

PRESIDENT'S EVALUATION

Public Statement

December 17, 2025

The Clackamas Community College (CCC and/or the college) Board of Directors (the Board) conducts a performance evaluation of the President annually between October and December. Last year, the Board agreed upon a revised evaluation tool designed to create a more focused review of the President's performance in a variety of key organizational aspects from leadership to student success. We are committed to developing an evaluation tool that both provides clearly defined metrics for success tied to CCC's strategic plan and integrates input from the broader college community. This communication is a summary of the findings from the current review process that included feedback from Board member and President Cook's own self-evaluation.

The Board concludes that President Cook's performance over the last year has exceeded expectations and he has made substantial progress on the Board's priority focus areas. He served as a contributor in increasing the enrollment with the college's Strategic Enrollment Management (SEM) plan. The goal was to reach 5,800 FTE, which was met and continues to increase. The Board unanimously supports President Cook's advocacy for the institution's Strategic DEI Priorities and its objective to create a welcoming and inclusive learning environment open to the entire community. The Board acknowledges President Cook's continued work in building relationships with elected officials, stakeholders and organizations at all levels, increasing the vision of a community hub.

This past year, President Cook was honored with the Oregon Community College Association (OCCA) Howard Cherry Award, which recognized his contributions to and advocacy for community colleges. Last summer, President Cook ran to each of Oregon's 17 community college in an awareness and fundraising campaign, an example of his selfless dedication to the mission of community colleges and their role in improving the quality of life in communities throughout Oregon.

The Board would like to recognize President Cook for his leadership in attracting high-quality faculty and staff, raising the prominence and capability of key educational and service units. Additionally, he provided crucial support for the college's Climate Survey, which will provide a comprehensive examination of employee perceptions of workplace and learning environments at the college. The Board anticipates that it will provide a strong foundation and guide for future actions supporting student success. The Board also believes this work and related activities will lead to improved measurement of key outcomes and organizational performance.

As partners in the work of connecting our communities with the college, the Board requests President Cook broaden the periodic sharing of information related to ongoing initiatives at the college through quarterly phone calls with board members to keep them better informed.

In addition to the priorities President Cook identified in his self-evaluation such as continued workforce completion, the bond projects, and short-term programs that meet the new Federal Workforce Pell grant criteria, the Board encourages President Cook to focus on the following areas in the coming year:

1. **Maintain and continue to increase the internal and external community connections, industries partnerships, K-12 partnerships, and others.**
2. **Begin the process for the Strategic Plan update and intentionally include the Board within the process.**
3. **Ensure long-term financial sustainability by addressing the structural deficit.**

President Cook has the Board's full support and utmost gratitude. He is an innovative community college leader at the local, state and national levels. We are grateful to be working with him to meet the challenges of the future.