

Senior Leadership Team Meeting  
Staff Edition  
September 19, 2018

1. Approve minutes from last meeting.
  - a. Minutes approved
2. HR updates (Geneva and Coreene)
  - a. Dale McLeod is now reporting to Mark Diaz and not Ann McCorvey
    - i. His position has not changed
  - b. Progressive promotions process
    - i. A way to easily fill vacant positions with internal candidates
    - ii. In the future, internal hires will not require a posting
  - c. Streamline recruitment and onboarding (staff only)
    - i. Automate process
    - ii. Increased transparency
  - d. Recruitment incentives for hard-to-fill staff positions
  - e. Telework policy streamline forthcoming
    - i. In response to DC labor policy changes
      1. GW will need to know where employees are located
      2. Fringe rate increasing as a result
3. Performance management (Geneva)
  - a. Cycle: July 1- June 30, midpoint in January, final check-in in July
  - b. Forrest has signed off on the last few
  - c. Hard deadlines
  - d. President LeBlanc wants to change the scale and reset the baseline to help with merit increases
    - i. New review format should be rolling out beginning January 19
    - ii. Fewer questions, more check-ins throughout the year
  - e. Deans pushing to uncouple PM and merit increases
4. Culture survey (Geneva)
  - a. Mark Diaz bringing in Disney to distribute/manage survey
  - b. No baseline from climate surveys
  - c. Really important for all faculty and staff to complete it
  - d. 100% anonymous
  - e. Disney will interview faculty, staff, students, and vendors in focus groups
  - f. Launch mid-October, Interviews in November, conclusions second week of December
5. Update on Big Data Initiative at GW (Geneva)
  - a. Hire Nick Tsinoemas from U of Miami to lead
  - b. Starting October 15
  - c. Located at VSTC
6. DIT changes to long distance calling (Regina)
  - a. Long distance codes are going away as of September 26

- b. Orgs will still be billed as before
- c. Investigate phone security in public locations
  - i. Can authorize/deauthorize per phone
  - ii. We will deauthorize LD from phones in public areas
- 7. Fall Planning Meeting (Regina)
  - a. Scheduled for October 2
  - b. Trying to show what we are doing with our resources
    - i. Please send Regina the requested information ASAP
    - ii. President LeBlanc is very data-driven, as is Forrest
  - c. Please loop Uzezi in if you are collecting/sharing data
    - i. Trying to set up structure so the data is all in a central place
- 8. Diversity Plan Update (Coreene and Jared)
  - a. Pulling numbers and making final adjustments
  - b. More information TBD
- 9. Open Forum
  - a. Mark Diaz is big on 'continuous improvement'
  - b. President and Mark have been pushing customer service via activities and customer service improvement
    - i. Nuance between task-based activities and being purpose-driven
  - c. Elevator work this weekend
    - i. Half of our issues should be resolved by Monday
    - ii. Night/weekend work, no impact to staff