

REAGAN FLOWERS, PHD

Houston, TX

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ORGANIZATION DEVELOPMENT | LEADERSHIP SYSTEMS | STEM INFLUENCER

Problem Solver | Innovator | Optimization Strategy

- ❖ More than 20 years of experience designing, building, and driving high-impact and scalable startup STEM programs/initiatives for diverse organizations and audiences.
- ❖ Community College Trustee with budget oversight nearly \$400 million dollars and Audit Committee Chair.
- ❖ Vast understanding of building, developing, scaling, and improving operational processes as well as leading organizational planning, fund development, HR, and training programs.
- ❖ Expansive knowledge of federal and state regulatory program compliance, employment law, and compensatory packaging, maintaining discretion and sensitivity across all levels of business.
- ❖ Problem solver and influencer—personable and approachable team leader, able to incorporate a broad array of perspectives on mission critical goals.
- ❖ Demonstrated track record of striking the right balance of business acumen, empathy, relationship building, and capacity to have courageous dialogue with unquestionable integrity.

CORE COMPETENCIES

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|--|-------------------------------------|---------------------------------|
| ▪ Business Start-ups/Social Entrepreneurship | ▪ Curriculum & Program Development | ▪ Fiscal Management & Budgeting |
| ▪ Research & Publication | ▪ Organization & Strategic Planning | ▪ Board Development & Training |
| ▪ Fund Development | ▪ Human Resources | ▪ STEM/STEAM |
| ▪ Community Engagement & Public Speaking | ▪ Auditing | ▪ Diversity & Inclusion |

EDUCATION

The Union Institute & University, Cincinnati, OH

Doctor of Philosophy – Education Leadership/Systems (GPA: 4.0)

Prairie View A&M University of Texas, Prairie View, TX

Master of Arts – Counseling (GPA: 4.0)

Texas Southern University, Houston, TX

Bachelor of Science – Biology (GPA: 3.5)

Certifications:

Classroom Teacher – Texas State Board for Education

School Counselor – Texas State Board for Education

PROFESSIONAL EXPERIENCE

C-STEM TEACHER & STUDENT SUPPORT SERVICES, INC. | HOUSTON, TX | 2002 TO PRESENT

President & CEO

- Manage operations, financial reporting, forecasting, fund development, and budgeting for national non-profit organization.
- Provide leadership, direction and management of the finance and accounting team reviewing all finance, HR, and IT procedures
- Grew and increased annual program budget from \$10,000 to over \$500,000 over the first five years of operations
- Expanded public private partnerships with national and global corporations
- STEM Public Policy thought leader and active contributor to public discussion, social action, and systemic change.
- Designed and developed continuing education online training program curriculum to bolster instructional capacity for thousands of instructors in urban, suburban, and rural communities—nationally and internationally.
- Established STEMcast Podcast with listeners from more than 42 countries, presenting conversations on relevant workforce trends.
- Leverage technical acumen and expertise as a STEM pioneer in engaging talent to achieve organization goals and objectives.
- Designed and developed internship program for undergraduate and graduate level students.

EDUCATION CONSULTING SERVICES, LLC | HOUSTON, TX | 2004 TO PRESENT**Managing Partner / Chief Knowledge Officer**

- Responsible for new business development and client relationship management for national foundations, educational institutions, and Fortune 500 companies.
- Collaborate effectively with experts in the fields of STEM education, technology, innovation, artificial intelligence, sustainability, and diversity and inclusion.
- Project manage large-scale initiatives that drive innovation, information, and connectivity.
- Execution of strategic initiatives and operations planning for training, program development, design, and policy aimed at developing future workforce talent

ARGOSY UNIVERSITY | HOUSTON, TX | 2011 TO 2013**Adjunct Professor-Graduate Faculty**

- Established rigorous expectations and scholarly standards, and facilitated meaningful curriculum learning to achieve required course competencies for doctoral students.
- Proactively supported graduate students in all facets of their research and learning journey.
- Providing career education through learner-centered instruction, positioning graduate students to fulfill the evolving needs of the marketplace.
- Mentored graduate students to support their development of leadership skills, and encouraged a culture of ownership of learning that values mutual responsibility, life-long learning, diversity, and ethics, as well as personal and professional development.

HOUSTON INDEPENDENT SCHOOL DISTRICT | HOUSTON, TX | 1996 TO 2006**Dean of Students, School Improvement Facilitator, Guidance Counselor, and Science Teacher**

- Fostered a strong and vibrant atmosphere of collaboration and collegiality among faculty; designed and implemented a Professional Learning Community (PLC).
- Maximized available resources in coordinating a \$2MM budget overseeing a high school redesign and reform, science improvements, and Title I programs that helped raise academic achievement ratings.
- Expertly navigated multiple administrative responsibilities in high schools serving more than 3,000 students, faculty, and staff, including course scheduling, discipline, parent communications, teacher evaluations, Texas Scholars Program, 504 Accommodations, Special Education ARD meetings, master scheduling, staff development, and coordination of after-school programming.
- Boosted student engagement via implementation of innovative curriculum; biology, physical science and chemistry instructor, as well as served as the ESL designated science teacher; site-based decision-making committee member; and SECME coordinator.
- Achieved impressive graduation and college admissions rates by providing exceptional counseling, scheduling, four-year planning, and testing/evaluation to students.

FUND DEVELOPMENT AND MANAGEMENT**Principal Investigator: Integrated STEM Teacher Training and P-12 Student Programming**

- 2013, 2015, 2020 Halliburton, funded (\$55,000)
- 2015-2016, 2020 Comerica, funded (\$26,000)
- 2019 Verizon, funded (\$100,000)
- 2019 SABIC, funded (\$50,000)
- 2017-2019 Fluor, funded (\$22,500)
- 2017-2019 HEB, funded (\$20,000)
- 2018 The Holthouse Foundation for Kids, funded (\$20,000)
- 2017 RMS US Foundation, funded (\$34,178)
- 2004-2017 Shell Oil Company, funded (\$1,027,500)
- 2016 Women's Energy Network, funded (\$60,525)
- 2015-2016, 2020 Verizon, funded (\$170,000)
- 2002-2016, 2018, 2020 ASME-IPTI, funded (\$220,000)
- 2016 American Petroleum Institute, funded (\$10,000)
- 2015-2016, 2020 Comerica, funded (\$21,000)
- 2013-2014, 2017-2020 GE, funded (\$20,000)
- 2014 UPS, funded (\$25,000)
- 2006-2011 Schlumberger, funded (\$400,000)
- 2011, 2013-2014 AT&T, funded (\$17,500)
- 2008, 2010 Dow Chemical, funded (\$20,000)
- 2010 KBR, funded (\$40,000)
- 2009-2010 Wells Fargo Foundation, funded (\$20,000)
- 2008-2019 Fee for Service, funded (\$500,000)

Principal Investigator: C-STEM National Youth Commission

- 2009, 2012, 2014, 2015 State Farm, funded (\$101,000)

Principal Investigator: C-STEM Operations

- 2019 Myrtle Consulting Group, funded (\$5,000)
- 2004-2017 Education Consultant Services, funded (\$500,000)
- 2016 A Bridge For Life, funded (\$11,000)
- 2002-2015 The BTS Team, funded (\$250,000)
- 2013-2014 Oriska Foundation, funded (\$20,000)
- 2007 Holthouse Foundation for Kids, funded (\$10,000)

Principal Investigator: STEMcast Podcast supporting P-12 Teacher Development

- 2017-2018 Halliburton, funded (\$22,000)
- 2015 Verizon Wireless, funded (\$10,000)

Principal Investigator: STEMing the Tide Scholars Program for Graduating Seniors

- 2014-2018 Comerica Bank, funded (\$32,500)

Principal Investigator: STEM P-12 Camp and University Internship Program

- 1999-2000, 2008, 2013-2015 ExxonMobil Grant, funded (\$47,750)
- 2010-2012 Project GRAD Houston, funded (\$150,000)
- 2008, 2010 Chevron, funded (\$40,000)

Co-Principal Investigator: Operations Technology Upgrade

- 2011 Chevron, funded (\$25,000)

Co-Principal Investigator: Facility Upgrade

- 2003, 2010 United Way, funded (\$10,000)

Principal Investigator: C-STEM After-school Programming

- 2004, 2005 City of Houston, Mayor's After-school Achievement Program, funded (\$240,000)

SELECTED PUBLICATIONS & ARTICLES

(2020, October). Living Smarter 2.0: The Age of Automation and Artificial Intelligence, MIRA Digital Publishing.

(2010 to Present), www.DrReaganFlowers.com/blog : STEM Blog.

(2020, July). Our Push for Equity Should Focus on Grassroots Organizations. Forward Times.

(2019, August). Houston Students Deserve a New Board. Forward Times.

(2019, October). Living Smarter: Industry 4.0, MIRA Digital Publishing

(2018, October). Living Smarter: Powering a Sustainable and Productive Future, MIRA Digital Publishing.

(2017, October). Powering Progress: Environmental Stewardship, MIRA Digital Publishing.

(2016, October). The Urban Nexus: Improving the Quality of Life, MIRA Digital Publishing.

(2015, October). Infrastructure: Wind, Oil, and Natural Gas, MIRA Digital Publishing.

(2015, February). Putting Creativity Back in the Classroom. The Michigan Chronicle.

(2014, May). Merging the Artist and Engineer. Texas CEO Magazine.

(2014, September). Water and Energy Nexus, MIRA Digital Publishing.

(2013, September). Algae Bloom: Preventing, Mitigating, and Controlling, MIRA Digital Publishing.

(2012, August). STEM: An Economic Essential for this Generation. WISE-qatar.org.

(2012, September). Dead Zones, MIRA Digital Publishing.

(2011, September). Oil Spill Clean-up, MIRA Digital Publishing.

(2010, September). RowBot House Community, MIRA Digital Publishing.

(2011, September). Early STEM Program Still Going Strong. U.S. News & World Report.

(2010, May). Innovative Thinking Leads to Innovative Actions. Tech Ed Magazine.

(2010). CSTEM Pedagogy: Your Guide to Project-based Learning, MIRA Digital Publishing.

(2009). The CSTEM Sea Turtle Challenge: A Feeder Pattern Approach to Reaching All Students through Hands-on Project-based Education. MIRA Digital Publishing.

(2009, Dissertation, Union Institute & University). After-school Enrichment and the Activity Theory: [How can a management service organization assist schools with reducing the achievement gap among minority and non-minority students in science, technology, engineering, and mathematics \(STEM\) during the after-school hours?](#)

SELECTED PRESENTATIONS & SPEAKING ENGAGEMENTS

Host, STEMcast Podcast (on-going)
 Moderator, MJ Hegar Texas Black Votes Matter Rally, October 2020
 Moderator, Honorable Beto O’rourke discussion, Texas Coalition of Black Democrats, October 2020
 Panelist, Buffalo Soldiers National Museum, August 2020
 Panelist, Junetenth and Reparations, Rainbow Push Coalition, June 2020
 Moderator, Congresswoman Eddie Bernice Johnson STEM Braintrust, Congressional Black Caucus Foundation Annual Legislative Conference, September 2014-2019
 Speaker, Courage for Bold Outcomes, GlobalMindEd Conference, June 2018
 Speaker, STEM Education: Innovation, Disruption, and Inclusion, Alliance for Hispanic Serving Institution Educators, University of Illinois, March 2018
 Keynote, AdvancED Tennessee STEM Summit III, Middle Tennessee State University, February 2018
 Speaker, Women’s Global Leadership Conference in Energy, November 2017
 Speaker, Celebrating Science on Earth Day, March for Science, April 2017

ADDITIONAL CREDENTIALS

HONORS & AWARDS	<ul style="list-style-type: none"> ▪ International Association of Top Professionals, Top Education Innovator of the Year, 2020 ▪ IAOTP Top Industry Professionals Magazine Cover, Fall 2020 ▪ Lola M. Parker Outstanding Business Woman of the Year, Iota Phi Lambda Sorority, 2019 ▪ College Board Professional Fellow, 2015 ▪ Texas CEO Magazine Cover, May/June 2014 ▪ The White House STEM Diversity and Access Champion of Change, 2014 ▪ 100 Women Leaders in STEM, 2012 ▪ Global WISE Award Finalist, Doha, Qatar, 2011 ▪ 40 Under 40, Houston Business Journal 2010 ▪ Leadership in Math and Science Education, Teach For America, 2009 ▪ Gold Award, Texas Association of Partners in Education (TAPE), 2009
APPOINTMENTS, BOARDS, COMMITTEES, & MEMBERSHIP	<ul style="list-style-type: none"> ▪ Houston Community College Trustee, District IV and Audit Committee Chair ▪ Smithsonian Minority Leadership in Science Education Steering Committee ▪ STEM Education Coalition Member ▪ Association of College and University Auditors Member
VOLUNTEERISM	<p>Houston Community College Elected Official/ Houston Coalition for Equitable Development without Displacement/STEM Education Coalition/Mayor of Houston Complete Communities/Texas Southern University Thomas L. Freeman Honors College Advisory Board</p>

DETAILED REFERENCES AVAILABLE UPON REQUEST