

# LISA N RHODES, MBA, SPHR, SHRM-SCP

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## SENIOR HUMAN RESOURCES LEADER

**Areas of Expertise:** \* HR Strategy & Leadership \* Organizational Change Management \* Diversity, Equity & Inclusion \* Talent Acquisition & Development \* Compliance & Employment Law \* Employee Engagement & Retention \* Benefits & Compensation Design \* Workforce Planning & Optimization

**Overview:** A visionary HR leader with a proven track record in aligning human capital strategies with organizational goals. Adept at fostering inclusive workplace cultures, driving change management initiatives, and leveraging data-driven insights to enhance employee engagement and performance. Skilled in navigating complex compliance landscapes and optimizing HR processes to meet the dynamic needs of growing organizations.

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## PROFESSIONAL EXPERIENCE

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**THE UNIVERSITY OF ARIZONA, College of Medicine Phoenix – Phoenix, Arizona**  
*Public University | 600+ Employees at the College of Medicine*  
**Sr HR Partner | August 2025 - present**

Recruited to develop, manage, coordinate, administer, and implement the University's human resource strategy for the College of Medicine-Phoenix so that the College attracts, manages, develops, and retains the employees it needs to achieve its current and future objectives. Serve as an advisor and functional expert on human resources activities, policies and procedures for the College.

- **Strategic HR Leadership:** Plan and lead the work of the COM-P HR team. Provide training, direction and instruction to staff and conduct performance evaluations. Provide recommendations on pay decisions, as well as recruitment and development opportunities.
- **Process Improvement:** Work closely with University Sr HR Partners to standardize, develop, and implement new systems to support recruiting, employee relations, and performance management.
- **Employee relations:** Partner with employees and supervisors to proactively and constructively navigate complex situations, driving positive outcomes for both individuals and the University.

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- **EMBRY-RIDDLE AERONAUTICAL UNIVERSITY** – Prescott, Arizona  
*Private University | 600+ Employees*  
**Director of Human Resources, Prescott Campus** | *January 2023 – August 2025*

Recruited to lead and transform the HR function on the Prescott campus, overseeing the entire employee life cycle for staff, faculty, and student employees. Spearhead strategic initiatives in recruitment, employee relations, and compliance. Manage all campus engagement events.

- **Strategic HR Leadership:** Collaborate with campus leaders to align HR strategies with the university's mission; driving recruitment efforts, enhancing employee engagement, and ensuring operational excellence.
- **Process Improvement:** Work closely with the HR team to refine HRIS (Workday) systems, develop supervisor training programs, and implement continuous improvement initiatives.
- **Compliance Oversight:** Partner with the CHRO and legal counsel to address Title IX and EEOC issues, ensuring strict adherence to federal, state, and university policies.
- **Employee relations:** Work closely with employees, supervisors, and HR leadership (as needed) to address challenging situations in a proactive and constructive manner leading to the best outcome for the employees involved, as well as for the University.

**YAVAPAI COLLEGE** – Prescott, Arizona  
*Community College | 1,000+ Employees*  
**Assistant Director, Human Resources** | *November 2018 – January 2023*

Promoted to Assistant Director to manage the core HR functions and support the strategic goals of the college. Played a key role in leading HR initiatives, compensation management, and benefits administration.

- **HR Leadership:** Supervised a team of HR professionals, ensuring consistent service delivery across the college. Continued as a trusted HR Business Partner, providing strategic guidance in talent acquisition, performance management, and employee relations.
- **Compensation & Benefits:** Led the implementation of compensation and benefits systems, including Salary.com and BenefitFocus; driving equity adjustments and optimizing employee benefits programs to enhance satisfaction and retention.
- **College Leadership:** Actively participated in key institutional committees, contributing to the college's strategic planning, ERP implementation, and leadership development programs.

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**SPECTRUM HEALTHCARE** – Cottonwood, Arizona  
*\$18M Healthcare Provider | 200+ Employees*  
**Human Resources Director** | *October 2013 – April 2018*

Recruited to overhaul and modernize the HR department, transitioning it into a strategic partner role that drives organizational success through innovative HR policies, processes, and technology.

- **Transformational Leadership:** Elevated the HR function to a strategic role within the executive team, championing initiatives to position Spectrum Healthcare as an "Employer of Choice."
- **HR Technology Implementation:** Spearheaded the adoption of a cutting-edge HRIS, enhancing HR's ability to support the organization's growth and operational efficiency.
- **Benefit & Compensation Optimization:** Restructured benefits and compensation programs, significantly reducing costs while improving employee satisfaction and engagement.
- **Performance Management Innovation:** Redesigned the performance evaluation process, shifting to a continuous feedback and coaching model that empowered managers and aligned employee performance with organizational goals.

**ARIZONA STRONGHOLD VINEYARDS/PAGE SPRINGS CELLARS** - Cottonwood, Arizona | *Family-owned wineries*  
**Business Manager** | *5/2006 – 5/2013*

Recruited as a bookkeeper and quickly promoted to business manager for Page Springs Cellars. Instrumental in the start-up and establishment of Arizona Stronghold as a national brand.

- **Business infrastructure development** - Developed systems for accounting, human resources, shipping, and event management for both wineries. Member of the leadership team.
- **Organizational leadership** – Guided budgeting process and strategic vision. Created HR systems, policies, and procedures for both companies.
- **Event and project management** – Lead numerous special projects, including all aspects of a major fall festival for Page Springs Cellars for 5 years; managed the premier event for “Blood Into Wine”, a documentary on the founding of Arizona Stronghold.
- **Government relations** – worked closely with the city of Cottonwood on permitting and licensure for the Arizona Stronghold tasting room.

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- **Employee Relations** – Performed investigations, resolved disputes, guided managers on all employee issues
  - **Vendor relations** - Proactively managed relations with external vendors; handled issues related to AP/AR.
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## **EDUCATION**

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**MASSEY GRADUATE SCHOOL OF BUSINESS, BELMONT UNIVERSITY** – Nashville, Tennessee

*Master of Business Administration (MBA) | 1998*

- Sigma Beta Delta Honor Society

**VANDERBILT UNIVERSITY** – Nashville, Tennessee

*Bachelor of Science in Psychology, Minor in Business Administration | 1985*

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## **CERTIFICATIONS & MEMBERSHIPS**

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- Senior Professional in Human Resources (SPHR)
- SHRM Senior Certified Professional (SHRM-SCP)
- Verde Valley Wine Trail – board member (2022 to present)
- Cottonwood Chamber of Commerce, Board Member (2019-2022)
- Verde Valley Leadership, Class VII (2014)
- Governor's Sector Strategy Committee (2012)