



# Human Resources

Summer 2025

# The SPH Human Resources Team is committed to ensuring faculty & staff have a positive journey through every step of the employee life cycle in SPH.

## RECRUIT, HIRE & ONBOARD

With diversity at the forefront, we attract outstanding candidates and eliminate barriers by ensuring provision of equitable pay, timely training, and a supportive environment to accelerate their success.

## MANAGE & RECOGNIZE

We build a culture of accountability that recognizes and rewards excellence, promotes a healthy workplace, and fosters inclusivity and collaboration.

## ENGAGE & DEVELOP

Through customized programming, we support fulfilling individual career paths and guide workforce planning to retain outstanding, engaged faculty and staff.

## TRANSITION & DEPART

We promote respectful transitions for separating faculty and staff and foster meaningful emeritus relationships.

## IN PARTNERSHIP

School Leadership + Division Management + Supervisors + Employees + Human Resources Team

# The HR Team



**Director of Human Resources**

Thai Nguyen  
nguy1517@umn.edu



**Senior Consultant**

Stacey Ripka  
sams0030@umn.edu



**Senior Consultant**

Laura Dawis  
dawis004@umn.edu



**Operations Lead**

Cecilia Colizza  
sph-hr@umn.edu



**Senior Business Partner &  
Data Analytics Lead**

Sonya Johnson  
sonya@umn.edu

# When to Connect with Us

## Consultation

Stacey Ripka, [sams0030@umn.edu](mailto:sams0030@umn.edu)  
Laura Dawis, [dawis004@umn.edu](mailto:dawis004@umn.edu)

- Conflict management, change management, and workforce planning
- Performance management, ranging from expectation setting, development, and coaching/discipline
- Planning and implementing organizational design and process improvement initiatives
- Employee engagement
- Rewards and recognition
- Faculty hiring
- DEI initiatives

## Partnership

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

- Recruitment, hiring, and onboarding
- Compensation analysis
- Classifications and Reclassifications
- Interpretation and application of employment-related laws and regulations and University policies, rules, and labor contracts
- Data analytics & reporting
- Professional development
- Wellbeing and leaves
- Departures and retirement
- Employment verification
- Staff recognition and awards

## Operations

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

- Student employment
- Human Resources Management System (HRMS) entry and changes
- Payroll management
- Time and absence administration
- Position management
- Background checks
- I-9 employment verification
- Departing employees
- Performance Appraisal Tool (PAT) system management
- SPOT Awards
- Records retention

# Who to Connect with

| DEAN'S OFFICE AND SCHOOL-WIDE UNITS  | BIostatISTICS AND HEALTH DATA SCIENCE  | ENVIRONMENTAL HEALTH SCIENCES   | EPIDEMIOLOGY AND COMMUNITY HEALTH   | HEALTH POLICY AND MANAGEMENT   |
|--|--|---|---|--|
| <p>THAI NGUYEN<br/>nguy1517@umn.edu</p> <p>STACEY RIPKA<br/>sams0030@umn.edu</p> <p>LAURA DAWIS<br/>dawis004@umn.edu</p> | <p>SONYA JOHNSON<br/>sonya@umn.edu</p> <p>LAURA DAWIS<br/>dawis004@umn.edu</p> | <p>SONYA JOHNSON<br/>sonya@umn.edu</p> <p>STACEY RIPKA<br/>sams0030@umn.edu</p> | <p>SONYA JOHNSON<br/>sonya@umn.edu</p> <p>STACEY RIPKA<br/>sams0030@umn.edu</p> | <p>SONYA JOHNSON<br/>sonya@umn.edu</p> <p>LAURA DAWIS<br/>dawis004@umn.edu</p> |
| <p>← <b>STUDENT EMPLOYMENT</b> →</p>   |  |   |   |  |
| <p>CECILIA COLIZZA<br/>sph-hr@umn.edu</p>  |  |   |   |  |

# DEAN'S OFFICE AND SCHOOL-WIDE UNITS

## Who to Connect with Continued

| Dean's Office and School-Wide Units      | Human Resources Contact  |
|--|--|
| Advancement                              | Laura Dawis, <a href="mailto:dawis004@umn.edu">dawis004@umn.edu</a>  |
| Cannabis Research Center                 | Stacey Ripka, <a href="mailto:sams0030@umn.edu">sams0030@umn.edu</a> |
| Communications                           | Thai Nguyen, <a href="mailto:nguy1517@umn.edu">nguy1517@umn.edu</a>  |
| Dean's Office Administration and Finance | Thai Nguyen, <a href="mailto:nguy1517@umn.edu">nguy1517@umn.edu</a>  |
| Diversity Equity & Inclusion             | Thai Nguyen, <a href="mailto:nguy1517@umn.edu">nguy1517@umn.edu</a>  |
| Human Resources                          | Thai Nguyen, <a href="mailto:nguy1517@umn.edu">nguy1517@umn.edu</a>  |
| Information Technology                   | Thai Nguyen, <a href="mailto:nguy1517@umn.edu">nguy1517@umn.edu</a>  |
| Rothenberger Institute                   | Laura Dawis, <a href="mailto:dawis004@umn.edu">dawis004@umn.edu</a>  |
| Student Services                         | Stacey Ripka, <a href="mailto:sams0030@umn.edu">sams0030@umn.edu</a> |
| Student Employment                       | Cecilia Colizza, <a href="mailto:sph-hr@umn.edu">sph-hr@umn.edu</a>  |