

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:

|  | <b>HR Analyst - Talent Acquisition</b> | <b>HR Analyst - Classification/ Compensation</b> |
|--|--|--|
| <b>Academic Affairs</b>                            | Kandi Rehard                           | Yasuko Shirakawa                                 |
| <b>Finance &amp; Administrative Services (FAS)</b> | Courtney Tamone                        | Chelsea Gruber                                   |
| <b>Office of the President</b>                     | Courtney Tamone                        | Chelsea Gruber                                   |
| <b>Student Affairs</b>                             | Kandi Rehard                           | Yasuko Shirakawa                                 |
| <b>University Advancement</b>                      | Courtney Tamone                        | Chelsea Gruber                                   |

[Department assignments](#), which include the assigned Payroll Contact, can found online as well.

We hope that our updated [Meet the Team webpage](#), which provides detailed contact information for all the Office of Human Resources functions, and answers to [Frequently Asked Questions](#) will both be helpful.

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