



DATA & REPORTING

HR Data and Reporting Lead

Sonya Johnson

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SPH-hr@umn.edu

- Data integrity and assurance
- Analytics
- Compensation analysis
- Communications
- Leaves of absence (e.g., FMLA)
- Wellbeing advocate
- Records retention
- Employment verification

SYSTEMS MANAGEMENT

HRMS/Payroll Lead

Cecilia Colizza

626-2075

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- Student employment
- HRMS entry and updates
- Time and absence administration
- Position management
- Background checks
- I-9 verification
- Departing employees
- Performance Appraisal Tool system management
- Qualtrics surveys

CONSULTING

Partner and advise on employee matters:

- Recruitment, hiring, and onboarding
- Compensation and classification
- Conflict management, change management, and workplace issues
- Performance management, ranging from expectation setting, development, and coaching/discipline
- Rewards and recognition
- Interpretation and application of employment-related laws and regulations and University policies, rules, and labor contracts
- Assist with planning and implementing organizational design and process improvement initiatives

Serve as a confidential source of information

Committed to ensuring faculty and staff have a positive journey through every step of the employee life cycle in SPH.

Assistant Director
Tracey Kane

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HR Consultant for:

- Biostatistics
- Health Policy and Management
- School-wide Units

HR Consultant

Stacey Ripka

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HR Consultant for:

- Environmental Health Sciences
- Epidemiology and Community Health
- School-wide Units

Chief of Staff

Susan Rafferty

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