

DENISE C. ALLEN

7247 Somerset Lane, Aubrey, TX 76227
(940) 323-9772

CAREER EXPERIENCE AND EXPERTISE:

- * Professional Instructional Writing and Business Communications
- * Instructional Design and Development
- * Organizational and Individual Performance Improvement
- * Performance Assessment and Evaluation
- * Communications, Presentation Skills, Leadership and Management Training
- * Project Planning and Management

PROFESSIONAL EMPLOYMENT:**Business and Education Consultant & Co-Owner, 2000-present, Sage Performance, www.sageperformance.com**

- * create solutions for organizational and individual performance improvement through contract and consulting projects
- * clients include: Accrediting Commission of Career Schools and Colleges of Technology; The Children's Place Preschool (gratis); Denton ISD (gratis); International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers; The M/A/R/C Group; Media Publishing; North Central Texas College; Peterbilt Motor Company; Texas Workforce Commission

Instructional Developer, 2003-present (project basis), University of North Texas, Denton, TX

- * develop material for web-based courses, updated and converted a variety of courses in Applied Technology, Training and Development from text to web-based utilizing Blackboard

Work-Life Balance Specialist, 1998-00; Sr. Training Specialist, 1994-98, (Alcatel-Lucent), Plano, TX

- * identified needs, lead project teams and implemented solutions for work-life balance programs (e.g., telecommuting); wrote policies and procedures; marketed programs to employees and management
- * served as the Human Resources Communications Council Representative and contributed company newsletter articles from 1995-2000
- * served training and performance management needs of technical and nontechnical personnel in large telecommunications product design, marketing, and service facility

Training Specialist, 1992-94, SKF USA, Inc., Altoona, PA

- * managed all aspects of training for a manufacturing facility; created a variety of instructional materials and training documents; published training newsletter for the factory; served as Total Quality Coordinator

Employment prior to 1992 includes 2 years as a graduate research assistant in Workforce Education, consulting with GTE, Lord Corporation and Penn State College of Mining Engineering, and 7 years in electronics marketing.

EDUCATION:**Master of Education, 1992**

Workforce Education, Instructional Design focus
Penn State University, University Park, PA

Bachelor of Science, 1983

Business Administration & Marketing
Penn State University, University Park, PA

RECENT PUBLICATIONS:

<http://www.accsct.org/Content/Resources/Publications/MonographSeries/>

- * Faculty Improvement Planning and Implementation
- * Institutional Assessment and Improvement Planning/Implementation
- * Self-Evaluation Processes and Practices
- * Developing Degree Programs (in press)
- * Learning Resource Systems (in press)
- * Program Advisory Committees (in press)