

**Nebraska Statewide Workforce & Educational Reporting System (NSWERS)
Executive Council Business Meeting Notification and Agenda**

November 02, 2022 1:30 p.m.

Prairie Suite, Nebraska East Union, 1705 Arbor Drive, Lincoln, NE 68503

Publicized notice of the Executive Council meeting was given by posting the date, time, and location on the NSWERS.org website.

1. CALL TO ORDER – President Paul Turman called the meeting to order at 1:30 p.m.

Roll Call

Roll Call showed the following NSWERS members in **attendance**:

Chancellor Paul Turman, President
President Paul Illich, Vice-President
Deputy Commissioner Deborah Frison, Secretary/Treasurer
President Ted Carter, Member

Roll Call showed no NSWERS member **absent**.

Announcement of the placement of the Open Meetings Act information

President Turman announced that information regarding the Open Meetings Act is available at the entrance table and is available on the NSWERS.org website.

Additions or corrections to agenda

No agenda items were removed, added or corrected.

Approval of the agenda as presented passed with a motion by President Ted Carter, second by President Paul Illich.

President Paul Illich	Yea
Deputy Commissioner Deborah Frison	Abstain
Chancellor Paul Turman	Yea
President Ted Carter	Yea

1.1 PUBLIC COMMENT PERIOD

No public comment.

1.2 Approve Minutes of NSWERS business meeting, July 26th, 2022

Motion to approve the minutes of the July 26th, 2022 NSWERS Executive Council Business meeting passed with a motion by President Paul Illich, second by President Ted Carter.

Chancellor Paul Turman	Yea
Deputy Commissioner Deborah Frison	Abstain
President Paul Illich	Yea
President Ted Carter	Yea

1.3. PRESIDENT'S REPORT

No new items from the president.

2. ITEMS FOR CONSENT AGENDA

No items for the consent agenda.

3. ITEMS FOR DISCUSSION AND/OR ACTION

3.1 Discuss, consider, and take all necessary action regarding change of by-laws to accommodate how Community College Partners select representation on the Executive Board.

Motion to approve the change of by-laws as presented to accommodate how Community College Partners select representation on the Executive Board passed with motion by President Ted Carter and seconded by President Paul Illich.

DISCUSSION: Dr. Hastings described the new arrangement agreed upon by the six Community College partners to decide the next representative member on the Executive Committee. It was agreed to clarify the by-laws such that when the current term of the Community College representative ends, the Community College representative on the Management Committee will automatically become the Executive Committee representative. The six Community Colleges would then elect a new Management Committee representative.

He also stated that this change was shared with all the community colleges who are all in favor of the change.

President Ted Carter	Yea
President Paul Illich	Yea
Deputy Commissioner Deborah Frison	Yea
Chancellor Paul Turman	Yea

4. EXECUTIVE DIRECTOR'S REPORT

Dr. Matthew Hastings, Executive Director, NSWERS made a presentation on behalf of himself and the Management Team. (See attached PowerPoint.)

Annual Report Update. Dr. Hastings reported that he was working on the annual report that was due to the Legislature on December 1 and shared some proposed content to include therein. See attached PDF.

Data Collection Update. Dr. Hastings described the progress of the on-going data collection process and the draft on-going data collection calendar. The Nebraska Department of Education will submit once a year, the 2-year post-secondary institutions can either submit once a year or three times a year. The 4-year post-secondary institutions will submit 3 times a year. Data will be pulled quarterly from the department of labor. Dr Hastings shared the individual progress of each institution in submitting the initial 10-year tranche of data and an example of the certification process. Until files have passed the data certification process they are not used in the research process.

President Turman indicated that he feels the certification process is a critical component to data collection.

President Turman then asked if there was a point and time when data for a particular cohort of students would no longer be collected. Dr. Hastings then described how full or last-quarter data will be requested from the Department of Labor and indicated that the decision of when to stop requesting data has not yet been made.

Dr. Hastings highlighted two anomalies to the data collection process. The first anomaly is Western Nebraska Community College current has no staff to complete the data submission. President Carter confirmed they have a job posting for this but have yet been able to fill it. The second anomaly is Central Community College. Dr. Hastings described the continued efforts to work with them and asked Jordan Johnson, legal counsel for NSWERS, to give an update of his work.

Jordan Johnson described conversations with Central Community College's legal Counsel Katie Sharp and the continued concerns they have, and that the community college may not ever be comfortable with sharing this data based on their policies and procedures.

President Ted Carter stated that he was unclear on why this was a sticking point. President Paul Illich report that in conversations with the institution they are unsure about sharing this data with 3rd party institutions.

Dr. Hastings reported he had been in contact with consultants that have expertise in forming data sharing agreements for statewide SLDS systems.

Common Annual Report. Dr Hastings reported that NSWERS staff have worked with partners at NU foundation to consolidate Philanthropic reports which were submitted on the 31st.

Advisory Committee Update. Dr. Hastings gave an update on the work of the advisory committee. There is an upcoming meeting on November 7th. With a follow-up meeting either the 12th or 16th of December.

Partnerships with External Entities. Dr. Hastings shared an update to the work on developing a service to help external entities with their needs. The management committee will be consulted moving forward.

Staffing Update. Dr. Hastings gave an update on current staffing. The engagement specialist has been hired and the interviews for the data scientist have concluded with one verbal accepted and a second imminent.

Insights+ Update. Dr Hastings shared a series of slides demonstrating the on-going work in partnership with Don't Panic Labs, on the web-based portal to share data and research with the partners. There is an anticipated MVP launch in January of 2023 with continued functionality added over time. President Paul Turman asked about who gets access to which data. Dr. Hastings explained that initially partners would only have access to their own data, though this can be changed based on the decision of the Executive Committee.

Strategic Plan Update. Dr. Hastings reported that Goal 1 is 77% done and 40% complete with Goal 2 for a 7% increase.

5. SPECIAL PRESENTATIONS AND DISCUSSIONS

5.1 Dual Credit Report to the NSWERS Executive Council – Dr. Michael Baumgartner

Dr. Michael Baumgartner, Executive Director, Nebraska's Coordinating Commission for Postsecondary Education, thanked the council and stated that Nebraska needs a better understanding of who takes dual credit or concurrent enrollment courses including where students take them, how they perform in them, how they apply to degrees and other credentials, and how successful the students who took the courses are in obtaining their degree in a timely manner.

Dr. Baumgartner stated that this work is in the context of the comprehensive statewide plan and highlighted several relevant questions:

- are we able to provide courses comparably across the state?
- are all students able to access the courses equitably regardless of race, ethnicity, gender, and income?
- Are students saving time and money in postsecondary education because of dual enrollment?
- What is the state's return on investment?

Dr. Baumgartner described what is currently available with a lot of data available from a lot of different sources, and a variety of reports that don't give a true picture. He talked about the Coordinating Commission supplemental data collection that provides a lot of course data, including students, Zip codes, course numbers, course titles, location and delivery, and course

section and enrollment that produces a very course-based report, but is not student based and the limitations of the IPEDS updated collection.

Dr. Baumgartner highlighted several other state reports that are good examples:

- Kansas Board of Regents – online report that gives information
- Kentucky Council on Postsecondary Education online dashboard
- Iowa Annual report on Dual Credit and 10 year outcomes report
- Colorado Dual Credit Report
- Ohio Dual Credit Report
- Indiana Dual Credit Report (Gold Standard)

President Carter asked what are the driven outcomes of this were? Dr. Baumgartner replied that this is particular to driving some financing going forward to the Community College to receive more dual credit funding, connected to the attainment goal and the equity portion of the goal, has an evaluative component, and helps determine scope of the program across Nebraska.

President Carter expressed his positive impression of the map in Indiana's report.

President Illich indicated this would be good for finding the gaps in the current programs.

Deputy Commissioner asked if NDE is currently collecting this level of data to which Dr. Hastings responded that they were, but until NSWERS there was not the ability to connect it with the postsecondary data and that the NSWERS will be able to address the majority of questions presented with the exception of those related to economically disadvantaged students due to lack of FRL and Pell grant related information.

President Illich requested clarification of the definition of who should be included, and Dr. Baumgartner replied that he would do so most broadly as concurrent enrollment for any high school student who has not graduated high school that led to college credit whether or not it included high school credit.

President Turman asked if there is the capacity to assist in the effort and recommended that Dr. Baumgartner focus on the major outcomes being sought from this report, and highlighted the importance of all post-secondary institutions submitting data for this work.

6. COMMITTEE REPORTS (NONE)

7. EXECUTIVE SESSION (NONE)

8. ADDITIONAL BUSINESS (NONE)

9. INFORMATION ITEMS AND REPORT

9.1 NSWERS Treasurer's Report – Deputy Commissioner Deborah Frison

Dr. Hastings reported due to this being Deputy Commissioner Frison's first Executive Meeting. Dr. Hastings reports that NSWERS is under budget and highlighted the outstanding contracts NSWERS has.

10. ADJOURNMENT

Motion to adjourn the NSWERS Executive Council Business Meeting passed with a motion from President Ted Carter, second by Deputy Commissioner Deborah Frison.

Chancellor Paul Turman	Yea
President Ted Carter	Yea
Deputy Commissioner Deborah Frison	Yea
President Paul Illich	Yea

President Turman adjourned the meeting at 2:55p.m.

At this time, a NSWERS Executive Council Meeting is scheduled to be held on January 25th, 2023, at a time and place to be determined.

NEBRASKA P-20W

NEBRASKA STATEWIDE WORKFORCE & EDUCATIONAL REPORTING SYSTEM (NSWERS)

NSWERS BYLAWS

ARTICLE I

ESTABLISHMENT OF JOINT ENTITY

Section 1.1. Establishment and Name. LB 1071 (2010) required the Nebraska State Board of Education, Board of Regents of the University of Nebraska, the Board of Trustees of the Nebraska State Colleges, and the board of governors of each community college area to enter into a Memorandum of Understanding to adopt a policy to share student data. LB1071 is codified in the Nebraska Revised Statutes (§85-110 (University of Nebraska); §85-309 (Nebraska State College System); §79-776 (Nebraska Department of Education); §85-1511 (Nebraska Community Colleges)). The resulting 2010 Memorandum of Understanding for Sharing of Student Data between the Nebraska Department of Education, the University of Nebraska, the Nebraska State Colleges, and the Nebraska Community Colleges (herein the “MOU”) established an agreement “to share student data for the purposes of evaluation of and research related to public pre-kindergarten, elementary, secondary, and postsecondary education to improve education in Nebraska” as authorized by the Family Educational Rights and Privacy Act (FERPA) (see 20 U.S.C. §1232g(b)(1)(F) and 34 CFR §99.31(a)(6)). The data governing council created herein shall operate under the name of the Nebraska Statewide Workforce & Educational Reporting System (NSWERS). The MOU was replaced by the NSWERS AGREEMENT (herein the “AGREEMENT”) in October 2019.

Section 1.2. Definitions.

Section 1.2.1 “Executive Council” shall mean the NSWERS governance body of four (4) representative members comprised of the Commissioner of Education or his or her designee, President of the University of Nebraska or his or her designee, Chancellor of the Nebraska State College System or his or her

designee, and a President of one of the Nebraska Community Colleges (herein the “Executive Council”) as established pursuant to Section 2.1 herein.

Section 1.2.2 “President” shall mean the President of NSWERS as elected pursuant to Section 4.2 herein.

Section 1.2.3 “Vice President” shall mean the Vice President of NSWERS as elected pursuant of Section 4.3 herein.

Section 1.2.4 “Secretary-Treasurer” shall mean the Secretary-Treasurer of NSWERS as elected pursuant to Section 4.4 herein.

Section 1.3. Members of NSWERS. The membership of NSWERS shall include signatories to the AGREEMENT (herein the “Participating Agencies”). The initial membership of NSWERS is identified on Exhibit “A” attached hereto.

Section 1.4. New Members. Prospective members of NSWERS may be nominated by any Participating Agency, and new members will be added with unanimous approval by NSWERS Executive Council.

Section 1.5. Powers and Duties. NSWERS shall make decisions related to the creation, operations, maintenance, and reporting of student data from the prekindergarten through postsecondary and workforce data warehouses. NSWERS shall further define, and may expand upon, the data to be shared and establish appropriate guidance.

Section 1.6. Principal Office. The principal office of NSWERS is the University of Nebraska Central Administration, 3835 Holdrege Street, Lincoln, Nebraska 68583-0743. Meetings shall be conducted at the President of NSWERS’ institutional offices or as the Executive Council members may designate from time to time.

ARTICLE II

EXECUTIVE COUNCIL, DIRECTOR, AND COMMITTEES

Section 2.1. Executive Council Membership. The Participating Agencies shall be represented by a council of four (4) representative members comprised of the Commissioner of Education or his or her designee, President of the University of Nebraska or his or her designee, Chancellor of the Nebraska State College System or

his or her designee, and a President of one of the Nebraska Community Colleges (herein the “Executive Council”). Any such delegation of authority by the named principal to another to serve as the NSWERS Executive Council member for a participating agency shall be delivered in writing to all other Executive Council members. Written delegations of authority so executed shall remain in force unless and until revoked in writing by the principal with notice to all other Executive Council members. The initial representative for the Nebraska Community Colleges shall be elected by majority vote of the Presidents of participating Nebraska Community Colleges signatory to the AGREEMENT. Said representative shall serve on the Executive Council for a renewable term of two years unless the representative earlier is removed or resigns from the position. The representative for the Nebraska Community Colleges serving on the Executive Council shall be succeeded by the representative for the Nebraska Community Colleges appointed to serve on the Management Committee consistent with Section 2.7.2 herein, unless another representative is elected by majority vote of the Presidents of participating Nebraska Community Colleges signatory to the AGREEMENT.

Section 2.2. Duties. Subject to Section 3.5 hereinafter elaborated, the Executive Council shall define and prioritize the high-level objectives, policies and operating parameters of NSWERS. Specific duties include: maintain overall responsibility and authority over NSWERS; designate a President, Vice-President and Secretary-Treasurer; secure funding, resources and support for the NSWERS system and staff; approve the budget and annual plan for NSWERS; approve NSWERS policies and procedures; establish expectations and priorities for the research agenda; solicit and organize non-voting members of the Advisory Committee; and appoint representatives.

Section 2.3. Term. Each Executive Council member shall hold membership until his or her successor is designated, elected or appointed by the respective Participating Agency or Agencies consistent with these bylaws.

Section 2.4. Removal and Vacancies. Executive Council members may only be removed by their respective Participating Agency or Agencies. Any vacancies shall be promptly filled by designation, election or appointment of the respective Participating Agencies.

Section 2.5. Compensation. The Executive Council members shall not be compensated for their services.

Section 2.6. Executive Director. NSWERS, by resolution of the majority of the Executive Council members at which a quorum is present, may appoint or remove an Executive Director. The Executive Director may be an employee on loan to NSWERS from a participating agency or other contractor. The Executive Director shall act as the principal executive agent of NSWERS and to conduct business on behalf of NSWERS. The Executive Director shall be responsible for the day-to-day administration of NSWERS consistent with the directives of the Executive Council and the purposes for which NSWERS was formed and shall perform all other duties as assigned by the Executive Council. The Executive Director will report to the Executive Council at all regular and special meetings and shall keep the Executive Council apprised of all information necessary for the Executive Council to conduct its business.

Section 2.7. Committees Established by the Executive Council. NSWERS, by resolution of the majority of the Executive Council members at which a quorum is present, may establish committees that may exercise specific duties of NSWERS. Unless otherwise directed by the Executive Council, such committees shall report to the Executive Director. The Executive Director shall be responsible for reporting to the Executive Council regarding the work and advice of the committees reporting to him or her. Such committees shall not report directly to the Executive Council except upon matters discussed or acted upon by the committee in compliance with the Open Meetings Act (Nebraska Revised Statutes §§84-1407 to 84-1414). However, the conduct of such committees shall at all times be subject to the direction and control of the Executive Council and shall be consistent with the directives of the Executive Council. Committee members shall be appointed by the affirmative vote of a majority of the Executive Council members present. A majority of members of any committee shall constitute a quorum for the transaction of business at a meeting of such committee. The designation of any committee and the delegation thereto of authority shall not operate to relieve NSWERS of any responsibility of NSWERS or the Executive Director of any responsibility delegated by the Executive Council.

Section 2.7.1 Advisory Committee. NSWERS shall have a standing advisory committee of stakeholders comprised of membership selected from outside of the Participating Agencies to make recommendations to inform NSWERS' objectives (herein the "Advisory Committee"). The Advisory Committee shall be subject to the provisions of Section 2.7 above.

Section 2.7.2 Management Committee. NSWERS shall have a standing management committee comprised of representative members of NSWERS

responsible for operational management and advancing NSWERS' agenda and initiatives at the direction of the Executive Council (herein the "Management Committee"). The Management Committee shall be subject to the provisions of Section 2.7 above. The Nebraska Community Colleges shall by majority vote of the Presidents of participating Nebraska Community Colleges signatory to the AGREEMENT elect a representative to serve as a member of the Management Committee. Said representative shall thereafter serve on the Executive Council consistent with the provisions of Section 2.1 herein.

Section 2.7.3 Technology Committee. NSWERS shall have a standing technology committee responsible for architecting and governing the data warehouse and the connection to data sources at the direction of the Management Committee (herein the "Technology Committee"). The Technology Committee shall be subject to the provisions of Section 2.7 above.

Section 2.7.4 Research Review Committee. NSWERS shall have a standing research review committee responsible for reviewing research requests within the context of the research agenda at the direction of the Management Committee (herein the "Research Review Committee"). The Research Review Committee shall be subject to the provisions of Section 2.7 above.

Section 2.7.5 Other Committees. Additional committees having and exercising the authority of NSWERS may be established by the Executive Council as set forth in Section 2.7.

ARTICLE III MEETINGS OF NSWERS

Section 3.1. First Meeting. The President of the University of Nebraska or his or her designee shall convene the first meeting of the Executive Council.

Section 3.2. Regular Meetings. The Executive Council shall meet at least two times annually. Meetings shall be held at the President's institutional offices or at such other place the Executive Council may designate.

Section 3.3. Special Meetings. Special meetings may be called from time to time with the approval of the President and Vice President of NSWERS.

Section 3.4. Notice of Meetings. Notice of the time and place of regular and special Executive Council meetings will be given to the membership by electronic mail and published on NSWERS' web page. NSWERS will comply with the applicable provision of the Open Meetings Act (Nebraska Revised Statutes §§84-1407 to 84-1414) for all Executive Council regular or special meetings.

Section 3.5. Quorum. A majority of the Executive Council shall constitute a quorum for the transaction of business of any meeting of the Executive Council. An affirmative vote of a majority of all members of the Executive Council qualified to serve and vote at said time shall be required for the adoption of any resolution unless otherwise provided by law or these Bylaws. In all other matters a majority of those present at the meeting shall control action of NSWERS.

Section 3.6. Acts of NSWERS. Except as otherwise required by Nebraska law or specified in these Bylaws, NSWERS shall take action by the affirmative vote of the majority of the Executive Council, who shall be entitled to one (1) vote on each matter submitted to a vote.

Section 3.7. Presumption of Assent. A member of the Executive Council who is present at a meeting of the Executive Council at which action on any matter is taken shall be presumed to have assented to the action taken unless his or her dissent is entered in the minutes of the meeting or unless they file a written dissent with the President.

ARTICLE IV OFFICERS OF NSWERS

Section 4.1. Number. The officers of NSWERS shall be a President, Vice President, and Secretary-Treasurer, and such other officers as the Executive Council may deem appropriate.

Section 4.2. President of NSWERS. There shall be a President of NSWERS who shall serve for two years and rotate among the Nebraska Department of Education, the University of Nebraska, the Nebraska State Colleges, and the Nebraska Community Colleges. The President shall be the principal executive officer of NSWERS and shall preside at all meetings of the Executive Council.

Section 4.3. Vice President. The Vice President shall be the member who will serve as President in the next two-year term. In the absence of the President, or in the event of his or her refusal to act, the Vice President shall perform the duties of the President and, in general perform all the duties incident to the office of Vice President as the Executive Council may assign.

Section 4.4. Secretary-Treasurer. The Secretary-Treasurer shall maintain minutes of the proceedings of the Executive Council; see that all notices are given in accordance with these Bylaws or as required by law; shall be the custodian of all books, records, papers, and property of NSWERS; shall have charge of custody and be responsible for all funds of NSWERS; and in general shall perform all the duties incident to the office of Secretary-Treasurer and such other duties as the Executive Council may assign. The Secretary-Treasurer may assign tasks to a designee to accomplish these duties at his/her discretion.

Section 4.5. Election of Officers. The initial officers of NSWERS shall be elected at the first meeting of the Executive Council. Officers shall thereafter be elected by the Executive Council at its annual meeting, as applicable. Establishment of the order of rotation for officers shall be conducted in accordance with Sections 3.5 and 3.6 herein.

Section 4.6. Term of Service. The President, Vice President and Secretary-Treasurer of NSWERS shall serve two-year terms. The member elected Vice President shall be the member who will serve as President in the next two-year term.

Section 4.7. Removal of Officers. Officers may be removed by a three-fourths (3/4) vote of the Executive Council for cause or whenever in the Executive Council's judgment the best interest of NSWERS will be served thereby.

Section 4.8. Compensation. Officers of NSWERS shall not be compensated for their service.

ARTICLE V

CONTRACTS, CHECKS, AND DEPOSITS

Section 5.1. Contracts. The Executive Council may authorize any officer or agent of NSWERS to enter into any contract or execute and deliver any instrument in the

name of and on behalf of NSWERS, and such authority may be general or confined to specific instances.

Section 5.2. Checks, Drafts, and Orders for the Payment of Money. All checks, drafts, or orders for payment of money, notes or other evidences of indebtedness issued in the name of NSWERS shall be signed by such officer or officers, agent or agents of NSWERS and in such a manner as shall from time to time be determined by resolution of the Executive Council. In the absence of such determination by the Executive Council, such instruments shall be signed by the President of NSWERS or the Executive Director.

Section 5.3. Deposits. All funds of NSWERS shall be deposited and be secured in the same manner as public funds to the credit of the NSWERS in such banks or banks as the Executive Council may select.

ARTICLE VI LIABILITY PROTECTION

Section 6.1. Indemnification. NSWERS shall indemnify, defend, and hold harmless its Participating Agencies, representative members of the Executive Council, Officers, employees, and agents from and against any and all liabilities, claims, actions, proceedings and judgments, including without limitation, amounts paid in settlement, attorney fees and costs incurred in connection with the defense of any claim, action or proceeding, whether civil, criminal, administrative or other, in which any such Participating Agency, representative member of the Executive Council, Officer, employee or agent be named or involved in by virtue of having the status of a present or former Participating Agency, representative member of the Executive Council, Officer, employee, or agent thereof. The right of indemnification conferred by these Bylaws shall be extended to any threatened action, suit or proceeding, and the failure to institute it shall be deemed its final determination. The foregoing rights shall be in addition to and shall not be deemed exclusive of any other rights to which any Participating Agency, representative member of the Executive Council, Officer, employee, or agent may be entitled under any other law, agreement, or otherwise.

Section 6.2. Advances for Expenses. NSWERS may pay for or reimburse the reasonable expenses incurred by a Participating Agency, representative member of the Executive Council, Officer, employee, or agent who is a party to a proceeding in advance of final disposition of the proceeding.

Section 6.3. Insurance. NSWERS (directly, or indirectly through a Participating Agency) may purchase and maintain insurance on behalf of an individual who is or was a representative member of the Executive Council, Officer, employee, or agent of NSWERS or who, while a representative member of the Executive Council, Officer, employee, or agent of NSWERS, is or was serving at the request of NSWERS as a director, officer, partner, trustee, employee, or agent of another foreign or domestic business or nonprofit corporation, partnership, joint venture, trust, employee benefit plan, or other enterprise, against liability asserted against or incurred by him or her in that capacity or arising from his or her status as a director, officer, employee, or agent, whether or not NSWERS would have power to indemnify the person against the same liability.

ARTICLE VII GENERAL PROVISIONS

Section 7.1. Amendments. These Bylaws may be amended or repealed and new Bylaws may be adopted by the affirmative vote of the majority of the Executive Council at any regular or special meeting, provided that at least ten (10) days written notice is given of the intention to adopt new Bylaws or alter, amend or repeal the existing Bylaws at such meeting.

Section 7.2. Records. NSWERS shall keep records (books, records, paper and property) and minutes of the proceedings of the meetings and actions of the Executive Council and of the committees of the Executive Council. The minutes of each meeting shall be reviewed and approved at each regular meeting of the Executive Council. If a special meeting occurs, minutes of that meeting shall be reviewed and approved at the next regular meeting of the Executive Council. The records and minutes of the Executive Council shall be available on NSWERS' web page.

Section 7.3. Fiscal Year. The fiscal year of NSWERS will begin on the first day of July and end on the last day of June of each year.

Approved and adopted by unanimous action of the NSWERS Executive Council present on November 2, 2022.

NSWERS

Deborah A. Frison

Commissioner of Education

Ted Cant

University of Nebraska,
President

Paul Turman

Nebraska State College System,
Chancellor

Paul Jell

Nebraska Community College
Representative

EXHIBIT A
**MEMBERS OF THE NEBRASKA STATEWIDE WORKFORCE &
EDUCATIONAL REPORTING SYSTEM (NSWERS)**

Nebraska Department of Education

University of Nebraska

Nebraska State College System

Central Community College

Metropolitan Community College

Mid-Plains Community College

Northeast Community College

Southeast Community College

Western Nebraska Community College

Certificate Of Completion

Envelope Id: 2C598D9AE7EE4A46A693E4B6B10A2E57

Status: Completed

Subject: Complete with DocuSign: NSWERS Bylaws Approved 110222.pdf

Source Envelope:

Document Pages: 11

Signatures: 4

Envelope Originator:

Certificate Pages: 6

Initials: 0

Matthew Hastings

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1400 R St.

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Lincoln, NE 68588

Time Zone: (UTC-06:00) Central Time (US & Canada)

matthewhastings@nebraska.edu

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Status: Original

Holder: Matthew Hastings

Location: DocuSign

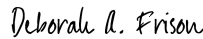
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matthewhastings@nebraska.edu

Signer Events**Signature****Timestamp**

Deborah A. Frison

deborah.frison@nebraska.gov

Security Level: Email, Account Authentication
(Optional)

Sent: 12/15/2022 12:50:01 PM

Resent: 12/21/2022 12:03:35 PM

Viewed: 12/21/2022 3:48:52 PM

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Signature Adoption: Pre-selected Style

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Electronic Record and Signature Disclosure:

Accepted: 12/21/2022 3:48:52 PM

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Paul Illich

pillich@southeast.edu

Security Level: Email, Account Authentication
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Signature Adoption: Drawn on Device

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Electronic Record and Signature Disclosure:

Accepted: 1/19/2023 11:17:27 AM

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Paul Turman

pturman@nscs.edu

Chancellor

Security Level: Email, Account Authentication
(Optional)

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Electronic Record and Signature Disclosure:

Accepted: 12/15/2022 1:20:03 PM

ID: dd7bf58f-ecfe-4beb-8122-3394b51e4570

Walter "Ted" Carter, Jr.

tcarter@nebraska.edu

President

Security Level: Email, Account Authentication
(Optional)

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Signed: 12/15/2022 2:16:18 PM

Signature Adoption: Drawn on Device

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Electronic Record and Signature Disclosure:

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Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Jordan Johnson jordan@ksbschoollaw.com Security Level: Email, Account Authentication (Optional) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 12/15/2022 12:50:02 PM
Kristin Divel kdivel@nscs.edu Security Level: Email, Account Authentication (Optional) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 12/15/2022 12:50:04 PM
Kristin Yates kristin.yates@nebraska.gov Security Level: Email, Account Authentication (Optional) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 12/15/2022 12:50:03 PM
Matthew Hastings matthewhastings@nebraska.edu Executive Director Security Level: Email, Account Authentication (Optional) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 12/15/2022 12:50:04 PM Resent: 1/19/2023 11:18:26 AM Viewed: 12/15/2022 2:22:35 PM
Scott Gray sgray7@northeast.edu Vice President & General Counsel Security Level: Email, Account Authentication (Optional) Electronic Record and Signature Disclosure: Accepted: 7/20/2021 11:13:52 AM ID: ab8523ac-c412-4ae5-b207-e377b7e718a9	COPIED	Sent: 12/15/2022 12:50:04 PM Viewed: 12/16/2022 5:26:31 AM
Stacia Palser splaser@nebraska.edu Security Level: Email, Account Authentication (Optional) Electronic Record and Signature Disclosure: Accepted: 1/9/2023 8:22:22 AM ID: a00ebb2c-bb46-49ab-8aa1-1ffc55819d95	COPIED	Sent: 12/15/2022 12:50:03 PM Viewed: 12/15/2022 2:09:40 PM
Witness Events	Signature	Timestamp

Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Envelope Sent	Hashed/Encrypted	12/15/2022 12:50:04 PM
Certified Delivered	Security Checked	12/15/2022 2:15:59 PM
Signing Complete	Security Checked	12/15/2022 2:16:18 PM
Completed	Security Checked	1/19/2023 11:18:20 AM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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Executive Director's Report

November 2, 2022



Matthew J. Hastings, Ph.D.
Executive Director, NSWERS
NSWERS Executive Council – Quarterly Meeting
UNL East Campus Union, Prairie Suite
Lincoln, NE

NSWERS Milestones



Connecting Data Across Sectors

NSWERS connects data from across sectors to create ONE NEBRASKA data system.



The Nebraska Statewide Workforce & Educational Reporting System (NSWERS) is a comprehensive, sustainable, and robust lifelong learning and workforce longitudinal data system serving the needs of the people of Nebraska. Since the fall of 2020, NSWERS has been building a state-of-the-art data system to promote strong economic development, policies, good jobs, growing business, and thriving communities. The NSWERS data system connects statewide information from PK-12 education, postsecondary education, and the workforce to better understand the state. This effort is not about traditional education-to-workforce reporting, but instead is designed to realize the vision of a data informed decision culture to support learning and earning in Nebraska.

Nebraska is a state of varied education experiences and a breadth of workforce opportunities yet the pathways that individuals take are interconnected, an overlapping network of possibilities. For the first time ever, NSWERS allows these education and workforce connections to be known and seen, all in one location. Unique insights powered by NSWERS, partners—all six Nebraska Community Colleges, the Nebraska Department of Education, the Nebraska State College System, and the University of Nebraska System—can make informed decisions based on timely, tailored Nebraska data.



NSWERS enables Nebraska to answer the bold and salient questions facing the state's education and workforce development systems.

- Which Nebraska high schools are consistently highest performing in preparing students for additional school and work?
- How well are Nebraska education programs meeting local and regional workforce needs?
- Do early college, dual enrollment, and advanced placement programs in high school affect student success in college?
- Have students taken the coursework needed to prepare them for college and work-both in years of study and rigor of content?
- What impact does out migration have on Nebraska's economy?
- What is the impact of internship opportunities?

With answers like these, NSWERS can help inform decision making to:

- Empower local communities to create and measure custom education and workforce development strategies.
- Catalyze business recruitment strategies with targeted workforce insights.

NSWERS supports education and workforce journeys, all in one location.

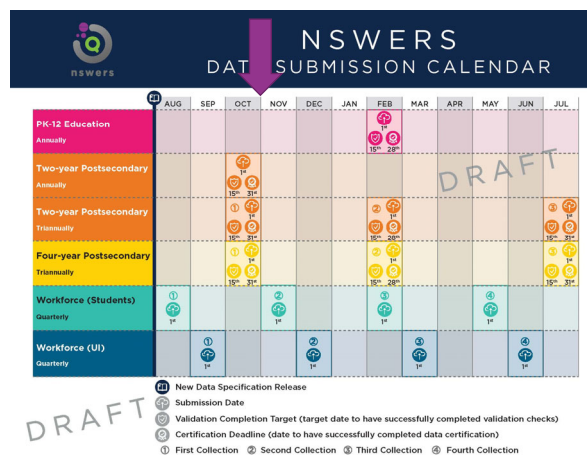
NSWERS' analysis of partner data reveals programs that are working and thriving and those that may need some adjustment to be most successful. Without the NSWERS system, the decisions that Nebraska education and workforce leaders make are largely based on conjecture. NSWERS provides Nebraskans never-before-seen products to understand the talent pipeline and make changes to the Nebraska education system to best support workforce needs and fuel Nebraska's economy.



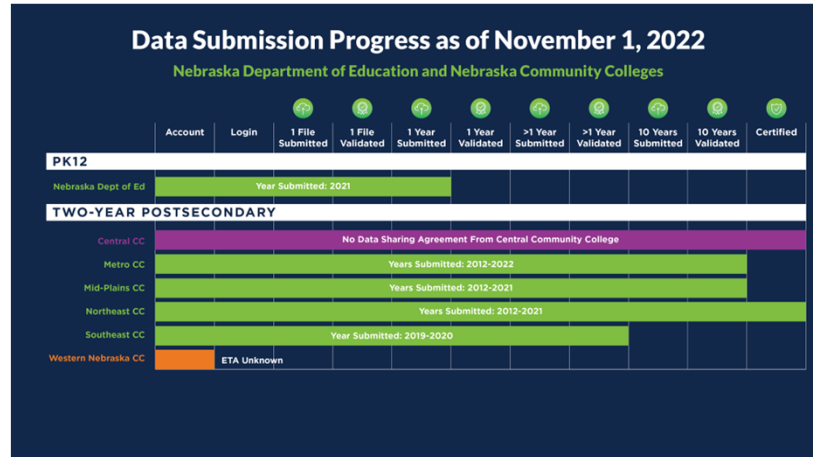
For more information, contact:
Matt Hastings, Ph.D.
NSWERS Executive Director
(402) 472-5238
matt@hastings@nebraska.edu
nswers.org

To see the power of the NSWERS data system, visit:
dataviz.nswers.org

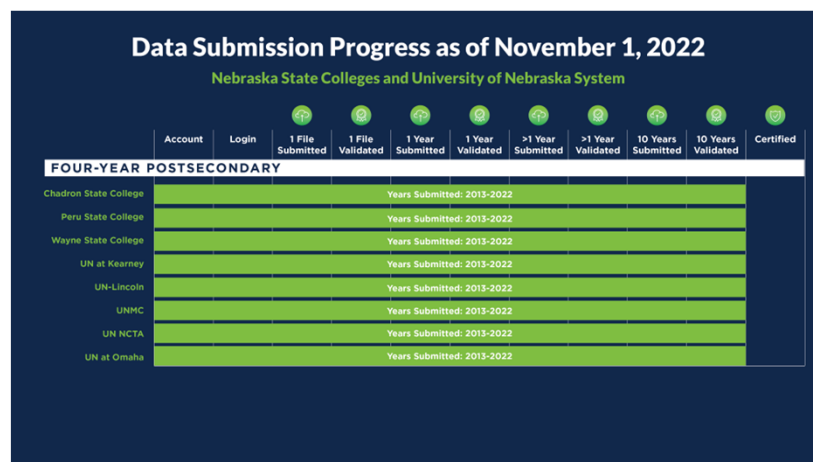
Data Submission Calendar



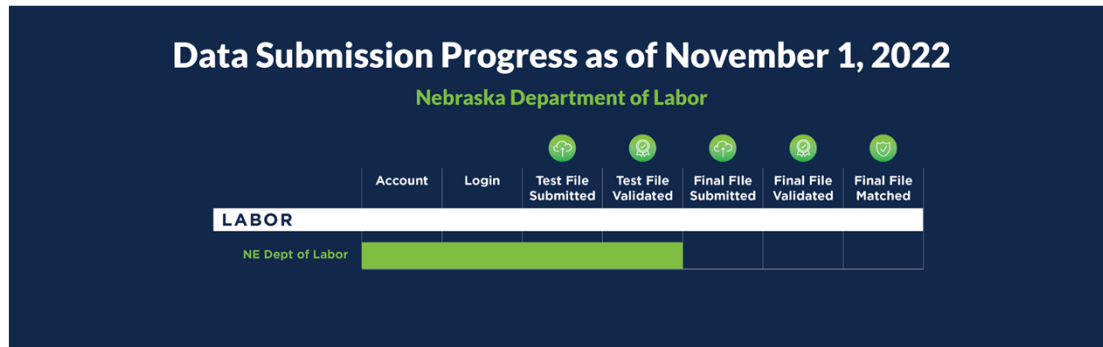
Data Submission Progress



Data Submission Progress



Data Submission Progress



Stakeholder Engagement

- Annual Progress Report to the Nebraska Legislature due December 1st as per LB 1130
- Common Annual Progress Report to Philanthropic Community
 - Submitted on August 31st (shared digital copy with the Council)
 - Created in partnership with the NU Foundation
- Scheduled to meet with supporting foundations on December 6th for an update on NSWERS progress



Workgroup Meeting Updates

- Recommendation at the Advisory Committee meeting of May 4th at Nebraska Innovation Campus
- Launched Two Workgroups:
 - Record Linking
 - Addressing SSN and other linking solutions
 - Workforce Data
 - Acquiring job title, SOC code, and other key employee data
- All meetings held at UNO's Barbra Weitz Community Engagement Center
 - Session 1: September 12th
 - Session 2: November 7th
 - Session 3: December 16th

Partnerships with External Entities

- Contacted by representatives from K-12 education and private business community
 - Discuss the possibility of research partnerships
- Interest in leveraging the NSWERS Data System to support program evaluation
 - Critically important for investment decision is workforce development programs
- NSWERS staff currently considering prospect of packaging research/evaluation services for external entities
 - Explore this further with the Management Committee

External Offerings

External Offerings BENEFITS	READY-MADE PRODUCTS WITH CUSTOM COHORT			CUSTOM RESEARCH PRODUCTS	
	BASIC	STANDARD	ENHANCED	PREMIUM	PREMIUM PLUS
OUTCOMES REPORTING					
Aggregate rates, percentages, and averages	✓	✓	✓	✓	✓
Statistical significance tests (mean difference, trends)			✓	✓	✓
Model Predictions				✓	✓
Effect estimations				✓	✓
SAMPLE SELECTION					
Define sample by geographic area, year, and a limited selection of demographic variables	✓	✓	✓	✓	✓
Custom cohort definitions defined by a wide range of variables		✓	✓	✓	✓
Matched sample by affiliate-provided data		✓	✓	✓	✓
Auto-selected control group defined by baseline demographic variables		✓	✓	✓	✓
Custom control group definition			✓	✓	✓
Retrospective study (All data must be collected)				✓	✓
Prospective study (Data collection is ongoing)				✓	✓
STUDY DESIGN					
Sample Planning/Participant selection					✓
Additional data collection					✓
Research question definition and refinement					✓

All data can be developed and presented without providing individual-level data to the external party, if desired.

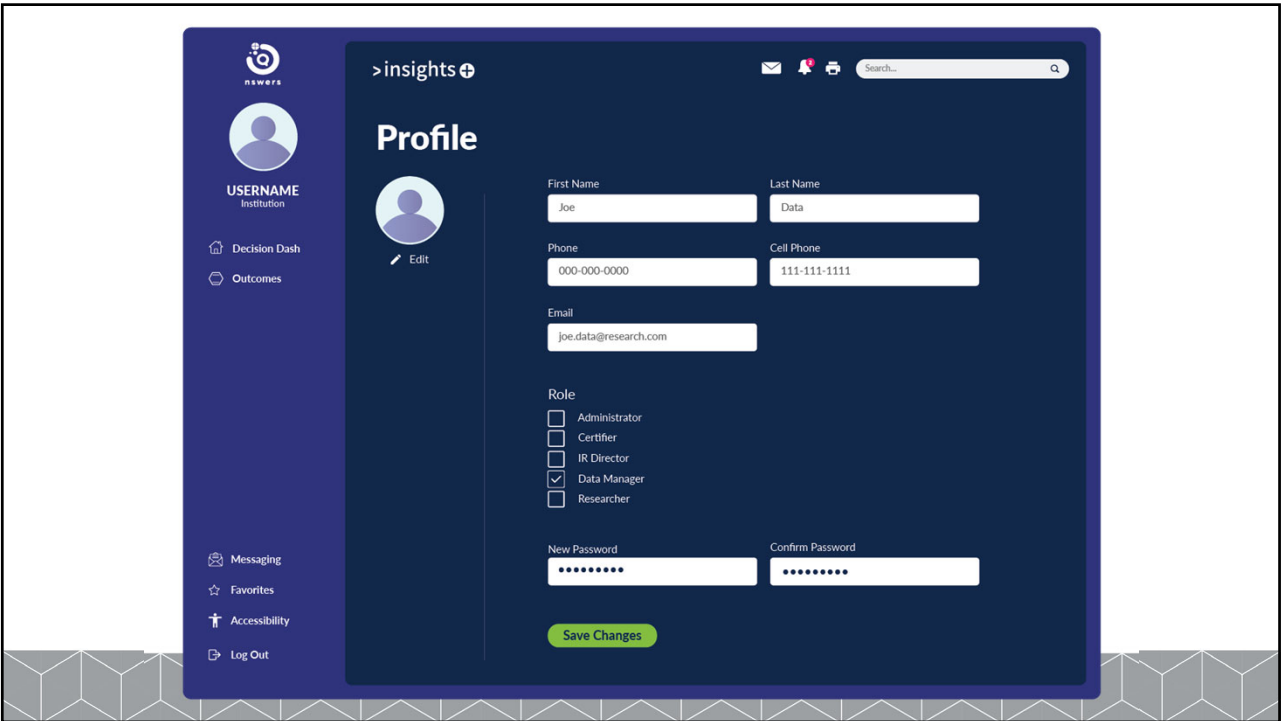
External Offerings DELIVERABLES, USE CASES, & TIMELINE				
READY-MADE PRODUCTS WITH CUSTOM COHORT			CUSTOM RESEARCH PRODUCTS	
BASIC	STANDARD	ENHANCED	PREMIUM	PREMIUM PLUS
DELIVERABLES Reports • Pre-made web only	DELIVERABLES Reports • Pre-made web products • Auto-generated PDF • Custom branding	DELIVERABLES Reports • Pre-made web products • Auto-generated PDF • Custom branding	DELIVERABLES Reports • Simple customized web products • Simple report • Executive Summary • Custom branding	DELIVERABLES Reports • Ongoing progress updates • Interactive customized web products • Detailed report • Executive Summary • Custom branding • Result presentation
USE CASES What was the average in-state employment rate for college goers from ESQ from the 2014, 2015, and 2016 K12 Public HS Cohort?	USE CASES What was the average college-going rate for the recipients of the offshored production?	USE CASES What was the average college-going rate for the recipients of the offshored production?	USE CASES Does the intervention affect specific outcomes of interest? E.g. did the intervention increase the proportion of students studying STEM fields in college beyond what was expected and observed in the matched control group?	USE CASES What would be the impact of making the program broadly accessible? What would be expected participation and completion rates? What would be the simulated impact on future employment?
TIMELINE • Short term/ User specific	TIMELINE • Short term/ User specific	TIMELINE • Short term/ User specific	TIMELINE • Short term/ Medium term (3-6 months)	TIMELINE • Timeline: Long term (18+ months)

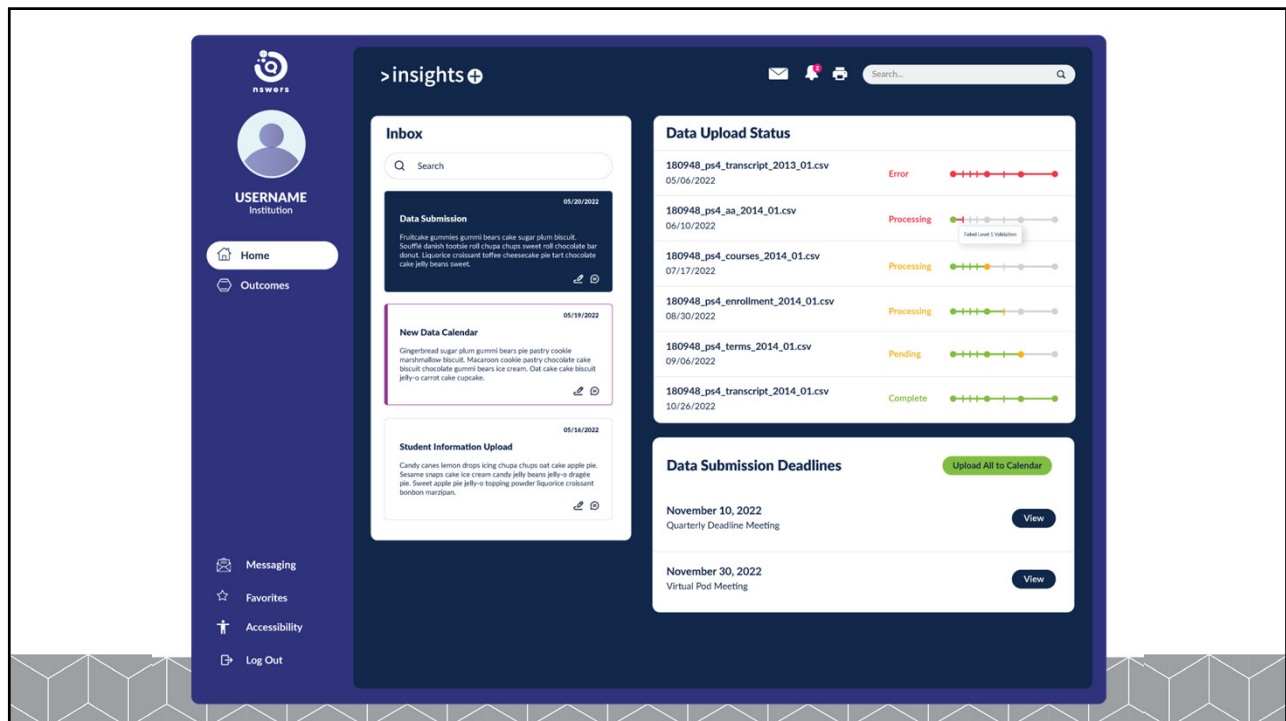
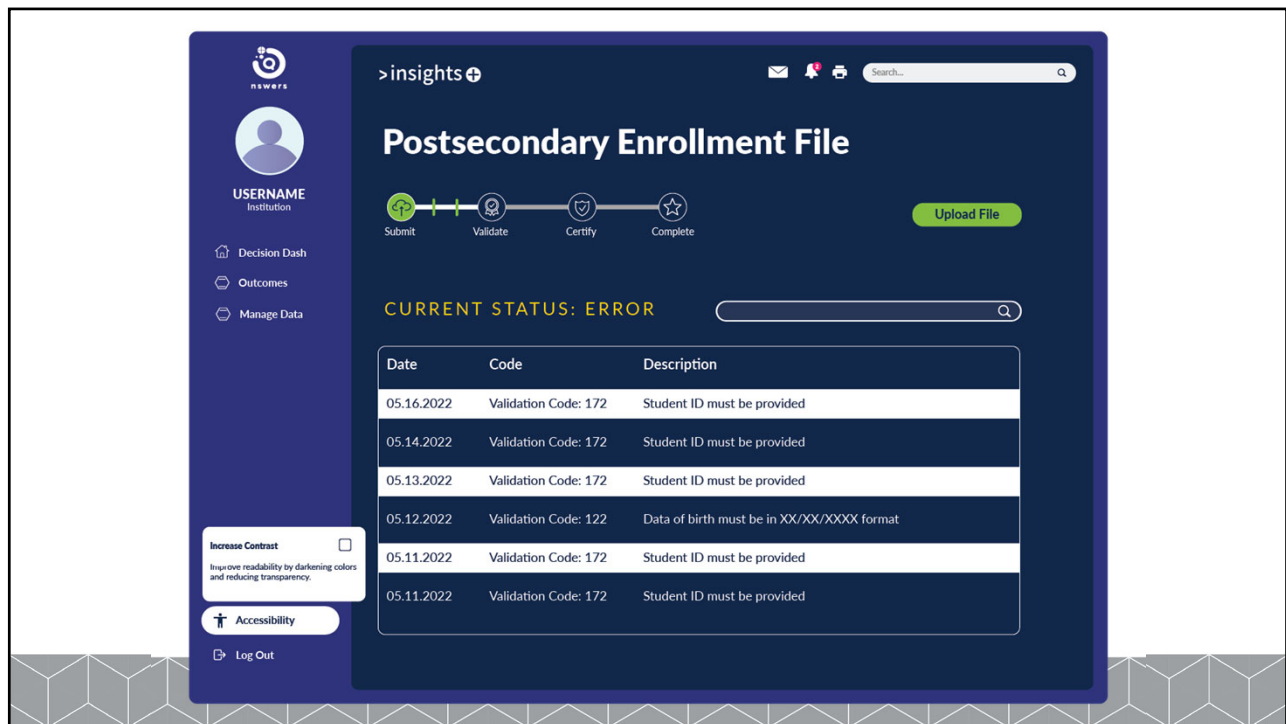
NSWERS Staffing Update

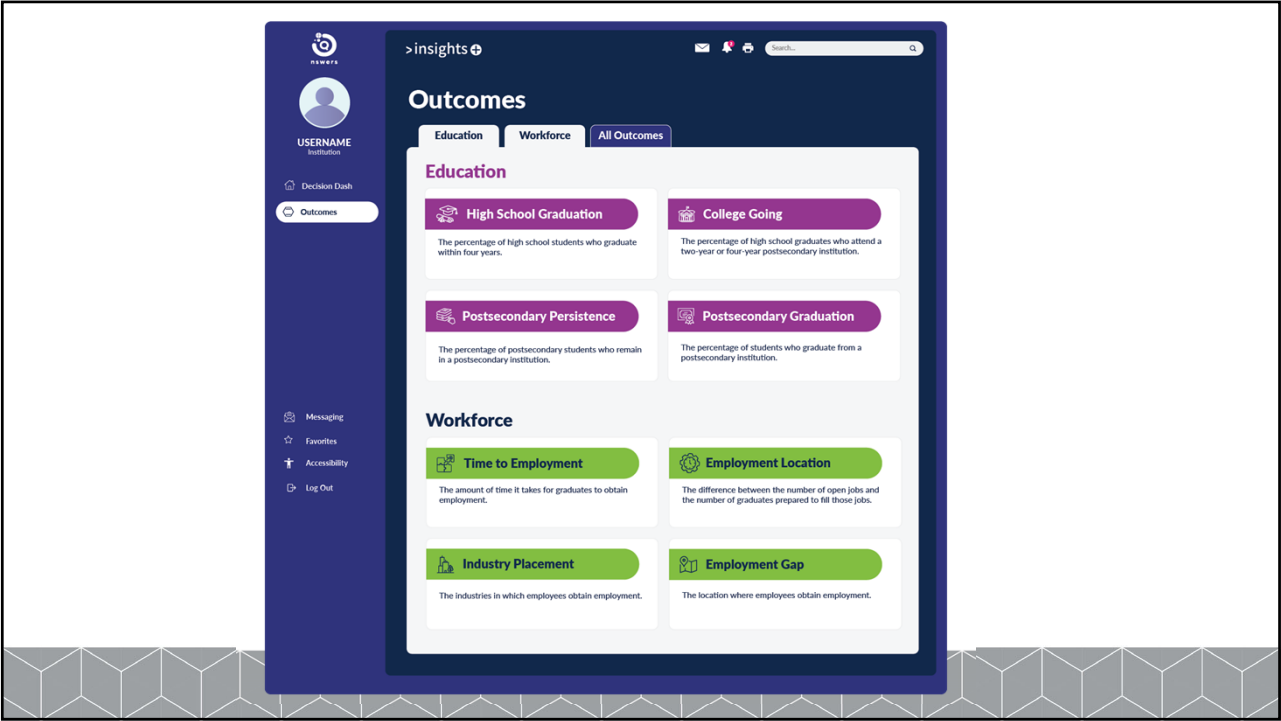
- Progress towards NSWERS two-tier staffing plan:
 - Engagement Specialist (1 position)
 - Data Scientist (2 positions)
- NSWERS Engagement Specialist
 - Started on September 21st
- NSWERS Data Scientists
 - Starting January 3rd

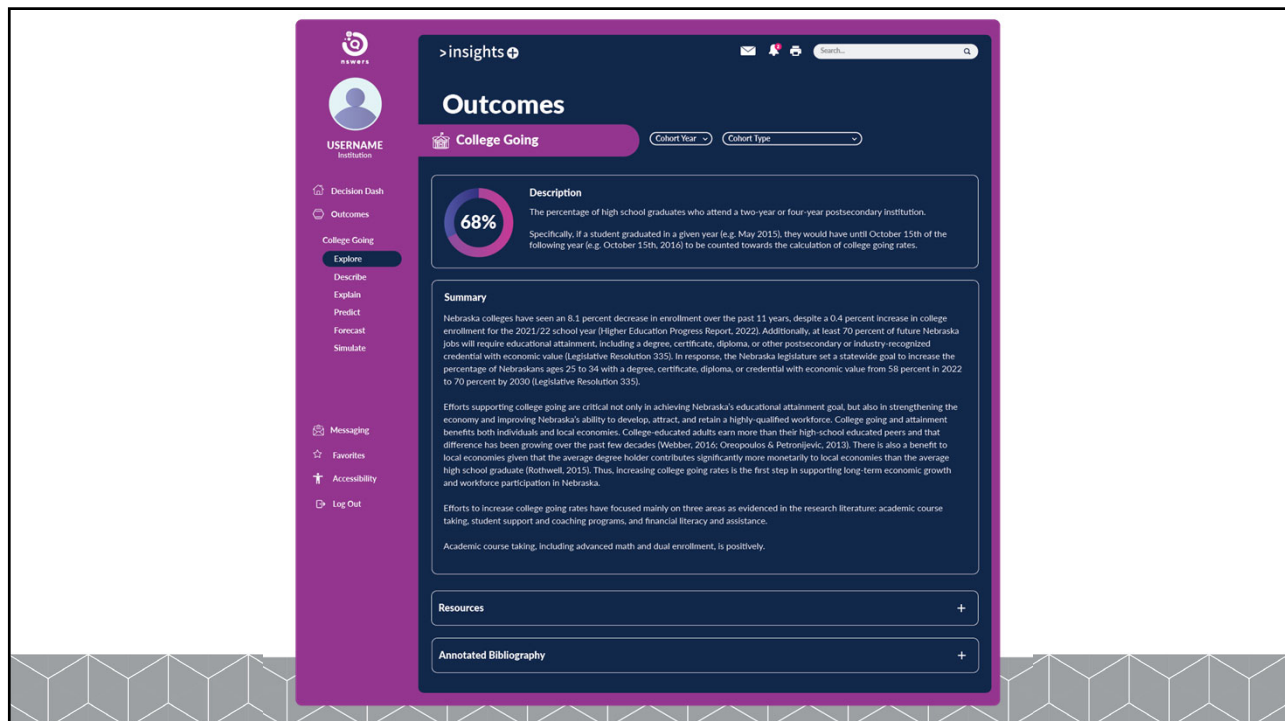
Insights+ Web Portal

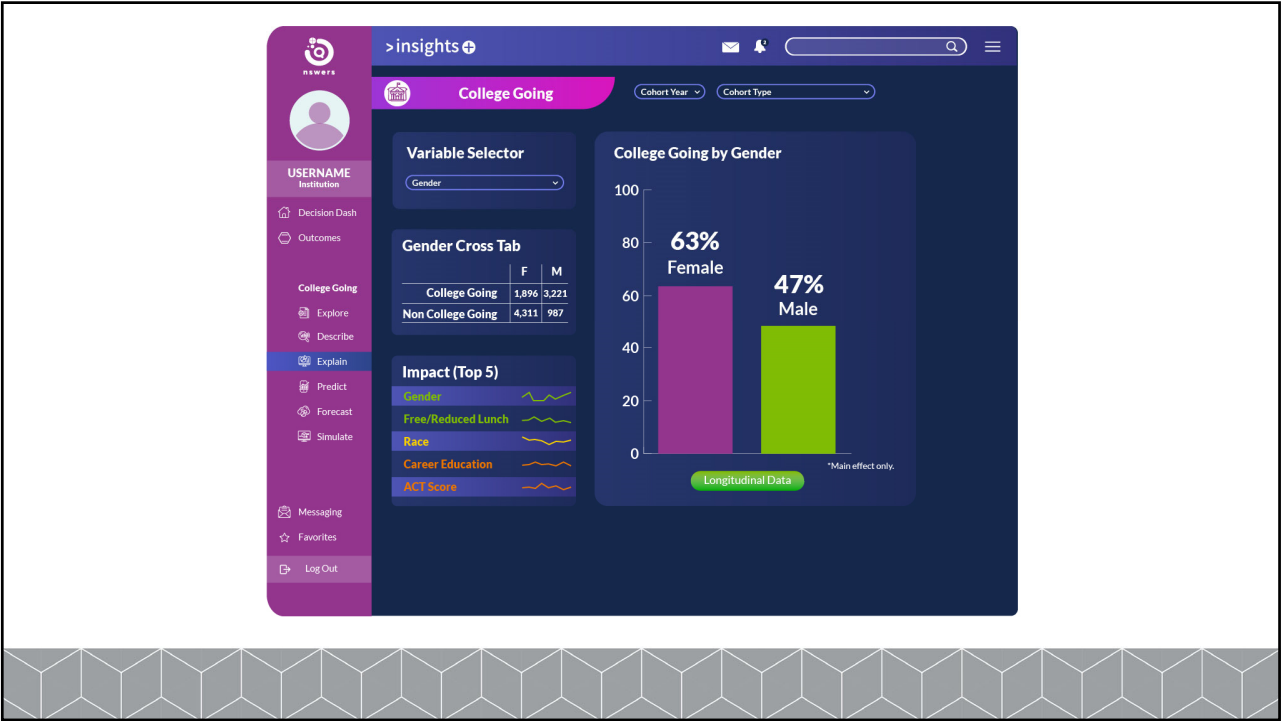
- Contract with Don't Panic Labs
 - Software development firm located in Lincoln, NE
- Secure web portal to be branded as "Insights+"
- Will serve as the secure location where NSWERS partners will "conduct business" with NSWERS
 - Data submissions, data requests, secure access to products and analytics
- Technical development currently underway
 - Target completion - December 2022
 - Anticipated MVP launch - January 2023



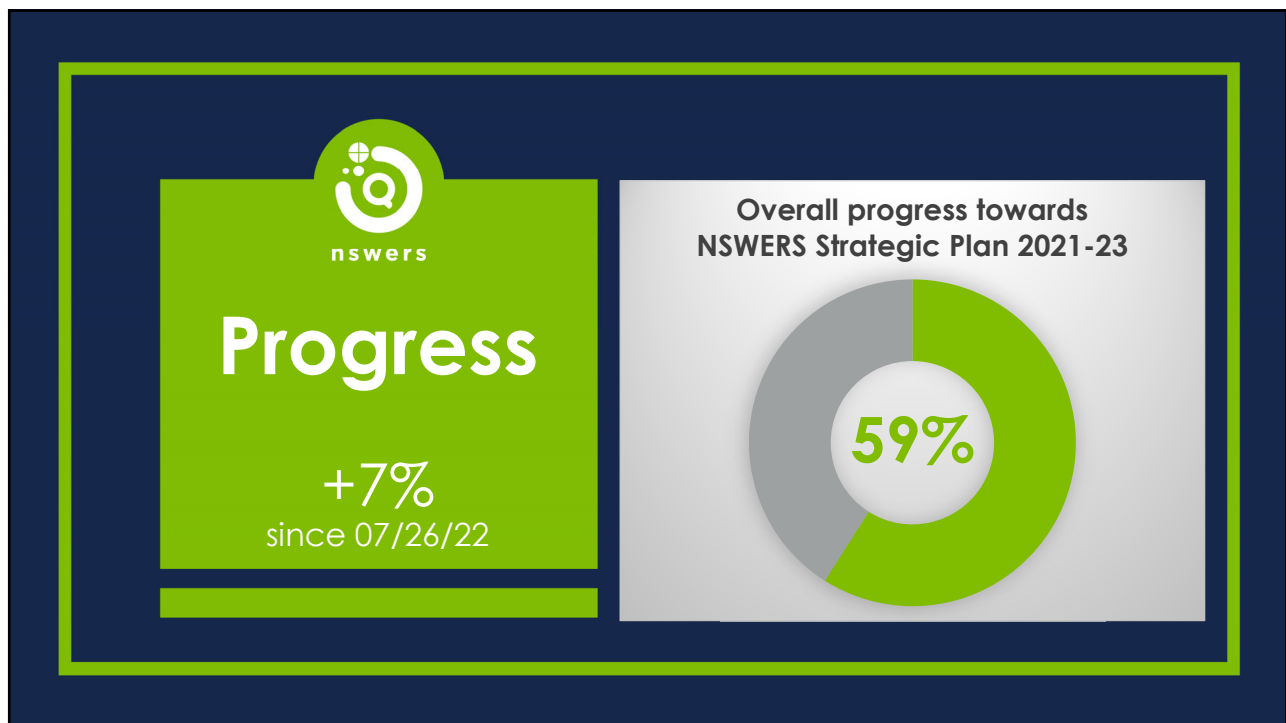


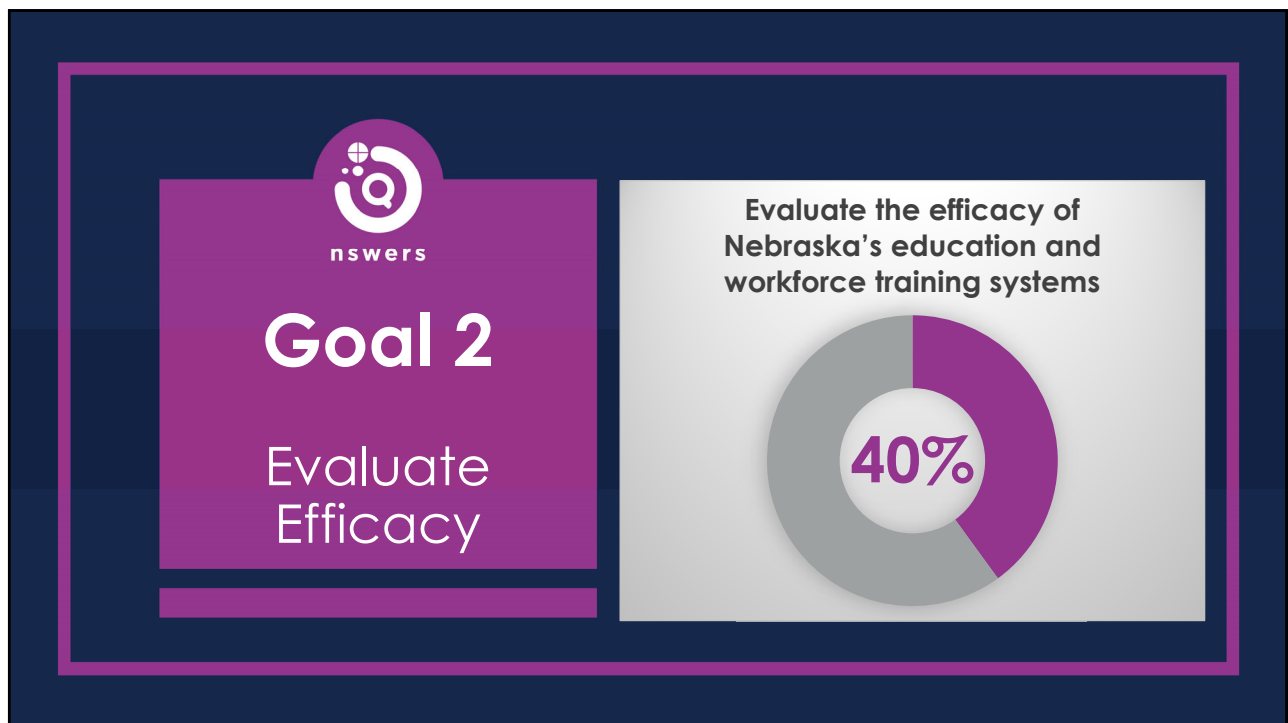
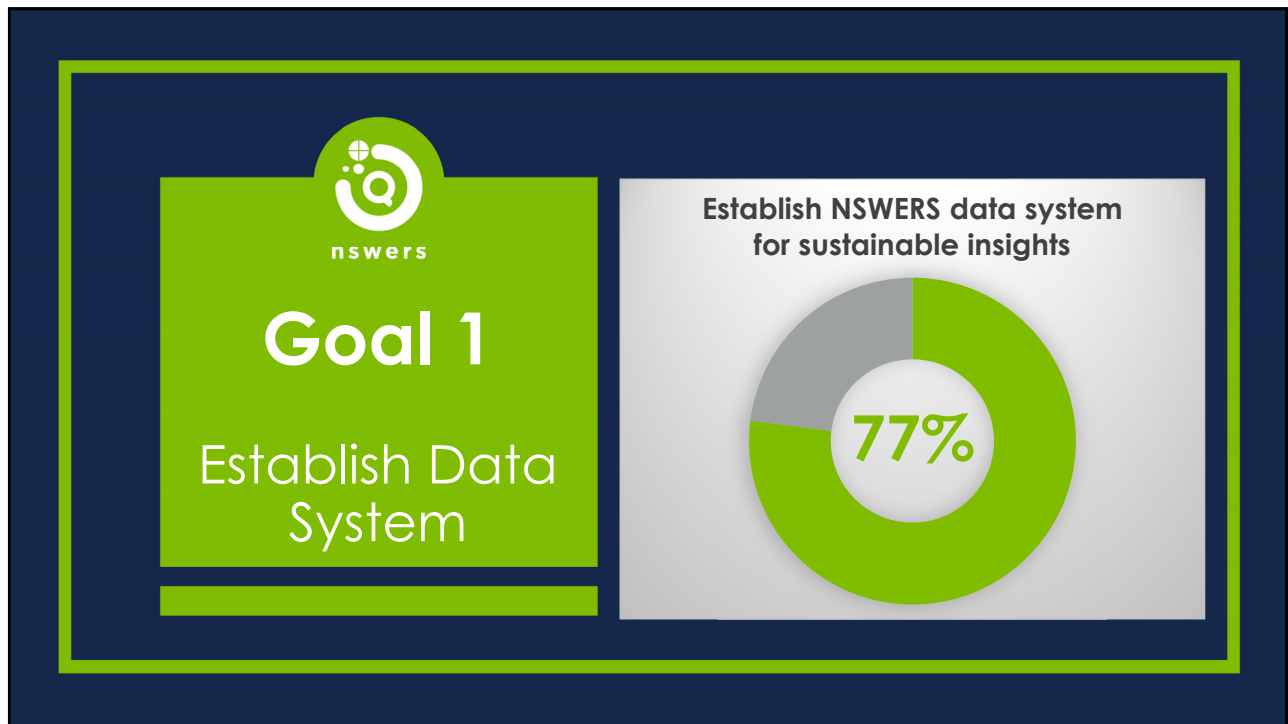






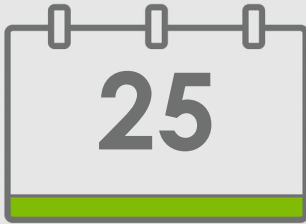






Upcoming Executive Council Meetings

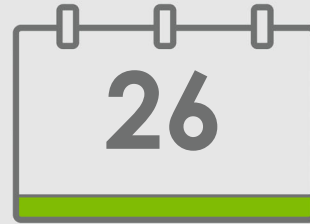
January
2023



April
2023



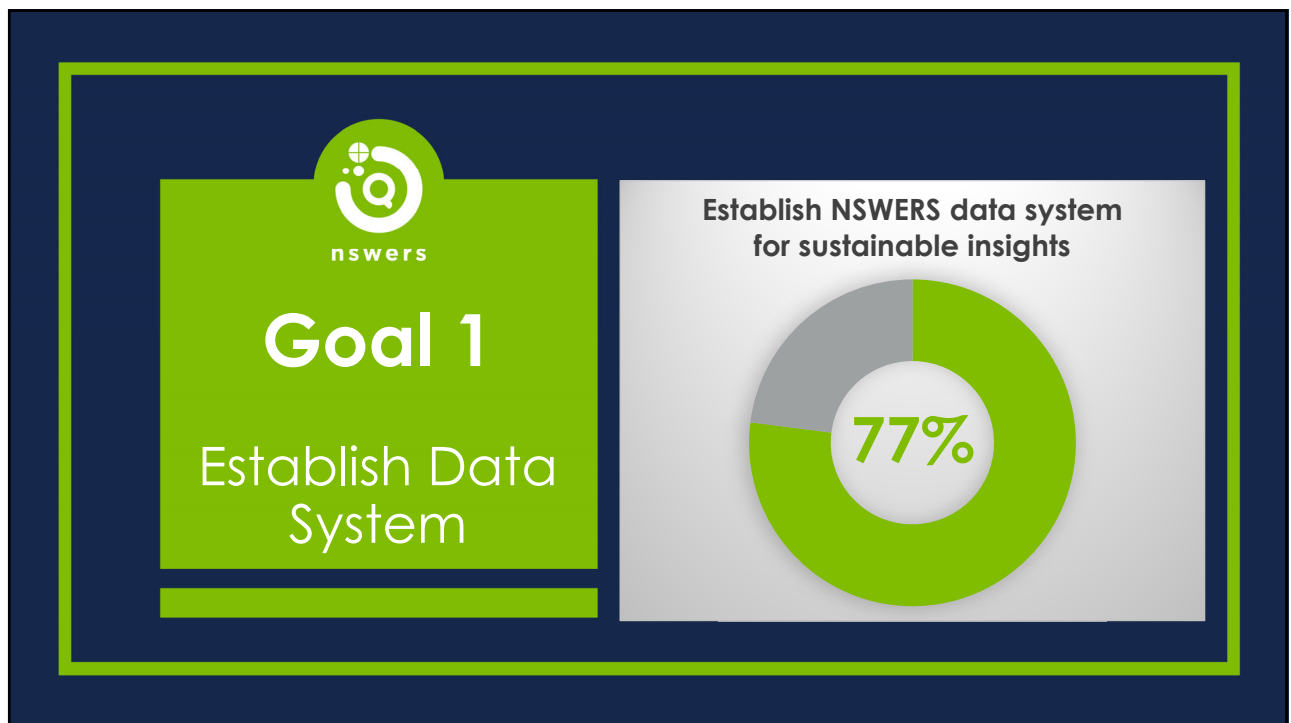
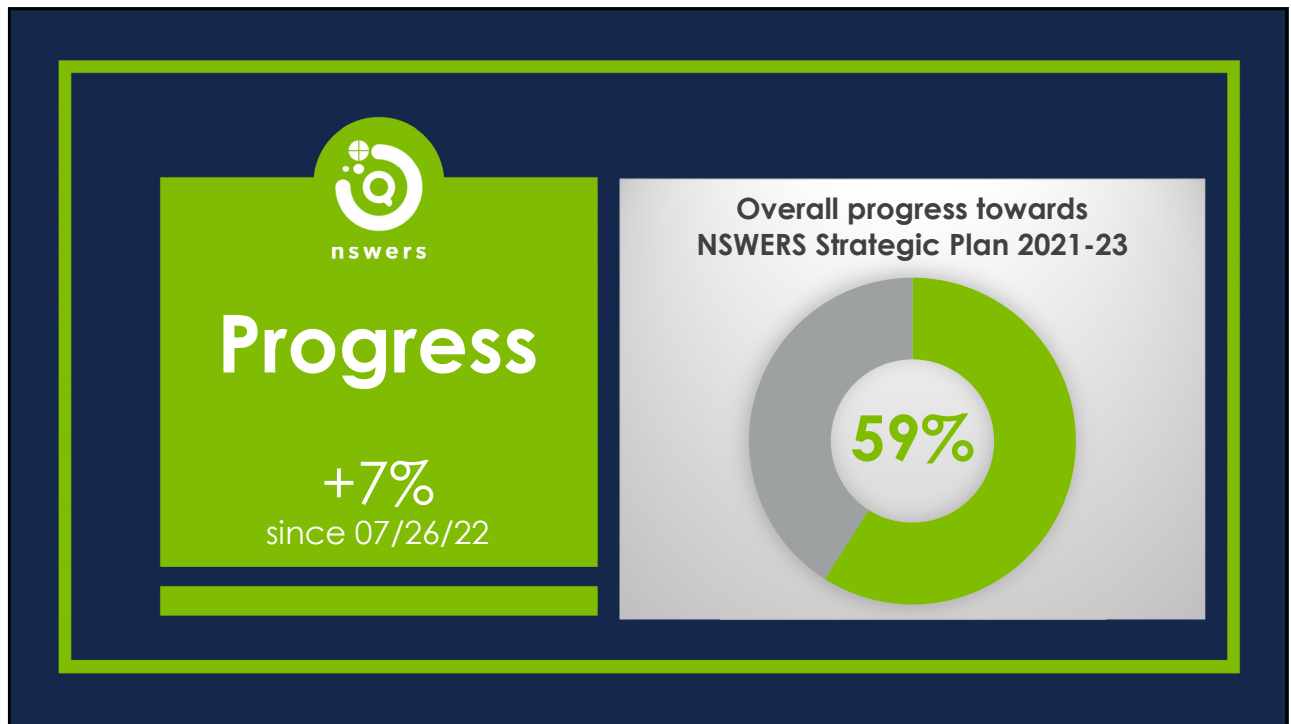
July
2023



Thank You

Next Executive Council Meeting:
January 25, 2023

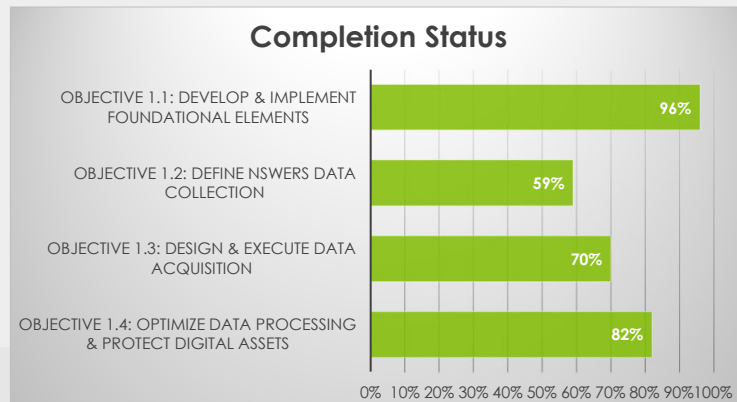




Goal 1

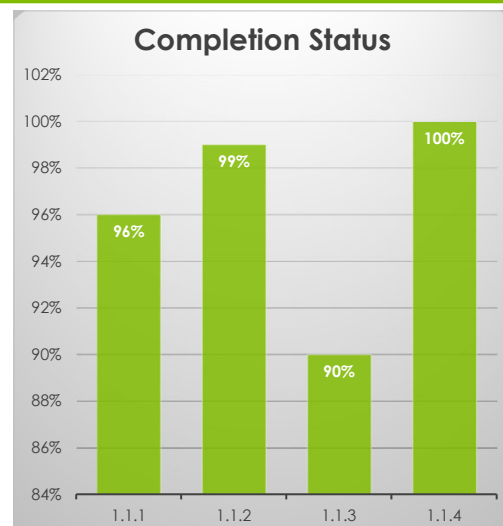
Establish Data System

Objectives



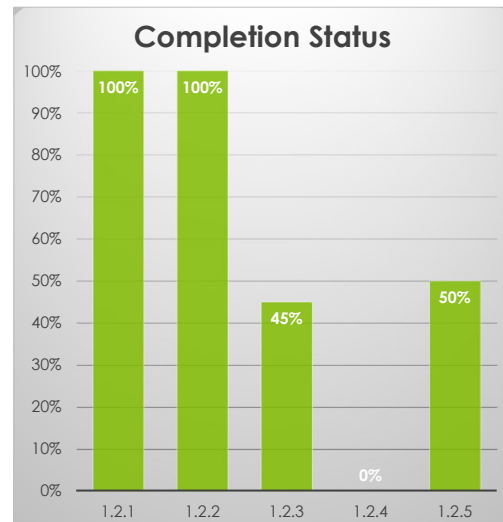
Objective 1.1 : Develop & Implement Foundational Elements

- Strategy 1.1.1
Define Organizational Strategies
- Strategy 1.1.2
Establish Organizational Structures
- Strategy 1.1.3
Create and Implement Organizational System
- Strategy 1.1.4
Acquire & Maintain Organizational Skills



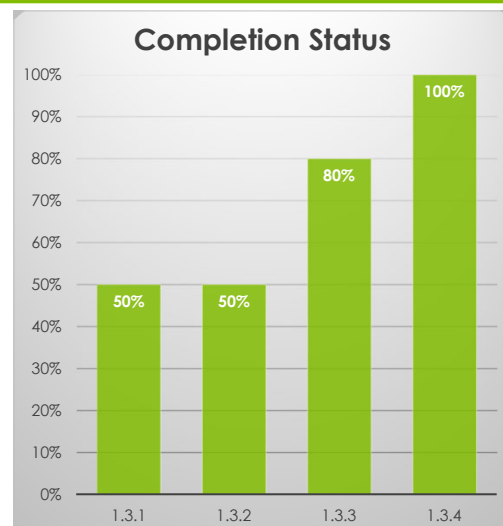
Objective 1.2 : Define NSWERS Data Collection

- Strategy 1.2.1
Ensure the Interoperability of NSWERS Data
- Strategy 1.2.2
Leverage Nebraska Person ID System
- Strategy 1.2.3
Pursue Value-Add Partner Support Activities
- Strategy 1.2.4
Leverage Public Domain Data Repositories
- Strategy 1.2.5
Explore Methodologies for Auxiliary Data Collection



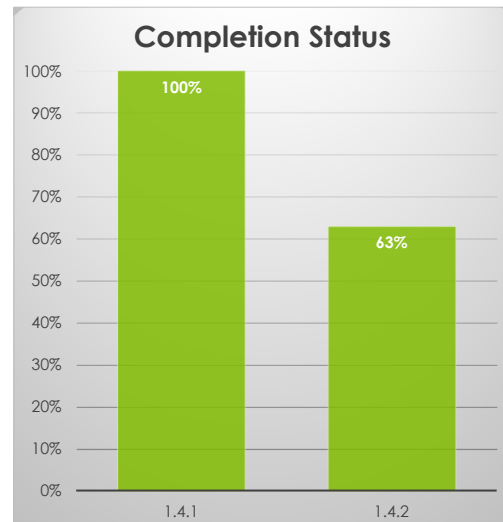
Objective 1.3 : Design and Execute Data Acquisition

- Strategy 1.3.1
Develop and Implement a Secure, Web-Based Portal
- Strategy 1.3.2
Leverage Industry-Standard Data Exchange Technologies
- Strategy 1.3.3
Develop and Implement Quality Control Processes
- Strategy 1.3.4
Establish Annual Calendar



Objective 1.4 : Optimize Data Processing and Protect Digital Assets

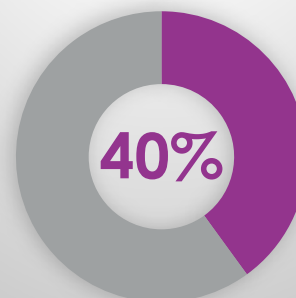
- Strategy 1.4.1
Establish and Maintain a Robust Data Security Program
- Strategy 1.4.2
Implement a Comprehensive Program of Data Governance



Goal 2

Evaluate
Efficacy

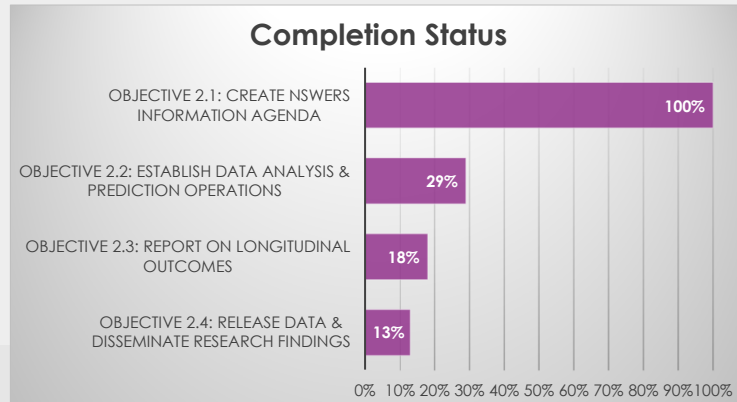
Evaluate the efficacy of
Nebraska's education and
workforce training systems



Goal 2

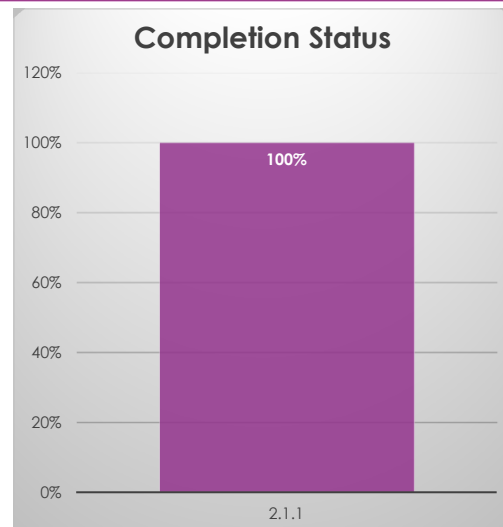
Evaluate Efficacy

Objectives



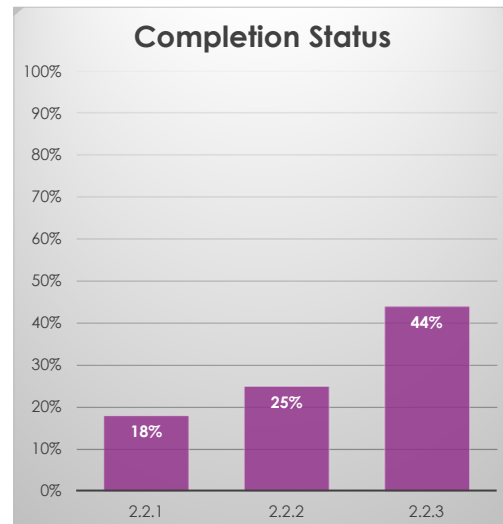
Objective 2.1 : Create NSWERS Information Agenda

- Strategy 2.1.1
Adopt Solutions for Timeliness, Relevance and Accuracy



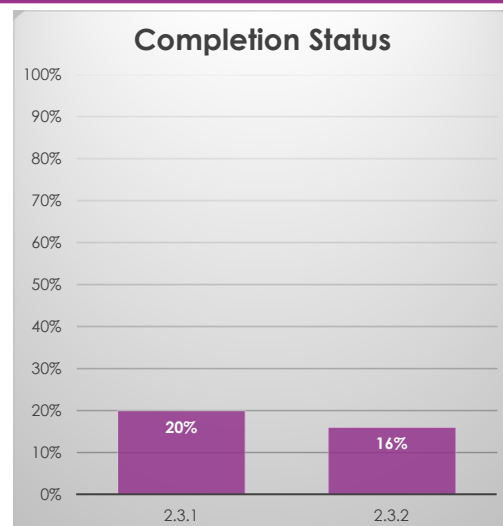
Objective 2.2 : Establish Data Analysis and Prediction Operations

- Strategy 2.2.1
Implement a Modern, Flexible and Scalable Analytics Unit
- Strategy 2.2.2
Establish Collaboration Opportunities and Cultivate Funding
- Strategy 2.2.3
Leverage the Capacity of NSWERS Partners and Affiliates



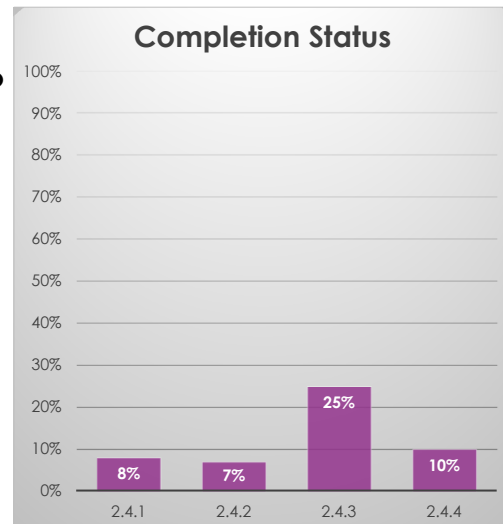
Objective 2.3 : Report on Longitudinal Outcomes

- Strategy 2.3.1
Operationalize and Measure Education Outcomes
- Strategy 2.3.2
Operationalize and Measure Workforce Outcomes



Objective 2.4 : Release Data and Disseminate Research & Evaluation Findings

- Strategy 2.4.1
Establish and Maintain a data Clearinghouse to facilitate Data as a Product (DaaP) Enterprise
- Strategy 2.4.2
Establish and Maintain Data as a Service (DaaS) Enterprise
- Strategy 2.4.3
Create or Acquire Communications Methods and Platforms
- Strategy 2.4.4
Strengthen Awareness, Facilitate Collaborations and Drive System Improvements



NSWERS**Statement of Net Position****September 30, 2022 and June 30, 2022**

Unaudited

Assets	9/30/2022	6/30/2022
Current Assets:		
Cash & Investments	\$ 2,469,325	\$ 2,304,120
Accounts Receivable	222,917	222,917
Prepaid Expenses	27,124	38,876
Total Current Assets	<u>2,719,366</u>	<u>2,565,913</u>
Liabilities		
Current Liabilities:		
Accounts Payable	21,736	4,618
Total Current Liabilities	<u>21,736</u>	<u>4,618</u>
Net Position		
Unrestricted	2,697,629	2,561,295
Total Net Position	<u>\$ 2,697,629</u>	<u>\$ 2,561,295</u>

NSWERS**Change in Net Position****For the Month Ended September 30, 2022**

Unaudited

		Fiscal YTD	Fiscal YTD
Operating Revenues	FY23 Budget	9/30/2022	Budget Variance
Foundation contributions	\$ 991,496	\$ 376,623	\$ (614,873)
University of Nebraska contributions	145,006	-	(145,006)
Metro Community College contributions	70,000	-	(70,000)
Department of Education contributions	139,480	-	(139,480)
Total Operating Revenues	1,345,982	376,623	(969,359)
Operating Expenses			
Wages	830,281	153,404	(676,877)
Benefits	267,423	36,009	(231,414)
Total Personal Services	1,097,704	189,413	(908,291)
Operating expenses	48,470	3,872	(44,598)
Rent	-	-	-
Travel	32,565	573	(31,992)
Insurance	60,000	12,049	(47,951)
Legal services	25,000	780	(24,220)
Auditing services	25,000	-	(25,000)
Business services	85,000	21,147	(63,853)
Other contractual services	629,500	12,752	(616,748)
Software	32,500	-	(32,500)
Equipment	5,000	-	(5,000)
Total Operating Expenses	2,040,739	240,586	(1,800,153)
Increase in Net Position	(694,757)	136,037	830,794
Net Position			
Net position, beginning of year	-	2,561,592	-
Net position, end of year	\$ (694,757)	\$ 2,697,629	\$ 830,794

NSWERS
Supplemental Information
September 30, 2022

Unaudited

Contractual Services:	Contract Amount	Paid as of September 30, 2022	Remaining Contract Amount
Student 1	95,000	82,080	12,920
Magnolia Consulting	129,936	70,000	59,936
University of Nebraska (Annual)	84,588	21,147	63,441
University of Nebraska IT	10,624	10,149	475
Nebraska Dept. of Education	14,400	2,100	12,300
KSB School Law	Billable Rate	45,192	N/A
Don't Panic Labs	234,560	4,098	230,463