**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.

**Strategic Priorities 2017 - 2018**

- 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

**Wellness, Inclusion and Belonging**

- **Focus on FAS Community:** Through education and communication, promote and sustain an inclusive FAS culture that supports organizational health and individual well-being, greater psychological safety, improved collaboration, and alignment of values with behaviors. Provide specific focus on engaging and building the faculty support staff community.
- **Promote and sustain FAS Diversity and Inclusion:** Partner with FAS leaders to provide programs, training and best practices that will build and develop diverse FAS teams.

**Operational Excellence and Efficiencies**

- **Partner effectively with our FAS clients:** Provide valuable and timely HR support, including areas relating to recruiting, compensation, HRIS data and HR programming.
- **Focus on Compliance:** Monitor and measure progress against legal requirements relating to relevant aspects of human resources, including but not limited to introducing a series of recruitment refresher sessions to FAS hiring managers.
- **Strengthen core FAS HR operational processes and efficiencies:** Ensure that those we support within FAS have a good customer experience; support the implementation of new systems, policies and programs that benefit FAS staff (Aurora staff and position management); and increase our understanding of HR data and reporting capacity within FAS HR.
- **Partner effectively with Central HR to ensure that FAS needs are met regarding Harvard-wide initiatives:** including the job framework initiative, HUCTW FLSA reviews, contingent workforce and the new Harvard-wide approach to performance management.
- **Keep FAS HR program offerings relevant and timely:** Develop role specific training and orientation (DA Boot Camp); strengthen on/off-boarding FAS staff; introduce wellness series for all FAS staff.

**Talent Development**

- **Encourage career growth and development:** Increase awareness and access to career development opportunities (migrate enrollment to Harvard Portal) and provide professional development for a broad cross-section of FAS staff.
- **Develop FAS talent:** Use deliberate efforts to conduct talent conversations by linking strong internal FAS candidates with open FAS roles, with an emphasis on diverse candidates.

**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.
**FAS Human Resources...at a Glance**

**HR Contacts**

- **Career Development:**
  - CWD Leadership Development: Kathy Santoro
  - FAS Staff Mentoring: Audrey Harmon
  - FAS CareerPlus: Angela Lifsey

- **Compensation/Impact Awards:**
  - Mike Swift
  - Mike Cox

- **FAS HR Website:**
  - Annie McGough

- **Getting Started at FAS:**
  - Bob Bellantuoni, Andrea Kelton-Harris

- **HRIS Analytics:**
  - Mark Seibring, Analytics

- **HR Consulting Services:**
  - Gary Commer, Director of HR Consulting
  - Kathy Santoro, Director of HR Programs and Operations
  - Ann Marie Acker, Senior HR Consultant
  - Anna Antcll, Senior HR Consultant
  - Bob Bellantuoni, Senior HR Consultant
  - Jennifer Callahan, HR Consultant and Classification Analyst
  - Cherie Green, Leaves Consultant
  - Andrea Kelton-Harris, Senior HR Consultant
  - Cesar Mieses, Senior HR Consultant
  - Elise Sacchetti, Senior HR Consultant
  - Elane Smith, Senior HR Consultant
  - Sandy Stergiou, Senior HR Consultant
  - Tracy Collins, Executive Assistant
  - Chris Keller, Diversity Recruitment Consultant
  - Meg Kerwin, Recruitment Consultant
  - Robin Ketterer, Recruitment Consultant
  - Ben Norton, Recruitment Consultant
  - Jennifer Bellanot, Recruitment Coordinator
  - Mike Nelson, Senior HR Consultant
  - Jennifer Callahan, Human Resources Analyst
  - Jennifer Kelly, Recruitment Analyst
  - Mark Seibring, Director of Analytics and Compensation

- **Associate Dean for Human Resources**
  - Lucy Niemi

- **Analytics, HRIS, and Compensation**
  - Angela Lifsey, Associate Director of Athletics Administration
  - Audrey Harmon, HR Program Manager
  - Dominic Bocanegra, HR Program Coordinator
  - Eva Rivas, HR Coordinator
  - Diane Cox, HRIS and Compensation Analyst
  - Tracy Collins, Executive Assistant

- **Athletics HR Services**
  - Cheryl Alexis, Associate Director of Athletics Administration
  - Jamar Nelson, Finance & HR Assistant - Athletics
  - Anthony Cox, Athletics Administrator
  - Angela Lifsey, HR Program Manager
  - Mike Swift, Athletics Director
  - Mike Cox, Athletics Director
  - Mike Kean, Athletics Director

- **Title IX Staff Liaisons:**
  - Sandy Stergiou, Sr. HR Consultant
  - Tracy Collins, Executive Assistant

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