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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