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MAGAZINE



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CREDITS

MANAGING EDITOR

Anthony Flott

ASSOCIATE EDITORS

Jennifer Arnold
Charley Reed

ART DIRECTION

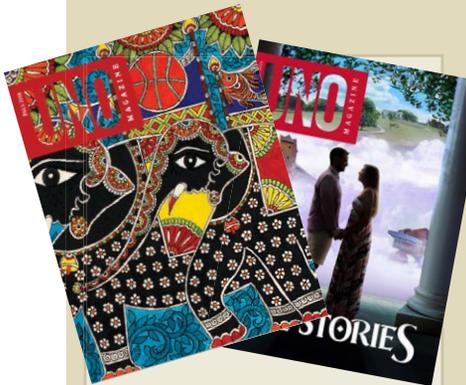
Heidi Mihelich

COVER ILLUSTRATION

Brandon Simonsen
UNO student

CONTRIBUTORS

Dave Ahlers, Shad Beary, Brendan Brown, Rick Davis, Colleen Kenney Fleischer, Ryan Henriksen, Rich Kaipust, Greg Kozol, Sam Petto, Liz Renner, Bonnie Ryan, Nolan Searl, Terry Stickels, Therese Vaughn, Kevin Warneke.



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Dear Alumni and Friends:

THANK YOU FOR CHOOSING to study at UNO. Thank you for your continued support of UNO. And, finally, thank you, for joining me on this incredible journey that I have taken as chancellor, which soon will be ending after nearly 4,000 days on the job.

The more you love something, the faster time goes. That is certainly the case for me and my time here at UNO, putting me in a reflective mode.

During my installation speech, when I became Chancellor in 2007, I shared a quote from Danish philosopher Soren

Kierkegaard. He said that "Life can only be understood backwards, but it must be lived forwards."

Leaders — in any profession — must be able to look back to measure their work; strengthen and adjust existing goals; and, look forward to address the opportunities and challenges of the future.

Together, we've had to address challenges and overcome them. Together, we've faced those challenges with a true Maverick spirit.

We have continued to maintain affordable access to education for those who seek a degree. We have invested almost a half-billion dollars by partnering with the community. We have added several new doctoral programs and moved to a Carnegie Doctoral-granting research institute. We have transitioned our athletics from Division II to Division I. And we have been nationally recognized for our academics, community engagement and military support.

Our metropolitan university mission has been cemented, and UNO's commitment to sharing, collaborating and engaging with our city, state and nation will not waiver.

I have no doubt that even with these significant accomplishments, UNO has not yet seen its best days. I look forward to seeing where the next 10 years takes UNO, Omaha and Nebraska.

Thankfully, I will have the opportunity to do so as I continue to support UNO and Omaha through a variety of projects, even after my time as chancellor has ended.

So, once again, I say "thank you" for joining me on an incredible journey.

The future of UNO, our city and our state is bright.

Forever and always, Go Mavs!

John E. Christensen
Chancellor John E. Christensen



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“ On Fall 2016

LETTERS TO THE EDITOR

UNO Magazine wants to know what its readers are thinking after reading the current issue. Write us about the magazine or university. Letters must include writer's first and last names, address and phone number. Letters may be edited for taste, accuracy, clarity and length.

Submit a letter online at www.unoalumni.org/unomag-led or write to the address on page 3.

LEAPING OUT OF THE MAIL BOX

You've done it again. Following the marvelous two-page cover of the "Maverick" recently, you presented another two-page cover that leapt out of the mailbox at me. Thank you for the great graphics. It took some time for me to read this issue — just finished reading all of the stories — outstanding issue. A lot has changed since I graduated from UNO in 1957. I really enjoy reading about the exciting people and events related to the University.

Margery Pope, 1957
Sherman Oaks, California



TODDLING THROUGH THE MAG

Here is proof for you and your staff that the magazine can capture the attention of toddlers, especially when you include photos of the Wiener mobile (couldn't get a good one of him looking at that page). We look through it several times a week!

Danae Dinkel, 2005, 2010
Assistant Professor, UNO Health Physical Education & Recreation, Education

ON THE KLEENEX SCALE

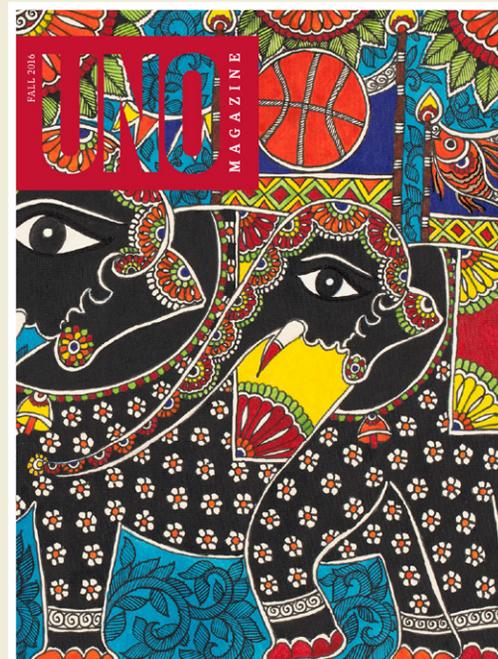
You guys and gals have done it again! The fall issue of *UNO Magazine* is outstanding, especially the story "Eyes on ISIS." A little scary, that one. And then there's "One Step at a Time" — on the Kleenex meter, it rates a solid half box. And lastly, "The Dark Journey" ... I'm glad the university is willing to throw some light on that one. Well done! Keep up the great writing and investigative journalism.

Larry Miller
Chief Deputy, Omaha Register of Deeds

GETTING THE WHEELS TURNING

The current article about the Weinermobile in *UNO Magazine* reminded me of an old friend who worked for Oscar Mayer for 30 years. Yes, Meinhardt Raabe, who first starred as the coroner in the Wizard of Oz, became the driver for the Weinermobile, mostly because of his size, but also because it was hard to find regular employment in those days. Meinhardt and his wife, Marie, were wonderful little people and visited the YMCA Youth Camp I directed in Florida many times. They were active biologists and horticulturists in their retirement years and many times presented displays at the Florida State Fair.

Don McMahill, 1957
Black Mountain, North Carolina





HOW IN THE H.E. Double Hockey sticks did I get to here?

As of April, 24 years working for the University of Nebraska at Omaha. More than 8,700 consecutive days of continuous employment in one place.

This has to come as a surprise to the manager at Skinner Bakery who fired me for absconding with the employee-only pastries and selling them during lunch period at my high school. And the brass at Nebraska Furniture Mart likely are in wonder given the expletive-laced diatribe I let fly while quitting in a huff.

Somehow, though, I've stayed in one place for almost a quarter century. Half my life!

No way you'd get the sense I was a lifer if you looked at my work resume up to and through college. That includes at least 20 jobs since my first paid employment — World-Herald newspaper carrier in Karen Western neighborhood — to my final one writing for the Gateway. Paper to paper.

In between, I've swept worksites, laid asphalt, trimmed trees and done carpentry (poorly) for my dad and uncles. I've sold liquor (legally), cooked in a steakhouse, and had that bakery job. I was a gatekeeper at Peony Park for one summer and a security guard at Aksarben for one day.

I babysat, raked leaves, mowed lawns and appeared in a commercial for Richman Gordmans (for pay, yo!).

All to make a buck. But none of it to make a living.

So how did I go from having all these jobs to staying in one place for 24 years?

I earned my degree from UNO, gaining education in the career I wanted to do, not had to do.

I'm deeply appreciative of that, and I'm not alone. Every issue, I see the same gratitude from fellow grads throughout Class Notes.

"UNO was an important steppingstone. Many thanks!" writes 1964 grad Richard Robinson in this issue's edition.

Here are a few more:

"UNO set the stage for my future leadership positions. Excellent college professors," James Troia, 1984.

"UNO is one of the greatest and most valuable experiences of my life," Derek Rayment, 2010

"I was inspired to go into business of serving our elderly population while taking classes in the Gerontology program," LaWanda Moore, 2014

All unsolicited, mind you. And they come issue after issue.

I've seen it year after year — 24 years running.

Thanks, UNO.

Anthony Flott
Anthony Flott, Managing Editor



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Barbara Weitz Honored with Alumni Achievement Award

THE UNO ALUMNI ASSOCIATION bestowed its Citation for Alumni Achievement award upon UNO graduate Barbara Weitz during the university's commencement ceremony Dec. 16 at Baxter Arena.

Inaugurated in 1949, the citation is the association's highest and oldest honor. It encompasses career achievement, community service, involvement in business and professional associations, and fidelity to UNO. Association President Lee Denker presented the award to Weitz, who became the 172nd graduate so recognized.

"It is nearly impossible to express just how much Barbara Weitz means to UNO and our community," Denker said. "She has a passion for inspiring positive change among youth, women, students and those in need. She is an inspiration for others, and I couldn't be more proud to count Barbara as a distinguished UNO alumna."

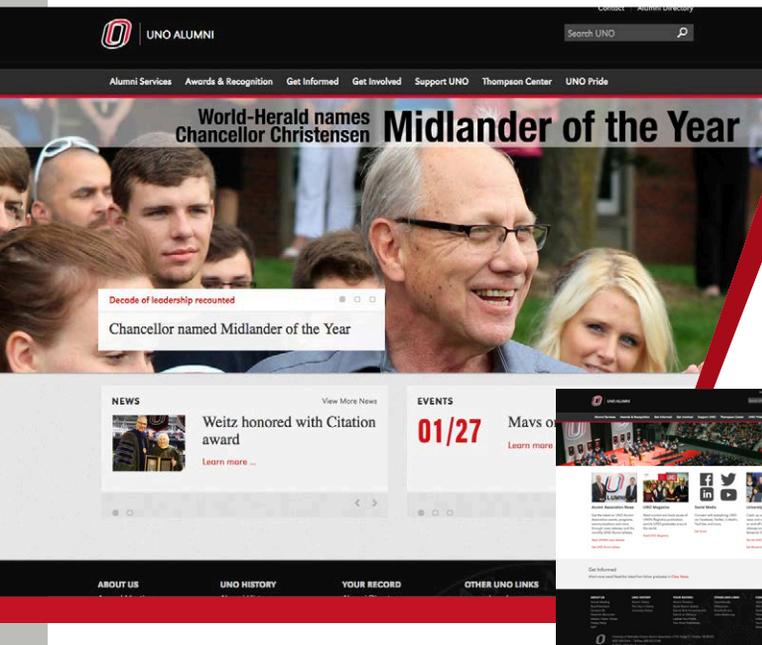
Weitz earned a master's degree in social work from UNO in 1991. UNO's Barbara Weitz Community Engagement Center is named in her honor, the Weitz Family Foundation having made the lead gift to its construction.



Barbara Weitz pictured here with (from left to right): Chancellor Christensen, her husband, Wally, and Association President Lee Denker.

Weitz has a diverse working background that includes service in higher education, the corporate world, state government and a church. Her longest tenure was as a full-time instructor in UNO's School of Social Work from 1991 to 2007.

For more information about Weitz and the Citation award she received, visit unoalumni.org/weitzcitation



WEAVING A NEW WEB

THE UNO ALUMNI ASSOCIATION at the start of 2017 debuted a new website. The address is the same — unoalumni.org — but the look is new, emphasizing UNO's primary color, black, and other graphic indicators making up the UNO brand.

Visitors will notice significant changes beginning on the home page, which features a rotation of large photos connecting grads to the latest news and events. Changes continue inside at the department and story levels.

The new look mimics the university's website, unomaha.edu.

All services remain, including the popular UNO Alumni Directory available to graduates who register on the site. Registered users can log on to the directory to search for fellow alumni. The free service includes the ability to send an email to a graduate if they have an address on file. Email addresses do not display as messages but are routed "blind" from sender to receiver.

Visitors to unoalumni.org also can update their record, submit a class note, make an online donation, check out upcoming events and more.



Annual Board Meeting Set for May 23

THE UNO ALUMNI ASSOCIATION Board of Directors will hold its annual meeting Tuesday, May 23, at 4:30 p.m. in the Thompson Alumni Center.

For more information contact Meri Kennedy (402) 504-3342 or mken尼迪@unoalumni.org.

PARTNERSHIPS

Insurance

Are you in need of home, life, auto, health or life insurance? The UNO Alumni Association offers graduates insurance for these and other needs at discounted rates.

See all the coverage available at www.unoalumni.org/insurance.

Travel

The UNO Alumni Association is pleased to offer alumni discounted travel opportunities through a partnership with travel provider Go Next! For more information, including detailed brochures for trips, visit unoalumni.org/travel. To receive a brochure for any of our trips by mail, call the association toll-free at UNO-MAV-ALUM (800-432-3216).



UNO, Foundation Staff Win CASE Awards

THE UNO ALUMNI ASSOCIATION and University of Nebraska Foundation once again made the CASE that its communications are among the best university initiatives in the Midwest.

Association and foundation work received four awards for UNO-related efforts during the Council for Advancement and Support of Education (CASE) District VI annual conference held in Chicago in December. CASE VI, one of eight districts, is comprised of nearly 200 institutions from eight Midwest states.

More than 450 entries were submitted to CASE's peer-judged awards program. Since 2010 the association has received 56 CASE awards. The University of Nebraska Foundation has won six CASE Awards since 2015.



A listing of awards won by alumni and foundation staff in 2016:

ILLUSTRATIONS

GOLD AWARD Fall 2015 UNO Magazine
Anthony Flott, Charis Tsevis, Heidi Mihelich of Emspace

BRONZE AWARD Summer 2016 UNO Magazine

Anthony Flott, editor; Ryan Henriksen, photographer; Lynn Schneider and Heidi Mihelich of Emspace, illustration and art direction.

COVER

SILVER AWARD Summer 2016 UNO Magazine

Anthony Flott, editor; Ryan Henriksen, photographer; Lynn Schneider and Heidi Mihelich of Emspace, illustration and art direction.

INVITATIONS

SILVER AWARD UNO Baxter Arena Dedication Event Materials

Mitch Johnson, Jennifer Arnold, Terry Hanna, Annie Bougger

CASE Honors Chancellor



CASE Trustee Andrew Careaga presents award to Chancellor Christensen.

UNO CHANCELLOR JOHN CHRISTENSEN was awarded the Chief Executive Leadership Award at the 2016 Council for Advancement and Support of Education (CASE) District VI conference in Chicago.

The award honors outstanding leadership and service in support of education as well as contributions to campuses and communities.

Chancellor Christensen will retire at the end of the 2016-17 academic year after 10 years as chancellor and more than 40 years as a UNO educator and administrator.



“The Thompson Center looks better than ever.”

Awards Keep Coming for Thompson Center

FOR A THIRD CONSECUTIVE YEAR, the Thompson Center at UNO has been voted one of the city's Best Reception Venues in Omaha Magazine's Best of Omaha 2017 contest.

“We believe even better things are ahead given the dramatic, modern update we recently implemented throughout the facility,” Center Director Steven Summers said. “That includes new wall coverings, carpet, lighting, décor, audio-visual capabilities and more.”

The Thompson Center was named Best of Omaha Reception Venue in 2015 and 2016.

In January came more good news — for the third consecutive year it was named B2B Magazine's Best Banquet Facility and for a first time Best Conference Facility.

The Thompson Center is Omaha's premiere location for outdoor weddings and indoor receptions, offering a great midtown location, delicious fare by Catering Creations, extensive amenities, ample and free parking and all-inclusive pricing.

Since the facility opened in 1980, more than 1,000 couples have celebrated their wedding at the Thompson Center. Numerous Omaha companies, organizations and individuals also have used the Thompson Center to host meetings, seminars, conferences, dinners, parties and other events. The versatile facility offers numerous room options, A/V capabilities, and free WiFi.

See more at thethompsoncenter.org



Young Alumni Academy to Hold Capstone Meeting



THE SEVENTH CLASS OF the UNO Young Alumni Academy holds its final meeting April 20, bringing to a close its eight sessions focused on leadership development, networking and professional growth for alumni 35 and younger.

More than 40 young alumni are part of the 2016-17 class. More than 250 members have completed the program since the academy was founded in 2010.

Members have attended sessions at unique locations on and off campus this year, including a behind-the-scenes tour of Baxter Arena. UNO leaders also addressed members on topics such as athletics management, student focus and community engagement.

December Senior Send-Off

THE UNO ALUMNI ASSOCIATION celebrated commencement with graduating students during the 2016 Senior Send-Off Dec. 8-9. Seniors were given free UNO Alumni Cards and had their pictures taken in front of the new UNO Alumni banner. Photos were posted on the association's Facebook page and emailed to each participant.

With the addition of this graduating class there now are more than 106,000 living UNO alumni worldwide.

SHOW THE O 93

Getting UNO's Colors to Fly in Every Nebraska County

SHOW THE O HAS BEEN to every continent and every state — now comes a push to get O flags to fly in every Nebraska county.

UNO graduates anywhere can show off their Maverick pride by requesting an O flag from the UNO Alumni Association — we send them free for grads to keep. Participants then take a photo with the flag wherever they live or travel. Pictures are sent back to UNOAA for posting at Showtheo.com, which features an interactive world map showing all the places the "O" has flown.

UNO grads throughout Nebraska now are being asked to represent the state's 93 counties — from Adams to York — showing the spread of Maverick Nation throughout Nebraska.

Request your flag today at ShowTheO.com



Nope, that ain't Nebraska. It's the Qatar skyline in Doha as UNO Veterans Coordinator Javy Saldaña (right) and UNO Student Casey Harris Show the O.



The Green, Green Grass of Home

*The amazing
connection
between UNO
legend Marlin
Briscoe and
his namesake
scholarship
recipient*

His job title now?

Living legend.

But Marlin Briscoe, the first black starting quarterback in pro football, started his career path in a most unlikely place ... a small patch of grass in South Omaha.

That grass grew about 10 yards beyond his family's front door in the Southside Terrace housing projects. A tree grew there, too. Day after day, year after year, Marlin would throw a football at that tree to hone his arm and his aim and his dream of becoming a black Johnny Unitas one day.

It was an unlikely dream for a black boy in the '50s and '60s.

He believed anyway.

Marlin lived in Southside Terrace with his sister and mother, a hard-working woman who rode the bus to work each day to clean toilets and homes in west Omaha. Their unit stood on a hill in the only area of the projects where blacks were allowed to live.

Before going to work each day, his mom would pack their cartoon lunchboxes with good food.

"I cried because I had no shoes ... until I met a man who had no feet."

She said that a lot.

"It became my mantra in life," Marlin, 71, says during a phone conversation from his home in Long Beach, California. "Whenever times got tough — and I've had some tough times — it reminded me that I couldn't blame anybody and I couldn't feel sorry for myself because you just have to pick yourself up and plow through it."

Marlin dared not cross any of the other mothers.

He laughed.

"They all raised us," he says. "If we did something we weren't supposed to do and my mom wasn't home, the other moms would take care of business."

And Marlin dared not cross the street.

An unwritten rule in those days and in those projects was that the black kids stayed and played on their side of the street, the white kids on theirs. But once they crossed 30th Street on their way to South High, their paths were allowed to merge. That was another unwritten rule. And the black kids and the Polish kids and the German kids and Hispanic kids would walk side by side and play sports together and study together and bond.

So did many of their parents, who worked side by side for \$200 a week — a good wage in those days — inside the four packinghouses that formed a horseshoe around the south end of projects.

It was a lucky place to grow up.

He knows now, he says, that he wouldn't have had the career he's had — one so noteworthy in football and civil rights history that it's now being made into a Hollywood movie — had he grown up anywhere other than south Omaha.

"Being part of that melting-pot existence helped me and the other kids I grew up with learn to interact with all types of individuals and backgrounds and immigration status," he says.

"You just had a potpourri of different groups of people who came to south Omaha for a better life.

"And they found it there."

Blazing a trail

Marlin excelled in the classroom at South High as well as in sports, which he used to get a college degree at Omaha University (now UNO). In 1968, his rookie year with the Denver Broncos, he became the first black starting quarterback in pro football. He set quarterback records that year. He wowed the crowd. He showed that blacks were smart enough to play quarterback.

The next year, though, he no longer was allowed to play quarterback. He asked for his release from the Broncos and switched to a position he'd never played before — receiver — soon becoming a two-time All-Pro receiver with the

Buffalo Bills. He then helped the Miami Dolphins win two Super Bowls and played a major role on that 17-0 team.

He became a role model to black boys across the country, some of whom grew into living legends themselves. Warren Moon. Doug Williams. James Harris. He even became a role model to a boy who grew up to become the country's first black president. (A few years ago, when President Obama invited that 17-1 Dolphin team to the White House, he took Marlin aside. "You were the trailblazer," he told Marlin.)

After retiring from the NFL, Marlin hit a rough patch. He got hooked on crack and crashed for a few years. He was jailed, kidnapped. But he picked himself up and plowed through it. He became a dean of students and a coach at schools in Los Angeles and served as director of the Watts-Willowbrook Boys & Girls Club in South Central LA before retiring for good a few years ago.

The Hollywood movie will show those lows and those highs.

It will show Omaha. Its people.

It will show his life in the projects.

A boy.

A tree.

A patch of grass.

A dream.

"I don't want to be remembered just as an athlete," Marlin says. "I hope any legacy I might have is not just because I could throw a football, but because I was able to make an impact on the lives of others, to inspire others to also overcome their obstacles and problems and get out of the quicksand and on a level playing field.

"That's really what I'm most proud of."

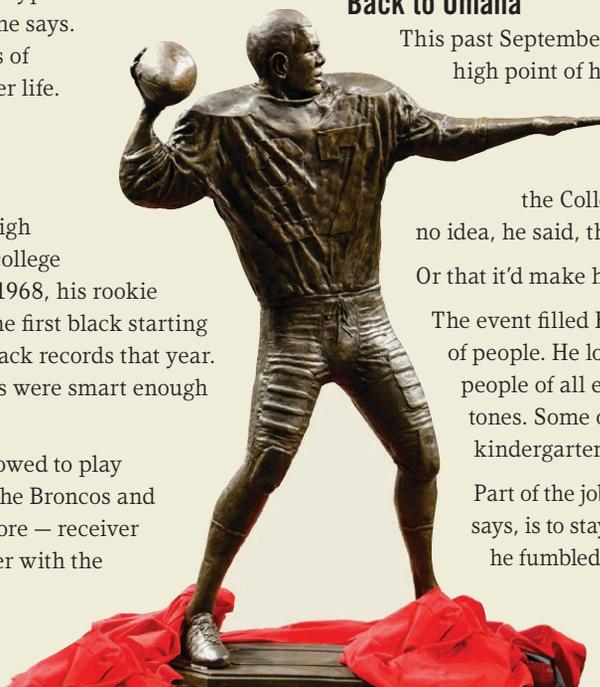
Back to Omaha

This past September, Marlin experienced another high point of his life when he returned to Omaha and UNO for the unveiling of his statue on campus and a celebration of his induction into the College Football Hall of Fame. He had no idea, he said, the event would be so big.

Or that it'd make him choke up like it did.

The event filled Baxter Arena with a melting pot of people. He looked out at the crowd and saw people of all economic backgrounds and skin tones. Some of the people he'd known since kindergarten.

Part of the job of being a quarterback, Marlin says, is to stay cool, calm and collected. But he felt he fumbled a little that night on the stage.





Noor Hamadi

“Inside, my blood was warm,” he says. “And a couple of times, when I wanted to say something, I got tongue-tied with emotion — it’s like you see your whole life flash before you. You think about all of the ups and downs, the ins and outs, the blacks and whites of growing up in Omaha.”

Two UNO student-athletes joined him on the stage at one point to be recognized as the first recipients of the Marlin Briscoe Athletics Scholarship. One was UNO golfer Mitch Ryan, a Millard North graduate who’d grown up in Omaha hearing the glory stories about Marlin “the Magician.” Mitch’s grandfather had attended Omaha University at the same time as Marlin.

The other student was UNO soccer player Noor Hamadi.

Noor, the son of Somali refugees, was born in Kenya and immigrated with his family to Omaha when he was 10. Like Marlin, Noor was a standout athlete at Omaha South. Like Marlin, he went on to UNO.

He speaks five languages. He dreams of a career in international business.

Noor nervously shook Marlin’s hand that night. (Later, he said he was surprised by Marlin’s strong grip.) Noor was just a few inches taller and had the same lean

athletic build. Someone took their photo. They didn’t have time to talk for long before someone else pulled Marlin away.

Where Dreams Took Root

But if they had talked, they would have realized they had something amazing in common — something Marlin didn’t learn until this phone conversation:

Noor also grew up in the Southside Terrace housing projects.

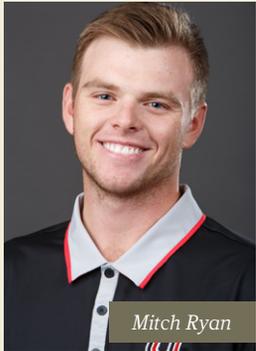
“Really? That’s unbelievable!” Marlin says. “Wow. I’m beaming! That’s just icing on the cake to be able to give something back to my neighborhood.”

Noor grew up down the hill about 75 yards from where Marlin did, and Noor kicked a ball around the grass there many days, too, honing his soccer skills on the grass.

An unlikely place.

But a perfect place for dreams to take root.

“You know,” Marlin says, “some great athletes and some very accomplished citizens grew out of that small patch of grass.”



Mitch Ryan

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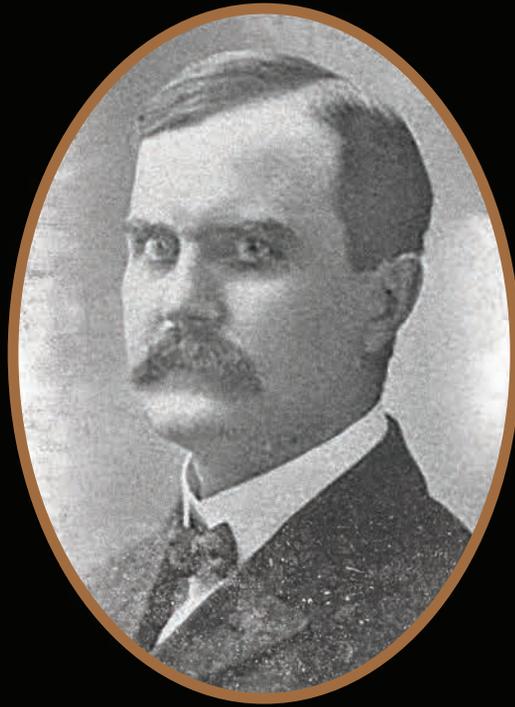
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BY DEC. 31, 2017

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AS OF JANUARY 31, 2017





Edward J. Cornish

1937-

GENEROSITY HAS NO END DATE.

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Like other offices on campus, UNO's University Communications (UComm) is a multi-generational team, featuring four of the five named age groups and office workers ranging from a 19-year-old intern to the most senior member at 66.

The UComm team has lots of fun telling the UNO story as illustrated in the photo taken by Omaha Magazine photographer Bill Sitzmann last year for a profile of UComm Executive Director Erin Owen.

My Generation

...and theirs ...and theirs ...and theirs ...and theirs

Last June, UNO alum Paul Critchlow landed a coveted job as an intern at pharmaceutical giant Pfizer.

However, as a then 69-year-old former retiree with three decades in the finance industry, Critchlow didn't think he'd have much in common with the 20-something college seniors with whom he'd be working.

His biggest fear?

"Will I be able to relate to them or will they be able to relate to me?"

This concern is unsurprisingly common in today's workforce, which in some cases could feature as many as five different generations working together.

According to the U.S. Bureau of Labor Statistics, while those aged 25-54 (Millennials and Generation-Xers) make up a majority of today's workforce, there are 4.5 million people 19 or younger who are working in the United States and nearly 8 million 65 or older.

Chris Kelly, UNO associate professor of gerontology, says the trend toward Americans continuing to work past retirement age began in 2000 with the Freedom to Work Act, which removed annual earning tests for those who wanted to collect Social Security.

"More and more people are deciding to stay in the labor force out of desire or out of necessity," he says. "There are more opportunities to stay in your career field but also a rise in need to cover the costs of things like healthcare and home finances."

He adds that because of the increased range of ages in the workforce, Critchlow's concerns about younger workers being able to relate to older workers — and vice versa — are causing stress on both sides.

"We've gone through transitions like this before," Kelly says. "Any time the economy is doing poorly, there are workers who will pit themselves against each other, and age is one area that can happen."

However, Critchlow says he soon learned that not only were his views incorrect, but almost the opposite of what he had expected (see more about his experience in a story starting on Page 46).

"By the time the summer ended, I was not viewing them as kids anymore and I don't think they were viewing me as an old man," he says. "We were viewing each other as colleagues that happened to be different ages. It even got to be where ... they were giving me the advice I thought I would be giving them."

Dan Wieberg, public relations manager for Home Instead Senior Care, says that it is up to Human Resource managers to embrace the new blended-age workforce and view it as an asset, rather than a challenge.

"A lot of people think older people mentor younger people, but younger people can come into the workforce and educate older people," he says. "While a younger person may be more savvy, an older person is going to have more experience."

Kelly says experience can be vital to a company, whether they are looking to keep someone past typical retirement age or even hiring someone who may not be looking for a new career, but wants to continue working.

"Long-term unemployment is more common among those 50 or older than the population at large," Kelly says. "We need to get away from the stereotypes that Boomers can't adapt to new technologies and new ways of doing things."

A lot of people think older people mentor younger people, but younger people can come into the workforce and educate older people.

But it's not just about older and younger generations working side by side. It's also about providing products and services to a significant portion of the population.

"People over the age of 60 went from a demographic afterthought to controlling 70 percent of the wealth," Wieberg says. "You clearly need products that meet the needs of those with the money."

As a result, Kelly says there has been a noticeable rise in the number of new students as well as those returning to the classroom from the workforce seeking a degree in gerontology.

"Students are looking to work in fields with older citizens as the target demographic," he says.

For Critchlow, his experiences at Pfizer encouraged him to found his own consulting company, Black Cat Communications, which currently counts his former employers Pfizer and Merrill Lynch as clients.

"The experience for me of going back to the workplace in this kind of capacity and working with the young people absolutely reinvigorated me," he says. "It confirmed for me that I didn't want to spend all my time at the beach and I need to be more proactive about deciding what I want and then to go after it."

His advice?

"It's really about continued learning. Reflect on what you've done and decide what you want to do."

— Charley Reed, Associate Editor, University Communications

BIG BULLIES

AT SMALL BUSINESSES

UNO researchers find more abuse of employees by supervisors at small businesses



Patti Meglich



Dale Eesley

Whether deserved or not, many mom and pop shops enjoy reputations for friendly customer service and a personal touch.

A study by UNO researchers, however, indicates small biz employees often tell a different story.

Abuse from supervisors is more common in small businesses than in larger corporate organizations, say College of Business Administration Associate Professors Dale Eesley and Patti Meglich.

The study made a big splash, earning coverage from the Wall Street Journal and MSNBC.

“There’s this tendency to think that small businesses are nicer places to work and that big businesses are heartless and cold,” Eesley says. “Papers and theories are always more interesting when they’re counterintuitive.”

Their study found workers at businesses with fewer than 50 employees were more likely to report abusive behavior from managers than employees at larger companies. That behavior could include everything from shouting to insults — whatever an employee perceived as abuse.

The difference was significant: nearly one in six participants working for small businesses reported a high level of abuse — almost twice the rate reported at large businesses.

Resources Matter

Eesley and Meglich say there’s a simple reason why abuse from supervisors is less common at big businesses. Large companies have more ways to stop bad behavior. The researchers point to Human Resources departments, union representatives and supervisor performance evaluations as examples.

“You have policy and practice and someone to advocate for employees,” Meglich says. “Those things just usually don’t exist in a smaller company, so you’re left to whatever your boss is going to demand.”

Meglich, who worked for a “horrible, horrible boss” earlier in her professional life, says she can empathize with anyone caught in that kind of situation.

“The reality is that you have to realize what power you do or don’t have,” she says. “As a driver at the pizza place, or whatever it is, you don’t have a lot of leverage.”

When asked what small business employees should do when faced with abuse, Eesley and Meglich stressed there’s no quick fix.

Both agree talking with the boss is an option, but recommend being strategic. Perhaps start by connecting the abuse to the customer experience.

“You would want to point out, ‘When you yell, the customers hear. This makes me late. This makes me screw up the orders,’” Meglich says. “That’s going to get their attention faster than you just saying, ‘That makes me feel really lousy.’”

Sometimes a go-between can be a better route.

“If you feel like it would be going to deaf ears to go directly to your boss, there may be alternatives,” Eesley says. “Maybe it’s a pastor at his church, or his neighbor or his brother.”

But employees who take that tactic should be careful.

“Recognize that breach and what that might do,” Meglich says. “It depends on how willing this owner is to listen to this feedback from whoever this advisor might be.”

If things take a turn for the worse, often an employee’s best bet is leaving. After all, the researchers say, proving emotional distress in court is difficult and time-consuming. Organizations such as the Equal Employment Opportunity Commission can only help if an employee is being bullied because of a protected characteristic, such as age, race or religion.

“I wish I could say, ‘Wow, we’ve got great options,’ but your better option is keep your nose clean and look for a better job,” Meglich says.

Help Wanted — for the Boss

Eesley and Meglich say managers who are concerned about their employees’ wellbeing can take simple steps to protect employees and encourage a more positive work environment.

Managers who think they may have engaged in abusive behavior should consider seeking a mediator and setting up regular feedback sessions through anonymous online surveys. The Chamber of Commerce and Small Business Administration have resources that can help.

Meglich recommends managers wait on inviting feedback before consultation with a third party.

“There wouldn’t be a lot of trust, so you need to create that trust over time so people are willing to give you that information,” she says.

Most importantly, after receiving feedback, managers should act on it.

“That’s a really critical part,” Eesley says. “People don’t like to stick their necks out and think nothing has been changed due to it.”

The researchers say small business owners and managers should recognize there’s a real fiscal benefit to promoting a positive workplace environment.

“You can really beat the competition if they don’t have similar practices,” Eesley says. “Getting and keeping great people makes all the difference.”

— Sam Petto, University Communications



SCHOOL OF HPER WORKS OUT NAME CHANGE

UNO’s School of Health, Physical Education, and Recreation (HPER) is changing its name to the School of Health and Kinesiology (H&K).

The new name better reflects the school’s innovative curriculum and wide range of student opportunities it offers.

The University of Nebraska Board of Regents approved the change in October 2016. The school has been moving forward to officially assume the new name effective August 2017.

School Director Ron Bulbulian says the new name speaks to the school’s interdisciplinary, research-engaged approach to education, an approach that’s evolved since its beginning as a preparation program for physical education teachers.

“Today, our students explore a wide variety of disciplines dedicated to improving quality of life. Areas of study include Exercise Physiology, Athletic

Training, Public Health and Health Behavior, Physical Activity and Health Promotion, Physical Education, and Recreation & Leisure Studies,” Bulbulian says. “The name ‘Health and Kinesiology’ encompasses all of these areas and supports market trends in dynamic and growing disciplines.”



Bulbulian

The School of H&K’s mission remains the same: to prepare students for successful careers or advanced academic studies. The school will remain housed in UNO’s College of Education.

In the coming year, UNO students will see signage change outside the HPER building as it becomes the H&K building. The building will continue to house the school as well as the Wellness Center.



Decker

UNO Professor Christopher Decker Looks at How Employment Figures Are Calculated

If you want to work, Omaha works well.

According to the U.S. Department of Labor, the Omaha metropolitan area had a 3.2 percent unemployment rate as of December 2016 — 38th best in the country and not far behind the country's best number, 2.1 percent, posted by both Ames, Iowa, and Burlington, Virginia.

But how do we know Omaha really is that low — or that the El Centro metropolitan area in California is so high, a whopping 18.8 percent?

According to UNO economics Professor Christopher Decker, unemployment numbers can be calculated a few different ways.

“Generally speaking, a low unemployment rate means that anyone who is looking for work is able to find a job,” he says.

One of the challenges with calculating the unemployment rate is determining the size of the labor force — the number of people employed plus the number of people actively looking for work.

But that might not include everyone able and willing to work. Some people, for example, have chosen to stop actively looking for new jobs. These “discouraged workers” have been in the labor force for a long time but now are unable to find employment.

An economist might also count those Decker calls the “underemployed.”

“That is, they may be working part time, but they are inclined to say that they’re dissatisfied and they’re looking for full-time work,” he says. “So when you look at a broader definition of labor force, which includes these discouraged workers and the underemployed — which isn’t part of the actual statistic that anyone else reports — you’ll notice that the denominator is bigger.”

Including discouraged and underemployed leads to a higher unemployment figure, resulting in what’s referred to as the effective unemployment rate. Decker says Omaha’s effective unemployment rate would be from 2.0 to 2.25 percent higher than what the labor department reports.

There’s no agreement among economists as to which measurement is best. Either way, Omaha is in a good position to successfully weather the ebbs and flows of the job market.

Working the Unemploy



“We have a pretty diversified economy and, generally speaking, our labor force characteristics are relatively stable,” Decker says.

For example, if commodity prices in Nebraska fall and the agricultural economy takes a hit, other industries can pick up the slack. In Omaha, the strong transportation (Union Pacific, Werner Enterprises) and insurance (Mutual of Omaha) sectors help keep the local economy stable.

And so the city and state can withstand a major loss, like ConAgra, compared to cities of similar size.

“If we compare Omaha to a city like Akron, Ohio, for example, [there are] huge swings in the Akron economy, largely because so much of that economy is linked to the auto industry. So as the automobile industry goes domestically, so goes the economy in Akron.”

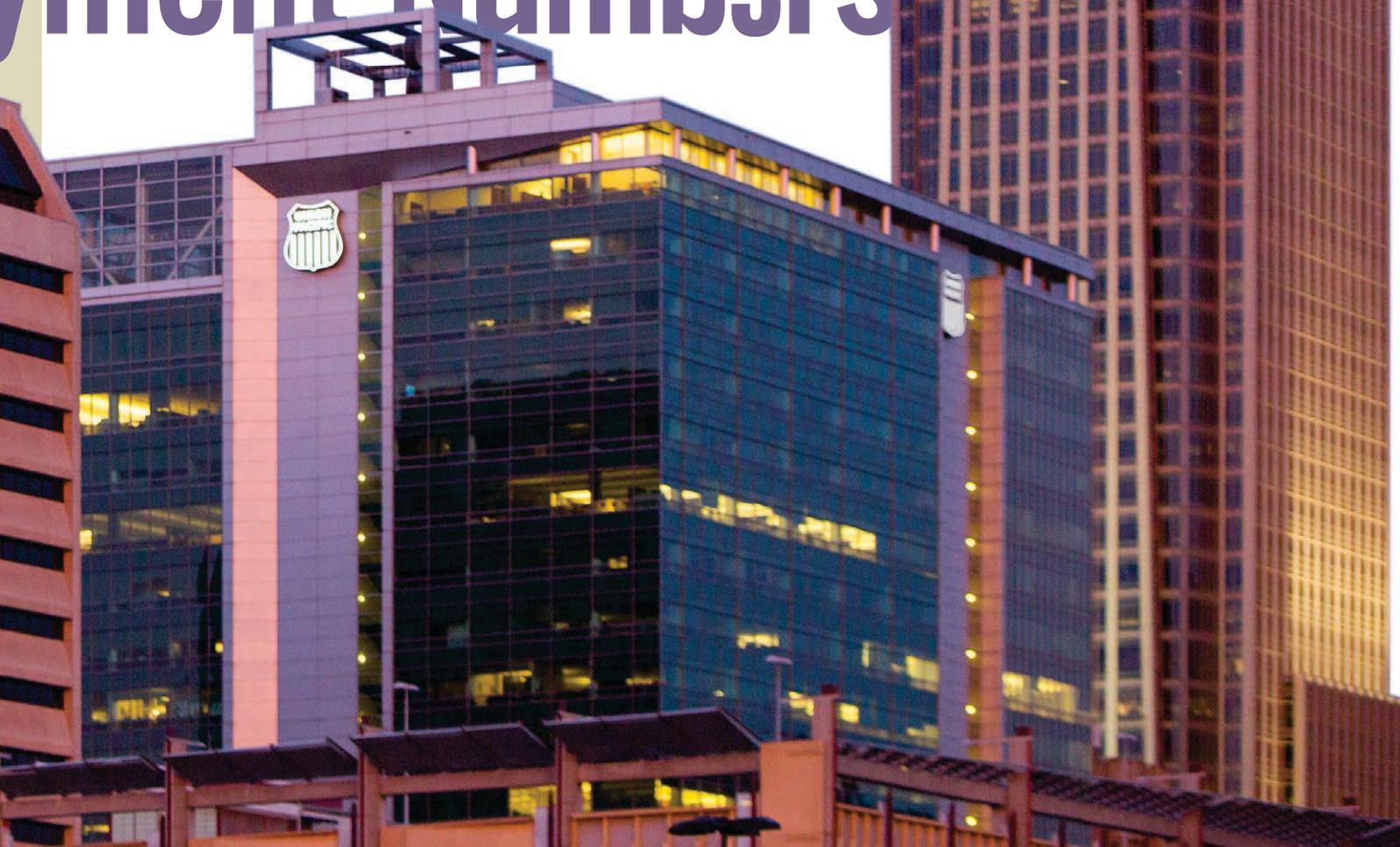
There is a downside, though, to not having a large, readily available workforce. If there aren’t enough workers in a locale, a larger company might not choose to relocate there.

“[Large companies] may like some characteristics of Nebraska: relatively low tax rates, relatively educated work force,” Decker says, “but if there is surplus labor elsewhere, and labor markets are tight here, they are likely to relocate somewhere else.

“One of our greatest successes as an economy is our low unemployment rate, but it’s a bit of a double-edged sword.”

— Nolan Searl,
University Communications

Unemployment Numbers



How They Got to Now

A look at the different career paths some took to UNO

Chances are — for those of you of a certain age — the way you got to your current employer was not on the road less traveled.

Rather, there were twists and turns, starts and stops. According to the U.S. Bureau of Labor Statistics, baby boomers born between 1957 and 1964 have had an average of nearly 12 jobs since turning 18.

And it appears millennials — those born between 1982 and 2004 — will burn through even more jobs in their lifetime.

It's no different for UNO faculty and staff.

Following is a look at a few of the interesting work experiences behind the people who make UNO a truly metropolitan university.

— Charley Reed, Associate Editor and Nolan Searl, University Communications

From Pscyh Ops to UNO Psychology



MICHELLE BLACK

Assistant Professor, Political Science

Michelle Black, an assistant professor of political science, can handle just about any challenge after spending time in the psychological operations division in the U.S. Army.

Black was part of a currency campaign in Iraq during the height of the war in 2003. On one occasion, it was just herself, a New York banker and two Iraqi bankers stranded in the desert with no communications or directions for where they were supposed to go.

Experiences like that helped Black get to where she was going career-wise.

She went on to work at United States Strategic Command as a government contractor before transitioning to academia. Today, she uses her experiences to help mold UNO students.

"I didn't chart out that I was going to do these things, it just happened," she says. "I tell my students not to be afraid to try something that you're not specifically trained in. What you bring to the table is critical thinking and analysis; those are the things that they look for. They want to know that you have a way to approach the puzzle and attack it."

From Politics to Professor



CAROL EBDON

Professor, Public Administration

When she was asked in 2004 to take over as then-Mayor Mike Fahey's finance director, Carol Ebdon, a public administration professor at UNO, says she never expected to be gone from teaching for more than a year — let alone five.

"It was an election year and it was it was a high risk for anyone else to take a job they may not keep, but the mayor was re-elected and I ended up staying through the next term," she says.

Ebdon is back in the classroom, teaching courses in public budgeting and finance management. Her time working for the city was a "fantastic experience," she says, that has helped her in the classroom.

She even helped create a new course for the School of Public Administration on the topic of government contracts because of how often they came up in her previous work.

"Students want real-world examples and stories," she says. "When I can talk about the day-to-day issues administrators face, it really helps show how the theories we teach apply to what they'll be doing in their jobs."

Hitting the Right Notes



WASHINGTON GARCIA

Director, School of Music

It's hard to believe the founding director for UNO's School of Music is only 39 years old.

Given that his career began at 4 years old, though, it's no wonder.

Prior to coming to Omaha and UNO in 2015, Washington Garcia already was an accomplished performing artist, educator and academic administrator.

A native of Ecuador, Garcia took to the piano at just 4 years old and later had an active career as a concert pianist. He debuted with the Ecuadorian National Symphony at age 15 and has gone on to perform in 19 countries and 30 states across the U.S., all while pursuing his education and becoming an educator himself.

Now at UNO, Garcia says that through all his experiences on the stage and in the classroom, the lesson he always carries with him is that no one can achieve greatness without collaboration.

"I have a tremendous group of colleagues, faculty, staff, and students, all working to one goal. No matter how good one person is, if you don't work collaboratively, nothing is ever going to grow or move forward."

Climbing the Corporate ...Tower



JOHN ERICKSON Chair, Department of Management

Associate Professor John Erickson climbed the corporate ladder — and very tall structures — for more than 20 years before beginning his teaching career at UNO, often risking his life to do it.

As part of his job at Micro Tower, Erickson would sometimes climb as high as 1,500 feet to repair communications towers. On one occasion, a Wisconsin hunter used the tower as target practice — not knowing Erickson was on the tower.

His job also brought him to Saudi Arabia, Qatar, and to the top of the Willis Tower in Chicago.

“You need to sometimes do the jobs that you might not really like,” he says. “You have to persevere.”

Perseverance paid off for Erickson, who eventually became the vice president of Micro Tower before shifting his career toward higher education. Many of the courses he teaches involve telecommunications, so his background gets put to use almost every day.

Erickson said it’s important for students to “stick with it” in their careers, because one day it will pay off.

Prepared... with Perspective



DAVE POINTS

Emergency Preparedness Coordinator

Even as a student at UNO in 1972, Dave Points knew he wanted to work in law enforcement. Today he is back in the same department he interned for and from which he launched a longtime law career in emergency response and preparedness.

After graduating from UNO, Points almost immediately went to work for the Omaha Police Department and spent 25 years there, retiring as a lieutenant.

However, it wasn’t until Points retired that he ended up having the opportunity to train new officers halfway around the world as part of a U.S. State Department initiative in Lebanon.

“I was stationed in Beirut during the Arab Spring,” Points says. “While things were happening in Egypt, they had ripple effects across the entire Middle East. Even when it was announced Osama bin Laden was killed, people were more concerned about what Gaddafi was doing in Libya.”

Points only served in the role for a year, but he says the experience provided him a new perspective on different cultures.

“It was important for seeing the different perspectives people have on world events and how countries differ in their security measures.”



Knowing the Ins, Knowing the Outs



SHER JAN AHMADZAI

Director, Center for Afghanistan Studies

As head of the Center for Afghanistan Studies, Sher Jan Ahmadzai deals regularly with research and community engagement efforts designed to address the needs of a U.S. ally and one of the world’s youngest democracies.

Prior to joining UNO in 2008, Ahmadzai had a front seat to the country’s reconstruction as an aid to then-president Hamid Karzai.

For three years he served as part of the president’s communications team before being asked to lead coordination of President Karzai’s schedule — a task he says was incredibly important and time-consuming.

“It was a 12-hour shift each day, every day,” he says. “You need to coordinate meetings with the president and know all the details of who is coming, why they are coming, who else may need to be there, what the proper protocols are and make sure the president is briefed before each meeting.”

Despite the challenges of his positions, Ahmadzai says his experiences in the Afghanistan government have provided him an “edge” in his field.

“I know the ins and the outs of Afghanistan and now I know the ins and outs of the United States,” he says. “It’s helped me understand what capacities there are for growth and how to best direct our research here at UNO.”





Bits of the Bull

A Spring in their Step

2017 UNO Athletics Spring Sports Preview

Change seems to be the one constant that has surrounded Omaha Athletics in the second decade of the millennium, and the spring season brings a familiar but new face leading the Omaha baseball team, a new venue for the Mavericks, and yet more coaching changes for both softball and women's tennis.

In spite of all that is new, the expectations for the Mavericks remain the same ones that have driven them in now their sixth year of the Division I era — to win Summit League Championships and earn a spot in NCAA tournaments.

Following is a sport-by-sport look at UNO's spring sports.

Baseball

The UNO baseball team enters the 2017 season with a new skipper at the helm, as former Maverick All-American **Evan Porter** (2006-09) stepped into a new role as head coach in the offseason.



For Porter's first season, the Mavericks return 19 letterwinners, including six position players with starting experience. Junior utility man **Ryan Cate** highlights UNO's returning corps, as he earned first-team All-Summit honors a year ago after hitting .317 with 21 runs scored, 31 RBI, seven doubles and five home runs. He also compiled a team-high five saves on the mound.



Cate is joined by junior outfielder **Adam Caniglia** (.310, 33 runs, 24 RBI, 10 doubles), sophomore infielder/right-handed pitcher Grant Suponchick (.302, 13 runs, 16 RBI, six doubles), sophomore infielder Jack Kalina (.291, 18 runs, 19 RBI), senior infielder **Sam Palensky** (.267, 28 runs, 20 RBI, seven doubles) and sophomore infielder **Riley Herold** (.259, 26 runs, 20 RBI).



On the hill, two weekend starters also are back from the 2016 pitching staff. Senior left-hander **Sam Murphy** was UNO's Saturday starter, going 4-6 with a 3.86 ERA and 65 strikeouts in 72.1 innings pitched. Junior right-hander and Sunday starter Corey Binger went 8-3 with a 4.06 ERA last year, fanning 51 over 75.1 innings tossed.



The 2016 squad, eligible for the postseason for the first time since 2011, finished with a record of 28-28 (18-12 Summit League) and qualified for its first league tournament appearance.

UNO opened the 2017 season Feb. 17-20 at the UNLV Tournament, facing host UNLV, UC Davis and St. Mary's. The following weekend, the Mavericks visited perennial power Louisville for a three-game series, Feb. 24-26.

UNO's home slate comprises 21 games with 19 contests at J.J. Isaacson Field at Seymour Smith Park, UNO's new home field after more than a decade at Boys Town. Home games vs. Nebraska (April 5) and Creighton (May 9) will be held at Werner Park.

"We want to be playing our best baseball by the end of the season, and our non-conference games support that goal," Porter says. "In particular, our first two weekends at UNLV and Louisville will be an outstanding experience for our players in big-time baseball atmospheres."

"As a whole, our 2017 schedule is designed to prepare us for competing at a high level in the Summit League, which has great competition among its members. Our primary goal, as always, remains challenging for a conference championship."

Softball

UNO softball finished the 2016 season 30-29 overall and 12-5 in the Summit League. The Mavericks were the regular season runner-up and qualified for the Summit League Championships for the first time.



This season, they are looking to challenge for the league title.

Head Coach D.J. Sanchez enters her first year at the helm of the Maverick program. Sanchez replaced Jeanne Scarpello, who retired after 16 years at UNO.

Sanchez has reason to be optimistic about her debut season as the Mavericks return eight players with starting experience, led by three All-Summit selections: first-team honoree and senior outfielder **Lia Mancuso** and second-team picks in senior infielder **Nicole Warren** and sophomore pitcher **Laura Roecker**. Last season, Warren led the Summit League with 20 home runs and 58 RBI while Roecker was second with 17 wins.



UNO returns six other letterwinners this season: seniors Abbie Clanton and Lizzie Noble, juniors Megan May, Kylie Schwarting and **Kelly Pattison** and sophomore Alexis Parker.



Third baseman Vicky Kinney is expected to anchor the infield after redshirting last season. UNO also added freshman infielders

Hailey Bartz and Emily Klosterman. They are part of a six-player recruiting class that includes freshmen Kaitlynn Hunt and Emma Dargy and transfers Natalie Mostek and Anna Albaugh.

"We have a lot of great players returning and are excited about our new players as well," Sanchez said. "We are expecting to see them contributing from day one."

The Mavericks began play Feb. 10-12 in Cedar Falls, Iowa, at the Ramada-UNI Dome Classic. Altogether, they will play in seven tournaments before opening their home schedule with New Mexico State at Westside Field at Westbrook March 21. The Mavericks follow that with their Summit League opener, a three-game slate with Fort Wayne on March 25-26.

"We look forward to seeing how much we can improve throughout the season," Sanchez said. "Our goal is to be playing our best softball by the time the Summit League Championships are played in May."

Men's Golf

The Mavericks were the surprise of the Summit League last season, finishing runner-up in the league championship after being picked to finish seventh in the preseason coaches' poll. They're hoping for a similar finish or better this season, even though they're again picked to finish seventh.

The Mavericks played in five tournaments during the fall season and put up their best effort in the season's last event at Old Dominion in late October. Sophomore Kevin Gordon shot a school record 54-hole score of 208 to lead the Mavericks to a ninth-place finish in an 18-team field that featured some traditional powers.

Gordon, the 2016 Summit League Championship MVP and an NCAA qualifier, led the Mavericks in scoring through the fall and ranked sixth in the league with a stroke average of 73.5.

"Last year, Kevin had a very strong spring as a freshman and was the first UNO player in the Division I era to represent us at the NCAA regionals," said Head Coach Seth Porter. "He could get back there this year, and we hope he's got some teammates for company."

Senior **Ben Maskus** is another top golfer in the Summit League. He ranked 14th in scoring in the Summit through the fall and finished in a three-way tie for second at the 2016 league championship.



The Mavericks began their spring season at the Colin Montgomerie hosted by Houston Baptist Feb. 27-28. Other tournaments are slated at Sacramento State, Grand Canyon, Little Rock, Arkansas State and Lipscomb. The Summit League Championship will be held April 30-May 2 in Newton, Kansas.

Women's Golf

The UNO women's golf team is looking to take the next step in its second full season of Division I membership. The Mavericks were eighth in the Summit League Championship a year ago and will have some extra motivation after being picked to finish eighth again this spring.

Through five fall tournaments, junior **Megan Vetrovsky** was UNO's leading scorer with a stroke average of 77.4. The Mavericks will look for the continued improvement of freshman **Samantha Chong** (81.3) as well as sophomores Jordan York (82.5) and **Mandy Boyle** (84.9) who were 2-3-4 in scoring for the Mavericks in the fall.

"We scheduled some very good tournaments in the fall to really challenge our players," said Porter, who is head coach of both the men's and women's teams. "It will be no different in the spring with several events against very good competition."

"We expect our players to continue to improve throughout the spring and be ready to compete for Summit League Championships at the end of the season."

The Mavericks will play in five more tournaments in the spring beginning with the Edwin Watts/Kiawah



Island Classic in South Carolina Feb. 26-28. They'll also take part in tournaments at Grand Canyon, South Alabama, Little Rock and Montana State. UNO will stay instate for the Summit League Championship, slated for ArborLinks in Nebraska City April 23-25.

Track & Field

The Mavericks will be long on youth entering their second outdoor season as full Division I members. UNO features 11 freshmen on its roster and just three seniors.

In 2016, the Mavericks placed fifth in the Summit League Championships, led by All-Summit performer **Stephanie Ahrens**.

The junior from Lincoln, Nebraska, had the Summit League's top mark in the high jump both indoors and outdoors last season and became the first Maverick in the Division I era to represent UNO at the NCAA Preliminaries.

"Stephanie was disappointed about how her outdoor season ended and is hungry to get back to the national meet," said **Head Coach Chris Richardson**. "She again should be the favorite to win the high jump in the Summit League."

"We've got a challenging outdoor season ahead of us, and our goal always is to do well at the Summit Championship. After redshirting the indoor season, Taleah Williams has the ability to be our top long jumper and a scoring threat. We also think that **Lauren Houston** can score for us in the 800 meters and have a chance to qualify in the NCAA preliminary round."

Williams should be helped by her experience as a member of the U.S. Paralympic Team, competing in the long jump in Rio de Janeiro last summer. The sophomore from Norfolk, Nebraska, finished in fifth place.

Houston, a sophomore from Omaha, posted UNO's top time in the 800 meters last season and finished fourth in the event at the Summit League Outdoor Championships.



Bits of the Bull

After a short break following the completion of the indoor season in late February, the Mavericks will begin at the outdoor season at the Tulsa Duels in Oklahoma March 17-18. They'll also compete in meets at Cal State Los Angeles, Oklahoma, Drake and Nebraska before the Summit League Outdoor Championships in Fargo, North Dakota, May 11-13.

Men's Tennis

Head Coach Tyson Thomas enters his third season with the deepest roster in his tenure. Returning to the Mavericks are seniors Colin Buckley and John Ellis, along with sophomores Matt Dunn and Alex Woodward.

This year's freshman class features former five-star recruit **Razvan Grigorescu**, Louis-Jonas Heizlsperger and **Nathan Reekie**.

UNO finished last season 11-15 overall (2-3 Summit League), qualifying for their first Summit League tournament.

"I'm excited about the mix of veteran and newcomers," Thomas said. "The competition levels at our practices will be much higher this season. The combination of experience and youth has the possibility of making this season a special one for us."

The Mavericks will play a 23-match schedule this season, including four Summit League matches. UNO opens the season at No. 12 Oklahoma and in-state foe Nebraska before hosting Northern Illinois and North Dakota (Jan. 28 & 29). UNO hits the road for four-straight contests against Creighton, Drake, Iowa and Middle Tennessee State. The rest of the non-conference schedule is dotted with matches against No. 19 Arkansas, Air Force, Florida Atlantic and Illinois State. UNO will host Oral Roberts and South Dakota State in Summit League play and will visit IUPUI and Denver.



"This year's schedule will be by far the most challenging and competitive schedule in our program's history," Thomas said. "We have added a couple Power 5 schools to the slate to help get us ready for conference play. We had a taste of the postseason last year. This season, I expect the team to take that next step.

"Our goal is to raise the bar and test ourselves to the utmost to prepare for conference play. We wanted this challenging schedule to get better, and we fulfilled that."

Women's Tennis

The Omaha women's tennis team enters the 2017 spring season with six returning letterwinners: senior Kenzie Hill, juniors **Michelle Lo** and Hannah Hills and sophomores Kylie Boyer, Rachel Skolaski and Janelle Wilson. Head Coach Adam Summitt enters his first season guiding the Maverick program.



Lo had a stellar sophomore campaign in 2016, earning All-Summit accolades for a second-straight season. The Hong Kong, China, native went 10-6 playing primarily No. 1 doubles and compiled a 6-7 singles record exclusively from the No. 1 position.

The Mavericks were picked fifth in this year's Summit League preseason poll, and their 2017 schedule includes eight home matches and a challenging 10-match road swing during February and March.

"Our team is really looking forward to the 2017 season," Summitt said. "The schedule is well-balanced, and it will help prepare us for the challenging competition ahead in league play."

Omaha opened the season on Friday, Jan. 20, visiting Green Bay, followed by Northern Iowa on Sunday, Jan. 22.

— Dave Ahlers, Bonnie Ryan and Shad Beam



Former Mav Ellis Among Omaha Hockey Hall of Fame Inductees

DAN ELLIS, WHO DEVELOPED his goaltending skills with the Omaha Lancers and UNO Mavericks and used that as a springboard to the National Hockey League, was inducted into the Omaha Hockey Hall of Fame in January. He was honored at a luncheon at Ralston Arena.

A native of Saskatoon, Saskatchewan, Ellis retired last spring after playing 212 NHL games during nine seasons. He also played parts of six seasons in the American Hockey League.

Ellis played the 1999-2000 season with the Omaha Lancers, recording 11 shutouts and a 2.25 goals-against average in 55 games. He went on to star for three years at UNO, playing 119 games, notching seven shutouts and a 2.69 GAA.

He became the first UNO player ever to advance to the NHL as he earned a win in his first appearance for the Dallas Stars, a 4-3 win over the Los Angeles Kings in 2004.

The Omaha Hockey Hall of Fame now has 27 members since the original induction of Gordie Howe in 1960. The plaques of the members are on permanent display inside Ralston Arena.



Briscoe Inducted into COLLEGE FOOTBALL HALL OF FAME

UNO GRADUATE MARLIN BRISCOE was officially inducted into the College Football Hall of Fame during a ceremony in New York Dec. 6.

Briscoe made waves locally and nationally as a record-breaking quarterback, first at Omaha South High School then at what then was the University of Omaha, from 1964 to 1967.

Later, with the Denver Broncos, he became pro football's first black starting quarterback. He later played wide receiver for the Buffalo Bills and Miami Dolphins, earning a Super Bowl win with Miami.

Other members of the 2016 College Football Hall of Fame Class included Derrick Brooks (Florida State), Randall Cunningham (UNLV), and Rod Woodson (Purdue).

During a press conference hosted by the National Football Foundation, prior to his induction into the college football hall of fame, Briscoe said he was humbled by the recognition and grateful to the coaches and mentors who helped him succeed as a Maverick, both in the classroom and on the field.

"First of all, you got to get your education," Briscoe said. "And first and foremost, that's more important than the X's and O's of the football field."



The things that you learn from your collegiate experience really carries on to life, more so than the pros.

Celebration of Briscoe's honor began in September at UNO. During a dinner at Baxter Arena, organizers played a video featuring current and future NFL Hall of Famers including Don Shula, Warren Moon, and Peyton Manning praising Briscoe for his tenacity and groundbreaking efforts on the field and in his private life.

More than 200 students from local K-12 schools attended the event, which also featured the naming of two new scholarships in Briscoe's honor (see story Page 10).

The next day, a life-sized statue of Briscoe was unveiled at Baxter Arena. Friends, family and community members watched the unveiling, including Briscoe's wife and daughter, as well as former teammates from his playing days at what then was called Omaha University.

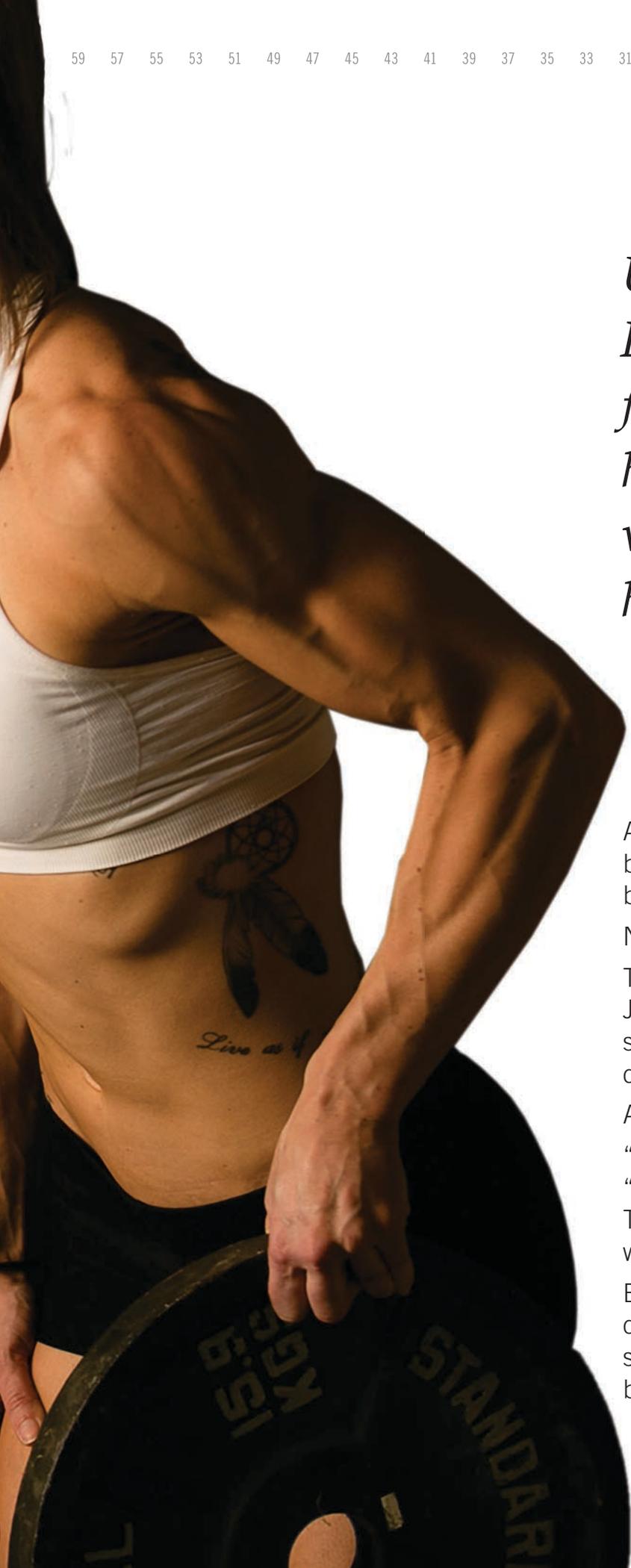
"This isn't about Marlin Briscoe," he said. "This is about Omaha. I learned from my upbringing here in Omaha that you give out, but you don't give up. That is something I've subscribed to all my life."





Working Out... for a Living

By Rich Kaipust



*UNO student
Becca Levin
finds success building
her body—
while rebuilding
her life*

At first, her mom's invitation seemed anything but enticing to Becca Levin. Going down to the basement to work out?

No thanks.

The next morning, after the second time Joanne Levin asked, Becca descended the stairs, sized up the Bowflex machine and decided to give it a try.

And liked it.

"It was pretty much right away," Levin says. "The next day I was down there lifting again. Then again two days later ... and pretty soon it was every day."

Before long, Joanne Levin was joking that her daughter had "released a beast," and it would soon lead the way to almost instant success in bodybuilding.



“ It became

Body. Mind. Soul.

A UNO student, Levin earned her pro card after just three amateur shows — twice finishing fifth, then first. Now working out is putting money in her pocket — last November Levin placed second in her division at the IFPA world championships in Kansas City.

More important than building her body, though, Levin also has rebuilt her life.

The 23-year-old returned to studies at UNO a year ago after a break from school, starting to feel healthy, enthusiastic and optimistic again after months and months of some of her lowest moments.

Levin says she spent a year with an emotionally and sometimes physically abusive boyfriend. She watched it eat away at her when she couldn't walk away. During the hardest of times, her weight dropped from 130 to 98 pounds. Her health remained a concern even after she packed up her stuff in one 20-minute burst of adrenaline and got out of the relationship.

But that was just the start.

“When I moved back home, in the summer of 2014, I did not really know who I was anymore,” she says.

It took six months for Levin to get cleared to be active again. She started with some light interval training workouts before her mother suggested taking it up a notch.

“It became kind of my outlet, to take out any anger I had,” Levin says.

She never could have imagined where it was going to lead.

That journey began after one of Joanne Levin's friends suggested Becca get into bodybuilding.

Levin started in the “figure” division, which is between bikini and bodybuilding. A happy medium, she calls it, requiring good muscle definition but not overdone in terms of bulk. Her 5-foot-5½ frame will carry about 115 pounds when she's competing, 130 when she's in her offseason.

NPC bodybuilding receives more media coverage, but Levin takes pride in competing in the NANBF (North American Natural Bodybuilding Federation) because of its heavy regulations and testing, forcing competitors “to work and work hard for what you bring to the stage.”

And Levin brings quite a bit — in her first two pro shows she's won about \$3,500 in prize money.

kind of my outlet, to take out any anger I had.

Regimen

Levin follows an incredibly regimented program with workouts, nutrition and sleep. The lifting happens every day — usually two-hour shifts through the week at the HPER building, weekends at Genesis Health Club — unless she feels a strong need for a break. When cutting for a show, those lead-up weeks include a trip back for 90 minutes of daily cardio.

Every Sunday, she writes down her food plan for the week, cooks every single meal and weighs it out, and leaves it in the refrigerator for each day. That requires a few more hours of her time, but keeps her on point with one of the most important elements of her training.

After throwing in some part-time job hours at Rexus Nutrition and the work on her UNO studies — she recently switched majors to exercise science — Levin says most days finish with her home by 9 p.m. and in bed by 10.

When people realize she can't drink or stay out late or do something as simple as go out to eat (few things on the menu are going to be conducive to her diet plan) Levin says the common response is often: "Oh, so you don't have a life?"

"I do, but it's my life," she says.

Matt Jackson understands. The Omahan owns a competition prep company called Team MEAT (Make Everyday A Transformation), and first saw Levin when he was a judge for her debut event. She was far from perfect, a little unsure of herself, but Jackson saw the raw potential.

Jackson before long was a sponsor and trainer, after first reaching out on social media and telling Levin: "If you're going to do another show, let me know and I can help you out." Soon Levin was on her way to what Jackson called a remarkable 2016.

They immediately built a good rapport, and Jackson could tell Levin wanted to do better and was competitive. She also was incredibly self-motivated, a must because Jackson sketches a workout plan each month and gives input on nutrition, but isn't there looking over her shoulder 24/7.

"She works harder and is more detailed than a lot of people," Jackson says. "And she pays attention to the details the other 21 or 22 hours she's not in the gym."

"Nutrition was the game-changer. You can work hard in the gym and still do well, but if you half-heart your nutrition, it shows."

That goes back to the sacrifice. But it works for her, and good results have only helped push down on the accelerator. Jackson says Levin is usually among the youngest competitors in her division, with older women benefiting from muscle maturity because they've been training longer.

Positive Feedback

Levin also had to learn how to make the most of critiques and feedback. She went into her first show with a suit she made herself and without the prep and coaching she now gets.

"My main worry was I'm going to get on the stage and the judges are going to write things that tear me down, like, 'You shouldn't be here,' and it was not the case at all," she says. "I took what they gave me and I worked on those things specifically, so when I did get back on stage there was no question as to what the judges would say."

She focused on becoming leaner, cut down enough to where judges could see all the muscles. Smiled more. Got her tan just right. Worked on getting her back wide enough.

To be sure, nothing like she had encountered as a high school diver and track athlete at Papillion-La Vista.

In the NANBF, Levin is among about 400 active members in Nebraska, according to Jennifer Martinez, a state director for the organization. But Martinez called Levin getting her pro card so soon after starting out a great accomplishment.

What Levin gets from people she knows or people she meets is mostly acceptance. Along with not only curiosity in what she does but respect for it, especially when they realize her commitment.

Every so often she can even surprise somebody.

"Most people when I tell them, I'm usually in sweats and they look at me like I'm an idiot," Levin says. "But when I get into the gym and take off my baggy sweats, and people see me in tank top and shorts, they're like, 'Oh, she wasn't lying.'"





MEETING EXPECT



CENTER FOR MEETING EFFECTIVENESS

Joseph Allen, Ph.D., is the founding director of the 6-year-old Center for Meeting Effectiveness at UNO. The goal of the center, he says, is to “establish a knowledge and expertise in the area of workplace meetings.” It’s definitely needed.

“To give some perspective, there are 167 total academic articles published on the topic (of meetings),” he says, while in 2015 alone “there were more than 1,000 articles published on the topic

of leadership. Clearly, we don’t know a lot about meetings.”

The UNO center is busy filling that void. It’s partnering with affiliates in the Netherlands, Germany, Chile, Italy and China on a cross-cultural study on meeting lateness. It’s also engaged in a study on how after-action review meetings in health care can best limit patient errors.



TATIONS

HOW TO IMPROVE YOUR MEETINGS

Want more productive, effective business meetings in 2017?

Joseph Allen, Ph.D., associate professor of industrial and organizational psychology and director of UNO's Center for Meeting Effectiveness, offers the following practical advice.

- Create an agenda, and follow it
- Start and end the meeting on time
- Invite only those for whom the meeting is relevant
- Give attendees a chance to voice their thoughts and opinions

TIRED OF ALL THE TALK?

CAN'T STAND ALL THE SITTING?

UNO PROFESSOR JOE ALLEN DIGS INTO WHAT MAKES A MEETING HUM...

OR HO-HUM

By Rick Davis

"Sometimes I feel like my whole life is a meeting with small breaks in between," jokes UNO graduate David Craft (BSBA, '90; MBA, '92), an executive with Wells Fargo Wealth Management Group in Omaha.

With client, staff, leadership and volunteer board meetings filling his schedule, there is a large measure of truth in his quip.

And many who work in an office can relate.

Consider: There are an estimated 25 million meetings EVERY DAY in corporate America. And that number has been on the rise.

While the study of workplace meetings is a relatively new academic pursuit, UNO faculty member Joseph Allen already is one of the leaders in the field.

Allen, associate professor of industrial and organizational psychology and director of UNO's Center for Meeting Effectiveness, says there are few reliable statistics on the topic. But he cites two studies that show that daily meetings in the U.S. more than doubled from the 1990s to 2011 – from 11 million to 25 million.

"It actually doesn't surprise me," Allen says. "During that time, we transitioned from more of an industrial economy to an economy based on information and complex issues – a problem-solving economy.

"So there are more meetings and more collaboration required both within organizations and across organizations to identify and solve problems."

Meeting volume aside, there is another, more troubling statistic that should have business executives and organization leaders reaching for Tylenol.



Kraft

Participants rate nearly half of all meetings as “poor.”

That finding was published in the “Handbook on Meeting Science” (Cambridge University Press), which Allen edits, and was compiled from about a half-dozen studies that Allen helped conduct, surveying about 5,000 workers.

“About half the time that people spend in meetings, they consider a waste of their time,” Allen says.

One of the most commonly heard complaints: meetings not starting or ending on time. It has been a recent focus of Allen’s research.

“Meetings that start late are perceived as less effective and less satisfying,” Allen explains. “And actual performance of the group, in these late meetings, is actually worse than in the meetings that started on time, even though they had an equivalent amount of time to work on the problem.”

He found that prompt attendees spend valuable time grumbling about the person who is late, or misses the meeting altogether, rather than focusing on the purpose of the meeting.



Meetings aren’t cheap. It’s not only the room, or on the phone. But it’s could be doing if they weren’t in a

Tom Bockman, a UNO graduate (BS in criminal justice, 2013) and a vice president for sales at First Data in Omaha, says meetings that start late are one of his pet peeves.

“If you’re not five minutes early, you’re late. That’s my rule that I go by,” says Bockman, who attends about eight to 10 meetings a week, about three or four that he oversees. “I was in the Marines for four years, and you were always 15 minutes early no matter what time the meeting started.”

Meetings Matter

Allen began studying workplace meetings while a graduate student at the University of North Carolina at Charlotte, where he earned his Ph.D. in organizational science in 2010.

He collaborated with his faculty advisor, Steven Rogelberg, on studies that examined meeting satisfaction and overall job satisfaction among employees. Rogelberg is currently the Chancellor’s Professor at UNC Charlotte, a professor of management and editor of the “Journal of Business and Psychology.”

While — as one might expect — pay, promotion opportunities, relationships with one’s boss and co-workers are important factors in job satisfaction,

Allen and Rogelberg’s research also found that meeting experiences are important.

“Meetings have a pretty prominent role in how we feel about where we work,” Allen says of their research. “That was the first study that I did on the topic. It kind of opened my eyes to the idea that meetings actually matter.”

They can make a difference in bottom-line productivity. Well-run meetings, for instance, can help employees feel more engaged in the company or organization, which, in turn, can increase performance. “That’s dollars-and-cents ... kind of stuff,” Allen says.

In addition, there are real costs associated with meetings.

“If you’re going to have a meeting, you have to have a reason for it. Otherwise you are just wasting a lot of money.”

However, corporate America, in general, Allen says, has been slow to put resources behind improving the quality of its meetings.

“It is one of the most containable costs that is not targeted for quality improvement,” he says. “This is one that is just sucking the life out of people, and we’re not doing anything about it.”

Steps Toward Improvement

So, how can meetings be made better?

For one, meeting organizers should create an agenda and stick to it, Allen says. He also suggests sending the agenda to attendees in advance of the meeting — a few days before, if possible.

“Give people the opportunity to have input on the agenda,” Allen says. “It may help clear things up. It also gives people a chance to prepare.”

Shonna Dorsey, who earned her bachelor’s (2003) and master’s (2010) degrees from UNO, is a big proponent of meeting agendas. The co-founder and managing director of the Interface Web School in Omaha and a member of numerous boards attends about 15 meetings a week.



Dorsey

“The main thing for me is to have a very clear agenda,” Dorsey says, “along with action items coming out of the meeting.”

When she is organizing a meeting, she follows Allen’s advice and sends out an agenda the day before, along with a quick recap about the purpose of the meeting and what she hopes to cover. She also stresses the need to start on time — even if all of the attendees have not yet arrived.

Allen says “time courtesy” is essential to meeting success. That not only includes starting and ending the meeting on time, but keeping the meeting on track with the agenda. (For instance, a report scheduled on the agenda for five minutes, should not take 20 minutes.)

Get Attendees Involved

The most effective meetings engage attendees. Getting input from a variety of individuals at a meeting can



the cost of bringing people into the opportunity cost of what they meeting.

yield many benefits — from finding unique solutions to complex problems to identifying barriers to success.

But it’s not always easy. Some attendees may tend to dominate the conversation, while introverts may shy away from sharing their opinions or ideas. Meeting managers or leaders need to strike a balance, and keep the meeting moving on time.

“We found that ... allowing everyone to share their input is very appropriate and necessary for good meeting outcomes and employee engagement,” Allen says.

That could mean politely shutting down individuals dominating the conversation, or calling on the introverts and asking their opinions. But meeting facilitators don’t always need to be serious. In fact, Allen says meetings that include humor are often seen as more successful.

“When you are engaging in humor, you tend to also engage in other positive practices,” Allen says. “You’re more relaxed. You’re more willing to share ideas. There’s psychological safety. That facilitates a better interactive process within the team.”

Who knows, you may even come to see meetings as fun.

Just make sure to come on time.

MEETING MEANDERINGS

How long should a meeting run?

That should be determined by your agenda and the topics that need to be covered, Allen says, rather than by Outlook or other calendaring tools. If your agenda calls for a 20-minute meeting, schedule it for 20 minutes. One thing is for certain, Allen says: “A meeting will fill the time for which it has been allotted. Regardless of how long your agenda may be, even if you have a 20-minute agenda, if you schedule it for 30 minutes, it will take 30 minutes.”

REFRESHMENTS ANYONE?

“If a meeting goes over an hour, if they don’t have refreshments, then the meeting is rated significantly more poorly than if there are refreshments,” Allen says. “Basically, once you go past an hour, if there is nothing to refresh the people in the room, you’re cruising for trouble.”

WHAT IS THE BEST MEETING SIZE?

“Research would say that the optimal group size for team-related activities would be five to seven people,” Allen says. “Once you get beyond that, you have additional responsibilities. If you have fewer, you might not have enough people to achieve the complexity of the task. Generally, five to seven people are pretty common and it’s also the recommended group size.”

STAND-UP VS. SIT-DOWN MEETINGS

“There is some research about standing up versus sitting down,” Allen says. “We found that stand-up meetings are just as effective and are not as long as sit-down meetings.”

TECHNOLOGY: A DISTRACTION OR BENEFIT?

How about those attendees connected to cell phones, iPads and laptops during meetings? “If the use of technology is related to the meeting, it’s often very facilitative, very helpful,” Allen says. (For example, Googling the answer to a question.) “If the use of technology is unrelated to the meeting, it often derails the meeting.” His advice: Establish ground rules regarding technology use prior to the meeting.

AVOID THIS TYPE OF MEETING

“If I could wave my magic wand, I would completely and utterly eliminate ... the information-sharing meeting,” Allen says, those round-robin updates around the meeting table. “Couldn’t we use technology to eliminate those meetings? The answer is, ‘Yes.’”



Wasting Away

*As technology
puts 24/7 access
to entertainment
in our hands,
the ethics of
wasting time are
evolving*

By Liz Renner



The Business of Culture

Amy Rodie, UNO associate professor of marketing, confesses she once was a workplace time waster. Like sands through the hourglass, so went the days of her high school summer job as a hotel maid.

“On the first day, the other maids showed me how they watched soap operas as they cleaned rooms,” Rodie says. “There would be some key moment, as there always are with soaps, so even if I was done with the room I couldn’t move on until the commercial break because I had to see what happened.”

According to a recent Salary.com survey the top reasons for wasting time are a lack of challenge and long hours. But Rodie’s story highlights another reason – everyone else is doing it.

Today, Rodie contends a company’s work culture is significantly formed by the leader. Employees follow the example set by the person or team in charge. And in the absence of clear standards, even people with strong work ethics tend to assess the environment and fall into line with the activity around them.

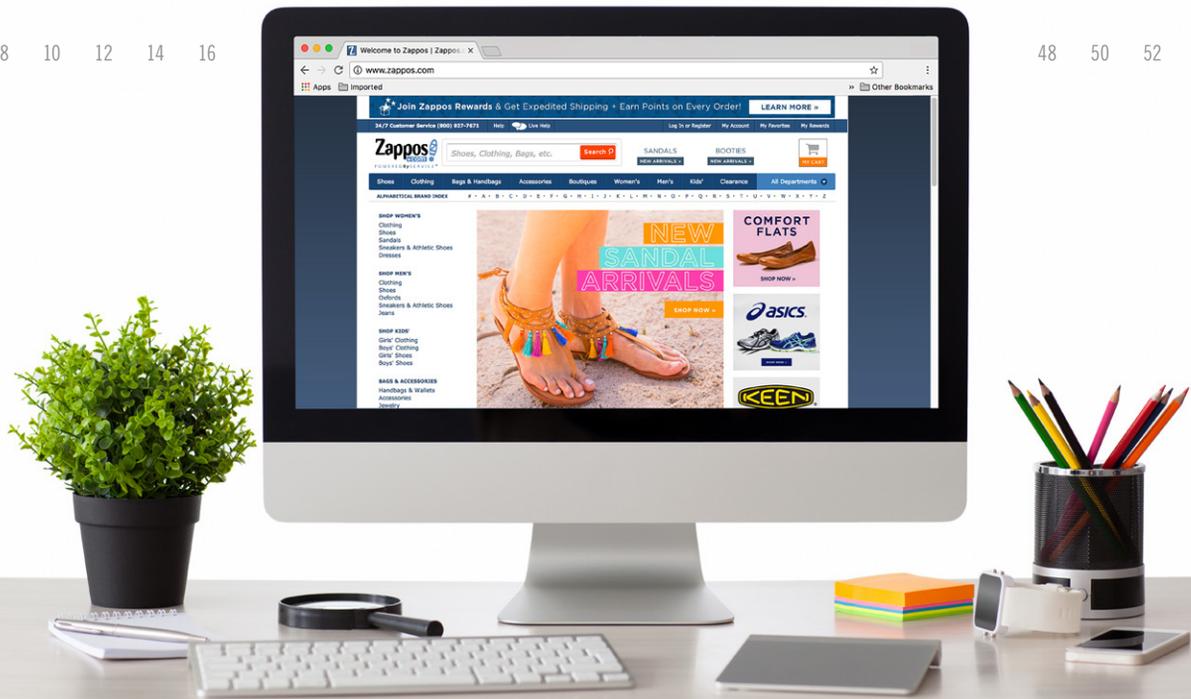
Mike Karnish, a 1992 UNO graduate, has noticed a trend over the 20 years he’s owned Yard Market Nursery – mornings are a social time for employees. “I usually give them about a half an hour to get it out of their system,” Karnish says. “I want it to be fun to be at work but it’s a balancing act. As the owner, I know we have a job to get done.”

Rodie’s summer job is an example of a work culture defined by employees. Before the end of the summer she was promoted to the role of training new hires. And what did she teach them on day one? That watching soaps, and waiting until the commercial break before moving on, was acceptable.

Imagine how much time would be wasted if employees had access to TV shows at their desks or in their pockets.

Oh wait ... they do.





Technology: Our Best Frenemy

It's more tempting than ever to grab time for personal business during work hours. With computers at desks and smartphones in our hands, distractions are limitless. Even away from a desk, technology is a temptation. Karnish has observed an increase of texting while working with his lawn crews,

Destynie Sewell, UNO assistant professor of business law and ethics, was shocked to learn in previous jobs what some employees were up to at their desks. "You'd be surprised how many people actually look at porn websites at work," Sewell says. "It boggles my mind."

She's right. According to a 2014 survey conducted by Barna Group, nearly 63 percent of men admit to viewing porn at work and 36 percent of women said the same.

That's not the only non-work happening at work, of course. Other employees are texting, checking social media, online shopping or answering numerous other sirens that call employees away from tasks at hand. Technology allows for more productivity but also blurs the lines between our personal and professional lives. The extent to which that blurring is tolerated varies based on employer attitudes and generational preferences.

Ann Kelleher, a 1979 UNO graduate and founder of Integrity Staffing Solutions, has shifted her values as a business owner in order to accommodate technological advances and the preferences of younger employees.

"I care more now about my employees enjoying their work environment and feeling like they're a part of things," Kelleher says. "Many folks want to have friends at work so you have to allow for time during the day for those relationships to develop."



Destynie Sewell



Lynn Orosco

Wasting Time Together

That's fine for employees, but what's the hit for employers?

National events like Cyber Monday or the NCAA's March Madness that compel us to collectively waste time add up to a significant loss in productivity. According to an annual calculation by Challenger, Gray and Christmas, the cost to companies in lost wages due to workers distracted by basketball's March Madness is estimated to be as high as \$1.9 billion.

But shared social time can also be a morale booster which leads to better teamwork. Many companies put an emphasis on shared "down time" as a means to spur greater innovation. The sanctioned blurring of social and professional life and mixture of play time with work time can be baffling to many a baby boomer or Gen Xer who doesn't see the overlap of work and personal life as a positive thing.

"It depends on the generation of the employee as to how they feel about work productivity or how they spend their time at the office," Sewell says.

Boomers and Gen Xers may be more inclined to structure their personal calls or activity during break times. But millennials, born with technology in hand, are more comfortable with a workday that fluidly blends personal and professional business.

Lynn Orosco, is an organizational effectiveness consultant and sees the generational mixture of work styles as a plus for businesses. "Millennials know their limits and are more likely to walk away from a project when they recognize they are not being productive," says Orosco, a 1998 UNO graduate. "Taking breaks like this often helps them solve a problem and they come back with new insights."

What one generation sees as wasting time another sees as fundamental.

"After working with younger colleagues, I've changed my own work style for the better."

What one generation sees as wasting time another sees as fundamental. According to a Harvard Business Review article, baby boomers and Gen Xers tend to be more comfortable hosting meetings at a scheduled time to discuss a project. Whereas, millennials find the extent of face-to-face time one way older colleagues are wasteful.

Catherine Taylor, a millennial and 2015 UNO graduate, recently began a new job with a national insurance company. She recalls her trainer's tendency to waste time during orientation.

"He asked us a lot of questions about topics that weren't work-related," Taylor says. "He seemed to go off on tangents and extended training sessions with idle chit-chat."

Sewell advises many companies would benefit from a look at their own practices. "Meetings to plan meetings are inefficient. Having a weekly meeting when an email would be sufficient is a time waster." According to Sewell, the danger is not only the time lost to unnecessary meetings but also the possible employee perception that time isn't valued.

Taylor quickly noticed around her new office that young co-workers watched Netflix with headphones on while they worked. "I could never watch Netflix at work but," she confesses, "I do have five internet browsers open at all times and at least two are for Twitter and Instagram."

As technology advances, the reasons for wasting time remain consistent — boredom, overwork, or sometimes a basic lack of commitment. Kelleher's experience as a talent recruiter has taught her to spot non-committal types during the interview process with cues like: multiple short stints at a variety of jobs, inattentiveness during a phone interview or tardiness for an interview.

Sometimes a job applicant will demonstrate their tendency to waste time before they ever get the job. Kelleher recalls applicants taking cell phone calls during interviews.

"That's when you think to yourself, 'Thank you for doing this. So I don't need to waste any more time with you.'"

HOW TIME IS WASTED

What time wasters are up to according to a 2015 Salary.com poll of HR professionals and workers across a variety of industries:

1. Talking on the phone/texting
2. Gossiping
3. Surfing the web
4. Checking social media
5. Snack and smoke breaks
6. Distracted by noisy co-workers
7. In meetings
8. On email
9. Distracted by co-worker drop-bys
10. Distracted by co-worker calls on speaker phone

MANAGE YOUR DISTRACTION

Lynn Orosco, organizational effectiveness consultant, provides these tips to help employees:

1. Take your breaks. Use the opportunity to move around and get away from your work area. Even a short time away will help you return more focused and less susceptible to distractions.
2. Work on the most demanding tasks when you are at your best and where you are most able to concentrate. If your office allows, perhaps that is after hours or at an off-site location.
3. Create "walk-in" hours if you are easily pulled into social conversations. Let your co-workers know you are trying to avoid small talk and gossip.



Photos courtesy Pfizer

The Summer Intern

UNO graduate Paul Critchlow lands a choice internship at Pfizer — at 70 years old

By Greg Kozol

Paul Critchlow admits he felt a few butterflies as he walked through the doors of one of the world's largest pharmaceutical companies.

"It was like being the new kid at school," Critchlow says. "I was worried. It was a whole new experience."

Critchlow recalls leaving his jacket in a conference room, he was so rattled. But he also recognized the absurdity of his doubts as he started a summer internship at the Manhattan headquarters of Pfizer Inc.

Of all the interns on that June day in 2016, Critchlow stood alone with 45 years of work experience. In fact, the 1971 UNO graduate boasts a resume that makes him seem like the Forrest Gump of Nebraska: Cornhusker football player, Vietnam combat veteran, a role in the Three Mile Island nuclear crisis and other historic events.

Unlike hundreds of millennials in Pfizer's internship program, Critchlow wasn't launching his career. In fact, he had retired one year earlier and would turn 70 that summer.

"I thought it would be an interesting adventure and experience," he says. "Why should I be worried, with the things I've been through?"

The idea was hatched on a transatlantic flight, when Sally Susman watched 'The Intern' starring Robert De Niro as a 70-year-old retiree who takes an internship at an online fashion site.

"I thought, 'Wow, wouldn't everybody like to have an intern who is at a point where they weren't angling for anything?'" Susman says. "They could be generous with their impact."

Susman, Pfizer's executive vice president of corporate affairs, knew she would need someone with the affability and open-mindedness of De Niro's movie character. She immediately thought of Critchlow, whom she had known when he was senior vice president of communications at Merrill Lynch.

"Paul was the only person I really approached," she says. "He stands alone in his ability to continually grow and try new things."

When Susman asked, Critchlow jumped at the opportunity. Restless and bored, he believed it was time to get back out there.

"What I learned is, once you're done, you're done," he says. "No one is saying, 'I sure wish old Paul was here.'"

Lessons Learned

He requested the same pay as other interns — \$18.25 an hour — and refused to accept his own office. He was seated at an open table in Pfizer's media relations division, surrounded by screens showing advertising and social media communications.

One intern at that table was Shalini Sinha, a 24-year-old graduate student at Georgetown University. She and other interns were initially frightened by what they considered Critchlow's stern-looking profile photo on LinkedIn.

"My first impression was he was a really, really qualified, successful person," she says. "It was kind of intimidating and very inspiring."

A unique, cross-generational exchange program had begun. There were lighter moments, with college-age workers explaining millennial slang and showing Critchlow the ropes on Facebook.

Critchlow had heard the criticism of millennials as shallow and obsessed with their phones. The internship allowed him to dig beneath those labels.

"One of the stereotypes I had was that they didn't care about the looming issues of the time. They were hunched over their devices," he says. "I found that was not true. They were very altruistic and very interested about the larger problems of society."

He calls it "a different style."

Critchlow noticed when someone walked into a room, the millennials would barely look up from their laptops. What some would interpret as rudeness, he saw as a lack of "old-fashioned salesmanship" in a generation focused on small screen interactions.

One day, an intern asked Critchlow why he always bothered to stop what he was doing and shake a person's hand.

"He said, 'Should we be doing that?'" Critchlow recalls. "I said, 'Yes. It's basic courtesy. It demonstrates respect. It establishes you as a presence to be dealt with.' I'll be darned if by the end of the summer they weren't all doing that."

Critchlow sought to avoid coming off as a know-it-all but was delighted that the younger employees were interested in what he had to offer.

Experience Required? Check.

During his career, Critchlow established himself as an expert in crisis communications. He served as press secretary for Pennsylvania's governor during the nation's worst nuclear accident, at Three Mile Island. Decades later, he was the voice of Merrill Lynch as that firm vacated its New York City offices following the 9/11 attacks.

These are issues Critchlow discussed in trips back to UNO, including one talk in the fall of 2016. At Pfizer, interns wanted to know how his handling of those situations would have been different in the age of social media.

Would Twitter keep people informed or contribute to panic?

"You would have been able to communicate much more quickly," he says, "once you had established yourself as a credible source."

Critchlow was touched that the younger generation wanted to hear about his Vietnam War experience, which impacted his career path. He was wounded on Aug. 19, 1969, on the same day an Associated Press photographer was killed while covering the fighting.

"It intrigued me that a civilian would risk his life for his job," says Critchlow, who was drafted into the Army after his Husker career ended. "I came back to UNO and switched from English to journalism."

Months after the Pfizer experience, Critchlow remains in contact with several interns, including Sinha, who asked him to act as her mentor. Sinha, who is from India, sees more similarities than differences between herself and Critchlow.

"He had humble beginnings," she says. "He did not know people in the communications world. He had a lot of obstacles. We are fighting our own battles and making things work for ourselves."

No longer bored with retirement, Critchlow spoke to Sinha's Georgetown class and plans to shake plenty of hands this spring when he speaks at the South by Southwest conference in Texas.

He started a strategic consulting company and believes the internship filled him with a new purpose.

"The whole thing re-invigorated me," he says. "It gave me a sense that I could still be relevant."

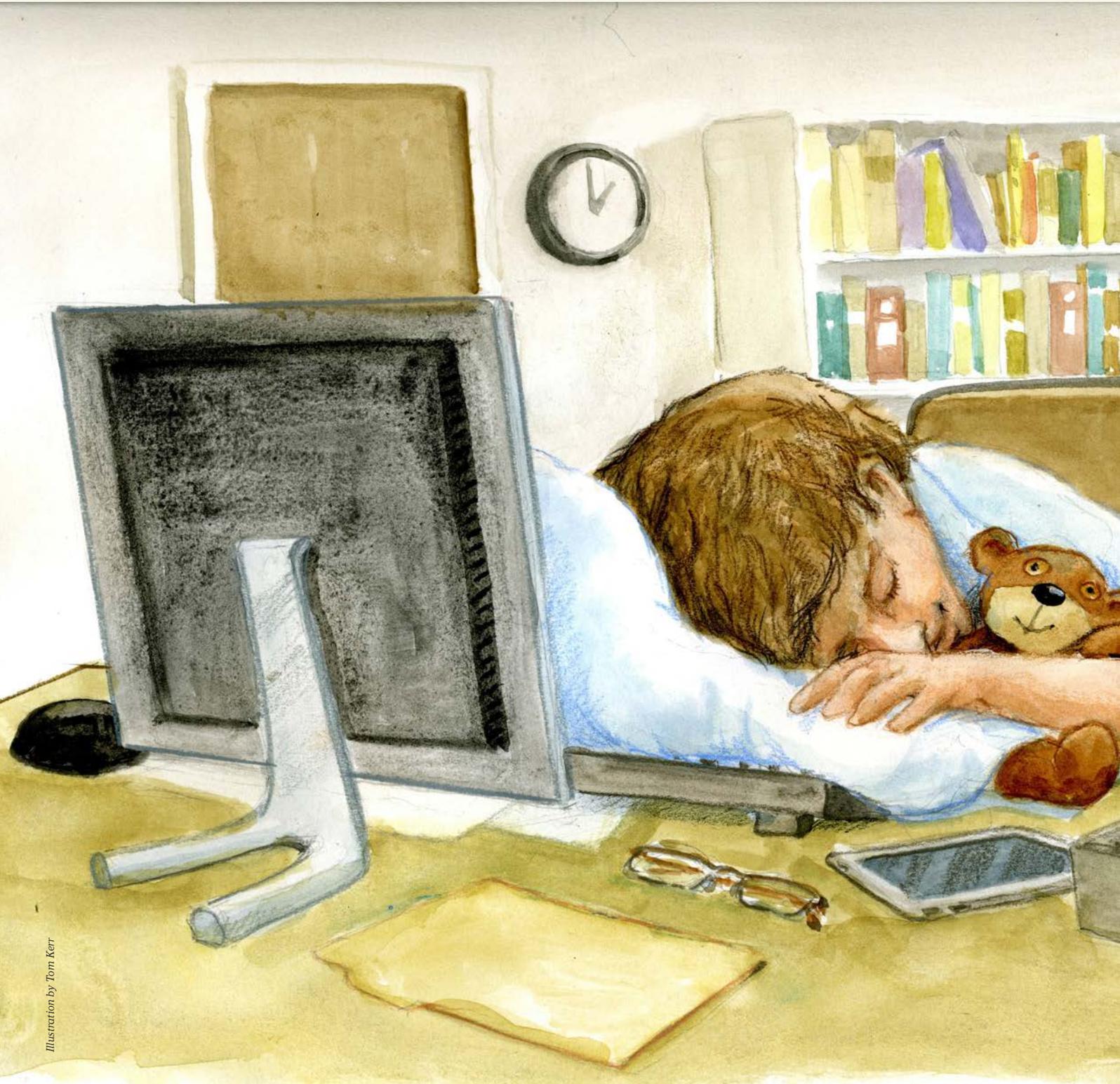


Illustration by Tom Kerr



40 hours 40 winks

Sleep gets short shrift in America.

But some companies are waking up to sleeping on the job.

By Kevin Warneke

Jonathan Santo's office door may be closed, but that doesn't mean he's checked out early.

Santo, an associate professor in UNO's Department of Psychology, occasionally finds himself needing a quick mid-day nap.

He shuts his door, turns off the lights. Forty-five minutes later, he's back in action.

"Someone knocks, I turn on the lights and I'm at 100 percent."

Timi Barone, an associate professor of anthropology whose office is down the hallway and to the right from Santo's in UNO's Arts & Sciences Hall, remembers those days when her children were younger and kept her up at night. She, too, would close her UNO office door and grab 40 winks.

"To be at our best for our students, we sometimes need to gather our focus," Barone says. "Fifteen minutes can restore us."

Santo and Barone know all about the need to sleep. They, along with others in the research community who study sleep, just don't completely understand why we need it and how much. "The driving message here is it's biologically imperative that we sleep," Santo says. "We don't understand why people need seven to nine hours at night.

"It's inherent. Trying to fight it or work against it is not helpful."

SECOND SLEEP?

A full night's sleep wasn't always the norm, says Anne Barker, an Omaha psychotherapist and a clinical sleep counselor.

"We see evidence of first sleep, which includes most of our deep sleep, and second sleep as far back as the Middle Ages," says Barker, a 1998 UNO graduate.

Historian Roger Ekirch, in his book "At Day's Close: Night in Times Past," provided more than 500 references of segmented sleeping throughout history, meaning slept came in two distinct chunks. In between their sleeps, people would read, write, pray, eat, have sex and even socialize with neighbors. With the arrival of electrical light, people stayed up later after dusk, and that two-stage sleep became one.

Barone studied the sleep patterns of students and discovered they would sacrifice sleep rather than miss work, skip class or shortchange their social lives. "Sleep loss is like a credit card. You can use it for a while, but eventually you have to pay the bill."

So the need to sleep is a given, but must it come at night? The National Sleep Foundation reports that mid-day naps in countries other than the United States often are the norm:

CHINA — workers take a break after lunch and put their heads on their desks for an hour-long nap. It's considered a constitutional right.

ITALY — Naps, called the *riposo*, begin anytime between noon and 1:30 p.m. and run for several hours. Businesses shut down. Public places such as museums and churches lock their doors so their employees can go home for lunch and a nap.

SPAIN — The siesta is deeply ingrained, as businesses often close for hours to accommodate the mid-day rest. Because of the mid-day break, people often work later into the evening.

In the United States, napping isn't quite a cultural tradition, but some companies, such as Google, are becoming increasingly nap-friendly, largely because they believe that it increases productivity, according to the sleep foundation.

Barker, Barone and Santo have noticed a cultural shift — although it may be slight — that sleeping during the day, even at work under the correct circumstances, isn't taboo.

That includes a few examples close to home.

NP Dodge, an Omaha real estate firm, created quiet rooms in several of its office locations. Employees work in open spaces and work long hours, says Susan Young, vice president for human resources. These rooms, which feature a comfortable chair, side table or desk, and a phone, were originally intended to give nursing mothers a place to pump. Their use has been expanded to provide employees a place to make a personal phone call or have a private place to take a break. "This removes the stigma that sleeping at work is bad," Young says. "If you need to take a little break, this is the perfect place to do so. The workplace is changing and these rooms are a result of that."

Blue Cross and Blue Shield of Nebraska's Live Fearless campaign, which celebrates people living their best and inspiring others to do the same, includes video of a sleep specialist visiting a first-grade class. The guest gives the teacher a gift: a 30-minute nap while she watches the class.

"The message is a 30-minute nap can help make up for a bad night's sleep," says Kathy Nellor, manager of wellness services.

When Bozell, an Omaha ad agency, moved into its current location in 2010, its goal was to create a work environment that inspired rather than inhibited, says Jackie Miller, chief marketing officer and partner. The open workspace features couches and comfortable chairs scattered throughout. Should her co-workers need a nap, so be it, says Miller, a 2007 UNO graduate. "Sometimes people need a brain break to come up with the next great idea," Miller says.



Google offices, Dublin

SLEEPING TO SURVIVE

Barker says she understands how a mid-day nap may be just the thing — for most people. Her patients who have difficulty sleeping at night are another matter, she says. "If you're suffering from insomnia, you never want to take away from your build-up of sleep debt during the day."

Cultural shifts aside — some professions, because they call for long shifts on the job, may require sleep while at work. Emergency room physicians working 24-hour shifts may look to sleep during slow times, as do on-site, on-call physicians, such as anesthesiologists, says Bob Muellemann, professor of emergency medicine at UNMC and a 1979 UNO graduate.

"Everyone handles sleep differently," Muellemann says. "Some people, you can wake up, they blink a few times and they're ready to go. For others, it's almost like a hangover. You can't think clearly. I'm an in-between."

While Marc Kimnach's friends are aware he works 24-hour shifts, that doesn't mean he's excused from their regular jobs about sleeping on the job. Kimnach, a 1990 UNO graduate and a 13-year veteran on Omaha's fire department, says firefighters, especially those working on rescue squads, may need sleep between calls. "If you didn't nap, I don't understand how you could survive at night."

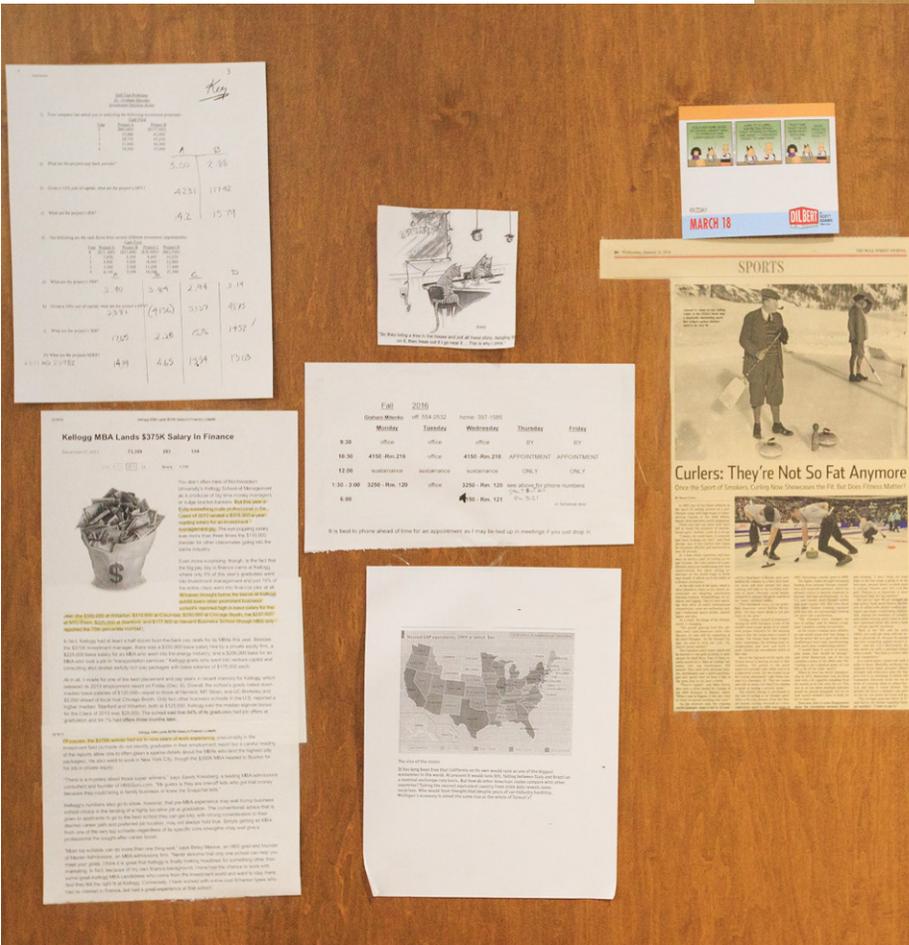
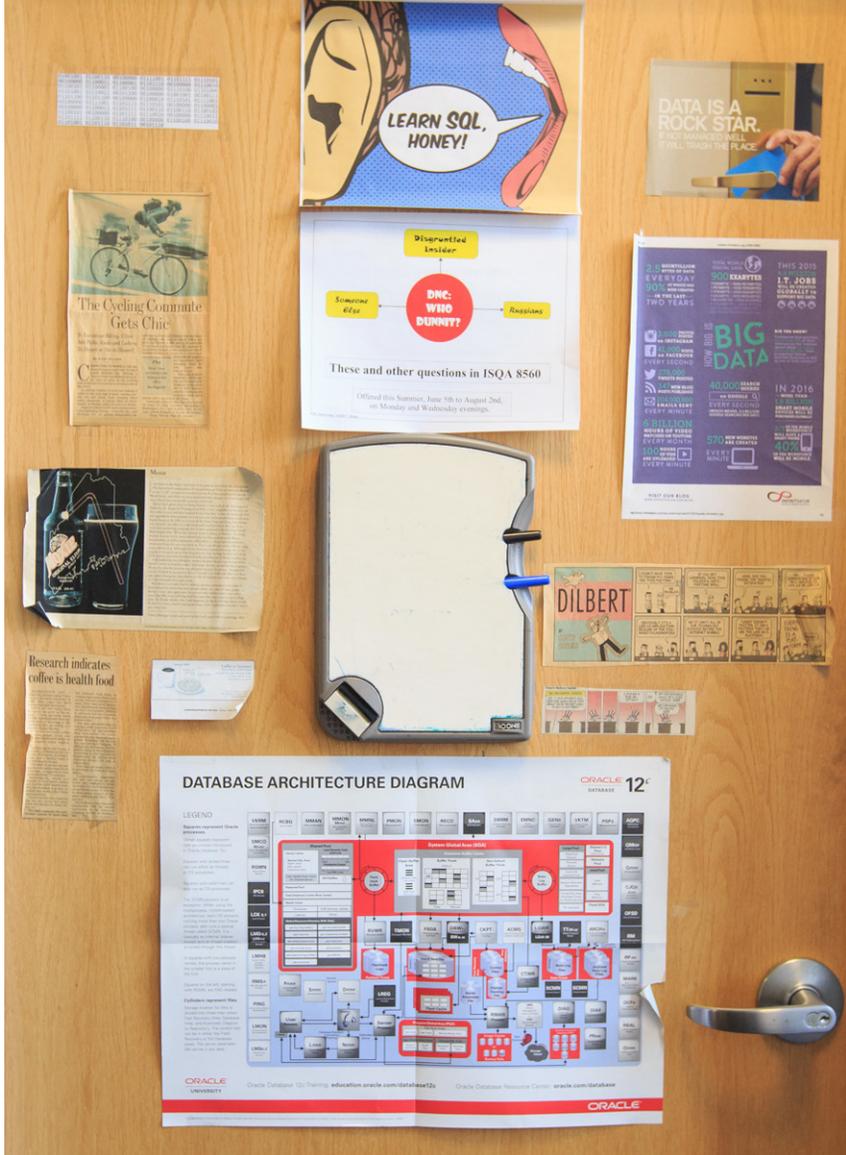
His friends apparently haven't gotten the message. "They text me. 'Are you sleeping right now?'"

He knows they're kidding, but perhaps his response should be: "Not yet."

what CLOSED DOORS

are really saying

By Brendan Brown, University Communications



Self-expression is an important part of American culture. It not only defines who you are, but also affects how others see you. What impression do you want to make? What message do you want to leave?

It is commonly understood that college is the perfect time for students to experiment with self-expression, but it can also be just as important for professors. For these eight UNO professors, they leave their mark right on their door.

While decorating an office door might not seem that important for a college professor, it provides them an opportunity to show who they are and make connections with their students.

From Black Studies to English, these professors have decorated their office doors to reflect their personalities, their passions and their research. From comics books to Shakespeare quotes to Civil Rights photographs, these doors show just how diverse, progressive and unique the UNO community can be.



1 JENNIFER HARBOR

As an assistant professor in the Department of Black Studies, Jennifer Harbour uses her door to highlight the history of social issues in the United States. Whether it's photos of the Olympic protests from 1968 or a poster featuring a Pride flag, Harbor's passion for equality is communicated strongly through her choice of decoration.

"My door is a reflection of knowledge I want to share, as well as some inspirational pictures and quotes for college students, especially," she says. "It's clear that I support civil rights because this is a Black Studies department, but behind this door, there is a safe space for LGBTQI, as well as refugees, international students and disabled students. My door should send a message: 'No one leaves here without feeling better about their situation.'"

2 JEREMY JOHNSON

Assistant Professor of Art and Art History Jeremy Johnson has a variety of different types of artwork that covers his office door. He features everything from comic book covers to drawings of Nintendo's favorite pink blob, Kirby, but he has also chosen to include art that highlights accessibility and diversity.

"Since coming to UNO, I've been involved in accessibility work related to making art more accessible for traditionally marginalized populations, especially those with disabilities," he says. "Arts are for all, regardless of race, class, ability, gender etc. There shouldn't need to be limitations, and I view it as my every day work to work for access and justice through art."

3 JOY CHAO

Chin-Chung (Joy) Chao is an associate professor of communication at UNO and an avid researcher of intercultural communication. Her own passion for her cultural heritage can be seen all over her office door.

"I would like others to be better intercultural communicators, as well as to work on their cultural intelligence," she says.

Her door, which includes cartoon-like characters like Hello Kitty, is also meant to put students' minds at ease and get them engaged.

"I want others to know that I am approachable, and they are more than welcome to stop by my office for getting help, support and friendship."

4 ROBERT FARQUHAR

Robert Farquhar is an associate professor of English and uses his office door to highlight his personal and research interests. He includes images of Shakespeare and Sir Thomas More due to his interest in Renaissance literature, but also as a pop culture fan, his door includes images from film and television, like a scene from the 1975 film, "The Passenger."

"My door is a collection of images that struck me for one reason or another when I first came across them and I add things as I discover them," he says.

Beyond his personal interests, Farquhar also looks out for others. That is why he prominently indicates his office as an LGBTQIA safe space and often posts important information about counseling and support resources on campus.

"My door also shows some of the social interests that I want to communicate to my students, to let them know that my office is a safe space to talk about issues related to sexuality or drug and alcohol addiction."

5 LISA FEY COUTLEY

Assistant Professor Lisa Fey Coutley, from the UNO Writer's Workshop, adorns her office with poems from her favorite authors and regularly changes them to keep her colleagues and students interested.

"I like the idea of people knowing that there will be a new poem posted each week, so they might come back over and again for a love of language and music and a sense of discovery or surprise," she says. "When others see my door, I want them to experience various poems and to be moved and/or challenged by them."

Some of the poems even have a unique story. For example, one of the poems on her door, "The Invitation" by Oriah Mountain Dreamer was a gift from her first poetry teacher.

"I believe in the power of poetry to change people's lives," she says.

6 KRISTEN GIRTEN

As a scholar of British literature, Romantic-era imagery and the Gothic, Associate Professor of English Kristen Girtten's door features imagery that highlights classical works as well as the evolution of scientific thought.

"One of the artists featured on my door, Vermeer, was known for his use of windows, she says. "I love window imagery because of how it can spark curiosity and inspire a certain kind of suspense."

Girtten also highlights nature prominently on her door, due to her fascination with how humans interact with their environment.

"I have a particular love of the sublime — that sense of awe that intense encounters with our environments and ourselves can provoke in us," she says. "I enjoy thinking of our 'creaturely' nature, which I believe conveys our interconnection with the creatures who coexist with us in our amazing universe."

7 MICHAEL O'HARA

Michael O'Hara is a professor of finance, banking and real estate at UNO and if you stop by his office, you just as likely to get a laugh as you are financial advice. That is because O'Hara's office door is covered with comic strips and memes in addition to graphs and flow charts. One such comic features a corporate lawyer at an intersection and is forced to choose between the "legal" path and the "ethical" path. He also includes a variety of graphs that he says are concepts that can't as easily be boiled down to "pithy concepts" that fit in the confines of a comic strip.

"My favorite cartoons are by thoughtful folks, thus Dilbert and Non Sequitur appear frequently on my door," O'Hara says. "I believe humor teaches well."

8 VICTOR WINTER

A professor of computer science, Victor Winter's door celebrates the relationship between technology and creativity. In fact, his door is covered by several 3D graphic designs that have been created by him and his students through bricklayer programs like LEGO Digital Designer, 3D Builder and even the video game Minecraft.

"Millennials have grown up in an internet-connected world with massive computing power and virtually infinite information at their fingertips," Winter says. "Traditional programming assignments simply do not captivate the millennial mindset."

Through his bricklayer assignments, many of which can be found at bricklayer.org, students are able to design everything from Magic 8 Balls to replicas of skyscrapers — most of which can easily be translated into 3D-printed items.

The

Nebraska - Omaha



FLYING

Photo by Eric Francis

Sky's No Limit

UNO's Aviation students are training for one of the most in-demand careers

By Therese Vaughn

Comedian Louis C.K. says of the miracle of human flight, "Everybody on every plane should just constantly be going, 'Oh my God! Wow! You're flying! You're sitting in a chair, in the sky!'"

Even more wondrous is maneuvering those steel wings through the air with 300 people on board. Piloting an aircraft, like music, requires a precision of technology, attention and timing, but from within these controls rises an ineffable grace.

Keaton Stengel, a junior at UNO's Aviation Institute, says it's difficult to describe the feeling: "Going airborne for the first time is truly a one-of-a-kind experience, especially shortly after takeoff ... I was in awe at the sight of downtown Omaha to the west and the open farmland in Iowa to the east."

Stengel, originally from Texas, raves about the opportunities the institute presents.

"The staff are just great, and the resources provided through alumni and the Omaha aviation community are phenomenal."

In the heart of fly-over country, UNO's Aviation Institute offers a comprehensive education, state-of-the-art flight simulation facilities, in-sky training and, perhaps most valuably, a network of mentoring, internship and professional opportunities through its innovative pipeline program.

MAVS

N11ADMA



Envoy (a subsidiary of American Airlines Group) sent a regional jet down to Omaha to pick up 45 UNO aviation students and fly them to Dallas

“The staff are alumni and



Scott Tarry



Scott Vlasek

The timing couldn't be better for students at the institute, which opened in 1990 and operates within the College of Public Affairs and Community Service. During the past two decades, a growing global economy and shrinking pilot ranks have resulted in a tremendous demand for a new generation of pilots, air-traffic control managers and cabin crew. Boeing projects the need for 2 million new aviation personnel by 2035. Answering this call requires just the kind of educational outreach and career pathway programs that UNO has engineered.

Soaring Salaries

Fortunately, the salaries in aviation also are seeing some altitude. Director of the institute Scott Tarry says it's about time.

“It's not been until the last couple years that we've seen the industry wake up to the realization that if they want people to embark on careers in aviation, they need to take care of them, increase the pay and improve working conditions.”

While the tuition for UNO's aviation program is cost-effective, particularly for in-state students, logging the sky training hours can be expensive, Tarry notes. Historically, students graduating with a bachelor's degree and a first officer's flight certificate of 1,000 hours were getting paid an entry wage of \$10-12 and a regional airline salary in the mid \$20,000s – not so appealing.

According to UNO Aviation Institute faculty member and former director Scott Vlasek, the once-overcast sky for young pilots is beginning to clear. Regional airlines are partnering with educators to create a classroom-to-cockpit pipeline, offering signing and retention bonuses to attract students before they even graduate.

“It's a unique and interesting time for our students,” Vlasek says, emphasizing the collective effort it takes to launch a pilot into a first officer's seat. “We have good relationships with several regional carriers, such as Jet Linx Omaha and Envoy.”

Last semester, Envoy (a subsidiary of American Airlines Group) sent a regional jet down to Omaha to pick up 45 UNO aviation students and fly them to Dallas for the day. There they explored the full spectrum of a regional and major airline, from training facilities to dispatch operations.

“If I had been told four years ago that Envoy and American Airlines were going to charter a flight for me and my peers to go to Dallas to tour their headquarters, I probably wouldn't have believed it,” Stengel says.

“It was a real eye-opener,” Tarry says. “The pipeline program shows our students the whole scope and scale of the industry they want to join. It makes a lasting impression, that this is a company that really wants them, that this is a realistic career path they can chart.”

Living the Dream

After graduating in 2014, UNO alum Zach Lundeen soared through the pipeline program with Envoy Airlines. He reached the eligibility requirements for becoming a first officer in December.

“One of the many benefits working for Envoy Airlines is our flow-through agreement with American Airlines,” Lundeen says. “Under this agreement, Envoy pilots will flow directly to American Airlines with no additional interview required.”

just great, and the resources provided through the Omaha aviation community are phenomenal.

Lundeen’s interest in flying took wing when he was 5 years old. Diagnosed with Leukemia, he would often fly on a small commuter aircraft to Denver for treatment.

“Seeing the pilots in their uniforms and looking inside the cockpit allowed my mind to become distant from the thought of being sick and treatment regimens that would soon follow,” he says.

Like Lundeen, most aviation professionals first dream of becoming a pilot in childhood. However, careers in the

aviation industry extend way beyond flying a plane to include air traffic control and dispatch, airport administration and grounds operations, safety and security management.

“Most of our students want a commercial airline pilot job,” Tarry says. “For about 80 percent of incoming freshmen, it’s the institute’s professional flight concentration that draws them, but once they see what piloting involves, some turn to other roles within the field. By graduation, half are pursuing the aviation management concentration.”

Besides offering a bachelor’s degree in aviation with two possible concentrations available, the institute also has a Masters of Public Administration degree with an aviation specialization. It is one of only eight advanced degree programs of its kind in the nation.

Recognized for its excellence in education and research, the institute’s mission is also to engage in the community. Students and faculty host a monthly Exploring Post through Boys and Girls Scouts Learning for Life’s career education program to expose

teenagers to a future in aviation through hands-on experiences, tours and guest speakers. UNO’s chapter of Alpha Eta Rho, a collegiate coed fraternity, also works with area youth organizations to promote aviation education.

The institute is particularly committed to advancing the presence of women in piloting. UNO’s Women in Aviation chapter actively promotes female participation in the aviation industry, scholarships and educational opportunities while sponsoring outreach projects for youth.

The inspiration of Amelia Earhart notwithstanding, women make up just 5 percent of pilots at major and regional airlines in North America, according to the Air Line Pilots Association (2016).

“It’s been a challenge,” Tarry admits. “Of course, there’s nothing inherently male about being a pilot. Proficiency studies indicate that women are equal if not superior to men. Despite the cultural stigma, we’ve had some incredibly successful women alumnae who are very strong-minded and capable.”

With a sunny forecast ahead for aviation careers, maybe the sky won’t be the limit for both men and women in the years to come.



Photo by Eric Francis

Also Flying High

Other in-demand careers

Besides careers in aviation, UNO’s Academic and Career Development Center (ACDC) has its eye on other hot jobs for graduates. According to Cathy Pettid, assistant vice chancellor for Student Affairs and ACDC director, professions that are experiencing the greatest boom are those that serve the aging and elderly.

By 2050, about 1 in 5 Americans will be 65 or older, creating demand for educated, skilled and caring hands, Pettid says.

“There is strong growth projected for careers related to health care — nursing, physical/occupational therapy and home care — but there also are many interdisciplinary fields, such as accounting, finance, education and social work that are seeing increased demand in serving our aging population,” Pettid says.

Pictured: Madchen Petry and Brandon Perkins are among the UNO Aviation students who see nothing but bright skies ahead for careers in the airline industry.

CLASS NOTES

Send your class notes to www.unoalumni.org/classnotes.
Or, post your note on the UNO Alumni Association Facebook page: www.facebook.com/UNOAlumni

49

MARIE SHAFER (BS) graduated from OU in 1949 and taught for Omaha Public Schools for 15 years. Shafer and her husband, Don, also a OU alum, owned Don Shafer Display, a graphic arts company now in business for more than 50 years.

55

O'DEAN CHASTAIN (BA) recently returned from a trip to Caracas, Venezuela.

62

JAMES FORSTALL (BGS) was named the State Journal-Register's First Citizen for 2016 in Springfield, Illinois, last October. Forstall was recognized for his effort "of going above and beyond to make Springfield a better place to live and work."

64

RICHARD ROBINSON (BGE) followed his BGE with two MS degrees and postgraduate work. Robinson retired from the military in 1981. He spent the next 29 years developing affordable housing in Kentucky. Robinson writes: "UNO was an important stepping-stone. Many thanks!" rtrobinson@bbtel.com

66

MAUREEN BORDEN (BA) has a garden strip at the corner of 57th and Leavenworth. Boren's novel "Hear I Go" is now available online and at The Bookworm. malkaborden@gmail.com



69

F. JANE TOOLEY (BA) retired after eight years of working in corrections and 36 years working in law enforcement. Tooley enjoys spending time with family and traveling.



LARRY GERINGER (BGS) recently was selected as Gig Harbor, Washington's, 2016 Citizen of the Year for his work with homeless veterans and volunteer police officer duties. ltgeringer@centurytel.net

70

JOEL SNELL (MS) was appointed to the Board of Education, the oldest academic journal in the United States. Snell also had an article in Harper's that was cited in more than 50 sources.

LEN STEINER (BGS) had three books published by Black Rose Writing. The most recently published, "Days of Sand and Royals," tells the true story of Steiner's 14 years of work in Saudi Arabia for two Saudi Princes and the royal family. The book shares what it is like to work with the Saudis under Sharia law. His other published books are "Climb Up the Steel Mountain" and "Tales of the Ironic Eclectic." To learn more about Steiner visit his website at www.leonardsteiner.com

71

DOUGLAS JEWETT (BGS) completed his degree at UNO while assigned to SAC Headquarters. After 26 years of USAF flying, Jewett flew for a major airline before retiring. Jewett writes: "For over the past two decades, I have been a docent at the Aerospace Museum of California and am a proud UNO alumnus." dougjewett55@gmail.com

DANIEL POWERS (BGS) retired in 2013 and lives in Lincoln, Nebraska. Diagnosed with lymphoma several years ago, Powers is cancer-free as of September 2015.

72

BRUCE BRISCOE (BGS) moved to San Francisco after graduating from UNO to start his IT career, which spanned 30 years. Briscoe sold his consulting company and retired to the island of Bali. Briscoe is currently the president of the Rotary Club Bali Ubud Sunset, which helps local Balinese in need. briscoe@brucebriscoe.com



73

LARRY BOCKELMAN (BSBA) has fond memories of his four years at UNO. Bockelman had opportunities to attend larger colleges but says he realizes staying home and attending UNO turned out being the best decision he could have made. bockelman@lmsales.com

GLENN MITCHELL (MS) received his bachelor's degree in educational administration and master's degree in urban education from UNO. Both of Mitchell's degree's have proven valuable in his high school administrative duties and experiences with urban environmental elements. gemsr89@gmail.com

76

DEBRA BOWENKAMP (BS) published her first book "Waiting for Billy," which depicts the true story of a young Nebraska boy's life during World War II and his mysterious death in Germany in 1956. The book is available at Amazon and Barnes and Noble. debjohnbo@gmail.com



ALLAN VORDA (MA) is hoping to get in touch with UNO alumnus John Facklet. avacoldrooms@gmail.com

JOAN WALSH (BFA) has published two novels, "The Wolf, the Watcher and the Oryx" and "Raising Kings," in the series the Beast Tale Scrolls. Walsh has a third book coming in spring 2017 called "Destroying Dragons." Walsh's books are available on Amazon.

REBECCA FAHRLANDER (MA) was inducted into the Plattsmouth High School Hall of Fame last August. She also has had several articles published in newspapers including "Life Lessons from Surviving Cancer" in USA Today, which included Fahrlander's experience and transformation after her cancer diagnosis.

77

JOYCE GISSLER WINFIELD (MA) after 22 years of teaching has turned to writing. In November 2016 she published "Forever Heroes: A Collection of World War II Stories from Nebraska Veterans," which includes interviews from 21 men and women veterans.

78

WILMA KRUSE WALLIN SAGERS (MS) met her husband, Bob Wallin, at the OU freshman mixer dance when she was 15 years old. They married in 1947. Sagers earned her BA at UNO in 1946 and returned to earn her MS in 1978. She is 91 years old and enjoys writing and painting. She writes: "I have met your great chancellor, John Christensen, through my Omaha daughter."

79

MARIAN O'BRIEN PAUL (MA) appeared in the Galway publication Skylight 47 for her poem "Irish Boglands" in September 2016. marianobrienpaul@gmail.com



TERRY FORMAN (BS) for the past couple of years has been working for NP Dodge Real Estate.
tforman@npdodge.com

80 DON BOLEN (BGS) writes: "I miss the guys and gals from the Pen & Sword Society. I always felt at home there. Great people."

DON BAUERMEISTER (BA) writes: "I long ago reached a retirement age but never thought I could adjust to it if I tried. I now have decided it has a place in my life after splitting my work time in three professions: pharmacy, flying and farming. I don't know how many hours total I have in pharmacy and farming, but flight hours total over 14,000. I have a wife (Joy) and four children plus grandchildren and all have been blessed with reasonably good health and fruitful lives."

81 MICHAEL ARNOLD (BS) has more than 20 years of experience in counseling. He opened a private counseling practice specializing in mental health, addiction and life coaching. Arnold is accepting new clients. Contact him at: 402.401.7567, arnoldcounseling.com or arnoldmccain@cox.net



83 LYLE HALSTEAD (BSBA) and wife, Maureen, recently moved to Clarksville, Tennessee. Halstead is working as a plant controller for Sontara Old Hickory in Old Hickory, Tennessee.

DENA MAGIAMELE (BA) recently was awarded Amazon Best Selling Author status with her memoir "Stray." Find out more about her work with the City of Los Angeles and about her book at www.doctordena.com.

84 RICHARD EVANS (BSBA) is a major general and assistant to the commander and director, reserve forces, at U.S. Strategic Command, Offutt AFB.

JAMES TROIA (BS) is a retired Army lieutenant colonel after 32 years. Troia currently teaches Army JROTC at Edinburg North High School in Texas. He enjoys teaching the next leaders for this nation. Troia writes: "UNO set the stage for my future leadership positions. Excellent college professors."
jimtroia1@ureach.com

85 SUSAN HERBST MURPHY (BS) was named a trustee of the Give Something Back Charitable Corporation Board. Give Back provides full scholarships and expenses to Pell Grant-qualifying students. The organization

matches students with mentors until their high school graduation. If scholars maintain their grades and practice good citizenship, tuition, books, fees and living expenses are covered by Give Something Back.
www.giveback.ngo

86 DAN FRENCH (MA) is teaching full time in an online university setting. French writes: "From campus to the computer, I enjoy being home and still connecting with students in this setting."
dlfrenchia@hotmail.com

88 ALAN JACKSON (BGS) earned his degree in psychology from UNO. He writes: "UNO was instrumental in my finishing my undergraduate degree in 1988. In 2016, I earned my doctorate from Walden University. So thank you, UNO!"
awj118@msn.com

RICHARD WAYNE BATES (BSBA) has been with 3M for 27 years. Bates writes: "My college experience in Nebraska and at UNO, was filled with memories I'll continue to carry on in my life."
rwbates@mmm.com



92 JANIE PFEIFER WATSON (MSW) is the founder and director of Wholeness Healing Center in Grand Island, Nebraska, with remote offices in Broken Bow, Nebraska, and Kearney, Nebraska. Wholeness Healing Center

EVERYONE KNOWS WHEN THAT BEE WHISTLE BLOWS
WILL SHOUT, WE WILL CHEER, WE WILL SCREAM - GO MAVS
WE WILL FIGHT, FIGHT FOR OUR MAVERICKS
WHETHER SO ALL FANS WILL KNOW
BE IT WIN OR LOSE OR DRAW
EVERYONE FOR OMAHA
WE WILL FIGHT FOR UNO

UNO FUND
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provides mental health and wellness services that include: neurofeedback, hypnosis, mindfulness courses and groups and more.
www.wholenesshealing.com
janiepw@wholenesshealing.com

93 **JOEL WILSON** (MBA) lives in Ceresco, Nebraska. He has worked at Cabela's in the credit card division since 2008. The credit card division of Cabela's is merging with Capital One. joel.wilson102761@gmail.com

96 **ANDY RYBA** (MBA) was hired as campaign manager at Steier Group. Ryba brings six years of development experience and 13 years of sales experience to the Steier Group. In early November, Ryba conducted his first capital campaign in New Orleans.



98 **BETH HEYEN** (BGS) recently added a new addition to her family. Ronan Vedder Heyen was born Jan. 5, 2017, and joins brothers Liam and Dash.

99 **LESLIE FISCHER** (BSBA) was honored in the 84th class of Ten Outstanding Young Omahans in February. She is the co-founder of TAGG, a cell phone app that allows anyone to give back to a good cause while also supporting local businesses. She received UNO's Young Alumni Achievement Award in 2015.



JAMIE MEYER (BS) works at Romeo Entertainment Group, one of the largest independent talent-buying agencies in the country. The group buys and promotes more than 400 concerts around the country a year. jmeyer@romeoent.com

00 **MARK MCNAMARA** (MBA) was hired as campaign manager at Steier Group. McNamara worked as a portfolio manager for a major life insurance company before coming to Steier Group. In early November, McNamara had his first campaign in Iowa.



01 **KRIS YOSHIZAWA** (MBA) has been promoted to partner at law firm Perkins Coie in Seattle. He is a member of Perkins Coie's Financial Transactions practice, representing banks, commercial finance companies and other financial institutions.

02 **MARGARET OLDHAM** (MPA) recently retired as chief of public affairs for the Omaha District, U.S. Army Corps of Engineers. Oldham spent 30 years in federal civil service, which included 28 years with the Department of Defense and two years with the U.S. Department of Veterans Affairs. She lives in LaVista, Nebraska, with her husband of 38 years, Tom. oldham2@cox.net

03 **NICHOLAS TURNER** (BA) joined the law firm Clifford Chance in Hong Kong as an associate in the economic sanctions practice. Turner previously was at Citibank in Hong Kong as an economic sanctions officer for the Asia Pacific region. Nicholaswturner@gmail.com

IN MEMORIAM

A listing of alumni whose death the UNO Alumni Association has received notice of since September, 2016. Years indicate graduation from UNO.

1932	Jacquelyn A. Dorsey	1964	Patricia K. Ambrose	1974	Catherine M. Stryker	1984	Susan Toberer
1949	Joanne H. Dunaway		William Casterline		Ilga Dambro		Russell P. Halbert
	Leo P. Wutke		Mildred D. Flansburg		Ricklund D. Krejci		Kathleen A. Kriegler
1950	Donald E. Brown		George W. Collins		Trudy K. Henson		Randy Naran
	Robert H. Cain	1965	Charles F. Hamsa		John R. Keblesh		James E. Thompson
1952	Ralph W. Jacobus		Alice C. Gooder	1975	Kathleen M. Dempsey	1985	Kathleen C. Bohacek
	Robert C. Schleiger		Jeryl D. Engdahl		Douglas A. Townsend		Jeffrey P. Gaule
1953	Marcia J. Ochsner		Everett E. Pritchard		Rex L. Stych		Adrianne L. Geppert
	William K. Ryan		Robert W. Rankin		Dennis S. Marshall		Ronald V. Norman
	John T. Bourdess	1966	Wilfred L. Hunt	1976	Roger M. Sieck	1987	Ruth A. Bierman
1954	Larry D. Quigley		James R. Lemen		Judith A. Doose		Barbara A. Stamp
	Morris F. Huelle		Irene W. Gotsdiner		Thomas J. Gorman	1988	Joann H. Flickinger
1955	Donald A. Holm	1967	Dona R. Koll		Carolyn E. Gier	1989	Susan D. Laughlin
1956	James Swanson		Olive M. Graham		Joseph R. Gustafson		Johannes Van Beers
	Curtis O. Wood		Robert R. Brown		Michael L. Parizek		Caroline L. Niehaus
1958	Charles L. Sedlacek		David M. Tuite	1977	Elizabeth A. Grenon	1990	Addie F. Deeds
	Shirley A. Shawhan	1968	Joe W. Dodd		Vernon E. Lightell		Alan S. Novy
	Joann R. Mutum		Loysen J. Yungbluth		Susan C. Wellen	1991	Jon F. Pearson
1959	Jack W. Williams		Robert A. Sobraske		Nelson C. Griffy		Joseph A. Watson
1960	Jack A. Lemen		B. Joseph Dromsky	1978	Kathryn D. Fiegenger		Marian Kramer
1961	Monte D. Mead	1969	Anita F. Koppert		Bruce I. Wigodsky	1992	Lemona A. Evans
	Byron Christensen		James J. McMahon		Jacquelyn L. Donoghue	1993	Patricia A. Knudsen
	Victor Stepanek		John Bogacz		Daniel Nestander	1994	Mary F. Radke
	Richard F. Shellenberg	1971	Jean A. Wulf		Gaylord Sliefert	1995	Bradley K. Vifquain
	John E. Rowland	1972	Raymond E. Hovendick		Joseph M. Botsford	1996	Linda A. Stansbury
	Jimmy Moore		Jonah M. Deppe	1979	Lawrence J. Boyd		Charles A. Baughman
1962	Ronald E. Rezek		Timothy L. Dempsey		Patrick Flynn	1999	Twyla D. Humphrey
	David A. Barton		Raymond C. Woods	1980	Thomas J. Circo	2000	John P. Ayers
1963	Sally M. McFarland	1973	Donald L. Dickson	1981	Karen M. Grove	2003	Timothy S. Cacioppo
	James B. Kozol		Denese P. Stalnaker		Anne M. Aita	2004	Heather Roberts
	William O. Julian		Jerry L. Stang	1982	Allen Rhodig	2005	Jan D. Sangsom
	Oliver E. Okier					2012	Jonna R. Rebensdorf



His Pride on His Ride

Third-generation alum **SCOTT DURBIN** (84) was among the first in Nebraska to receive his UNO specialty license plate, which began hitting the streets in January. Durbin is the 93rd chairman of the UNO Alumni Association Board of Directors, the same post held by his father, Doug Durbin, and grandmother, Ellen Hartman Pearey Gast.

DANE WILSON (BA) graduated from Creighton University Law School in 2015 with a Juris Doctorate and Masters of Science in government. After clerking at the Federal District Court in Omaha, Wilson accepted an attorney position in the Environmental Protection Agency's Water Enforcement Division in Washington, D.C.

RITA GRIGG (BGS) is the executive director of the Fremont Housing Agency in Fremont, Nebraska. The Fremont Agency is comprised of more than 500 units of housing and has several different programs. Grigg has been in the affordable housing field for the past 20 years.

KASEY HESSE (MS) was named to the Omaha Jaycees' 84th class of Ten Outstanding Young Omahans in February. Hesse is a board member at Bluebarn Theatre and Omaha Friends of Planned Parenthood.

JOHN THOME (BGS) produces "The John Thome Podcast" and also performs stand-up comedy and hosts his own show "The Karate Chopped Comedy Show hosted by John Thome" His son, Frank, was born in 2016. john1980star@gmail.com

JESSICA BARRETT (BGS) created the website "Go Eclectic World" to bring awareness on issues related to plastic pollution, endangered species, habitat destruction and the need for sustainability. Barrett recently traveled to the Galapagos to volunteer in a tortoise habit restoration project.

JANIE YORK (MA) is following a course of study that will culminate with her Hearing Instrument Specialist License.

York is also building a business that will launch August 2017. Her business, Mobile Hearing Care Solutions, is bringing a full spectrum of hearing care services to elders living in care facilities. All services will take place on site and will be customized to the needs of each facility. For more information, call 402-880-3938 or janie.york@outlook.com.

04 ALISA PARMER

(BS) has a passion for workforce development. Parmer is the career service director for Kaplan University Nebraska and an active member of Women on a Mission for Change Omaha Inc.



STEVE MASSARA (BS) and his wife, Kim, are living in Germany, where he is stationed with the U.S. Air Force as a F-16 maintenance operations officer. Having completed his exchange officer tour in Thailand in 2015, Massara continues to maintain his Thai language skills and will be promoted to major this year. steven.massara@gmail.com

CRYSTALLE COTTON (BS) earned a Silver Level National Career Readiness Certificate. She also has also been recognized numerous times by the International Women's Leadership Association. Most recently, Worldwide Branding has added Cotton to its distinguished Registry of Executives, Professionals and Entrepreneurs.

PATRICK LEAHY (BS) in November 2016 was re-elected for a second term with the Papio-Missouri River Natural Resources District Board.

JOSHUA NOONAN (BA) recently finished a two-year presidential management fellowship. He works for the Department of Housing and Urban Development on savings energy retrofits.



DEBORAH CAIN (MS) has been a middle school English language instructor since 2013. Cain taught at the University of Eastern Sarajevo in Bosnia for two years through the English Language Fellow Program. She also taught five years at Kansai Gaidai University in Japan.

DAWN BALLOSINGH (MPA) was chosen as the Omaha Dietetic District Association's Dietitian of the year for 2016. Ballosingh also was nominated chair-elect to the Women's Health Dietetic Practice Group of the Academy of Nutrition & Dietetics, Nebraska Academy Affiliate, Public Policy Team and is working on CMS Therapeutic Diet Order implementation in Nebraska. dballosingh@oneworldomaha.org

RICHARD UBER (BGS) completed his Ph.D. in mathematics at the Air Force Institute of Technology and is employed as an assistant professor there.

GARY BECK DALLAGHAN (MA) was awarded the Impact in Education: Research in Education Scholar Award by the University of Nebraska Medical Center in February.

VICTORIA MAHONEY (MS) is in her 11th year of teaching. She writes: "I'm going on two years of marriage and I have four awesome stepchildren. UNO alumni forever. Go Mavs!" Whatugon2do@hotmail.com

SHEENA KENNEDY (BA) is the coalition director for Live Well Omaha Kids, a childhood obesity prevention program. Kennedy is an active volunteer in the Omaha community. She also has had two published articles. Kennedy was recently honored in the 84th class of Ten Outstanding Young Omahans in February.

DEREK RAYMENT (BS) worked in public relations after graduating from UNO. Rayment is the head of public media relations at Metropolitan Community College and writes: "UNO is one of the greatest and most valuable experiences of my life." raymentderek@gmail.com



EMILY POESCHL (MBA) was named to the Omaha Jaycees' 84th class of Ten Outstanding Young Omahans in February. Poeschl is director of marketing at UNO. She also is a member of the Susan G. Komen Nebraska Board of Directors and is widely involved in the community.

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CECILIA ANN KRINGS, daughter of Kelly and Tom ('13) Krings of Northglenn, Colorado.

CECILIA ANN ALBERT, daughter of Katie (Haworth, '10) and Barry ('10) Albert of Duluth, Minnesota.

LILLIAN CATHERINE KLABUNDE, daughter of Cory and Bridget (Hanlon, '12) Klabunde of Omaha and granddaughter of Norah Deane Hanlon ('83) of Omaha.

JUDE JAMES LUDACKA, son of Samantha (Issler, '06) and Jake ('04) Ludacka of Omaha and grandson of Creonne Issler ('91) of Fremont, Nebraska.

ELISABETH ANNE SUDDUTH, daughter of Cornell and Kristin (Graves, '09) Sudduth of Omaha.

KEEGAN JOHN KNOWLTON, son of Brittny (Longwell, '06; '15) and Adam ('09) Knowlton of Fargo, North Dakota, and grandson of John ('91) and Judene ('78) Longwell of Omaha.

ALLYSON LOUISE IDLE, daughter of Karly (Kolden, '08) and Justin ('10) Idle of Bellevue, Nebraska.

CHARLOTTE VICTORIA MCCARTY, daughter of Liuyang and William ('04; '08) McCarty of Downers Grover, Illinois.

TREY DALLAS DENNIS, son of Matt and Tracy (Abler, '07; '09) Dennis of O'Neill, Nebraska.

AVERY JOSEPHINE SASS, daughter of Nina Sauvain and Dillon ('16) Sass of Council Bluffs, Iowa.

SILAS JAMES DOCKHORN, son of Jon and Rachel (Ahrens, '09) Dockhorn of Monroe, Nebraska.

GABRIEL RAMON HANDLOS, son of David Hadlos and Monica Mora-Handlos ('03, '05) of Omaha.

EMMITT CHARLES HARDIN-NIELSEN, son of Tinya (Hardin, '12) and Philip ('09, '14) Nielsen of Omaha.

ATLAS MARSHALL LARSON, son of Rachel and Brett R. ('12, '13) Larson of Allen Park, Michigan, and grandson of Karem M. (Hamilton, '78) Larson of Omaha.

JAYLA SUE RICKLEY, daughter of Libby (Nelson, '10) and Justin ('05) Rickley of Ocean Springs, Mississippi

KELLY SUEANN DOTY, daughter of Kristen and Dane ('92) Doty of Sioux City, Iowa.

BECKETT NASH FEHRINGER, son of Mikhala (Harding, '08; '12) and Tyler ('08) Fehringer of Omaha.

CHARLES DARRIN BAKER, son of Rebecca (Stepanek, '05) and Jeffrey ('02, '06) Baker of Waukee, Iowa.

MATTHIAS FARROW JONES, son of Christina Sears and James ('02) Jones of Arlington, Virginia.

ELLIE CLAIRE GABRIELSON, daughter of Shannon Oster-Gabrielson ('09) and Neil Gabrielson ('11) of Monterey, California.

LILY THERESE TIMBERLAKE, daughter of Anna and James ('15) Timberlake of Midwest City, Oklahoma.

ANISSA IZEL PEREZ, daughter of Horacio Perez and Joaquina Borunda-Perez ('07, '08) of Council Bluffs, Iowa.

CAROLINE MARGARET FRICKEL, daughter of Mark and Megan (Ring, '07) Frickel of Rifle, Colorado.

BRECKYN SAGE FRICKEL, daughter of Alex and Shelby ('16) Frickel of Grand Island, Nebraska.

WINTER ANASTASIA KMAN, daughter of James Kman and Angie ('03) Robertson of Chicago.

COLTON JOHN ROBERT GOEBEL, son of Pamela and Douglas ('99) Goebel of Omaha.

MATILDA LOUISE KRYSL, daughter of Lydia Chavez- Krysl ('13) and Vincent Krysl ('12) of Blair, Nebraska.

WESTON ERIC AND NOLAN SCOTT MCEVOY, sons of Ashley and Bryan ('08) McEvoy of Persia, Iowa.

MAYA KAY LARSON, daughter of Krista and Brian ('08) Larson of Omaha.

KATELYN GRACE FLORO, daughter of Roger and Amanda (Ryzenga, '15) Floro of Omaha.

ADELINE MARIE GITT, daughter of Jennifer (Victory, '07; '09) and Eric ('03) Gitt of Omaha.

ELIJAH E. WYLER, son of Eric and Lindsay ('12; '15) Wyler of Papillion, Nebraska .

ROMAN AMBROSE WATSON, grandson of Dina (Kaluza, '85) Kruckenberg of Omaha.

ANDY MATEO TORRES, son of Heather and Andres ('13) Torres of Omaha.

HANNAH MARIE BOWMAN, daughter of Tara (Matson, '12) and Mike ('09) Bowman of Castle Rock, Colorado.

MAURICE (BEN) BENJAMIN STEIER, son of Rachel (Truckenbrod, '15) and John ('12) Steier of Omaha and grandson of Arlene Steier ('15) of Omaha.

VICTOR ALAN ALVARADO, grandson of Debbie (Timmerberg, '84) and Richard ('79) Strevey of Omaha.

ARIA MARIE VANGEEM, granddaughter of Ann (Deane '91) Glowen of Omaha.

LANDRY SOFIA SANDQUIST, daughter of Teresa and Johnny ('09) Sandquist of Omaha.

SOPHIA ELIZABETH SEATON, daughter of Cody and Brooke (Olson, '11) Seaton of Omaha.

EDMUND FLYNN WEISS, son of Sara (Miller, '10) and Kevin ('04) Weiss of Omaha and grandson of Dale Miller ('82) of Omaha.

CARRICK DANIEL BARNES, son of Samantha and Cody ('14) Barnes of Independence, Iowa.

ALEXANDER TOMASCO SKINNER, son of Alexandra and Aaron ('14) Skinner of Omaha.

ADEN ELIJAH HOIST, son of Tanaporn Aungkanavarant and Steven Hoist ('14) of Omaha and grandson of Lisa Hoist ('04) of Omaha.

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LINDSAY BYERS (BA) has been self-employed for two years and enjoys it. Byers also nanny's a 1-year-old, teaches tap dance and does freelance writing in the Reader. She was traveling to Europe for six weeks this spring. lindsayjbyers@gmail.com



LAWANDA MOORE (BGS) owns and operates the senior care business Love Thy Neighbor Senior Care. Moore writes: "I was inspired to go into business of serving our elderly population while taking classes in the gerontology program at UNO. Thanks Dr. Julie Master, Dr. Lyn Holley."

15 **ABDULMAJEED ALTAYAR** (BS) was selected as a corporate marketing officer at Almarai company, one of the gulf's largest dairy and juice businesses.

16 **ALEXIS PEREA** (BS) completed her undergraduate in three years while working full time. Perea now is a child abuse and neglect case worker, graduate student studying public administration and a part-time restaurant manager. Perea writes: "You can do anything you set your mind to! Turn your dreams into reality!"



JOHN BERGE (BGS) is the general manager of North Platte Natural Resources District in Scottsbluff, Nebraska. Berge recently was accepted into the largest class of the Nebraska Water Leaders Academy's one-year program that provides leadership, training and educates participants about the vital role of rivers, streams and aquifers play in the economic sustainability of the state.

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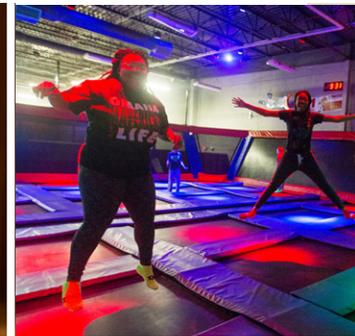
December Commencement

The worldwide UNO Alumni Network grew by more than 1,000 graduates Dec. 16 when the university conferred degrees on students for the 2016 summer and fall semesters. It was the final December commencement ceremony for Chancellor John Christensen, who is retiring this year. Currently, there are more than 107,000 living UNO graduates.



Defy Gravity

Everyone knows UNO students soar to great heights, but can they actually defy gravity? They can for a day, at least. Mavericks gathered at LaVista's Defy Gravity, an indoor trampoline park, as part of UNO Durango Days, Part II – a kickoff to the spring semester. Other activities included rocking climbing in HPER, a student involvement fair, a hypnotist show and more.



Gospel Fest

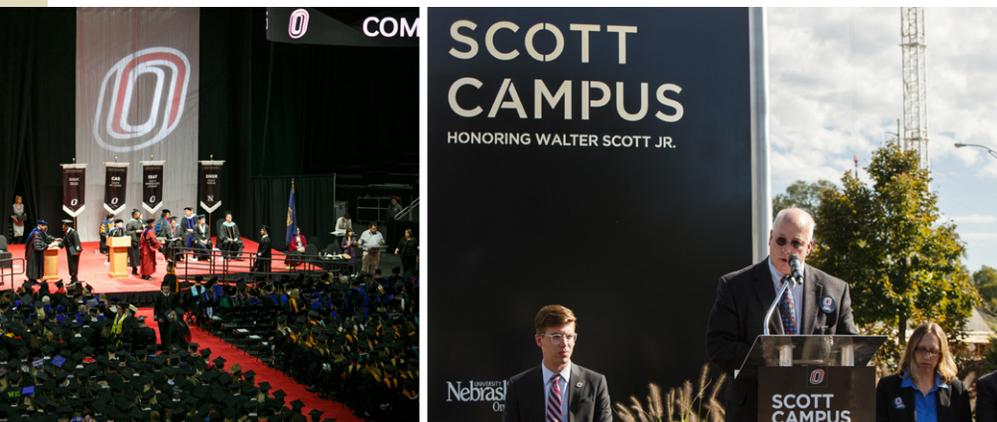
UNO hosted a variety of events in February to celebrate Black History Month, including "Gospel Fest" in Strauss Performing Arts Building.



Vietnam Symposium

UNO in October hosted "The Vietnam War: Lessons and Legacies," a symposium initiated by former Secretary of Defense and Nebraska Senator Chuck Hagel. A UNO graduate, Hagel began the symposium, "With the thought of helping America better understand the war, its causes, consequences and effects that the U.S., Vietnam and Asia are all living with today. World War II changed the world, the Vietnam War changed America."





Scott Campus

Scott Campus now serves as the new name for what formerly was known as Pacific Campus following a special dedication event Oct. 5. The campus, which includes land between Pacific and Shirley Streets from 64th Street to the Keystone Trail, is named in honor of Walter Scott Jr., chairman emeritus of Peter Kiewit Sons' and a longtime UNO supporter. Speaking at the ceremony were David Scott (*top*) and UNO Student Body President Patrick Davlin.



Chancellor Search

Hundreds of UNO stakeholders participated in a series of listening sessions in November, providing feedback on the search for UNO's next chancellor. The listening sessions, hosted by University of Nebraska President Hank Bounds, Executive Vice President and Provost Susan Fritz, and the 15-member chancellor search advisory committee, drew students, faculty, staff, community members, and others interested in the search. Current Chancellor John Christensen last September announced his plans to step down from his post.



Three Days of Service

UNO faculty, staff and students celebrated fall break by participating in the 12th annual Three Days of Service, helping nonprofit organizations across the metropolitan area.



Test your brainpower with these puzzles created by UNO graduate Terry Stickels ('76). An author, speaker and puzzle maker, Stickels' FRAME GAMES is published by USA Weekend magazine and in 600 newspapers. He has two new efforts coming out for 2017 — A "Frame Games" and "Word Search" calendar.

For more information on Stickels, or to order any of his books, visit www.terrystickels.com

Language

One of the words below is misspelled. Which one?

- | | | |
|---------------|-----------|-------------|
| Prestigious | Bourgeois | Bivouac |
| Paraphernalia | Ventilate | Seismograph |

Knowledge

You might know that Denver is called the Mile High City and Boston is known as Beantown. See if you can match up these international cities with their nicknames.

- | | |
|-------------------------------|-----------|
| 1. Athens of the North | a. Lima |
| 2. City of the Kings | b. Rome |
| 3. Queen of the Mediterranean | c. Prague |
| 4. The Eternal City | d. Venice |

Answers

LANGUAGE
Paraphernalia
KNOWLEDGE
1-e; 2-a; 3-d; 4-b; 5-c

WORDPLAY
1.) World w i d e spread
2.) Place k i c k stand
3.) Hard w a t e r house
4.) Brain c h i l d birth
5.) Sweet h e a r t strings
6.) Light p i e read

Wordplay

This puzzle is called a "squeezer" because a word has to be "squeezed" between two other words to create two new words. Here is an example:

Bath _ _ _ _ _ boat Bath h o s e boat
Bathroom and Houseboat

In each squeezer, the number of dashes between the two given words represents the number of letters in that word.

- | | |
|----------------------------|-----------------------------|
| 1.) World _ _ _ _ _ spread | 4.) Brain _ _ _ _ _ birth |
| 2.) Place _ _ _ _ _ stand | 5.) Sweet _ _ _ _ _ strings |
| 3.) Hard _ _ _ _ _ house | 6.) Light _ _ _ _ _ read |

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UNO Magazine is the flagship publication of the University of Nebraska at Omaha and is published three times a year. It is mailed to all UNO graduates and to community leaders in and out of Nebraska. Please share your copy with anyone who might benefit from the work of our great university.



26 **WORKINT OUT ... FOR A LIVING**
UNO student Becca Levin finds success building her body — while rebuilding her life

30 **MEETING EXPECTATIONS**
Tired of all the talk? Can't stand all the sitting? UNO Professor Joe Allen digs into what makes a meeting hum ... or ho-hum.

34 **WASTING AWAY**
As technology puts 24/7 access to entertainment in our hands, the ethics of wasting time at work are changing.

40 **40 HOURS, 40 WINKS**
Sleep gets short shrift in America. But some companies are waking up to sleeping in the job.