

LaTrelle Annette Bolding

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A dedicated and detail-oriented researcher with a passion to teach others. Extensive industry and management experience including 15 years of field operations in the oil and gas industry. A confident presenter at conferences and in the classroom with the ability to adapt to an audience of any level. Primary research interest includes strategy techniques within the oil and gas industry.

Education

Doctor of Business Administration (DBA) / *University of Dallas*, Irving, Texas Expected - August 2024

- Member - Sigma Iota Epsilon Academic Honor Society
 - Positions held: VP of Alumni Relations, Chapter President

Master of Business Administration (MBA) / *Angelo State University*, San Angelo, Texas Dec 2020

Bachelor of Business Administration (BBA) / *Angelo State University*, San Angelo, Texas May 2019

- Member - Tau Sigma Academic Honor Society
 - Graduated Cum Laude
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Scholarly Publications

Bolding, A. (2023). Fairness in a Work Context: Understanding the link to job satisfaction in the oil and gas industry. *Administrative Issues Journal: Connecting Education, Practice, and Research*, 13(2), 51-57. <https://doi.10.5929/2023.13.2.7>

Bolding, A., Wetzel, M., Marks, M. (2023). Organizational Assessment: An evaluation model for employee satisfaction. *Administrative Issues Journal: Connecting Education, Practice, and Research*, 13(2), 58-68. <https://doi.10.5929/2023.13.2.8>

Books and Book Chapters

Bolding, L. A. (2023). Institutional Pressures in the Oil and Gas Industry: The Role of Machine Learning. In *Machine Learning-Enabled IoT for Smart Applications Across Industries*. (52-66). Essay, IGI Global. <https://doi.org/10.4018/978-1-6684-8785-3.ch003>

Conference Proceedings

Bolding, A., Whittington, J. L., & Murray, B. (2023). Dark followership: The making of a dark leader. Presented at the *Western Academy of Management Conference*, Reno, NV, March 2023.

Bolding, A. (2023). Advancing the oil and gas industry through artificial intelligence: Institutional pressures behind implementation. Paper presented at the *Southwest Academy of Management Conference*, Houston, TX, March 2023.

Bolding, A. (2023). Fairness in a Work Context: Understanding the link to job satisfaction in the oil and gas industry. Presented at the *Southwestern Academy of Management Conference*, Houston, TX March 2023.

Bolding, A., Wetzel, M., Marks, M. (2023). Organizational Assessment: An evaluation model for employee satisfaction. Presented at the *Southwestern Academy of Management Conference*, Houston, TX March 2023.

Works in Progress

Bolding, A. "Dyslexia in the workplace: Factors influencing self-disclosure of a learning disability."

Bolding, A. "Institutional pressures on the oil and gas industry: The role of artificial intelligence."

Bolding, A., Whittington, J. L., & Murray, B. "The making of a dark leader: How followers play a role."

Trotter, R., Bolding, A., Fulmore, J. "Understanding employee engagement from job satisfaction: The mediating role of Affective Commitment."

Teaching Experience

Instructor / Blinn College, Bryan, Texas Spring 2023 - Current

- BUSI 1301 - Business Principles
- BUSI 2305 - Business Statistics
- BCIS 1305 - Business Computer Applications

Adjunct Professor / University of Dallas, Irving, Texas Summer 2023 - Current

- MANA 5F50 - Foundations of Management & Strategy

Teaching Fellow / University of Dallas, Irving, Texas Spring 2022 - Fall 2022

- MANA 8320 - Global Strategy
 - BUSI 3302 - Leadership & Organizations
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Continuing Education

QM Rubric Update Seventh Edition (RU) 2023 / Quality Matters, Online Course September 2023

Teaching Online Certification / Quality Matters, Online Course May 2021

- Gauging Your Technology Skills
 - Evaluating Your Course Design
 - Exploring Your Institution's Policies
 - Orienting Your Online Learners
 - Connecting Learning Theories to Your Teaching Strategies
 - Creating Presence in Your Online Course
 - Assessing Your Learners
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Professional Experience

Manager of Field Services / Canes Midstream, San Angelo, Texas 2013 - 2022

- Leads an extended leadership team to navigate DOT compliance 49 CFR 192 & 195 through the Texas Railroad Commission for audit preparedness with a record of successful audits with zero violations.

- Reduced annual operation expenses by 12% through figuring cost per MCF for each location by analyzing monthly flow and expenditures. This allowed for exposure of problem areas that were subsequently rectified.
- Issues contractor MSA's, and upholds standards for safety culture, insurance requirements and OQ qualifications in order to instill competence in contractors that are hired to work on Canes' locations.
- Compiles and reconciles operational budget on a monthly, quarterly, and yearly basis, highlighting areas of over-spending while identifying root causes and creating viable solutions.
- Manages operational OQ program as well as the online safety program which allows employees to get required qualifications to operate PHMSA regulated lines as required by the State Railroad Commission.
- Lead the implementation of Microsoft TEAMS at the beginning of the COVID-19 pandemic so that operations could keep up to date information and not lose any productivity.
- Supervises a team responsible for all OPEX (LOE) and CAPEX (AFE) accounts payable invoices for three different Canes Companies using DocVue and OGSYS software.

Computer Skills

- Learning Management Systems: Canvas, Brightspace, Blackboard, Concourse
- Proficient with Microsoft Word, Excel, PowerPoint, QuickBooks, Oil and Gas Automation Software, Accounting and Invoicing Software, and Host software
- Ability to learn new software and programs as needed through continuing education or user manuals

Military Honors and Awards

- Served 1-year tour in Iraq during Operation Iraqi Freedom
- Recognized by Army with multiple medals and ribbons including Army Commendation Medal and Army Achievement Medal

Community Service

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| • District Improvement Plan Committee - Parent Member | August 2019 - May 2022 |
| • Sterling City Booster Club - Treasurer | July 2017 - July 2018 |
| • Girl Scouts - Troop Leader | March 2012 - July 2015 |
| • Animal Fostering | As Needed |