



Organization Chart



Phenicia McCullough
Vice President

Deirdre Thomas
Special Project Administrator

Jennifer Vicuna
Executive Assistant

Alisha Brown
HR Director

 **John Beisner**
Executive Director,
Risk Management and
Compliance

 **Natalie Bersig**
Associate Vice President,
Human Resource
Services

 **Cecil Chik**
Assistant Vice President,
Office of Engagement
and Belonging

 **Arlene Gutierrez**
Chief of Operations,
Office of the Vice
President

 **Sarah Bauer**
Executive Director,
Office for Civil Rights
and Equity

 **Tara Garcia**
Director of
Employment Services

 **Michelle Tapper**
Assistant Vice President,
Labor and Employee
Relations

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

- 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

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

- 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

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

- Compensation Services (faculty and staff)
- Special Projects
- Staff Employment Services
- Talent Acquisition/Recruitment

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