# FAS Human Resources...at a Glance

## Mission

To attract, develop and engage a diverse staff committed to excellence and mutual respect, in support of the FAS teaching and research mission.

## Strategic Priorities 2020-2021

- Cultivate a Collaborative, Adaptable and Inclusive FAS Community.
- Continue to strengthen the FAS Management Culture.
- Identify and Develop FAS Talent and Leadership.
- Focus on Organizational Compliance to Reduce FAS Risk.

## Values

**Make FAS Better:** Small efforts can have a big impact. We all contribute to making FAS a better place to work, teach, and learn.

**Do the Right Thing:** We are committed to finding a balance between what’s in the best interests of the individual and the organization, even when it’s hard to do.

**Be a Partner:** HR works best when we partner with each other, our FAS colleagues, and other parts of Harvard.

**Keep it Real:** While caring and respectful, we also have the courage to be direct and authentic in how we communicate and interact with our clients and with each other.

## Goals 2020 - 2021

- **Implement a targeted recruitment strategy to diversify FAS staff,** identify and reduce the influence of unconscious bias in hiring decisions, and communicate FAS’ commitment to diversity in a manner that is welcoming and appealing to diverse job applicants, with a special focus on VERIP replacements, senior positions and critical roles with high visibility.

- **Partner with FAS colleagues on Return to Campus Planning,** keeping a specific focus on DIB for staff, as it relates to the framework and guidelines that are developed.

- **Embed FAS’s diversity commitment into all policies, practices and FAS HR materials,** including but not limited to job descriptions and postings, access to FAS HR services and resources, employee communications and the FAS HR website, and adjust, add or eliminate as appropriate.

- **Track and interpret relevant DIB metrics and measure progress in several key areas;** increase transparency and accessibility to the FAS community regarding DIB metrics and measures.

- **In partnership with the FAS DIB office, offer DIB training, education, and awareness to all FAS HR staff,** and engage with FAS HR staff on DIB related professional development opportunities.

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Please visit: www.hr.fas.harvard.edu for complete and up-to-date resources, tools, and information.

This information is current as of May 2021.
**FAS Human Resources...at a Glance**

**HR Contacts**
- **Career Development:**
  - FAS Staff Mentoring: Jessica Bowne
  - FAS CareerCore: Cesar Mieses
- **Compensation/Impact Awards:**
  - Title IX Liaisons: Sandy Stergiou (FAS Staff), Ann Marie Acker (Staff) and Moriah Silver (Staff and Faculty)
  - Recruitment Services: TBD
  - Diversity Recruiting: Chris Keller and Marianne Case

**HR Services**
- **Recruiting Services:** TBD
  - Diversity Recruiting: Chris Keller and Marianne Case

**Leaves of Absence/Work-Life Resources:**
- Jeanette Sanchez Kamienski
- Minors Policy: Jennifer Callahan
- Orientation and Review Period: Bob Bellantoni
- Performance Management: Mark Seibring, Annie McGough
- Professional Conduct Faculty/Staff Liaison: Moriah Silver

**TBD, HR Program Coordinator**
- TBD, TBD

**Recruitment and Talent Development**
- Robin Keitner, Interim Director of Talent Acquisition and Development
- Kim Zweig, Lead Recruitment Consultant
- Chris Keller, Diversity Recruitment Consultant
- Ange Greimes, Recruitment Consultant
- Robin Keitner, Recruitment Consultant
- Beth Norton, Recruitment Consultant
- Jennifer Bellenoit, Recruitment Coordinator
- Marianne Case, Diversity Sourcing Specialist

**Athletics HR Services**
- Jennifer Callahan, HR Manager for Athletics
- Lydia Alvita, Finance & HR Assistant
- Christy Silver, Athletics HR Coordinator
- Mark Seibring, Director of Athletics and Compensation
- Diane Cox, HRIS and Compensation Analyst

**Director of HR Consulting**
- Gary Collier, TBD

**Getting Started at FAS:**
- Jennifer Callahan, Cesar Mieses

**HRIS Analytics:**
- Mark Seibring, TBD

**Diversity related matters:**
- Andrea Kelton-Harris, Senior HR Consultant
- Audrey Harmon, Senior HR Consultant
- Cesar Mieses, Senior HR Consultant
- Elise Sacchetti, Senior HR Consultant
- Etaine Smith, Senior HR Consultant
- Sandy Stergiou, Senior HR Consultant

**Title IX Liaisons:**
- Sandy Stergiou (FAS Staff), Ann Marie Acker (Staff) and Moriah Silver (Staff and Faculty)

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