## Mission
To attract, develop and engage a diverse, talented staff committed to excellence and mutual respect, and to create a collaborative and inclusive work environment that contributes to the well-being of the FAS community and supports the FAS teaching and research mission.

## Goals 2015 - 2016
- Play a role in the FAS/SEAS integration regarding organizational, administrative, and people-related needs.
- Continue to strategically recruit, identify and manage key, diverse FAS talent, incorporating senior leaders and relevant tools.
- Create new opportunities to bring staff together, to re-unite existing FAS cohorts, and to share best practices.
- Partner effectively with Central HR to ensure that FAS has a role in new Harvard-wide HR initiatives, and that FAS HR offerings complement those offered centrally, including Recruitment Services.
- Provide HR reporting and ROI analyses to FAS senior leadership, managers, and HR to inform on key HR issues and to drive important FAS organizational issues.
- Identify and analyze meaningful FAS recruitment metrics to develop and articulate a recruiting strategy and operational plan which includes diversity recruiting.
- Continue to improve and enhance FAS HR services and offerings, and HRIS processes and systems to better support FAS administrators and HR consultants, through FAS HR Needs Assessment and other vehicles.
- Roll out FY16 FAS staff engagement results and facilitate feedback sessions and action planning with FAS departments.

### Strategic Priorities 2015 - 2016
- Cultivate a Strong and Inclusive FAS Community
- Strengthen the Management Culture in FAS
- Identify and Develop FAS Talent and Leadership
- Strengthen Organizational Compliance to Reduce Risk in FAS

### Values
- Data driven
- Engaged
- Knowledgeable
- Collaborative
- Customer focused
- Strategic
- Engaging
- Responsive
- Dedicated
- Engaged
- Caring
FAS Human Resources

How we are organized and what we do:

- **Career Development:**
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  - Giving Thanks: Sam Sweney

- **Title IX Staff Liaisons:** Sandy Stergiou, Anna Anctil

<table>
<thead>
<tr>
<th>HR Contacts</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate Dean for Human Resources</td>
<td>Chris Ciotti, Associate Dean for Human Resources</td>
<td>6-3240 <a href="mailto:cciotti@fas.harvard.edu">cciotti@fas.harvard.edu</a></td>
</tr>
<tr>
<td>Tracy Collins, Executive Assistant</td>
<td>6-3240 <a href="mailto:collins@fas.harvard.edu">collins@fas.harvard.edu</a></td>
<td></td>
</tr>
<tr>
<td>HR Consulting Services</td>
<td>Gary Cormier, Director of HR Consulting</td>
<td>5-5571 <a href="mailto:gcormier@fas.harvard.edu">gcormier@fas.harvard.edu</a></td>
</tr>
<tr>
<td>Kathy Santoro, Director of HR Programs and Operations</td>
<td>5-4275 <a href="mailto:ksantoro@fas.harvard.edu">ksantoro@fas.harvard.edu</a></td>
<td></td>
</tr>
<tr>
<td>Ann Marie Acker, Senior HR Consultant</td>
<td>5-5532 <a href="mailto:aacker@fas.harvard.edu">aacker@fas.harvard.edu</a></td>
<td></td>
</tr>
<tr>
<td>Anna Anctil, Senior HR Consultant</td>
<td>6-2379 <a href="mailto:anctil@fas.harvard.edu">anctil@fas.harvard.edu</a></td>
<td></td>
</tr>
<tr>
<td>Bob Bellantuoni, Senior HR Consultant</td>
<td>6-1150 <a href="mailto:rbellantuoni@fas.harvard.edu">rbellantuoni@fas.harvard.edu</a></td>
<td></td>
</tr>
<tr>
<td>Andrea Kelton-Harris, Senior HR Consultant</td>
<td>6-3141 <a href="mailto:alharris@fas.harvard.edu">alharris@fas.harvard.edu</a></td>
<td></td>
</tr>
<tr>
<td>Aatiyah Paulding, HR Consultant and Classification Analyst</td>
<td>6-5575 <a href="mailto:apaulding@fas.harvard.edu">apaulding@fas.harvard.edu</a></td>
<td></td>
</tr>
<tr>
<td>Elise Sacchetti, Senior HR Consultant</td>
<td>5-7915 <a href="mailto:esacchet@fas.harvard.edu">esacchet@fas.harvard.edu</a></td>
<td></td>
</tr>
<tr>
<td>Etaine Smith, Senior HR Consultant</td>
<td>6-9380 <a href="mailto:etaine_smith@harvard.edu">etaine_smith@harvard.edu</a></td>
<td></td>
</tr>
<tr>
<td>Sandy Stergiou, Senior HR Consultant</td>
<td>6-4039 <a href="mailto:stergiou@fas.harvard.edu">stergiou@fas.harvard.edu</a></td>
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*Please visit [www.hr.fas.harvard.edu/people](http://www.hr.fas.harvard.edu/people) for a complete list of FAS departments and centers and their consultants*

**HR Programs and Communications**

- Audrey Harmon, Director of HR Programs and Communications | 5-8240 audreyharmon@fas.harvard.edu |
- Adriana Gallegos, Department Administrator and Communications Manager | 5-4487 agallegos@fas.harvard.edu |
- Jennifer Callahan, HR Program Manager | 5-4496 jcallahan@fas.harvard.edu |
- Sam Sweney, HR Programs and Events Coordinator | 6-0196 ssweney@fas.harvard.edu |

**Analytics, HRIS, and Compensation**

- Mark Seibring, Director of Analytics and Compensation | 5-5787 mseibring@fas.harvard.edu |
- Diane Cox, HRIS and Compensation Analyst | 6-2322 dianecox@fas.harvard.edu |

**Getting Started at FAS:** Jennifer Callahan

**HR Programs and Operations**

- Kathy Santoro, Director of HR Programs and Operations
- Anna Anctil, Associate Dean for Human Resources

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