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To: pcbodist@coyote.csusm.edu
Subject: [Pcbodist] Restructuring of HR Analyst Functions
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Attachments: [ATT00001.txt](#)



Partners in Campus Business Operations Restructuring of HR Analyst Functions

Sent On behalf of: The Office of Human Resources

Hello Campus Partners,

Effective January 1, 2023, the HR Analysts transitioned from a generalist model to a specialist model. In the new specialist model, the HR Analysts will specialize in either Talent Acquisition (recruitment) or Classification/Compensation. This specialist model will ensure comprehensive expertise which will allow for increased consistency and enhanced responsiveness. The depth of expertise in specific functions will also provide greater opportunity for continuous review and enhancement of HR business processes.

Under the HR Analyst Specialist model, the campus divisions have been divided by function as outlined below:

	HR Analyst - Talent Acquisition	HR Analyst - Classification/ Compensation
Academic Affairs	Kandi Rehard	Yasuko Shirakawa
Finance & Administrative Services (FAS)	Courtney Tamone	Chelsea Gruber
Office of the President	Courtney Tamone	Chelsea Gruber
Student Affairs	Kandi Rehard	Yasuko Shirakawa

University Advancement	Courtney Tamone	Chelsea Gruber
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[Department assignments](#), which include the assigned Payroll Contact, can be found online as well.

We have created an updated [Meet the Team webpage](#) which outlines more detailed contact information for all the Office of Human Resources functions. We have also prepared a document outlining answers to [Frequently Asked Questions](#) which we hope will be helpful.

If you have any questions about the transition, please feel free to reach out – we are here to help!

Office of Human Resources, CRA 1200

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<https://www.csusm.edu/hr/>