

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 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.

Goals 2019 - 2020

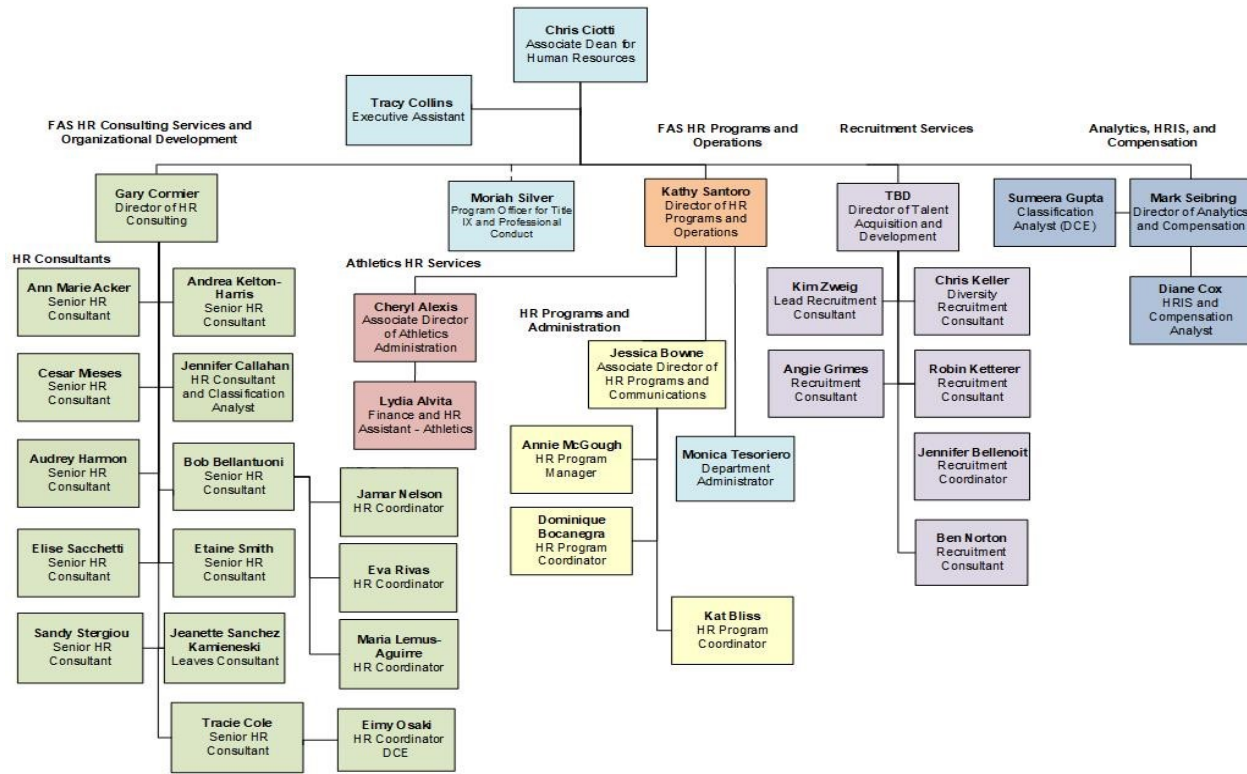
- **Continue to build community for FAS staff** and to enhance manager capabilities through spot coaching, CareerCore, and a wide range of manager development opportunities.
- **Place intentional focus on diversity, inclusion and belonging (DIB)**, using data to develop strategies and plans for increasing 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



FAS Human Resources...at a Glance



FAS Human Resources – Org Chart



Associate Dean for Human Resources	Phone	Email
Chris Ciotti, Associate Dean for Human Resources	6-3240	cciotti@fas.harvard.edu
Tracy Collins, Executive Assistant	6-3240	collins@fas.harvard.edu
Moriah Silver, Program Officer for Title IX and Professional Conduct	5-0321	moriah_silver@fas.harvard.edu
HR Consulting Services		
Gary Cormier, Director of HR Consulting	5-5571	gcormier@fas.harvard.edu
Kathy Santoro, Director of HR Programs and Operations	5-4275	ksantoro@fas.harvard.edu
Ann Marie Acker, Senior HR Consultant	5-5532	aacker@fas.harvard.edu
Bob Bellantuoni, Senior HR Consultant	6-1150	rbellantuoni@fas.harvard.edu
Jennifer Callahan, HR Consultant and Classification Analyst	5-4496	jcallahan@fas.harvard.edu
Tracie Cole, Senior HR Consultant	8-2388	traciecole@fas.harvard.edu
Jeanette Sanchez Kamieneski, Leaves Consultant	4-7432	jesanchez@fas.harvard.edu
Andrea Kelton-Harris, Senior HR Consultant	6-3141	alharris@fas.harvard.edu
Audrey Harmon, Senior HR Consultant	5-8240	audreyharmon@fas.harvard.edu
Cesar Mieses, Senior HR Consultant	6-5575	cesar_mieses@fas.harvard.edu
Elise Sacchetti, Senior HR Consultant	5-7915	esacchet@fas.harvard.edu
Etaine Smith, Senior HR Consultant	6-9380	etaine_smith@harvard.edu
Sandy Stergiou, Senior HR Consultant	6-4039	stergiou@fas.harvard.edu
Administration		
Monica Tesoriero, Department Administrator	5-4487	smtesor@fas.harvard.edu
Jamar Nelson, HR Coordinator	6-4224	jnelson@fas.harvard.edu
Eva Rivas, HR Coordinator	5-4877	erivas@fas.harvard.edu
Maria Lemus-Aguirre, HR Coordinator	4-7465	maria_lemus@fas.harvard.edu
Eimy Osaki, HR Coordinator (DCE)	8-9625	eosaki@fas.harvard.edu
HR Programs and Communications		
Jessica Bowne, Associate Director of HR Programs and Communications	6-2379	jesssica_bowne@fas.harvard.edu
Annie McGough, HR Program Manager	6-1808	amcgough@fas.harvard.edu
Kat Bliss, HR Program Coordinator	6-0196	ksbliss@fas.harvard.edu
Dominique Bocanegra, HR Program Coordinator	5-1592	dominique_bocanegra@fas.harvard.edu
Recruitment and Talent Development		
TBD, Director of Talent Acquisition and Development	6-8897	TBD
Kim Zweig, Lead Recruitment Consultant	4-6556	zweig@fas.harvard.edu
Chris Keller, Diversity Recruitment Consultant	5-2730	chriskeller@fas.harvard.edu
Angie Grimes, Recruitment Consultant	8-8529	angie_grimes@fas.harvard.edu
Robin Ketterer, Recruitment Consultant	5-3099	ketterer@fas.harvard.edu
Ben Norton, Recruitment Consultant	4-8428	bnorton@fas.harvard.edu
Jennifer Bellenoit, Recruitment Coordinator	6-4459	jbellenoit@fas.harvard.edu
Athletics HR Services		
Cheryl Alexis, Associate Director of Athletics Administration	6-1190	alexis@fas.harvard.edu
Lydia Alvita, Finance & HR Assistant	6-5943	Lydia@fas.harvard.edu
Analytics, HRIS, and Compensation		
Mark Seibring, Director of Analytics and Compensation	5-5787	mseibrin@fas.harvard.edu
Diane Cox, HRIS and Compensation Analyst	6-2322	dianecox@fas.harvard.edu
Sumeera Gupta, Classification Analyst (DCE)	8-2421	sumeeragupta@fas.harvard.edu

HR Contacts

- **Career Development:**
 - » *CWD Leadership Development:* Kathy Santoro
 - » *FAS Staff Mentoring:* Jessica Bowne
 - » *FAS CareerPlus:* TBD
 - » *FAS CareerCore:* Cesar Mieses
- **Compensation/Impact Awards:** Mark Seibring, Diane Cox
- **Diversity related matters:** Andrea Kelton-Harris, Etaine Smith, Chris Keller
- **FAS HR Website:** Jessica Bowne
- **Getting Started at FAS:** Jennifer Callahan, Cesar Mieses
- **Leaves of Absence/Work-Life Resources:** Jeanette Sanchez Kamieneski
- **Minors Policy:** Jennifer Callahan
- **Orientation and Review Period:** Bob Bellantuoni
- **Performance Management:** Annie McGough, Mark Seibring
- **Professional Conduct Faculty/Staff Liaison:** Moriah Silver
- **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