

# Nancy Arenas, MPS, SHRM-CP



Area VP, HR Comp &  
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## Professional Background

Nancy Arenas is an Area Vice President within Gallagher's Human Resources and Compensation Consulting practice where she services the South West Region.

She has 20 years of Human Resources experience working in-house in various corporate HR roles as well as consulting. She has worked or consulted in the following industries: aerospace, construction, engineering(A/E/C), energy, healthcare, hospitality/food/beverage, legal, life sciences/biotech/pharma, manufacturing, non-profit, professional services, retail, risk management/insurance, technology and transportation.

She has a strong competency in compliance and in assisting clients with the challenges of the ever-changing California employment landscape. She is adept at managing large-scale, change management human resources projects that improve efficiencies and lay the foundation for a more engaged workforce. She has a strong competency for helping companies manage culture, employee experience/engagement and compliance. She is passionate about creating a more human workplace.

Prior to joining Gallagher, she worked as an Senior HR Consultant at Willis Towers Watson supporting its Health Benefits Brokerage Advisory clients in various industries across the west coast region.

## Education

Nancy holds a Master's Degree in Human Resources and Labor Relations from Penn State and a Bachelor's Degree in Business from Brigham Young University. She completed a Paralegal Program through Utah Valley University.

## Professional Affiliations

Nancy is actively engaged in state and national HR professional affiliations including serving on multiple committees and Board of Directors for the San Diego Society of Human Resource Management (SHRM). She has been a presenter at local and national SHRM conference events. She is currently an instructor at San Diego State University (SDSU) where she teaches in the Business Management Program emphasis in HR coursework.