

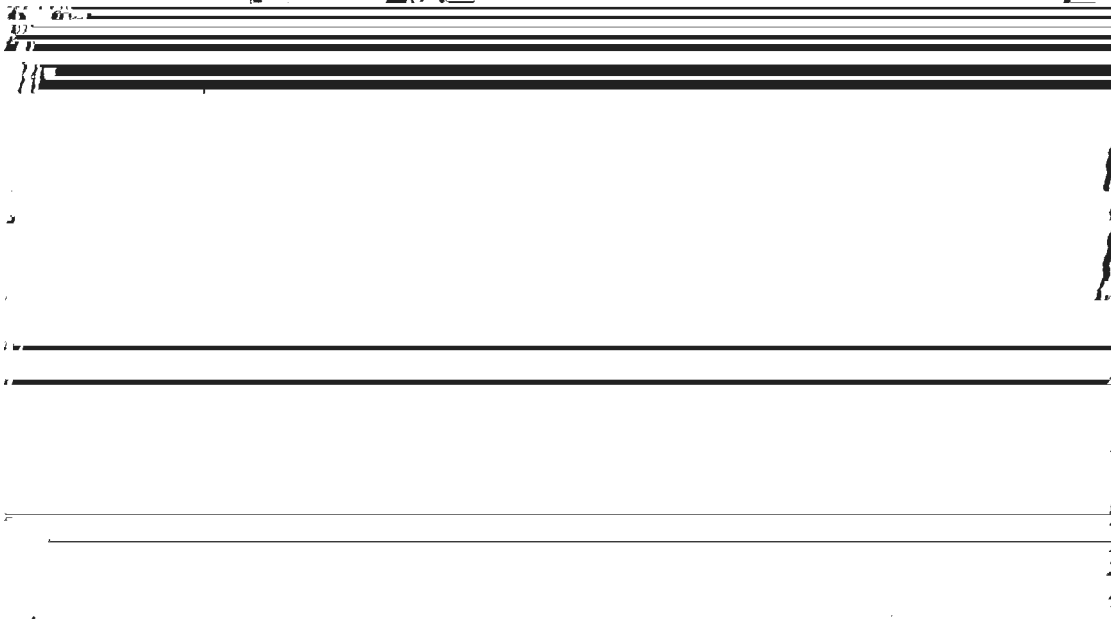
# Stefani Gray icswa, Ph.D.

## EDUCATION

**Doctor of Philosophy**      **The University of Texas at Austin, 2003**  
Educational Administration  
Cognate: Public Policy and Rural Development  
Dissertation: *The Role of Rural Community College Presidents in Vision Building for Community Development*

**Master of Education**      **Montana State University, Bozeman, 1996**  
Adult, Community, and Higher Education

**Bachelor of Arts**      **University of Montana, Missoula, 1991**  
Organizational Communication  
Humanities Thesis: *Montana's Role in the American West*



Minor: Spanish  
High Honors, Watkins Scholar, Honors College

## HIGHLIGHTS OF QUALIFICATIONS

Twenty-one years of progressive administrative experience including 14 at the chief executive level

**EXECUTIVE-LEVEL ADMINISTRATIVE EXPERIENCE**

**President**

Northwest College, Powell, WY, 2013-present

**Responsibilities**

Oversee all college fundraising, athletics, endowment, 300 headcount in a rural area with a population of approximately 49,000. including planning, policy development, enrollment, life, accreditation, a budget of \$28.6 million, \$42 million, and enrollment of 1,100 credit headcount/850 non-credit rural area with a population of approximately 49,000.

**Accomplishments**

Led campus as the COVID-19 Incident Commander through the closure and subsequent

[REDACTED]

**EXECUTIVE-LEVEL ADMINISTRATIVE EXPERIENCE (continued)**

**President**

Miles Community College, Miles City, MT, 2006-2013

**Responsibilities**

Oversaw all college operations, including planning, policy development, fundraising, athletics, residence life, accreditation, collective bargaining unit contracts, a budget of \$9.8 million, 150 employees, and an enrollment of 500 credit headcount/1,500 non-credit headcount in a nine-county rural area with a population of approximately 32,000.

**Accomplishments**

Implemented student success practices and quality initiatives resulting in 74% transfer/graduation rate, 64% retention rate, and nomination for the prestigious Aspen Prize for Community College Excellence for two consecutive years.

Implemented institutional strategic planning and policy processes which earned a commendation from the Northwest Commission on Colleges and Universities.

Addressed all previous accreditation recommendations within 60 days

[REDACTED]

**SENIOR-LEVEL ADMINISTRATIVE EXPERIENCE**

**President**

[REDACTED]

**Selected Projects/Contracts:**

*Miles Community College, Miles City, MT*

*Facilitated campus-wide strategic planning in*

[REDACTED]

**Stefani Gray Hicswa**

[REDACTED]

**SENIOR-LEVEL ADMINISTRATIVE EXPERIENCE (continued)**

[REDACTED]

**Visiting Scholar, President's Office (Associate Vice President Level)**  
Parkland College, Champaign, IL, 2003

Selected as a visiting scholar to study...

[REDACTED]

### ADDITIONAL EXPERIENCE

**Assistant Director, Upward Bound (TRIO)**  
Flathead Valley Community College, Kalispell, MT, 1994-1999

Responsible for the day-to-day administration and performance standards of a TRIO program designed to assist low-income, first-generation, minority, and disabled high school students develop the skills and motivation necessary to enter and succeed in post-secondary education. Supervised and evaluated a staff of 12 and managed a \$235,000 budget. Raised student performance standards and increased participation by 50% in four years.

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**SELECTED PUBLICATIONS**

Hicswa, S.G. (2020). Creating a home away from home for international students.  
*Community College Journal* 90(5) 2-9 <https://www.cccj.org/journal>

Hicswa, S.G. (2011). *Vision Miles City*. Miles City Area Economic Development Council. <http://content.milesc.edu/DownloadFiles/V>

Hicswa, S.G. (2017). Crafting a rewarding life: A president's perspective. In Ellis, M. & Garcia, L. *Generation X Presidents Leading Community Colleges* (pp. 85-93). Lanham, MD: Rowman & Littlefield.



SELECTED PRESENTATIONS AND KEYNOTE ADDRESSES

[REDACTED]

Hicswa, S.G., & Sedney, C. (2019). *The applied baccalaureate and Wyoming's*

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Conference. Powell, WY.

[REDACTED]

**Stefani Gray Hicswa**

**SELECTED PROFESSIONAL and COMMUNITY SERVICE**

**National**

Higher Education Research and Development Institute (HERDI)  
National Advisory Board, 2014-present

American Association of Community Colleges  
President's Academy Executive Committee, 2019-present

Phi Theta Kappa Honor Society  
Wyoming All State Coordinator, 2019-present

Association of Community College Trustees  
Western Region Awards Committee, 2011-2013

**SELECTED PROFESSIONAL and COMMUNITY SERVICE (continued)**

**State**

Wyoming Community College Presidents Council  
Academic Affairs Committee Presidential Liaison, 2013-2019  
Phi Theta Kappa Presidential Liaison, 2013-present  
President, 2019-present

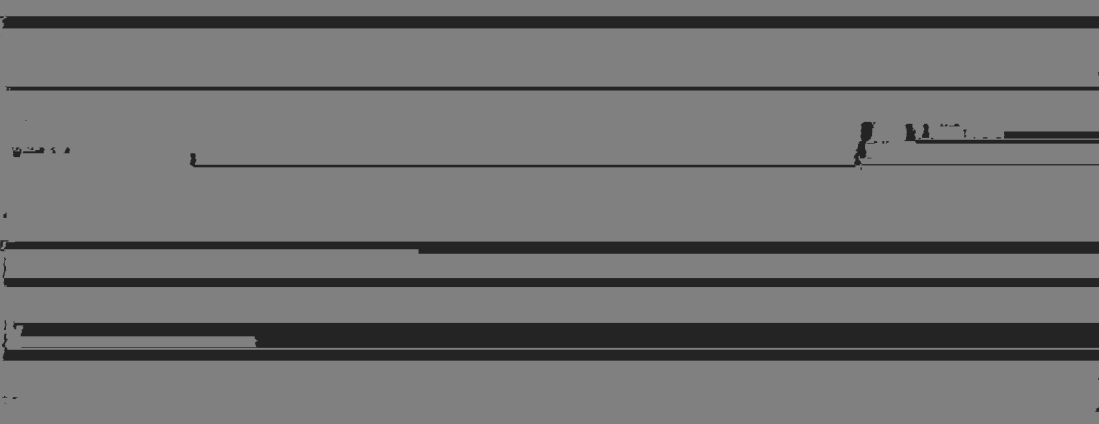
Educational Attainment Executive Council, gubernatorial appointment  
Co-chair, 2018-present

Wyoming Tomorrow Legislative Task Force, gubernatorial appointment, 2010-2011  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]

**SELECTED PROFESSIONAL and COMMUNITY SERVICE (continued)**

**Local**

Powell Economic Partnership, Chamber of Commerce, and Visitor Center  
Board of Directors 2013-present



Forward Cody  
Board of Directors, 2013-present  
Executive Board, 2019-present

Buffalo Bill Center of the West, Buffalo Bill Memorial Association  
Education Interpretation Advisory Board, 2020-present

Powell Rotary, 2013-2019

Miles City Area Economic Development Council Board of Directors, 2006-2013  
Board Chair, 2010

Holy Rosary Hospital Board of Directors, 2010-2013

