Human Resources

Spring 2024

SCHOOL OF
PUBLIC HEALTH
UNIVERSITY OF MINNESOTA

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

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The HR Team

Director of Human Resources
Thai Nguyen
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Senior Consultant
Stacey Ripka
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Senior Consultant
Laura Dawis
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**Senior Business Partner &
Professional Development Lead**
Amanda Klepp
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Operations Lead
Cecilia Colizza
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**Senior Business Partner &
Data Analytics Lead**
Sonya Johnson
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When to Connect with Us

Consultation
Stacey Ripka, sams0030@umn.edu
Laura Dawis, 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
Amanda Klepp, aklepp@umn.edu
Sonya Johnson, 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

- 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

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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
THAI NGUYEN nguy1517@umn.edu STACEY RIPKA sams0030@umn.edu LAURA DAWIS dawis004@umn.edu	SONYA JOHNSON sonya@umn.edu LAURA DAWIS dawis004@umn.edu	AMANDA KLEPP aklepp@umn.edu STACEY RIPKA sams0030@umn.edu	AMANDA KLEPP aklepp@umn.edu STACEY RIPKA sams0030@umn.edu	SONYA JOHNSON sonya@umn.edu LAURA DAWIS dawis004@umn.edu

← STUDENT EMPLOYMENT →

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