

Portland State University

Portland



Oregon

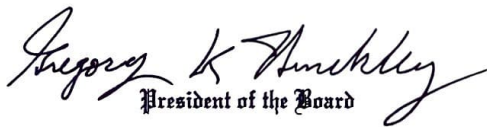
On recommendation of the University Faculty, and by the authority of the
State of Oregon, Portland State University hereby confers upon

David Brian Avis

a Graduate Certificate in

Human Resource Analytics

With all the rights and privileges appertaining thereto. Given on this
Twelfth Day of June, Two Thousand and Twenty-two.


President of the Board


President of the University