

Lori M. Suddick, Ed. D. [REDACTED]

PROFESSIONAL SUMMARY

Public higher education career spanning 26 years with progressive leadership and service, including seven years as president and 16 years in executive-level positions. Comprehensive experience in designing and implementing nationally-recognized transformational change with improved outcomes in student momentum metrics, teaching and learning excellence, and diverse skilled workforce talent pipelines through ecosystem partnership models.

LEADERSHIP PLATFORM

Aspiration:	Purpose and Passion:	Daily Maxim:
Every student succeeds, every employee thrives so that every business achieves and every community grows.	Enact the transformative power of educational attainment through integrated student and community-centered systems and inclusive, values-based leadership.	Do all the good you can, by all the means you can, In all the ways you can, in all the places you can, At all the times you can, to all the people you can, As long as ever you can. -John Wesley

RECOGNITIONS AND ACHIEVEMENTS

College of Lake County: 2025 Eligibility for 2027 Aspen Prize Community College Excellence, Aspen Institute; 2025 Impact and Success Award, Association Community College Trustees; 2025 Leader College of Distinction and 2023 Leader College Designation, Achieving the Dream; 2022 Paul Simon Internationalization Award. Facilitated first-ever capital campaign (\$15M) and first multi-million endowment gift.

Student Momentum Metric Outcomes 2018 to 2025: Increase of 272% in headcount and 258% increase in credits delivered in dual enrollment; Increase from 40% to 54% first-term credit accumulation; Increase from 74% to 79% first term retention, 59% to 66% first to second year retention, 43% to 53% first to third year retention; 10 percentage point increase in three-year graduation rates. Improvement across all demographic groups.

Northeast Wisconsin Technical College: 2017 Frontier Set College; One Main Financial Award; Starfish 360 Award; 2015 and 2016 AACC Award of Excellence for Student Success Finalist; 2014 Leader College Designation, Achieving the Dream.

Individual: 2025 Drum Major Award (community service), Waukegan Township; 2025 Sapphire Award in Education, Phi Beta Sigma Fraternity Nu Lambda Sigma Chapter.

PROFESSIONAL EXPERIENCE

**PRESIDENT/CHIEF EXECUTIVE OFFICER, COLLEGE OF LAKE COUNTY, 2018 - Present
GRAYSLAKE, IL**

- Responsible for administrative operations within delegated duties as executive officer, in accordance with Board policies and in partnership with executive leadership team. Report to elected seven-member Board, including a student trustee elected by student body with an advisory vote.
- Enact the mission, vision, values and strategic priorities through transparent annual budgeting, planning, monitoring and accountability processes leveraging the shared governance system representing over 850 full-time faculty/staff and over 700 adjunct faculty. Annual operating budget \$134M. Offer 48 liberal arts and career-focused associate degrees, 125 short-term certificates. Support 12 intercollegiate sports teams, 40 student clubs, and a Center for the Performing Arts.
- Propose new or revised policies that ensure compliance with State and Federal Law, achieve short and long-term fiscal sustainability, support employee retention, and improve student outcomes, including academic standards, student tuition/fees, employee benefits, and insurance.
- Uphold integrity in fiduciary responsibilities, ensure high quality programs and services, and maintain required state, federal and accreditation compliance reporting across all College operations and the Foundation, including the development of plan documents: Annual College Plan, Sustainability Plan, Emergency Operations Plan, Master Plan, Strategic Plan, Academic Plan, Equity in Access and Success Plan.
- Facilitate external and internal broad and inclusive processes to establish the strategic plan and master facilities plan. Guide strategic financing strategy and implementation of strategic, capital and digital transformation priorities using annual college plan, president's priorities, Board quarterly reports, and data dashboards.
- Advance data-informed student and community-centered transformational change strategy through integrated success frameworks (Lancer Success, Employee Success and Faculty Success) across three campuses and two specialty centers (urban/suburban). Achieve improved outcomes for all students in affordable access, retention, achievement, transfer and mobility. Serve over 23,000 diverse students annually (43% Hispanic, 7% Black, 7% Asian, 36% White).
- Achieve employee retention and success through intentional recruitment, onboarding, career progression, values-based recognition, performance evaluation and leadership development aligned to the Employee and Faculty Success Frameworks, the Total Rewards Philosophy and human capital strategy. Employee Retention Rates: Faculty (FT bargaining) 98%; Staff (FT/PT bargaining/non-bargaining) 90%.

- Foster values-based collaborative student and community-centered culture through transparent decision-making, visibility, inclusive input, communications and active engagement in college community with students and employees, including shared governance (senates and councils), employee resource groups, student government.
- Champion the College and serve as convening strategic partner within the community to catalyze change within the workforce ecosystem and industry alliances to implement innovative programs that advance access, educational attainment and social mobility for the diverse communities of Lake County (population 700,000).
- Maintain relationships and communications with local, state and national legislators to advance College and higher education advocacy efforts. Contribute to development of state-level legislative priorities in partnership with community college presidents and trustees.
- Implement resource development plan aligned with strategic and capital priorities through grants and Foundation. Serve as ex-officio member of Foundation Board, including Executive and Finance Committees. Foster relationships between Foundation staff, Foundation Board of Directors and the College Board of Trustees. Actively engage in cultivating donor relationships, donor proposals, and fundraising activities.
- Oversee management of bargaining contracts, including relationships and negotiations with six bargaining units in collaboration with legal counsel and delegated leaders (Fraternal Order of Police, Full-time Faculty, Adjunct Faculty, Facilities, Theatre/Performing Arts and IT Professionals).

COACH/GUIDED PATHWAYS 2.0, 2017 – 2019

AMERICAN ASSOCIATION FOR COMMUNITY COLLEGES (AACC)

- Guide and coach executive leadership teams, boards, and college teams on the implementation of the guided pathways through on-site visits and virtual meetings. Assigned colleges: Clark College, Washington and Mohawk Valley Community College, New York.

VICE PRESIDENT OF LEARNING/CHIEF ACADEMIC OFFICER, 2009 - 2018

NORTHEAST WISCONSIN TECHNICAL COLLEGE, GREEN BAY, WI

- Strategic thought leader on President's Executive Leadership Team. Responsible for alignment of College's administrative policies, collaborative strategic planning, resource allocation, under president and seven-member appointed Board regarding performance outcomes on priorities. Interim presidential duties covering absences of president.

- Visionary leadership of cross-functional college-wide teams in performance excellence and transformational change leading to improved outcomes through the design and implementation of full-scale high impact practices for student success through systemic data utilization. Executive lead for the College's national initiatives including AACC Guided Pathways, Integrated Planning and Advising for Student Success and Frontier Set.
- Managed annual operational budget of \$70M and a \$12M non-referendum capital budget for district-wide delivery across five counties through three campuses, five regional learning centers, four specialty centers (Artisan, Maritime, Kitchen Incubators), and four embedded regional technical academies (high schools) within rural, suburban and urban communities. Steering Team member in planning and deployment of \$66.5M capital referendum.
- Established collaborative, transparent, top-performing culture through systemic talent development and engagement of 475 employees (250 full-time faculty). Resource development aligned to student success and strategic efforts. Executive lead for annual employee giving campaign.
- Ensured high quality credentials aligned with workforce and transfer needs of students offering 222 total credentials. Developed strategic P20 pathway partnerships aligned to industry and regional workforce needs. Redesigned of GED, basic education and developmental education with co-requisite model for seamless transition to college-level programming.
- Lead strategic collaborative partnerships that advance the organization and contribute to a stronger community.
- Achieved ten-year reaccreditation through Higher Learning Commission with no reporting requirements. Program-specific professional accreditation met or exceeded standards for all programs.

ASSOCIATE DEAN, HEALTH SCIENCES, 2005 - 2009

NORTHEAST WISCONSIN TECHNICAL COLLEGE, GREEN BAY, WI

- Led 24 full-time allied health faculty, and over 30 adjunct instructors, within eight instructional teams to deliver high quality associate degree, technical diploma, and certificate programs. All programs met or exceeded national benchmarks on national exams. Managed NWTC Dental Clinic Operation. Led development and implementation of learning experiences for students in NEW Community Clinic. Maximized learner success through collaboration with Counseling, Academic Advising, and Enrollment Services. Developed diverse experiential learning experiences for students through community partnerships. Managed program effectiveness, curriculum development, operational, and capital budget.

**INTERIM DEAN, MARINETTE CAMPUS, October - December 2007
NORTHEAST WISCONSIN TECHNICAL COLLEGE, GREEN BAY, WI**

- Supervised general campus operations and budget for instructional and non-instructional staff, engaged in community collaboration, served on Executive Leadership Team, and ensured high quality learning, services and engagement experiences for students.

FACULTY/PROGRAM DIRECTOR

**SPEECH-LANGUAGE PATHOLOGIST ASSISTANT PROGRAM, 1999 - 2005
NORTHEAST WISCONSIN TECHNICAL COLLEGE, GREEN BAY, WI**

- Developed associate in applied science degree, including design of program curriculum, policies, materials and resources. Facilitated learning and assessment in 11 core courses in classroom, lab, and clinical settings. Developed and facilitated Ready Readers authentic service-learning experience serving preschool children and families. Coordinated fieldwork placements and clinical supervisor training. Managed learner retention and completion through student success strategies. Delivered Tech Camps for middle school students. Facilitated orientation and coordination of adjunct faculty. Managed program budget. Coordinated advisory committee. Action plan implementation. Program recruitment. Served as faculty representative at Health Sciences department leadership meetings.

SPEECH-LANGUAGE PATHOLOGIST, 1992 – 1999

- Career as Speech-Language Pathologist in Michigan and Wisconsin within medical inpatient and outpatient settings, including rehabilitation, specialized and long-term care serving pediatric to geriatric patients and their families. Range of positions including staff speech-language pathologist and director of rehabilitation.

LOCAL, REGIONAL, STATE, AND NATIONAL LEADERSHIP
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ILLINOIS:

2024 - 2025: Working Group Member, Adequacy and Equity in Community College Funding, Illinois Community College Board (ICCB) Taskforce

2020 - 2021: Member, Illinois Board of Higher Education Strategic Planning Committee

2019 – 2020: Board Member, Community Colleges for International Development (CCID)

2018 – Present: Executive Board Member, Lake County Workforce Development

2018 - Present: Board of Presidents, Illinois Skyway League

2018 – 2025: Board of Directors, Lake County Partners

2018 - Present: President’s Council, Northern Illinois Workforce Consortium (NIWC)

2018 – Present: Illinois Community College Council of Presidents (ICCCP)

2018 – 2022: Board Member, United Way Lake County

2018 – 2020: Board Member, Lake County High School Tech Campus

WISCONSIN:

2009 – 2018 Wisconsin Technical College System - Instructional Services Administrators

- 2014-2016 Chair
- 2012-2014 Secretary

2015 – 2018: Member, Northeast Wisconsin Education Resource Alliance (NEW ERA)

2014 – 2018: Member, Green Bay Community Advisory Board, Medical College of Wisconsin

2013 – 2015: Board of Directors, Einstein Project

2005 – 2009: Board Member, Brown County Oral Health Partnership

2000 – 2006: Member, Wisconsin Speech-Language Pathology and Audiology Association

- 2006 Vice President of Membership
- 2004 -2005 Chair, Student Volunteer Committee

2001 – 2003: Chair, American Speech-Language-Hearing Association, Joint Subcommittee for SLPA Registration and Program Approval

EDUCATION

University of Wisconsin - Stout, Menomonie, WI
 Doctorate of Education. Specialization in Career and Technical Education. 2017
 Dissertation Topic: *Differences in College and Career Planning Perspectives of Middle School Students Across Cultural Identity Groups.*

Eastern Michigan University, Ypsilanti, MI
 Master of Arts. Speech and Language Pathology. 1992.
 Bachelor of Science. Speech and Language Pathology. Minor Elementary Education. 1990.

STRATEGIC PROFESSIONAL DEVELOPMENT

Leadership

2022 - 2025: VISTAGE Member CE 4047. CEO professional development, including peer advisory group and executive coaching.

2021 - 2025: Governance Leadership Institute. Association Community College Trustees.

2018: Resident Guest, Aspen Institute College Excellence Award Finalist Visit.

2018: New President's Academy. American Association of Community Colleges.

2016 – 2017: Aspen Presidential Fellowship, Inaugural Cohort.
Mentor: Sandy Shugart, Ph.D., President, Valencia College, Aspen Prize Winner

2010 – 2018: Executive Agenda Member, Group EA37.

2009: Inspirational Leadership Academy, Northeast Wisconsin Technical College.

2007 – 2008: Wisconsin Leadership Development Institute - The Chair Academy.
Mentor: H. Jeffrey Rafn, Ph.D. President, Northeast Wisconsin Technical College

Equity in Access and Success for Students

2024 Cohort: Excelencia in Education. Seal-Serving Institutional Transformation Assessment and Data Institute

2023 Cohort: Equity Leadership Academy Achieving the Dream

2020: Executive Equity Academy. Partnership for College Completion (PCC)/Aspen Institute

2019 Equity Institute. Achieving the Dream

CONTRIBUTIONS TO COMMUNITY OF KNOWLEDGE

National

October 2025: Accelerating Transformative Student- and Community- Centered Change through Integrated Frameworks. Co-Presentation College of Lake County and Achieving the Dream. Association Community College Trustees, Leadership Congress.

October 2025: Fast Track to Talent: The Power of Short-Term Credentials in Manufacturing. Panel of Presidents Manufacturing Imperative Workforce Pipeline Challenge partnership with Society for Manufacturing Engineering. Association Community College Trustees, Leadership Congress.

October 2024: The Chair's Academy: The Leadership Team of the Board – The Chair's Role. Panel Presenter, Association Community College Trustees, Leadership Congress.

January 2024: The TechEd Podcast, Episode 144. Guest. Industry-Aligned Learning: how colleges can respond to regional workforce needs.

October 2023: Chair's Academy: The Leadership Team of the Board – Working with Challenging Issues. Panel Presenter, Association Community College Trustees, Leadership Congress.

October 2022: Organizational Structures Aligned for Student Success. Guest Speaker, North Carolina State Doctoral Program Organizational Theories and Concepts Course.

October 2021: Strategic Frameworks and Human Capital Designed for Student Success. Presenter, North Carolina State Doctoral Program Organizational Theories and Concepts.

August 2021: Learning from Hindsight: How to Maximize Three-Year Capacity Building. Panel Presenter, Achieving the Dream Kickoff Institute.

June 2021: Human Capital Strategy. Panel Presenter, Aspen College Excellence Program New President's Academy.

December 2020: Strategies for Focus on Student Success. Presenter, Achieving the Dream President's Cohort Affinity Group.

July 2020: College of Lake County's Student Success Journey. Plenary Co-Presenter. Achieving the Dream Kickoff Institute.

May 2020: Strategies for Remaining Focused on Student Success During COVID. President's Panel, Achieving the Dream Kickoff Institute.

October 2017: Strategic Alignment of Student Success Initiatives. Panel Presenter, Achieving the Dream Integrated Advising and Student Success Institute.

June 2017: Practices for Credentials Aligned with the Labor Market. Presenter, American Association of Community Colleges Pathways Institute.

June 2017: A Culturally Relevant Design: Reframing, Reimagining, and Reengineering the College Transition Process. Presenter, CTE Summit, University of Wisconsin Stout.

April 2017: Embedding Integrating Advising and Student Supports in Pathways Redesign. Panel Presenter, American Association of Community Colleges Conference.

November 2016: Making Predictive Analytics Actionable. Panel Presenter, Moving the Needle Conference.

July 2016: Empowering Students to Design their Educational Journey. Team Presenter, BB World Conference.

June 2016: Transforming the Student Experience through Enhanced Advising and Planning Services. Co-Presenter, Achieving the Dream Kick-Off Institute.

May 2016: Systemic Engagement through Faculty Progression Structure. Web- Conference Presenter, Broward College Executive Leadership Team.

April 2016: Systemic Engagement of Faculty. Individual Presenter, Aspen Presidential Symposium. February 2016: Engaging Your Galaxy in a Culture of Evidence. Team Presenter, Achieving the Dream Conference.

February 2016: Cracking the Code on Adult Student Success. Joint Presenter with CAEL, Achieving the Dream Conference.

April 2015: TechNow: Supporting K-12 Partners in College and Career Readiness. Individual Presenter, American Association of Community Colleges Conference.

March 2015: Lessons Learned, Insights Gleaned. Panel Presenter, High Impact Practices Institute, Center for Community College Student Engagement.

June 2007: A Teaching Clinic: Mission, Planning, Partnerships, Success! Team Presenter, League for Innovations.

June 2005: An Alternative Service Delivery Model: A Positive Way to Shift Increasing Workload Responsibilities. Author. Perspectives on Administration and Supervision. Volume 15, Number 2. American Speech-Language Hearing Association.

November 2001: Speech-Language Pathology Assistant Registration and Program Approval. Panel Presenter, American Speech Language Hearing Association.

State, Regional and Local

October 2021: Technology for the Future Workforce. Panel Presenter, Global Midwest Alliance Manufacturing Sector Event.

October 2021: College of Lake County Open Education Resource Initiatives. Opening Presenter, Open Education Resources Conference for Educational Leaders.

January 2021: College of Lake County 2024 Strategic Plan and Resources for Community Businesses. Co-Presenter, Lake Zurich Area Chamber of Commerce.

November 2020: College of Lake County Apprenticeships. Presenter, Chicago Apprenticeship Network.

July 2020: Community College Access and Success Supports. President's Panel, Partnership for College Completion.

February 2020: Cultural Relevance through the Lens of Demographic Shifts. Executive in Residence & Keynote Presenter, University of Wisconsin-Stout.

December 2019: Values-based Leadership. Guest Speaker, Harper College Leadership Development Institute.

October 2019: Purposeful Leadership Journey. Panelist, Live to Lead Event, University Center Lake County.

February 2019: Adult-Centered Paths for Success. Keynote Speaker, Illinois Consortium for Higher Education Annual Conference.

July 2017: A View Within the System, Team Presenter, Wisconsin Student Success Summit.

September 2016: Building Systemic Engagement. Presenter, Wisconsin Achieve the Dream Summit.

October 2015: From Whence They Shall Come: The Demand for Technical Skills. Presenter, Association for IT Professionals.

February 2014: Faculty Development for 21st Century Higher Education. Presenter, Collaborative College Connections C3 Conference, Wisconsin Technical College System.

February 2013: Stairway to Success. Keynote Speaker, Business Professionals of America.

January 2013: Beyond Dissolution: Reinventing Rural Education. Team Presenter, Wisconsin Association for School Boards.

July 2011: Dream Catchers. Presenter, Wisconsin Technical College System Instructional Services Administrators.

May 2008: Service-Learning Partnership: College and Community Clinic. Panel Presenter, Wisconsin Campus Compact.

May 2003: Northeast Wisconsin Technical College Presents...SLPAs. Team Presenter, Wisconsin Speech Language Pathology Association.

May 2002: Utilization of Speech-Language Pathology Assistants in Multiple Settings. Presenter, Wisconsin Speech Language Hearing Association.