# 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.