



**Curriculum Vita
September 2025**

Instructor: Dr. Shana Yarberry, Instructor
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EDUCATION

Doctor of Education (Ed.D.) in Human Resources and Workforce Development

University of Arkansas, 2024

Master of Arts in Human Resource Management

Webster University, June 2018

Executive Master of Business Administration (EMBA)

Texas Woman's University, May 2016

Bachelor of Science in Health Education

University of Central Arkansas, December 2010

TEACHING EXPERIENCE

July 2021- Current, Adjunct Faculty, Pittsburg State University

August 2023- 2025, Adjunct Faculty, University of Arkansas

PROFESSIONAL EXPERIENCE

Flowserve Corporation

Global HR Business Partner

April 2024 – Present

- *Partner with senior leadership to develop and execute global HR strategies, ensuring alignment with business goals and objectives.*
- *Provide consultative support on talent management, leadership development, succession planning, and organizational effectiveness.*
- *Drive HR initiatives across multiple regions, including performance management, employee engagement, and workforce planning.*
- *Champion a global DEI strategy, collaborating with leaders to enhance workplace culture and increase diversity across all levels.*
- *Leverage data and analytics to create actionable insights that influence decision-making and enhance business performance.*

Capital One Bank

Human Resources Consultant

January 2022 – April 2024

- *Advise senior and executive leaders on HR strategies, talent reviews, succession management, change management, and performance management within a complex, matrixed environment.*
- *Utilize data analysis and root cause identification to create impactful business solutions.*
- *Act as the primary HR business partner for Experience models, influencing action plans and fostering organizational effectiveness.*
- *Drive organizational change by consulting on agile HR practices and optimizing HR functions across teams.*

Arvest Bank

Diversity, Equity, and Inclusion Manager

November 2019 – January 2022

- *Designed and led company-wide DEI initiatives, collaborating with leadership to embed diversity practices into the organizational culture.*
- *Analyzed DEI data to develop actionable inclusion strategies, driving measurable improvements in employee engagement and retention.*
- *Launched 8 Associate Impact Groups to foster an inclusive work environment and enhance employee development opportunities.*
- *Developed and facilitated DEI learning programs, ensuring alignment with organizational goals and values.*

Human Resources Business Partner

April 2018 – November 2019

- *Partnered with business leaders to provide strategic HR support for over 400 employees, including talent management, coaching, and performance management.*
- *Led the design and execution of leadership development programs, improving employee engagement and retention.*
- *Managed employee relations issues, including investigations and conflict resolution, to ensure a productive and compliant work environment.*

Startek

Human Resources Manager (Contract)

September 2017 – April 2018

- *Led HR operations for 470 associates, providing strategic support to management on employee relations, investigations, and performance management.*

- *Developed and implemented DEI programs to improve recruitment, retention, and employee satisfaction.*
- *Streamlined HR administrative processes, improving efficiency and reducing turnover by 15%.*

Cardinal Health

Human Resources Specialist

August 2015 – September 2017

- *Provided HR consulting and support to leadership on strategic HR objectives, including talent management and performance improvement.*
- *Established and led the Shared Services Diversity and Inclusion Council for over 6,000 associates.*
- *Contributed to the development of site-specific HR business strategies and workforce planning.*
- *Conducted talent reviews, 9-box assessments, and succession planning processes to ensure leadership continuity.*

PUBLICATIONS

Yarberry, S., & Sims, C. (2021). The impact of COVID-19-prompted virtual/remote work environments on employees' career development: Social learning theory, belongingness, and self-empowerment. *Advances in Developing Human Resources*, 23(3), 237-252.