

# The GW Staff Council

## Pillars Newsletter



### A Message from Staff Council President, Bridget Schwartz

Colleagues,

I hope that you are enjoying early spring and are planning for some much needed time off in the coming months. I wanted to take this opportunity to provide you with a couple of important updates from the council. The first is the micro surveys that we send in each newsletter. These surveys are initially designed to be quick for staff to complete and provide us with insights into your staff experience that will help to shape initiatives and resolutions. This month's survey will give us insight and data for a resolution that will soon be open to a vote in the council on merit and wages. Thank you to the over 260 staff who have completed each of our past surveys; please continue to fill them out and share them with your colleagues. Please know that we do keep all emails on the surveys private and confidential and they are only used to verify that the participant is part of the GW community. They are not shared outside of the Staff Council Officers team.

We have created a [Staff In Memoriam](#) page on our website to honor GW staff who have passed away. It is important to celebrate and remember our colleagues who were a part of the GW family. Please send any updates for this page to [staffcouncil@gwu.edu](mailto:staffcouncil@gwu.edu).

Lastly, I would like to welcome Imomotimi "Timmy" Imomotebegha (School of Public Health) and Stephanie Johnson (Human Resources Management and Development) to the Staff Council as newly elected Representatives. They will serve the remainder of the terms held by their predecessors.

Please continue to stay involved with the Staff Council and provide us with your feedback and ideas. It is clear that GW staff are engaged in university initiatives and want to participate in positive change. We are making great progress and I am looking forward to what we can accomplish together in the next eight months!

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### Staff Spotlight

#### Zach Stodart

Assistant Director  
Student Accounts Office  
Finance

Zach exemplifies all qualities of what a good leader should be. He is helpful, kind, caring and compassionate. With his 10 year knowledge of the university, he is able to facilitate a better learning and development protocol for his peers and subordinates. He is truly an asset to the university.

Each month, we would like to highlight & recognize GW staff members who make a positive impact on the GW community. If you'd like to nominate a fellow staff member, please complete the form below. In order to be considered for the April newsletter, please submit your nomination no later than Monday, April 15th. Nominations submitted after this date may not be considered until May.

[Submit a Staff Spotlight Nomination](#)

You can see prior [Staff Spotlight nominees](#) on the Staff Council website.

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## Staff Survey: Performance & Merit



In an effort to gather clarifying data to assist us as we work on initiatives to improve staff compensation, cost of living/merit increases, and staff retention we have created a quick follow-up survey. Please complete this survey and share it with other staff members.

[Performance & Merit Follow-Up Survey](#)

Also, we are still accepting responses for the [Performance Management & Merit](#) survey.

**All responses will be kept anonymous and used to guide initiatives for the council. Email addresses are only used to validate that the responder is part of the GW community. This information will never be shared with anyone but the Staff Council Executive Officers.**

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## Seeking: New GSEHD Representative

The previously elected GSEHD representative has recently resigned and the Staff Council is seeking a new representative to fill the vacated position.

Representatives must, at a minimum, join at least one [Staff Council committee](#) and attend Staff Council meetings. Most committees meet monthly and Staff Council meets on the third Friday of every month from 10:00 a.m. – 12:00 p.m. All meetings are virtual. You can find a full description of the Representative position in the [Staff Council Bylaws](#).

Eligibility:

Per the Staff Council Bylaws, GW Representatives must:

1. Have concluded their Introductory Employment Period (IEP)
2. Be in a benefited position (part-time or full-time)
3. Work in the division they are representing
4. Should not hold an executive-level position. Executive positions have employee classes of E1-3, please speak to your HR Business Partner if you are unsure of your status.

If you are interested, please email a statement of candidacy (why you are interested in the position) to [staffcouncil@gwu.edu](mailto:staffcouncil@gwu.edu) by April 12, 2024. The Staff Council will review candidates and vote on the nominees at the April 19, 2024 meeting in accordance with the Staff Council Bylaws.

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## Performance Management Resources

Self assessments are due on Thursday, April 4 and manager reviews are due on Thursday, April 18.

HR will be holding training and office hours for both staff and managers. Detailed information can be found on the [Performance Management website](#).

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## In the News

We've recently added a [News section](#) to the Staff Council website. There, you will find news articles mentioning the Staff Council and an archive of all Staff Council newsletters!

Recent Articles:

[Staffing remains below pre-pandemic levels, student-facing offices stagnate](#)

*Nicole Mintz, the chair of the Staff Council's Staff Experience Committee, said staff across the University are frustrated by the delay in hiring and lack of communication from officials about the process to onboard new employees.*

*"We are gathering more information from staff because we really want to have the voice of all staff and then help prioritize so we can have conversations so we can better understand what we need to understand," Mintz said in an interview. "We just need more transparency to understand the process."*

*Mintz said staff morale is low due to the lack of communication from officials about staff hiring and because staff have to cover work from vacant roles without the extra tasks reflected in their pay. (Iglesias, March 4, 2024)*

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## Attend a Staff Council Meeting

During the meeting on March 15, GW's Deputy Chief Information Officer, Anna Vakulick, and Director of Enterprise Applications, Anna de Lapparent, discussed the Banner upgrade. Annette Thomson, the Associate Director, Requirements & Support, conducted a demo of the new myGW website and app. The Staff Council voted on a new representative for the School of Public Health, Imomotimi (Timmy) Imomotebegha. It was also announced that the council has added an [In Memoriam](#) page to the Staff Council website to recognize and remember GW staff who have passed away.

You can find meeting minutes from past meetings on the [Staff Council website](#), along with information on upcoming meetings. Registration is required so please [be sure to register](#) for any upcoming meetings you'd like to attend.

The GW Staff Council meets on the third Friday of each month from 10:00 a.m. to 12:00 p.m. EST. GW Staff Council meetings occur via Zoom and are open to the GW community. Please direct any related questions to [staffcouncil@gwu.edu](mailto:staffcouncil@gwu.edu).

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