



Phenicia McCullough
Vice President

Alisha Brown
Director, Special Projects
and Events.

**Human Resources and Inclusive Excellence
Organization Chart**



John Beisner
Assistant Vice President,
Risk Management and
Compliance

- Compliance
- Document Retention and Management
- International Visa and Permanent Residencies
- Risk Management
- Volunteers



Tara Garcia
Assistant Vice President
Human Resources
Services

- ADA Accommodations
- Benefits and Retirement Services
- Employee Assistance Program
- Faculty Appointments
- Faculty Benefits and Leaves
- HR Data Analytics
- Payroll Services
- Position Management
- Student Employment
- Total Wellness
- Workers' Compensation



Cecil Chik
Interim Associate Vice
President, Culture and
Institutional Excellence

- Academic Recruitments
- AAP/PCEI Liaison
- Diversity and Equity
- Diversity Initiatives & Resource Centers (DIRC)
- Organizational Development
- Professional Development
- Liaison to:
 - Faculty Development Center



Arlene Gutierrez
Chief of Operations,
Office of the Vice
President

- Assessment
- Division Budget
- Division Communications and Human Resource
- Division Operations
- Strategic Planning
- University Awards Program
- Vice President Operations
- Liaison to:
 - Assoc. Deans
 - HR Coordinators
 - Faculty Affairs



Sarah Bauer
Executive Director,
Office for Civil Rights
and Equity

- Title IX
- Discrimination, Harassment and Retaliation
- Civil Rights Cases
- Prevention and Education



Michelle Tapper
Assistant Vice President,
Labor and Employee
Relations

- Faculty and Staff Employee Relations
- Faculty and Staff Labor Relations
- Liaison to:
 - Faculty Affairs