

Organization Chart



**Phenicia  
McCullough**  
Vice President

**EXECUTIVE**  
(VACANT)



**Tara Garcia**  
Director of Operations



**Natalie Bersig**  
Associate  
Vice President



**Nina Garcia**  
Chief of Operations



**Cecil Chik**  
Assistant Vice President and  
Chief Diversity Officer



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



**John Beisner**  
Executive Director  
Risk Management & Compliance

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

- 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

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

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

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

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