

SEARCH PROFILE:

PRESIDENT



HENRY
FORD
COLLEGE
FUTUREDIVEN

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THE SEARCH FOR HENRY FORD COLLEGE'S NEXT LEADER

The Board of Trustees of Henry Ford College (HFC) enthusiastically seeks candidates to be the College's next President.

Russ Kavalhuna, J.D. began his tenure as president in 2018 and departed from HFC in June 2025 for his new role as president of Western Michigan University. Under his leadership, HFC now has a more robust infrastructure, better student outcomes, and a strategic orientation around student success and community engagement. On July 1, 2025, Dr. Lori Gonko was appointed interim President.

Henry Ford College stands at a pivotal moment of renewal, combining strong community roots with a forward-looking commitment to equity, innovation, and student success. The next president will inherit an institution on the rise—equipped with a powerful vision, a revitalized infrastructure, and a dedicated faculty and staff.



COLLEGE OVERVIEW

For over 80 years, Henry Ford College (HFC) has been a leader in providing innovative education focused on student success. Located in Dearborn, Michigan, the school was originally named Fordson Junior College when it opened its doors in 1938. Later, the College adopted the name Dearborn Junior College in 1946. It became Henry Ford Community College in 1952, named after the Henry Ford Trade School which closed and whose assets were transferred to the Dearborn Public Schools Board of Education. In May 2014, the College was renamed Henry Ford College.

Henry Ford College is a comprehensive college providing both two- and four-year degrees. Educational opportunities for students include over 150 career and university transfer programs, pre-professional studies, associate degrees in science, applied science, arts, and associate degrees general studies, a bachelor's in culinary arts, as well as certificates. During the 2024-2025 academic year, HFC served over 12,000 students (unduplicated headcount), which is equivalent to more than 6,500 full-time students. The average age of HFC students is 23 and 34% attend full-time.

HFC offers high-quality, innovative programs to meet the educational and training needs of the region. Students prepare to transfer to a university or to go directly to work. HFC also specializes in customized workforce development training for business and industry. HFC offers classes on two campuses situated in Dearborn. HFC's Main Campus is on the southwest corner of Ford Road and Evergreen, north of the University of Michigan-Dearborn campus. The East Campus is home to HFC's Michigan Technical Education Center (M-TEC) and a state-of-the-art Nursing education facility.

GOVERNANCE AND ACCREDITATION

Dearborn residents elect the trustees, making HFC accountable to the local community, not to the Governor or Legislature or statewide board. The HFC Board of Trustees is the same body as the Dearborn Public Schools Board of Education with seven trustees who serve staggered six-year terms. The Board supervises the president, approves the key areas of college operations, including budget, tuition and fee rates, major construction projects, programs, policy changes, and compliance with state law and accreditation. As the legal employer, the Board approves and ensures compliance with collective bargaining agreements negotiated by the administration on its behalf.

HFC is accredited by the Higher Learning Commission (HLC), which requires regular reviews, evidence of student learning, responsible governance, and financial stability. The College also complies with the Michigan Department of Education, the federal Department of Education, and program-specific accrediting bodies (e.g., nursing, culinary, automotive programs).

HFC MISSION AND VALUES

Mission

HFC transforms lives and builds better futures by providing outstanding education. As a student-centered, evidence-based college, our success is measured by the success of our students. We empower learners through the development of independent, critical, and creative thinking, and we foster diversity, inclusion, understanding, and acceptance to prepare learners to succeed in a global society. We anticipate and respond to the needs of our stakeholders, exceed their expectations, and serve the public good.

COLLEGE OVERVIEW (CONT.)

Vision

First Choice, Best Choice

For every student in our region who aspires to a successful future in a supportive, affordable, welcoming environment that is rich with diversity and opportunity.

Values

We have a **PASSION** for:

- Teaching and learning;
- Exploring diverse perspectives and ideas;
- Creating a student-centered environment;
- Transforming lives through continuous learning; and
- Excellence in all that we do

We demonstrate **INTEGRITY** through:

- Accountability;
- Responsible stewardship;
- Ethical conduct;
- Honest dialogue; and
- Sustainable practices

We promote **INGENUITY** by:

- Being agile, flexible, and responsive;
- Rewarding discovery, creativity, and innovation;
- Collecting, evaluating, and acting on evidence;
- Thinking critically; and
- Continuously reimagining the future

We show **RESPECT** for one another when we:

- Collaborate and rely on teamwork;
- Maintain transparent practices;
- Show compassion and empathy; and
- Are engaged and committed to our shared work

ACADEMIC PROGRAMS

HFC is a comprehensive public college serving more than 12,000 students annually in southeast Michigan. It is dedicated to preparing students for a rapidly changing world and workplace by offering more than 150 associate degrees, certificates, career and university transfer programs. Also, HFC offers a Bachelor of Science in Culinary Arts and many articulation agreements with university partners. HFC excels in providing customized workforce development training for business and industry. Students can transfer to a four-year college or university, or they can enter the workforce directly.

HFC offers more than 100 degrees and certificates across four schools—Liberal Arts; Business, Entrepreneurship & Professional Development; STEM; and Health & Human Services. Distinct programs include the Cybersecurity CAE-CD designation, Early College pathways like the Advanced Fabrication Academy, Culinary BS, and the Henry Ford II Honors Program.

HFC serves Dearborn and parts of Dearborn Heights within its taxing district, with a large number of students coming from outside the taxing district. The College maintains close partnerships with Ford Motor Company, Henry Ford Health, local industries, and area universities to create pathways into employment and transfer.

BUDGET, FACILITIES, AND ECONOMIC IMPACT

HFC's operating budget in 2023-2024 was over more than \$103 million, with the following expenditures and sources. Revenues include 44% tuition and fees, 38% state appropriations, 14% property taxes, and 4% from other sources. Expenditures consist of 53% instruction, 13% student services, 14% administrative services, 11% physical plant, 5% IT, and 4% instructional support.

HFC operates two campuses in Dearborn: HFC's Main Campus is on the southwest corner of Ford Road and Evergreen, just north of the University of Michigan-Dearborn (U-M Dearborn) campus, and the East Campus located on Schaefer Road, just north of Rotunda – is home to HFC's Michigan Technical Education Center (M-TEC) and the School of Nursing. A planned new facility, the Southeast Michigan Student Success Center (SEMSSC) will be a transformative, approximately \$110 million capital project to consolidate key student services into a unified hub. Located on the main campus, it includes renovations to Buildings A, B, and K, the demolition of Building N, and the construction of a new building. The facility will centralize advising, counseling, library, and learning resources, improving access and efficiency.

Strategic goals include increasing access, retention, completion, and transfer. The project is supported by state capital funds, federal appropriations, and local financing, representing HFC's most ambitious modernization effort.

The economic impact of HFC is substantial.

- The impact of HFC on the local business community during the 2021 fiscal year was \$1.4 billion, equal to the sum of the spending impact of the College, students, and alumni, equating to 0.5% of the region's Gross Regional Product.



FAST FACTS

- ~40% full-time, ~60% part-time.
- 57% female, 43% male.
- Average age ~23 years; ~55% are 20 or younger; ~45% are 21 or older.
- Student-to-faculty ratio: ~22:1.
- 846 employees: 174 FT faculty; 124 FT support staff; 119 FT administration; 324 adjunct faculty; 53 PT professional; 13 PT support staff; 39 facilities staff.

COLLEGE OVERVIEW (CONT.)

- Total benefit to taxpayers was \$245.9 million, equal to the sum of the added taxes and public sector savings. Taxpayer investment was \$51.9 million, creating a benefit-cost ratio of 4.8, or \$4.80 cumulative value over the course of a student's working life for every \$1 of public money.
- The benefit to the average associate degree graduate is an increase of \$10,700 each year compared to high school diplomates.

STRATEGIC PLAN (2025-2027)

MISSION AND CULTURAL FOUNDATION

Guided by the ABIDE framework (Advancing Belonging, Inclusion, Diversity, and Equity), the College commits to fostering a safe, inclusive environment and closing achievement and equity gaps among students.

Employ the Mission: "Henry Ford College transforms lives and builds better futures by providing outstanding education," with success measured by student outcomes.

STRATEGIC PRIORITIES AND GOALS

Access

- Increase enrollment of Black/African American and Hispanic/Latino students by 10% per year over two years.

Retention

- Improve equitable retention by increased credit accumulation reinforced through proactive, student-focused support and intervention programs.
- Increase the percentage of first-time, full-time students who earn 24+ credits in their first year by 4% each year and increase the rate of part-time students who earn 15+ credits in their first year by 4% each year.

Completion

- Increase total credentials awarded and raise graduation rate above 25%.

Transfer

- Enhance seamless transfer pathways to four-year institutions, aiming for a 50% transfer-out with award rate.

FACULTY AND STUDENTS

HFC employs 846 total employees, including 177 full-time faculty and 324 adjunct faculty. The student body numbers more than 12,000, with a diverse demographic composition reflecting the Dearborn/Detroit region. Approximately two-thirds of students receive financial aid, totaling nearly \$60 million annually.

STUDENT SUCCESS SUPPORT STRUCTURES

- Academic Advising & Success Team Model – personalized advising assignments and proactive outreach.
- Learning Lab – peer tutoring, computer access, and test-prep support.
- Assisted Learning Services – accommodations for students with disabilities.
- Student Outreach and Support (SOS) – counseling, workshops, and emergency aid programs.
- Guaranteed Transfer Pathways – structured partnerships with major Michigan universities.
- Southeast Michigan Student Success Center (SEMSSC) – future home of integrated student services.

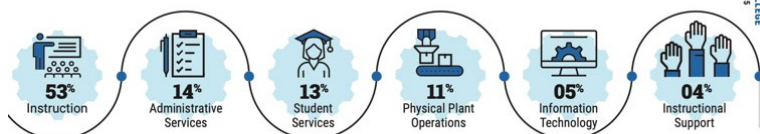
POINTS OF PRIDE

College constituents repeatedly point to HFC's extraordinary strengths—beginning with its people. Many faculty and staff began their HFC journey as students and have devoted decades of service to the College. This generational loyalty creates a family-like culture defined by pride, belonging, and a deep commitment to the mission. Collaboration is a hallmark of the institution, as demonstrated in successful accreditation cycles, cross-campus initiatives, and a shared willingness to support students in ways that extend far beyond job descriptions.

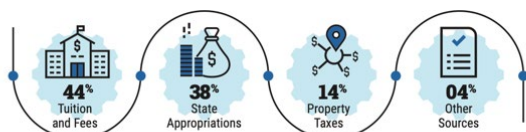
The College is also home to exceptional student opportunities, including an award-winning student newspaper, a radio station, robust clubs, and other activities that contribute to student belonging—areas in which the next president can further invest. HFC's P-14 partnerships and dual-enrollment initiatives are the largest in the state, with more than 2,400 high school students engaging in early-college and transfer-ready pathways. These offerings, coupled with strong career-readiness programs and employer partnerships, make HFC a point of pride for the Dearborn community and a nationally recognizable example of social mobility and innovation. Other points include:

- Designated as a DHS/NSA Center of Academic Excellence in Cyber Defense (first in Michigan).
- Bachelor of Science in Culinary Arts—one of few such programs nationwide at a community college.
- Henry Ford II Honors Program—research-oriented and transfer-focused honors track.
- Long-standing Nursing program with a legacy of regional excellence.
- Athletic teams with multiple NJCAA conference titles and strong student-athlete transfer outcomes.

2023-2024 EXPENDITURES BY ACTIVITY



2023-2024 REVENUE BY FUNDING SOURCE



COLLEGE OVERVIEW (CONT.)

STUDENT RESOURCES

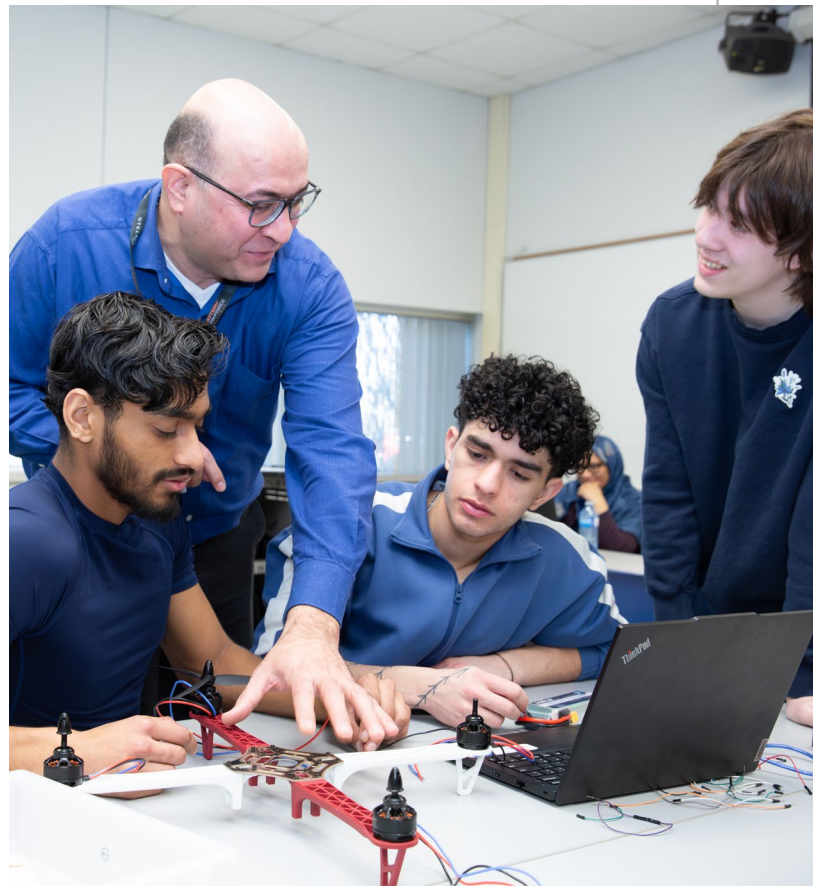
- The combination of academic supports (tutoring, advising, accommodations), basic-needs help (food pantry, emergency aid) lowers barriers to success for students facing hardship or juggling multiple responsibilities. Career services and transfer support help students make progress on long-term goals of entering the workforce or continuing higher education. Clubs, activities, and other student engagement opportunities enable community building and social skills and leadership development, which increase retention and a richer student experience. Examples include the following.
- Academic support — tutoring & learning help: HFC offers a “Learning Lab” that gives students free access to tutors. Students can schedule one-on-one tutoring, and there is also 24/7 online tutoring available via a service called NetTutor.
- Assisted Learning Services (for students with disabilities): Students who need accommodations — e.g. extended test time, accessible formats, sign-language interpreters, or other support — HFC’s Assisted Learning Services works to ensure equal access.
- Counseling, personal support, and emergency aid: Through the Student Outreach and Support (SOS) office, students can get personal or career counseling, workshops (on topics like stress or test-taking), and help in case of emergencies.
- Food & basic-needs support: HFC runs a food pantry for students in need — the Hawks’ Nest — offering supplemental food and hygiene items, to help students deal with food or housing insecurity.
- Career services & transfer support: HFC provides career services (e.g. career counseling, job search help) and academic advising. If you plan to transfer to a four-year college/university, HFC supports that via transfer planning (e.g. through its “Learn4ward” / transfer-pathway resources).
- IT / technology and library resources: Students have access to computer labs, technology support via IT Services, online learning support (eLearning), and the college library, for studying and coursework.
- Support for international students, veterans, and diverse communities: HFC lists services for international students and offers inclusive services (e.g. accommodations, counseling, safe spaces) for a diverse student body.
- Student clubs and organizations: HFC has a variety of student clubs covering academic interests, social interests, community service, and more. Students can join existing clubs or form new ones via a “Club Interest Form.”
- Student Council & Leadership opportunities: The college offers a Student Council for students who want to lead, serve, organize events, and shape campus life.
- Volunteer and community-service opportunities: Through campus-wide volunteer drives (e.g. food drives, service events) and outreach, students can engage in community service and civic activities — which foster community engagement and build experience.

- Media & student-run radio: HFC owns and operates a student-run college radio station — WHFR — giving students a chance to take part in media, broadcasting, arts and music programming.
- Arts, culture and gallery access: For students interested in fine and performing arts, HFC includes gallery space and arts-centered programming (e.g. exhibitions at the campus art gallery) as part of campus life.

HFC also offers many online and hybrid courses in addition to on-campus classes, which helps students who might have work or family commitments, or who prefer flexible scheduling. The Eshleman Library provides free or low-cost access to books, journals, research databases, and media. Computers, group rooms, and quiet study areas, along with research guidance, writing helps improve academic success. The Library also provides digital access from off-campus, evening hours, and support for remote learners.

MILITARY AND VETERAN-FRIENDLY

HFC has been named to the Military Friendly Schools list for several consecutive years by Victory Media, the definitive media entity for military personnel transitioning into civilian life. For the eight consecutive years, the Michigan Veterans Affairs Agency (MVAA) has awarded Henry Ford College “Gold Status” — its highest distinction — as a Michigan Veteran-Friendly School.





HFC FOUNDATION

The Henry Ford College Foundation plays a vital role in advancing the College's mission by securing private philanthropic investment to support student access, institutional innovation, and community impact. As a 501(c)(3) nonprofit organization, the Foundation strengthens the College's capacity to meet the needs of a diverse student population through scholarships, emergency assistance, and completion grants that reduce financial barriers and help students persist to graduation. Its fundraising efforts directly enhance academic excellence by supporting program innovation, technology upgrades, faculty development, and signature co-curricular initiatives across the College.

Beyond direct student aid, the Foundation serves as a powerful connector between HFC and the broader Southeast Michigan community. Through partnerships with businesses, industry leaders, alumni, and civic organizations, the Foundation expands opportunities for experiential learning, workforce development, and corporate collaboration. It contributes to major campus priorities—including capital improvements and future-forward student success initiatives—helping position Henry Ford College as a regional engine for talent development and economic mobility. Guided by an engaged Board of Directors, the Foundation ensures that philanthropic support aligns with institutional priorities and strengthens HFC's long-term vision.

THE REGION

Founded in 1786 and incorporated as a city in 1929, Dearborn is the eighth largest city in the State of Michigan and the second largest city in Wayne County. The hometown of automotive innovator Henry Ford, Dearborn is the location of the world headquarters of Ford Motor Co. It is also the headquarters of AAA Michigan and home of The Henry Ford, the largest indoor/outdoor museum complex in the United States.

Dearborn is a sophisticated, suburban city that features a wide range of cultural offerings and a thriving arts scene. It is next to major highways and is less than 20 minutes away from Detroit Metropolitan Airport (Metro Airport), a major international hub. Additionally, it is less than 30 minutes from Detroit and approximately 90 minutes from the state capitol in Lansing. The Rouge River, site of one of the nation's most intensive and successful urban watershed restoration efforts, runs through Dearborn near the eastern edge of HFC's campus.

The Dearborn Public School District is the only K-12 school district in Michigan to be affiliated with a community college. The district operates 34 schools, including three major high schools. It is the fourth-largest school district in Michigan, serving more than 18,000 students. Divine Child High School,

the largest Catholic co-ed high school in Metro Detroit, is located in Dearborn.

The Islamic Center of America operates the Muslim American Youth Academy (MAYA), an Islamic elementary and middle school in Dearborn. The Roman Catholic Archdiocese of Detroit runs Sacred Heart Elementary School in Dearborn. Global Educational Excellence (GEE) operates multiple charter schools in Dearborn: Riverside Academy Early Childhood Center, Riverside Academy East Campus, and Riverside Academy West Campus.

Students who attend HFC are racially, ethnically, and economically diverse. The full spectrum of socioeconomic status is represented in the student body, with students coming from Dearborn, Detroit, and the surrounding cities, as well as the Arab World, and other regions of the world.

In fact, Dearborn – which has about 106,000 residents – is home to the highest concentration of Arab immigrants in the U.S., including Lebanese, Yemeni, Iraqi, Syrian, and Palestinian groups. Other ethnicities represented in Dearborn include descendants of European immigrants, primarily from Germany, Poland, Ireland, and Italy.



LEADERSHIP AGENDA

Henry Ford College is a diverse, mission-driven institution that provides affordable education, strong community partnerships, and clear pathways to universities, skilled trades, and workforce careers. The College is known for its cultural richness, student success focus, and meaningful community impact.

HFC is sustained by an extraordinary level of long-term commitment among employees across every role—faculty, staff, and administrators whose dedication to the College’s mission is both deeply felt and consistently demonstrated. This enduring loyalty creates a distinctive sense of purpose and community, offering the next president the rare opportunity to lead an institution where people believe profoundly in the work they do and in the students they serve.

ACCREDITATION AND INSTITUTIONAL INTEGRITY

The next president must demonstrate a strong understanding of accreditation expectations, particularly those of the Higher Learning Commission, and ensure continued compliance, quality assurance, and continuous improvement. The president should foster a campus-wide culture of shared responsibility for accreditation, supporting evidence-based decision-making, transparency, and institutional integrity while positioning HFC to remain in good standing and prepared for future reviews.

STUDENT-CENTERED LEADERSHIP AND CAMPUS COMMUNITY BUILDING

Given HFC’s commuter nature, the next leader must prioritize developing a sense of belonging on campus by supporting initiatives that enhance student life and community. Understanding the challenges many students face—balancing academics with work, family responsibilities, cultural expectations, and financial pressures—is essential. A president who values student voices, prioritizes the creation

and preservation of welcoming, supportive spaces, and fosters meaningful engagement will strengthen the college’s culture of care and support.

COMMITMENT TO SHARED GOVERNANCE, UNION COLLABORATION, AND HUMBLE LEADERSHIP

HFC’s next president will bring a deep appreciation for the College’s unionized structure and the central role of shared governance. Faculty serve as key academic policy recommenders and are essential partners in institutional decision-making. The College expects a leader who respects established processes, values faculty expertise, and approaches the role with humility, recognizing the substantial positive work already being done. The next president will listen intentionally, avoid assumptions, and demonstrate a sincere commitment to collaborative leadership.

This leader should be a strong listener who conducts an early listening tour, gets to know HFC “from the inside out,” and builds upon the institution’s existing strengths with integrity and respect. The new president should be creative, collaborative, able to synthesize complex perspectives, and skilled in navigating relationships across faculty, staff, students, board members, unions, and community supporters.

Most HFC employees are represented by a collective bargaining unit (CBU). The five CBUs at HFC include the HFC Adjunct Faculty Organization (AFO), AFT Local #337; the Henry Ford Community College Federations of Teachers, AFT Local #1650; the Support Staff Association (SSA); the HFC Administrators’ Union, Local 71; and Dearborn Schools Operating Engineers Association (DSOEA). These HFC unions have a long history of working collaboratively and cooperatively with the HFC Board of Trustees and Administration to serve HFC students and the wider community.

LEADERSHIP AGENDA (CONT.)

COMMUNITY ORIENTATION AND RELATIONSHIP BUILDING

The College's success is tightly interwoven with the strength of its community partnerships. The next president will be a community-oriented leader who proactively cultivates relationships with K–12 districts, local employers, civic organizations, and regional interests. This includes maintaining and enhancing HFC's long-standing connection with Dearborn Public Schools and building stronger pathways for high school students to transition into college and careers. The president will also play a key role in strengthening ties with the automotive industry, technical trades, and community-based organizations, showcasing HFC on regional and national platforms.

HFC's role in philanthropic and advancement efforts is growing. The president will be expected to support and champion the HFC Foundation, play a visible role in fundraising and grant development, and model philanthropic commitment through personal engagement. A president who is comfortable asking for support will help expand resources that benefit students and the institution.

WELCOMING EVERYONE AS A CORE COMMITMENT

Henry Ford College affirms Accessibility, Belonging, Inclusion, Diversity, and Equity (ABIDE) as foundational commitments that guide institutional culture, decision-making, and student success. HFC's diversity is one of its greatest strengths, and the next president must champion these principles across every dimension of college life—addressing opportunity gaps, advancing culturally responsive practices, and ensuring that all students and employees feel welcomed, respected, and supported. Presidential leadership should reinforce HFC's mission as an open-access institution dedicated to academic excellence, career preparation, and equitable support structures that uplift the entire community.

FINANCIAL STABILITY, BUDGET NAVIGATION, AND INSTITUTIONAL STEWARDSHIP

The next president will be a leader who understands the complexities of financial management in higher education, particularly in navigating federal funding, state budgeting processes, and shifting economic conditions. The new president must be financially savvy, capable of making data-informed decisions, and comfortable advocating for the College at both state and federal levels. Equally important is the ability to sustain relationships during financially challenging times, ensuring that trust, transparency, and strategic planning guide resource allocation.

SEMSSC IMPLEMENTATION AND CHANGE LEADERSHIP

The next president will provide strong, steady leadership for the multi-year, multi-million-dollar implementation of the SEMSSC initiative, recognizing its potential to significantly improve enrollment, student success, and institutional effectiveness. At the same time, this transformational project will be disruptive to employees and students, requiring a president who leads with transparency, clear communication, and empathy—balancing urgency and outcomes with support, engagement, and trust throughout the change process.

ACADEMIC VISION, EXCELLENCE, AND CAREER PATHWAYS

Academic excellence, robust student support services, and the development of clear, accessible pathways to university transfer or workforce careers should be top priorities. These efforts must include strong backing for both athletic and technical programs, acknowledging their vital role in student engagement and community identity. Strategic thinking, foresight into future labor market trends, and the ability to innovate in response to student and employer needs will be essential for success.



LEADERSHIP AGENDA (CONT.)

OPERATIONAL EFFECTIVENESS AND STRATEGIC LEADERSHIP

The next president will be a champion for stronger operational efficiency, clearer communication, and timely decision-making. Valuing effective processes, the next president must be capable of implementing systems that keep institutional priorities moving forward. The incoming president will adopt a data-driven and equity-focused strategy. By prioritizing consistent performance tracking, transparent communication, and an unwavering commitment to inclusion, the next leader will turn the strategic plan into tangible results and meaningful student success.

SUSTAINABILITY LEADERSHIP AND THE IEMP PROGRAM

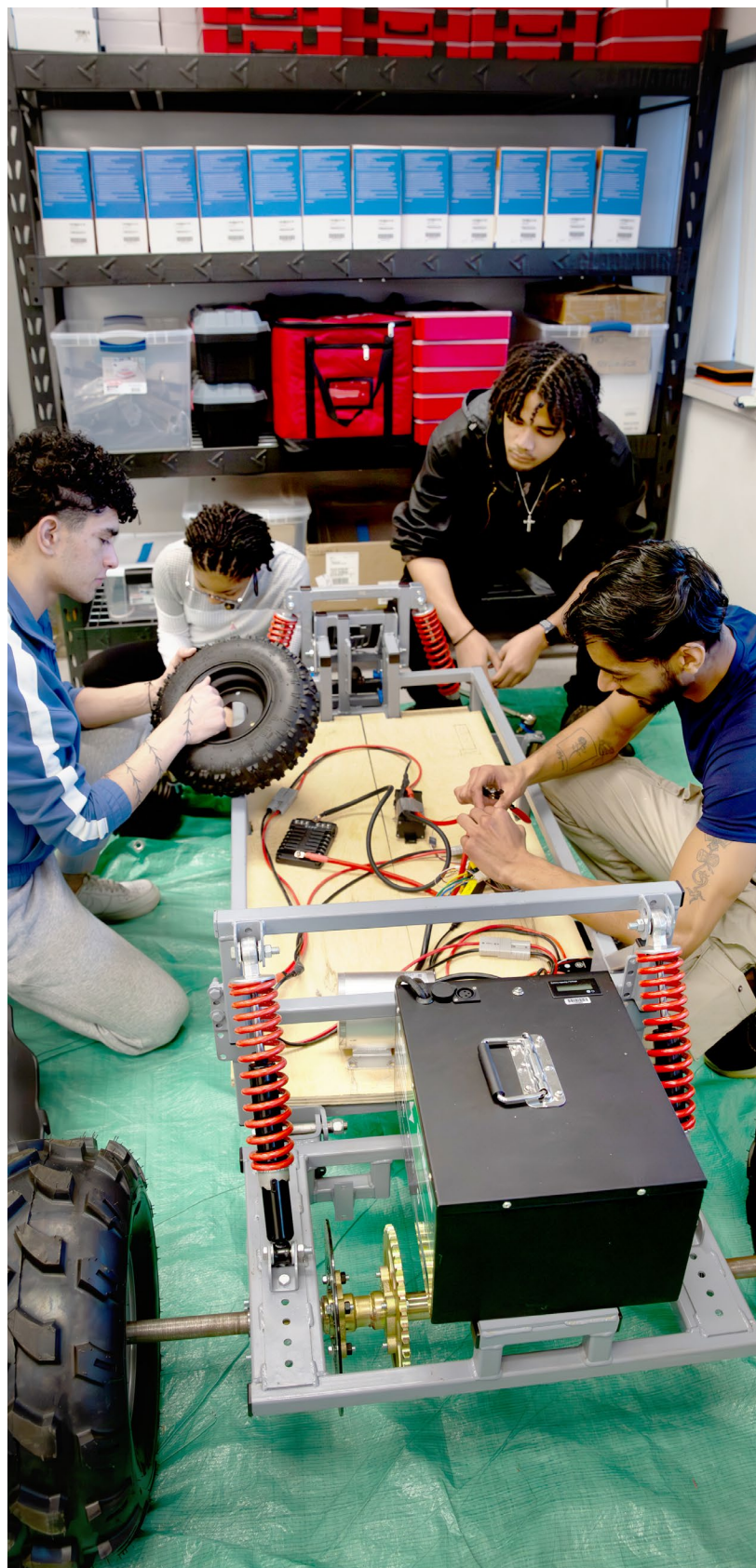
The next president should advance Henry Ford College's role in sustainability and environmental leadership by supporting and elevating the Integrated Energy Management Program (IEMP). As a high-demand workforce program aligned with energy efficiency, building systems, and sustainable infrastructure, IEMP represents a strategic opportunity for academic excellence, industry partnership, and community impact. The president will integrate sustainability into institutional planning, pursue external funding, and position IEMP as a model for preparing students for emerging green careers while advancing environmental responsibility and economic opportunity.

DUAL ENROLLMENT, EARLY COLLEGE, AND P-14 COLLABORATION

The next president must prioritize the continued strengthening of dual enrollment and early college partnerships with Dearborn Public Schools and other K-12 districts, including support for the Early College Center located on HFC's campus. HFC's unique governance structure as a P-14 district presents an outstanding opportunity to build on significant successes, including one of the highest levels of Detroit Promise participation in the region, by deepening alignment, communication, and shared accountability between the College and its district partners. Ongoing, continuous improvement in collaboration will be essential to expanding access, improving student outcomes, and ensuring seamless pathways from K-12 through postsecondary education and into careers.

ARTIFICIAL INTELLIGENCE AND THE CHANGING ACADEMIC AND WORKFORCE LANDSCAPE

The next president must embrace the opportunities that Artificial Intelligence (AI) will provide while navigating the challenges of this new and fast-moving technology. AI tools will change how education is delivered, how the college operates, and what employers demand of our graduates. The President will be responsible for guiding the College through the complex intersections of technology, ethics, and workforce readiness. This includes, where applicable, modernizing curricula to ensure AI fluency, leveraging data analytics to enhance decision-making, and cultivating industry partnerships that keep the College at the forefront of the digital economy.





QUALIFICATIONS

Candidates will have a career that reflects the following competencies and qualifications. After meeting the minimum qualifications, education, experience, and training that demonstrate proficiency and the ability to perform the essential duties will be evaluated for equivalency to the additional qualities a candidate may possess listed below.

MINIMUM QUALIFICATIONS

- Earned doctorate or terminal degree; and
- Significant recent senior/executive administrative experience in higher education or indicative of leading a comprehensive community college.

ADDITIONAL QUALITIES A CANDIDATE MAY POSSESS

- Teaching or similar experience in student services;
- Proven experience working collaboratively within institutions with strong systems of shared governance;
- Proven effectiveness at establishing and maintaining positive and collaborative relationships with collective bargaining units;
- Strong listener who integrates diverse perspectives into a cohesive vision;
- Commitment to academic integrity and balanced enrollment practices;
- Ability to address the opportunities and challenges of Artificial Intelligence and other emerging technologies and academic issues;
- Proven willingness to intervene when persistent problems remain unsolved;
- Experience or involvement in the national higher education community and activities;
- Experience in a community college or state community college coordinating board management;
- Experience working with legislators, state government, industry, and other diverse constituencies;
- Demonstrated success in leading comprehensive fundraising efforts by cultivating and stewarding donors and external partners to secure philanthropic support aligned with the College's mission and strategic priorities; and
- Understanding the demographics and socioeconomic factors impacting similarly situated institutions; vision and commitment to addressing these factors for student and institutional success.



APPLICATION AND NOMINATION PROCEDURE

Henry Ford College is partnering with Academic Search to find its next president. The presidential search advisory committee will begin a review of applications immediately and continue until an appointment is made. To ensure full consideration, applications should be received by **January 30, 2026**, and include a letter of interest, curriculum vitae, and a list of at least five professional references with contact information, including telephone and email, and a note indicating the candidate's working relationship with each (all in PDF format). References will not be contacted without prior authorization from the applicant.

The new President is expected to start July 1, 2026.

Applications and nominations should be sent electronically and in confidence to hfcpres@academicsearch.org.

Prospective candidates may arrange a confidential conversation about this opportunity with Richard Cummins, Ph.D., Senior Consultant, rich.cummins@academicsearch.org, or Shirley Robinson Pippins, Ed.D., Senior Consultant at shirley.pippins@academicsearch.org.

The expected hiring salary range for the President is **\$275,000 to \$300,000** annually, commensurate with experience. Henry Ford College also offers total rewards with a comprehensive and competitive benefits package.

EQUAL EDUCATIONAL AND EMPLOYMENT OPPORTUNITIES AND NON-DISCRIMINATION (EEO STATEMENT)

HFC is an Equal Education and Employment Opportunities, and Non-Discrimination College. The College is committed to equal employment and educational opportunities regardless of a person's age, race, color, religion, marital status, sex/gender, pregnancy, sexual orientation, gender identity, gender expression, gender transitioning, height, weight, national origin, disability, perceived disability, political affiliation, familial status, veteran status, genetics or other characteristic protected by law in all College programs, services, activities, employment and advancement, including and without limitation educational admissions practices, and access to, equitable treatment or employment compensation and benefits as required by state and federal laws.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Henry Ford College in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

