



Board of Trustees Meeting February 7, 2025 Staff Council Report

Thank you, Madame Chairwoman and members of the Board of Trustees for the welcome and invitation to submit a report on behalf of the GW Staff Council. I am Kim Fulmer, President of the Staff Council, a Doctoral Candidate & Alumna of the GSEHD, and it's an honor to be here today.

First, I would like to thank GW for giving employees December 23rd off, so that we could enjoy more time with our friends and family over the break. We are starting the year with renewed optimism that the Staff Council will continue to increase collaboration and engagement with university leadership on strategic priorities and decision-making that directly affects staff. We continue to advocate for increased transparency from the Administration to keep our community safe and informed. Staff are the foundation that keeps GW strong. The student experience, retention, and graduation rates are dependent upon attracting and retaining talented staff members. The following 4 goals will define my term as President of the Staff Council.

1. Compensation continues to be our biggest priority. We advocate for the continuation of the 4.5% merit pool for 2025.
2. Reduce commuting costs. We request lower parking garage fees and employee stipends for Metro since staff are not eligible for the UPass. A monthly stipend for the Metro supports GW's green initiative, while lower parking fees support employees that have limited access to public transportation.
3. Increase staff representation on GW committees - like the Strategic Framework - to raise the voices of underrepresented staff members. To be proactive instead of reactive on decision making that directly affects staff. Time and time again, non-executive staff members are excluded from such committees where their voice would be most beneficial.
4. Grow our membership. Looking inward, we wish to increase engagement with staff. Our most impactful work is accomplished during committee meetings where all staff are encouraged to voice their concerns and form plans to be escalated to GW Administration.

I am committed to addressing the challenges that staff face commuting to campus. In 2024, we issued microsurveys via our newsletter with a sample size of about 300. We found that



most staff commute more than 40 minutes each way to work and use more than one method of transportation. 58% use a car, 48% use the Metro, and 19% use the bus. The average transportation cost a year ago was \$163/month, which is \$2,000 per year just to get to and from work. Keep in mind that staff are feeling a higher burden this year from a 12.5% hike in Metro fares and 6% increase to health insurance premiums. Furthermore, 22% of respondents had mandatory childcare costs and spent more than \$1,000/month on childcare. Unfortunately, these costs outpace the 4.5% merit increase we received last year. We ask that GW administration consider offering staff a monthly Metro stipend and lower parking garage costs to provide relief to their costly commutes.

I would like to end by thanking Human Resources, especially Sabrina Minor for her mentorship and GW leaders, like President Granberg that have supported our Staff Council. I look forward to building lasting relationships with all of you.

Madam Chairwoman, this concludes my report.

Verbally submitted to the Board of Trustees on behalf of the Staff Council by Staff Council President Kim Fulmer.