DATA & REPORTING

HR Workforce Data and Talent Lead

Sonya Johnson, 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

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

ENVIRONMENTAL HEALTH SCIENCES
Stacey Ripka, sams0030@umn.edu

EPIDEMIOLOGY & COMMUNITY HEALTH
Stacey Ripka, sams0030@umn.edu

HEALTH POLICY & MANAGEMENT
Laura Dawis, dawis004@umn.edu

SCHOOL-WIDE UNITS
Sonya Johnson (interim contact), sonya@umn.edu

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