



INDIANA COMMISSION *for*  
HIGHER EDUCATION

**To:** Jen Cooper, State Ethics Director  
**From:** Josh Garrison, Associate Commissioner  
**Date:** October 4, 2019  
**Subject:** Gift Rule Waiver – Teresa Lubbers

INDIANA  
STATE ETHICS COMMISSION

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**Name of Recipient:** Teresa Lubbers

**Title of Recipient:** Commissioner

**Brief Description of Item Solicited, Accepted or Received and approximate value of item:**  
Reimbursement for travel expenses (mileage, meals not included) to the Attainment Academy meeting in New Orleans, Louisiana.

**Date of Receipt:** 10/23/19

**Name of Donor:** State Higher Education Executive Officers Association (SHEEO)

**Donor's Address:** 3035 Center Green Drive, Suite 100, Boulder, CO 80301

**Nature of Business Relationship with Agency:** The State Higher Education Officers Association (SHEEO) equips state higher education executive officers and their staffs with the tools to effectively advance the value of higher education; promoting public policies and academic practices that enable Americans to achieve success in the 21st century; and serving as an advocate for state higher education leadership. The Commission for Higher Education is a dues paying member. Per the advice of the Inspector General's Office, the Commission paying annual dues to SHEEO qualifies as a business relationship.

**State why acceptance is in the public interest:** Indiana ranks 38<sup>th</sup> in the nation with a 43.4% educational attainment rate. Economists predict that Indiana will need a 60% educational attainment rate by 2025 to meet workforce demands. The Attainment Academy will provide a forum for states to reflect on what's working, refine their strategies, and identify areas for cross-state collaboration. It will also help engage new policymakers and stakeholders in this work, recognizing that some may not have been in their roles when the state attainment goals were originally set. Learning from the work done by other states is key to Indiana increasing our attainment rate.

(Name of approving appointing authority or Ethics Officer)