Evaluation     |

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## HIGHER EDUCATION EXPERIENCE

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University of Maryland Eastern Shore

February 2023-Present

**Executive Director, Student Experience.** Supervised Student Experience department including Student Activities, Student Conduct, Student Outreach & Leadership Development, Student Wellness, Intramural & Esports, Commencement, and Greek Life.

- **Managed** a budget of \$2.1 million to finance major student events
- **Organized** and directed all activities including Homecoming and Spring Fest.
- **Conducted** focus groups relating to student satisfaction, diversity and inclusion, and academic support.
- **Supervised** Student Conduct judicial hearings.
- **Coordinated** Commencement exercises.

Adler University

Jan 2018-April 2020

**Associate Vice President, Student Affairs.** Oversaw Student Affairs over 3 different campuses (Chicago, Vancouver, and Global). Served on President's Cabinet and managed Student Affairs division including Disability Access, Housing, Special Events, Graduation, Student Adjudication (SCEC), and Student Orientation.

- **Served** over 120 students with disabilities with regards to testing, accommodations, documentation, and faculty assistance.
- **Planned and coordinated** Commencement ceremonies for the Chicago and Global campus.
- **Planned and directed** all Common Hour presentations and speakers.
- **Brokered** an agreement with Roosevelt University to provide housing to Adler Chicago campus students.
- **Created and implemented proposal** to instill a scholarship waiver for students under Deferred Action Children Arrivals (DACA).
- **Chief student advocate** in student adjudication procedures.

Harry S. Truman College, One of the City Colleges of Chicago

March 2014- Jan 2018

**Associate Dean, Student Services.** Associate Dean over Student Activities, College Advising, Veteran Affairs, Disability Access, Athletics, Workforce Investment and Opportunity Act, and TRiO-Student Support Services. Supervises 40 people. Judicial Co-Chair overseeing discipline. Title IX coordinator, 2016.

- **Led team** of advisors and established 67% retention rate 2015-2016 and 6% increase in IPED completion.
- **Co-Chair, Supportive Intervention Team** for Truman College handling student discipline issues and due process.

- **Created and developed first Truman College Homecoming Week;** Coordinated weeklong series of events including Comedy Show, Talent Show, Faculty-Student basketball game, & Election night party
- **Director of Men of Color program;** Mentor based program aimed at graduation, retention, and leadership. 70 male participants.
- **Co-Faculty advisor** for Phi Theta Kappa Honors Society
- **Established Mentoring program;** in conjunction with Courtenay Middle School 7<sup>th</sup> and 8<sup>th</sup> graders
- **Member of the Promotion, Rank and Tenure team;** Served on committee for faculty promotions and tenure.

Iowa Lakes Community College

Aug 2010 – Mar 2014

**Director, Trio Programs.** Supervisor of Student Support Services, Educational Talent Search, and Upward Bound three federally funded grant programs aimed at assisting low income, disabled, and first generation students in postsecondary college admission and graduation. Supervise over 30 employees consisting of direct staff, teachers, tutors, mentors, camp counselors serving 1,064 students.

- **Manage combined budget of \$1 million;** effectively managed budget to meet all program objectives for all three programs.
- **Co-author 3 federally funded TRiO grants;** Experienced grant writer with technical writing expertise. Knowledgeable on all Federal TRiO Legislation and Regulations.
- **Member of the Iowa Lakes Campus Activities Board networking with all college departments to better meet the needs of students;** Participated in monthly meetings to stay connected to all departments throughout the college and be updated on activities related to student and academic affairs.
- **Member of the Strategic Planning Committee:** Gathered and analyzed qualitative and quantitative data to locate solutions to meet diversity and enrollment needs.
- **Member of the Iowa Lakes Community College Enrollment Management Team;** Arts and Sciences Division; Initiated *Urban Reachout*, a recruitment strategy aimed at students from Chicago, Milwaukee, Kansas City, and Detroit for admission into Iowa Lakes Community College

#### SECONDARY EDUCATION EXPERIENCE

Holy Trinity, HS

June 2020-Nov 2021

**Interim School Principal.** Chief Academic Officer at Holy Trinity, HS.

- **Conducted Accreditation** review through governing body Cognia
- **Evaluated** all faculty and staff on all summative assessments and job performance
- **Led** effort to contain Covid-19 virus within the building
- **Proposed** American Sign Language as a World Language
- **Managed** Parent town halls and Parent Club

#### ADDITIONAL CAREER EXPERIENCE

**Coordinator of Leadership Development,** Northern Illinois University (2006-2010), **Clinical Therapist-**Scott Nolan Residential Center, Des Plaines, IL. (2005-2006); **LGBT Support Group Counselor,** Northern Illinois University, (2004-2005), **Therapist,** The Youth Campus, (2003-2004), **Counselor,** University Counseling Center (2002-2003). **Manager,** Campus Recreation, Western Illinois University (2001-2002). **Clinical Therapist,** The Youth Campus, Chicago, IL. (1999-2000). **Residential Assistant,** Campus Housing, Morehouse College (1998-1999)

#### HONORS AND ACHIEVEMENTS

**Featured on CNN Headline News,** "State of TRiO Programs", October 2011, **Minority Faculty Award Winner,** 2010, **Ebony Women,** Northern Illinois University, **Diversifying Faculty in Illinois Fellow,** 2007-2010, **Holy Trinity High School Athletic Hall of Fame Inductee,** Holy Trinity H.S, 2009, **Doctoral Student of the Year,** Counseling Education, Northern Illinois Univ., 2006-2007, **National Deans List Scholar ,** 2007, **Top Graduate Student of Color Award,** Western Illinois University, 2003, **Featured on CSPAN (Speech),** The Million Youth March, "The Necessity of Education," 1999, **Living Word Christian Center Scholar,** 1999 & 2003, **Better Boys Foundation Scholar,** 1995-1999, **Urban League Scholar,** 1995-1999.

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#### COLLEGE LEADERSHIP AFFILIATIONS

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**Men of Color Director**, Truman College, 2014-2018. **Community College Leadership Consortium Certification**, Iowa State University 2011-2012, **Prospective Student Seminar, Leaders Director**, Morehouse College, 1996-1999

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#### COURSES TAUGHT

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**Undergraduate**-University 101, Introduction to Counseling, Career Planning, Special Topics in Counseling  
**Graduate**-Counseling Skills and Strategies, Supervision in Counseling, Standardized Testing, Group Counseling, Multicultural Counseling, Career Counseling.

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#### TECHNICAL SKILL EXPERTISE

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Infinite Campus, LANDRO, Banner, Microsoft Office Suite 2020, Maxient, PeopleSoft, SPSS, Blackboard, Datatel, Student Access 2.1, Webconnect. Campus Solutions 9. Gradesfirst. Openbook. Adobe Acrobat.

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#### PROFESSIONAL ORGANIZATIONS

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**Men of Color**, DePaul University (2014-2018), **Morehouse Alumni Association**, Chicago chapter (2015-present). **NASPA** (2013), **Kiwanis International**, (2012-2014); **Mid-American Educational Opportunity Program Personnel (MAEOPP)**, (2010-2014); **American Counseling Association** 2001-2005, **Illinois Counseling Association**, 2001-2005. **Southern Christian Leadership Conference**, Morehouse College, 1998-1999.

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#### BOARD MEMBERSHIPS

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**DePaul University Men of Color**, School for New Learning, Board Member 2014-2020. **Holy Trinity, High School** Board of Trustees 2015-2020. **Uptown United Chamber of Commerce**, Board Member 2016-2018.

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#### ACADEMIC BACKGROUND

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**Doctor of Education in Counselor Education (June, 2013)** - Northern Illinois University, DeKalb, IL  
**Master of Science in Counselor Education (May, 2003)** - Western Illinois University, Macomb, IL  
**Bachelor of Arts in Psychology (May, 1999)** - Morehouse College, Atlanta, GA

# Quincy Paden, Ed. D

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Human Resources  
University of Connecticut  
Storrs, CT

Greetings Search Committee,

I am writing with regards to the position of Executive Director for Access and Postsecondary Success. The college's mission of providing the leadership and resources to ensure that all students shall have equal access to a quality education and the opportunity to pursue and achieve their goals are consistent with my own core values of diversity, student centeredness and developing strong student leaders that will compete in the world market of ideas.

I possess extensive leadership and practical experience in the field of higher education administration and student services and believe I am an excellent candidate for this position. I have effectively utilized my undergraduate education in Psychology, graduate training in Counseling Education, and unique experience as a clinical therapist within community agencies, residential treatment facilities and university counseling centers. I have worked in several areas within student services including Campus Recreation, Commencement Planning, Student Adjudication, Student Housing, University Counseling Centers, Minority Graduate Recruitment, TRiO Programs, LGBT Resource Center, Disability Access, Athletics, Workforce Innovation and Opportunity Act, Special Events, College Advising, Veteran Services, Student Leadership and Outreach, Student Conduct, and Health and Wellness.

## ***Diversity***

I have a long history working with individuals of diverse backgrounds. As a therapist, I was trained to be multiculturally competent, that is, to be empathic to the views of others while also being knowledgeable on the cultural origins of those views and how they manifest in the world. I proposed a scholarship waiver at Adler University for DACA students, a proposal based on the model given at Loyola University.

I served as Director of the Men of Color Program at Truman College. I served as a support group in the LGBT Resource center at Northern Illinois University. As director of TRiO Programs, I worked with students, who were low-income, first generation, and/or have a disability. I directed our Men of Color program here at Truman College which had 70 students in the program with a cumulative GPA of 2.8. I also co-taught Multi-cultural Counseling at Northern Illinois University and have presented on African-American college students. I also hold a graduate certificate in LGBT Studies.

## ***TRiO/Grant Writing***

I have co-authored 4 educational grants, 3 of whom were TRiO grant proposals (Upward Bound, Educational Talent Search, and Student Support Services-\$1 million combined).

## ***Retention/Enrollment Management/Recruitment***

At Truman College, I spearheaded an effort to meet our retention goals for Fy 2015-2016 at 67%. I have served as a recruiter and engaged routinely in community and college fairs on behalf of the college. I have constructed a partnership with Embarc, a non for profit agency committed to exposing Chicago Public School students to Career and Technical programs. I oversaw retention efforts at Truman College and worked in collaboration with our academic support centers. I served on the Enrollment Management team (Arts and Sciences division) at Iowa Lakes Community College. I initiated Urban Reachout, a recruiting

strategy aimed at college-aged students in Chicago, Kansas City, Milwaukee, and Detroit to attract them to Iowa Lakes CC.

My experience in Student Support Services has enabled me to develop Professional Mentoring programs to foster retention and build relationships between faculty members and students. As director of Student Support Services, students in our Mentoring program have a 94% retention rate (Iowa Lakes CC retention rate 53.6%, January 2013). At Northern Illinois University, I periodically worked in Minority Graduate Recruitment where I was awarded the prestigious Diversifying Faculty in Illinois Fellowship. This experience allowed me to recruit on behalf of the college. I was a regular representative of NIU at graduate school fairs in the south and charged with recruiting minority students. I was successful in recruiting 17 minority students to NIU over a 2-year period.

### ***TRiO/Grant Writing***

I have co-authored 4 educational grants, 3 of whom were TRiO grant proposals (Upward Bound, Educational Talent Search, and Student Support Services-\$1 million combined).

### ***Budget Management***

Today, I manage a budget of over \$2.1 million at the University of Maryland Eastern Shore. I managed a budget of approximately 330k at Adler University within Student Affairs. I also managed a budget of \$1 million comprised of 3 federally funded TRiO programs at Iowa Lakes Community College

### ***Counseling/Advising***

I am a trained clinical therapist specializing in pre-marital/family therapy and college counseling. I have practiced in inner city and suburban Chicago. My Dissertation topic was, "What are the factors that lead to marriage dissolution after 20 years of marriage?" I supervised a group of 4 beginning counselors during their practicum. Recently, my focus has changed to college counseling, specifically first year experience issues including homesickness, minority retention, college assimilation, and career exploration. I worked in a university counseling center at Western Illinois University. I served as an academic counselor, then as a Coordinator of Leadership Development at Northern Illinois University where I had an advising caseload of 100 students. I supervised 22 advisors who are connected to 4,000 students at Harry S Truman College from 2014-2016.

### ***Housing/Residential Life***

I created a housing agreement with Robert Morris University here in Chicago to set aside dorm rooms for the students at Adler University. The agreement included cable television, internet/Wi-Fi, fitness room access, a meal plan, and library access. The cost was favorable to Adler University students and accommodated up to 4 year contracts. I also served as a Resident Assistant at Morehouse College and served on the housing council in 1998.

### ***Student Conduct***

As an Associate Dean at Truman College, I sat on the Supportive Intervention team and we determined the appropriate discipline and/or restorative justice for students who violated the student policy manual. I continued this practice at Adler University as a student advocate during all disciplinary hearings. Today, I supervise Student Conduct at Maryland Eastern Shore University.

### ***Academic Support Services***

I work hand in hand with our instruction team ensuring students early alerted are placed with a tutor immediately and have coordinated specialized tutorial services to meet the needs of students placed in developmental education. As Director of TRiO Programs, I supervise our Academic Assistance program (Upward Bound), Study Labs (Educational Talent Search), and our Peer Tutoring program in Student Support Services.

As I embark on the next step in my career, I believe the Executive Director for Access and Postsecondary Success position will provide an opportunity for me to impact students in a positive way. I welcome a conversation via phone or in person to learn more about the opportunity and to speak about my career history and goals in more detail. Thank you for your time and I look forward to hearing from you.

Respectfully Submitted,

Quincy Paden, Ed. D