



# ***EMPOWERMENT***

## **UNL ALL-STAFF CONFERENCE**



### **PROGRAM OF EVENTS**

May 12-14, 2021

UNIVERSITY of NEBRASKA-LINCOLN

## STEERING COMMITTEE

**Deborah Eisloeffel**, College of Business (Conference Chair)

**Darwin Archie**, College of Education & Human Sciences

**Lindsay Augustyn**, Center for Science, Mathematics, & Computer Education

**Christina Franklin**, Agricultural Leadership, Education, & Communication

**Letty Garcia**, Career Services

**Debra Hendricks**, Student Affairs

**Amy Lanham**, Campus Recreation

**Lorraine Moon**, Nebraska Center for Energy Sciences Research

**Ryan Patrick**, Computer Science and Engineering

**Mikki Sandin**, College of Business

**Andrea Koeber**, Sponsored Programs Budget & Finance

**Sarah Standley**, Husker Hub

**Sara Weixelman**, formerly in the College of Business

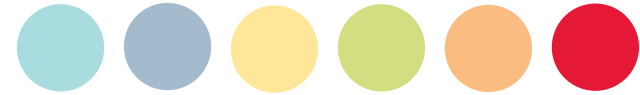
**Val Wiemeyer**, College of Education and Human Sciences

**Dr. Colette Yellow Robe**, TRIO Programs



# EMPOWERMENT

## UNL ALL-STAFF CONFERENCE



The three-day event, held on Zoom from May 12-14, features a pre-session, keynote address, talk sessions and networking opportunities around the theme of **Empowerment: Learning and Networking at Nebraska**.

Breakout sessions will feature staff presentations in a variety of formats around Purpose, Ownership, Well-Being, Engagement, and Relationships:

- Purpose – Discover your individual sense of meaning and how to realize it in support of the university's mission.
- Ownership – Assert the value and quality of your work and share best practices, technologies, and new approaches.
- Well-being – Bring your best intellectual, physical, financial, emotional, social, and spiritual self to work.
- Engagement – Commit to developing new skills and connections that enhance your personal growth.
- Relationships – Step outside your usual circles to understand different perspectives and forge new connections.

The All-Staff Conference aligns with the N2025 Strategic Plan aim: “Prioritize participation and professional development for all Nebraska students, staff, and faculty.” We believe in the power of every person. The most important asset at the University of Nebraska is its people — students, staff, post-doctoral fellows, and faculty. It is critical to provide access to individualized professional development and effective mentorship for all members of the university community.

[go.unl.edu/empowerment](https://go.unl.edu/empowerment)

**Canvas site for links:**

<https://canvas.unl.edu/courses/107155>

It is the policy of the University of Nebraska–Lincoln not to discriminate based upon age, race, ethnicity, color, national origin, gender, sex, pregnancy, disability, sexual orientation, genetic information, veteran's status, marital status, religion or political affiliation.

## WEDNESDAY SCHEDULE

# May 12, 2021

9 a.m.

### View our Canvas Site

<https://canvas.unl.edu/courses/107155>

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### Welcome

#### Zoom Update

Be sure to download the Zoom Desktop Client App and check for updates. In Zoom, click on your profile picture in the upper right of the Zoom app and choose "Check for Updates" from the list.

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3 p.m. - 3:45 p.m.

### Pre-Session Presentations

*Three concurrent workshops*

# P

## PRE-SESSION

3 P.M. TO 3:45 P.M.

*Please choose one of the three workshops.*

### *Building Community Through Positive Post*

<https://unl.zoom.us/j/92176112466>

Lori Sorto, assistant financial manager for the College of Business, and Dayna Larreau, administrative coordinator for the Department of Supply Chain Management and Analytics, College of Business

Positive Postcards encourage messages of recognition in a light-hearted, branded format. Each month, a themed event around a quirky holiday or creative idea generates a fun environment for individuals to write posts and sustain a culture of inclusion. The promotional events build community within the college and serve as reminders and inspiration for expressing gratitude. We've learned that building a culture of recognition needs to be intentional and authentic. Being recognized for the good work we do makes us more productive, positive, and increases our engagement in the community.

## PRE-SESSION

3 P.M. TO 3:45 P.M.

# P

*Sessions continued*

### *Employee Assistance Program*

<https://unl.zoom.us/j/96852886091>

Valerie Williams, LIMHP, EAP Counselor, Human Resources

Finding the balance of being committed and connected to the value of our job, but not being consumed by it is an important part of satisfaction in the workplace and our overall wellbeing. Without effective skills to balance constant demands and obligations in our work and personal environments, we won't be creative, competent or cheerful about work for very long.

Join Valerie Williams, LIMHP from the Employee Assistance Program for an overview of EAP services and discussion on Finding Your Calm. This presentation introduces learners to the practice of mindful awareness as an energizing and easily accessible stress management tool to find their calm in the middle of their busy lifestyles.

### *Dare to Care: A Story Unfinished*

<https://unl.zoom.us/j/92416138776>

Kaitlin Ferris, Advising Center, College of Arts and Sciences, and Morgan Green, Residence Director, Knoll

Suicide is tough to talk about. Our session will focus on warning signs, how to have crucial conversations, resources, and what you can do. Let's take the first step together; we dare you to care!

## THURSDAY SCHEDULE

# May 13, 2021

8:15 a.m. – 8:25 a.m.

### **Welcome from Committees**

*Ranelle Maltas, Keynote Host*

### **Land Acknowledgment**

*Mikki Sandin and Colette Yellow Robe*

<https://unl.zoom.us/j/97900281958>

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8:25 a.m. – 9:40 a.m.

### **Welcome from Chancellor**

*Chancellor Ronnie Green*

### **Keynote Speaker**

### **“The Power of a Positive Attitude”**

*Aaron Davis*

<https://unl.zoom.us/j/97900281958>

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9:40 a.m. – 9:50 a.m.

Break

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9:50 a.m. – Noon

### **Panel and Discussion**

### **“Uplifting Staff Voices through Shared Governance”**

*Michael Zeleny, Terry Haverkost, Amy Lanham, Joann Ross, Kacey Nelkin Pedersen, and Deb Eisloeffel*

<https://unl.zoom.us/j/97900281958>

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Noon – 1 p.m.

Break

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1 p.m. – 1:45 p.m.

### **Talk Session 1**

*Three concurrent workshops (see page 8)*

## KEYNOTE SPEAKER



# Aaron Davis

*The Power of a Positive Attitude*

Aaron Davis is a thought leader and expert in the area of attitude and how it impacts every area of your professional and personal life. He has shared the importance of having a Positive Attitude with over a million people.

As a professional speaker, coach, and trainer, Aaron doesn't believe in just making audiences “Feel” better. Instead, he seeks to encourage and help them “Do” better, both professionally and personally.

As a member of the 1994 National Championship Nebraska Football team, and working with numerous corporations and organizations, he understands firsthand what it takes to perform like a champion and experience incredible results, both personally and professionally. He has received numerous awards and accolades, and he is a proud University of Nebraska alumnus earning his degree in Psychology.

## PANEL AND DISCUSSION

### *Uplifting Staff Voices through Shared Governance*

Panelists will discuss shared governance at UNL and elsewhere. They will provide an overview of the purpose and benefits to staff as well as the possible form and structure of a governing body. A Facilitated Discussion will follow, during which participants will give input on key issues.

**Moderators:** Mike Zeleny, Chief of Staff and Associate to the Chancellor, and Kacey Nelkin Pedersen, Sponsored Programs

**Panelists:** Terry Haverkost, Department of Chemistry; Amy Lanham, Campus Recreation; and Joann Ross, Athletics

**Facilitator:** Deb Eisloeffel, College of Business

**TALK SESSION 1****1 P.M. TO 1:45 P.M.***Please choose one of the three workshops.**The Changing Culture of the Workplace*●●●●● | **A:** <https://unl.zoom.us/j/97900281958>

Rik Barrera, associate dean for student services and inclusion, and chief operating officer, College of Business

For the first time in our history we have five generations in the workforce. This dynamic, along with other workplace changes, is having great impact on the nature of today's workplace. This session will explore this generational dynamic as well as addressing the future of the workplace. What do employees want, and how can we meet this need?

*Growing Together Through Uncommon Sense*●●●●● | **B:** <https://unl.zoom.us/j/92640625913>

Vicki Highstreet, interim special projects manager, Student Affairs

The people who make a remarkable difference in the world are typically those who examine conventional wisdom with a critical eye, using "uncommon sense" (Nido R. Qubein). Most people don't question conventional wisdom; it's just "the way things are." Others see it as a handy starting place for examining their own values. Somewhere along the way, someone questioned conventional wisdom, examined it from all sides, developed new principles, and propelled human progress. Are you ready to dig deeper?

*Enhancing a Culture of Well-being*●●●●● | **C:** <https://unl.zoom.us/j/97466142565>

Constance Boehm, director of student resilience, Big Red Resilience &amp; Well-being

Happy and engaged staff and faculty members have an extensive impact on student learning, motivation, and happiness. Come prepared to learn about the nine dimensions of well-being and how little changes in one dimension can pull other dimensions along in a positive way. This presentation will present approaches that support your well-being focused on positivity, resilience, and gratitude.

●●●●●  
 PURPOSE OWNERSHIP WELL-BEING  
 ENGAGEMENT RELATIONSHIPS SUPERVISORS

**FRIDAY SCHEDULE****May 14, 2021**

9 a.m. – 9:45 a.m.

**Talk Session 2***Three concurrent workshops (see pages 10-11)*

10 a.m. – 10:45 a.m.

**Talk Session 3***Three concurrent workshops (see pages 12-13)*

11 a.m. – 11:45 a.m.

**Talk Session 4***Three concurrent workshops (see pages 14-15)*

11:45 a.m. – 1 p.m.

Lunch Break

1 p.m. – 1:45 p.m.

**Talk Session 5***Three concurrent workshops (see pages 16-17)*

2 p.m. – 2:45 p.m.

**Talk Session 6***Three concurrent workshops (see pages 18-19)*

3 p.m. – 4 p.m.

**Solutions Showcase**

Individual Zoom links (see pages 20-23)

**Informal Networking in Main Room A:**<https://unl.zoom.us/j/97900281958>*Note: 15-minute breaks between sessions unless otherwise noted.*

Please choose one of the three workshops (Zoom Rooms A, B or C).

*Bidirectional Reviews: Practicing Radical Candor with Your Team*

●●● | A: <https://unl.zoom.us/j/97900281958>

Dr. Markeya Peteranetz, learning assessment coordinator, College of Engineering, and Dr. Tareq Daher, director of the Engineering and Computing Education Core, College of Engineering

Have you ever reviewed your boss? Would you like to? Standard UNL employee reviews are unidirectional, involving supervisors giving feedback, but with no established process for supervisors to get performance feedback from those they supervise. In our unit, we developed a process rooted in the idea of Radical Candor (Scott, 2017) so that team members could give anonymous feedback about the team and our director's performance. This process and feedback led to immediate changes in day-to-day functions of our team and provided an opportunity for reflection on strengths and opportunities for improvement. This process can be a model for other units who are interested in creating a system of bidirectional feedback that empowers team members and helps supervisors grow. This interactive presentation will include information about our process, a brainstorming session about questions participants could ask their teams, and tools that could be used to conduct the process.

*Creating a Conflict-Resilient Workplace*

●● | B: <https://unl.zoom.us/j/92640625913>

Beverly Russell, associate director of the Center for Transformative Teaching

"A learning mindset is integral to conflict resolution" (Ringer, 2019, p. 13). This interactive presentation will conceptualize the workplace as an ecosystem to highlight the interdependencies and synergies between individuals, groups, and the environment; the elements of a healthy, resilient workplace; and the impacts of conflict. We'll focus on the Dignity Model of conflict resolution, developed by former diplomat, Donna Hicks, as a tool to help ensure that "every person and every interaction matters" (N2025 strategic plan) and apply it to conflict scenarios.

Sessions continued

*The Productive Employee: Improve your Well-being by Managing Your Email, To-Do List, and Time Better*

●● | C: <https://unl.zoom.us/j/97466142565>

Dr. Celeste Spier, associate director of the Career and Professional Development, College of Business Career Center

With high demands, reduced resources, and continuous new initiatives, our email inboxes, to-do lists, and time commitments can be overwhelming and anxiety-provoking. Does your day consist of a hamster-wheel-like process of answering emails as they arrive in your inbox? Do you end your day or week and question what you actually got done? Do you use your email inbox as your to-do list? This session will draw on several productivity resources like Getting Things Done (Allen, 2015), Eat That Frog (Tracy, 2017), Indistractable (Eyal, 2019) and The Power of Habit (Duhigg, 2014) to give you concrete, actionable steps you can implement TODAY to get organized, reduce distraction and increase productivity—with the ultimate goal of improving your well-being.

Please choose one of the three workshops (Zoom Rooms A, B or C).

### *Communicating Change*

●●●●● | A: <https://unl.zoom.us/j/97900281958>

Sheri Irwin-Gish, executive director of communications, marketing and external relations at the College of Business

Change without communication is stressful and challenging for people at every level in an organization, even if the change is needed. Staff who are informed and understand the change stay committed, connected and engaged. Communicating change from all levels can drive the commitment that leads to successful change. In this presentation, Sheri Irwin-Gish will share why communicating change is necessary and guide you through a method for communicating change effectively.

### *The Art and Science of Happiness*

●●●●● | B: <https://unl.zoom.us/j/92640625913>

Molly Brummond, J.D, assistant dean for external relations and strategic initiatives at the College of Law

In today's world, there is an incessant obsession with being happy. So much so, there is an entire industry devoted to telling you how to be happy. Walk into any bookstore and you'll find a section of self-help books, each of them claiming new and different means by which to achieve what can seem quite elusive. In this presentation, Molly Brummond will share with you her own journey in evaluating and learning about her own happiness. Attendees will start by asking themselves whether happiness is really the goal and leave with a framework that Molly has found to be more helpful in determining the overall health and well-being of her life.

Sessions continued

### *Empowering Career Transitions for Well-Being and Renewed Purpose*

●●●●● | C: <https://unl.zoom.us/j/97466142565>

Carmen Kelle, academic advisor, College of Arts and Sciences; Dr. Erin Sayer, associate professor of practice for Biochemistry Education & Advising; and Marybeth Helmink, academic/career advisor, College of Agricultural Sciences and Natural Resources

Career transitions can be challenging and exciting all at the same time. Sometimes they are dictated by life circumstances or are necessary for personal well-being. They can provide us a renewed and invigorating purpose on our career journey. During our time together, the presenters will share many of their personal transitions, then guide participants through thoughtful activities allowing them to be open to risk-taking and change.

Please choose one of the three workshops (Zoom Rooms A, B or C).

### *Transforming Teams with Strengths-Based Psychology*

●●●● | A: <https://unl.zoom.us/j/97900281958>

Taylor Lofdahl, Strengths program coordinator for the Clifton Strengths Institute

Positive Psychology centers on the principle of focusing on what's right with people. It begins with self-awareness and claiming our natural talents as leaders, educators, and staff members. Then, bringing strengths to our offices and teams, we begin to recognize the talents of others to maximize success. In this presentation, you will learn about the CliftonStrengths, well-being, and engagement to challenge the status quo of workplace interactions and build more intentional practices of connection. You will have the opportunity to engage with the content through discussion in small groups or pairs, and you will hear a variety of stories to best exhibit potential pathways toward individualized and team achievement.

### *Creating a Culture of Feedback*

●●●● | B: <https://unl.zoom.us/j/92640625913>

Ranelle Maltas, technology training services associate, Human Resources

Feedback should be a part of how we work. It can be a simple comment to reinforce a good behavior or a more detailed and structured discussion about how we are doing and what we could do better. Feedback can happen naturally and continuously as part of the way we interact with one another. By modeling the way to effectively give, seek, receive, and act upon feedback, you can create a culture that is open to feedback without hesitation in the workplace. This workshop will include a self-assessment to allow the attendee to see where they excel and where improvement can be made in how they give, seek, receive, and act upon feedback. Time will be provided for attendees to work on these skills in breakout rooms for specific situations.

Sessions continued

### *Engaging Staff through Connection and Opportunities*

●●●● | C: <https://unl.zoom.us/j/97466142565>

Dr. Melissa Hoffman, associate director of operations, assessment and continuous improvement in the Durham School of Architectural Engineering and Construction; Patricia Lena, administrative technician, Civil and Environmental Engineering, College of Engineering; Dr. Markeya Peteranetz, learning assessment coordinator, College of Engineering; and Emma Kwapnioski, recruitment coordinator, College of Engineering

The College of Engineering Staff Development Council was developed in Fall 2018 with a primary goal of personal improvement and engagement. Three task forces emerged: onboarding, professional development, and wellness. The onboarding task force developed processes for new hires with the goal of building community and enhancing integration process of hiring. The professional development task force focused on two initiatives: creation of a professional development fund to support job-specific professional development opportunities for CoE staff and scheduling a professional development training one time each semester. The wellness task force determined programs to offer improve overall wellness of staff. This session will discuss how staff can be empowered and impactful upon identifying key undertakings for continued growth and development.



Please choose one of the three workshops (Zoom Rooms A, B or C).

### *From Dreading to Enjoying: Networking Strategies That Work*

●●● | A: <https://unl.zoom.us/j/97900281958>

Janessa Hageman, assistant director for the College of Business Career Center

Connecting to others and building that network is shown to be one of the most influential pieces of anyone's career path. The Bureau of Labor Statistics states that 70% of jobs are found through networking, and we all have personal accounts and stories to know its impact. But furthermore, it is a necessary tool that allows professionals to create communication channels, inside their institutions, outside in their communities, and among their peers in higher education. This session will empower attendees to assess their current network and develop a strategy that works for who they are as an individual. This is not a "why" you should network type of session; it's a "how-to," which will strengthen your networking from both an in-person and a virtual perspective for today's work world.

### *Enhancing Our Supervision Skills to emPOWER Our Staff*

●● | B: <https://unl.zoom.us/j/92640625913>

Dr. Tony Lazarowicz, associate director for academic advising, College of Arts and Sciences

Supervision can be difficult. Many professionals aspire to managerial roles, which often come with responsibilities of supervising staff, but once in those roles, we are often left without any training on how to supervise effectively. This session will draw upon participants' knowledge and experiences to discuss ideas to best enhance one's ability to effectively lead a team and enhance their supervisory relationships. Participants will leave equipped with a personal leadership philosophy, a number of handouts that could be utilized within supervision meetings; and a network of colleagues who have supervisory responsibilities to whom they can share ideas.

Sessions continued

### *Pronouns 101*

●●● | C: <https://unl.zoom.us/j/97466142565>

Dr. Pat Tetreault, director, and JD McCown, assistant director, LGBTQA+ and Women's Centers

An interactive presentation intended to increase knowledge and comfort regarding pronoun use and transgender identities through activities using they/them pronouns and inclusive language.

Please choose one of the three workshops (Zoom Rooms A, B or C).

### *The Power of Positivity*

●●●● | A: <https://unl.zoom.us/j/97900281958>

Laurie Sampson, learning and development coordinator for the Office of Research and Economic Development

Not every day is sunshine and roses, but you have the ability to find something good in nearly any situation. Positivity is a superpower that opens possibilities, calms an anxious spirit, and simply helps you feel good. During this session, we'll explore the research behind the health benefits of having a positive attitude, techniques to help you choose positivity, and address how to deal with toxicity.

### *The Ideal Team Player - Existing in the Academic Environment*

●●● | B: <https://unl.zoom.us/j/92640625913>

Terry Howell, executive director of Food Processing Center

Have you ever considered what qualities make for an ideal teammate? Have you ever paused to consider whether you have those qualities? Would you like to spend a few moments reflecting on your strengths as a member of work teams and create a plan to build up your teammates in your work? This session will explore concepts from Patrick Lencioni's "The Ideal Team Player" and will help attendees move their teams forward in serving the university. Participants will improve their understanding of their contributions to work teams.

Sessions continued

### *Managing the Email Monster*

●● | C: <https://unl.zoom.us/j/97466142565>

Ben Lennander, director of Business Process and Transformation

Does your email inbox feel like a weight constantly hanging over your head? Are important emails buried or forgotten in the flood of incoming messages? Do you want to learn methods, tips, and tricks to effectively organize and use your email? This session is for you! Email can feel like a monster. The goal of the session is to help you to take control of your email, reduce inbox clutter, prioritize tasks, and increase your productivity. Several email management and organization strategies will be presented. A broad range of Microsoft Outlook features will be covered, including using rules, effective search methods, Quick Steps, templates, flags and other tips and tricks.



## SOLUTIONS SHOWCASE PRESENTATIONS

3 P.M. TO 4 P.M.

### *The Role of Alumni in the Life of the University*

<https://nufoundation.zoom.us/j/95058614758?pwd=Z0NnTGJwZEJ4MitJUTdNOUYveVILZz09>

Shelley Zaborowski, executive director, Nebraska Alumni Association

Stop by to learn about the important role alumni play in the life of the university (hint: it's not JUST about giving) and how our alumni association works to facilitate engagement between alumni and campus partners.

### *One Partnership, Threefold Benefit: Success through Shared Student Ownership in Engineering Career Services*

<https://unl.zoom.us/my/bonniemartin>

Bonnie L. Martin, assistant director of Career Services, College of Engineering

Although student affairs offices collaborating with student organizations to enhance the student experience is not a novel idea, recently Engineering Career Services enriched its partnership to better support the university's N2025 mission: Every Person and Every Interaction Matters. New in 2019, beyond event partnership in advertising and coordinating of events, members of Engineering's student advisory career development committee volunteered to help review their peers' resumes in a walk-in or drop-in capacity with a threefold benefit. Engineering Career Services was able to scale their availability to review resumes and focus on the importance of every interaction. The student volunteers demonstrated the approachability of the event and assisted in developing buy-in for greater attendance. Finally, an unplanned benefit of the partnership was the terrific professional development the reviewers gained. Not only were they exposed to resume iterations, but the students also shared they enjoyed the one-on-one interactions and ability to help someone reach their unique goals, a benefit which continued even through the virtual event in the pandemic.

## SOLUTIONS SHOWCASE PRESENTATIONS

3 P.M. TO 4 P.M.

*"We had a jolly time collaborating": Developing the Willa Cather Archive*

<https://unl.zoom.us/j/94473327952>

Emily Rau, managing editor of the Willa Cather Archive and Fellow in the Center for Digital Research in the Humanities (CDRH); and Greg Tunink, developer in CDRH and community manager for the Open Online Newspaper Initiative

Digital humanities projects make historical documents more accessible, provide context and insightful analysis of the lives of those involved, and enable everyone to more easily build upon existing research. Staff members from UNL's pioneering Center for Digital Research in the Humanities (CDRH) and Willa Cather Archive (WCA) will guide participants through the design and implementation of such a project, using the WCA (cather.unl.edu) as a case study for an interactive presentation. The WCA is a collaborative endeavor that provides free and open access to materials related to Willa Cather, including all of her published works in the public domain, Cather scholarship, and multimedia resources such as maps, chronologies, and image databases. It is used worldwide by students, educators, scholars, and the general public. As a major CDRH project, it serves as a useful case study to explore and describe the ins and outs of a digital humanities project.

### *Husker GROW: A Commitment to Student Success*

<https://unl.zoom.us/j/8037532404>

Zac Brost, assistant director for intramural sports, Campus Recreation

Employers of students in on-campus jobs have shifted their focus from "boss" to "coach" and are seeing powerful results. Through intentional interactions between coaches and student employees, students are "connecting the dots" between their work, academics, and future goals. Employers implementing the Husker GROW program in their areas are seeing students engage and learn at high levels. This presentation will outline the program and its results, while displaying how the Husker GROW program has enriched the work experience of both and coach and student employee.

## **SOLUTIONS SHOWCASE PRESENTATIONS**

**3 P.M. TO 4 P.M.**

### *Mindfulness Matters*

<https://unl.zoom.us/j/96070491319?pwd=WlZYZjBGWGdDS0VqaXBMTDQxd05Ldz09&from=addon>

Becky Carter, senior human resources specialist for the Institute of Agriculture and Natural Resources

Does manic multitasking seem to be the norm? Stop by my presentation to discuss and soak up quick strategies to help center, respond, and approach (dare I say flourish) amidst all of the crazy. As a practitioner of mindfulness, I love to share some of my favorite ways I face this VUCA world.

### *Chancellor's Commission on the Status of People of Color*

<https://unl.zoom.us/j/98989290774>

Catherine Wilson, associate professor, College of Law

### *Chancellor's Commission on the Status of Women*

<https://unl.zoom.us/j/95404527587>

Joann Ross, learning specialist, Athletics

### *Chancellor's Commission on the Status of Gender and Sexual Identity*

<https://unl.zoom.us/j/93009608626?from=addon>

Corrie Svehla, manager, Special Events & Projects, IT Client Services



## **INFORMAL NETWORKING**

**3 P.M. TO 4 P.M.**

Thank you for attending! Join us on Zoom to meet other staff, discuss the sessions you attended today, and celebrate the conclusion of the first-ever staff conference at UNL!

<https://unl.zoom.us/j/97900281958>



## **ACKNOWLEDGMENTS**

Conference organizers wish to acknowledge and express appreciation for donations and program support from the following:

### **The Chancellor and his Cabinet**

Ronnie Green, Chancellor

Elizabeth Spiller, Executive Vice Chancellor, Academic Affairs

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Marco Barker, Vice Chancellor, Diversity and Inclusion

Michael Boehm, Vice Chancellor, Institute of Agriculture and Natural Resources

Robert Wilhelm, Vice Chancellor, Research & Economic Development

Laurie Bellows, Vice Chancellor, Student Affairs

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Claire Stewart, Dean, University Libraries

### **Special Thanks to**

Academic Advising Association

Chancellor's Commission on the Status of Gender and Sexual Identity

Chancellor's Commission on the Status of People of Color

Chancellor's Commission on the Status of Women

Multicultural Professionals Network

University Association for Administrative Development

University of Nebraska Office Professionals Association

Young Professionals Network

