



UNIVERSITY OF NEBRASKA AT OMAHA

# STAFF ADVISORY COUNCIL

## SAC General Meeting Notes

April 8, 2025 – 9:00 AM in CEC, Rm 201, in person or [Zoom](#)

**This meeting will be held under [Chatham House Rule](#). Topics and decisions will be fully and accurately represented but not individual speakers.**

- I. Call to Order
- II. Introductions
- III. [Approval of Minutes](#) (click link)
- IV. Guest Speaker:
  - A. Sarah Weil, Director, Civil Rights Compliance
    1. Title XII, ADA/504, Title XI, Title XII
    2. Oversee non-discrimination statement of protected classes.
    3. Disability related accommodations for employees – HR: Kristina Hoffmann
    4. Disability related accommodations for students – Accessibility Services
    5. Title II - Digital Accessibility requirements take effect in 2026
    6. WCAG – [Web Content Accessibility Guidelines](#)
      - a. Anyone and everyone, regardless of abilities, should have access to all websites.
    7. ILCI offers several training courses on how to make web content accessible.
    8. When someone is impacted by some kind of event related to discrimination, harassment,
      - a. The first step is to ask questions like “are you safe?” “how can I make you feel safer?” “what do you need?”
      - b. Next, “would you like to file a formal complaint?”
      - c. Conduct impartial investigation
      - d. Not everything requires a formal resolution; sometimes it’s just a conversation.
    9. We are trained on, and use often, the tool of restorative justice
    10. Question – will the message regarding discrimination at the bottom of documents be changed? Answer: No. The laws are still the laws. Executive Orders and Dear Colleague letters are not law.
  - B. Denise Kjeldgaard, Director of Auxiliary Services – Business & Finance
    1. Dodge & Scott Campus Dining – Summer Schedule Changes
      - a. Durango’s Grill – 11am – 2pm
      - b. Maverick Den C-Store – 7:30am – 2pm
      - c. The reduction in retail dining services hours over the summer is due to low foot traffic on campus.
      - d. The UNO Food Policy has NOT changed.
    2. The UNO Food Policy is going under a 30-day review. This will properly formalize the policy. (policy timeline/process:



<https://www.unomaha.edu/campus-policies/docs/approval-flowchart-0216.pdf>)

- a. Details on each available caterer will be included in the policy.
  - b. Share any suggestions, questions, support to [Diningsuggestions@unomaha.edu](mailto:Diningsuggestions@unomaha.edu)
  - c. The University is contracted with Sodexo but is in 'option years' which means the original contract has expired but we have the option to add years. Denise asks "if not Sodexo, then who?"
3. Dodge Dining Dollars – Enhanced for 2025/2026
- a. All locations on Dodge and Scott Campus
  - b. Housing students – Dodge & Scott – automatically enrolled \$100/semester
  - c. This upgrade to 'student only' enables Sales tax free component.
  - d. Durango's Grill does offer daily specials on a 3-week rotating schedule
  - e. The food court in MSBS and Starbucks will close after the week of finals
4. Thompson Alumni Center Director: this position is open
5. Mail Services – will be open 7/1/2025
- a. Now over seen by Auxiliary Services
  - b. Shipping & Handling will move to MBSC to utilize the loading dock area.
  - c. Questions from "Zoomland"
    - i. *"Is there any chance that we can have more options in Durango's Grill over the summer term? Or maybe some other quick grab options in the maverick Den?"* There is still the option of the grab-n-go at the C-store.
    - ii. *"Just an opportunity to think about, any way to get other food options over the summer for places like PKI as our normal café closes over the summer?"* No solution at this time but it's 'in the works'.
    - iii. *"What is the outreach plan for the 30-day review in May when the semester ends on May 16?"*
    - iv. *"How long are we contracted with Sodexo?"*
    - v. **Emailed question to Denise, waiting for reply:**  
*"Is our contract with Sodexo, that requires UNO to be responsible for dining services financial deficits, a typical contract for university dining services?"*

## V. Officer Reports

### A. President's Report

1. Weitz proposal was approved which will provide Wellness Coaching for Staff
2. Board of Regents Agenda, items that may be relevant to Staff:
  - a. KUDOS – Alisha Olson
  - b. UNO CBA Biennium Approval
    - i. Approved raises for faculty only: 4.9% 2025/2026 and 4.8% 2026/2027
  - c. Biomechanics Phase 3 Addition 2025 - 2028
  - d. Board of Regents Bylaw Update – adjusting policy 1.1
  - e. Board of Regents Bylaw Update – Parental Leave Policy, if passed, will be effective July 1.



- f. Board of Regents Bylaw Update – Reviewing Hiring Practices and language within
      - g. Extension of Naming Rights for Baxter Arena
    - 3. Wrapped up General Member Elections and welcome new members
    - 4. Staff Recognition Awards – Council Vote April 15 – 17
    - 5. SAC general meeting 5/13 - [please RSVP by 4/11](#). There will be food!
  - B. President-Elect's Report – no report
  - C. Vice President's Report – no report
  - D. Treasurer's Report – no report
  - E. Community Engagement Chair
    - 1. Acts of Service [Passport](#) launched
    - 2. Discussing potential partnership between SAC and Office of Engagement
  - F. Professional Development Chair
    - 1. Entire \$40,000 of Professional Development Funds has been spent.
    - 2. Committee is reviewing the PD Fund application, application process, and scoring criteria in addition to bylaws for next year's committee.
  - G. Diversity, Equity, Access, Inclusion Chair
    - 1. Finalizing questions for survey regarding pay structures (bi-weekly vs. monthly)
    - 2. Committee meets on Thursday and will discuss Steve Kerrigan's feedback.
    - 3. The survey will be out in the next couple of weeks
  - H. Events Committee Chair
    - 1. Working on identifying what we'll organize for our last monthly mini.
  - I. Strategic Planning & Culture Chair – no report
- VI. Campus Events & Announcements – see [PowerPoint](#) for details
- VII. For the Good of the Order
  - A. Reconsider policy during winter break when UNO is closed.
    - 1. This submission was anonymous and did not have a lot of detail. If anyone has any thoughts or comments, please reach out.
  - B. UNO matching UNMC discounts
    - 1. Shoutout to Colton and Casey Wells for their assistance. For specific information regarding program and perk discounts, please see this folder [UNO-UNMC Discounts](#)
  - C. Lack of summer food options on campus (x2)
    - 1. Bring back food trucks
  - D. Parking
    - 1. Suggested discounted parking as a retention incentive – 1 year, 5 year, etc.
    - 2. Reached out to parking services and hope to have more information soon.
  - E. Gym membership
    - 1. Suggested that employees who complete the HRA (health risk assessment) have a reduced rate for membership
- VIII. Adjournment