

PRESIDENT'S EVALUATION

Public Statement

December 18, 2024

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. This 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 key contributor to the successful bond campaign, often leading the outreach to businesses, individuals and community organizations throughout CCC's service area. 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, including those locally (for example locally, Providence Willamette Falls, Intel, Oregon Tool, and various school districts).

This past year, President Cook was honored with two invitations to the White House that recognized his contributions to and advocacy for community colleges. This summer, President Cook plans to run 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 monthly updates (mid-month emails) and quarterly meetings with board members to keep them better informed.

The Board encourages President Cook to focus on the following areas in the coming year:

1. **Increase recruitment/enrollment through a focus on the college's Strategic Enrollment Management (SEM) Plan, working toward a goal of 5800 FTE.**
2. **Define and elevate student completion throughout the college.** (The next steps might be to publish completion percentages, overall and by program, and increase development of short-term certificates and training opportunities).
3. **Work toward the vision of Clackamas Community College as a community hub for Clackamas County, continuing to partner with appropriate organizations that share CCC's mission toward student success.** (Continue to broaden community engagement to increase support for CCC's strategic initiatives and work closely with federal, state and local officials on funding and policy initiatives that impact CCC's growth and accessibility.)
4. **Ensure long-term financial sustainability.** (Address structural deficit, expand entrepreneurial programs, continue gains with foundations and grants. Prioritize technological advancements to improve digital learning resources and operational efficiencies for students and staff.)

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.