



ORGANIZATIONAL
DEVELOPMENT & TRAINING

Annual Report

••• Fall 2024 through Summer 2025

EXECUTIVE SUMMARY >>>

In the past year, the Organizational Development & Training (ODT) unit successfully supported the professional growth of over 2,800 staff members across all our programs, contributing to enhanced skills, improved leadership capability and stronger employee engagement across the university.



I appreciate ODT for having resources like these! It makes me, as an employee, feel more valued and that UNL cares about my professional development. Thank you!

– NSPIRE Attendee



The ODT unit had a strong year, supporting the professional growth of over 1,700 unique staff members across all of our programs through offerings like New Employee Orientation, NSPIRE, NRICH and NCLUDE. This engagement demonstrated our staff’s commitment to continuous learning, resulting in enhanced skills, improved leadership capability and stronger employee engagement across the university.

Overall Program Engagement

1077 Total Attendees

210 Total Departments/
Units Reached



Our Mission

Organizational Development & Training offers a comprehensive range of professional development and training opportunities for staff. These programs are designed to help employees build core competencies, develop professionally and advance within the university.

Our Role

Through courses, workshops, resources, and networking, we offer programs for every stage of a career. Across all our roles on campus, we’re committed to helping every Husker do big things and achieve their professional goals.

Core Responsibilities

- To empower employees by:
1. Offering continuous learning and growth opportunities.
 2. Developing effective leaders and supervisors.
 3. Facilitating peer support and community connections.
 4. Ensuring successful onboarding and integration of new staff.

IMPACT AREAS >>>

Our work is structured around four core strategic areas from initial orientation to ongoing learning opportunities and leadership growth; these categories ensure a holistic approach to professional excellence across the university.

New Employee Introduction

To introduce new employees to the university and equip them with the tools, resources, and connections to succeed in their careers.



Staff Mentorship Program

To connect employees seeking to excel in their roles with experienced colleagues to share support, provide insights, and grow their Husker communities.



Learning and Professional Development

To help staff gain new skills, stay competitive, and grow their potential through unique training, workshop opportunities, and conferences.

Leadership Development

To provide new ideas and in-depth discussions to help employees lead effectively, support their teams, and grow in their roles as leaders.

»» OUR PROGRAMS »»

1. NRIC Professional Development Series

NRICH is designed for all UNL employees. These are a series of individual sessions and workshops that cover a wide range of topics, from well-being and communication to professional development and technical skills.

26 Sessions Offered 503 Total Unique Attendees

94.4%* Participant Satisfaction Rate *Collected from 72 feedback responses

2. All-Staff Conference

The UNL All-Staff Conference is an essential two-day event for professional growth and community building. This conference is specifically designed to support every level of University staff by delivering targeted professional development, encouraging vital cross-campus dialogue and fostering engagement.

541 Total Attendees 51 Number of Concurrent Sessions Offered

“

Having these conferences every year shows me that... they value staff. A lot of the sessions I attended are helpful for my personal development which also contributes to my job satisfaction.

– All Staff Conference Attendee

”

3. Bridge E-Learning Training

Bridge E-Learning Management System (LMS) is your resource for flexible, asynchronous professional development. Accessible with your NUID, the Learning Library offers a robust, searchable repository of optional, on-demand courses. Proactively access content to align with your skill-building goals on your own schedule.

Bridge empowers employees to own their development

452 Total Unique Staff Users 246 Total Training Hours Logged
228 Departments Represented 147 Employees Completed Three or More Courses

4. NCLUDE Learning Groups

NCLUDE Learning Groups are structured, semester-long opportunities for all community members—including staff, faculty, students and alumni—to engage in candid introspection. These small groups foster deeper relationships across the institution and help participants understand and embrace their role in creating a more profound sense of belonging for everyone.

39 Groups Between Fall 2024–Spring 2025 52 Anchors 221 Participants

LEADERSHIP DEVELOPMENT PROGRAMS »»

1. NSPIRE Supervisor Development Series

NSPIRE is a leadership development program specifically for supervisors and aspiring leaders. Participants work on key attributes like effective communication, coaching and motivating teams to become the kind of leaders who truly inspire others. It's a monthly opportunity to become a dynamic people leader.

10 NSPIRE Sessions **290** Total Unique Attendees

4.31/5 Average Session Rating



I particularly appreciated the focus on understanding our individual strengths as supervisors was incredibly beneficial and self-revealing.

– Jenny Zepeda



The program is an awesome way to give back to fellow staff members to improve the university as a whole.

– Kristin Beede, 24-25 Mentor



2. Staff Mentorship Program

The Staff Mentorship Program is a dynamic experience running from September to May designed to unlock your full potential. It strategically connects you with a seasoned staff member or esteemed retiree who acts as a dedicated coach. Mentors empower you by offering fresh perspectives and guiding you through the creation and implementation of a personalized learning goal to fuel your professional and personal growth within the university.

24 Total Matches **21** Number of Mentors **24** Number of Mentees **87.5%** Completion Rate

NEW EMPLOYEE ORIENTATION >>>

New Employee Orientation introduces staff to the vibrant community and welcoming culture at the University of Nebraska–Lincoln and provides useful information as new employees transition to work life at the university.

By attending, new employees can...

- Connect with new employees from various departments across campus and engage in meaningful conversations.
- Understand how the university’s Odyssey to Extraordinary strategic plan aligns with their roles and goals within the university.
- Gain valuable insights from a senior leader who will share their experiences and vision for the university's future.
- Discover how to make the most of their benefits options and access the resources designed to support their well-being and professional development.
- Meet with representatives from a variety of campus offices to learn about our wide range of employee resources.

554 Total Staff Onboarded

29 Total Sessions Held

4.5/5 Average New Hire Satisfaction with Onboarding



LOOKING TO THE FUTURE >>>

ODT is committed to an ambitious vision for staff development, directly supporting the University of Nebraska System’s Odyssey to Extraordinary strategic pillar for an Extraordinary Culture & Environment. Moving forward, we will continue to build an attractive workplace by offering robust professional development focused on continuous learning, core competencies, engagement and belonging so all staff can thrive.

Key Organizational Development & Training Initiatives:

- Elevating the Learning Experience: Formalize professional development into clear learning pathways to help staff easily identify training for skill mastery and career advancement.
- Targeted, Flexible Resources: Add more asynchronous, grab-and-go resources to the website and Bridge LMS for supervisors, ensuring just-in-time access to crucial training.
- Reigniting Leadership Pathways: Relaunch the Staff Leadership Academy, a comprehensive, structured program to cultivate UNL's next generation of dynamic leaders.
- Expanding Supervisor Development: Continue to grow the NSPIRE program to provide supervisors and aspiring leaders with advanced skills in areas like communication, coaching, and team motivation.
- Launching a Culture Initiative: Initiate Husker Staff POWER, a new campus-wide culture program focused on boosting engagement, recognizing excellence, and cultivating a unified workplace culture.

ODT is directly empowering employees through leadership development, building core competencies and professional growth. Ensuring that our staff are equipped to drive the university’s mission and contribute to a vibrant, engaging culture that makes UNL an extraordinary place to work.

Connect and Engage With Us:

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