

# Hiring Hidden Talent: Strategies to Identify Great Potential Deep in the Pool

Why is diversity important in hiring?

How can you attract and retain diverse talent?

Do holistic reviews in graduate admissions work?

Have you developed an over-reliance on metrics in your review process?

SAO *Latino Initiative* Program invites you to a panel discussion on  
**Friday May 3rd, 2019** from 12:00pm to 1:15pm in Phillips Auditorium

## Featured Panelists:

Dr. David Charbonneau (Harvard University)

Ms. Jessyca D. Feliciano (State Street Bank)

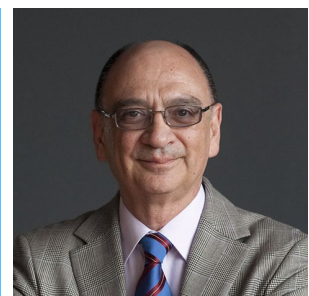
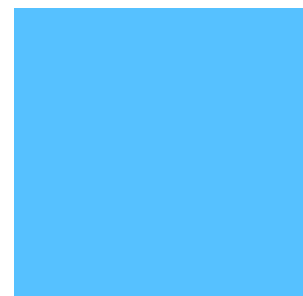
Dr. Georgianna Meléndez (UMASS Boston)

Dr. Patricia Romney (Romney Associates, Inc.)

## Special Guest Moderator:

Dr. Benjamín Juárez (Boston University)

Friday May 3rd, 2019. 12:00pm to 1:15pm. Phillips Auditorium. Lunch provided.





## Dr. Benjamín Juárez Echenique Boston University - Moderator

Photo courtesy of the photographer, Francisco Fernández, Universidad de Granada

Benjamín Juárez Echenique is a music conductor and scholar with over four decades of experience in the arts. Born in Mexico City, he has conducted and offered master classes on leadership, music and the arts all over the world; he was the first Latin American to conduct an orchestra in China. Benjamin won a Latin Grammy nomination in 2001 thanks to his recordings of works of Baroque Mexican masters. He was Dean of the College of Fine Arts at Boston University, where he is now a Professor and teaches Arts and Leadership, Latin American Studies and Musicology. On February 2019, he was appointed by the President of the National Autonomous University of Mexico (UNAM) as Director of the Center for Mexican Studies in Boston, hosted by UMass Boston.



## Dr. Pat Romney - Romney Associates

Patricia Romney received her Ph.D. from the City University of New York where she won the Bernard R. Ackerman Award for Outstanding Scholarship in Graduate Psychology. She completed her internship in Consultation and Education at the Yale University School of Medicine and did post-graduate study at The College of Executive Coaching. For twenty years she taught at the college level, achieving tenure at Hampshire College where she taught for 10 years. Subsequently she held a 10 year appointment as Visiting Associate Professor of Psychology and Education at Mount Holyoke College. Courses taught included: The Psychology of Oppression, Psychology of Racism, and The Social Psychology of Organizations. Still an active scholar, Dr. Romney has authored over 20 articles and papers. Her co-edited volume *Understanding Power: An Imperative for Human Services* was published in 2017 by NASW Press. Her manuscript *We Were There: The Third World Women's Alliance and the Second Wave of Feminism* is under review at the University of Massachusetts Press. For the past 30 years she has been engaged in dialogue work, large scale diversity initiatives, leadership development and team building, as well as professional coaching of individual faculty and administrators in academia.



## Dr. David Charbonneau - Harvard

David Charbonneau is a Professor of Astronomy at Harvard University. He is recognized for his pioneering discoveries in the field of exoplanets and the development of novel observational methods to detect and characterize exoplanets with the ultimate goal of discovering habitable worlds. He was the first to observe a planet eclipse its parent star; this method, known as transits, is now the means by which most planets outside the solar system have been identified. He also developed the first methods which astronomers use to study the atmospheres of these distant worlds. David has won numerous awards including: Blavatnik Award, Discover Magazine Scientist of the Year, NSF Alan T. Waterman Award, NASA Exceptional Achievement Medal, Alfred P. Sloan Research Fellowship, and the Robert J. Trumpler Award. He is the current director of the Harvard Fellowship for Future Faculty Leaders Program (FFL). FFL is part of an initiative to prioritize social justice in scientific research related to astronomy.



## Dr. Georgianna Meléndez

### UMASS Boston

Dr. Georgianna Meléndez is Assistant Chancellor for Diversity, Equity, and Inclusion at the University of Massachusetts Boston. She earned her PhD in Business Administration at the University of Massachusetts Boston where she received the Doctoral Award for Scholarly Excellence in the Organizations and Social Change track; earned her MPA at the University of Massachusetts Boston and was recognized for Distinguished Public Service by the McCormack Graduate School of Policy and Global Studies; and earned her BA from Bentley University. Georgianna's research interests include structural bias issues, discrimination within organizations, organizational behavior, meritocracy, and entrepreneurship. Dr. Meléndez is also an Adjunct Professor in the Bertolon School of Business at Salem State University. She has taught both at the MBA and undergraduate levels including courses on Cross-Cultural and Comparative Management, Managing Diversity in Organizations, and Employee Training and Development and has served as a reviewer for both *Organizations* and *Qualitative Research in Organizations and Management*. Most recently she was appointed by Governor Baker to the Economic Assistance Coordinating Council in Massachusetts. She also served as executive director for Commonwealth Compact, a statewide diversity workforce initiative to increase access and visibility of underrepresented minority professional at the C-Suite level in Massachusetts. Georgianna has presented at multiple academic and professional conferences about diverse hiring practices and was recently recognized by *El Planeta's* Powermeter as one of Boston's 100 most influential people for the Latino community of Massachusetts.



## Ms. Jessyca Feliciano

### State Street Corporation

Jessyca Feliciano is a Senior Employee Relations Consultant at State Street Corporation, helping manage the relationships between the organization and its employees. She ensures that State Street and its employees uphold the highest of ethical standards by recommending solutions that are in line with the company's core values. Prior to joining State Street, Jessyca held positions of increasing responsibility in corporate and non-profit organizations, most recently with Mass Mutual as a Human Resources Business Partner supporting the Data Science and Digital Design corporate groups and their leaders. In addition to her primary responsibilities, Jessyca also served as a diversity and inclusion liaison, holding the business accountable for implementing diversity best practices and strategies. She started her career in social work working with at risk youth in underprivileged communities, always focusing on creating opportunities of inclusion, which is still something very close to her heart. After holding previous leadership positions within the Boston Chapter of Association of Latino Professionals for America (ALPFA), including VP of memberships and Chief Communications Officer, she was selected as the chapter president in October 2015 and served in this capacity until 2017. As president, Jessyca led the Board of Directors, the Corporate Advisory Board, and Chapter staff in continuing to enhance program services and expand membership. She was recently appointed by Governor Charlie Baker to serve on the Massachusetts Workforce Development Board for the Commonwealth of Massachusetts and was appointed to Co-Chair the Youth Pathways Committee.