# FAS Human Resources...at a Glance

## 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.