

Thriving Together

MONTHLY NEWSLETTER

January 2025



A New Era of Growth and Inclusion: Introducing Thriving Together

We are excited to introduce Thriving Together, a new newsletter from the Department of Human Resources and Payroll, designed to keep you informed, engaged, and inspired. As we continue evolving to meet the needs of our workforce, we embrace a vision similar to that of the California Community Colleges People and Culture Operations Office—one that prioritizes people, values inclusivity, and fosters a workplace where everyone can succeed.

Our department is committed to advancing equity, diversity, inclusion, and accessibility (DEIA) in all aspects of our operations. We believe that a thriving workforce is built on a foundation of respect, collaboration, and continuous learning. Through Thriving Together, we will share important updates, spotlight initiatives that enhance employee experiences, and provide resources to support

your professional growth and well-being.

Additionally, our commitment to Equal Employment Opportunity (EEO) ensures that we cultivate a workplace free from discrimination, where every employee has the opportunity to contribute meaningfully and reach their full potential. By aligning our policies and practices with the principles of DEIA, we are fostering a culture that is not only compliant but also proactive in championing diversity and belonging.

Together, we are creating an environment where all employees can thrive. We look forward to continuing this journey with you.

With appreciation,

Alia Dunphy
Associate Vice President of
Human Resources, EEO, DEIA

In this newsletter
you can expect:

Wellness
Resources &
Health Benefits

Professional
Development

Human
Resources/
Payroll Updates

New Employees
at CR

Open Positions

Team
Introductions



Wellness Focus for January: Self-care

Click on the following links to explore and access content:

- [Blog: Self-care](#)
- [Flyer: Body Positivity](#)
- [Website: Preventive Care Guidelines](#)

With the [Active&Fit Direct™](#) program, choose from thousands of participating gyms nationwide for \$28/mo. with no long-term contracts or annual fees. Plus, 1:1 well-being coaching included in your membership. Get fit at home for free with 12,000+ on-demand workout videos before you enroll! Just create an account.

- [Adorni Center](#)
1011 Waterfront Drive, Eureka
- [Planet Fitness](#)
3300 Broadway, Suite 700, Eureka
- [Bear River Recreation Center](#)
265 Keisner Road, Loleta

Benefit Spotlight

Personal Health Coaching

Call: 1 (855) 442-5885

Visit: [vida.com/sisc](https://www.vida.com/sisc)

Get one-on-one health coaching, therapy, chronic condition management, health trackers and other tools and resources online or via phone.

24/7 Physician Access—Anytime, Anywhere

Call: 1 (888) 632-2738

Visit: www.mdlive.com/sisc

Access to virtual visits with psychiatrists and therapists for members age 10 and up. Virtual urgent care services are available to all members. Physicians can prescribe medication when appropriate.

24/7 Help With Personal Concerns

Call: 1 (800) 825-5541

Visit: www.anthem.com

When prompted, enter “sisc”

Good health doesn't just mean physical well-being. Emotional wellness is every bit as important. Anthem EAP has an extensive network of licensed behavioral health professionals who can help you address a variety of issues either in person or through online sessions:

- Relationship or family problems
- Alcohol or drug abuse
- Feelings of overwhelming loss/grief
- Depression or anxiety
- Stress management
- Times of crisis

Anthem's representatives can help with finding a counselor and locating the support you need. They are available to assist you 24 hours a day, 365 days a year at the toll-free telephone number provided in your EAP materials.

[Click Here for the Benefits Webpage](#)

Discover the Vision Resource Center – Invest in Your Well-Being and Professional Growth!

The Vision Resource Center (VRC) is an online learning and professional development platform provided by the California Community Colleges (CCC) system. It offers a variety of training, resources, and collaboration tools for faculty, staff, and administrators across all CCC campuses.

Your Well-Being Matters!

The Vision Resource Center is more than just a learning hub—it's a space dedicated to your growth and well-being. Prioritizing self-care not only enhances your personal life but also helps you show up as your best self at work. *Invest in yourself—because when you thrive, we all do.* Visit the [Vision Resource Center](#) today to explore available resources and start your self-care journey!

Suggested Professional Development:

[Improve Your Mental Wellness](#) - 7 Minute Video

Improve your mental wellness by observing yourself and taking breaks when you need it.

Prepare for Tax Season

If you consented to receive your W-2 electronically, it is now available in Web Advisor/Self-Service for printing. Employees who did not consent to electronic delivery had their W-2 mailed on January 28th.

If you need your printed W-2 sooner, you can still provide consent in Self-Service. Once consented, all previous years' and the current year's tax forms will be available for immediate printing.

Link to Web Advisor/Self Service:

[WebAdvisor](#) (redwoods.edu)

Select 'Log In' and enter your credentials

Select 'Employees'

Select 'Self Service-Employee Information'

Select 'Employee Tax Information'

[Click Here for Contact Information for the Payroll Department](#)

Caring Campus

The Caring Campus Initiative, developed by the Institute for EvidenceBased Change was designed to create a college culture that embraces a sense of connectedness and belonging for staff, students, and faculty. CR Cares is the name of our very own caring campus initiative. **We meet on the third Tuesday of every month in FM-107.**

We believe that true community is built through connection, shared purpose, and mutual support. Would you like to be a part of this journey with us? Our mission is to create opportunities for cross-departmental collaboration and to serve our broader community in ways that foster meaningful relationships and build a stronger sense of belonging for everyone.

We are open to new ideas and passionate about finding solutions to challenges that affect us all. We want to make CR a place where everyone feels valued, where their unique contributions are recognized, and where each person knows they belong. Whether you have an idea, want to get involved, or are looking for ways to make a difference, we would love to work alongside you to create positive change on campus and beyond.

♥With Care,
Christina Morse & Sami Broadstock
CR Cares Co-Chairs



Mindfulness: A Simple Way to Reduce Stress

Taking a few minutes each day to practice mindfulness can help reduce stress, improve focus, and boost overall well-being. Simple techniques like deep breathing or a brief meditation can be easily added to your routine. We've attached a 2-Minute Quick Focus Reset video—take a moment to watch and see how it can benefit you!

[\[2-Minute Quick Focus Reset Meditation\]](#)

Affinity Group Survey

We are exploring the possibility of creating affinity groups at College of the Redwoods to help build a stronger sense of community, support, and inclusion among our students, staff, and faculty. Please take a moment to complete this survey and share your thoughts and interests.

[Click Here for the Survey and Please Respond No Later Than February 28th](#)

Welcome to Our New Team Members!

We are excited to introduce the newest members of our team! Please join us in welcoming each of our new hires. We look forward to the unique skills, perspectives, and energy they bring to our community. We're thrilled to have them on board and look forward to their contributions to our ongoing success.

- **Derek Knowlton** – Student Development Advisor, Del Norte Campus
- **Kristin Lima** – Dean, Del Norte Center and Pelican Bay Program
- **Marlia Luzier** – Student Services Specialist III for the Admissions Office, Eureka Campus
- **Pakunihanich Martin** – Student Development Advisor for the Native American Student Success and Support Program, Eureka Campus
- **Torie Mather** – Human Resources Analyst, Eureka Campus
- **Boris Merezko** – Maintenance Specialist III, Eureka Campus

Celebrating Our Promotions!

We are thrilled to announce the recent promotions within our team! Please join us in congratulating them on their well-deserved advancement. Their hard work, dedication, and contributions have made a significant impact, and we are excited to see them continue to grow and excel in their new roles. Congratulations on this exciting new chapter in your career!

- **Andrew Nichols** – Director of Student Accessibility Support Services, Eureka Campus
- **Rebecca Stevens** – Early Childhood Associate, Eureka Campus

Open Positions

- **Academic Dean** *Application Deadline: 02/24/2025
- **Associate Faculty, Head Women's Soccer Coach** *Application Deadline: 02/07/2025
- **Communications and Marketing Coordinator** *Application Deadline: 02/19/2025

[Click Here to See ALL Job Postings](#)

Human Resources & Payroll Department Team Members



Alia Dunphy

Alia Dunphy serves as the Associate Vice President of Human Resources at College of the Redwoods, where she leads the HR department in support of the college's educational mission. With a deep focus on cultivating spaces of connection and belonging, Alia is responsible for ensuring compliance with local, state, and federal regulations, while managing a high-performing HR team. Alia has been a valued member of CR since 2017, bringing a wealth of leadership and management experience. She is excited about continuing to build an inclusive and supportive environment for all students, faculty, and staff, ensuring that the college remains a wonderful place to work and learn. Outside of work, Alia enjoys spending time with her family and labradoodle Samuel. She also enjoys exploring the outdoors, and is passionate about fostering community through volunteer work.

Jose serves as the Assistant Director of Human Resources and Payroll, assisting the Associate Vice President of Human Resources in the planning, organizing, and managing of District-wide HR and payroll operations. He ensures compliance with policies, laws, and regulations. In addition, Jose supports strategic planning for key HR functions, supervises non-exempt staff, and collaborates with administrators and external agencies to maintain efficient operations. Jose began his career with CR in August 2011 as a Student Worker in the Business Office. He steadily advanced in his career and, in July 2024, transitioned into his current role. In this role, Jose is excited to make a meaningful impact by supporting both human resources and payroll through streamlined workflows and continuous improvement of policies and procedures. Jose is deeply committed to his professional responsibilities, leaving little time for hobbies or personal interests. However, he always prioritizes spending quality time with his family.



Jose Serrano



Kristy Seher

Kristy has been an integral part of the CR team since 2013, starting as a Payroll Technician before stepping into her current role as Payroll & Benefits Manager in 2017. She oversees payroll processing, retirement reporting, and compliance with regulatory requirements related to benefits and payroll. Additionally, she manages workers' compensation, student injury claims, and employee benefits. A meticulous planner by nature, Kristy finds satisfaction in ensuring all payroll and benefits processes run smoothly and that all deliverables are met on time. Her attention to detail and dedication help create a seamless experience for employees. Outside of work, Kristy is known as "Krafty Kristy" due to her passion for scrapbooking, DIY projects, and creating thoughtful gifts. She also loves the thrill of riding her UTV through sand dunes, mountains, and deserts.

Human Resources & Payroll Department Team Members



Michelle plays a crucial role in ensuring the accurate processing of payroll at CR. With over 25 years of experience in banking, accounting, and finance—including 10+ years dedicated to payroll—Michelle brings a strong background in financial operations. Having been with CR for almost two years, she takes pride in working with a great team committed to serving our students, staff, and community. Outside of work, Michelle enjoys photography, capturing moments through the lens in creative and meaningful ways.

Michelle August

As the Executive Assistant, Kayla provides vital support to the Human Resources Department by managing administrative tasks, primarily negotiations, SARTCo, policies, procedures, and maintaining the department's webpage. Her role is focused on streamlining operations and ensuring efficiency within the team. Kayla joined CR in July 2024, bringing valuable experience from her previous role as Director of Payroll and Personnel for a K-12 school district. With a strong background in payroll, personnel management, and administrative leadership, she is excited to contribute to improving workflows and ensuring that CR employees feel valued and supported in their roles. Creating a positive and efficient work environment is a key priority for her. Outside of work, Kayla enjoys spending quality time with family, crafting, watching movies/TV shows, and exploring the great outdoors with her husband and 2 fur babies - Dean and Sam.



Kayla Hansen



Liz Hermosillo

As a dedicated member of the Human Resources team, Liz works to ensure that Diversity, Equity, Inclusion, and Accessibility (DEIA) values are embedded in recruitment, policies, and daily operations, fostering a welcoming and inclusive environment for all. Her responsibilities include processing temporary, student, and permanent employees, serving as the Equal Employment Opportunity Officer, and developing new ways for HR to engage with stakeholders. With nine years of experience in human resources across both the private and public sectors, Liz brings a wealth of knowledge to CR. Before joining the team as a Human Resources Analyst in September 2024, she spent three years as an HR Technician at another California Community College. Her background equips her with the skills and perspective needed to support employees and contribute to the college's mission. Excited to deepen her connection with the Humboldt community, Liz is passionate about serving students, staff, and the broader community while contributing to the success and bright future of CR's students. Outside of work, she loves spending time with family and her beloved pets. She finds joy in cooking, playing and watching sports, reading, writing, crafting, exploring new places, and embracing life's spontaneous moments.

Human Resources & Payroll Department Team Members



Christie Knox

We're excited to introduce Christie, who recently joined the CR team as a Payroll Technician. With 20 years of experience in Payroll and Human Resources, Christie brings a wealth of knowledge and expertise to the role. Though only with CR since September 2024, she has already enjoyed connecting with employees and student workers, making the payroll process smoother for everyone. Outside of work, Christie loves spending time with family and friends, heading to the beach, cooking, and taking their RZR out for adventures in the dunes and mountains.

As a Human Resources Analyst, Lupita plays a key role in supporting the Human Resources department by managing requisitions, job postings, recruitment and staffing, new hire orientation and onboarding, employee leaves, and personnel records. She also handles AB 119 reporting, TB tracking, employee verifications, and provides assistance with associate faculty. Her work is essential in ensuring smooth HR operations and a positive experience for both new and existing employees. A proud College of the Redwoods alum, Lupita has been part of the CR community for over a decade. Before transitioning into her current role in HR, she spent seven years in the Counseling and Advising department in various capacities. Her journey at CR began as a student worker and temporary employee before becoming a full-time, permanent team member. For the past three and a half years, she has brought her expertise and passion to the HR department, where she continues to make a meaningful impact. Lupita is excited about the opportunity to work closely with both current and new employees, helping to create a welcoming and supportive environment. Outside of work, she enjoys spending time with family and friends, especially during summer trips to the lake. She also loves reading, crafting, and unwinding with her favorite TV shows.



Lupita Martinez



Torie Mather

We're excited to welcome Torie to the CR team as our newest Human Resources Analyst! With 12 years of experience at Cal Poly Humboldt in various roles—and over two years focused on HR—Torie brings valuable expertise and enthusiasm to the position. She looks forward to continuing her HR career with CR starting February 10th. Passionate about supporting students, staff, and faculty, Torie enjoys helping others navigate their work and education experiences to ensure success. Outside of work, Torie enjoys running and baking, while also juggling the busy schedules of her two high school kids!
