



Northland Pioneer College

EXPANDING MINDS • TRANSFORMING LIVESSM

HUMAN RESOURCES

MONTHLY REPORT

August 2023

EMPLOYEE RELATIONS AND STAFFING

We are excited to welcome the new Associate Vice President of Human Resources Christine Shaeffer.

EMPLOYEE CENSUS DATA

The following employees have left the institution since the last report.

- ❖ Christopher Green – Resigned – Effective 7/28/2023
- ❖ Modonna Huma-Dawasevaya – Resigned – Effective 7/28/2023
- ❖ Kevin Westfall – Resigned – Effective – 8/1/2023
- ❖ Socorro Ruiz – Resign – Effective – 8/31/2023
- ❖ Ruben Reyes – Separated – Effective – 6/12/2023

Turnover Rate For FY23/24	Employee Count	Separated	Turnover Rate
Total Employees as of 7/1/2023	334	4	0.01%
Total New Hires from 07/01/2023 to 08/08/2023	19	0	0

Turnover Rate For the Last 12 Months	Employee Count	Separated	Turnover Rate
Totals for August 2022- August 2023	298	25	8.39%

*Turnover Rate Calculated by dividing the number of separated employees during the period by the number of employees at the beginning of the period. This figure reflects contract employees only and excludes temporary employees

RECRUITMENT

	# Qualified Applicants	Date Opened	Closing Date	Status
Hopi Center Manager Hopi Center	0	8/3/23	Open Until Filled	
Assistant to the Campus Manager White Mountain Campus	39	7/13/23	Open Until Filled	
Project Manager Painted Desert Campus	44	04/21/23	Open Until Filled	
Custodian Silver Creek Campus	72	7/13/23	Open Until Filled	
Financial Aid Specialist Little Colorado Campus	11	7/10/23	Open Until Filled	
Financial Aid Systems Technician Painted Desert Campus	0	7/10/23	Open Until Filled	
Faculty in Energy and Industrial Technician White Mountain Campus	5	07/03/23	Open Until Filled	
Early College Advisor Silver Creek Campus	26	6/28/23	Open Until Filled	
Learning Communities Coordinator-Title III ARMSS Grant Painted Desert Campus	3	6/27/23	7/15/23	Offer In Progress
Maintenance II / HVAC Painted Desert Campus	5	6/23/23	Open Until Filled	
Director of Technical Services Painted Desert Campus	8	03/23/2023	Open Until Filled	Offer In Progress
Faculty in Welding Painted Desert Campus	11	06/23/23	Open Until Filled	
Maintenance I Painted Desert Campus	29	6/19//2023	Open Until Filled	Offer in Progress
Procurement Manager Painted Desert Campus	12	06/01/23	Open Until Filled	

EMPLOYEE DEVELOPMENT

Supervisor workshops will resume August 30, 2023 with a beginning of the School year kick-off meeting. These workshops have been re-vamped for the upcoming year and will be a combination of online and in-person material each month on a variety of topics.

WELCOME AND RECOGNITION

We would like to welcome the following new employees to Northland Pioneer College

❖ Maintenance I	Joseph Simpson
❖ Technology Support Technician	Thomas Gilmer
❖ Library Specialist III	Katherine Reeve
❖ Technology Support Technician	Francis Skibicki
❖ Early College Office Assistant	Kathryn Hahn
❖ Associate Vice President of Human Resources	Christine Schaefer
❖ Faculty in Automotive Technology	Don Butler
❖ Faculty in Anthropology	Robin Rickli
❖ Faculty in Early Childhood	Jennifer Lichtsinn
❖ Faculty in Clinical Nursing	Paige Barton
❖ Small Business Development Center / Business Analyst	Jennifer Russell
❖ Institutional Research Analyst	Kristina Jensen
❖ Friends & Family Development Coordinator	Kathy Meza

Congratulations to the below employees as they transition to new positions

❖ Adjunct Faculty	Elizabeth Oliphant
❖ Assistant to the Center Manager-WRV	Rachael Antonio
❖ Adjunct Faculty	Meghan Dorsett
❖ Director of CTE Program Development & Sustainability	Frank Pinnell
❖ Lead Academic Advisor	Donna Krieser
❖ Academic Advisor	Karen Zimmerman
❖ Science Lab Manager	Rhonda Paladino
❖ Student Account Specialist	Samuel Terry
❖ Science Assistant Lab Manager	Jennie Campbell
❖ Assistant to the Campus Manager- LCC	Alliyah Agoodie
❖ Adjunct Faculty	Jeffrey Taylor
❖ Interim Director of Early College Programs	Joshua Jeffery
❖ Benefits & Compensation Coordinator	Lori Moore

- ❖ Assistant to the Campus Manager-SCC
- ❖ Faculty in Nursing
- ❖ Faculty in Allied Health

Shannon Hanen
Margaret Deming
Cassidy Johnson

TOTAL REWARDS

BENEFITS AND COMPENSATION

We are pleased to announce that Lori Moore has been hired as the new Benefits and Compensation Coordinator, making the transition from the Human Resources Information Systems Specialist (HRIS). Human Resources has already begun the process to fill the HRIS position.

The Human Resources and Payroll Teams are finishing all employee contracting for the upcoming college year. With the exception of just a few last-minute contracts, all employee contracts have been loaded into the system.

The Gallagher Consulting Group has finalized its compensation study, which will be presented at this year's Convocation. NPC Administrative staff believes that this study will provide the college with a solid foundation for future compensation research and analysis. We want to thank the Gallagher Group for getting the college off on a great first step.