

The GW Staff Council

Pillars Newsletter



A Message from the Staff Experience Committee

Hello GW Staff! The GW Staff Council has a fantastic *Staff Experience Committee* working on several topics based on your feedback! Here are some highlights, as well as an invitation for you to join us! Feel free to reach out to learn how you can get involved: Nicole Mintz, nicolemintz@gwu.edu.

Benefits Subcommittee: The GW Staff Council has passed a resolution from the Benefits Advisory Committee in support of the permanent adoption of the university's pandemic-era remote and hybrid work policy. Research and staff feedback supports the numerous personal, financial, and workplace benefits of more flexible work opportunities for employees, and this resolution (available [in our Guiding Documents](#)) urges university leadership to continue to support hybrid and telework options for staff. With increasing pressures to mandate the return of workers to the office, we thank you for voicing your concerns and pushing to maintain the benefits gained from more flexible working conditions for staff!

Staff Representatives: Staff Representatives are an integral part of raising up the voice of staff. A new subcommittee has been created to provide structure and support for our amazing Staff Representatives. Be on the lookout as Allene David, GWSB leads this effort, joined by Andrea Kovachy, DAR. Together, with input from the Staff Representatives, this team will continue to enhance communication and outreach, simplifying feedback received from staff.

Compensation: We have heard your feedback! The compensation team, led by Emily Lewis, CCAS, is prioritizing your input, gathering information and resources, proposing recommendations, and working with HR to increase transparency on issues related to the annual performance reviews, merit allocation process, job families, career paths, and vacancies in staffing, to name a few.

Staff Resources: Erin Carlin (Sustainability Academic Programs) has taken charge of leading the team with a goal of creating a centralized place for documents and resources to help staff navigate systems at GW. The team is currently working to develop flowcharts of resources and technologies used for common tasks and compile links to useful materials and points of contact. Meeting regularly with GW subject matter experts, the team is learning about the vast processes and resources needed for all staff at GW, from new employees to long-timers.

Needs Assessment: Mallory McPherson (Health Promotion & Education) is our lead for this team, where she focuses on developing surveys for GWSC to gather staff feedback and suggestions on topics that surface. We hear your voice, so please continue to respond to our mini-surveys in the GWSC newsletter and sent to you from Staff Representatives.

Staff Spotlight

Wallis Grant

Senior Office Assistant
GW Law School
GW Law Legal Clinics

Wallis is a remarkable office assistant and jack of all trades. She is unfailingly helpful, prompt and responsive, and truly responsible. Helps me deal with technology issues, sends me material when I'm remote, helps keep the fourth floor and clinic building as a whole running smoothly, and is a real pleasure to work with. It is hard to find such capable, responsible and helpful clerical staff.

Nominated By: Joan Meier

Wallis is an extremely conscientious team player. From event support to projects where she is called to think creatively on a longer term basis, she is consistently proactive with each project she is assigned. She is a true asset and thanks to her work we've had many successful events already this year!

Nominated By: Andrea Willis-Johnson



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 March newsletter, please submit your nomination no later than Friday, March 15th. Nominations submitted after this date may not be considered until April.

[Submit a Staff Spotlight Nomination](#)

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

Staff Survey: Performance Management & Merit



Each newsletter will contain a brief survey regarding a current important topic for our GW staff. This month, we are interested in learning more about merit vs. cost of living increases.

All feedback will be kept anonymous but will be used to guide initiatives within the council.

Staff Performance Management & Merit Survey

Staff Involvement in Strategic Framework Development

On Friday, February 24, President Granberg and Provost Bracey sent an email regarding [Strategic Framework Development](#) and upcoming future-focused conversations with constituency groups at GW.

The Staff Council is aware of the frustration many staff felt at not being included in the initial message and that the two feedback sessions communicated this morning with a cap of 50 staff attendees are both already at capacity. Council members have given feedback on the timing and small number of sessions and are advocating for additional sessions for staff.

Seeking: New GWSPH & GSEHD Representatives

The previously elected GWSPH & GSEHD representatives have recently resigned and the Staff Council is seeking new representatives to fill their vacated positions.

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 AM – 12:00 PM. 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 of 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 by March 8, 2024. The Staff Council will review candidates and vote on the nominees at the Mar 15, 2024 meeting in accordance with the Staff Council Bylaws.

Campus Safety Advisory Committee

As announced earlier today, GW is developing a new Campus Safety Advisory Committee to increase the GW community's awareness of and engagement on campus safety. GW staff will be a strong voice in this committee. We encourage anyone interested to apply to serve on this important new initiative.

[Learn More and Apply](#)

Digital News Subscriptions

Did you know? As a staff member at GW, you have access to free subscriptions to digital news sources! You can find the links to sign up here:

[The New York Times](#)

[The Washington Post](#)

[The Wall Street Journal](#)

For more information, visit the [GW Libraries website](#).



Attend a Staff Council Meeting

During the February Staff Council meeting, the Staff Council passed the [Resolution to Support the Permanent Adoption of the GW Remote and Hybrid Policy](#). The council also voted on changes to the bylaws. The Staff Council term will now run from January 1 - December 31 with elections for the new Staff Council occurring each fall. The Communications Committee is no longer a standing committee. Instead, the Correspondence & Engagement Secretary has become an elected position and the secretary can have a committee at their discretion. Amanda Kohn was elected by the council as the new Correspondence & Engagement Secretary. William Henkel, the previous HR Representative, has departed GW. Stephanie Johnson was nominated and has been elected by the council to be the new HR Representative.

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.

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