Successfully Transition Your New President
Clackamas Community College

Education That Works
#1 Appoint a Transition Lead

- Full dedication for search and transition
- Good relationships across college
- Non-administrator
- Avoid conflict of interest
#2 Acknowledge Change
“Transition as a way through change”

- Endings: Letting go, maybe some grief and mourning, maybe some relief; marking the ending
- Neutral zone: The space between
- New Beginnings: Opportunity, energy, possibility, “something different”

“It will be different. It will be great.”
Prepare Your Leadership
## Prepare the College Community

### Amanda’s listening tour:

<table>
<thead>
<tr>
<th>College Council</th>
<th>Presidents Council</th>
<th>Department Chairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership Cabinet</td>
<td>Admin/Confidential</td>
<td>Classified Association</td>
</tr>
<tr>
<td>Full-time Faculty</td>
<td>Part-time Faculty</td>
<td>All three campuses</td>
</tr>
</tbody>
</table>
#3 Prioritize Continuous Engagement

For more information, contact Amanda Coffey at 503-594-3257 or amandac@clackamas.edu
#4 Create a Transition Plan

- What does success look like?
- What structures best support a successful transition?
- What is the timeline of key activities?
- What is the framework for the incoming president, board of trustees and executive leaders?
Create a Transition Plan:
Safe Landing Tools
Our Safe Landing Tools

- Transition plan
  - Calendar of events and opportunities
  - Relationship map
  - What success looks like
- Presidential Welcome Packet
- Collaborative Learning Network
- Board of trustees retreats
Name: David Plotkin
Title: Provost / Vice President of Instruction and Student Services
Contact Information:
Phone: 503-594-3020 (work)
503-710-6318 (cell)
Email: david.plotkin@clackamas.edu
Campus Location: Below Hall Executive Offices

Divisions in Area:
Academic Foundations and Connections, Dean: Tara Spurlock
Arts and Sciences, Dean: Sue Goff
  - Art (Including Digital Media and Communications), Business and Computer Science, Communications (Including Theatre), Engineering, Horticulture, Music, Science, Social Science, World Languages
Connections with Business and Industry, Executive Director: Lisa Davidson
  - Customized Training, Small Business Development Center, Workforce Development
Institutional Effectiveness and Planning, Dean: Bill Winters (until June 30, 2018)
  - Curriculum and Scheduling, Educational Partnerships, Grants, Instructional Support, Institutional Research, Library and Distance Learning
Technology, Applied Science and Health, Dean: Cynthia Risan
  - Automotive Technology, Marine Technology (Including Welding), Services, Education, and Continuing Education
  - Health Science, Certified Nursing Assistant, Dental Assistant, Nursing
  - Wilsonville Campus (Adult Education, Career and Technical, Health Science, Nursing)

Budget:
General Fund
Departmental Budget
Total budget request: $3,195,156

Who We Are:
  - David Plotkin
  - Tara Spurlock
  - Sue Goff
  - Lisa Davidson

Clackamas Community College
Education That Works
### Relationship Map

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Time Frame</th>
<th>Meeting details</th>
<th>Internal/External</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Clackamas School District Superintendent</td>
<td>Matt Utterback</td>
<td>6-12 months</td>
<td></td>
<td>External</td>
</tr>
<tr>
<td>Clackamas Rotary</td>
<td>Dennis Curtis</td>
<td>1-2 years</td>
<td></td>
<td>External</td>
</tr>
<tr>
<td>Sunnyside United Neighbors</td>
<td>Martha Waldemar</td>
<td>2+ years</td>
<td></td>
<td>External</td>
</tr>
<tr>
<td>Clackamas Education Service District</td>
<td>Jada Rupley</td>
<td>1-2 years</td>
<td>Serves on the Clark board</td>
<td>External</td>
</tr>
<tr>
<td>Parini Connects</td>
<td>Shelly Parini</td>
<td>1-2 years</td>
<td>Former AVP at CCC and helped get the 2014 bond passed</td>
<td>External</td>
</tr>
</tbody>
</table>

### Zone 3 – Gladstone – Dave Hunt

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Time Frame</th>
<th>Meeting details</th>
<th>Internal/External</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legislator – District 40</td>
<td>Rep. Mark Meek (democrat)</td>
<td>0-3 months</td>
<td>First term, previously AVP at PCC, might chair W&amp;M Education sub</td>
<td>External</td>
</tr>
<tr>
<td>Legislator – District 19</td>
<td>Sen. Rob Wagner (democrat)</td>
<td>0-3 months</td>
<td></td>
<td>External</td>
</tr>
<tr>
<td>Legislator – District 24</td>
<td>Sen.-elect Shemia Fagan (democrat)</td>
<td>0-3 months</td>
<td>Just elected in May, previously in House, was on school board</td>
<td>External</td>
</tr>
<tr>
<td>Gladstone Mayor</td>
<td>Tammy Stempel</td>
<td>1-2 years</td>
<td></td>
<td>External</td>
</tr>
<tr>
<td>Gladstone City Council</td>
<td>Michael Milch, Linda Neace</td>
<td>1-2 years</td>
<td></td>
<td>External</td>
</tr>
</tbody>
</table>
Board Planning for Transition
#5 Celebrate
Celebrate: Honor Sitting President
Celebrate: Honor New President

Welcome, President Cook!
# Sharing the news

<table>
<thead>
<tr>
<th>Action date</th>
<th>Audience</th>
<th>Purpose &amp; Message</th>
<th>Mechanism</th>
<th>Sent by</th>
</tr>
</thead>
<tbody>
<tr>
<td>3/12</td>
<td>All-staff</td>
<td>Change is coming and thank you</td>
<td>Email</td>
<td>Joanne</td>
</tr>
<tr>
<td>3/14</td>
<td>Board of ed attendees</td>
<td>Board of Education announces new president</td>
<td>Board of Education meeting</td>
<td>Jane Reid</td>
</tr>
<tr>
<td>3/14</td>
<td>All-staff</td>
<td>Board of Education announced new president</td>
<td>Email</td>
<td>Lori on behalf of Jane and board</td>
</tr>
<tr>
<td>3/15</td>
<td>Students</td>
<td>Board of Education announces new president</td>
<td>Email</td>
<td>Lori on behalf of Jane and board</td>
</tr>
<tr>
<td>3/15</td>
<td>Community</td>
<td>Board of Education announces new president</td>
<td>Press release</td>
<td>Lori</td>
</tr>
<tr>
<td>3/15-16</td>
<td>Community, elected officials and stakeholders</td>
<td>Board of Education announces new president</td>
<td>Email</td>
<td>Lori on behalf of Jane and board</td>
</tr>
<tr>
<td>3-15</td>
<td>College community</td>
<td>Board of Education announces new president</td>
<td>Website</td>
<td>Lori</td>
</tr>
<tr>
<td>3/15</td>
<td>All-staff</td>
<td>Board of Education announces new president</td>
<td>Staff portal – FYI Today</td>
<td>Justin</td>
</tr>
<tr>
<td>3/15</td>
<td>Tim Cook</td>
<td>Congratulations</td>
<td>Email</td>
<td>Joanne</td>
</tr>
<tr>
<td>3/15</td>
<td>Community College connections</td>
<td>Board of Education announces new president</td>
<td>American Association of Community Colleges</td>
<td>Lori</td>
</tr>
</tbody>
</table>
Sharing the News

Tim Cook named next president of Clackamas Community College

Dr. Joanne Truesdell, who has served as president since 2007, announced her retirement last year effective July 1.

Clackamas Community College Board of Education president during its March 14 meeting.

Tim Cook will be CCC’s new president on July 2. He joined us for graduation on June 15 and has these words of advice to our recent grads.

Please help us welcome President Cook to the CCC community!

PHOTO COURTESY: ANDY BAO/THE INDEPENDENT - Newly-appointed Clackamas Community College Tim Cook signs his name alongside Board of Education member John Belcher on March 14.

Dr. Tim Cook, current vice president of instruction at Clark College, will assume the helm of the college effective July 1. He will replace Dr. Joanne Truesdell, who has served as president since 2007.

BE BOLD!
PUT YOUR DREAMS INTO ACTION.

INSPIRE OTHERS AND SERVE YOUR COMMUNITY.

Clackamas Community College
Welcome to ccc!!!

Very glad you're here.

Amy Burgardt
90-91 WLN 6
Wednesday, July 25 • 3-4:30 p.m. • Randall Hall quad

Come meet President Cook, enjoy icy refreshments and light snacks, and connect with your peers.
Listen to the playlist at: http://bit.ly/BestOfCCC
Community Outreach

• State of the College Addresses
• Chambers of Commerce
• Rotary
• Senior housing
• City Councils
• School Boards
• Foundation
Transition Success