



## DATA & REPORTING

### HR Workforce Data and Talent Lead

**Sonya Johnson**, [sonya@umn.edu](mailto:sonya@umn.edu)

- Data analysis, integrity, and assurance
- Compensation analysis
- Process development
- Project management
- Communications
- Recruiting, hiring, and onboarding
- Staff recognition and awards
- Leave coordinator and wellbeing advocate
- Employment verification

## SYSTEMS MANAGEMENT

### HRMS/Payroll Lead

**Cecilia Colizza**, [sph-hr@umn.edu](mailto:sph-hr@umn.edu)

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

## CONSULTING

**Partner and advise on employee matters and serve as a confidential source of information**

- 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
- Planning and implementing organizational design and process improvement initiatives

## Division/Unit Consultants

### BIOSTATISTICS

**Laura Dawis**, [dawis004@umn.edu](mailto:dawis004@umn.edu)

### ENVIRONMENTAL HEALTH SCIENCES

**Stacey Ripka**, [sams0030@umn.edu](mailto:sams0030@umn.edu)

### EPIDEMIOLOGY & COMMUNITY HEALTH

**Stacey Ripka**, [sams0030@umn.edu](mailto:sams0030@umn.edu)

### HEALTH POLICY & MANAGEMENT

**Laura Dawis**, [dawis004@umn.edu](mailto:dawis004@umn.edu)

### SCHOOL-WIDE UNITS

**Sonya Johnson** (interim contact), [sonya@umn.edu](mailto:sonya@umn.edu)

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