

COMPLIANCE MATRIX

Academic & Medical Center Compliance

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Compliance Regulation	Department	Contact	Responsible VP (or equivalent)	Medical Center Department	Medical Center Subject Matter Expert	Responsible Cabinet Member (or equivalent)	Wise Compliance Contact and Department
1099 Reporting	Procurement	Eric Denby	VP for Finance	Supply Chain	Barbara Strain, Interim Director Supply Chain	Bill Fulkerson, COO	Joe Kiser, College Services
Access Control (Security and Public Safety for Medical Center)	N/A	N/A	CEO Med Center	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	N/A
Access Privileges and Return of Property (Policy)	University Human Resources	Thom Kim, Jason Belford	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Thom Kim, HR Jason Belford, Information Security
Affordable Care Act (Faculty/Staff Insurance Plan)	University Human Resources	Joe Esposito	VP & Chief Human Resources Officer	N/A	Joe Esposito, UHR	N/A	Joe Esposito, UHR
Agency Risk Management & Internal Control Standards (ARMICS)	Financial Operations	Jerry Burke	VP for Finance	Finance	Nick Mendyka, CFO	Nick Mendyka, CFO	Kristy Kiser, Comptroller
Americans with Disabilities Act (ADA)	Equal Opportunity and Civil Rights	Melvin Mallory	President	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	Narda Porter, Academic Affairs
Animal Care	VP for Research	Dave Hudson	VP for Research	N/A	N/A	N/A	Walter Smith, Academic Affairs
Background Checks (criminal, credit, other) -Fair Credit Reporting Act/EEOC Regulations	University Human Resources	Gary Helmuth	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Gary Helmuth, UHR/ Stephanie Perry, Wise HR
Banking Regulations	Treasury Management	Jim Matteo	EVP/COO	N/A	N/A	N/A	Kristy Kiser, Comptroller
Bayh-Dole Compliance	VP for Research	Dave Hudson	VP for Research	N/A	N/A	N/A	UVA
Bonds, Private Use	Financial Operations	Bill Define	VP for Finance	N/A	N/A	N/A	UVA
Certificate of Public Need	N/A	N/A	CEO Med Center	State and Federal Relations	Mary Anne Harkins, Associate Special Advisor to the Executive Vice President for Health Affairs, Director of State and Federal Relations	Sally N. Barber, Special Advisor to the Executive Vice President for Health Affairs, Director of State and Federal Relations	N/A
Child Abuse and Neglect Reporting (Code of Virginia Section 63.2-100)	University Human Resources	Bobbi Thibo	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Gary Helmuth, UHR/ Stephanie Perry, Wise HR

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Child Care State Regulations	Child Care Center	Anne Harrison	Senior VP for Operations	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	N/A
Classified Research	UVa Facility Security Officer, Applied Research Institute	Anthony Gadiant	VP for Research	N/A	N/A	N/A	N/A
Clery Act (Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act)	Assistant Vice President for Clery Compliance	Gabe Gates	EVP/COO	N/A	N/A	N/A	Stephanie Shell, Clery Compliance Administrator
Clinical Equipment and Maintenance Reporting	N/A	N/A	CEO Med Center	HIT	Mike Friesen, Director Clinical Engineering	Rick Skinner, CIO	N/A
Clinical Laboratory Improvement Amendments (CLIA)/Labs	N/A	N/A	CEO Med Center	Laboratory Services	Jennifer De Arment, Administrator Laboratory Services	Mark Dixon, Interim Chief Nursing Officer	N/A
Code of Ethics	Compliance	Gary Nimax	EVP/COO	Compliance and Privacy	Regina Verde, Compliance and Privacy Officer	Regina Verde, Compliance and Privacy Officer	UVa
Codified Autonomy	N/A	N/A	CEO Med Center	State and Federal Relations	Sally Barber, Special Advisor to EVP Health Affairs and Director of State and Government Relations	Sally Barber, Special Advisor to EVP Health Affairs and Director of State and Government Relations	N/A
Commonwealth Accounting and Reporting System (CARS), Sales Tax, Unclaimed Property	Financial Operations	Jerry Burke	VP for Finance	N/A	N/A	N/A	Kristy Kiser, Comptroller
Compliance Program - Office of Inspector General (OIG)/Code of Conduct	N/A	N/A	CEO Med Center	Compliance and Privacy	Regina Verde, Compliance and Privacy Officer	Regina Verde, Compliance and Privacy Officer	N/A
Conflict of Interest (Procurement)	Procurement	Eric Denby	VP for Finance	Procurement	Jonathan Hohman, Director Procurement	Nick Mendyka, CFO	Joe Kiser, College Services
Conflict of Interest, research	VP for Research	Dave Hudson	VP for Research	N/A	N/A	N/A	UVa
Conflict of Interest, Virginia Conflict of Interest Act, Annual Financial Statements/Semi-annual Mandatory Training	University Human Resources	Tim White	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Tim White, UHR/ Stephanie Perry, Wise HR
Controlled Substances/Drug Enforcement Administration (DEA)	N/A	N/A	CEO Med Center	Pharmacy	Rafael Saenz, Administrator, Pharmacy Services	Mary Dixon, Interim CNO	N/A

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Copyright Law/Fair Use	University Library	Chip German	University Librarian and Dean of the Libraries	Library	Gretchen Arnold, Library Director	Gretchen Arnold, Library Director	Amelia VanGundy, Library
Credentialing	N/A	N/A	CEO Med Center	QPI	Stephanie Allen, Director Clinical Staff Office	Tracey Hoke, Chief Quality and PI	N/A
Criminal Disclosures (New & Returning Enrolled Students)	Associate VP/Dean of Students	Allen Groves	VP & Chief Student Affairs Officer	N/A	N/A	N/A	N/A
Debt Collection Regulations (Accounts Receivable) - Controller Debt Set-off	Financial Operations	Jerry Burke	VP for Finance	Finance	Brent McGhee, Administrator, Patient Financial Services	Nick Mendyka, CFO	Kristy Kiser, Comptroller
Debt Collection, Payroll Overpayments	Payroll	Lori O'Connor	VP for Finance	Finance	Nick Mendyka, CFO	Nick Mendyka, CFO	Lori O'Connor, UHR
Department of Health/Patient's Rights Issues	N/A	N/A	CEO Med Center	QPI	Rebecca Hill, Director Patient Safety & Risk Management	Tracey Hoke, Chief Quality and PI	N/A
Department of Transportation (US) Drug/Alcohol Testing - Commercial Drivers Licenses	University Human Resources	Bobbi Thibo	VP & Chief Human Resources Officer	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	Gary Helmuth, UHR/ Stephanie Perry, Wise HR
Digital Copyright - Digital Millennium Copyright Act (DMCA)	Information Security	Brian Davis	Chief Information Officer	N/A	Brian Davis, Information Security	N/A	Keith Fowlkes, IT
Drug-Free Workplace, Employees (Federal Drug Free Workplace Act of 1988)	University Human Resources	Bobbi Thibo	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Gary Helmuth, UHR/ Stephanie Perry, Wise HR
Drugs and Alcohol, Students	Student Health	Susan Bruce	VP & Chief Student Affairs Officer	N/A	N/A	N/A	Rachel Rose, Student Development
Effort Reporting	Finance Outreach & Compliance	Kelly Hochstetler	VP for Finance	N/A	N/A	N/A	UVA
Emergency Medical Treatment and Active Labor Act (EMTALA)	N/A	N/A	CEO Med Center	QPI and Compliance and Privacy	Rebecca Hill, Director Patient Safety & Risk Management	Tracey Hoke, Chief Quality and PI, Regina Verde, Compliance and Privacy Officer	N/A
Employment Retirement Income Security Act (ERISA), Consolidated Omnibus Budget Reconciliation Act (COBRA), Qualified Domestic Relations Order (QDRO)	University Human Resources	Joe Esposito	VP & Chief Human Resources Officer	N/A	N/A	N/A	Joe Esposito, UHR

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Environmental Compliance (Biological)	Environmental Health & Safety	Tom Leonard	VP for Research	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	N/A
Environmental Compliance (Chemical)	Environmental Health & Safety	Tom Leonard	VP for Research	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	UVA
Environmental Compliance (DEQ and EPA: Air Permitting and Emissions Reporting)	Facilities Management	Jeffrey Sitler	Senior VP for Operations	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	Sim Ewing
Environmental Compliance (DEQ: Environmental Impact Reviews)	Facilities Management	Jeffrey Sitler	Senior VP for Operations	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	Sim Ewing
Environmental Compliance (DEQ: Erosion and Sediment Control and Stormwater Management)	Facilities Management	Jeffrey Sitler	Senior VP for Operations	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	Sim Ewing
Environmental Compliance (DEQ: Regulated Tanks)	Facilities Management	Jeffrey Sitler	Senior VP for Operations	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	Sim Ewing
Environmental Compliance (DEQ: Sewage Treatment Management)	Facilities Management	Jeffrey Sitler	Senior VP for Operations	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	N/A
Environmental Compliance (EPA: Spill Prevention Control and Countermeasures (SPCC) Plan)	Facilities Management	Jeffrey Sitler	Senior VP for Operations	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	Sim Ewing
Environmental Compliance (Radioactive)	Environmental Health & Safety	Tom Leonard	VP for Research	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	UVA
Environmental Health (EPA and VDH: Drinking Water)	Facilities Management	Shaun McCreedy Mark Roach Jeffrey Sitler	Senior VP for Operations	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	N/A
Environmental Impact Statements; Discharge Monitoring Reports	Facilities Management	Jeff Sitler	Senior VP for Operations	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	UVA
Epidemiology/Public Health/Employee Health	School of Medicine	Costi Sifri, MD	CEO Med Center	Costi Sifri, MD	N/A	Bill Fulkerson, Chief Operating Officer	N/A
Equal Employment Opportunity Commission (EEOC), Uniformed Services Employment and Reemployment Rights Act (USERRA)	Equal Opportunity and Civil Rights	Catherine Spear	President	N/A	Catherine Spear, EO CR	N/A	Catherine Spear, EO CR

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Equipment Trust Fund (ETF)	Financial Operations	Jerry Burke	VP for Finance	N/A	N/A	N/A	Joe Kiser, College Services
E-Verify Reporting for all new hires (§ 40.1-11.2); Federal Contracting - Federal Acquisition Regulation System (FARS)/Defense Federal Acquisition Regulation Supplement (DFARS)	University Human Resources	Tim White	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Tim White, UHR/ Stephanie Perry, Wise HR
Executive Order 11246, including Labor Law Postings (OFCCP)	Equal Opportunity and Civil Rights	Rachel Spraker	President	HR	John Boswell, MCHR/ Rachel Spraker, EOOCR	John Boswell, MCHR/ Rachel Spraker, EOOCR	Rachel Spraker, EOCR/ Stephanie Perry, Wise HR
Export Controls	Finance Outreach & Compliance	Kelly Hochstetler	VP for Finance	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	Kelly Hochstetler, Office of Sponsored Programs
Facility Security Clearance	UVA Facility Security Officer, Applied Research Institute	Anthony Gadiant	VP for Research	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	N/A
Fair Labor Standards Act (FLSA), related changes to FLSA White Collar exemptions, and other Department of Labor Wage and Hour regulations	University Human Resources	Joe Esposito	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Joe Esposito, UHR/ Stephanie Perry, Wise HR
Family and Medical Leave Act	University Human Resources	Carrie Harper	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Joe Esposito, UHR
Family Educational Rights and Privacy Act (FERPA)	Registrar	Carol Stanley	EVP/Provost	N/A	N/A	N/A	Narda Porter, Registrar
Federal Aviation Administration (FAA)	N/A	N/A	CEO Med Center	Clinical Ancillary	Jim Amato, Chief Ancillary Services	Mary Dixon, Interim CNO	N/A
Federal Contracting - Federal Acquisition Regulation System (FARS)/Defense Federal Acquisition Regulation Supplement (DFARS)	Sponsored Programs	Elizabeth Adams	VP for Finance	Procurement	Jonathan Hohman, Director Procurement	Jonathan Hohman, Director Procurement	UVA
Federal Executive Order on Mandatory Paid Sick Leave	University Human Resources	Rachel Spraker	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Tim White, UHR/ Stephanie Perry, Wise HR
Financial Aid, Federal and State Regulations	Student Financial Services	Steve Kimata	VP for Finance	N/A	N/A	N/A	Becky Huffman, Financial Aid

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Financial Reporting Requirements (State)	Financial Operations	Jerry Burke	VP for Finance	Finance	Nick Mendyka, CFO	Nick Mendyka, CFO	Kristy Kiser, Comptroller
Fire Safety	Environmental Health & Safety	Tom Leonard	VP for Research	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	Ronnie Short, Public Safety
Food and Drug Administration (FDA)/Pharmacy	N/A	N/A	CEO Med Center	Pharmacy	Rafael Saenz, Administrator, Pharmacy Services	Mary Dixon, Interim CNO	N/A
Foundations - Board of Visitors' Policy on University-Related Foundations	Treasury Management	Jim Matteo	EVP/COO	State and Federal Relations	Sally Barber, Special Advisor to EVP Health Affairs and Director of State and Government Relations	Sally Barber, Special Advisor to EVP Health Affairs and Director of State and Government Relations	Jim Matteo, Treasury Management
Freedom of Information Act (FOIA)	University Communications	Faith Hill, University FOIA Officer	President	State and Federal Relations	Sally Barber, Special Advisor to EVP Health Affairs and Director of State and Government Relations	Sally Barber, Special Advisor to EVP Health Affairs and Director of State and Government Relations	Kathy Still, Media Relations, and Huda Aden, Chancellor's Office
Gramm-Leach-Bliley Act (GLBA)	Information Security	Brian Davis	Chief Information Officer	HIT	Rick Skinner, CIO	Rick Skinner, CIO	Keith Fowlkes, IT
Grievance (state process under 2.2-3001 and University policy for faculty and certain University Staff)	University Human Resources	Bobbi Thibo	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Stephanie Perry, Wise HR
Hazardous Waste Disposal (Radioactive, Chemical, and Biological)	Environmental Health & Safety	Tom Leonard	VP for Research	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	N/A
Health Code	Dining Services	Matt Smythe	Senior VP for Operations	Food & Nutrition	Corey DiLuciano, Director FNS	Bill Fulkerson, COO	Brett Lawson, Dining Services
Health Insurance Portability and Accountability Act (HIPAA) - Code and Transaction Sets	N/A	N/A	CEO Med Center	HIT	Rick Skinner, CIO	Rick Skinner, CIO	N/A
Health Insurance Portability and Accountability Act (HIPAA) - Privacy	N/A	N/A	CEO Med Center	Compliance and Privacy	Regina Verde, Compliance and Privacy Officer	Regina Verde, Compliance and Privacy Officer	Vice Chancellor for Compliance and Conduct
Health Insurance Portability and Accountability Act (HIPAA) - Privacy (Employer-Sponsored Health Plan)	University Human Resources	Joe Esposito	VP & Chief Human Resources Officer	N/A	Joe Esposito, UHR	N/A	Joe Esposito, UHR
Health Insurance Portability and Accountability Act (HIPAA) - Security	Information Security	Brian Davis	Chief Information Officer	HIT	Rick Skinner, CIO	Rick Skinner, CIO	Keith Fowlkes, IT

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Home Health	N/A	N/A	CEO Med Center	Continuum	Maggie Short, Administrator Continuum	Mary Dixon, Interim CNO	N/A
Human Subjects (includes HIPAA privacy for research)	VP for Research	Dave Hudson	VP for Research	N/A	N/A	N/A	James Horton, Academic Affairs
Immigration (visas, green cards, etc) for employees ; Employment Eligibility (I-9/E-Verify); Dept of Homeland Security regulations	University Human Resources	Tim White	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Tim White, UHR
Immigration (visas, green cards, etc) for students ; Employment Eligibility (I-9/E-Verify); Dept of Homeland Security regulations	International Studies Office	Dudley Doane	EVP/Provost	N/A	N/A	N/A	Dudley Doane, Office of the Vice Prov for Instructional Dev
Interpreter Services (foreign languages, sign language, etc)	N/A	N/A	CEO Med Center	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	N/A
Licensure - Facility (Pharmacies)	N/A	N/A	CEO Med Center	Pharmacy	Rafael Saenz, Administrator, Pharmacy Services	Mary Dixon, Interim CNO	N/A
Licensure - Facility (5 East)	N/A	N/A	CEO Med Center	Neurosciences & Behavioral Health	Susan Jackiewicz, Administrator Neurosciences & Behavioral Health	Bill Fulkerson, COO	N/A
Licensure - Healthcare Professionals (non-physician)	N/A	N/A	CEO Med Center	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	N/A
Medicaid Billing	N/A	N/A	CEO Med Center	Revenue Cycle	Mark Pulczinski, Chief Revenue Cycle	Nick Mendyka, CFO	N/A
Medical Transportation, Emergency Medical Services (EMS)	N/A	N/A	CEO Med Center	N/A	Jim Amato, Chief Ancillary Services	Mary Dixon, Interim CNO	N/A
Medicare Billing	N/A	N/A	CEO Med Center	Revenue Cycle	Mark Pulczinski, Chief Revenue Cycle	Nick Mendyka, CFO	N/A
Medicare Conditions of Participation/The Joint Commission (TJC)	N/A	N/A	CEO Med Center	QPI	Denise Barth, Director Accreditation	Tracey Hoke, Chief Quality and PI	N/A
Moving and Relocation Reimbursements	Payroll	Lori O'Connor	VP for Finance	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Lori O'Connor, UHR/ Stephanie Perry, Wise HR

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NCAA Financial Aid Compliance	Student Financial Services	Steve Kimata	VP for Finance	N/A	N/A	N/A	Becky Huffman, Financial Aid
NCAA Regulations	Athletics	Eric Baumgartner	Athletics Director	N/A	N/A	N/A	Danny Sterling, Athletics - NCAA
Nursing Mothers Requirements (ACA/FLSA)	University Human Resources	Joe Esposito	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Gary Helmuth, UHR/ Stephanie Perry, Wise HR
Occupational Safety and Health Administration (OSHA)	Environmental Health & Safety	Tom Leonard	VP for Research	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	Chad Nodine, Physical Plant
Payment Card Industry Data Security Standard (PCI DSS)	Payment Card Process Coordinator	BC Worsley	VP for Finance	Finance	Kim Holdren, Controller, Medical Center	Nick Mendyka, CFO	Kristy Kiser, Comptroller
Payments to estates of deceased employees ((§64.2-601, 602)	Payroll	Lori O'Connor, Theresa Deramo	VP for Finance	Finance	Nick Mendyka, CFO	Nick Mendyka, CFO	Lori O'Connor, UHR/ Theresa Deramo, UHR
Physician Patient Care	N/A	N/A	CEO Med Center	CMO	Chris Ghaemmaghami, Chief Medical Officer	Chris Ghaemmaghami, Chief Medical Officer	N/A
Poison Control	N/A	N/A	CEO Med Center	N/A	Bill Fulkerson, COO	Bill Fulkerson, COO	Steve McCoy, Public Safety, Chad Nodine, Physical Plant
Preservation and Archeology	University Architect	Alice Raucher	Senior VP for Operations	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	UVA
Procurement (Capital) - State	Facilities Management	Rick Rice	Senior VP for Operations	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	UVA
Procurement of Non-Capital Goods and Services (SWAM, P-card)	Procurement	Eric Denby	VP for Finance	Procurement	Jonathan Hohman, Director Procurement	Nick Mendyka, CFO	Joe Kiser, College Services
Prompt Pay Act	Procurement	Eric Denby	VP for Finance	Finance	Nick Mendyka, CFO	Nick Mendyka, CFO	Joe Kiser, College Services
Records Retention	Records Management	Caroline Walters	EVP/COO	QPI	Rebecca Hill, Director Patient Safety & Risk Management	Tracey Hoke, Chief Quality and PI	Amelia VanGundy, Library
Regulations for Participation in Transplants	N/A	N/A	CEO Med Center	Transplant Service Line	Rob Teaster, Transplant Administrator	Bill Fulkerson, COO	N/A

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Reporting to Professional Boards	N/A	N/A	CEO Med Center	General Counsel	Lynne Flemming, Associate General Counsel	Lynne Flemming, Associate General Counsel	N/A
Research Administration: DS-2	Sponsored Programs	Elizabeth Adams	VP for Finance	N/A	N/A	N/A	UVA
Research, Administration Regulations: Audit (Uniform Guidance)	Sponsored Programs	Elizabeth Adams	VP for Finance	N/A	N/A	N/A	UVA
Research, Direct Costs, Cost Accounting Standards	Sponsored Programs	Elizabeth Adams	VP for Finance	N/A	N/A	N/A	UVA
Research, Indirect Costs (Uniform Guidance, Cost Accounting Standards) including F&A (facilities and administrative) rate, fringe benefit rate and specialized service center rates	Financial Operations	Jerry Burke	VP for Finance	N/A	N/A	N/A	UVA
Research, Integrity	VP for Research	Dave Hudson	VP for Research	N/A	N/A	N/A	UVA
Restructured Higher Education Financial and Administrative Operations Act	Senior VP for Operations	Penny Cabaniss	Senior VP for Operations	State and Federal Relations	Sally Barber, Special Advisor to EVP Health Affairs and Director of State and Government Relations	Sally Barber, Special Advisor to EVP Health Affairs and Director of State and Government Relations	UVA
Safe Occupancy/Building Code	Office of the Board of Visitors	Benjamin Hays	President	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	UVA
Selective Service (§2.2-2804 Code of Va)(50 U.S.C. App. 451 et seq.)	University Human Resources	Tim White	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Tim White, UHR
Stark/Anti-Kickback and Related Federal Regulations	N/A	N/A	President	State and Federal Relations	Sally Barber, Special Advisor to EVP Health Affairs and Director of State and Government Relations	Sally Barber, Special Advisor to EVP Health Affairs and Director of State and Government Relations	N/A
State Health Records Privacy Act	Student Health	Chris Holstege, M.D.	VP & Chief Student Affairs Officer	HIT	Scottie Frey, Manager, Health Information Systems	Rick Skinner, CIO	N/A
Surplus Property	Procurement	Eric Denby	VP for Finance	Operations	Bill Fulkerson, COO	Bill Fulkerson, COO	Joe Kiser, College Services
Tax Compliance (employees) Payroll Reporting and Involuntary Withholdings (garnishments, child support, bankruptcy, tax liens, etc)	Payroll	Lori O'Connor	VP for Finance	Finance	Nick Mendyka, CFO	Nick Mendyka, CFO	Lori O'Connor, UHR
Tax Compliance (non-employee taxes)	Financial Operations	Bill Define	VP for Finance	N/A	N/A	N/A	UVA

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Tax Compliance and Reporting (Foreign Nationals)	University Human Resources	Tim White, Logan Hobbs	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Tim White, UHR/ Logan Hobbs, UHR
Telecommuting/Alternative work schedules	University Human Resources	Bobbi Thibo	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Joe Esposito, UHR/ Stephanie Perry, Wise HR
Threat Assessment	Safety and Emergency Preparedness	Marge Sidebottom	EVP/COO	Emergency Management	Tom Berry, Director Emergency Management	Mary Dixon, Interim CNO	Jewell Worley, Associate Vice Chancellor for Compliance and Conduct
Title IX (Sexual Misconduct - Faculty, Staff, Visitors)	Equal Opportunity and Civil Rights	Emily Babb	President	N/A	Emily Babb, EOCR	N/A	Jewell Worley, Associate Vice Chancellor for Compliance and Conduct
Title IX (Sexual Misconduct - Students)	Equal Opportunity and Civil Rights	Emily Babb	President	N/A	Emily Babb, EOCR	N/A	Jewell Worley, Associate Vice Chancellor for Compliance and Conduct
Title IX, Athletics	Athletics	Craig Littlepage	President	N/A	N/A	N/A	Danny Sterling, Athletics - NCAA
Uniform Prudent Management of Institutional Funds Act (UPMIFA)	Financial Operations	Jerry Burke	VP for Finance	Finance	Nick Mendyka, CFO	Nick Mendyka, CFO	UVA
University Policy Management	Policy Office	Lynn Mitchell	EVP/COO	State and Federal Relations	Sally Barber, Special Advisor to EVP Health Affairs and Director of State and Government Relations	Sally Barber, Special Advisor to EVP Health Affairs and Director of State and Government Relations	UVA
Unrelated Business Income Tax (UBIT), other non-employee Internal Revenue Code (IRC)	Financial Operations	Bill Define	VP for Finance	Finance	Nick Mendyka, CFO	Nick Mendyka, CFO	UVA
Veterans' Employment Report (VETS-4212)	Equal Opportunity and Civil Rights	Rachel Spraker	President	HR	McLean Schnoover, Matt Caldwell	John Boswell, Chief Human Resources Officer	Rachel Spraker
Veterans' Hiring Preference	University Human Resources	Donna Kauffman	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Donna Kauffman, UHR

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Virginia Personnel Act (§ 2.2-2900 et seq.) (DHRM policies)	University Human Resources	Bobbi Thibo	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Gary Helmuth, UHR
Workers' Compensation	University Human Resources	Linda Coiner	VP & Chief Human Resources Officer	N/A	Jim Amato, Chief Ancillary Services	John Boswell, Chief Human Resources Officer	Joe Esposito, UHR/ Linda Coiner, UHR
Workforce Transition Act	University Human Resources	Bobbi Thibo	VP & Chief Human Resources Officer	HR	John Boswell, Chief Human Resources Officer	John Boswell, Chief Human Resources Officer	Gary Helmuth, UHR/ Stephanie Perry, Wise HR
Zoning/Land Use Regulations	University Architect	Alice Raucher	Senior VP for Operations	Environment of Care	Tom Harkins, Chief Environment of Care Officer	Bill Fulkerson, COO	UVA