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For Immediate Release

Shawnee College releases presidential candidate list and biographical information

July 16, 2020, | Ullin, IL. Shawnee Community College has officially released the names and biographical information of the eight candidates to be interviewed for the vacant college president position. The Presidential Search Committee, with approval of Shawnee Community College's Board of Trustees, has selected Dr. Heather Bigard, Dr. Kathleen Curphy, Dr. Timothy Taylor, Dr. Denise Crews, Dr. Scott Stallman, Dr. Carry DeAtley, Dr. Richard Pagan, and Dr. Paige Niehaus as the candidates to be interviewed for the position. Interviews are currently being scheduled to run through August, and dates for all presidential search candidates will be released as they are scheduled.

Due to COVID-19 restrictions, the committee is developing public forum options that will best allow for input from students, employees, and community members while ensuring state and federal safety standards are being met.



Dr. Heather Bigard is a transformational leader with an expansive career in higher education focused on strategic planning, enrollment management, program and resource development, and institutional improvement at public and private institutions.

An Illinois native, Dr. Bigard attended Lincoln Land Community College in Springfield, IL, before transferring to Lambuth University in Jackson, TN, where she earned a Bachelor of Business Administration in Accounting and Finance, followed by Master of Science in Management and Organizational Behavior and a Doctorate of Education in Higher Education and Organizational Change from Benedictine University in Lisle, IL.

Dr. Bigard is currently the Executive Vice President at Lake-Sumter State College, a public community college serving over 5,000 students in Central Florida. As the Executive Vice President, she provides strategic leadership to the areas of finance, facilities, information technology, institutional research and improvement, eLearning, human resources, athletics, financial aid, and security. She is also responsible for providing institution-wide leadership for strategic planning, employee development, and the recent response to the COVID-19 pandemic.

Dr. Bigard is actively engaged in local and legislative affairs and currently serves as the Chair of the Florida College System Council of Business Affairs and is a Board Member of the LifeStream Behavioral Center.

Dr. Bigard enjoys spending time with her husband and two children and outdoor activities such as golfing, boating, running, and landscaping.



Dr. Kathleen Curphy has a wealth of experience and achievements in the leadership of two-year colleges and in business and industry, including one year as Interim President at Shawnee Community College. She has over twenty-five years of experience as a two-year college administrator, fifteen at the senior level, where she provided executive-level leadership for rural and urban multi-campus institutions. Dr. Curphy has served as Provost, Vice Chancellor of Academic Affairs, and Vice President for Customized Training and Workforce Development, and as Interim President at SCC. In addition, she has owned her own business and served in corporate America as Vice President of Accelerated Learning. Her experiences' have provided her with a comprehensive understanding of the complexity of higher education leadership and the business world. Dr. Curphy has gained expertise across a broad array of functional areas: academic and student services, strategic and academic planning, financial management, fundraising, and shared governance. She brings a realistic and results-oriented approach to leadership in the comprehensive community college. She is committed to the ideas of access and opportunity and has a passion for the community college mission, and the students and communities served by that mission.

Throughout her career, Dr. Curphy's focus on student success and her collaborative leadership style has served as the driving force behind learning innovations, launching new programs and initiatives, and effectively implementing policy changes both for the college and system-wide. She has an established record as an entrepreneurial and innovative leader who has provided leadership based on the latest trends resulting in the development of over several dozen credit and non-credit programs from certificates through Baccalaureate degrees that met business and industry needs. Dr. Curphy has successfully negotiated partnerships with school districts to increase enrollment and Universities to provide smooth transitions for students and increase enrollment through reverse transfer. She has always strived to provide a supportive, learner-centered environment that ensures high teaching and learning standards and student success.

Dr. Curphy has been active in business, civic, and administrative organizations serving in various roles in over 20 boards, including board member and various officer positions. She has served as a Board Member for the National Council for Instructional Administrators, an AACC Affiliate, and as Chair of the Chief Academic Officers of Louisiana. She believes one should take an active part of the community they live in, and support it by volunteering time towards the betterment of the community. Her work with the business community has resulted in scholarship monies and other resources being donated to support the college.

Dr. Curphy earned her Ph. D. from Capella University, where she focused her dissertation on Competencies for Community College Leaders. Her Ed. S. Degree is from the University of Central Missouri with a specialty in technical education, and both her Bachelor's in Education and Master's in Student Personnel Services/Counseling were obtained from the University of Northern Iowa.



With an extensive background in academic leadership, community partnerships and performance-based curriculum design, Dr. Tim Taylor brings tremendous depth and leadership focused on student success. He began his career in a faculty role and quickly moved to leadership positions in business, technology, skilled trades and agriculture.

Most recently, he served Oakland Community College (OCC) as Campus President with progressive responsibilities as chief operating officer for the College's two largest campuses: Auburn Hills and Orchard Ridge (Farmington Hills) with responsibilities for campus administration and operations. In May 2017, he intensified his efforts to focus on student success and community need in a newly created academic officer position as Associate Vice Chancellor of Academic Affairs at OCC where he provided leadership and support to one of the largest technical and career programs in the Midwest. While his focus was on manufacturing, engineering, health care, industrial technology, and emergency services, he had a leading role in the College's strategic plan and led the Board of Trustees through a process to redesign Board Policy. He also:

- Secured a \$6M grant to support program improvement efforts for several of the College's CTE programs;
- Created new academic programs for in the Transportation, Distribution, and Logistics cluster;
- Led Engineering, Management, and Industrial Technology Division strategic planning initiative that led to several major curricula revisions aimed at updating content to better reflect industry need,

expanding options for students, streamlining course schedules to increase student completion, and reducing administrative costs;

- Developed strategic partnerships with Fiat-Chrysler, Automation Alley, Hurco Manufacturing, Faurecia, Brose, and ABB Robotics that led to improved associate degree programming.

Prior to OCC, Dr. Taylor served as President of Frontier Community College (FCC), one of four community colleges in the Illinois Eastern Community College District. Under Dr. Taylor's leadership, in 2013, FCC was recognized by CollegeMeasures.org as the top community college in the nation for student success with a 100% graduation or transfer rate. At Frontier he:

- Led State of Illinois in graduation & transfer rate in 2010 (100%), 2011 (57.1%) and 2012 (76.1%);
- Added new programs in Construction Management, Fire Science, Graphic Arts, Health Informatics, Information Systems Support, Paramedic, and Phlebotomy;
- Built 5 new technology-enhanced CTE classrooms with donated funds;
- Led the development of the District-wide Student Completion & Enrollment Management plan;
- Established the College's first athletic programs.

Dr. Taylor holds a Ph.D. in Educational Leadership & Policy Analysis from the University of Wisconsin, a Master's in Science in Vocational Education from Southern Illinois University, a B.S. in Electronics Management from Southern Illinois University, an A.A.S. in Electronics Technology, an A.A.S. in Industrial Maintenance, and a Certificate in Welding from Danville Area Community College.

Dr. Taylor and his wife Missy have three children, Cody, Zach and TJ.



Denise Crews is a first-generation college graduate and has dedicated more than 20 years of her professional life to the mission of community colleges. She began her education career by teaching as a special educator in Metropolis, Illinois. As she transitioned into administration, Crews was director and associate dean at John A. Logan College, and is currently the vice president for academic services at Richland Community College. She is a graduate of Vienna High School, has a bachelor of science and a master's degree from Southern Illinois University at Carbondale, and her doctorate is in Community College Leadership from the University of Illinois, Urbana-Champaign.

She is actively engaged in community and education organizations. She has worked diligently to provide dual credit opportunities for underrepresented groups and established Prep Academy, an early college program for high school students. Crews is a member of the Education Coalition, a community group dedicated to working together to provide equitable opportunities for all students throughout their educational journey. She served as President of the Illinois Community College Chief Academic Officers. Crews received the Carl Knox Award from the University of Illinois for her dedication to student success. She received the Exemplary Leadership Award, attended the Oxford Roundtable in Oxford, England, and was recognized by NISOD for her leadership role in college readiness and creating pathways for students to pursue an associate degree, certificate or workforce training. She holds certifications in Emotional Intelligence and Trauma Informed Education.

Crews reflects the traits of a transparent and collaborative leader and a philosophy of continuous educational improvement.



Scott Stallman currently serves as Vice President of Instruction at Lone Star College-Tomball, located in Houston's northwest suburbs. Scott completed his M.Ed. at the University of Missouri-St. Louis in 2005 and his Ph.D. in Higher Education Administration at Illinois State University in 2015. Scott and his wife Jennifer, a southern Illinois native, reside in Houston with their two dogs.

Scott is a 2019-2020 Aspen Presidential Fellow, one of forty chosen by the Aspen Institute to participate in this executive leadership program designed to prepare the next generation of community college Presidents and to examine and develop solutions for the most significant challenges currently facing community colleges. Through this, Scott has had the opportunity to interact and share ideas with some of the strongest leaders in community colleges from across the nation. This experience has strengthened his deep commitment to a student-centered approach and exposed him to some of the most innovative practices from community colleges large and small.

Scott spent the first ten years of his career in the private sector, working for a variety of companies largely in the areas of employee training and talent acquisition. He took his first job in higher education running the

career center at Stevens – The Institute for Business and Arts (SIBA) in St. Louis, MO, where he also taught full-time.

His first community college job was at Moraine Valley (MVCC) as the Assistant Dean of Career Programs. In this role he collaborated with faculty to strengthen relationships with local employers, developed new partnerships with business and industry, initiated new programs, and executed initiatives to improve student success and increase enrollment throughout career and technical education programs.

After MVCC, Scott worked for six and a half years as the Associate Vice President of Education Outreach at Lincoln Land Community College (LLCC). Scott was the primary administrator responsible for the five education outreach centers located in surrounding communities throughout the district. Through his work at LLCC, Scott developed an understanding of and passion for working with rural communities. Scott managed the entirety of the operations at the centers: the staff, program and course offerings, student and academic services, center budgets, security, facilities, marketing, as well as taking an active leadership role in fundraising campaigns. Scott was responsible for all K-12 relationships throughout the district and dual credit agreements.

While at LLCC, Scott developed strong relationships with many of the people who lived, worked, and owned businesses in towns and villages across the vast district. These experiences were some of the most rewarding of Scott's career, as he partnered with them to address some of the biggest challenges rural Illinois communities face: including poverty, scarcity of jobs, access to technology, and transportation.

Currently, Scott is the Vice President of Instruction at LSC-Tomball, where he is the Chief Academic Officer. He manages the library and academic division with 4 Deans, 107 full-time faculty, over 300 adjuncts, 35 staff members, and a 19 million-dollar annual budget. Scott leads several innovative initiatives that continue to improve student success and

increase enrollment at the college: a co-requisite model for developmental education, the first Early College High School in Tomball, TX, a High School Nursing Academy, an Associate Degree designed for students on the Autism spectrum, an equity in faculty hiring initiative, and an aggressive health sciences expansion plan.



Dr. Carry DeAtley has been working in higher education since 1998 when she started as a Medical Assisting faculty member at Southern State Community College, the same program she graduated from eight years earlier. She earned her Associate in Applied Science Degree in Medical Assisting from Southern State Community College in Hillsboro, Ohio. A Bachelor of Arts in Organizational Management from Midway College in Midway, Kentucky. A Master of Science in Business Administration from Franklin University in Columbus, Ohio. She earned her Ed.D. in Educational Leadership from Argosy University in Sarasota, Florida with her dissertation focused on Appalachian Women and Community College Success.

Dr. DeAtley has been involved with several initiatives at various higher education institutions such as Complete College America, Ohio Equity STEM Pipeline, Secondary Career-Technical Alignment Initiative, Achieving the Dream, and, most recently, Texas Pathways. She has worked with both the Higher Learning Commission (HLC) and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) with accreditation. She served on the SACSCOC evaluator registry after

completion of the Peer Evaluator training offered by SACSCOC. She has worked closely with K-12 partners, community, and industry to serve the communities within Ohio, West Virginia, Alabama, and Texas.

Dr. DeAtley most recently served as Provost, interim President, and Vice President of Instruction and Economic Development at Coastal Bend College (CBC) in Beeville, Texas. During her time at CBC, Dr. DeAtley advanced the Texas Pathways initiative by increasing student support programs, math pathways, program mapping, initiating inclusive access and working with faculty on open educational resources. Dr. DeAtley also signed several transfer agreements with regional universities to increase transfer opportunities and agreements with Independent School Districts to assist with increasing dual enrollment. Dr. DeAtley worked with Beeville Independent School District to assist them in obtaining a welding program grant. She collaborated with Delmar College to offer commercial driver license (CDL) training at CBC. Dr. DeAtley also assisted in the writing and submission of a special report in conjunction with a Fifth-Year Interim Report to SACSCOC. While interim president, Dr. DeAtley hosted a special onsite visit by SACSCOC. Dr. DeAtley established a partnership agreement with Education Service Center in the region to offer adult education and high school equivalency program at CBC campuses.

Prior to Coastal Bend College, Dr. DeAtley served as Dean of Instruction, which is the chief academic officer at Central Alabama Community College (CACC) in Alexander City, Alabama. A few areas of focus while at CACC included strengthening dual enrollment partnerships, grant writing and management and expanding technical programs.

Dr. DeAtley previously served West Virginia Northern Community College initially as Dean of Academic Affairs then was named interim Vice President of Academic Affairs shortly after Dr. Vickie Riley, who held the position previously, was selected as Norther's new president. After completion of a national search to fill the position, Dr. DeAtley was named Vice President of Academic Affairs.

Subsequent to working at Northern, Dr. DeAtley was Associate Vice President for Academic Affairs at New River Community and Technical College in Beckley, West Virginia. Dr. DeAtley also served in some interim roles while at New River, including as interim Vice President of Academic Affairs, interim Campus Dean at Summersville campus, and interim Campus Dean at the Advanced Technology Center in Beaver, West Virginia. After only a year, Dr. DeAtley received a nomination for the Greatest Contributor Award by faculty and staff at New River Community and Technical College.

Before serving as Associate Vice President for Academic Affairs at New River, Dr. DeAtley served in several positions at Southern State Community College in Hillsboro, Ohio. Her roles comprised of Dean of Career and Technical Education, Medical Assisting Program Director, and Medical Assisting faculty member. Dr. DeAtley was included in a 2009 edition of Ohio magazine with their Excellence in Education feature as an outstanding faculty member in Ohio colleges and universities.

Dr. DeAtley has been teaching as an online instructor in healthcare administration for Kaplan University Online, now Purdue Global University since 2009. She has held memberships in numerous professional organizations and has been an active volunteer with several community service groups over the years. Dr. DeAtley was awarded the Outstanding Community Advocate award in 2011 by Lindsey Wilson College. Dr. DeAtley recently was nominated as a candidate for Mardi Gras Queen in a fundraiser for Beeville's Corpus Spohn Hospital with funds going towards outfitting a new Endoscopy suite at the hospital. As a candidate, she was successful and raised the most money for the fundraiser in spring 2020.



As a first-generation Hispanic college graduate, Dr. Pagan believes that people can transform their lives through education because education has transformed his life. A lifelong learner, he is a strong advocate for community college and workforce education. As a servant leader at heart, he chose a career in higher education because he believes that providing the very best in accessible and affordable education and training has the power of lifting people to a better place in life and is key to transforming and building strong communities. Dr. Pagan has lived a life of service to others and has had extensive careers in the military and in academia. His experience in higher education is broad and deep. He has extensive experience as vice president of academic and student affairs, corporate senior vice president, campus director, division chair (dean), program coordinator, faculty, and military technical instructor. With over 24 years of teaching and administrative experience in higher education in both public two- and four-year and for-profit proprietary institutions Dr. Pagan has gained invaluable experience in operationalizing complex organizational educational institutions.

In addition to his academic and student services experience he has experience in fiscal affairs, facilities management (including multiple campuses and sites), accreditation, assessment, workforce development, community engagement, shared governance, working with state legislatures, and community leaders. His military career expands over twenty years of active duty service in the United States Air Force. He attained the rank as a senior noncommissioned officer of Master Sergeant and during his military career achieved the highest certification under the

Air Education and Training Command as a Master Instructor. He began his academic career as an instructor teaching aviation and aerospace courses attaining the rank of tenured full professor. He has served and has chaired a myriad of institutional and statewide committees.

Dr. Pagan's extensive background includes business, community service and engagement, serving as deacon, and teaching in the K-12 public education sector. With an entrepreneurial spirit, he and his wife, Patricia, owned and operated a dinner theatre/events company and have restored historic properties while living in Fairmont, West Virginia. He holds a Doctorate in Education with an emphasis in Higher Education Leadership Studies, a Master of Science in Aeronautical Science, a Bachelor of Science in General Studies as well as associate degrees in Avionics Technology, and Instructor of Technology. He is dedicated to the mission of the community college of providing opportunity and hope for students seeking a better life for themselves and their families. He and his wife have five adult children, eight grandchildren, and three dogs. Dr. Pagan speaks fluent Spanish, enjoys spending time with his family, loves to dance salsa, enjoys running, is an avid reader, loves all things aviation, and is a coffee connoisseur.



Dr. Paige Niehaus is a passionate leader with 29 years of community college experience. At the start of July, she was appointed as the Vice Chancellor of Innovation and Student Success, from her previous position as Provost for Strategic Initiatives and Executive Director of the Design Center, at Wayne County Community College District (WCCCD) in Detroit, MI. Prior to WCCCD, she was the Director for Workforce Development at Joliet Junior College in Joliet, IL.

Dr. Niehaus earned a Doctor of Education in Community College Leadership from Ferris State University in Big Rapids, MI, and a Master of Science in Training in Development and a Bachelor of Science in Applied Organizational Management from the University of St. Francis in Joliet, IL. She is a proud community college graduate having earned an Associate of Applied Science and an Associate in Arts at Joliet Junior College.

Dr. Niehaus is active in her community. As a member of the Rotary Club of Grosse Pointe, she serves on the Community Affairs, Youth Exchange, and Scholarship committees. She is also the secretary and executive board member for The Family Center non-profit organization, and vice president of the board of directors for the Grosse Pointe Public Library Foundation.

For more information about the SCC Presidential Search or open forums, contact Emily Forthman, SCC Human Resources Director, at 618-634-3223 or emilyf@shawneecc.edu.

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