



FAD Aims and Aspirations

Our Mission: Financial Administration is dedicated to advancing Harvard University’s teaching and research mission by stewarding its resources; providing support, guidance, and consultation; ensuring compliance with University and federal guidelines; mitigating risk; pursuing operational excellence; and promoting the financial health of the University. Within and across the University, we aim to be exemplary colleagues, trusted partners, valued advisors, and agents of positive change.

Within our own community, we aspire to:

- Engage with respect, honesty, and integrity
- Cultivate equity, diversity, inclusion, and belonging
- Welcome innovation, collaboration, and flexibility
- Enjoy our work, grow professionally, and aim for the extraordinary

<div>Business Process and Technology: Develop business systems and strategies, plans, and processes</div>	<div>Financial Stewardship: Leadership in a resource constrained environment</div>	<div>Culture and Community: Care and stewardship of FAD culture and values</div>	<div>Client Partnership and Engagement: Foster an environment of trust and collaboration</div>
<div><ul style="list-style-type: none">• Ensure organizational resources are sufficient to meet key business deliverables (e.g., I-9, Contracts Management, out-of-state payrolling, Economic Inclusion and Diversity)• Champion various systems (ITCRB projects), reporting, and process improvements<ul style="list-style-type: none">- Includes the business process and automation program, PCard settlement, research systems enhancements, automated invoice capture, HUBS enhancement, CPATH enhancements and integrations, accessibility barrier removal tracking, business reporting and dashboards, MYFP, FAD websites• Continue to realize financial and efficiency benefits of full B2P functionality• Execute cash projects, including expansion of digital payment options, reduction of wire payment risk, streamlining of escheat process• Continue transition of ad hoc reporting from BRIO to OAS</div>	<div><ul style="list-style-type: none">• Provide thought leadership around current financial planning and strategy development processes• Maximize procurement savings and continue to grow spend under management through performance hedging and competitive sourcing. Mitigate supply chain risk• Provide strategic leadership through Central Bank capacity to safeguard liquidity, manage debt, and manage University costs</div>	<div><ul style="list-style-type: none">• Lead and support implementation of FAD cultural “Aims & Aspirations” (see above) via ongoing actions and communications• Ensure recruitment, development, and retention actions to affect a successful, diverse, inclusive, and welcoming community for all FAD colleagues• Assess business needs to enable an effective, flexible, and balanced dynamic workplace• Promote and advance economic and diversity goals with vendors and the community• Expand and align development and training of managers and staff to meet evolving and future business environment<ul style="list-style-type: none">- Includes cross-training, technical writing, web content management /updates, knowledge transfer capabilities, FAD Manager Program</div>	<div><ul style="list-style-type: none">• Partner to develop training and/or web services to the broader University community<ul style="list-style-type: none">- Develop a university wide Research Administration training program- B2P, Contracts Management, Supplier Diversity- Knowledge management/ library• Strengthen the compliance environment leveraging University partnerships, use of automation tools and AI, and reporting<ul style="list-style-type: none">- Includes research compliance and procurement monitoring, I-9 and e-verify centralization, and foreign entity activity• Lead or collaborate on key University/ CADM initiatives. Adopt organizational models to address changing University and client needs. For example, Allston planning, shared services, space planning, building appraisals, research administration for CADM activities• Whatever Meredith Weenick wants</div>