

Human Resource Generalists and HR Operations staff are assigned to the departments listed below.

- **HR Generalists (HRGs)** provide consultation to management on classified and hourly compensation management, recruitment and selection, and benefits. In addition, HRGs provide consultation to employees on benefits and orientation services.  
 – HRGs can be contacted at their individual email addresses or phone numbers shown at this [link](#) or by calling 804-827-1770.
- **HR Operations (Transactions & Benefits)** staff provide PAF (Personnel/Position Action Form) data entry into the Banner system and file support for all personnel records. They also provide consultation on health care, flexible benefits, life insurance, retirement, tax-deferred annuities (TDAs), deferred compensation, COBRA, HIPAA, leave & VSDP (Virginia Sickness and Disability Program), and other HR-related services.  
 – HR Operations staff can be contacted by email at [benefits@vcu.edu](mailto:benefits@vcu.edu) or [leave@vcu.edu](mailto:leave@vcu.edu) or by calling 804-827-1770.

(Note: Names in parentheses represent back-ups in case the primary contact is unavailable. Patricia Wallace serves as second back-up to all HR Generalists.)

President's Office	HR Generalist	HR Operations
Office of President Assurance Services General Counsel	Daniel Jason (Juanita Cribbs)	Erica Smith (Jeff Perkins)
Athletics	Juanita Cribbs (Daniel Jason)	Jeff Perkins (Erica Smith)

VP for External Relations	HR Generalist	HR Operations
Office of VP for External Relations <ul style="list-style-type: none"> <li>• University Marketing</li> <li>• University News Services</li> <li>• Creative Services</li> <li>• Outreach Programs                             <ul style="list-style-type: none"> <li>– Conferences &amp; Special Events</li> <li>– Continuing Education</li> </ul> </li> </ul>	Patricia Wallace (Daniel Jason)	Dot Gonzales (Erica Smith)

Provost & VP for Academic Affairs	HR Generalist	HR Operations
Office of Provost & VP for Academic Affairs <ul style="list-style-type: none"> <li>• Faculty Personnel                             <ul style="list-style-type: none"> <li>– Faculty Contracts</li> <li>– Salary Administration</li> <li>– Faculty Records</li> </ul> </li> </ul>	Patricia Wallace (Daniel Jason)	Faculty Martha Ray  All Others Dot Gonzales (Erica Smith)
<ul style="list-style-type: none"> <li>• University College                             <ul style="list-style-type: none"> <li>- Office of Athlete Advising</li> <li>- Office of Student Advising</li> <li>- Honors Program</li> <li>- Center for Teaching Excellence</li> </ul> </li> </ul>	Juanita Cribbs (Daniel Jason)	Faculty Martha Ray  All Others Jeff Perkins (Erica Smith)
EEO/AA Services <ul style="list-style-type: none"> <li>• Discrimination Complaints</li> <li>• Equal Employment Opportunity, Affirmative Action &amp; Disability</li> <li>• Faculty Recruitment &amp; Selection</li> <li>• Sexual Harassment Prevention &amp; EEO Training</li> </ul>	Patricia Wallace (Daniel Jason)	Faculty Martha Ray  All Others Dot Gonzales (Erica Smith)
Vice Provost for Academic Affairs <ul style="list-style-type: none"> <li>• Undergraduate Studies                             <ul style="list-style-type: none"> <li>– Curriculum Development and Coordination</li> <li>– Undergraduate Research Grant Program</li> <li>– Advising and Retention</li> <li>– OnTrack at VCU</li> </ul> </li> <li>• Academic Planning                             <ul style="list-style-type: none"> <li>– Strategic Planning</li> <li>– Assessment</li> <li>– Program Review</li> </ul> </li> <li>• Academic Regulations                             <ul style="list-style-type: none"> <li>– Transfer Policy</li> </ul> </li> <li>• Faculty Development &amp; Evaluation</li> <li>• Academic Affairs Liaison                             <ul style="list-style-type: none"> <li>– SCHEV</li> <li>– SACS</li> <li>– Other Institutions</li> <li>– Self Study</li> <li>– Assessment</li> </ul> </li> </ul>	Rea Childs (Sheila Baker)	Faculty Martha Ray  All Others Melissa Koch (Avian Goldsmith)

<b>Provost &amp; VP for Academic Affairs (continued)</b>	<b>HR Generalist</b>	<b>HR Operations</b>
<p><b>Vice Provost for Student Affairs and Enrollment Services</b></p> <ul style="list-style-type: none"> <li>• Enrollment Services                             <ul style="list-style-type: none"> <li>– Financial Aid</li> <li>– Student Accounting</li> <li>– Admissions</li> <li>– Records &amp; Registration</li> </ul> </li> <li>• Student Life                             <ul style="list-style-type: none"> <li>– Housing and Residence Education</li> <li>– Student Commons and Activities</li> <li>– Larrick Student Center</li> <li>– Student Government Association</li> <li>– Student Media</li> <li>– Recreational Sports</li> <li>– Commuter Student Services</li> <li>– Multicultural Student Affairs</li> <li>– Greek Life</li> </ul> </li> <li>• Judicial Affairs</li> <li>• First Year Services                             <ul style="list-style-type: none"> <li>– New Student Orientation and STAR</li> <li>– VCU 101 Orientation</li> <li>– Freshmen Interest Groups (FIGS)</li> </ul> </li> <li>• Student Academic Support Services                             <ul style="list-style-type: none"> <li>– Tutoring</li> <li>– Supplemental Instruction</li> <li>– College Transition Program</li> </ul> </li> <li>• Student Retention</li> <li>• Student Development Services                             <ul style="list-style-type: none"> <li>– Counseling Center</li> <li>– Career Center</li> <li>– Student Health Centers</li> <li>– Students with Disabilities</li> <li>– Cooperative Education Program</li> </ul> </li> </ul>	<p>Rea Childs (Sheila Baker)</p>	<p>Faculty Martha Ray</p> <p>All Others Melissa Koch (Avian Goldsmith)</p>
<p><b>Associate Vice Provost for Finance</b></p> <ul style="list-style-type: none"> <li>• Fiscal                             <ul style="list-style-type: none"> <li>– Financial Management</li> <li>– Quality Control</li> <li>– Planning and Budget</li> </ul> </li> <li>• Space                             <ul style="list-style-type: none"> <li>– Space Utilization</li> <li>– Capital Planning</li> </ul> </li> </ul>	<p>Patricia Wallace (Sheila Baker)</p>	<p>Faculty Martha Ray</p> <p>All Others Dot Gonzales (Avian Goldsmith)</p>
<p><b>Assistant Vice Provost for Institutional Research &amp; Evaluation</b></p> <ul style="list-style-type: none"> <li>– University Reports</li> <li>– Studies &amp; Data Analysis</li> <li>– External Reporting</li> <li>– Peer Studies</li> </ul>	<p>Patricia Wallace (Sheila Baker)</p>	<p>Faculty Martha Ray</p> <p>All Others Dot Gonzales (Avian Goldsmith)</p>
<p><b>Vice Provost for Life Sciences</b></p> <ul style="list-style-type: none"> <li>• Biological Complexity</li> <li>• Education                             <ul style="list-style-type: none"> <li>– Interdisciplinary and cross-disciplinary courses and programs in Life Sciences</li> </ul> </li> <li>• Environmental Sciences</li> <li>• Research/Scholarship                             <ul style="list-style-type: none"> <li>– Institute of Bioinformatics, Biotechnology, and Biocomplexity</li> <li>– Extramural Funding in Life Sciences</li> </ul> </li> <li>• Facilities                             <ul style="list-style-type: none"> <li>– Life Sciences Core Laboratories</li> </ul> </li> <li>• Rice Center for Environmental Life Sciences</li> <li>• Partnering Organizations                             <ul style="list-style-type: none"> <li>– Science Museum of Virginia</li> </ul> </li> </ul>	<p>Sheila Baker (Rea Childs)</p>	<p>Faculty Martha Ray</p> <p>All Others Avian Goldsmith (Melissa Koch)</p>

<b>Provost &amp; VP for Academic Affairs (continued)</b>	<b>HR Generalist</b>	<b>HR Operations</b>
<b>University Library Services</b> <ul style="list-style-type: none"> <li>• James Branch Cabell Library</li> <li>• Tompkins-McCaw Library</li> </ul>	Juanita Cribbs (Daniel Jason)	Faculty Martha Ray  All Others Jeff Perkins (Erica Smith)
<b>Community Engagement</b> <ul style="list-style-type: none"> <li>• American Humanics</li> <li>• VCU America Reads</li> <li>• VCU AmeriCorps Program</li> <li>• Carver-VCU Partnership</li> <li>• Community Service Associates Program</li> <li>• VCU Community Solutions</li> <li>• Especially for Nonprofit Organizations</li> <li>• Intersession</li> <li>• Off-Campus Academic Programs</li> <li>• Off-Campus Graduate Art</li> <li>• Master of Interdisciplinary Studies – Art</li> <li>• Retired Faculty</li> <li>• Service Learning</li> <li>• Summer Studies</li> <li>• Virginia Mentoring Partnership</li> </ul>	Daniel Jason (Juanita Cribbs)	Faculty Martha Ray  All Others Erica Smith (Jeff Perkins)
<b>School of the Arts</b> <ul style="list-style-type: none"> <li>• Anderson Gallery</li> <li>• Art Education</li> <li>• Art Foundation Program</li> <li>• Art History</li> <li>• Communication Arts &amp; Design</li> <li>• Crafts</li> <li>• Dance &amp; Choreography</li> <li>• Fashion Design &amp; Merch</li> <li>• Interior Design</li> <li>• Music</li> <li>• Painting &amp; Printmaking</li> <li>• Photography &amp; Film</li> <li>• Sculpture</li> <li>• Theatre</li> </ul> <b>Office of International Education</b> <ul style="list-style-type: none"> <li>• International Admissions</li> </ul>	Patricia Wallace (Rea Childs)	Faculty Martha Ray  All Others Dot Gonzales (Melissa Koch)
<b>School of Business</b> <ul style="list-style-type: none"> <li>• Fast Track MBA Program</li> <li>• Accounting</li> <li>• Economics</li> <li>• Finance, Insurance &amp; Real Estate</li> <li>• Information Systems</li> <li>• Management</li> <li>• Marketing &amp; Business Law</li> </ul>	Daniel Jason (Juanita Cribbs)	Faculty Martha Ray  All Others Erica Smith (Jeff Perkins)
<b>College of Humanities and Sciences</b> <ul style="list-style-type: none"> <li>• African American Studies</li> <li>• Biology</li> <li>• Chemistry</li> <li>• English</li> <li>• Forensic Science</li> <li>• General Studies</li> <li>• History</li> <li>• Interdisciplinary Science</li> <li>• Mass Communications and Brandcenter</li> <li>• Mathematics and Applied Mathematics</li> <li>• Military Science and Leadership</li> <li>• Philosophy</li> <li>• Physics</li> <li>• Psychology</li> <li>• Psychology – CPPYD</li> <li>• Statistical Science and Operational Research</li> <li>• Women’s Studies</li> <li>• World Studies</li> <li>- Foreign Languages</li> </ul>	Patricia Wallace (Rea Childs)	Faculty Martha Ray  All Others Dot Gonzales (Melissa Koch)

<b>Provost &amp; VP for Academic Affairs (continued)</b>	<b>HR Generalist</b>	<b>HR Operations</b>
<b>L. Douglas Wilder School of Government and Public Affairs</b> <ul style="list-style-type: none"> <li>• Criminal Justice</li> <li>• Political Science and Public Administration</li> <li>• Sociology</li> <li>• Urban Studies and Planning</li> <li>• Center for Public Policy                             <ul style="list-style-type: none"> <li>- Grace Harris Institute for Ethics &amp; Public Policy</li> <li>- Office of the Former Governor of Virginia</li> <li>- Performance Management Group</li> <li>- PhD, Program, Public Policy &amp; Administration</li> <li>- Survey &amp; Evaluation Research Lab</li> <li>- Transportation Safety Training Center</li> <li>- VA Center for Urban Dev</li> </ul> </li> </ul>	Patricia Wallace (Juanita Cribbs)	Faculty <b>Martha Ray</b>  All Others <b>Dot Gonzales</b> <b>(Jeff Perkins)</b>
<b>School of World Studies</b> <ul style="list-style-type: none"> <li>• International Studies Program</li> <li>• Anthropology</li> <li>• Religious Studies</li> </ul>	Rea Childs (Sheila Baker)	Faculty <b>Martha Ray</b>  All Others <b>Melissa Koch</b> <b>(Avian Goldsmith)</b>
<b>School of Education</b> <ul style="list-style-type: none"> <li>• Partnership for People with Disabilities</li> <li>• Instructional Technology Center</li> <li>• Health, PE &amp; Recreation</li> <li>• VA. Inst for Developmental Disability</li> <li>• Center for School – Community Collaboration</li> <li>• Center for Teaching of International Studies</li> <li>• Central Va Leadership Academy</li> <li>• VCU Child Care Center</li> <li>• Educational Policy Institute</li> <li>• Metro Educational Research Consortium</li> <li>• Rehabilitation Research &amp; Training Center (RRTC)</li> <li>• T/TAC (Training &amp; Technical Assistance Center)</li> <li>• Va Adult Education &amp; Literacy Centers</li> <li>• Va Inst for Law &amp; Citizenship Studies</li> </ul>	Juanita Cribbs (Daniel Jason)	Faculty <b>Martha Ray</b>  All Others <b>Jeff Perkins</b> <b>(Erica Smith)</b>
<b>School of Engineering</b> <ul style="list-style-type: none"> <li>• Computer Science</li> <li>• Chemical and Life Science</li> <li>• Biomedical</li> <li>• Electrical and Computer</li> <li>• Mechanical</li> </ul>	Juanita Cribbs (Daniel Jason)	Faculty <b>Martha Ray</b>  All Others <b>Jeff Perkins</b> <b>(Erica Smith)</b>
<b>School of Graduate Studies</b>	Rea Childs (Sheila Baker)	Faculty <b>Martha Ray</b>  All Others <b>Melissa Koch</b> <b>(Avian Goldsmith)</b>
<b>School of Social Work</b>	Juanita Cribbs (Daniel Jason)	Faculty <b>Martha Ray</b>  All Others <b>Jeff Perkins</b> <b>(Erica Smith)</b>

<b>VP for Health Sciences</b>	<b>HR Generalist</b>	<b>HR Operations</b>
<b>Office of VP for Health Sciences MCV Campus</b> <ul style="list-style-type: none"> <li>• Office of Special Services for Students</li> <li>• Division of Health Sciences Diversity</li> </ul>	Sheila Baker (Rea Childs)	Avian Goldsmith (Melissa Koch)
<ul style="list-style-type: none"> <li>• Massey Cancer Center</li> </ul>	Daniel Jason (Juanita Cribbs)	Erica Smith (Jeff Perkins)
<b>School of Allied Health Professions</b> <ul style="list-style-type: none"> <li>• Program for In-Patient Counseling</li> <li>• Gerontology</li> <li>• Health Administration</li> <li>• Clinical Lab Sciences</li> <li>• Nurse Anesthesia</li> <li>• Occupational Therapy</li> <li>• Physical Therapy</li> <li>• Student Academic Support Service</li> <li>• Radiation Sciences</li> <li>• Rehab Counseling</li> <li>• Virginia Center for Aging</li> </ul>	Patricia Wallace (Juanita Cribbs)	Dot Gonzales (Jeff Perkins)
<b>School of Dentistry</b> <ul style="list-style-type: none"> <li>• Dental Clinic</li> <li>• Dental Clinic - X-Ray Clinic</li> <li>• Dental Clinic – Sterilization</li> <li>• Dental Clinic - Oral Surgery</li> <li>• Dental Clinic - Service Lab</li> <li>• Dental Clinic - Registration</li> <li>• Endodontics</li> <li>• Oral Pathology</li> <li>• Oral &amp; Craniofacial Molecular Biology</li> <li>• Oral &amp; Maxillofacial Surgery</li> <li>• Orthodontics</li> <li>• Pediatric Dentistry</li> <li>• Periodontics</li> <li>• Prosthodontics</li> <li>• General Practice</li> <li>• Dental Hygiene</li> <li>• Continuing Education (Dent)</li> <li>• Faculty Practice (Dentistry)</li> <li>• Dentistry - Information Systems</li> </ul>	Rea Childs (Sheila Baker)	Melissa Koch (Avian Goldsmith)
<b>School of Nursing</b> <ul style="list-style-type: none"> <li>• Dean's Office</li> <li>• Adult Health Nursing</li> <li>• Maternal Child Nursing</li> <li>• Enrollment and Student Services</li> <li>• Community Nursing Organization</li> </ul>	Daniel Jason (Juanita Cribbs)	Erica Smith (Jeff Perkins)
<b>School of Pharmacy</b> <ul style="list-style-type: none"> <li>• Medicinal Chemistry</li> <li>• Pharmacy and Pharmaceutics</li> <li>• Clinical Pharmacy</li> </ul>	Juanita Cribbs (Daniel Jason)	Jeff Perkins (Erica Smith)
<b>School of Medicine</b> <ul style="list-style-type: none"> <li>• Deans Office</li> <li>• Center on Health Disparities</li> <li>• Computer Based Instructional Lab (CBIL)</li> <li>• Office of Continuing Medical Education</li> </ul>	Sheila Baker (Rea Childs)	Avian Goldsmith (Melissa Koch)
<ul style="list-style-type: none"> <li>• Anatomy</li> <li>• Anesthesiology</li> <li>• Biochemistry &amp; Molecular Biophysics</li> </ul>	Daniel Jason (Juanita Cribbs)	Erica Smith (Jeff Perkins)
<ul style="list-style-type: none"> <li>• Dermatology</li> </ul>	Daniel Jason (Juanita Cribbs)	Erica Smith (Jeff Perkins)

<b>VP for Health Sciences (continued)</b>	<b>HR Generalist</b>	<b>HR Operations</b>
<b>School of Medicine (continued)</b>		
<ul style="list-style-type: none"> <li>• Emergency Medicine</li> <li>• Family Medicine</li> </ul>	Daniel Jason (Juanita Cribbs)	Erica Smith (Jeff Perkins)
<ul style="list-style-type: none"> <li>• Human Genetics</li> <li>• Internal Medicine                             <ul style="list-style-type: none"> <li>– Cardiology</li> <li>– Cardiopulmonary Labs</li> <li>– Clinical Pharmacology &amp; Hypertension</li> <li>– Endocrinology and Metabolism</li> <li>– Gastroenterology</li> <li>– General Medicine &amp; Primary Care</li> <li>– Hematology/Oncology</li> <li>– HIV/Aids Center</li> <li>– Infectious Diseases</li> <li>– McGuire VA Medical Center</li> <li>– Nephrology</li> <li>– Pulmonary Disease</li> <li>– Quality Health Care</li> <li>– Rheumatology, Allergy and Immunology</li> </ul> </li> <li>• Legal Medicine</li> </ul>	Sheila Baker (Rea Childs)	Avian Goldsmith (Melissa Koch)
<ul style="list-style-type: none"> <li>• Microbiology &amp; Immunology</li> </ul>	Rea Childs (Sheila Baker)	Melissa Koch (Avian Goldsmith)
<ul style="list-style-type: none"> <li>• Neurology</li> <li>• OBGYN</li> </ul>	Sheila Baker (Rea Childs)	Avian Goldsmith (Melissa Koch)
<ul style="list-style-type: none"> <li>• Ophthalmology</li> <li>• Orthopedic Surgery</li> <li>• Otolaryngology</li> <li>• Pathology (Raquel)</li> <li>• Pediatrics</li> </ul>	Sheila Baker (Rea Childs)	Avian Goldsmith (Melissa Koch)
<ul style="list-style-type: none"> <li>• Pharmacology/Toxicology</li> </ul>	Sheila Baker (Rea Childs)	Avian Goldsmith (Melissa Koch)
<ul style="list-style-type: none"> <li>• Physical Medicine and Rehabilitation</li> <li>• Physiology</li> </ul>	Rea Childs (Sheila Baker)	Melissa Koch (Avian Goldsmith)
<ul style="list-style-type: none"> <li>• Psychiatry                             <ul style="list-style-type: none"> <li>- Faison School</li> </ul> </li> <li>• Public Health, Emerging School of                             <ul style="list-style-type: none"> <li>- Biostatistics</li> <li>- Epidemiology and Community Health</li> <li>- Public Health Management and Policies</li> <li>- Social and Behavioral Health</li> </ul> </li> </ul>	Sheila Baker (Rea Childs)	Avian Goldsmith (Melissa Koch)
<ul style="list-style-type: none"> <li>• Radiation Oncology</li> <li>• Radiology</li> </ul>	Juanita Cribbs (Daniel Jason)	Jeff Perkins (Erica Smith)
<ul style="list-style-type: none"> <li>• Surgery                             <ul style="list-style-type: none"> <li>– Cardiac/Thoracic</li> <li>– Neurological</li> <li>– Pediatric</li> <li>– Plastic/Reconstructive</li> <li>– McGuire VAMC</li> <li>– Surgical Oncology</li> <li>– Trauma/General</li> <li>– Urology</li> <li>– Vascular Transplantation</li> </ul> </li> </ul>	Sheila Baker (Rea Childs)	Avian Goldsmith (Melissa Koch)

<b>VP for Finance &amp; Administration</b>	<b>HR Generalist</b>	<b>HR Operations</b>
<b>Office of Sr VP for Finance &amp; Administration</b> <ul style="list-style-type: none"> <li>• Finance and Administration Policy Analysis</li> <li>• Budget and Resource Planning</li> <li>• University Controller                             <ul style="list-style-type: none"> <li>– Grants &amp; Contracts</li> <li>– Cost Analysis</li> <li>– Financial Reporting, General Accounting &amp; Property Management</li> <li>– Special Projects</li> </ul> </li> </ul>	Daniel Jason (Juanita Cribbs)	Erica Smith (Jeff Perkins)
<b>Campus Police</b> <ul style="list-style-type: none"> <li>• Access Control</li> <li>• Administration Division</li> <li>• Education &amp; Training</li> <li>• Investigations</li> <li>• Patrol Operations</li> <li>• Police Communications</li> <li>• Security Operations</li> </ul>	Patricia Wallace (Juanita Cribbs)	Dot Gonzales (Jeff Perkins)
<b>Human Resources</b> <ul style="list-style-type: none"> <li>• Benefits</li> <li>• Compensation</li> <li>• Employee Health Services</li> <li>• Employee Relations</li> <li>• Employment</li> <li>• Payroll Services</li> <li>• Training and Development</li> <li>• Work/Life Resources</li> </ul>	Juanita Cribbs (Daniel Jason)	Jeff Perkins (Erica Smith)
<b>Technology Services - Administrative Information Technology (AIT)</b> <ul style="list-style-type: none"> <li>• Administrative Applications</li> <li>• Client Services</li> <li>• Data Services</li> <li>• Information Security Officer</li> <li>• VCU Computer Center</li> <li>• VCUnet                             <ul style="list-style-type: none"> <li>– Network</li> <li>– Telecommunications</li> </ul> </li> <li>• VCU Card</li> <li>• Aries/Banner</li> </ul> <b>Technology Services - Academic Technology</b> <ul style="list-style-type: none"> <li>• Media and Computing Support Services                             <ul style="list-style-type: none"> <li>– Help Desk</li> <li>– Media Support Services</li> <li>– Servers/LANS Support</li> <li>– Lab/Classrooms Support</li> <li>– Computer Based Instructional Lab (CBIL)</li> <li>– Desktop Support</li> </ul> </li> <li>• Faculty and Instructional Support                             <ul style="list-style-type: none"> <li>– Blackboard Support</li> <li>– Distance Learning</li> <li>– Instructional Development Center</li> </ul> </li> <li>• Web and Research Computing Services                             <ul style="list-style-type: none"> <li>– Web Support Services</li> <li>– Unix Technical Services</li> <li>– Analysis and Programming Technical Services</li> <li>– User Technical Services</li> </ul> </li> <li>• Student Computer Initiative</li> </ul>	Patricia Wallace (Juanita Cribbs)	Faculty Martha Ray  All Others Dot Gonzales (Jeff Perkins)
<b>Business Services and Treasurer</b> <ul style="list-style-type: none"> <li>• Business Services</li> <li>• Procurement &amp; Payment</li> <li>• Real Estate &amp; Foundation Services</li> <li>• Treasury Services</li> <li>• Dining Services</li> <li>• Parking and Transportation                             <ul style="list-style-type: none"> <li>– Customer Service Office, Academic Campus</li> <li>– Customer Service Office, MCV Campus</li> <li>– Parking Office</li> </ul> </li> </ul>	Juanita Cribbs (Daniel Jason)	Jeff Perkins (Erica Smith)

<b>VP for Finance and Administration (continued)</b>	<b>HR Generalist</b>	<b>HR Operations</b>
<b>Facilities Management</b> <ul style="list-style-type: none"> <li>• Physical Plant</li> <li>• Planning &amp; Design</li> <li>• Construction Management</li> <li>• MCVH Capital Programs</li> <li>• Environmental Health &amp; Safety</li> <li>• Accounting Services</li> <li>• Capital Budgeting</li> </ul>	Rea Childs (Sheila Baker)	Melissa Koch (Avian Goldsmith)

<b>VP for Government &amp; Community Relations</b>	<b>HR Generalist</b>	<b>HR Operations</b>
<b>Office of VP for Government &amp; Community Relations</b> <ul style="list-style-type: none"> <li>• Government &amp; Community Relations</li> <li>• Federal Relations</li> <li>• Health Care Policy</li> </ul>	Daniel Jason (Juanita Cribbs)	Erica Smith (Jeff Perkins)

<b>VP for Research</b>	<b>HR Generalist</b>	<b>HR Operations</b>
<b>Office of VP for Research</b> <ul style="list-style-type: none"> <li>• Technology Transfer                             <ul style="list-style-type: none"> <li>– Intellectual Properties Foundation</li> </ul> </li> <li>• Sponsored Programs</li> <li>• Industry Partnerships                             <ul style="list-style-type: none"> <li>– Clinical Trials</li> </ul> </li> <li>• Finance &amp; Administration</li> <li>• Information Systems</li> <li>• Research Advisory Council</li> <li>• IACUC Board</li> <li>• IRB Board</li> <li>• Education &amp; Compliance Oversight</li> <li>• Research Subjects Protection</li> <li>• VCU Institutes</li> <li>• Institute for Drug and Alcohol Studies</li> <li>• Animal Resources</li> </ul>	Juanita Cribbs (Daniel Jason)	Jeff Perkins (Erica Smith)

<b>VP for Advancement</b>	<b>HR Generalist</b>	<b>HR Operations</b>
<b>Office of VP for Advancement</b> <ul style="list-style-type: none"> <li>• Health Sciences Development</li> <li>• Corporate &amp; Foundation Relations</li> <li>• Alumni Activities</li> <li>• School of Engineering Foundation</li> <li>• VCU Foundation</li> <li>• Center for Transitional Science</li> </ul>	Daniel Jason (Juanita Cribbs)	Erica Smith (Jeff Perkins)

*(Note: Names in parentheses represent back-ups in case the primary contact is unavailable. Patricia Wallace serves as second back-up to all HR Generalists.)*