# 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.

## Goals 2019 - 2020

- Continue to build community for FAS staff and to enhance manager capabilities through spot coaching, CareerCore, and a wide range of manager development opportunities.
- Place intentional focus on diversity, inclusion and belonging (DIB), using data to develop strategies and plans for increasing DIB in FAS.
- Continue our partnership with Faculty Affairs relating to faculty interactions with staff.
- Expand the use of media and technology in FAS HR to enhance our communications with staff, our FAS HR processes, and our ability to accomplish our goals.
- Stimulate internal mobility across FAS by proactively identifying talent for job opportunities and by taking steps to mitigate bias in sourcing and recruiting.
- Develop and deliver high quality FAS programs that are responsive to the needs of the FAS community, and assess receptivity from staff as a way to encourage broad participation and return on investment.
- Continue to focus on compliance, including, but not limited to MEPA, Title IX, Position Tracing and Reporting, and Minors.

## Strategic Priorities 2019-2020

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