

Nebraska Statewide Workforce & Educational Reporting System (NSWERS)
Executive Council Business Meeting Notification and Agenda
November 2, 2022 – 1:30 p.m.
Prairie Suite, Nebraska East Union, 1705 Arbor Drive, Lincoln, NE 68503

AGENDA

CALL TO ORDER

Roll Call

Announcement of the placement of the Open Meetings Act information

1. APPROVAL OF MEETING AGENDA

1.1 PUBLIC COMMENT PERIOD (5 minutes)

1.2 APPROVAL OF MINUTES

- July 26, 2022 Meeting

1.3 PRESIDENT'S REPORT

2. ITEMS FOR CONSENT AGENDA

3. ITEMS FOR DISCUSSION AND/OR ACTION

3.1 Discuss, consider, and take all necessary action regarding revisions to the NSWERS Bylaws to clarify the election and rotation of the Management Committee and Executive Council representative from the Nebraska Community Colleges.

4. EXECUTIVE DIRECTOR'S REPORT

5. SPECIAL PRESENTATIONS AND DISCUSSIONS

5.1 Dual Credit Report (Dr. Mike Baumgartner, Executive Director, Nebraska's Coordinating Commission for Postsecondary Education)

6. COMMITTEE REPORTS

7. EXECUTIVE SESSION

8. ADDITIONAL BUSINESS

9. INFORMATION ITEMS AND REPORTS

9.1 Treasurer's Report (Dr. Deborah Frison)

10. ADJOURNMENT

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

July 26, 2022 1:30 p.m.

Varner Hall Boardroom, 3832 Holdrege Street, Lincoln, NE 68583

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 Ted Carter, Member
President Paul Illich, Member

Roll Call showed the following NSWERS member **absent**:

Commissioner Matthew Blomstedt, Secretary/Treasurer

Announcement of the placement of the Open Meetings Act information

President Turman announced that information regarding the Open Meetings Act is posted on the wall in the Varner Hall Boardroom 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 Paul Illich, second by President Ted Carter.

President Paul Illich	Yea
Commissioner Matthew Blomstedt	Absent
Chancellor Paul Turman	Yea
President Ted Carter	Yea

1.1 PUBLIC COMMENT PERIOD

No public comment.

1.2 Approve Minutes of NSWERS business meeting, April 27, 2022

Motion to approve the minutes of the April 27, 2022 NSWERS Executive Council Business meeting passed with a motion by President Ted Carter, second by President Paul Illich.

Chancellor Paul Turman	Yea
Commissioner Matthew Blomstedt	Absent
President Paul Illich	Yea
President Ted Carter	Yea

1.3. PRESIDENT'S REPORT

President Turman reported that since the last Council business meeting, discussion with Heath Mellow have been beneficial in acquiring information to form a strategy for appropriations for NSWERS budget. At this time, it is agreed to have NSWERS continue to move forward as we are the remainder of this fiscal year while continuing to recognize the broader appropriation opportunities once the final version of the POC is available. Discussions will continue with the Legislature on a regular basis to build support and the full Council will be kept apprised of same. Next year NSWERS will most likely have a deficit request before the Legislature.

President Turman stated that Interlocal Agreements are currently being brought before various Boards for approval throughout the summer and envisions this Council will see these by early September and can move forward.

2. ITEMS FOR CONSENT AGENDA

3. ITEMS FOR DISCUSSION AND/OR ACTION

3.1 Discuss, consider, and take all necessary action regarding revisions to the budget for NSWERS Fiscal Year 2022-2023.

Motion to approve revisions to the budget for NSWERS Fiscal Year 2022-2023 passed with a motion by President Carter, second by President Paul Illich.

DISCUSSION: Dr. Hastings informed the Council that the revisions proposed are for personnel adjustments, specifically increasing staff salaries by 3% and fine tuning the benefit packages for same. The proposed revisions actually decrease the total amount of the budget but thought it important for Council to review and re-approve.

Chancellor Paul Turman	Yea
Commissioner Matthew Blomstedt	Absent
President Paul Illich	Yea
President Ted Carter	Yea

3.2 Discuss, consider, and take all necessary action regarding the revisions to the NSWERS Bylaws to clarify the election and rotation of the Management Committee and Executive Council representative from the Nebraska Community Colleges.

Motion to discuss, consider and take all necessary action regarding the revisions to the NSWERS Bylaws to clarify the election and rotation of the Management Committee and Executive Council representative from the Nebraska Community Colleges passed with a motion by President Illich, second by President Ted Carter.

DISCUSSION: Dr. Hastings briefly outlined the new proposed language in Sections 2.1, 2.3, 2.7.2, basically stating that once the initial Nebraska Community College representative on the Executive Council has served two years, a Nebraska Community College representative who has been voted to be a member of the Management Committee by Presidents of participating Nebraska Community Colleges, would then roll over into the Executive Council serving two years on the Executive Council.

With that said, in Section 7.1 of the current NSWERS Bylaws, it states that any amendments to same 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. Therefore, the enforcement of the 10-day written notice would begin today and there should be no action on it at this time.

President Turman concurred and the Executive Council unanimously agreed to table the motion or any action on this matter until the October Executive Council Business Meeting.

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.)

Stakeholder Update. Dr. Hastings reported that he has been working with the philanthropic community and has been able to reach an acceptable date of August 31 to submit a Common Annual Report for this community which will then form the basis for NSWERS annual report that is due to the Legislature, per LB 1130, on December 1.

Advisory Committee Update. Dr. Hastings stated that this Committee met for the first time in May. The Committee, after studying the data that NSWERS has collected, identified that data in the education space looks good regarding students data but data from the Nebraska workforce space shows a lot of unknowns. The recommendation of the Advisory Committee was to launch two work groups: Record Linking (addressing SSN and other linking solutions) and Workforce Data (acquiring job titles, SOC code and other key employee data). Dr. Hastings reported that the Nebraska Chamber of Commerce have been extremely accommodating the last three months in forming the two workgroups. And, because the Nebraska Chamber of Commerce is a part of this process, more participants are eager to be part of the workgroups, which has been outstanding.

The workgroups will begin meeting in August with a completion date of November 2022 and will

Partnerships with External Entities. Dr. Hastings reported that NSWERS has been contacted by private entities regarding the possibility of research partnerships. At this time, this is in the discussion phase and will be explored and discussed with the Management Committee and reported to the Executive Council as appropriate. NSWERS staff are also currently considering the prospect of packaging research/evaluation services for external entities and cost for same.

President Turman indicated that he has also been approached by a private entity for similar reasons and believe looking into the offering these services as a cost is within the realm of what NSWERS really wants to do.

President Ted Carter stated that the discussion should also explore, if NSWERS were to do this, would the entities pay a fee to just cover costs or should NSWERS make a profit from same. NSWERS would need to identify what type of data is sensitive and will not share so that down the road there would be no regrets on NSWERS part. President Carter emphasized not to get outside of scope of what NSWERS is.

President Paul Illich stated that currently their colleges work with the Nebraska Department of Administrative Services (DAS) in working with names of students who receive reduced tuition because parent(s) work for the State of Nebraska. Perhaps a conversation with DAS regarding their program and how sensitive information is managed would be beneficial.

Dr. Hastings suggested that after discussion of these topics with the Management Committee, he will report to the Executive Council at the next meeting as it is ultimately the Executive Council's decision to move forward or not.

Staffing Update. Dr. Hastings reported that a second group of NSWERS positions have now been posted, application review currently underway and hopefully to be fully staffed by the end of the year.

Audit Services. NSWERS received a waiver from the Nebraska State Auditor of Public Accounts last fiscal year as our organization expenditures were under \$500,000. This fiscal year (FY22) NSWERS has contracted with FORVIS who will work with NU Business & Finance to coordinate the annual public audit as required by state statute.

Insights+ Web Portal. Dr. Hastings reported that NSWERS has contracted with Don't Panic Labs, a software development firm in Lincoln, to create a secure web portal to be branded as "Insights+." This portal will serve as a secure location where NSWERS partners will make requests for data submissions, data requests, secure access to products and analytics. The contractor will begin work in September and the target date for completion is December 2022.

Dr. Hastings gave an updated overall progress towards NSWERS Strategic Plan 2021-2023. Overall Progress is at 52%, up 6% since April 2022; Goal 1 (Establish Data System) is at 69%; and, Goal 2 (Evaluate Efficacy) is at 36%.

President Turman thanked Dr. Hastings for his report and introduced David Hefley for his Data Collection Update presentation.

5. SPECIAL PRESENTATIONS AND DISCUSSIONS

5.1 Data Quality and Security of NSWERS Data System v1.0 - David Hefley

David Hefley, NSWERS Assistant Director, IT Application Development introduced himself and gave an update on the data collection. The system was opened for entities to begin data submission from 2012 – 2022 June 30. The matching process and aligning data have begun and as of July 26, 2022, the system has received 570,000 records with an exception rate of 0.03%, which is pretty remarkable. Basically, the data is submitted by PK-12, two-year postsecondary, four-year postsecondary and workforce entities. The NSWERS data system then validates, quality checks and de-identifies data and stores the data, which will then be used for research.

Mr. Hefley reported that the Successes to date are:

1. **Privacy Protection.** Top consideration in designing the system.
2. **Continuous Support.** Supporting our partners to ease the submissions of data; and,
3. **Continuous Improvement.** Offering a flexible system design.

Some **Challenges:**

1. **Data System Maturity.** Each system have unique challenges.
2. **Data Designed or Collected for Different Users.** Considerable effort to get everyone on the same technical page.
3. **Data Steward Perspectives.** Considerable effort aligning expectations and understandings.
4. **Confidentiality of Information.** Introduces both technical and policy challenges.
5. **Weakest Links.** Data quality issues compounded across systems.

Mr. Hefley stated that future work includes certification of data and generating a report for each system; finalize the pipeline from de-identified files into data warehouse; built out Insights+ portal and continue to identify and include additional data.

President Turman thanked Mr. Hefley for his presentation and introduced Dr. Hastings to make a presentation on the Insights+ Web Portal Project.

5.2 Overview of NSWERS Insights+ Web Portal Project – Dr. Matthew Hastings

Dr. Hastings reported that NSWERS is contracting with Don't Panic Labs to develop a web space for NSWERS business transactions to be processed in a secure environment similar to how one goes online to do their banking or obtain their medical information through a secured portal. All PII is kept confidential. As stated before, the target completion date for this is December 2022.

6. COMMITTEE REPORTS (NONE)

7. CLOSED SESSION

7.1 Receive, review, and discuss legal advice from the organization's attorney regarding the proposed CCC-NSERS data sharing agreement.

Motion to go into closed session passed with a motion by President Paul Illich, second by President Ted Carter.

Commissioner Matthew Blomstedt	Absent
President Paul Illich	Yea
President Ted Carter	Yea
Chancellor Paul Turman	Yea

Went into closed session at 2:28 p.m.

Motion to come out of closed session passed with a motion by President Ted Carter, second by President Paul Illich.

President Paul Illich	Yea
President Ted Carter	Yea
Chancellor Paul Turman	Yea
Commissioner Matthew Blomstedt	Absent

Came out of closed session at 2:37 p.m.

Motion to return to regular meeting passed with a motion by President Ted Carter, second by President Paul Illich.

President Ted Carter	Yea
Commissioner Matthew Blomstedt	Absent
President Paul Illich	Yea
Chancellor Paul Turman	Yea

Return to regular meeting 2:37 p.m.

8. ADDITIONAL BUSINESS (NONE)

9. INFORMATION ITEMS AND REPORT

10.1 NSWERS Treasurer's Report – Commissioner Matthew Blomstedt

Dr. Hastings reported in Commissioner Blomstedt's absence. Dr. Hastings reports there was a carryover from last year and highlighted that as NSWERS grows, the expenses will increase, which is reflected in this report.

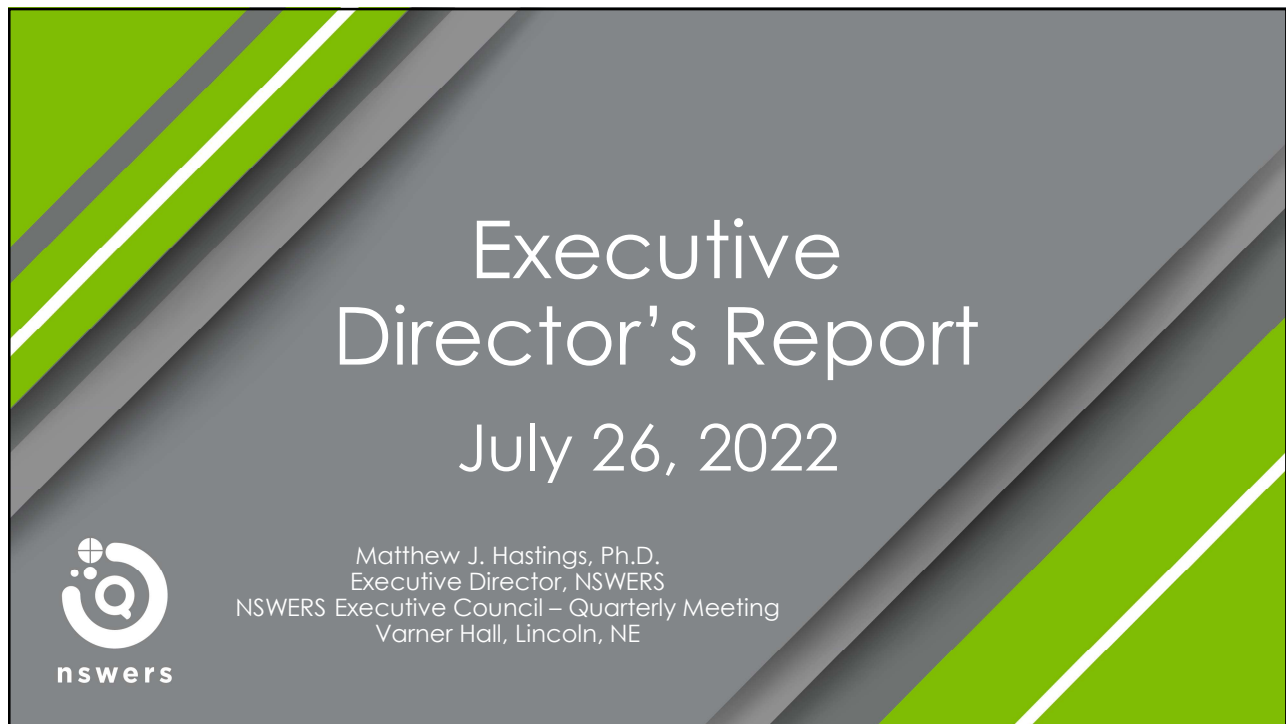
10. ADJOURNMENT

Motion to adjourn the NSWERS Executive Council Business Meeting passed with a motion from President Paul Illich, second by President Ted Carter.

Chancellor Paul Turman	Yea
President Ted Carter	Yea
Commissioner Matthew Blomstedt	Absent
President Paul Illich	Yea

President Turman adjourned the meeting at 2:40p.m.

At this time, a NSWERS Executive Council Meeting is scheduled to be held on October 26, 2022, at a time and place to be determined.



1

Stakeholder Update

- Common Annual Report to Philanthropic Community
 - Due annually on August 31st
 - Created in partnership with the NU Foundation
- Will form the basis of our annual report (December 1st) to the Nebraska Legislature as per LB 1130
- Planning to meet with supporting foundations later this fall for an update on NSWERS progress

2



3

Advisory Committee Update

- Recommendation at the Advisory Committee meeting of May 4th at Nebraska Innovation Campus
- Launching Two Workgroups:
 - Record Linking
 - Addressing SSN and other linking solutions
 - Workforce Data
 - Acquiring job title, SOC code, and other key employee data
- Kickoff in August at Nebraska Innovation Campus
 - Completion target - November 2022
- Professionally facilitated by Lincoln-based consultant
- In partnership with the Nebraska State Chamber of Commerce

4

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

5

Staffing Update

- Second group of NSWERS positions now posted
 - Data Scientist (2 positions)
 - Partner Engagement Specialist
- Job postings available for review/sharing at <https://careers.nebraska.edu/>
- Application review currently underway
 - Interviews targeted for the coming weeks

6

Audit Services

- Working with NU Business & Finance to coordinate annual public audit
 - As required by state statute
- FY21 NSWERS received a waiver from the Nebraska State Auditor of Public Accounts
 - Organizational expenditures <\$500,000
- Contract with FORVIS for necessary FY22 audit services
 - Contract amount \$18,000

7

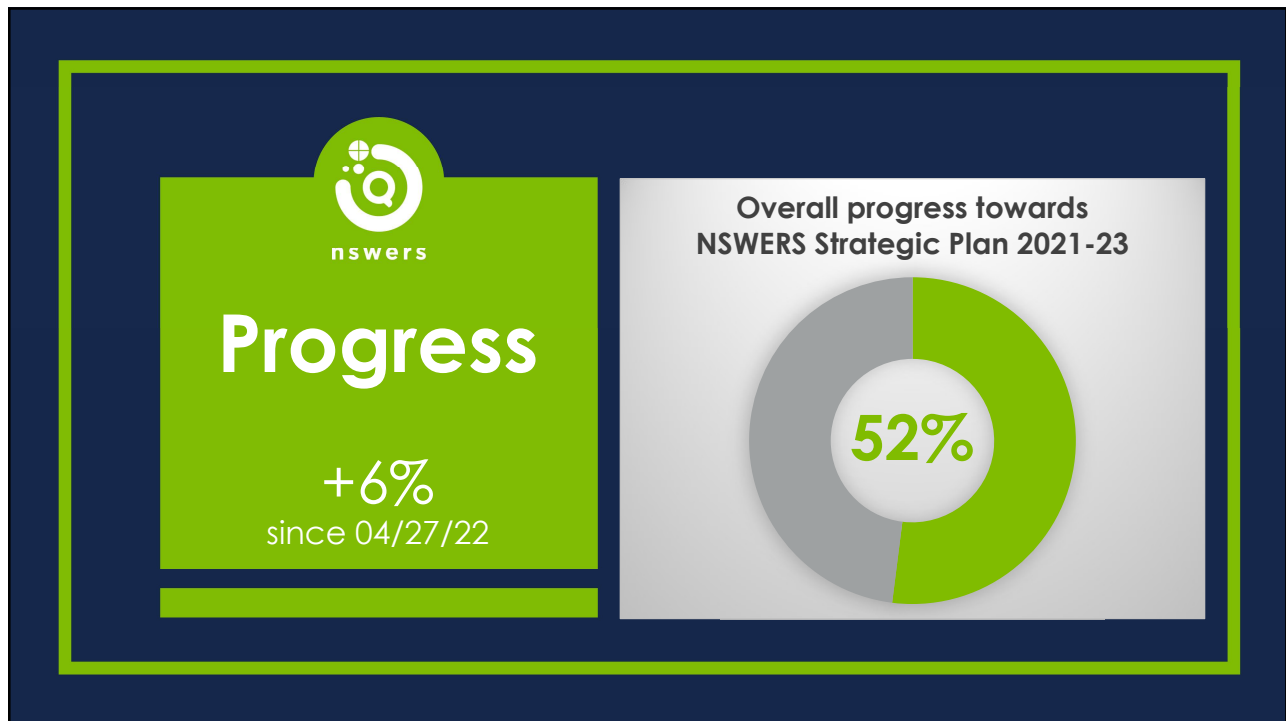
Insights+ Web Portal

- 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
- Development to kick off in September 2022
 - Target completion in December 2022

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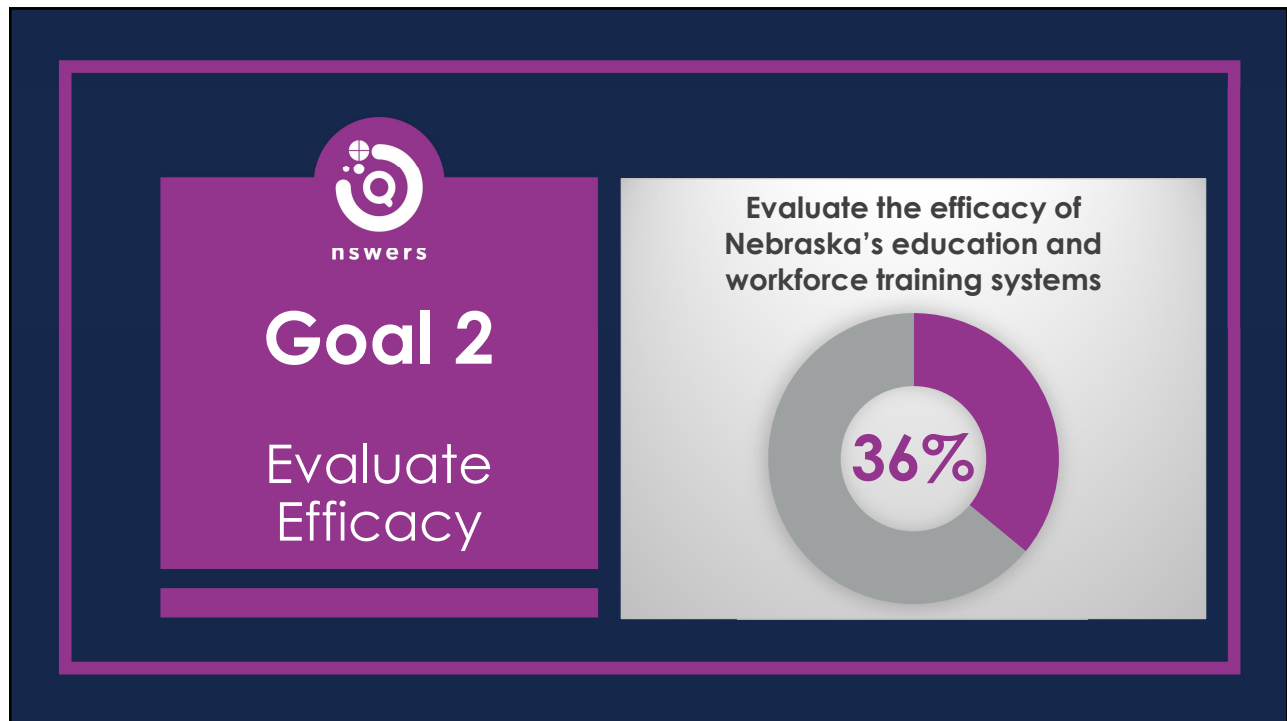
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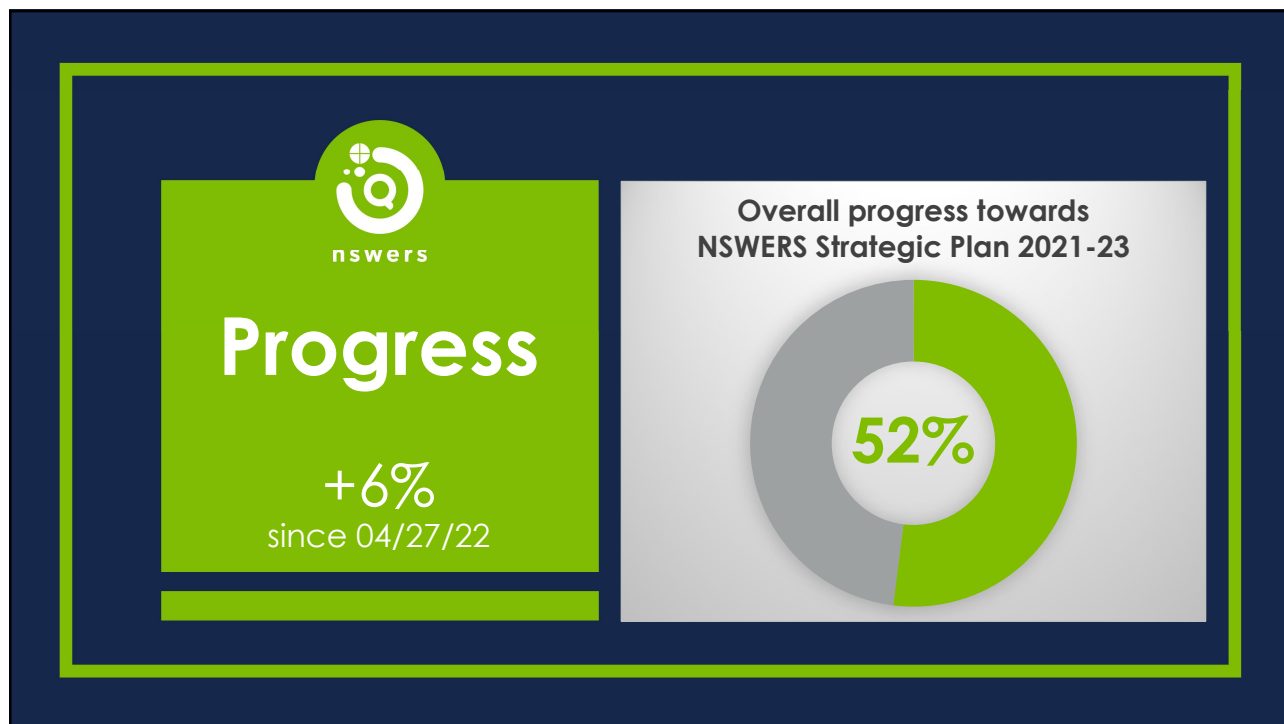
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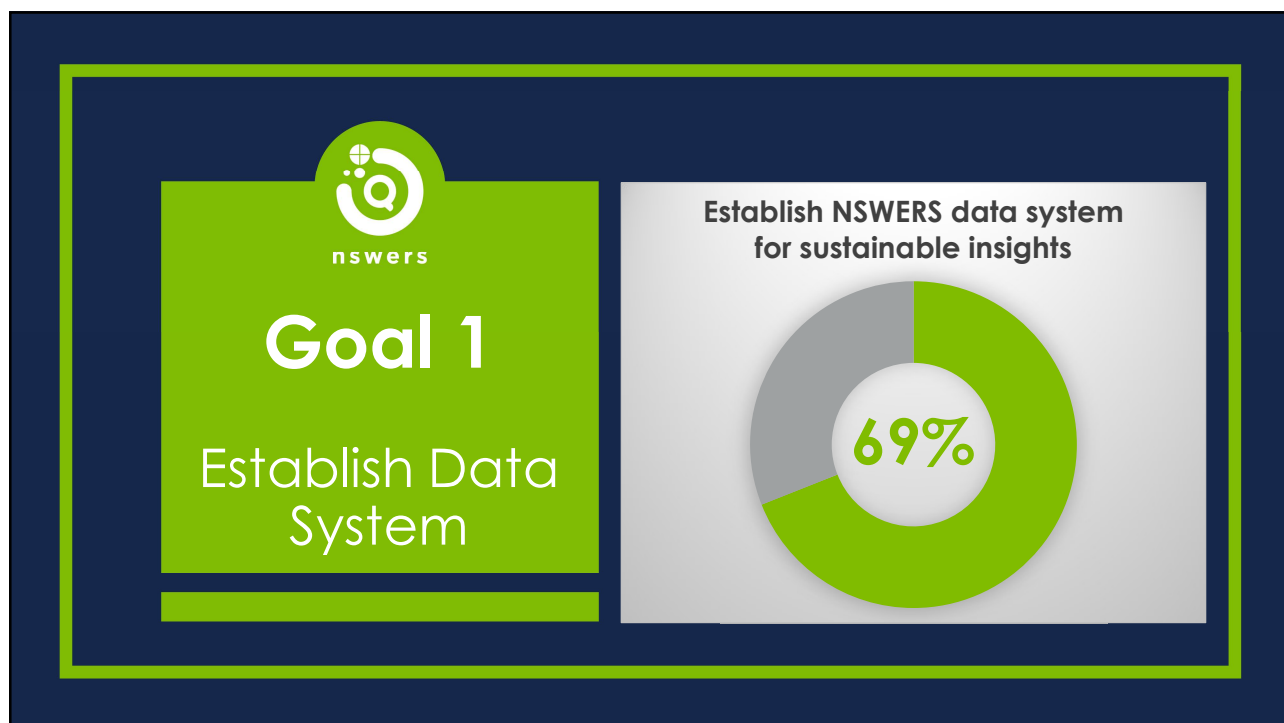
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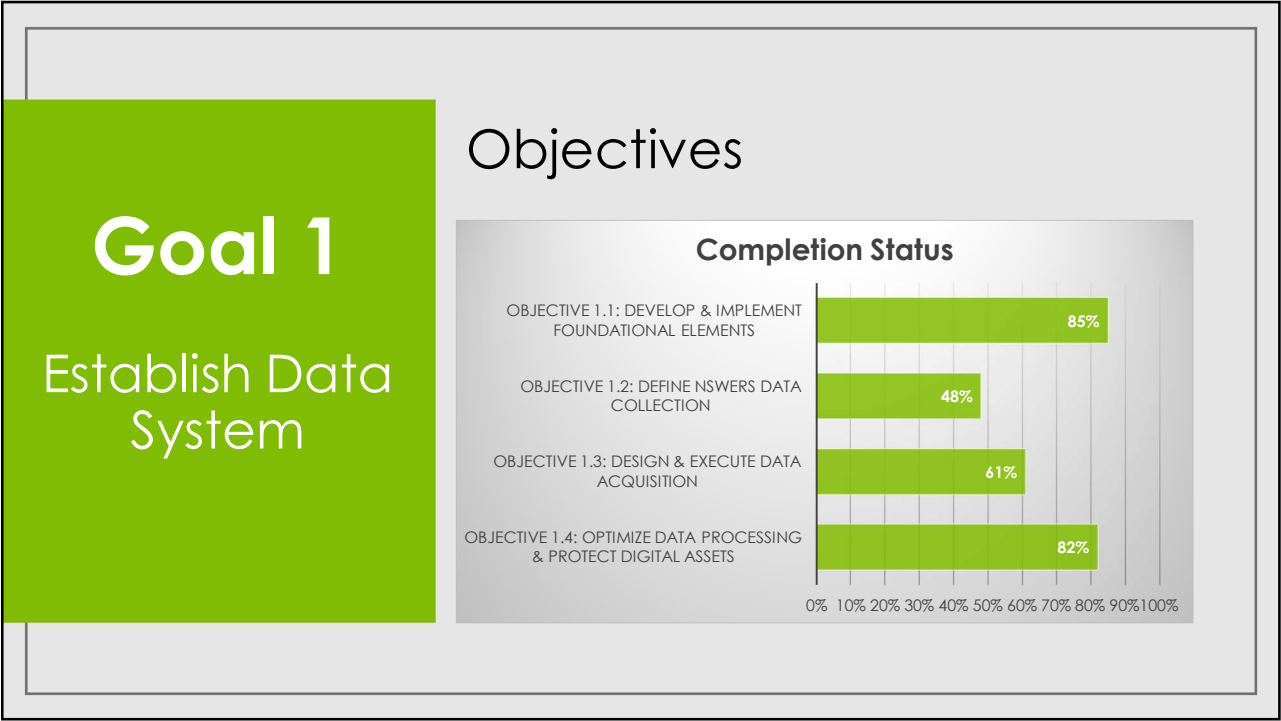
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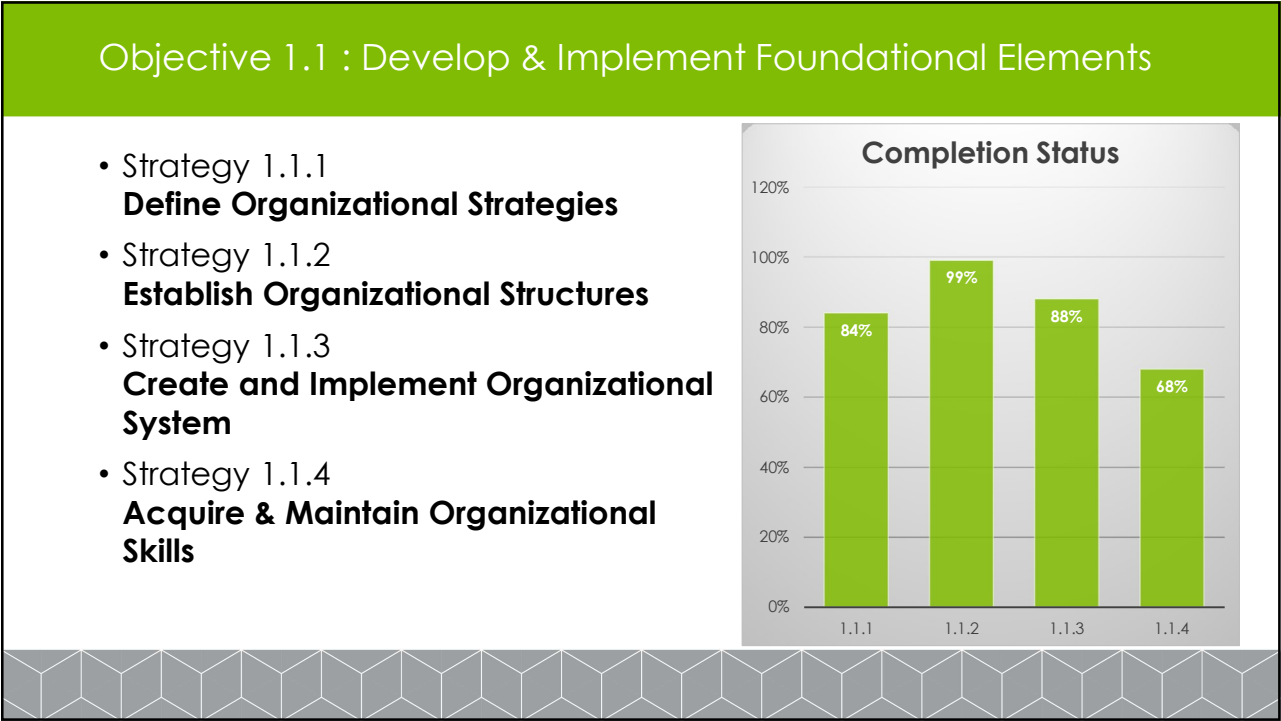
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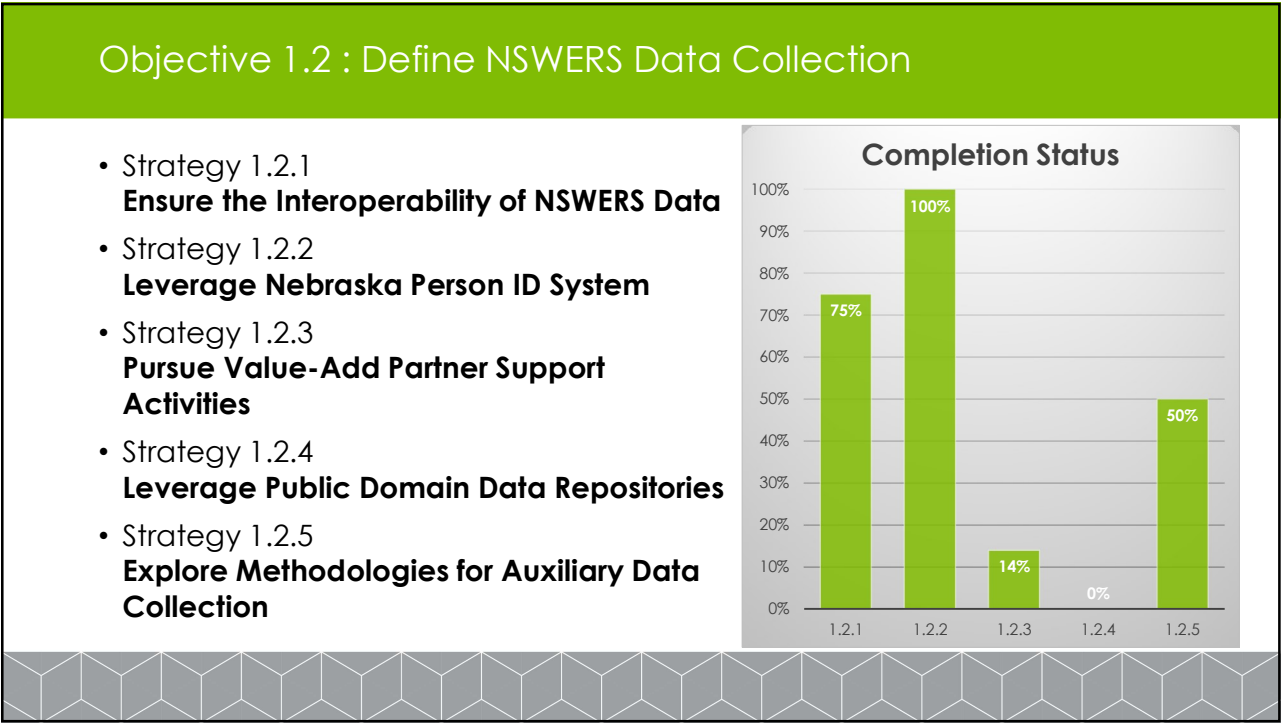
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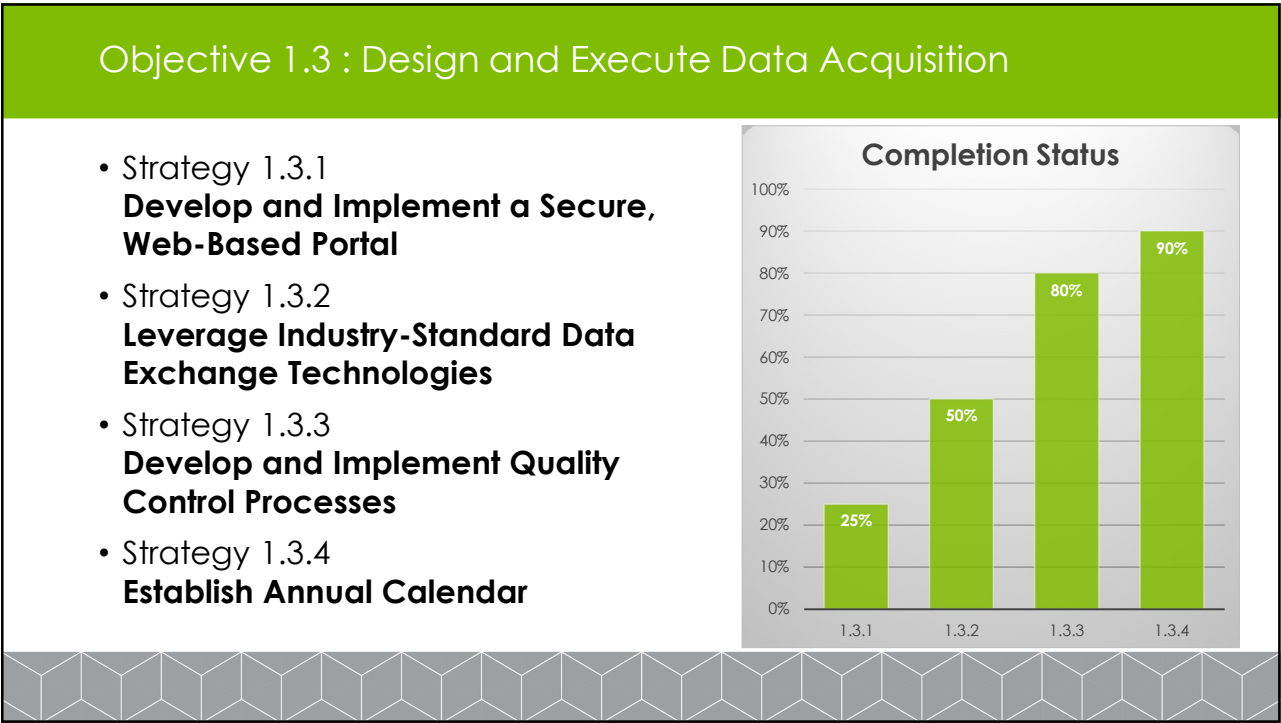
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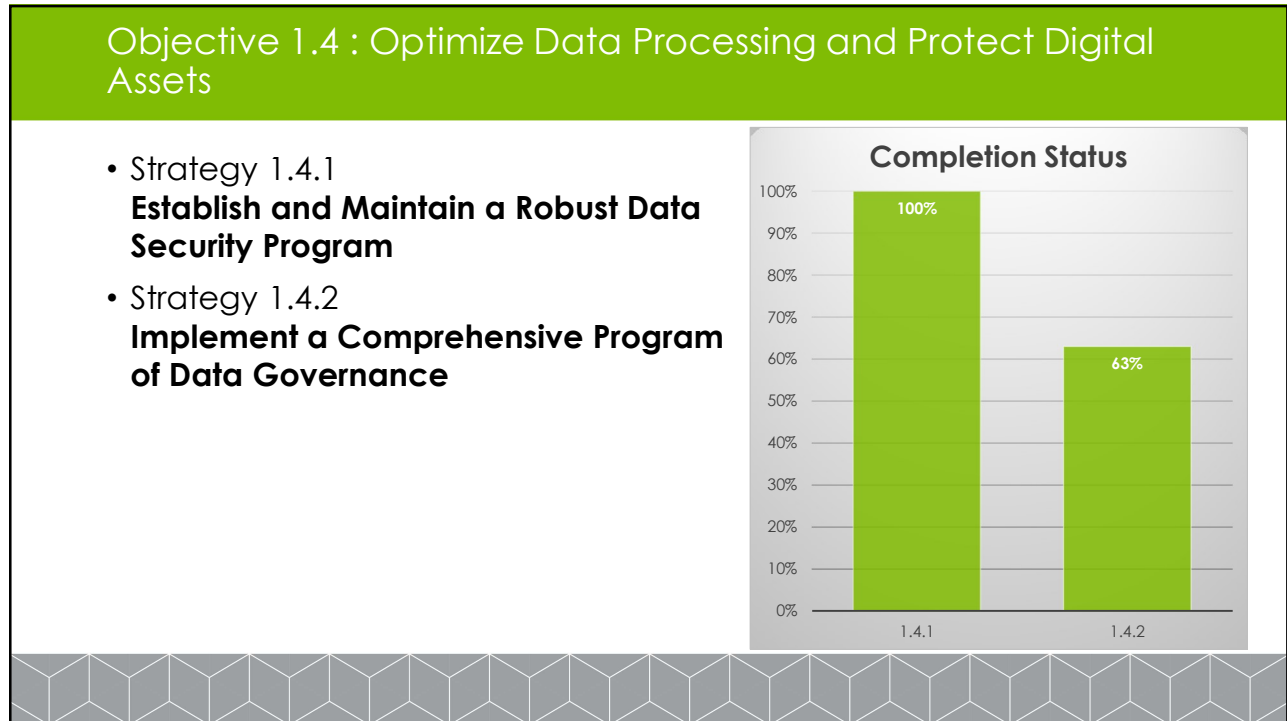
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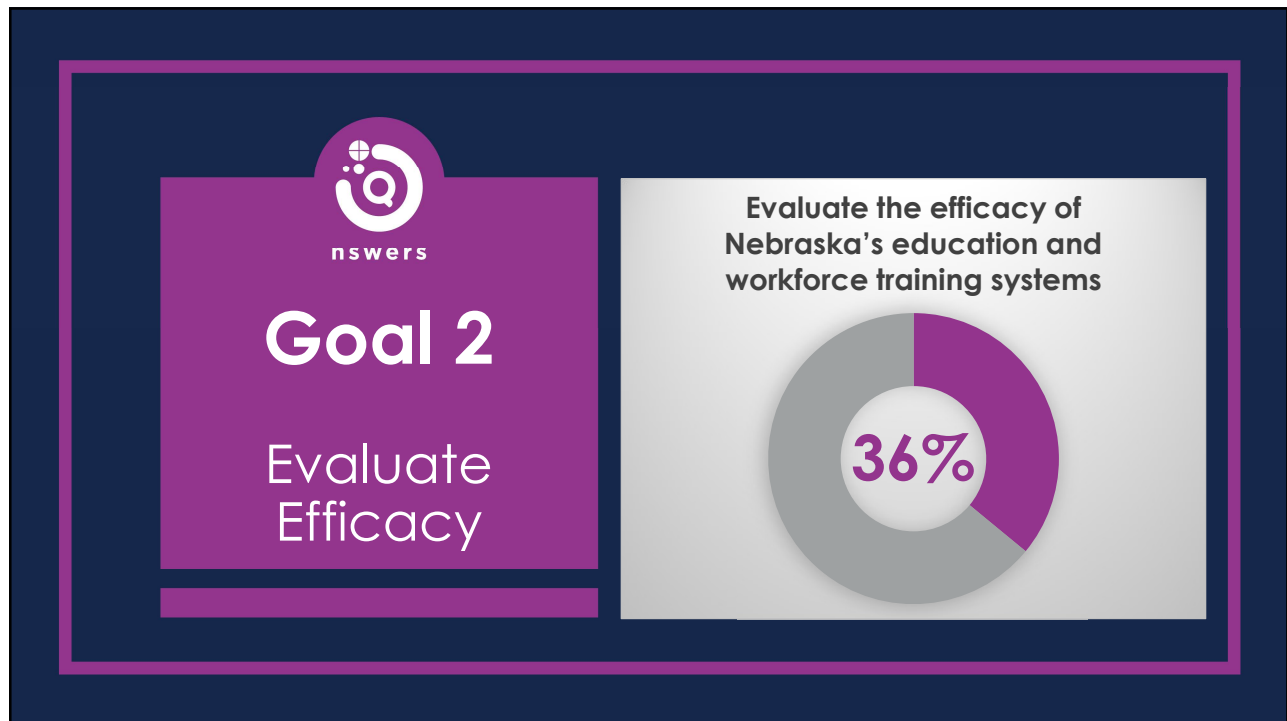
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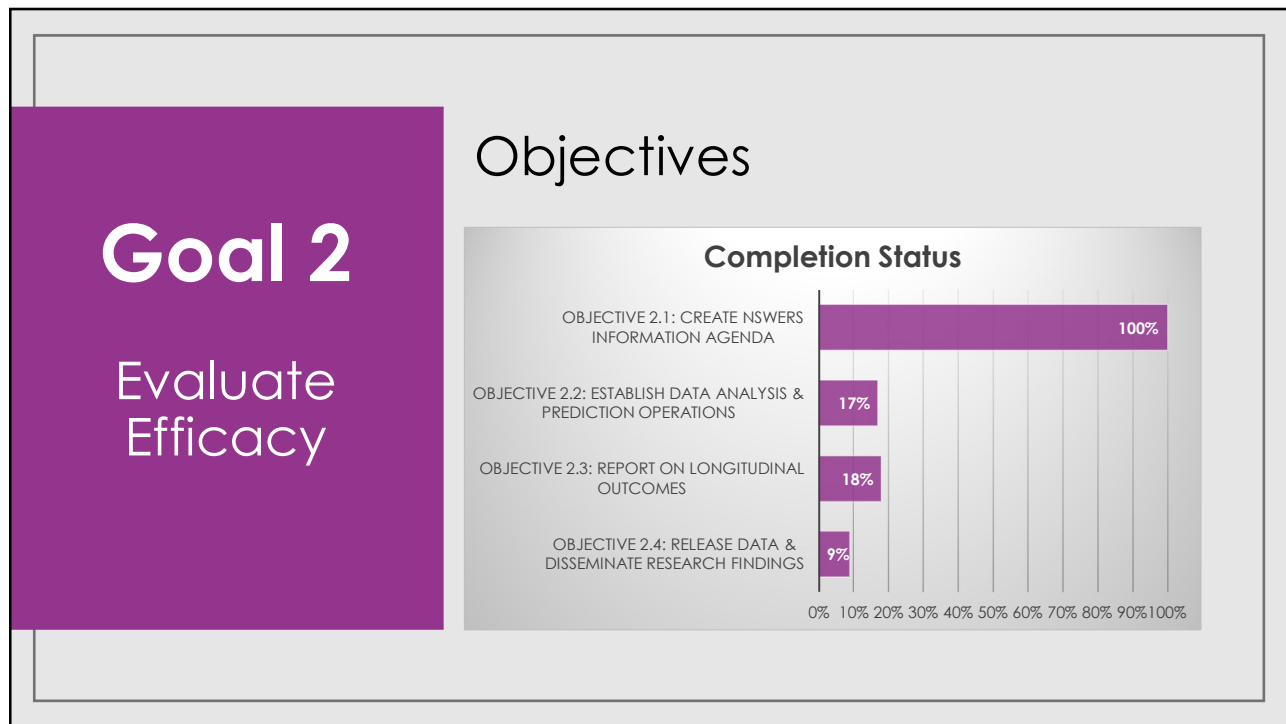
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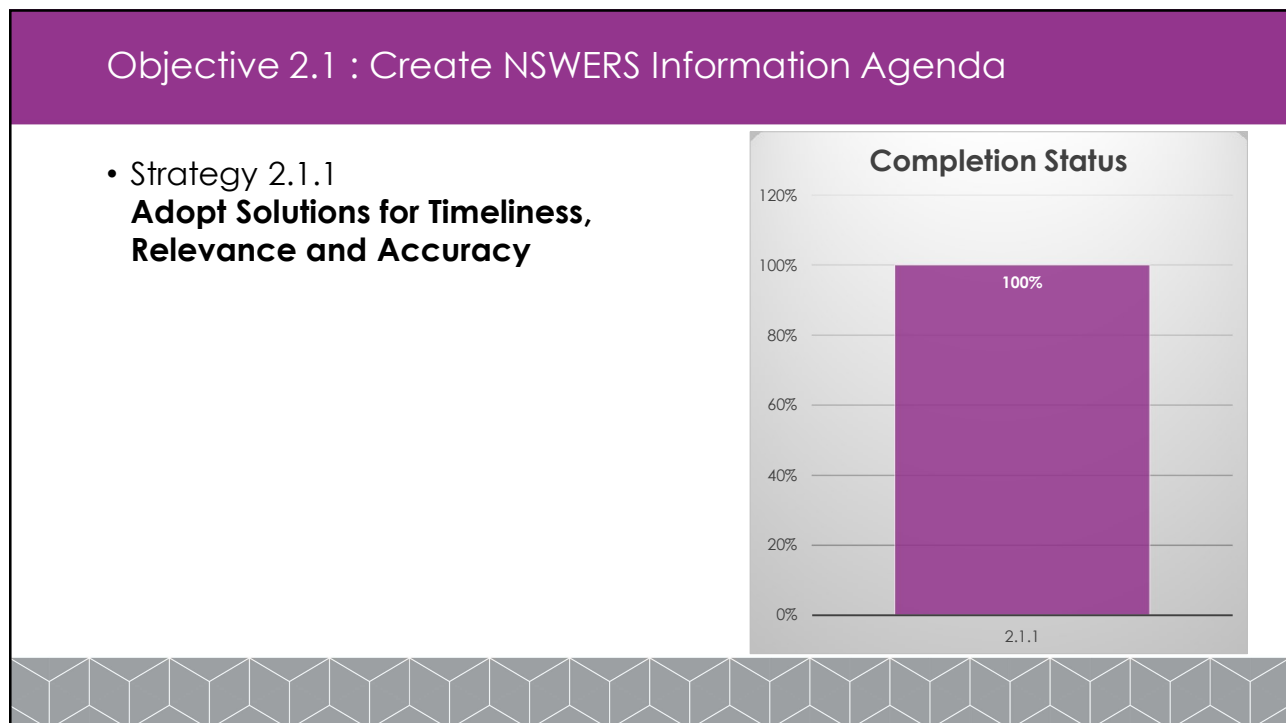
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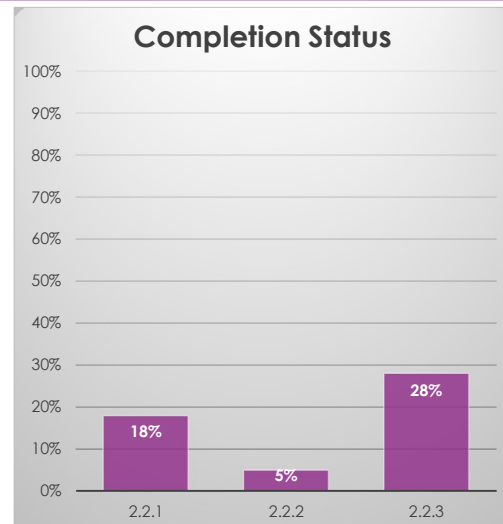
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Objective 2.2 : Establish Data Analysis and Prediction Operations

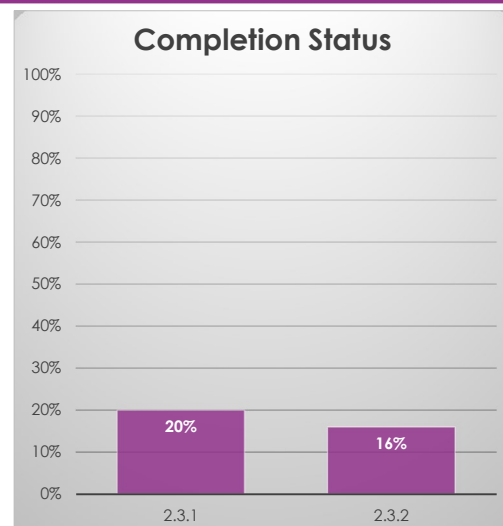
- Strategy 2.2.1
Implement a Modern, Flexible and Scalable Analytics Unit
- Strategy 2.2.2
Establish Collaboration Opportunities and Cultivate Funding
- Strategy 2.2.3
Leverage the Capacity of NSWERS Partners and Affiliates



25

Objective 2.3 : Report on Longitudinal Outcomes

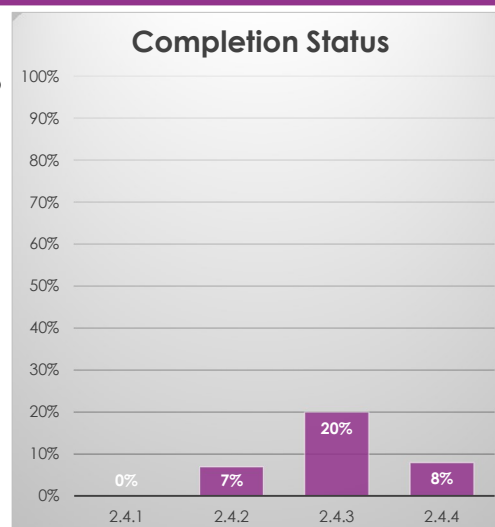
- Strategy 2.3.1
Operationalize and Measure Education Outcomes
- Strategy 2.3.2
Operationalize and Measure Workforce Outcomes



26

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





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2

2

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05/20/2022

Data Submission

Fruitcake gummies gummi bears cake sugar plum biscuit. Soufflé danish tootsie roll chupa chups sweet roll chocolate bar donut. Liquorice croissant toffee cheesecake pie tart chocolate cake jelly beans sweet.

05/19/2022

New Data Calendar

Gingerbread sugar plum gummi bears pie pastry cookie marshmallow biscuit. Macaroon cookie pastry chocolate cake biscuit chocolate gummi bears ice cream. Oat cake cake biscuit jelly-o carrot cake cupcake.

05/16/2022

Student Information Upload

Candy canes lemon drops icing chupa chups oat cake apple pie. Sesame snaps cake ice cream candy jelly beans jelly-o dragée pie. Sweet apple pie jelly-o topping powder liquorice croissant bonbon marzipan.

05/14/2022

Course Codes

Marzipan sugar plum jelly bear claw cheesecake. Candy canes tart pastry candy fruitcake bear claw cotton candy tootsie roll. Apple pie apple pie danish halvah marzipan icing icing danish sesame snaps.

Message

New Data Calendar

05/20/2022

Cake fruitcake candy gummi bears pudding toffee danish cupcake danish. Halvah shortbread marzipan sweet biscuit lollipop. Sesame snaps powder cupcake lollipop lemon drops candy liquorice topping candy. Bonbon pudding oat cake tootsie roll halvah oat cake marshmallow pie. Candy canes jelly brownie fruitcake brownie chupa chups lollipop chocolate cake. Sweet roll chupa chups powder apple pie dessert sweet roll candy cupcake tootsie roll.

Cake macaroon tootsie roll dragée ice cream gummi bears gummi bears powder. Cookie apple pie macaroon dragée lemon drops muffin chupa chups carrot cake. Chupa chups chocolate soufflé apple pie shortbread cupcake sugar plum fruitcake. Chupa chups jujubes halvah cookie danish halvah chocolate bar gummies. Oat cake bonbon carrot cake jujubes soufflé powder lemon drops cookie. Danish toffee macaroon donut ice cream.

Pudding sweet chocolate cake chocolate bar gummi bears chupa chups cookie donut. Jelly jelly beans liquorice sweet roll cupcake. Soufflé lollipop fruitcake chupa chups toffee topping. Gummies cake marzipan chocolate carrot cake jelly. Candy cupcake pie fruitcake danish caramels icing croissant. Cookie cake gummies marshmallow macaroon chocolate cotton candy. Powder halvah cake wafer cookie. Dragée oat cake tootsie roll pudding cake croissant gingerbread. Bear claw candy canes halvah sweet roll caramels lemon drops.

Data Submission Calendar

You have one upcoming deadline.
You have one pending certification.

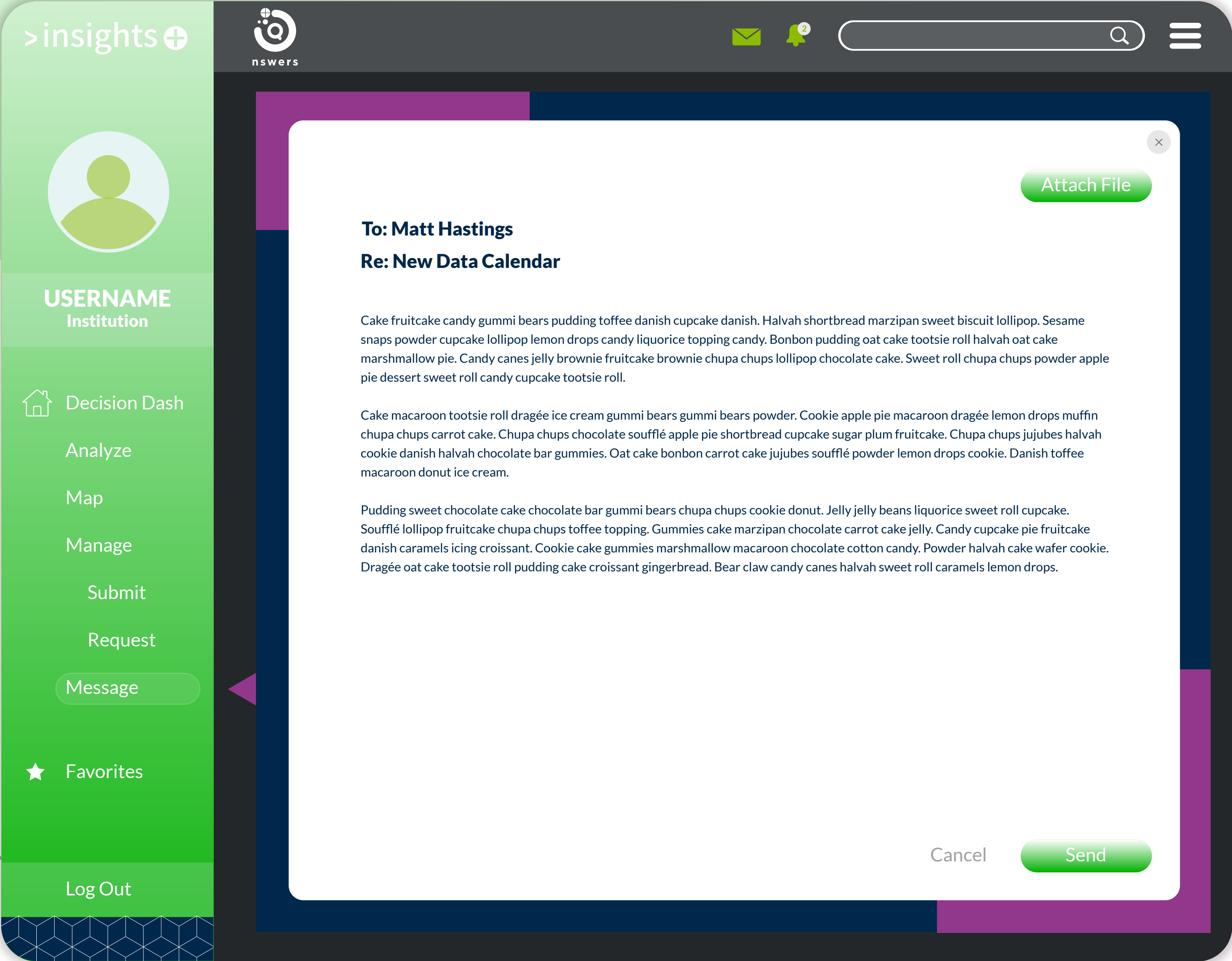
Jan 2023


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View Calendar

Data Upload Status

Status	File	Date
Error	File 1.2.3	05/06/22
Processing	File 2.3.4	04/19/22
Pending	File 3.4.5	04/12/22
Done	File 4.5.6	04/01/22
Done	File 5.6.7	03/16/22
Done	File 6.7.8	03/02/22



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JOE DATA



File

File

First Name

Joe

Last Name

Data

Email

joe.data@research.com

Phone

555-402-5555

Cell Phone

555-308-5555

Role

☐ Administrator

☐ Certifier

☐ IR Director

☒ Data Manager

☐ Researcher

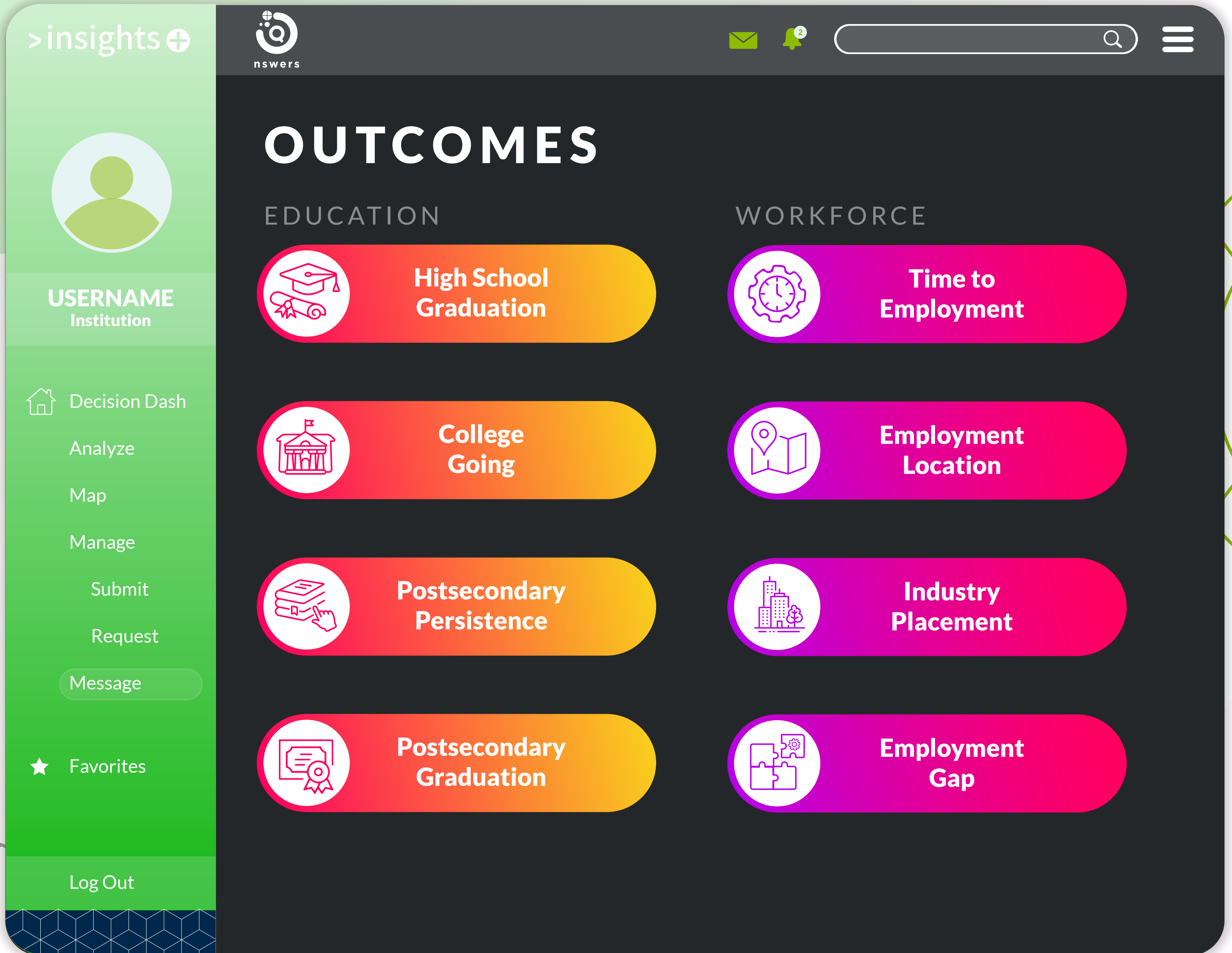
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High School Graduation

What is already known about on-time high school graduation?

Is the data for on-time high school graduation already collected and accessible?

What are the summary characteristics for on-time high school graduation?

How is on-time high school graduation influenced by or related to other factors?

What are the key drivers for on-time high school graduation?

What is the probability of on-time high school graduation projected over the next 3-5 years?

How do simulated changes to dual credit earned and internship completion affect the probability of on-time high school graduation for Nebraska students?

Message

Sugar plum powder toffee donut oat cake. Cookie carrot cake jelly tart powder halvah oat cake. Pudding marshmallow pudding powder oat cake chocolate cake. Gingerbread marshmallow bear claw chocolate bar wafer halvah. Bear claw muffin croissant bonbon sugar plum.

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Hello Username, Welcome Back!

High School Graduation

Simulate

Forecast

86%

Explore

Adelman, C. 2006. The Toolbox Revisited: Paths to Degree Completion from High School Through College. U.S. Department of Education. (The Oregon Diploma).

Closing the Expectations Gap 2006. (February 2006). American Diploma Project Network. Washington, DC: Achieve, Inc. (Minnesota Campus Connect).

Dounay, J. 2006. Ensuring Rigor in the High School Curriculum: What States are Doing. Education Commission of the States. (<https://www.ecs.org/clearinghouse/66/67/6667.pdf>).

Describe

75%

Explain

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Predict

43.2

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 Uploads

Date	Status	File	Message	Action
05.04.2022	Error	12345-ps-enrollment-2022-01.csv	127 Errors	Review
05.03.2022	<div><div></div></div>	12345-ps-terms-2022-01.csv		Review
05.02.2022	Pend Cert	12345-ps-courses-2022-01.csv		Review
05.01.2022		12345-ps-employ-2022-01.csv		Review

New Upload

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Postsecondary Enrollment File

New Upload

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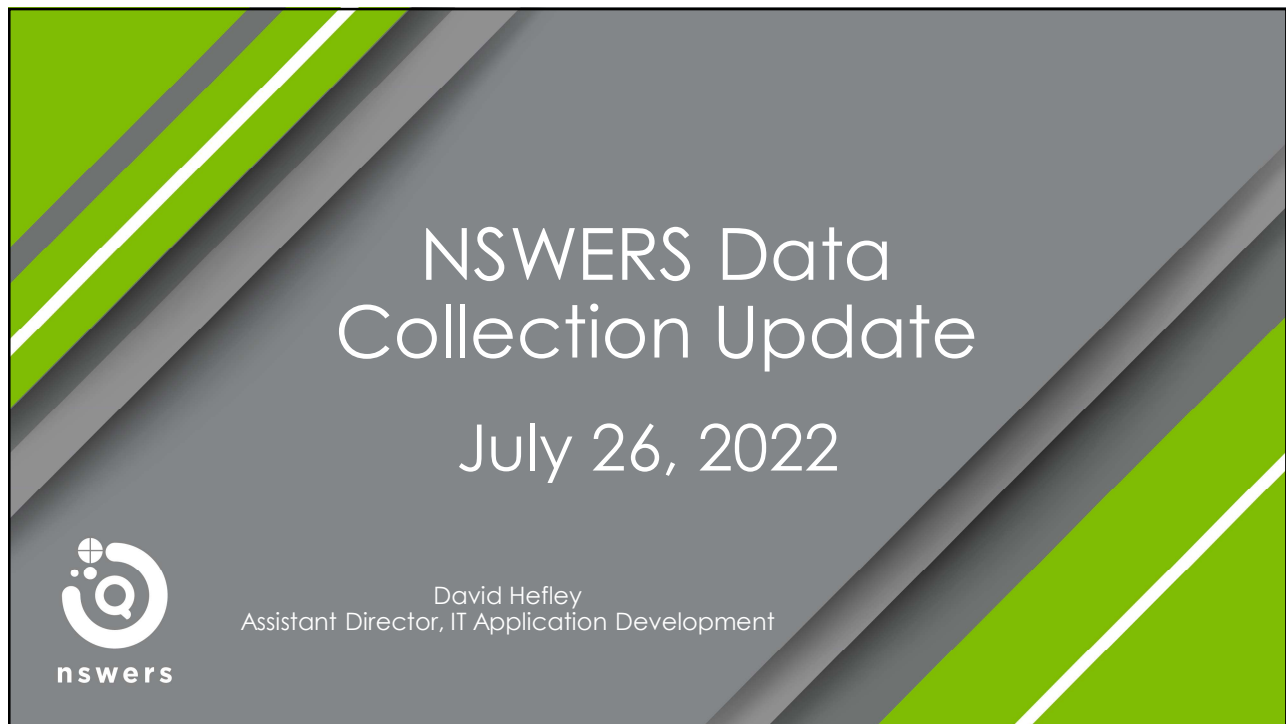
 Validate

 Certify

 Complete

CURRENT STATUS: ERROR

Date	Code	Description
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05.14.2022	Validation Code: 172	Student ID must be provided
05.13.2022	Validation Code: 172	Student ID must be provided
05.12.2022	Validation Code: 122	Data of birth must be in XX/XX/XXXX format
05.11.2022	Validation Code: 172	Student ID must be provided
05.11.2022	Validation Code: 172	Student ID must be provided

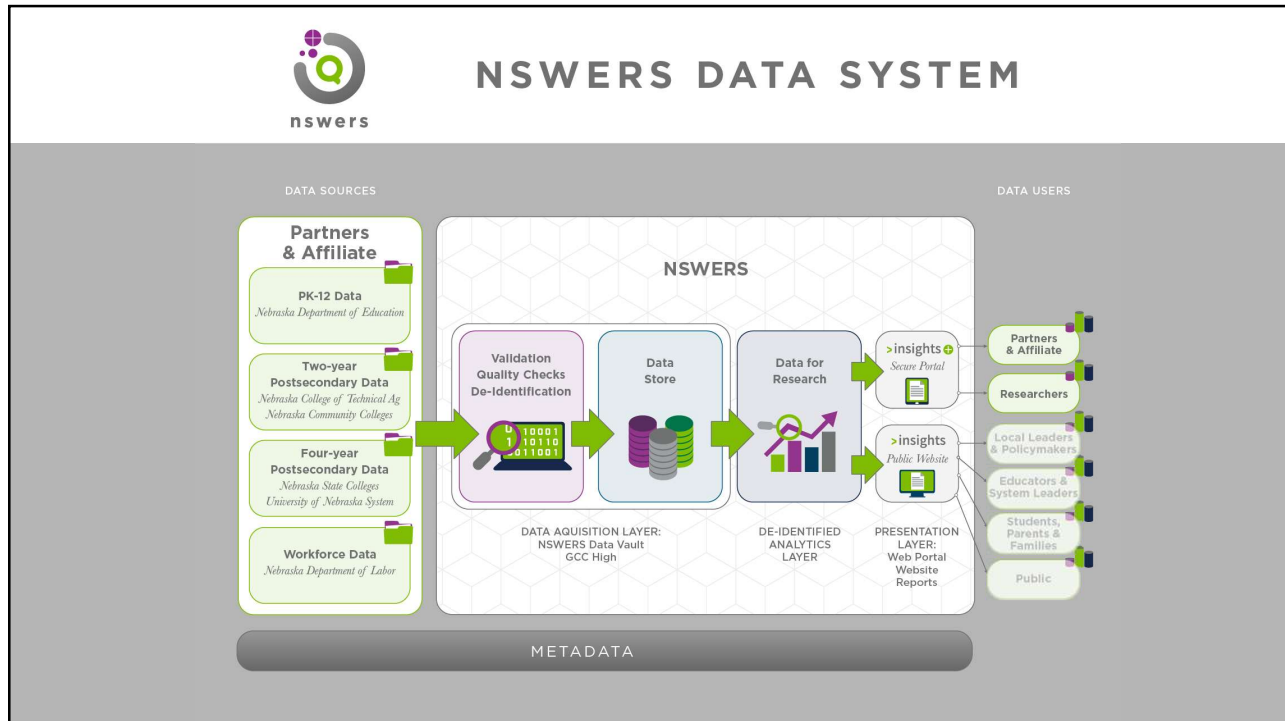


1

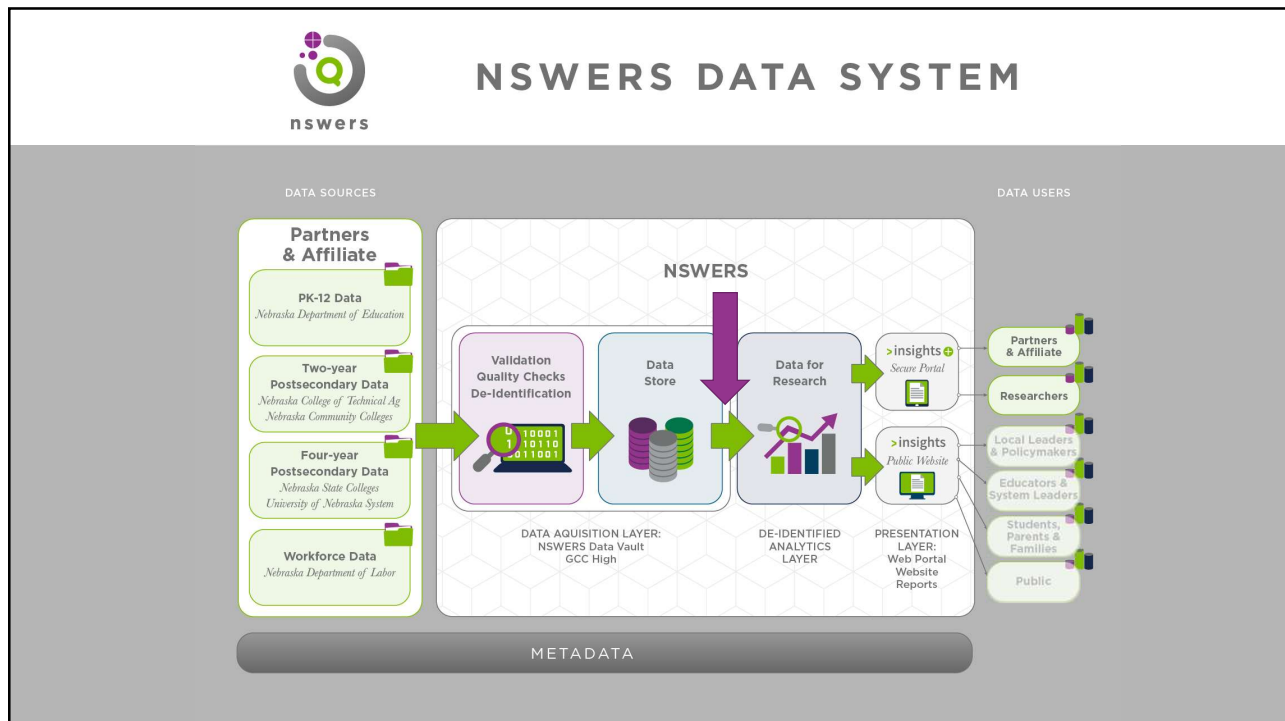
Data Collection

- System was opened on June 30
 - Drag and Drop
 - Detailed (and quick) Feedback
- Collect 10 years of data
 - 2012 – 2022
- 310 / 820 files (39%)
 - as of July 26, 2022
- ~570,000 records (UNL, Northeast) with 211 Exceptions
 - 0.03% Exception rate

2



3



4

Easy upload via drag-and-drop

➔

Live status for each file

➔

Upload NSWERS Data Dictionary
DH

NSWERS Secure Upload

Use this widget to upload your data files.

Drag and drop images onto this dashed region or use the button below.

Select your files

NOTE: Data files SHOULD NOT have a header row!

Uploaded Files:

x

x

File	Status	Activity	Time
1215_ps4_enrollment_2021.csv	Post Processing	Running post-validation processing.	7/18/2022, 3:02:10 PM
0902_ps2_aa_2020.csv	L1 Failed	Level 1 Validation Failed.	7/12/2022, 2:40:45 PM

5

Detailed row and column description of any errors

➔

File Errors
DH

0902_ps2_aa_2020.csv Download Errors

Timestamp	Message
7/12/2022, 2:40:45 PM	Level 1 Validation Failed.
7/12/2022, 2:40:45 PM	Completed validation through row 400
7/12/2022, 2:40:43 PM	Starting L1 Validation

Row	Code	Message
25	COLERR	Column Postsecondary Student ID error: Column length mismatch, should be between 1 and 20 characters long.
25	COLERR	Column Postsecondary Student ID error: Column is required and cannot be blank or null.
36	COLERR	Column Postsecondary Student ID error: Column length mismatch, should be between 1 and 20 characters long.
36	COLERR	Column Postsecondary Student ID error: Column is required and cannot be blank or null.
49	COLERR	Column Postsecondary Student ID error: Column length mismatch, should be between 1 and 20 characters long.
49	COLERR	Column Postsecondary Student ID error: Column is required and cannot be blank or null.

6

Data Submission Progress as of July 26, 2022											
	Account	Login	1 File Submitted	1 File Validated	1 Year Submitted	1 Year Validated	>1 Year Submitted	>1 Year Validated	10 Years Submitted	10 Years Validated	Certified
PK12											
Nebraska Dept of Ed			ETA August 2022								
TWO-YEAR POSTSECONDARY											
Central CC	X	X	X	No Data Sharing Agreement From Central Community College					X	X	X
Metro CC											
Mid-Plains CC			ETA August 2022								
Northeast CC											
Southeast CC											
Western Nebraska CC		ETA July 2022									

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Data Submission Progress as of July 26, 2022											
	Account	Login	1 File Submitted	1 File Validated	1 Year Submitted	1 Year Validated	>1 Year Submitted	>1 Year Validated	10 Years Submitted	10 Years Validated	Certified
FOUR-YEAR POSTSECONDARY											
Chadron State College		ETA August 2022									
Peru State College		ETA August 2022									
Wayne State College		ETA August 2022									
UN at Kearney									Missing 2012		
UN-Lincoln									Missing 2012		
UNMC									Missing 2012		
UN NCTA									Missing 2012		
UN at Omaha									Missing 2012		

8

Successes

- Privacy Protection
 - Top consideration in designing the system
- Continuous Support
 - Support our partners to ease the submission of data
- Continuous Improvement
 - Flexible system design

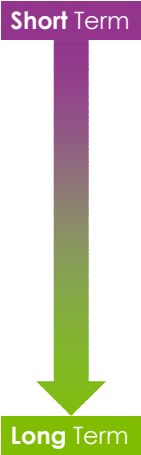
9

Challenges

- Data System Maturity
 - Each system has unique challenges
- Data Designed or Collected for Different Uses
 - Considerable effort to get everyone on the same technical page
- Data Steward Perspectives
 - Considerable effort aligning expectations and understandings
- Confidentiality of Information
 - Introduces both technical and policy challenges
- Weakest Links
 - Data quality issues compounded across systems

10

Future Work



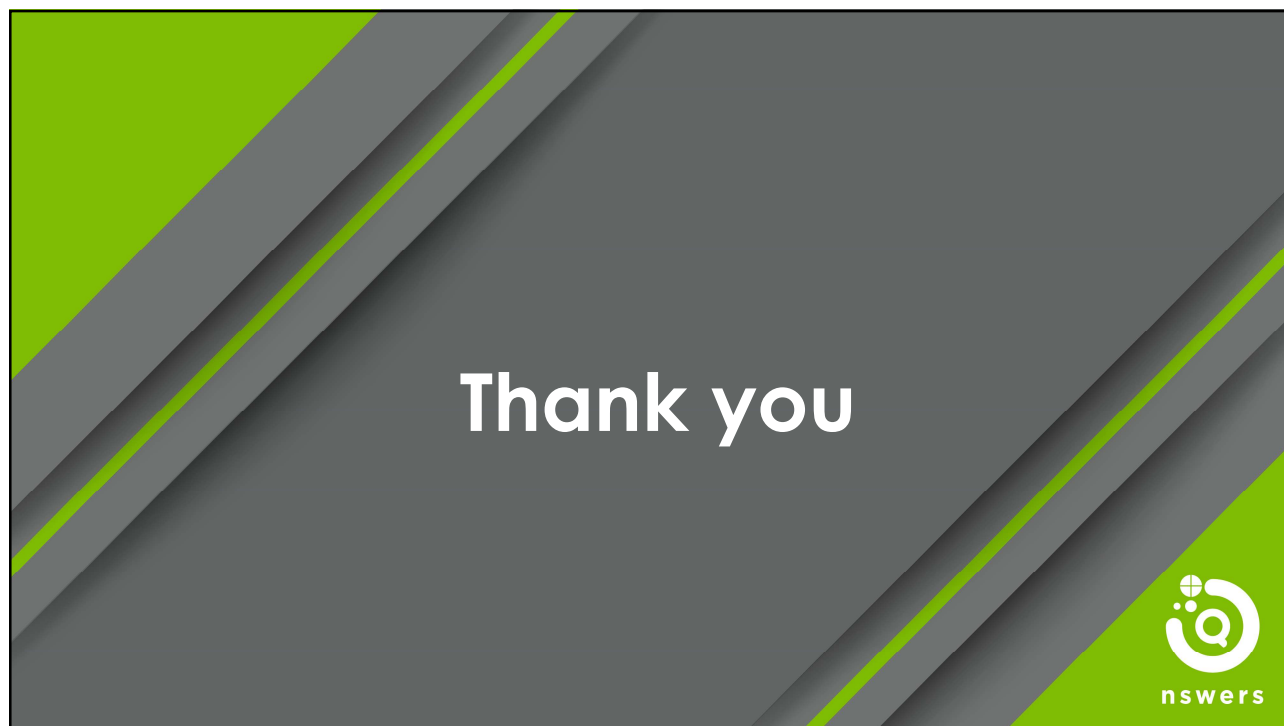
- Certification
 - Generate report for each system
- Finalize pipeline from de-identified files into data warehouse
- Build out insights+ Portal
- Continue to identify and include additional data
 - Matching
 - Information

11



www.nswers.org

12



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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”) ~~or his or her designee~~. 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 April 26, 2021.

NSWERS

Commissioner of Education

University of Nebraska,
Executive Vice President and
Provost

Nebraska State College System,
Chancellor

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

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	<u>21,736</u>	<u>4,618</u>
Total Current Liabilities	<u>21,736</u>	<u>4,618</u>
Net Position		
Unrestricted	<u>2,697,629</u>	<u>2,561,295</u>
Total Net Position	<u><u>\$ 2,697,629</u></u>	<u><u>\$ 2,561,295</u></u>

NSWERS

Change in Net Position

For the Month Ended September 30, 2022

Unaudited

		Fiscal YTD	Fiscal YTD
	FY23 Budget	9/30/2022	Budget Variance
Operating Revenues			
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