

Lori M. Gonko, Ed.D

EDUCATION

Ferris State University, Big Rapids, MI

2014 - Doctor of Education, Community College Leadership

Oakland University, Rochester, MI

2009 - Master of Arts, English

Oakland University, Rochester, MI

2006 - Bachelor of Arts, English

Macomb Community College, Warren, MI

Attended 2002-2004

ADMINISTRATIVE EXPERIENCE

Henry Ford College, Dearborn, MI

Interim President (July 2025 – present) *while continuing to serve as Vice President of Strategy and HR*

Public community college with approximately 100 programs of study and more than 12,000 undergraduate students on two campuses.

Responsibilities

- Report to an elected, seven-member Board of Trustees.
- Oversee all college operations, including aggregate budget of over \$130 million (restricted and unrestricted funds).
- Represent the college as the public face of the institution, establishing and maintaining relationships with government, civic, educational, philanthropic, and business/industry groups.
- Establish and communicate the vision and strategic direction of the college.
- Lead a Cabinet consisting of six vice presidents and one executive director.
- Provide executive leadership for shared governance and labor relations across campuses, working collaboratively with five collective bargaining units.

Leadership and Institutional Advancements:

- Increased Fall 2025 enrollment by 6.5% over previous year, returning to pre-COVID enrollment numbers.

- Oversaw strategic realignment of the Southeast Michigan Student Success Center (SEMSSC) capital project (\$105 million), preserving programmatic goals while ensuring responsible fiscal stewardship.
- Led the college's successful 2025 reaffirmation of accreditation, including co-authoring the required assurance argument and federal compliance reporting, collecting required evidence files, and planning and executing the site visit.
- Implemented new data reporting and dashboard system (Entrisik Informer).
- Initiated participation in Caring Campus initiative through the Institute for Evidence Based Change (IEBC).
- Currently leading an enterprise-wide analysis and modernization initiative for the College's ERP system (Ellucian Colleague) to strengthen institutional operations.

Henry Ford College, Dearborn, MI

Vice President of Strategy and Human Resources (August 2018 – June 2025)

Responsibilities

- Provide integrated leadership across a diverse and future-focused portfolio that includes strategic planning, institutional research and business intelligence, accreditation, academic advising, and human resources to advance institutional effectiveness.
- Serve as a thought leader and advisor to the President, Cabinet, faculty, and staff on achieving the College's strategic goals within a collaborative, shared governance structure.
- Inform college-wide decision-making through data-informed analysis of institutional trends.
- Serve as the college's Accreditation Liaison Officer (ALO) to the Higher Learning Commission, directing all college-wide accreditation activities and required reporting.
- Lead institution-wide human resources strategy and operations, including talent acquisition, compensation, benefits, evaluation, and development, to align workforce capacity with institutional mission and goals.
- Support academic and student affairs planning and development efforts, including strategic enrollment management, new degree/certificate program development, program sustainability/viability analysis, and annual academic program review.
- Work collaboratively with the Office of the President and the Cabinet to initiate, plan, and operationalize change management strategies across the institution.

Leadership and Program Advancements:

- Co-authored the 2022-2024 and 2025-2027 strategic plans focused entirely on student success and closing equity gaps; co-led institution-wide strategic planning implementation processes.
- Served as the College's lead student success administrator for a \$4.9 million consortium grant funded by the Ralph C. Wilson, Jr. Foundation and Ballmer Group (D3C3 grant).

- Established processes for auto-awarding of certificates, leading to a 163% increase in certificates awarded between 2021-2022 and 2022-2024 academic years.
- Partnered through shared governance with Academic Affairs leadership and faculty to assess the College's academic program portfolio for sustainability, workforce relevance, and alignment with living-wage outcomes, resulting in the sunsetting of more than 50 program pathways.
- Negotiated contracts with all collective bargaining units using interest-based bargaining, achieving timely, fiscally responsible agreements while maintaining a collaborative labor-management relationship.
- Led the college's 2018 and 2024 millage information campaigns resulting in successful passages of millage renewals.
- Led the college's successful 2019 reaffirmation of accreditation, including co-authoring the required assurance argument, managing required evidence files, and planning and executing the site visit.
- Developed and implemented a new structure and department operating procedures for Academic Advising, Human Resources, and Institutional Research offices/functions.
- Co-chaired the institution's cross-functional COVID Response Team from Spring 2020 – Spring 2022, providing leadership for 1,000 employees and 12,000 students on all pandemic-related issues and policies.

OTHER COMMUNITY COLLEGE EXPERIENCE

Henry Ford College, Dearborn, MI

Coordinator of Program Improvement and Effectiveness (January 2014 – August 2018)

Responsibilities:

- Compiled, analyzed, and disseminated quantitative and qualitative data to support college-wide internal program review across academic and non-academic units; provided training, guidance, and ongoing support to departments throughout the review process.
- Supported the Vice President of Strategy and Information in oversight of the College's annual strategic and operational planning processes.
- Led the development and ongoing maintenance of institutional key performance indicators (KPIs) and the College scorecard to inform data-driven decision-making.
- Provided administrative leadership for the Strategic Planning Online (SPOL) system, including system configuration, implementation, and training of faculty and staff.
- Managed application development and day-to-day administration of the annual Perkins grant, including monitoring progress toward outcomes, tracking expenditures, preparing final reports for the State of Michigan, and coordinating audits and site visits.
- Supported the Accreditation Liaison Officer (ALO) in ensuring compliance with Higher Learning Commission standards, including drafting assurance arguments, managing evidence files, and preparing for accreditation site visits.

- Represented College administration on multiple standing committees, including the Technology Investment Committee, Committee for the Assessment of Student Learning, Curriculum Committee, Academic Council, and Continuous Process Improvement committees.
- Represented the College on statewide committees focused on data, accountability, and institutional effectiveness, including the Michigan Community College Data and Evaluation Committee and the Michigan Community College Collaborative for Accountability, Research, and Effectiveness.

Leadership and Program Advancements:

- Created and implemented a comprehensive institutional program review process, including development of standardized reports and documentation to support continuous improvement and accreditation.
- Led campus-wide implementation of the Strategic Planning Online (SPOL) system to align and track operational planning, budgeting, assessment of student learning, accreditation, and faculty credentialing processes.
- Successfully managed the annual \$1.5 million Perkins grant, overseeing application development, compliance, expenditure tracking, and end-of-year financial closeout.

**Henry Ford Community College, Dearborn, MI
Coordinator of Perkins (April 2012 – January 2014)**

- Managed application development and day-to-day administration of the annual Perkins grant, including monitoring progress toward outcomes, tracking expenditures, preparing final reports for the State of Michigan, and coordinating audits and site visits.

**Macomb Community College, Warren, MI
Manager, Career & Technical Education (May 2011 – April 2012)**

- Managed application development and day-to-day administration of the annual Perkins grant, including monitoring progress toward outcomes, tracking expenditures, preparing final reports for the State of Michigan, and coordinating audits and site visits.

**Macomb Community College, Warren, MI
Staff Coordinator, Engineering & Advanced Technology division (August 2010 – May 2011)**

- Serve as team leader for the clerical and lab staff, including hiring, training, supervising, evaluating, and establishing priorities and timelines for clerical and other support staff of the division. Division housed 6 full-time clerical staff, 3 part-time clerical staff, and approx. 15 part-time lab staff.

Macomb Community College, Warren, MI

Administrative Assistant, Engineering and Advanced Technology division (June 2001 – August 2010)

- Provide day-to-day administrative support to the Dean, Associate Dean, 25 full-time faculty, and approx. 50 adjuncts.

TEACHING EXPERIENCE

- 2015 - present: Adjunct faculty for Ferris State University's Doctorate in Community College Leadership program. Courses taught include IDSL-894: Practicum and IDSL-885: Creating a Culture of Student Learning & Success.

CERTIFICATIONS and PROFESSIONAL DEVELOPMENT

- 2023 - The Aspen Institute, College Excellence Program, Rising Presidents Fellow
- 2020 - Michigan Community College Association Leadership Academy graduate
- 2018 - The Chair Academy graduate (developing transformational leaders in higher education)
- 2015 - Balanced Scorecard Professional (BSP) certified (strategic planning and strategic management)
- 2015 - Key Performance Indicator (KPI) certified
- 2015 - Performance Measure Blueprint (PuMP) certified