



A RESOLUTION TO SUPPORT THE PERMANENT ADOPTION OF THE GW REMOTE AND HYBRID POLICY

WHEREAS, the George Washington University shifted from employing a predominantly in-person workforce to adopting a remote and hybrid work policy in response to the coronavirus pandemic of 2020; and

WHEREAS, while the more flexible work policy originated to protect the safety of the GW community, it has proved to be a popular policy among staff and resulted in several professional, financial, sustainability, and personal benefits for workers and their families; and

WHEREAS, the Pew Research Center found that telework provides employees greater flexibility to better balance their personal and work lives¹; and

WHEREAS, the National Institute of Health reports that possible “reductions in commute time for teleworkers may benefit workers’ physical health. In general, passive commute distance, or distance commuted by vehicle, has a negative relationship with several physical health indicators²,” and

WHEREAS, many staff rely on telework to offset the increasing costs of transportation, including gas, tolls, parking, and/or public transit, which also supports the Office of Sustainability’s interests in reducing the university’s total greenhouse gas emission contributions associated with the transportation sector; and

WHEREAS, the majority of the GW staff are from the millennial generation (27-42 years of age), the group most likely to work remotely as reported by McKinsey & Company³, with many also bearing child, family, and elder care responsibilities; and

WHEREAS, data reported by Global Workforce Analytics show that employees report that they are 35-40% more productive when working remotely and businesses report saving money by reducing the need for physical space to house in-person staff and better retention rates. Additionally, telework takes the pressure off the transportation infrastructure and is more environmentally friendly by decreasing transportation and office energy consumption⁴; and

WHEREAS, a recent survey of 1,400 workers found that not only were employees who were mandated to return to work facing higher rates of burnout, stress, turnover, and distrust in their employer, but they were also spending, on average, \$561 a month in expenses to return to office work⁵; and,

¹ About a third of U.S. workers who can work from home now do so all the time, [Pew Research Center](#)

² Telework and Worker Health and Well-Being: A Review and Recommendations for Research and Practice, [National Institute of Health](#)

³ Americans are embracing flexible work-and they want more of it, [McKinsey & Company](#)

⁴ The Costs and Benefits of Hybrid Work, [Global Workplace Analytics](#)

⁵ Employees are spending the equivalent of a month’s grocery bill on the return to the office—and growing more resentful than ever, new survey finds, [Fortune](#)

WHEREAS, as a result of the work-life balance and financial benefits of remote and hybrid positions, GW's new policy is an important non-monetary tool for GW staff retention, recruitment, and morale; and

WHEREAS, remote positions are an additional hiring asset for the university as they allow for an expanded, more diverse pool of candidates in the DMV area and beyond;

NOW, THEREFORE, BE IT RESOLVED BY THE GW STAFF COUNCIL

That the GW Staff Council hereby expresses our support for the permanent adoption of telework opportunities for GW staff without a reduction in the number of days per week a staff member can work remotely. It is our deepest opinion that a failure to do so will result in an increased number of staff seeking employment outside of the university, difficulty recruiting new staff, and a significant decrease in morale amongst GW staff.

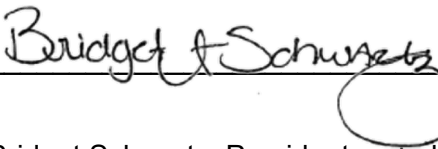
That this Resolution to Support the Permanent Adoption of the GW Hybrid and Remote Policy be appropriately inscribed and conveyed to university leadership, with a copy to be included in the GW Staff Council's February official meeting minutes.

THE STAFF OF THE GEORGE WASHINGTON UNIVERSITY HEREBY EXPRESSES ITS FULL SUPPORT FOR THE GW TELEWORK POLICY WITHOUT A REDUCTION IN REMOTE WORK DAYS.

Sponsored by:
Staff Experience Committee

Adopted by Vote

February 16, 2024



Bridget Schwartz, President on behalf of
Executive Officers of the GW Staff Council
Staff Representatives of GW Schools and
Divisions