Resolution on Ethical Implementation of Artificial Intelligence at George Washington University

Whereas artificial intelligence (AI) technologies are rapidly advancing and being integrated into various workplace functions;

Whereas AI has the potential to enhance productivity, improve processes, and expand capabilities across the University;

Whereas the implementation of AI may introduce challenges such as patterns of bias and discrimination, the displacement of staff, and the potential for inequitable impacts, highlighting the need for clear communication and transparent decision-making;

Whereas according to a recent study by the World Economic Forum, 41% of employers expect to reduce the number of staff they employ by 2030 as AI automates more tasks on the job[1];

Whereas AI technologies, including their operation and training, require significant computational resources, consuming large amounts of electricity and contributing to carbon emissions, which can have detrimental effects on the environment and conflict with sustainability goals[2];

Whereas The George Washington University is committed to fostering a supportive, equitable, and innovative workplace environment[3];

Therefore, be it resolved that:

1. **Commitment to Ethical AI Implementation:** George Washington University shall adopt a commitment to the ethical and responsible implementation of AI technologies, ensuring that these tools are used to complement and enhance the contributions of staff rather than replace them[4].
2. **Staff Involvement in AI Deployment Decisions:** The University shall establish formal mechanisms to ensure that staff have a voice in decisions regarding the deployment of AI technologies. Staff members shall be given opportunities to provide input on how these tools impact their work, job responsibilities, and the user experience of students, faculty, and other stakeholders.
3. **Stakeholder Consultation:** Any proposed adoption of AI technologies that could significantly impact the workforce must involve consultation with key stakeholders, including the Staff Council and affected employees.

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1. https://reports.weforum.org/docs/WEF_Future_of_Jobs_Report_2025.pdf
2. https://alumni.gwu.edu/discover-your-network
3. https://diversity.gwu.edu/gw-statement-diversity-and-inclusion
4. https://itsecurity.uiowa.edu/guidelines-secure-and-ethical-use-artificial-intelligence
5. https://hbr.org/2024/01/3-ways-to-embed-dei-into-your-companys-ai-strategy

4. **Job Security and Workforce Transition:**
    ○ The University shall prioritize providing retraining and skill-building programs for staff whose roles may be affected by AI implementation.
    ○ No staff member shall be involuntarily displaced or laid off as a direct result of AI adoption without prior exploration of alternative roles or pathways within the University.
5. **Transparency and Accountability:**
    ○ The University shall provide transparent communication regarding the purpose, scope, and impact of AI technologies it plans to implement.
    ○ A committee comprising representatives from the Staff Council, faculty, and administration shall be established to oversee and evaluate the ethical implications of AI initiatives.
6. **Equity and Fairness:** Special attention shall be given to ensure that AI technologies do not exacerbate inequities or biases in hiring, evaluation, or other workplace practices.
7. **Periodic Review:** The University shall conduct regular reviews of AI tools and their impacts, soliciting feedback from staff and stakeholders to address concerns and improve implementation practices.
8. **Staff Council Committee:** Create a Staff Council committee to explore AI at the university and promote policy and professional development opportunities for staff.

Be it further resolved that:

George Washington University will serve as a model for ethical AI integration in higher education by fostering a workplace that values innovation while safeguarding the dignity and contributions of its workforce.

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Adopted by Vote

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Kim Fulmer, President on behalf of
Executive Officers of the GW Staff Council
and Staff Representatives of GW Schools
and Divisions