WHO WE ARE AND WHAT WE DO

Lumina Foundation is an independent, private foundation in Indianapolis committed to making opportunities for learning beyond high school available to all. We envision higher learning that is easy to navigate, delivers fair results, and meets the nation's talent needs through a broad range of credentials. We work toward a system that prepares people for informed citizenship and success in a global economy.

With an endowment of about $1.65 billion, Lumina is the largest philanthropy in the United States focused solely on increasing the proportion of Americans with learning beyond high school. The foundation is working toward a goal that by 2040, 75 percent of adults in the U.S. labor force will have college degrees or other credentials of value leading to economic prosperity. Our work is centered on people who are Black, Hispanic, Latino, and Native American; those who are from low-income families; those who are the first in their families to participate in education or training after high school; and working-age adults.

OUR LEADERSHIP TEAM

- **Jamie Merisotis**
  president and chief executive officer
- **Timothy P. Robinson**
  vice president, general counsel, and chief of staff
- **Courtney Brown**
  vice president of impact and planning
- **Michelle Asha Cooper**
  vice president for public policy and executive director of Lumina's Washington, D.C., office
- **Debra Humphreys**
  vice president of strategic engagement
- **Chauncy Lennon**
  vice president for learning and work and senior strategy advisor
- **Linh C. Nguyen**
  vice president for equity, culture, and talent

HOW WE WORK

Lumina is committed to helping the nation redesign learning after high school so that millions more adults earn degrees, certificates, and industry certifications that have a strong return on investment. We concentrate on ensuring that more adults have access to programs that lead to meaningful credentials, that they have financial and non-financial support along the way to ensure their success, and that the credentials they earn lead to good jobs, higher pay, and greater opportunity to learn and serve others.

We support and expand evidence-based practices that can meet the nation's pressing need for talent. We pursue strategies to achieve equity in education, which means everyone has a real opportunity to earn a degree or quality credential, regardless of family income, race, ethnicity, or location. Achieving equity requires eliminating the systemic barriers—such as beliefs, policies, and practices—that create unfair outcomes. We concentrate our efforts on colleges and universities that serve the vast majority of students, including community colleges, public comprehensive universities, and minority-serving institutions such as Historically Black Colleges and Universities, Tribal Colleges, and Hispanic-Serving Institutions. And we are working to develop the nation's capacity to meet the education and training needs of individuals and society beyond 2040.

WHY OUR WORK MATTERS

Economic studies indicate the demand for people with college degrees or other quality credentials will increase well into the next decade. We believe achievement of the 75 percent goal will set the stage for new national objectives to create even greater economic opportunity and social mobility through widespread learning after high school.

We must redesign higher education and workforce training systems to make opportunity real for everyone regardless of race, ethnicity, income, and geography. To accelerate progress, the nation must focus efforts on the people whom colleges, universities, and other education and training providers have served poorly or not at all. Our shared prosperity depends on everyone having a fair chance to succeed.

Lumina is working to help build a more just and fair society, one that ensures paths for people who might otherwise be left behind. Our aim is to make the individual and societal benefits of a better-educated country a reality for millions more Americans.

The path to 75%

By 2040, 75 percent of adults in the U.S. labor force will have college degrees or other credentials of value leading to economic prosperity.

As we look ahead to 2040, Lumina will:

Focus resources on achieving the 75% goal

Rely on our organizational strengths to pursue the goal

Ensure the nation is prepared for 2040 and beyond

Four Priorities

Credentials of Value
Ensure that the credentials people earn are delivering the value they expect and deserve.

Access
Significantly expand access to quality education and training programs after high school.

Student Success
Create solutions to ensure that more students who start quality education and training programs finish within reasonable periods.

Redesign
Fundamentally redesign how we organize, fund, and govern the education and training systems serving today's students.

Economic Prosperity

We will initially measure economic prosperity as people with college degrees, certificates, or industry certifications who **earn at least 15 percent** more than the national average for adults with only high school diplomas. We are committed to incorporating broader measures such as:

Return on Investment
Comparing education expenses to long-term financial benefits.

Job Satisfaction and Well-Being
Assessing professional fulfillment and career stability.

Community Prosperity
Examining workforce participation, economic growth, and societal well-being.

Attainment Strategies
Work with colleges, universities, and other organizations to ensure more people earn employment-aligned credentials.

Research and Evaluation
Generate evidence-based strategies to effect large-scale change.

Partnerships
Build coalitions that bring together leaders who want to address intractable problems.

Impact Investing
Invest in new ventures that create products and services to help today's students.

Strategic Communication
Shape national narratives about the change we seek and why it matters.

Innovation and Discovery Lab
Foster new ideas that can help prepare people for human work in an increasingly complex society.

Policy Outreach
Educate state and federal policymakers using nonpartisan research and analysis.

Data and Measurement
Create a national data system to track trends and progress, particularly among today's students.

A SEAMLESS AND JUST LEARNING SYSTEM MEETS SOCIETY'S CHALLENGES

THE LANDSCAPE IS PRIMED FOR EVEN MORE INNOVATION

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Lumina™ FOUNDATION

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