



Mrs. Doris Norman served as Human Resource Manager/Administrator and Underwriter for 11 years at CIGNA/Atlantic Insurance in Monrovia, Liberia prior to the civil war. She also served as President for the Liberia Women & Sports Association (1998 – 2000). Doris and her family immigrated to the United States as a result of the civil war in Liberia, which had destroyed every fabric of the society and the future of the children. She gained employment at Re-focus Inc., a human services agency that serves adults with different physical and developmental needs. Mrs. Norman was promoted to a managerial/supervisory position, a position she held for an additional 9 years where she also provided administrative leadership, as well as facilitated training for staff and clients.

Doris holds a Bachelors Accounting and Management from the University of Liberia '89. She earned her Master's degree in the field of Social Work from the Rhode Island College in 2012. Doris has experience working with the homeless, the elderly, youths, and individuals with learning and developmental disabilities. She continues to work in the mental health field and also with the less fortunate population.

Currently, Doris works full-time as a Clinical Social Worker with Tides Family Services and as Case Manager (part-time) at Rhode Island College Outreach Programs providing Case Management services to adult learners. Her work involves, conducting orientation & educational workshops, providing counseling, encouragement and emotional support and making appropriate referrals for students. While serving in these positions, her passion for working with adult learners grew even stronger as she values the importance of education as an equalizer. It is her desire to share her knowledge, experience and skills with adult learners, at a higher level, providing the opportunity and resources available to enhance the accomplishment of their hopes and dreams.

Doris is passionate about making a difference in the lives of children as well.