June 22, 2004

**Evaluation of President Schatzberg for the year 2003-2004**

Evaluation of President Kathleen Schatzberg prepared by Evaluation Committee:

Members:

- George Zografos, Chair
- Wendy Northcross
- Panchetta Peterson
- Rob Mills
- Kathy Schatzberg

The Committee met on six occasions during the last year in preparation of this report. It was determined that an in-depth evaluation should be completed every three (3) years and a standard process would be developed with this evaluation, which will be used going forward.

A two-part questionnaire was developed. The first part of the questionnaire consisted of a series of fifty-two (52) multiple questions highlighting ten (10) areas of importance. The second part included four (4) open-ended questions which pertained to the President’s strengths, limitations, difficult issues addressed by the President, and legal and ethical issues related to the college.

The evaluation was administered by Chair Zografos to the Trustees, Faculty, Support Staff, and Students.

The results were clear that the President is a respected, hard working individual who has shown tremendous leadership, and that the College is moving in the right direction under her stewardship.
The multiple choice questionnaire resulted in President Schatzberg scoring a 91.8% for all responses in the Strongly Agree/Agree/Average range.

The questions were related to the following areas:
(1) Vision, Mission and Strategies;
(2) Accomplishment Of Management Objective;
(3) Program Management;
(4) Effectiveness in Fundraising and Resource Development;
(5) Fiscal Management;
(6) Operations Management;
(7) President/Board Partnership;
(8) Board/Staff Relationship;
(9) External Liaison and Public Image;
(10) Perceptions of the College.

The open-ended questions also demonstrated very strong leadership skills and commitment to the College. The President is a strong advocate in fundraising, as evidenced by the achieved goal of the Capital Campaign for the Tech Building, which was clearly identified in the evaluation.

Issues on Diversity, Visibility on campus, and Management style for upper management were highlighted; both negative and positive. These items as well as others have been addressed as goals for 2004-2005.

President Schatzberg has achieved and even exceeded many of her goals for 2003-2004, with some still in progress. (See enclosed June 20, 2004 report to the Board.)

These goals include the following:
(1) Evaluating, restructuring and better utilizing the various Advisory Boards;
(2) Increasing visibility on campus;
(3) Increasing the number of web-based course offerings;
(4) Completion of ground breaking for the Technology Building;
(5) Achieving greater diversity among faculty;
(6) Continued fundraising;
(7) Enhancement of fiscal management;
(8) Increased levels of political advocacy;
Enhancement of Board Development.

It is clear that the College has been blessed with a strong leader and achiever. Her relationship with the Board is excellent. She has a strong and talented staff that has continued to maintain a stable financial situation within the College, despite adverse economic conditions.

The President's exposure to the political arena is evident by her appointment as the only College President in Massachusetts to be named co-chair of Governor Romney's six Regional Competitiveness Counsel.

President Schatzberg was also elected as a chair of the Massachusetts Community College Counsels of Presidents, which also shows that she is respected among her peers.

She will obviously be very busy in 2004-2005 with these appointments, as well as her other responsibilities. This upcoming year will bring many of the same challenges, as well as many new ones. Ie: New Tech Building, feasibility of Wind Turbine on campus, and planning of proposed Student Housing.

The evaluation committee strongly feels that President Schatzberg will meet these challenges as she has done so in the past. She continues to grow within her job and clearly loves her work. We are very fortunate in having a devoted and successful individual as Kathy Schatzberg as president of Cape Cod Community College.

Compensation
Due to the president's hard work over the past six years the evaluation committee recommends the continued funding for a sabbatical. We are also recommending an equity adjustment on the base salary to $140,000. If the equity adjustment is accepted no percentage increase will be recommended. We do recognize that a new equity compensation plan is being developed by the BHE and we will wait for their approval.