FAS Human Resources...at a Glance

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<tr>
<th>Mission</th>
<th>Goals 2019 - 2020</th>
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<tr>
<td>To attract, develop and engage a diverse staff committed to excellence and mutual respect, in support of the FAS teaching and research mission.</td>
<td>• Continue to build community for FAS staff and to enhance manager capabilities through spot coaching, CareerCore, and a wide range of manager development opportunities.</td>
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<td>• Place intentional focus on diversity, inclusion and belonging (DIB), using data to develop strategies and plans for increasing DIB in FAS.</td>
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<td>• Continue our partnership with Faculty Affairs relating to faculty interactions with staff.</td>
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<td>• 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.</td>
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<td>• Stimulate internal mobility across FAS by proactively identifying talent for job opportunities and by taking steps to mitigate bias in sourcing and recruiting.</td>
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<td>• 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.</td>
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<td>• Continue to focus on compliance, including, but not limited to MEPA, Title IX, Position Tracing and Reporting, and Minors.</td>
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<th>Strategic Priorities 2019- 2020</th>
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<td>• Cultivate a Collaborative, Adaptable and Inclusive FAS Community.</td>
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<td>• Continue to strengthen the FAS Management Culture.</td>
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<td>• Identify and Develop FAS Talent and Leadership.</td>
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<td>• Focus on Organizational Compliance to Reduce FAS Risk.</td>
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<th>Values</th>
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<td><strong>Make FAS Better:</strong> Small efforts can have a big impact. We all contribute to making FAS a better place to work, teach and learn.</td>
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<td><strong>Do the Right Thing:</strong> 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.</td>
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<td><strong>Be a Partner:</strong> HR works best when we partner with each other, our FAS colleagues, and other parts of Harvard.</td>
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<tr>
<td><strong>Keep it Real:</strong> 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.</td>
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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 February 2020.
FAS Human Resources...at a Glance

HR Contacts

- Career Development:
  - CWD Leadership Development: Kathy Santoro
  - FAS Staff Mentoring: Jessica Bowne
  - FAS CareerPlus: TBD
  - FAS CareerCore: TBD

- Leaves of Absence/Work-Life Resources:
  - Jeanette Sanchez Kamieneski

- Minors Policy: Jennifer Callahan

- Orientation and Review Period:
  - Bob Bellantuoni

- Performance Management:
  - Annie McGough

- Professional Conduct Faculty/Staff Liaison: Moriah Silver

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

- Diversity Recruiting:
  - Chris Keller

- Recruitment Services:
  - TBD

- Recruitment and Talent Development:
  - TBD

- Title IX Liaisons:
  - Cesar Mieses

- Minors Policy:
  - Jennifer Callahan

- Performance Management:
  - Annie McGough

- Professional Conduct Faculty/Staff Liaison:
  - Moriah Silver

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

FAS Human Resources – Org Chart

FAS HR Consulting Services and Organizational Development

FAS HR Programs and Operations

Recruitment Services

HRIS, HRComp

Performance Management

Orientation and Review Period

Leaves of Absence/Work-Life Resources

Diversity related matters

Career Development

Title IX Liaisons

Recruitment Services


FAS HR Website: Jessica Bowne

Getting Started at FAS: Jennifer Callahan, Cesar Mieses

FAS Staff Mentoring: Jessica Bowne

FAS CareerCore: TBD

Compensation/Impact Awards: Andrea Kelton-Harris, Etaine Smith, Chris Keller

Diversity related matters: Andrea Kelton-Harris, Etaine Smith, Chris Keller

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

Recruitment Services: TBD

Diversity Recruiting: Chris Keller

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

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