



INDIANA COMMISSION *for*  
HIGHER EDUCATION

FILED

MAR 9 2023

INDIANA STATE  
ETHICS COMMISSION

IC 4-2-6-11  
Post-employment waiver

As the Appointing Authority of the Indiana Commission for Higher Education, I am filing this waiver of the application of the Code of Ethics' post-employment restriction as it applies to Charlee Beasor Mitchell in her post-employment with Vox Global.

I understand that I must file and present this waiver to the State Ethics Commission at their next available meeting. I further understand that this waiver is not final until approved by the State Ethics Commission.

A. This waiver is provided pursuant to IC 4-2-6-11(g) and specifically waives the application of *(Please indicate the specific restriction in 42 IAC 1-5-14 (IC 4-2-6-11) you are waiving):*

IC 4-2-6-11(b)(1): 365 day required "cooling off" period before serving as a lobbyist.

IC 4-2-6-11(b)(2): 365 day required "cooling off" period before receiving compensation from an employer for whom the state employee or special state appointee was engaged in the negotiation or administration of a contract and was in a position to make a discretionary decision affecting the outcome of such negotiation or administration.

IC 4-2-6-11(b)(3): 365 day required "cooling off" period before receiving compensation from an employer for which the former state employee or special state appointee made a directly applicable regulatory or licensing decision.

IC 4-2-6-11(c): Particular matter restriction prohibiting the former state employee or special state appointee from representing or assisting a person in a particular matter involving the state if the former state officer, employee, or special state appointee personally and substantially participated in the matter as a state worker. *(Please provide a brief description of the specific particular matter(s) to which this waiver applies below):*

B. IC 4-2-6-11(g)(2) requires that an agency's appointing authority, when authorizing a waiver of the application of the post-employment restrictions in IC 4-2-6-11(b)-(c), also include specific information supporting such authorization. Please provide the requested information in the following five (5) sections to fulfill this requirement.

1. Please explain whether the employee's prior job duties involved substantial decision-making authority over policies, rules, or contracts:



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As the Commission's Associate Commissioner for Marketing & Communications, Mrs. Beasor Mitchell's job duties do not involve substantial decision-making authority over policies or rules. However, Mrs. Beasor Mitchell does have decision-making authority over contracts pertaining to internal and external strategic communications, PR, media and marketing. These contracts include communications campaigns around the value of education and training beyond high school. Mrs. Beasor Mitchell has never been the signatory on any contracts for the Commission.

2. Please describe the nature of the duties to be performed by the employee for the prospective employer:

As Senior Vice President at VOX Global, Mrs. Beasor Mitchell would provide strategic communications management for a variety of clients and companies in several industries, including education, insurance, business and non-profit. Mrs. Beasor Mitchell will manage communications, PR and media-related projects for companies that seek out the strategic communications consultation services of VOX Global and she will also manage a small number of employees at the firm.

3. Please explain whether the prospective employment is likely to involve substantial contact with the employee's former agency and the extent to which any such contact is likely to involve matters where the agency has the discretion to make decisions based on the work product of the employee:

It is not likely that Mrs. Beasor Mitchell's prospective employment would involve substantial contact with the Commission. The Commission does not have any active contracts with Vox Global. Any future contact between Vox Global and the Commission would require a contract which would go through the Indiana's rigorous Request for Proposal process. Even then, it is unlikely the Commission would work directly with Mrs. Beasor Mitchell, as there is another contact at VOX that the Commission already uses for any prospective work.

4. Please explain whether the prospective employment may be beneficial to the state or the public, specifically stating how the intended employment is consistent with the public interest:

Mrs. Beasor Mitchell's prospective employment is beneficial to both the state and the public. In her current role, Mrs. Beasor Mitchell has helped develop an exceptional strategy for communicating the value a postsecondary education. Indiana has been recognized as a national leader in higher education communication during her tenure and other states look to our agency for guidance. She has and continues to be asked to present on this topic across the country by various higher education organizations and conferences. Having Mrs. Beasor Mitchell help Hoosier businesses and non-profits develop strategic communications will be beneficial to these organizations, the clients they serve, the state's workforce and Hoosier taxpayers.



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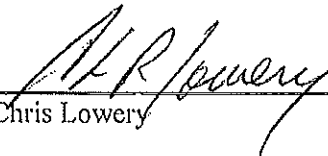
5. Please explain the extent of economic hardship to the employee if the request for a waiver is denied:

Denying this waiver would provide an economic hardship for Mrs. Beasor Mitchell as she would not have the opportunity to further her career. She has developed a strong skillset and has been an invaluable asset to the Commission in her years with the Commission. A role at a private company helping numerous Hoosier businesses and organizations provides more opportunities to grow in her field than are available at the Commission.

C. Signatures

1. Appointing authority/state officer of agency

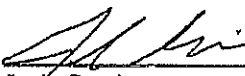
By signing below I authorize the waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(A). In addition, I acknowledge that this waiver is limited to an employee or special state appointee who obtains the waiver before engaging in the conduct that would give rise to a violation.

  
Chris Lowery

2/24/2023  
DATE

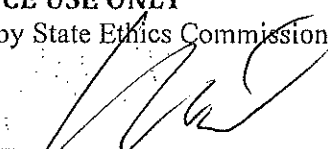
2. Ethics Officer of agency

By signing below I attest to the form of this waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(B).

  
Josh Garrison

2/27/2023  
DATE

D. Approval by State Ethics Commission

<b>FOR OFFICE USE ONLY</b>	
Approved by State Ethics Commission	
	
Katherine Noel, Chair, State Ethics Commission	<u>3-9-23</u> Date



INDIANA COMMISSION <sup>for</sup>  
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Mail to:

Office of Inspector General  
315 West Ohio Street, Room 104  
Indianapolis, IN 46202

OR

Email scanned copy to:

[info@ig.in.gov](mailto:info@ig.in.gov)

*Upon receipt you will be contacted*