



NEBRASKA

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MARK SCHULTZ
Manager of the Year
2016

Mark began employment in 1989 and has gone from Technology Specialist with ATP to ATP Director, VR Assistant Director, and now to Deputy Commissioner and VR Director. Mark is responsible for managing approximately 200 staff in 14 VR teams across the state. As well, he oversees the Assistive Technology Partnership and Disability Determinations Section of NDE.

Mark is an extremely creative and dynamic person promoting ideas and services and working effectively with professionals from varying backgrounds. Among the creative initiatives he has promoted are Meet You Where You Are, Customized Employment opportunities, creation of the Business Account Managers, Data Dashboard, Talent Bank and Employer Database, Fed Ex Day, and creation of a new logo and "brand" for Nebraska VR. Nebraska VR has the 2nd highest rehab rate (number of successful outcomes vs. terminations) of VR agencies across the nation.

Mark works collaboratively with other agencies in Nebraska and is currently the Chair of the Partner Council, which is a cross agency group in the Workforce System. He is also President of the Council of State Administrators of VR, a national council of chief administrators of public rehabilitation agencies serving individuals with physical and mental disabilities in the United States, District of Columbia, and the U.S. territories.

Mark has a strong commitment to consumer satisfaction and support. He also takes pride in connecting with employees. He regularly sends out notes of appreciation for a job well done. He always has an "open door" policy and is quick to point out the positive qualities of others, gives positive feedback to individual goals, and challenges his employees to grow to reach these goals. Mark motivates staff by including them in the decision making process and giving them the freedom to determine a plan of action. This provides staff a feeling of ownership and as a result they become more invested in the outcomes.

We feel the quote, "Nobody Knows the Future. You Can Only Create the Future (Jack Ma, Founder and Chairman, Alibaba Group) represents Mark in his work with Nebraska VR and NDE.