

**RECOMMENDATION FOR APPOINTMENT
BACK-UP INFORMATION**

NAME: Norma Allen

ADDRESS: Frisco, TX

POSITION: Vice President, Human Resources

DEPARTMENT: Organizational Effectiveness

SELECTED EXPERIENCE

<u>Employer</u>	<u>Date</u>	<u>Position</u>
Collin College	06/11 - 08/15	Associate Vice President of Human Resources and Compliance
	04/08 - 06/11	Director of Human Resources and Organizational Development
BSM Financial, L.P.	05/03 - 04/08	Senior VP/Director of Human Resources and General Legal Counsel

EDUCATION

<u>School</u>	<u>Date</u>	<u>Course/Degree/Certification</u>
Franklin University	2003	M.B.A., Administration
Capital University Law School	1993	Juris Doctor
Urbana University	1990	B.S., Business Administration
Society of Human Resource Management (SHRM)	2015	Senior Certified Professional, Human Resources
State Bar of Texas	2006	Admitted to Texas Bar
HR Certification Institute	2003	Senior Professional Human Resources (SPHR) Certification
State Bar of Ohio	1993	Admitted to Ohio Bar