



Volume 27, Issue 9

September 1, 2006

## September Luncheon

**Quarterly Theme:** Talent Managements

**Program Topic:** Collaboration

**Presenter:** Sherry Shivey, NBDC

Three key words for business for the 21st century are: change (no surprise there), connection (it really IS who you know), and collaboration (two or more heads are better than one). It's pretty clear that things are too complicated in our volatile, global, high-tech world for one -- or a handful of -- people or organizations to have all the answers, strengths, or opportunities. Pooling resources has always been a good strategy; especially now.

Our afternoon workshop follows the luncheon program and will run from 1:30 - 3:30 and the cost is \$60 for members and \$75 for non members. Please register separately for the afternoon workshop.

### About the Presenter:

Sherry Sivey helps companies maximize their performance through their people. Sivey is a presenter, facilitator, mentor and coach, empowering others to develop themselves, their people, and their organizations.

She has seven years experience as a corporate manager with a Fortune 500 company and 10 years as owner of her own consulting business. She is a full-time coach, facilitator, and consultant for NBDC and has helped hundreds of people and companies implement change through their people and processes. She has a bachelor's degree from the University of Nebraska at Lincoln.

11:00 - 11:30 AM - Registration/Networking

11:30 - 11:45 AM - Buffet Lunch

12:00 - 1:00 PM - Program

1:30 - 3:30 PM - Workshop

**Location:** Westside Community Center - 3534 S. 108th (108th & Grover)

**Luncheon cost:** Member \$15 / Non member \$20 No shows will be billed.

**Workshop cost:** Member \$60 / Non member \$75 No shows will be billed.

**Registration deadline:** September 8, 2006

Register online - ASTD Nebraska members must sign in to receive the member rate. If you prefer, you may also register by calling ASTD Nebraska at 402-850-6710 or by emailing [contactus@astdnebraska.org](mailto:contactus@astdnebraska.org)

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## 2006 Board of Directors

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westielvr1@cox.net ..... Crew Training International

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algalloway@oppd.com ..... OPPD

**Past President** ..... Tricia Danielsen 351-4058  
tricia.danielsen@cox.net ..... Mutual Of Omaha

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ejenjen@aol.com ..... Creighton Medical Associates

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saj315@hotmail.com

**VP Communication**..... Doug LaMar 884-4320  
doug@lamarsoft.com ..... LaMarSOFT

**Newsletter Editor** ..... Elizabeth Ambrose 952-6531  
eambrose@omnihotels.com ..... Omni Hotels Reservations Center

**Dir. of Web** ..... Linda Beiriger 554-1045  
Linda.Beiriger@tconl.com ..... Planned Parenthood of Omaha/CB

**VP Marketing** ..... Janet Skogerboe 351-8341  
Janet.Skogerboe@MutualofOmaha.com ..... Mutual of Omaha

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dave@sandler.com ..... Sandler Sales Institute

**Dir. of Sales** ..... Marilyn Sims 884-1214  
marilyn@clarkconnectiongroup.com ..... Clark Connection Group

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Kristi.rutledge@sitel.com ..... SITEL Corporation

**Dir. of Public Relations**.....  
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deskrobo@oppd.com ..... OPPD

**Dir. of Member Involvement**..... Shawn Mahrenholz 898-3341  
smahrenholz@omahastate.com ..... Omaha State Bank

**Dir. of Orientation** ..... Lisa McDonald 501-5113  
lmcDonald@carlson.com ..... Carlson Hospitality

**VP Programming**..... Wendy Schultz 595-5883  
Wendy.Schultz@conagrafoods.com ..... ConAgra Foods

**Dir. of Awards**..... Aileen Sigler 351-6419  
aileen.sigler@mutualofomaha.com ..... Mutual of Omaha

**Dir. of Programming** ..... Michael Mitilier 614-6029  
mtstraining@cox.net ..... MTS Training

**Dir. of Special Interest Groups** ..... Jamie Kelly 926-7155  
jkelly@hdrinc.com ..... HDR Inc

**VP Professional Development** ..... Heather Davis 431-7710  
heather\_davis@csgsystems.com ..... CSG Systems

**Dir of Professional Dev (Advanced Trainers Institute, CIT & Trainers Institute)**..... Tamara Dowling 636-3447  
tdowling@oppd.com ..... OPPD

**Dir of Career Resources**..... Valerie Noll 232-8205  
valerie.noll@offutt.af.mil ..... Crew Training International

**Dir of Mentor Program**..... Bobi Jensen 758-6544  
bjensen@centrisfcu.org ..... Centris Federal Credit Union

**NAC** ..... Lisa Hayes 544-9042  
LRHayes@up.com ..... Union Pacific Railroad

## Did You Know?

As a trainer, you have access to many valuable, training, leadership, management and e-learning resources.

The websites listed below are available to trainers and offer advice on training, leadership and more!

Gallup Management Journal [website](#)

Chief Learning Officer Magazine [website](#)

e-how, a Guide to Doing Just About Everything? [website](#)



## President's Perspective



As workplace learning and performance professionals, we invest enormous amounts of time, effort and expertise in increasing the knowledge and skills within our organizations. Often, we work long-hours, behind the scenes, making an impact on our organizations, that while noticed is rarely publicly celebrated. ASTD National embarked on a national campaign in 2003 to recognize the value and impact of Employee Learning by proclaiming one-week of the year "Employee Learning Week." Your chapter will be championing this campaign throughout the coming months in order to bring due attention to the value and positive impact of our members on our community.

The American Society for Training & Development (ASTD), the world's largest association dedicated to workplace learning and performance professionals, is celebrating **December 4-8, 2006** as "**Employee Learning Week**" to recognize the strategic value of learning and the important link between a knowledgeable, highly skilled workforce and organizational success. ASTD's members and associates come from more than 100 countries and thousands of organizations. Your local ASTD affiliate – ASTD Nebraska chapter – has more than 350 members throughout the Omaha Metro Area. Our members represent every major employer in practically every industry.

"To be successful in the global economy, business leaders must understand the important connection between building a highly skilled workforce and achieving organizational results," says Tony Bingham, ASTD President and CEO. "Through ASTD's annual State of the Industry Report, our research shows that organizations continue to invest in employee learning and development, and technology is playing a larger role in delivering learning to the workforce," he notes. "Increasingly, organizational leaders realize that the most important asset in our knowledge economy is talent, and a skilled workforce is the key to realizing results. We encourage all organizations to recognize Employee Learning Week 2006, and the strategic value of lifelong learning," Bingham adds.

ASTD Nebraska chapter's Board of Directors would like our members to consider our request to recognize Employee Learning Week in their organizations.

### Ideas for recognizing Employee Learning Week include:

- Formally recognizing your Workplace Learning and Performance staff in company-wide communications
- Holding an "open-house" or "open-tours" of your training centers, providing employees and management communication pieces highlighting offered training and its impact to the organization
- Introduce a new program for employees designed to promote learning and development within the organization
- Encourage employees to join and become involved in ASTD Nebraska
- Invite employees to a "Lunch and Learn" event to discuss learning opportunities and skills development in the office and around the community
- Implement a recurring CEO question and answer forum to disseminate business critical information to employees

### Nominate your Organization for Recognition!!!

Additionally, we would like to solicit information regarding how your organizations recognize and support Employee Learning.

If you would like to nominate your organization to be recognized by ASTD Nebraska please contact Patricia Harrold, 232-8265, [president@astdnebraska.org](mailto:president@astdnebraska.org)

For more information about ASTD Employee Learning Week 2006, visit [www.employeelearningweek.org](http://www.employeelearningweek.org)

## Board Member Bio

Ever wondered what your ASTD Nebraska board members look like? Where they work? What are their chapter goals? How about something that would make you say "I did not know that about them."

Throughout 2006 ASTD Nebraska newsletter will introduce you to your board members. You'll be surprised what you learn about them!



Board member name: Sarah Julius

Board position: Chapter Secretary,

Contact email address: [secretary@astdnebraska.org](mailto:secretary@astdnebraska.org)

Employer: recently graduated

Years with ASTD Nebraska: ASTD member since March 2005, Board member since April 2005

2006 Goal for ASTD Nebraska: I would like to see a continued increase of awareness of what ASTD is and the value of services available to the Omaha business community; eventually becoming the #1 training resource. I think ASTD represents so many wonderful things and allows people in the training industry to grow personally and professionally, which in turn creates more productive and happier employees.

Surprising tidbit: My favorite place to relax is at my family's summer home on Lake of the Woods in Ontario, Canada.

## Nebraska Chapter Honored by National Committee

Dear ASTD Nebraska Chapter,

Thank you for your submission to the SOS (Sharing Our Success) Program. Congratulations on your achievement, "Board of Directors Wiki". Your effort demonstrates a replicable format for other chapters around the country to adopt and improve their chapter's business.



Your chapter's achievement will be recognized in the following ways:

- A description of your chapter's project will be featured on the SOS Webpage at the ASTD Website [www.astd.org/ASTD/Membership/local\\_chapters/sos/sos\\_home.htm](http://www.astd.org/ASTD/Membership/local_chapters/sos/sos_home.htm)
- An article in the *LCN, Leaders Connection Newsletter* online
- Recognition in ALC program materials

Your chapter's willingness to share best practices can immediately help other chapters to improve their management and services. In addition, your work will help us to create an interactive knowledge base to benefit current and future chapter leaders.

Congratulations on your accomplishment, and thank you again for your contribution to our members and chapters!

Cordially,

Jacque Burandt, Chair  
Sharing Our Success (SOS) Committee





## Partnership Progress Continues

Our Strategic Partnership with the Non-Profit Association of the Midlands (NAM) is bearing fruit. NAM is a nonprofit 501(c)(3) membership organization serving other nonprofits in Nebraska, Iowa, and surrounding states.

As part of our community outreach efforts, ASTD Nebraska offers NAM members opportunities to advertise volunteer positions and training needs. Currently, openings can be found on our job postings page. Additional announcements will be included in our weekly email and newsletter.

Additionally, NAM recently conducted a survey of their members training needs:

- Enhance the ability to provide recognition - learn better recognition strategies to encourage and motivate others
- Create a better place to work--increase the productivity and morale of team and/or organization
- Managing Meetings that get Results
- Leading Change
- Communication Skills
- Team Building
- Motivating Others
- Leadership
- Strategic Planning
- Board Development
- Grant Writing
- Fund Development
- Non Profit Budgeting
- Performance Evaluations
- Analyzing Performance Problems
- Delegation
- Coaching and Counseling for Improved
- Performance
- Goal Setting
- Developing Performance Standards
- Learn to partner more effectively with colleagues
- Develop own self-awareness-better understand strengths as a manager
- Assessment
- Giving Effective Presentations
- Job Stress/Burnout

Partnering with NAM will provide opportunities to review training needs and offer the time and expertise to conduct training. Compensation is available and these training opportunities are a great way to give back to the community while by building up a resume of external training experience and consulting.

Questions about this partnership and or future training/volunteer opportunities available should be directed to our Director of Programming, Michael Mitlier [mtstraining@cox.net](mailto:mtstraining@cox.net)

## ASTD Nebraska President to Present at Lincoln Chapter Event

ASTD-Lincoln's Professional Development Series will help you grow your skills and competencies from the beginning to experienced level — and your career — so that you can be your professional best. Learn from experts in the field who have the ability to bring theory to life and show you practical applications you can put to work!

### ***Don't fall into the Generation Gap!***

Presented by ASTD Nebraska President, Patricia Harrold, CPLP

8:30 – 11:30 am

In this session, you will learn...

- How to identify common generational perceptions and biases
- How to recognize the impact of the Generational Experience on values, work styles and training preferences

How to demonstrate an increased ability to perceptively motivate, coach, manage and train in multigenerational environments

### ***Beyond the Band-Aid: Building Real Results as a Performance Consultant***

Presented by Mary Hoppe, MA, CPLP

12:30 – 3:30 pm

In this session, you will learn...

- How to identify common misconceptions about the role of performance consultant
- How to apply your knowledge of the generations to:
  - Produce more breakthroughs with your clients at all levels
  - Negotiate and contract for clear deliverables

Increase rapport with clients to increase motivation and responsiveness

**When:** Tuesday October 17th, 2006 8:30 am – 3:30 pm

**Where:** BryanLGH College of Health Sciences, Room 204 (NE Corner of BryanLGH East Campus)

5035 Everett Street, Lincoln, Nebraska

**Cost:**

\$75 for the entire day (both sessions)

*(Includes continental breakfast, lunch & afternoon snack)*

\$45 per session

*(Includes continental breakfast with the morning session or afternoon snack with the afternoon session)*

Registration is also available online at [www.astdlincoln.org](http://www.astdlincoln.org) or by calling 402.434.7557.



## Sharing Our Business Lines, A Look at Return on Investment (ROI)

### September Featured Business Line: *Monthly Program*

ASTD monthly meetings are a great way for members to network with others in the industry and to learn and develop new skills and techniques. Each session offers insights into topics that can be used to enhance professional skills and gives the speaker the opportunity to gain recognition in the industry.

Wendy Schultz VP of Programming and Michael Mitlier Director of Programming organize the monthly programs. Topics and dates of the monthly programs can be found online at [www.astdnebraska.org](http://www.astdnebraska.org) and in the ASTD monthly newsletter. Members receive special notices via email.

Here's what members are saying about the monthly programs:

"The ASTD monthly programs have helped me in developing and enhancing my training skills. The programs allow me to network with professionals in the Metro. This has helped in my success to become a professional facilitator." *Cindy Bacon, Information Technology Instructor, MUD*

"Being a presenter at an ASTD luncheon meeting increases my exposure among corporate training professionals, raises awareness about my business and the services we provide, and serves as another opportunity to improve my own presentation skills. I look forward to doing it again!" *Karen Morey, Partner, Best Year Yet*

"The ASTD programs provide a wonderful opportunity to network with other trainers and equip us with new tools to take back and incorporate into our department." *Angela M. Weis, MS Training Institute Manager, Omaha Home for Boys*

"We were contacted by Angela Skrivan of VNA after she attended our Solution Power presentation at an ASTD meeting in 2005." *Kevin Pufall, SKR Pufall, LLC*

### ASTD Business Lines:

#### Programming:

Monthly Program

Workshops

Conferences

Special Interest Groups

Awards and Recognition

#### Communications

Website

Newsletter

Member Directory

Future Developments

#### Marketing

Sponsorships

Vendor marketing

Consultant links

Future Developments

#### Membership

Volunteer Opportunities

ASTD National Membership

Member Orientation Session

Future Developments

### Professional Development

TI/CIT/ATI

Resume Critique

Interview Prep

Job Postings

Mentoring Program

Certification Prep

## September 2006 SIG Meetings

### Technology SIG

Date: Tuesday, Sep 19, 2006

Time: 3:30 p.m. to 5:00 p.m.

Location: CSG Systems Inc, 2533 N. 117th Ave (North Park Office complex)

Parking: Use the parking lot behind 2533 117th Ave (Use the double glass doors and follow the signs to the training room)

Subject: e-learning roundtable

Here is your opportunity to showcase what your organization is using for e-learning. The round-table format will provide an opportunity to those who are looking for something new and exciting to use within their companies and also it could be an idea sharing opportunity for those who the same tools. Some of the questions we are looking to answer:

- How easy is it to work with?
- What is the learning curve?
- What is the development time?
- Are you using an LMS?
- Does it score results?
- Costs?
- Anything else you are willing to share!

A computer and projection device will be available to take sneak peeks at what you have. The room will also have internet access if needed. This is a great opportunity for those of you who haven't made the dive yet and for those you are pros. Let's share information so we all become more technologically savvy!

No reservation needed! Contact Sue Wymore at 402.636.3842 [swymore@oppd.com](mailto:swymore@oppd.com), Mike McCarron (431-7847) or Chris Kort (431-7966) with any questions.

***Save the date! October's Tech SIG will be (the last one for 2006) on October 17<sup>th</sup> from 3:30-5!***

### Books, Toys and Games SIG

Date: September 26, 2006

Time: 3:30-5pm

Place: The Bookworm, Countryside Village

Topic: TBD

Facilitators: Sarah Julius

More details to be released closer to the date! Contact Jamie Kelly at 926.7155 or [jamie.kelly@hdrinc.com](mailto:jamie.kelly@hdrinc.com) with any questions.

***Save the date! October's Books, Toys & Games SIG will be (the last one for 2006) October 24<sup>th</sup> from 3:30-5. We will host a creativity activity exchange! Stay tuned for more details.!***





## Chapter Volunteer Opportunities

### **Volunteer Position:** Interview Team Member

Description of Job & Responsibilities:

**This opportunity is for a team launching in 2006. We are seeking people with experience conducting interviews to help us get started**

- Conduct mock interviews and give feedback to help our members polish their interview skills
- Generate ideas for more Career Resources Products and Services
- Occasional special projects such as write a newsletter article or create an interview aid handout

Training time/Monthly time: 1-2 hours training/1-4 hours monthly

Length of commitment 1 year

Contact Valerie Noll, Director of Career Resources at 232-8205, 312-1118 or [DirectorCareerResources@astdnebraska.org](mailto:DirectorCareerResources@astdnebraska.org)

### **Volunteer Position:** Trainer's Institute Assistant

Description of Job & Responsibilities:

- Solicit and coordinate volunteers
- Make graduation lunch arrangements
- Assist with Trainer's Institute marketing as needed
- Assist with participant contacts, as needed

Training time/Monthly time: 30 minutes training/5 hours monthly

Length of commitment August 1 - November 17

Contact Tamara Dowling, Director of Professional Development at 636-3447, 312-1118 or [tdowling@opd.com](mailto:tdowling@opd.com)

### **Volunteer Position:** Programming Committee Member

Description of Job & Responsibilities:

- Assist in choosing topics for monthly meetings and securing speakers/presenters for those meetings
- Assist in planning and executing meetings

Time commitment: 2-4 hours per month

Length of commitment 1 year

Contact Michael Mitilier, Dir. of Programming at 614-6029 or [mtstraining@cox.net](mailto:mtstraining@cox.net)

## Job Postings/Career Resources Assistance

### Methodist Health Systems

IS Division Effectiveness Coordinator

### Southeast Community College

Class Instructors

### Take Flight Farms

Volunteer Positions

### TD Ameritrade

Leadership Development Intern

Leadership Development Facilitator/Content Developer

### Black & Vtech Corp

Training Specialist

### Netshops

Corporate Trainer

### ACI Worldwide

Global Organization Development/Learning Consultant

### Home Instead Senior Care

eLearning Specialist

### Ameritas Life Ins. Corp

Group Sales Trainer

Contact **Valerie Noll**, Dir. of Career Resources, about the job opportunities listed above. Her email address is: [DirectorCareerResources@astdnebraska.org](mailto:DirectorCareerResources@astdnebraska.org). Or log onto [ASTDNebraska.org](http://ASTDNebraska.org) (You must login for access to Job Listings page).

## New/Renewing Members

ASTD Nebraska extends a warm welcome its newest members and says thanks to those who have renewed their membership. We're glad to have you!

### Renewing Members ~

Alysia Clary  
 Deb Dice  
 Georgia Eckert  
 Greg Etherington  
 Ann Gillaspie  
 David Leslie  
 Lori Nardin  
 Colleen Quinn Harper  
 Anne Riha  
 Kim Seidman  
 Heather Thrasher  
 Shirley Unrau

### New Members ~

Alexander Adkins  
 Julie Durmaskin  
 Kathy Galle-Goetzinger  
 Heather Knigge  
 Cathe Kuker  
 Chris Pavlovski  
 Amy Trenolone

Just a reminder ~ ASTD and the Omaha Public Library have partnered up to increase the number of adult education books and other related topics to add to their supply.

Visit the library website and go to the library to check out your books today!

[www.omahapubliclibrary.org](http://www.omahapubliclibrary.org)



## CIT Schedule

### September 27-28, 2006

Advanced Presentation Skills

Registration deadline: September 22, 2006

Members Cost = \$275.00/Non Members Cost = \$300.00

### October 18-19, 2006

Foundation for Successful Training Programs

Registration deadline: October 13, 2006

Members Cost = \$275.00/Non Members Cost = \$300.00

All classes are held 8:00am-4:00pm at the Bellevue University Lozier Building located at 117th & Blondo.

## ATI Schedule

### September 21-22, 2006

Advanced Writing for Trainers

Registration deadline: September 15, 2006

Members Cost = \$350.00/Non Members Cost = \$375.00

### October 13, 2006

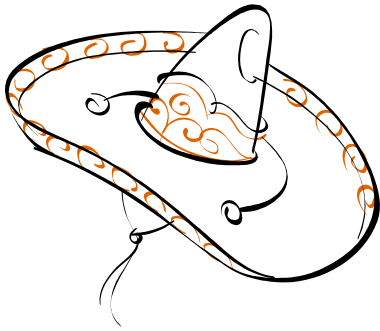
HPI - The Trainer as a Performance Consultant

Registration deadline: October 6, 2006

Members Cost = \$350.00/Non Members Cost = \$375.00

ATI classes are held 8:00am-4:30 pm at the Omaha Home for Boys' Wurdeman Learning Center, located at 4343 N. 52<sup>nd</sup> St.

## Reminders



### Hats off to ASTD!

Arriba! Our theme for this year's Awards Banquet is a Mexican Fiesta. Come enjoy the guest emcee, live music and themed cuisine. The evening promises to be filled with fun, food and friendship.

Please join us on **November 9** as we recognize the accomplishments of our chapter and its members and introduce the new 2007 Board.

Early bird registration: Register by *October 3* and receive one free beverage coupon for the event. All early bird entrants will be placed into a drawing to bring a guest for free.

Watch for more details!

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The (Southwest Idaho) ASTD Treasure Valley chapter, in cooperation with the Society for Technical Communication, Snake River Chapter, and the Instructional and Performance Technology Department of Boise State University will present:

**International E-Learning Conference**  
**Boise Idaho - Boise State's Micron Engineering Center**  
**Saturday, September 16th 8 AM - 5 PM**

This international conference will examine e-learning knowledge development, distribution and management in the 21st Century.

The keynote speaker is William Horton, President of William Horton Consulting and author of numerous e-learning books, including the 2006 publication of E-learning by Design.

Presentations from E-Learning Experts from South Korea, Germany, Utah, Nebraska, Washington, and Idaho will provide conference attendees with a range of perspectives on the issues eLearning professionals are tackling around the world.

Don't miss this international eLearning conference and the opportunity to hear Dar Piatt, our own ASTD Nebraska e-Learning expert!!

Registration is \$99 for (ASTD, STC & IPT) members and \$125 for non-members.

Questions? E-mail conference chair Rob Horton at [rjh@levelfiveint.com](mailto:rjh@levelfiveint.com)

September 2006

## ASTD Lincoln ~ September Meeting

Thank you to everyone who makes our Chapter Newsletter possible. Without you, this publication would not exist.

Your thoughts and opinions are very valuable in continuing to make it a huge success.

I welcome all members input and article submissions.

Please feel free to contact me, Elizabeth Ambrose at 402-952-6531 or via email at [eambrose@omnihotels.com](mailto:eambrose@omnihotels.com), with your contributions and suggestions for future newsletter editions.



Join Anita Lewandowski on **Thursday, Sept. 21, 2006** as she discusses Becoming a Certified Professional in Learning and Performance (CPLP). Anita will explain the CPLP program.

The Certified Professional in Learning and Performance (CPLP) is a professional certification program from ASTD that credentials individuals in the learning and performance field. Certification covers the broad spectrum of learning and performance, and addresses nine areas of expertise based on the middle tier of the ASTD Competency Model.™

Members Cost: \$16

Non Members Cost: \$32

Time: 11:30am-1:00pm

For more information contact Glenda Hinz at 402-438-2253 or via email at [ghinz@astdlincoln.org](mailto:ghinz@astdlincoln.org).

To register online, visit our website [www.astdlincoln.org](http://www.astdlincoln.org) or register by phone at 402-434-7557

Registration deadline is Sept.15, 2006

## Mark your calendar

*Are you a New Member or thinking of joining?*

**Learn more about what your ASTD Nebraska membership can do for you.**

**Attend the next *Member Orientation Session!***

Member Orientation Session

Thursday, September 14

11:30-12:30

Bellevue University  
Lozier Professional Center  
2810 North 118th Circle  
Omaha, NE 68154



\* Sign up on-line at [astdnebraska.org](http://astdnebraska.org)

[www.astdnebraska.org](http://www.astdnebraska.org)

Contribution • Recognition • Achievement • Belonging • Development