

# NOLAN A. SOSA

San Angelo, Texas | nsosa@angelo.edu

## EDUCATION

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### University of Texas at Tyler (Tyler, Texas)

*Doctor of Philosophy (PhD) | Human Resource Development & Organizational Change*

*Expected Graduation: 2024*

### Angelo State University (San Angelo, Texas)

*Master of Business Administration (MBA) | Business Administration*

*Graduated Summa Cum Laude – Distinguished Graduate Student*

### Angelo State University (San Angelo, Texas)

*Bachelor of Business Administration (MBA) | Major: Business Management | Minor: Spanish*

*Graduated Summa Cum Laude with Highest University Honors*

## WORK EXPERIENCE

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### SHANNON HEALTH SYSTEM

*Director of Regional Outreach*

**San Angelo, Texas**

*February 2023 – Current*

### BUSINESS EXCELLENCE PERFORMANCE CONSULTING

*Director of Human Resources*

**San Angelo, Texas**

*October 2022 – January 2023*

### CITY OF SAN ANGELO, TEXAS

*Economic Development Administrator*

*Purchasing Manager*

*Financial and Administrative Services Manager*

*Intelligence Specialist/Crime Analyst*

**San Angelo, Texas**

*March 2021 – October 2022*

*March 2019 – July 2021*

*May 2018 – March 2019*

*June 2017 – May 2018*

### ANGELO STATE UNIVERSITY

*Adjunct Professor*

**San Angelo, Texas**

*March 2021 – Current*

## Research Publications

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Tolliver, A. N., Norman, J. F., Legate, A., Sears, S., **Sosa, N. A.**, Aiken, L. E., & Roberts, P. (2022). Academy of Human Resource Development Annual Conference. In Transforming Individuals and Organizations. Alexandria, Virginia.

Legate, A., & **Sosa, N.** (2021). Is What We See What We Get? Rethinking Prototypical Leadership.

**Sosa, N. A.**, & Pate, S. K. (2017). Environmental Scanning and a Proposed Stakeholder Mapping Process.

**Sosa, N. A.** (2017). *Toward a Contingency Theory of Stakeholder Relevance and the Stakeholder Mapping Process.*