



— ALL-STAFF —
CONFERENCE

PROGRAM OF EVENTS

May 22-23, 2023

ORGANIZING COMMITTEE

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

Michael Bergland-Riese, Center for Science, Mathematics, & Computer Education

Kate Engel, Nebraska Innovation Campus

Letty Garcia, OASIS

Sarah Hansen, Greater Nebraska Business Center

Jerri Harner, Office of Diversity and Inclusion

Sharisa Heier, Department of Food Science & Technology

Andrea Koeber, Sponsored Programs (Conference Chair)

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Mirhuanda Meeks, Department of English

Kacey Nelkin Pedersen, Nebraska Center for Integrated Biomolecular Communication

Abbey Ragain, Center for Advocacy, Response & Education

Gamze Randolph, Office of Sponsored Programs

Beverly Russell, Center for Transformative Teaching

Madison Woltemath, College of Education & Human Sciences

Visit the Teams page for more information.

ALL-STAFF CONFERENCE

The two-day event, held on East Campus is designed to foster engagement among participants, encouraging all to become more involved and aware of the power of a unified staff identity and voice. It has the power to inspire university staff to better understand and appreciate their own potential and impact, feel motivated to grow, aspire to excellence, embrace change, advance diversity and inclusion, and seek to innovate.

Breakout sessions will feature staff presentations in a variety of formats.

- **Include:** proposals to this theme will highlight positive diversity, inclusion, and accessibility efforts on campus and how they might be implemented across campus.
- **Mentor:** proposals to this theme will illustrate successful mentoring relationships, whether formal programs or informal interactions.
- **Partner:** proposals to this theme will describe collaborations that solve problems, innovate, and increase efficiency.
- **Amplify:** proposals to this theme will share how staff are celebrated and their voices lifted on campus, and how these practices may be adopted in other units.
- **Creativity:** proposals to this theme will focus on ideas about how the workplace can be transformed by creativity and influenced by atmospheric shifts.
- **Technology:** proposals to this theme will allow presenters to demonstrate how they use technology to simplify and standardize tasks, increase accessibility, and promote a productive hybrid work environment.

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.

MONDAY SCHEDULE

May 22, 2023

Noon - 1 p.m.

Registration

1 - 1:15 p.m.

Welcome

1:15 - 2:15 p.m.

Keynote Panel

Staff Senate:

How We Help Amplify Your Voice

2:30 - 3:15 p.m.

Workshop Group 1 (see pages 8-9)

3:30 - 4:15 p.m.

Workshop Group 2 (see pages 10-11)



Terry Haverkost
President



Sara Haake
Vice President for
Internal Affairs



Jessie Brophy
Vice President for
External Affairs



Jodie Barnes
Secretary



Joann Ross
Staff Senate
Coordinator

KEYNOTE PANEL

Staff Senate

How We Help Amplify Your Voice

Panel discussion to update UNL staff on the successful implementation of the inaugural Staff Senate. Through this presentation, the Executive Committee will provide information about the Staff Senate, the initial orientation, meetings and next steps. Staff will also have the opportunity to submit questions to the Staff Senate for collaborative discussions.

Submit Questions to the Panel



[Slido.com](https://www.slido.com/join/882479) | #882479

TUESDAY SCHEDULE

May 23, 2023

8 - 10 a.m.

Registration

8:30 - 9:45 a.m.

Resource Showcase

Visit staff-conference.unl.edu/resource-showcase for a full list of organizations in the showcase

10 - 10:45 a.m.

Workshop Group 3 (see pages 12-13)

11 - 11:45 a.m.

Workshop Group 4 (see pages 14-15)

Noon - 1:30 p.m.

Networking & Lunch

1:30 - 2:15 p.m.

Workshop Group 5 (see pages 16-17)

2:30 - 3:15 p.m.

Workshop Group 6 (see pages 18-19)

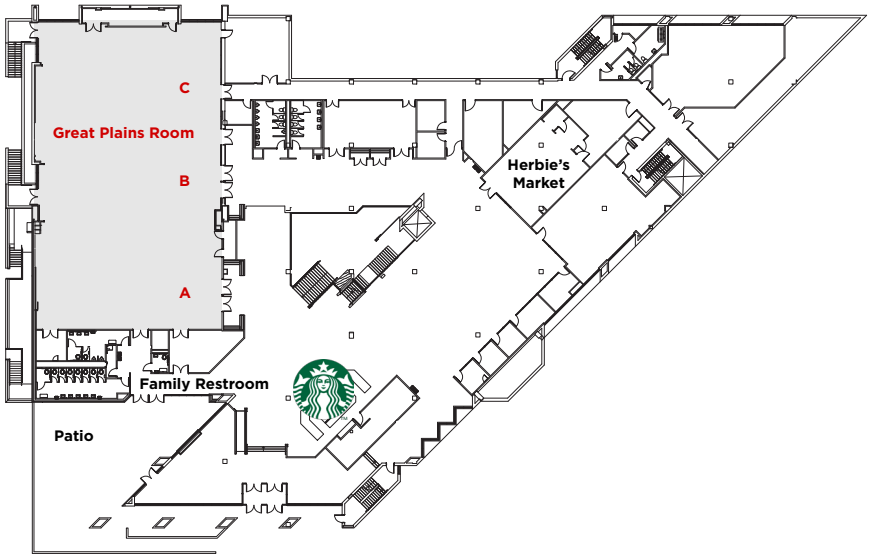
3:30 - 4 p.m.

Closing Remarks

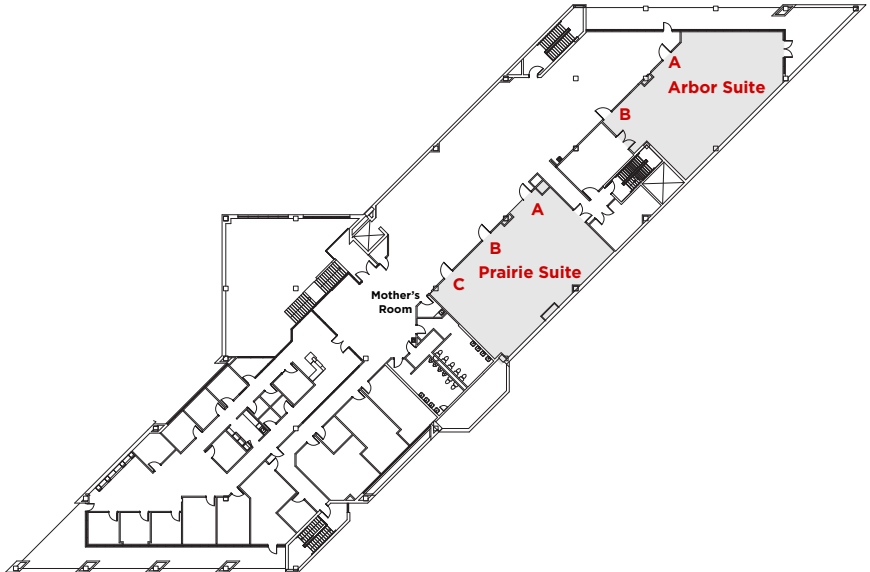
Prize Drawing *(must be present to win)*

EAST CAMPUS UNION

Second Floor



Third Floor



1

WORKSHOP GROUP 1

2:30 - 3:15 P.M.

Maximizing Employee Potential

Arbor Suite

Ben Lennander, Business Processes & Transformation Director,
Business & Finance Shared Services

Are you a leader or aspiring to be one? Are you looking to retain your employees and help them reach their full potential? With over 50 million people quitting their jobs in 2022, creating a positive work environment and being an outstanding supervisor are critical for retaining talent. This workshop will provide you with practical tools and principles to achieve these goals. You'll learn how to create an empowered work environment, develop leadership skills, and facilitate employee growth and development. Drawing from 14 years of leadership experience, the session will include a blend of real-world stories, proven strategies, and actionable insights. Join this session and discover how to unleash your employees' potential and foster a workplace culture that drives success.

Practical Wellness, Part 1

Prairie Suite

Cassandra Whitmore, RD, LMNT

COVID placed a strain on us, both physically and mentally. As we emerge from the "emergency state," it's important that we learn how to no longer just survive, but thrive. We'll discuss why wellness matters and what to focus on. Most importantly, we will talk wellness tips that you can take to the workplace, bring back to your families, and use for yourself - no workplace wellness program needed! While the focus of this presentation is on nutrition, we will touch on other areas of wellness that you may not have considered before. The goal of this session is to find permanent habits you can use in your everyday life to be healthier and feel your best without feeling like wellness is a second job. (This session is offered in two parts due to time constraints; each session will contain different information.)

WORKSHOP GROUP 1

2:30 - 3:15 P.M.

1

The Three Cs of Purposeful Partnerships

Great Plains A

Joy Eakin, Entrepreneurship Program Manager, NUtech Ventures

Kate Engel, Director of Strategic Partnerships & Communication,
Nebraska Innovation Campus

This session, The 3 Cs of Purposeful Partnerships, will introduce participants to a practical framework for collaborating with others in order to solve problems and work efficiently. This approach to effective and purposeful partnerships focuses on 3 C's: communication, collaboration, and coordination.

Presenters will share some practical examples of their own partnerships, as well as general examples for putting into practice the 3 C's. Participants will be encouraged to complete exercises that apply the content and framework to their own personal and/or professional lives. Plenty of time will be allotted for small group discussion and hands-on work.

Individuals who enjoy sharing ideas, getting involved in discussion, and applying concepts to their own work should enjoy participating in this workshop.

2

WORKSHOP GROUP 2

3:30 - 4:15 P.M.

Student Well-being: The Future of Recruitment, Retention, and a Thriving Campus Community

Arbor Suite

MeLissa Butler, NECPA Project Manager

Lydia Coulson, Communications Specialist, Undergraduate Education & Student Success

Megan Hopkins, NECPA Project Director

More than ever before, colleges need to understand what today's students want to stay competitive and relevant in the higher education arena. Students don't come to college only for an education and better job prospects. For many, the experience offered by the campus community is what makes one institution stand out over another. Building a community of care through prevention programming is one way to attract students and make campuses more welcoming. Campuses that focus on safety, well-being, and inclusion as investments in long-term sustainability not only improve the likelihood of student success but also ensure their institution's continued fiscal strength in the face of the "demographic cliff." This presentation will highlight how UNL's Nebraska Collegiate Prevention Alliance (NECPA) emerged as a statewide leader in college prevention, and how the NECPA and Big Red Resilience and Well-being are working together to deliver the college experience today's students want.

Practical Wellness, Part 2

Prairie Suite

Cassandra Whitmore, RD, LMNT

COVID placed a strain on us, both physically and mentally. As we emerge from the "emergency state", it's important that we learn how to no longer just survive, but thrive. We'll discuss why wellness matters and what to focus on. Most importantly, we will talk wellness tips that you can take to the workplace, bring back to your families, and use for yourself - no workplace wellness program needed! While the focus of this presentation is on nutrition, we will touch on other areas of wellness that you may not have considered before. The goal of this session is to find permanent habits you can use in your everyday life to be healthier and feel your best without feeling like wellness is a second job. (This session is offered in two parts due to time constraints; each session will contain different information.)

WORKSHOP GROUP 2

3:30 - 4:15 P.M.

2

Training and Professional Development at UNL: A Listening Session

Great Plains A

Celeste Spier, Director of Organizational Development, Human Resources

With the addition of a new Director of Organizational Development position in the UNL Human Resources office, this session will provide an opportunity for staff members to voice their ideas and challenges regarding training and professional development opportunities at UNL. Attendees will work individually and in small groups to reflect on and share suggestions to assist the Director of Organizational Development in formulating strategic plans and priorities.

3

WORKSHOP GROUP 3 10 - 10:45 A.M.

Being an Inclusive Leader

Arbor Suite

John Leonard Harris

In a world that is becoming increasingly larger and smaller at the same time, it behooves those who want to be “difference makers” in the work of DEI (diversity, equity, and inclusion) to understand what is really at stake. The objective of this session is to equip leaders with the understanding that the work of DEI is no easy walk down a primrose path, but a journey full of potholes and pitfalls. Leaders must understand how to navigate the rocky places to have success that moves life forward.

This powerful interactive session will challenge each participant to:

1. Understand the reality and challenges of the promises we make;
2. Examine definitions of diversity, equity, and inclusion;
3. Discuss diversity as our strength and as our problem;
4. Uncover the diversity in their own lives;
5. Explore what inclusive leaders must understand, do; and
6. Develop their own leader’s plan of action.

Longevity Awaits: 13 Scrumptious Well-being Tips for Now and After Retirement

Prairie Suite

Patrick T. Randolph

If you are interested in a long, healthy, and happy life, this session is for you! This cutting-edge presentation concentrates on the participants’ overall health so that they can work efficiently and maintain a healthy life at present as well as after retirement.

The presenter, who has taught language learners for over 25 years, has also spent time researching the most significant practices that promote physical and cognitive health, happiness, self-awareness, empathy, and longevity. He has found 13 essential ingredients that, according to the premier neuroscientists and leaders in the modern mindfulness movement, help maintain a healthy body, heart, brain, spirit, and mind. In fact, many of these 13 delicious ingredients are practiced, in one way or another, in all five of the noted blue zones around the world: Loma Linda, California; Nicoya, Costa Rica; Ikaria, Greece; Sardinia, Italy; and Okinawa, Japan.

WORKSHOP GROUP 3

10 - 10:45 A.M.

3

The presenter, through an interactive discussion, surveys the 13 ingredients for well-being and addresses the psychological, physiological, emotional, and cognitive benefits. As they address the ingredients, participants are encouraged to discuss how they can personalize these practices and implement them in their lives both while they are working and after retirement. A review with implementation insights concludes the presentation. Please bring a peaceful smile to this session and watch it unfold.

FISH! Philosophy

Great Plains A

Ranelle Maltas, Training, Technology & Communication Coordinator,
Human Resources

Imagine a workplace where everyone chooses to bring energy, passion, and a positive attitude to the job every day. Imagine an environment in which people are truly connected to their work, their colleagues, and their customers.

By applying simple lessons from The FISH! Philosophy —Play, Make Their Day, Be There, Choose Your Attitude—you can ignite an astonishing transformation in yourself and your team. This your chance to be curious, learn more about yourself and have fun. Become inspired to find the wisdom already inside you. Often it takes just a slight shift in perspective to see things you never considered before. Maybe it's letting go of habits that hold you back. Maybe it's understanding better how your attitudes lift people up or drag them down.

By using these practices in your workplace, you can increase engagement, strengthen teamwork and trust, reduce burnout, boost motivation, and improve retention.



WORKSHOP GROUP 4 11 - 11:45 A.M.

Sustainability 101: Introduction to Sustainability at UNL and Opportunities to Engage

Arbor Suite

Morgan Hartman, Sustainability Coordinator, Office of Sustainability

Anna Oetting, Sustainability Program Assistant, Office of Sustainability

Join presenters from UNL's Office of Sustainability (OS) for an interactive session that will provide an overview of 1) why sustainability is the smart choice for UNL; 2) how UNL is committed to sustainability; and 3) how participants can make a difference. Attendees will have the opportunity to engage with OS staff to learn how they can individually integrate sustainable behaviors in their workplace that align with their areas of interest and capabilities. Focus areas may include information on options for making purchasing decisions with sustainability in mind and how to incorporate sustainability into the office environment and departmental events. Staff will leave the session with tangible knowledge and resources that will enable and empower them to participate in sustainability efforts and create a positive impact at UNL.

Anchoring #NCLUDE: Facilitating Diversity and Inclusion that Make a Difference

Prairie Suite

Jennifer PeeksMease, Assistant Vice Chancellor, Inclusive Leadership & Learning, Office of Diversity and Inclusion

Ruth Oliver Andrew, Director of Diversity, Equity, & Inclusion, Student Affairs

Becky Carter, MA, Organizational Development Specialist, Office of Research and Economic Development

Anh Le, Ph.D, International Student Success Navigator, International Student & Scholar Office

In November of 2022 the Office of Diversity and Inclusion re-launched #NCLUDE (Nebraska Community of Learners Understanding Difference through Education). The new format supports committed volunteers from across the university who step forward to host a series of six conversations with small groups focused on informing themselves, self-reflection, and everyday action. In this panel discussion, hear from Spring small group "anchors" regarding how they set up their groups, selected learning materials, and helped to build a small group of accountability to create change. Learn more about #NCLUDE at go.unl.edu/NCLUDE

WORKSHOP GROUP 4

11 - 11:45 A.M.



Decolonizing Well-being in the Workplace

Great Plains A

Domonique Cudjo, Assistant Director, UNL Women's Center

Falesa Ivory, M.D., Provisionally Licensed Psychologist & DEI Coordinator

Research shows the burnout rate for women of color in the workplace has increased over the past two decades. In this workshop we will discuss how workplace systems can best support women of color by shifting to a culture of normalizing self-care. Secondly, we will discuss how women of color can combat burnout and practice authentic forms of self-care in the workplace. It is our aim to provide a framework from which employees and management can begin to create practices that promote well-being.

5

WORKSHOP GROUP 5

1:30 - 2:15 P.M.

The Power of a Strengths-Based Mindset

Arbor Suite

Kaitlin Ferris, Assistant Director, Clifton Strengths Institute

Alyson Lenz, Assistant Director, Clifton Strengths Institute

What are your unique talents? Do you have the opportunity to do what you do best, every day? Research tells us the most effective way to empower people is to help them develop and use their strengths. When people invest in what makes them talented and unique, it creates a powerful formula for increased engagement, collaboration, and performance.

This session aims to further explore the power we have when we start to invest in our natural talents and recognize the talents of those around us. Together, we will create strategies for individuals and teams to learn, develop, and fully maximize their potential. By understanding strengths, our ability to perform with excellence increases, revealing new possibilities and pathways to success. Are you ready to build a strengths-based mindset?

Taking an Outside View - How Thinking Broadly Might Help Us Solve Specific and Novel Problems

Prairie Suite

Lucas Novotny, Executive Director of Housing & Dining Services,
Housing Administration

What can billiard-ball collisions tell us about molecular motion; what can be understood about the principles of electricity by considering water flow through plumbing; and how can fantasy sports help us understand asset evaluation? Have you ever considered how your expertise can limit your thinking? Have you ever applied outside tactics to solve internal challenges? The presentation will combine common themes as explored by popular leadership authors including but not limited to Adam Grant (Think Again), David Epstein (Range), Simon Sinek and Malcolm Gladwell to challenge participants to consider their narrow views to problem solving. This lecture style presentation will combine the conference themes of creativity and partner to challenge participants about their approach to problem solving. Participants will gain exposure to creative thinking practices by participation in this presentation that will hopefully lead to application in their areas of the university.

WORKSHOP GROUP 5

1:30 - 2:15 P.M.

5

Compliance Updates on Pregnant and Parenting Students and Employees

Great Plains A

Ryan Fette, Education and Outreach Coordinator, Institutional Equity and Compliance

Meagan Counley, Assistant Director and Title IX Coordinator, Institutional Equity and Compliance

This session will cover important legal updates on the rights of pregnant and parenting students and employees. We will discuss how to support pregnant and parenting students and staff, available resources, and reporting obligations you may have.

Doing SharePoint the Right Way

Great Plains C

Celeste Spier, Director of Organizational Development, Human Resources

Jordan Malone, Project Manager, Business & Finance

Corrie Svehla, Client Services Coordinator, IT Client Services

Are you confused by SharePoint and OneDrive? Are you sure you are saving documents in the correct place and with the right file name? Or, maybe you are still saving documents on a shared network drive and afraid to even try SharePoint or OneDrive? In this session, we will give you the basics of SharePoint and OneDrive, explain how to leverage these platforms for collaboration and accessibility, teach you what NOT to do, and, of course, give you time to ask questions.

At the end of the session, we hope that you will:

- Understand the basics of SharePoint and OneDrive including both how and why you would use these resources
- Increase your knowledge of how to use these platforms to collaborate with team members while maintaining security and functionality
- Recognize some of the mistakes you might be making that have the potential to risk file loss, security, or accessibility

6

WORKSHOP GROUP 6

2:30 - 3:15 P.M.

The AT Lecture Series: Perspectives in Leveraging Technology and Promoting Staff Development

Arbor Suite

Ben Lass, Digital Learning Center Coordinator, IT Academic Technology

Kate McCown, Academic Technologies Director of ITS at UNL

Are you wondering about ways to use technology to make your departmental processes more efficient? Or perhaps how to provide professional development opportunities for your staff so they get exposure, build confidence, develop skills, and become highly engaged workers? Then come to our session! Kate McCown and Ben Lass from ITS Academic Technologies (AT) will explain how the AT Lecture Series accomplishes both goals.

The presentation will include how and why the lecture series began, video clips from some of the sessions, and how you can take what you learn to your department—encouraging professional development, scaling efficiencies, and documenting processes. Whether you want to use this process internally or to externally showcase your department’s knowledge and skills, you should find something of value to take away.

Cultivating a Positive Culture: One Seed at a Time

Prairie Suite

Falesa Ivory, M.D., Provisionally Licensed Psychologist & DEI Coordinator

John Goldrich, MSW CAPS Assistant Director of Embedded Services

Kristin Jagels, MSW, CAPS Care Manager

Amid the Great Resignation, continued presence of COVID 19, as well as major societal issues are taking a toll on institutions of higher education. The changing demands of providing quality services to students has taxed University resources requiring department leaders to develop more innovative solutions to meet student needs. These increased performance demands impact role stress, workplace conditions, well-being, and job satisfaction of faculty and staff.

The presenters will share the implementation of a program to improve workplace conditions, improve team cohesion, foster employee’s personal development, and experience both respect and appreciation in this setting.

WORKSHOP GROUP 6

2:30 - 3:15 P.M.



Breaking Out of the Box: Cultivating Creativity in the Workplace

Great Plains A

Mamie Boerner, Office Support Associate, Agronomy & Horticulture

How can creativity flourish in the workplace when your work area resembles a box? What are the benefits of cultivating a more creative work environment? Creativity in the workplace is especially important in a time where we are seeing businesses struggle to maintain good employees. Encouraging creativity can help people become more invested and connected to the work they do. We will look at what the benefits are to establishing a more creative environment for employees such as increasing problem solving skills, increasing work efficiency, and promoting a fresh way to approach challenges that employees can run into. Participants will engage in interactive demonstrations to experience firsthand how creativity can enhance areas such as problem-solving skills. Finally, we will explore ways that creative spaces can be done while maintaining a professional environment.

Well-being: Emerging Trends and Integration With Academic Affairs

Great Plains B

Abbey Ragain, Prevention Program Coordinator, Center for Advocacy, Response & Education

Jackie Mattingly, Interim Associate Dean for Student Success; Assistant Professor of Practice in Music

Considering the feelings of isolation and lack of connectedness among students identified in 2018 and 2022 Healthy Minds Study, Big Red Resilience and Well-being (BRRWB) partnered with Hixson-Lied College of Fine and Performing Arts to enhance these connections. Facilitators will share the creative strategies developed specifically for the Hixson-Lied College of Fine and Performing Arts using assessment results, addressing underrepresented populations, and engaging the entire college community to enhance the culture of caring among faculty, staff, and students. Facilitators will share specific details to encourage collaborations across campus.

ACKNOWLEDGMENTS

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The Chancellor and his Cabinet

Ronnie Green, Chancellor

Katherine Ankerson, Executive Vice Chancellor, Academic Affairs

Trev Alberts, Vice Chancellor, Athletics

Michael Zeleny, Vice Chancellor, Business & Finance

Marco Barker, Vice Chancellor, Diversity and Inclusion

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

Bob Wilhelm, Vice Chancellor, Research & Economic Development

Laurie Bellows, Vice Chancellor, Student Affairs

Deans and Directors

Tiffany Heng-Moss, Dean, College of Agricultural Sciences and Natural Resources

Mark Button, Dean, College of Arts and Sciences

Kathy Farrell, Dean, College of Business

Sherri Jones, Dean, College of Education and Human Sciences

Lance Pérez, Dean, College of Engineering

Shari Veil, Dean, College of Journalism & Mass Communications

Andrew Belser, Dean, Hixson-Lied College of Fine & Performing Arts

Liz Lorang, Interim Dean, University Libraries

Special Thanks to

Athletics

Campus Recreation

Lied Center for Performing Arts

UNL Dairy Store

University of Nebraska State Museum

International Quilt Museum

University of Nebraska Office Professionals Association

Runza

Raising Canes

University of Nebraska Federal Credit Union