



**Curriculum Vita
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EDUCATION

Doctor of Philosophy, Human Resource Development
Concentration in Organization Development and Change
Soules College of Business
University of Texas at Tyler, 2014

Master of Business Administration
University of Texas at Tyler, 2001

Bachelor of Science, Mathematics and Computer Science
Stephen F. Austin State University, 1976

TEACHING EXPERIENCE

August 2024 – Present, Instructor, Human Resource Development, College of Innovation and Design, East Texas A&M, Commerce, Texas.

January 2015 – December 2015, Adjunct Professor in Project Management, University of Texas at Tyler, Soules College of Business

January 2002 – December 2002, Instructor - Database Systems, University of Texas at Tyler, Soules College of Business

January 2001 – December 2003, Lecturer Management Information Systems, University of Texas at Tyler, Soules College of Business

PROFESSIONAL EXPERIENCE

January 2018 – April 2024, Program Manager, SAP America. Frisco, Texas.

May 2016 – December 2017, Project Manager, attune Consulting. Philadelphia, PA.

January 2010 – May 2016, Director IT Planning and Strategy. Brookshire Grocery Company, Tyler, Texas.

PUBLICATIONS

Cockrell, C., Ellinger, A. D., & Astakhova, M. (2015). Examining the relationships among project management complexity, shared leadership, and political skill on team effectiveness in organizations. In J. Moats (Ed.), *Proceedings of the Academy of Human Resource Development Conference (Refereed Research Abstract)*. St. Louis, Missouri.

Cockrell, C. (2014). Shared leadership, political skill, and complexity: A pilot study of project team effectiveness in organizations. In J. Gedro, D. D. Chapman, & K. Guerdat (Eds.), *Proceedings of the Academy of Human Resource Development Conference (Refereed Research Abstract)*. Houston, Texas.

Lunn, M.L., Briscoe, L., Cockrell, C., Gano, D., Maffei, S., Resendez, E., McWhorter, R., & Ellinger, A.D. (2013). Scholarly perspectives about theory and its importance to human resource development: Preliminary findings from a phased study. In D. Chapman & K. P. Desideria (Eds.), *Proceedings of the Academy of Human Resource Development Conference (Refereed Research Roundtable)*, Washington, D. C.

McBurnett, D., & Cockrell, C. (2013). Actions of project managers engaged in change endeavors: Preliminary data from two case studies. In D. Chapman & K. P.

Desiderio (Eds.), Proceedings of the Academy of Human Resource Development Conference (Refereed Research Abstract), Washington, D.C.

Cockrell, C., McBurnett, D., & Ellinger, A.D., (2012). Transformational organizational change as projects: Understanding project management competencies needed for leading and implementing change. Refereed Doctoral Workshop Paper. In Proceedings of the 2012 UFHRD 13th International Conference on HRD Research and Practice Across Europe. Portugal.