


Schull, Shyanne

From: 
Sent: Monday, April 22, 2019 10:12 AM
To: WEBTEAM; Schull, Shyanne
Subject: VOLUNTEER APPLICATION: Animal Services Advisory Board

Application for Animal Services Advisory Board

Additional Information:

I have a strong passion for animal welfare, the environment, and conservation. Throughout my life, I have always been an advocate for animals. While in school, I had the opportunity to work as a veterinary technician and at the humane society as an adoption counselor. I have also adopted animals my entire life, and encourage others to do so. I am a strong advocate for training and rehabilitating animals. I believe that adopted animals provide the same love and adoration for their new families as a puppy or purebred from a breeder. By adopting, not only are we saving the life of an often discarded animal, we are also promoting adoption over breeding. An adopter has a voice in the community. Their story shows others that adopted animals are just as lovable, trainable, and that they can overcome the obstacles they have faced to acclimate well into a home no matter their age. My experiences at Tippecanoe County Humane Society and Pet Network Humane Society taught me a great deal about awareness, rehabilitation, and education, and how important those are for the success of adopted animals. I learned about the importance of proper animal care including everything from basic animal care like housing, food, and water, to vaccinating, spaying/neutering, and socialization and training. We taught the public about all of those important pieces, especially with each adoption so that adopters were well-informed, and to ensure the longevity and permanence of each adoption. The goal is always the lifetime placement of every animal. To do that, adopters need to be informed about the breed, as well as the care and cost required. To further our efforts, we held adoption events in the community and worked with students to educate them on all facets of animal care. It's easy to look at a puppy and immediately want to bring him or her home. What is important is to know if the breed and its characteristics are right for your family and life. It's also important to determine if a puppy is the right fit. I built a relationship with each potential adopter to build trust. By building those relationships, I learned to ask the right questions to help determine the appropriate age and breed for an adopter. I also had the opportunity to speak about breed discrimination. I believe that all animals, regardless of breed, deserve a loving home. As an animal advocate, I advocate for all breeds and believe it's important to educate. Marion Wright Edelman stated that "education of for improving the lives of others and for leaving your community and world better than you found it." The future of animal welfare is largely in education and awareness. Equally important to education are programs addressing animal overpopulation. Not only does the community need to understand the importance of the effects of over population and the heart-breaking consequences to those animals, they also need to be aware of the options to avoid such consequences. Vaccination and spay/neuter programs are vital to the health and well-being of our animal population in Washoe County. By having both educational and vaccination/spay/neuter programs, we can not only help curb homelessness of animals, but also serve the community by teaching them the importance and effects of such programs. The technical skills, along with the interpersonal skills I learned in the animal care environment taught me a great deal about animal health and welfare and the importance of ensuring that our community is aware of current and future situations. Since leaving Pet Network, I have sought opportunities to return to animal welfare, and believe I can make a positive and lasting impact by serving as a member of the Animal Services Advisory Board. My animal welfare background, as well as my devotion to enhancing the health and safety of the animals makes me an ideal candidate for this position. In addition, my background at Cabela's, an outdoor retailer and avid supporter of conservation and the environment, and my current position at a school, puts me in an ideal place to further educate and promote animal welfare and education to the next generations both in the educational and commercial settings. I would welcome an opportunity to serve on this board so that I can represent the voice of a community member, educator, and animal advocate to further enhance the care of our community's animal population.

Personal Information

Salutation

First Name

Nicole

Last Name

Pifer

Address 1

[REDACTED]

Address 2

City

Sparks

County

Washoe

State

NV

Zipcode

89431

Main Phone

[REDACTED]

Secondary Phone

Email Address

[REDACTED]

Contact Preference

any

Unsubscribe

unchecked

Education Background

School Name

National-Louis University

Graduated

yes

Graduation Year

2013

Course Of Study

Elementary Education

Degree Earned

MEd

Notes

School Name

University of Wisconsin-Milwaukee

Graduated

yes

Graduation Year

2007

Course Of Study

Art Education

Degree Earned

BFA

Notes

Professional Background

Employer

Coral Academy of Science

From Date

01/15/19

To Date

12/31/19

Status

full-time

Job Title

HR Coordinator

Duties

Serve as the initial resource for employees/managers on Human Resource Items. To include but not limited to staffing/recruitment, safety, payroll, benefit enrollment, and employee engagement. Develop/update policies. Develop recruitment materials. Gathers issues and assists in maintenance of all Human Resource functions and programs, and acts as a liaison when needed between admin and staff. Will initiate and conduct routine investigations, provide support to site management team regarding employee relations issues and performance coaching discussions. Support site leadership regarding disciplinary actions and separations. Responsible for ensuring facility is in compliance with all applicable policies and government regulations including, but not limited to: Affirmative Action, EEOC, ADA, FMLA and Fair Labor Practices. Identify future leaders through succession planning and develop and facilitate leadership training for current and future leaders. Facilitate the identification of organizational development solutions such as a HRMS system, and assist management in implementing appropriate actions for improvement. Attend and participate in board meetings.

Employer

Cabela's

From Date

10/12/15

To Date

01/31/19

Status

full-time

Job Title

HR Coordinator

Duties

Serve as the initial resource for employees/managers on Human Resource items. To include but not limited to staffing/recruitment, safety, payroll, benefit enrollment, and employee engagement. Respond to scheduling/labor system questions. Maintain HRIS. Gathers issues and assists in maintenance of all Human Resource functions and programs, and acts as a liaison when needed between store management team and Corporate HR. Will initiate and conduct routine investigations, provide support to site management team regarding employee relations issues and performance coaching discussions. Support site leadership regarding disciplinary actions and separations. Responsible for ensuring facility is in compliance with all applicable corporate policies and government regulations including, but not limited to: Affirmative Action, EEOC, ADA, FMLA and Fair Labor Practices. Identify future leaders through succession planning and develop and facilitate leadership training for current and future leaders. Facilitate the identification of organizational development solutions and assist management in implementing appropriate actions for improvement.

Employer

Tahoe Mountain Club

From Date

06/01/15

To Date

10/11/15

Status

full-time

Job Title

Events Coordinator

Duties

Responsible for the coordinating, promoting and execution of quality events designed for the Club members and their families emphasizing the amenities of the Club and utilizing the assets of the entire Tahoe region. Works with outside vendors to negotiate and complete contracts. Ensures costs fall within budget with a complete cost analysis.

Employer

Squaw Valley Ski Holdings

From Date

10/01/14

To Date

05/05/15

Status

full-time

Job Title

HR Coordinator & Mountain Operations Admin

Duties

Facilitated all hiring and on boarding processes including I-9 compliance and background checks using UltiPro. Increased operational efficiency by implementing workflow, systems, and process improvements. Assisted in organization and operation of employee events and orientations. Developed information packets and training manuals, update employment website. Office Management (filing, office organization, verbal and written communication). Managed data for 2200 employees during peak season in a fast paced, high traffic environment. Managed time & attendance for Mountain Ops including documents requiring management approval. Recorded recruitment, hiring, and termination data. Utilized word processing and spreadsheet skills to create and edit tracking documents for daily operations.

Employer

Lincoln Park Elementary

From Date

11/04/13

To Date

07/31/14

Status

full-time

Job Title

3rd Grade Teacher

Duties

Developed and implemented a personal style to teach grade band curriculum applying Common Core State Standards. Created interdisciplinary lesson plans that focused on fostering the motivation and engagement level of students from diverse backgrounds. Contributed to Individualized Educational Plan (IEP) meetings to differentiate lessons. Implemented assessment-based placement to differentiate the individual needs of students in a small group setting. Contributed to multiple in-service seminars and clinics for reading assessments and actively implemented Response to Intervention (RtI) for students in need.

Employer

Pet Network Humane Society

From Date

07/20/12

To Date

11/04/13

Status

full-time

Job Title

Volunteer Coordinator & Adoption Manager

Duties

Recruited, interviewed/screened and supervised new recruits. Managed and updated training, policy and procedures. Ensured high level of customer satisfaction. Provided performance evaluations and resolved

problems/issues. Managed all aspects of the adoption process, off-site, in-house and special events. As a member of management team, planned and conducted successful events, promotions, cross-functional programs and projects. Liaisons with community organizations and businesses to promote the organization's mission and expand the potential volunteer base. Fulfills speaking engagements and prepares media releases when appropriate. Promoted a humane and caring attitude toward all animals, regardless of the situation or circumstance.

Awards and Honors

Volunteer History