### 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 2018 - 2019

- Be mindful of **inappropriate and uncivil behavior** within the FAS staff community and take proactive steps to more fully understand these issues and to bring them forward in the appropriate way.
- Help clients **avoid making decisions or taking actions that would create risk or impede progress** (unwise hires, grievances and complaints, disruption) and assess outcomes with specific measures.
- Support the **career development and diversity, inclusion and belonging of all FAS staff** through creative and relevant programming, by encouraging FAS staff to own their own career, and through the recruiting and hiring process.
- Pursue **operational excellence** through strong and responsive customer service and by providing high quality HR programs, services, guidance and support.
- Work closely with **FAS Athletics** to (i) develop and implement sustainable and equitable coach compensation programs, (ii) increase manager skills through training and (iii) create a culture of inclusion and belonging through sound recruiting and hiring practices.
- **Partner effectively with HHR** on Harvard-wide initiatives such as Job Framework, MEPA, HUCTW matters, Position Tracking and Reporting, and Rethinking Performance Management and Contingent Workforce.

### Strategic Priorities 2018 - 2019

- 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

**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.
FAS Human Resources...at a Glance

HR Contacts

- Career Development:
  - CWD Leadership Development: Kathy Santoro
  - FAS Staff Mentoring: Audrey Harmon
  - FAS CareerPlus: Andrea Kelton-Harris
- Compensation/Impact Awards:
  - HR Contacts: Tracy Colliver, Bob Bellantuoni
- Diversity:
  - Andrea Kelton-Harris, Etaine Smith, Chris Keller
- FAS HR Website: Monica Tesoiero
- Getting Started at FAS: Andrea Kelton-Harris, Bob Bellantuoni
- HR Programs and Operations: Bob Bellantuoni, Senior HR Consultant
- HR Consulting Services: Chris Keller, Diversity Recruitment Consultant
- International Appointments: Elise Sacchetti
- Leaves of Absence/Work-Life Resources:
  - Cherie Green
- Minor Policy:
  - Ann Marie Acker
- Orientation and Review Period:
  - Bob Bellantuoni, Senior HR Consultant
- Professional Conduct Faculty/Staff Liaison:
  - Moriah Silver
- Recruitment Services:
  - Angela Lifsey
- Rewards and Recognition:
  - Kathy Santoro
- Title IX Liaisons:
  - Sandy Stergiou (FAS Staff) and Moriah Silver (Staff and Faculty)

*Please visit www.hr.fas.harvard.edu/people for a complete list of FAS departments/centers and their consultants

HR Programs and Communications:
- Director of HR Programs and Communications, Vacant: TBD
- Annie McGough, HR Program Manager: 6-4224
- Kat Bliss, HR Program Coordinator: 6-0196
- Dominique Bocanegra, HR Program Coordinator: 5-1929
- Recruitment and Talent Development:
  - Angela Lifsey, Director of Talent Acquisition and Development: 6-8897
  - Kim Zweig, Recruitment Consultant: 4-6556
  - Chris Keller, Diversity Recruitment Consultant: 5-2730
  - Meg Kenwin, Recruitment Consultant: 2-1491
  - Robin Keterrer, Recruitment Consultant: 5-3099
  - Ben Norton, Recruitment Consultant: 4-8428
  - Jennifer Bellenoit, Recruitment Coordinator: 6-4459
- Athletics HR Services:
  - Cheryl Alexis, Associate Director of Athletics Administration: 6-1190
  - Finance & HR Assistant – Athletics, Vacant: TBD
- Analytics, HRIS, and Compensation:
  - Mark Seibring, Director of Analytics and Compensation: 5-5787
  - Diane Cox, HRIS and Compensation Analyst: 6-2322

FAS Human Resources – Org Chart