

Elaine Staats, MPH

Chief Executive Officer

Ms. Staats is the Chief Executive Officer of PAVIR, a leading organization dedicated to advancing Veteran and public health through innovative research. She has over 20 years of experience in research administration and is committed to advancing PAVIR’s mission through strategic partnerships, innovative programs, and dedicated advocacy. Elaine enjoys process improvement, the development of investigators through the arc of their career span, and knowing that she is serving those who have served.

Prior to joining PAVIR in 2010, Elaine managed a clinical Division in the Department of Medicine at the Stanford University School of Medicine for ten years and brings deep understanding of the partnership between Stanford and VA which drives innovative research and clinical care. Elaine was the 2019 winner of the Board of Directors Distinguished Service Award from the National Association of Veterans' Research and Education Foundations (NAVREF). She holds bachelor’s degrees in Animal Physiology & Neuroscience as well as Sociology from the University of California, San Diego and an MPH from the University of California, Los Angeles.



Allison Malate

Director of Sponsored Research

Allison Malate started her PAVIR journey as a Contract and Grant Analyst in 2010. Since then, she has held various roles within the Contracts and Grants Department and has over 17 years in research administration. She enjoys assisting investigators in furthering their novel ideas through research and education. Allison strongly believes in thoughtfully equipping research administrators for success so that they can better serve the research community. As such, she is purposeful in providing coaching and mentoring as part of her leadership of the Contracts and Grants team.

Allison has a bachelor's degree in Business Administration from the University of California, Riverside and an MBA from the University of Redlands.



Patrick Richards

Director of Finance & Administration

Patrick Richards joined PAVIR in 2024 as Associate Director of Finance & Operations. Patrick is a leader of strategic business planning, development, implementation, and evaluation.

Patrick brings extensive experience in nonprofit finance, including budgeting, procurement, and reporting for federally funded programs. He supports PAVIR’s mission of advancing Veteran and public health through innovative research, with a focus on operational excellence and strategic resources allocation.

Patrick has a Bachelor of Science from North Park University in Chicago, a certificate of Financial Planning and Analysis from UC Berkeley Extension and earned his Six Sigma Black Belt in 2023.



Natalia Shreve, SPHR

Director of Human Resources

Natalia is the Director of Human Resources at PAVIR, bringing nearly two decades of experience in managing human resources, talent acquisition, and people operations.

Natalia first joined PAVIR in 2016 and led recruiting initiatives for nearly six years, supporting scientific, executive, and administrative teams. Before returning to PAVIR in 2026, Natalia held recruiting and people leadership roles in Silicon Valley's technology sector, including Google and an AI startup, where she partnered with founders and executives to scale the organization from an early-stage team to a global workforce. Drawing on both startup agility and operational expertise, she is passionate about building efficient, people-centered, and stakeholder-focused organizations where employees can thrive while advancing meaningful missions.

Natalia combines a deep understanding of PAVIR's mission with modern HR practices and a strong interest in leveraging artificial intelligence and technology to improve employee experiences, streamline operations, and drive better business outcomes. Natalia holds an MBA in Global Management, a Bachelor's in Social Psychology, and the Senior Professional in Human Resources (SPHR) certification from HRCI.