

Debra Giannaris
HR Case Manager Sr
Vice President
Human Resources
Huntington National Bank



Debra is an HR Business Partner Sr with has 20+ years of progressive HR experience in the Financial Services industry, including people management support, federal regulatory and other legal implications and business strategy management.

She began her career in the staffing industry as a Recruiter before joining JPMorganChase in 2000 where she held roles as an HR Business Partner and as an Employee Relations Consultant supporting a multitude of business units before moving to Huntington National Bank in 2017. At Huntington, Debra has been an HR Business Partner Sr from 2017-2020, responsible for leading multiple Senior Executives in the areas of management & leadership coaching, talent assessment & management, performance coaching, organizational effectiveness and employee engagement, as well as for providing effective human resources consultative services support for approximately 2000 colleagues in multiple states and locations. Debra is currently an HR Case Manager Sr at Huntington conducting complex and sensitive internal colleague investigations into a variety of allegations including harassment, discrimination, policy violations, retaliation and sales practices and partnering with necessary leaders and segments to identify trends, recommend issue resolution, develop segment strategies and minimize risk and litigation.

Over her HR career, Debra has provided comprehensive analytics/reporting and project management on critical initiatives such as diversity, attrition, span of control, performance management and year end compensation processes. Additionally, Debra has been instrumental in collaborating with Senior Management to identify and facilitate various training courses, including; Sexual Harassment Training, Corrective Action Training, New Hire Orientation & Career Development. Debra's accomplishments include managing regulatory hiring practices, understanding and successfully navigating employment law, including FINRA hearings, wrongful termination arbitration, Workers' Compensation hearings and Unemployment hearings, creating and administering summer college internship programs, creating and administering 'Avoid an Ethics Misstep' communications, HR for HR communications teamwork, and various HR projects such as Employee Appreciation Week, Employee Opinion Survey, and Affirmative Action.

Her strength is her breadth of both HR and Line of Business operations knowledge within all areas of Financial Services. She is proven to be successful in all levels of employee & management engagement.

Debra graduated from The Ohio State University with a BA in Psychology, is a proud military mom and resides with her husband and younger children in Pataskala, OH.