



Oregon
Kate Brown, Governor

Higher Education Coordinating Commission
255 Capitol Street NE, Third Floor
Salem, OR 97310
www.oregon.gov/HigherEd

September 28, 2018

Governor Kate Brown
160 State Capitol
900 Court Street
Salem, Oregon 97301-4047

Dear Governor,

As members of the Higher Education Coordinating Commission (HECC), one of our most important functions is to oversee the agency's Executive Director, pursuant to ORS 350.014. Our current Executive Director, Ben Cannon, was appointed the HECC's Executive Director on August 7, 2013. Since his appointment, Mr. Cannon received five performance evaluation reviews from the Commission, including the new comprehensive evaluation developed and implemented last year. This year we conducted our initial review during the Commission's executive session on August 2, 2018 and held the formal review on August 27th. We are writing today to share the results of that process.

Last year we received comprehensive 360-degree feedback, including external stakeholders. For this year's assessment, we implemented the same process for 270-degree feedback. It involved comprehensive feedback from internal agency leadership and direct reports, Commissioners, and a self-assessment. We asked participants to evaluate Mr. Cannon in seven categories: *Strategic Leadership and Visioning, Higher Education Leadership, Communication, Relationships, Agency & State Values, Organizational Management, and Commission Leadership & Coordination*.

We are extremely pleased to share with you that we received "excellent" overall ratings for Mr. Cannon, for the second year since starting this process. Among 28 stakeholders who provided online feedback, he received an average score for all rated questions of approximately 4.19 out of a 5-point scale. These scores reveal that he is an extremely strong leader who is highly engaged. Overall, respondents emphasized that Mr. Cannon provides effective and strategic leadership for both the Commission and the agency in an extremely political and sensitive environment. They show him to be a proven and trusted leader with outstanding listening and communication skills.

The Commission's overall sentiment is that Oregon higher education, the HECC, and the State of Oregon are fortunate to have Mr. Cannon serve as the HECC's Executive Director. We believe Mr. Cannon is a valuable member of the State's executive leadership team who exemplifies all attributes of an exceptional leader. Please join us in commending Mr. Cannon on his excellence in State service and leadership.

Mr. Cannon's greatest challenge is ensuring the agency has critical staffing capacity necessary to complete the varied responsibilities and initiatives required of the HECC. Despite this impediment, Mr. Cannon and his staff continue to advance the work for high-quality postsecondary education and training. We look forward to your continued support for the excellent work provided by the agency.

Sincerely,

Neil Bryant, HECC Chair

David Rives, HECC Vice-chair

CC: Lindsey Capps, Chief Education Officer
Katy Coba, DAS Director and State of Oregon Chief Operating Officer
HECC Commissioners
HECC Leadership
Ben Cannon, HECC Executive Director
Susie Hosie, HECC HR Director