

Reagan Flowers, PhD

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**President and CEO,
C-STEM Teacher and Student Support Services, Inc.
Managing Partner,
Education Consulting Services, LLC**

SUMMARY

Dr. Reagan Flowers' founder and CEO of C-STEM Teacher and Student Support Services, Inc. C-STEM (Communication, Science, Technology, Engineering, and Mathematics) was piloted in Houston Independent School District as a social action research project in partial fulfillment of the completion of her doctorate. Dr. Flowers' dissertation was a quasi-experimental research study that led to the development of C-STEM Pedagogy and her emergence as a social entrepreneur. The C-STEM social action project has been in operation for more than 16 years as a 501(c)3 organization and has been implemented in Pre K-12 schools both nationally and internationally—impacting more than 200,000 underserved and underrepresented students. Dr. Flowers' has authored books, articles, curricula, designed instructional tool-kits and developed an on-line social network and training platform focused on Pre K-12 STEM education. C-STEM Pedagogy has supported the successful implementation of a collaborative and interdisciplinary teaching model that closes achievement gaps and improves student outcomes. Dr. Flowers' research has received several awards and honors including The White House STEM Access Champion of Change, World Innovation of Science Education Finalist, and has been written about by U.S. World News Report. She has delivered over 100 professional development workshops and presentations at local, state, national, and international venues.

- [CEO's Annual Report](#)
- [CEO's Blog](#)
- [CEO's Articles/Publications](#)
- [CEO's Broadcast Media](#)
- [CEO's Program Evaluations](#)

RECENT PRESENTATIONS AND SPEECHES

- Panelist, Diversity in STEM, Children At-Risk, October 2016
- Moderator, Congressional Black Caucus Foundation Annual Legislative Conference: Congresswoman Eddie Bernice Johnson Science and Technology Brain Trust Panel, September 2016
- Keynote, National Newspaper Publishers Association, STEM Luncheon, June 2016
- Speaker, Women in Energy Network, April 2016

PROFILE

- Experienced senior leader with over twenty five years of Pre K -12 and higher education experience and a record of successful progression from classroom teacher to guidance counselor, dean of students, school improvement facilitator, CEO, managing partner, and adjunct professor within organizations that have been recognized nationally by the White House and US News and World News Report.
 - Successful fundraiser with a solid record of accomplishments.
 - Successful record of substantial engagement, retention, and completion rates of minorities and females in STEM programs with over 200,000 impacted.
 - Successful record of building infrastructure, hiring, assembling the right teams, aligning resources, establishing innovative and cutting edge programs, management of large scale projects, and turning small endeavors into effective and thriving programs and platforms.
 - Experience with budgetary and finance matters, having successfully and efficiently managed budgets of over 5 million dollars.
 - Successful record of training thousands on C-STEM Pedagogy at the national and international level with over 30 publications.
 - Successful record as an educator together with notable accomplishments in the areas of social entrepreneurship, STEM, diversity, equity, inclusion, community engagement and service to the community.
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EDUCATION

The Union Institute & University, Cincinnati, OH, Doctor of Philosophy, *Educational Leadership*

Prairie View A & M University of Texas, Prairie View, TX, Master of Art, *Counseling*

Texas Southern University, Houston, TX, Bachelor of Science, *Biology*

Classroom Teacher, State Board for Educator Certification, Texas

School Counselor, State Board for Educator Certification, Texas

ADMINISTRATIVE EXPERIENCE

- President and CEO, C-STEM Teacher & Student Support Services, Inc. Houston, TX, 2002-Present (www.cstem.org and www.cstem-break.ning.com)
- Managing Partner, Education Consultant Services, LLC, Houston, TX, 2004-Present (www.ecsllcbiz.com)
- School Improvement Facilitator, Houston ISD - Phillis Wheatley High School, Houston, TX, 2005-2006
- Dean of Students, Houston ISD - West Briar Middle School, Houston, TX, 2002-2005
- Guidance *Counselor*, Houston ISD – Jack Yates High School, Houston, TX, 2001-2002
- Lock Box Coordinator-Peak Systems, Inc., Hermann Hospital, Houston, TX 1994-1996

OTHER ASSIGNMENTS

- Adjunct Professor-Graduate Faculty , Argosy University, Houston, TX, 2011-Present
- Science Teacher, Houston ISD – Jack Yates High School, Houston, TX, 1996-2002

CURRENT BUDGET SUPERVISION

- Approximately \$1,500,000

APPOINTMENTS/BOARDS/COMMITTEES

- American Leadership Forum National Board
- Smithsonian Minority Leadership in Science Education Steering Committee
- Houston Public Library HALAN Board
- American Society of Mechanical Engineers
- STEM Education Coalition

INITIATIVES AND ACCOMPLISHMENTS AS CEO

- Establishment of the National STEM Public Policy Youth Advocacy group— C-STEM Youth Commission
- Establishment of the CSTEM Challenge program to engage minorities and females in STEM programs— over 200,000 impacted
- Establishment of the STEMing the Tide Scholars program providing college/university scholarships
- Establishment of the STEM Student Ambassador Program
- Establishment of the STEMcast Podcast and grown listenership to include (9) additional countries
- Establishment of a STEM Social Network CSTEMbreak
- Establishment of the Integrated STEM Teacher Training Institute—over 5,000 impacted
- Establishment of a C-STEM Internship Program for undergraduate and graduate level students
- Designed and developed over 120 interdisciplinary integrated STEM curriculum modules serving Pre K-12th grade students
- Increased C-STEM's budget from \$4,000—raised over \$5,000,000
- Scaled C-STEM from a U.S. based program in one state to (8) states and (2) countries
- Establishment of an on-line education training platform
- Establishment of mobile app to support STEM learning on the go
- Implemented appropriate cost cutting measures to eliminate C-STEM's deficit without impacting the quality of STEM programs

NOTABLE AWARDS/HONORS:

- College Board Professional Fellow, 2015
- The White House STEM Diversity and Access Champion of Change, 2014
- National 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

PUBLICATIONS/ARTICLES

- Flowers, R. (2016, October). Powering Progress: Environmental Stewardship, *MIRA Digital Publishing*
- Flowers, R. (2015, October). The Urban Nexus: Improving the Quality of Life, *MIRA Digital Publishing*
- Flowers, R. (2015, February). Putting Creativity Back in the Classroom. *The Michigan Chronicle*.
- Rivers, D. (2014, May). Merging the Artist and Engineer. *Texas CEO Magazine*.
- Flowers, R. (2014, September). Water and Energy Nexus, *MIRA Digital Publishing*
- Flowers, R. (2013, September). Algal Bloom: Preventing, Mitigating, and Controlling, *MIRA Digital Publishing*
- Flowers, R. (2012, August). STEM: An Economic Essential for this Generation. *WISE-qatar.org*.
- Flowers, R. (2012, September). Dead Zones, *MIRA Digital Publishing*
- Flowers, R. (2011, September). Oil Spill Clean-up, *MIRA Digital Publishing*
- Flowers, R. (2010, September). RowBot House Community, *MIRA Digital Publishing*
- Koebler, J. (2011, September). Early STEM Program Still Going Strong. *U.S. News & World Report*.
- Flowers, R. (2010, May). Innovative Thinking Leads to Innovative Actions. *Tech Ed Magazine*.
- Flowers, R. (2010). CSTEM Pedagogy: Your Guide to Project-based Learning, *MIRA Digital Publishing*.
- Flowers, R. (2009). The CSTEM Sea Turtle Challenge: A Feeder Pattern Approach to Reaching All Students through Hands-on Project-based Education. *MIRA Digital Publishing*.
- Flowers, R. (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?](#)
- Flowers, R. (2009, September). Sea Turtle Nesting, *MIRA Digital Publishing*
- Flowers, R. (2008, September). Sea Turtle Hatchling Rescue, *MIRA Digital Publishing*

FISCAL OPERATIONS

Principal Investigator: STEM Teacher Training and P-12 Student Competition,	
2016	Women's Energy Network (\$60,525)
2015-2016	Verizon, funded (\$20,000)
2004-2016	Shell Oil Company, funded (\$977,500)
2002-2016	ASME-IPTI, funded (\$175,000)
2009, 2012, 2014, 2015	State Farm, funded (\$16,000)
2016	American Petroleum Institute, funded (\$10,000)
2015-2016	Comerica, funded (\$16,000)
2016	Comcast, funded (\$2,500)
2013-2014	GE, funded (\$18,000)
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)
Principal Investigator: C-STEM National Youth Commission,	
2015	State Farm, funded (\$85,000)
Principal Investigator: Integrated STEM Teacher Training Institute,	
2008-2016	Fee for Service, funded (\$500,000)
2008-2009	Walmart, funded (\$10,000)
Principal Investigator: STEM Program Operations,	
2016	A Bridge For Life, funded (\$11,000)

FISCAL OPERATIONS CONT'D

2002-2015	The BTS Team, funded (\$250,000)
2004-2015	Education Consultant Services, funded (\$300,000)
2013-2014	Oriska Foundation, funded (\$20,000)
2014	Dominion Foundation (\$5,000)
2007	Holthouse Foundation for Kids, funded (\$10,000)
Principal Investigator: STEMcast Podcast supporting P-12 Teacher Development, 2015	Verizon Wireless, funded (\$10,000)
Principal Investigator: Integrated STEM Program Expansion-P-12, 2013, 2015	Halliburton, funded (\$35,000)
Principal Investigator: STEMing the Tide Scholars Program for Graduating Seniors, 2014-2015	Comerica Bank, funded (\$17,500)
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, (\$40,000)
Principal Investigator: Summer of Innovation Curriculum Implementation 2013	NASA, (\$2,500).
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)
Principal Investigator: FIRST Robotics, 1999-2001	NASA, funded (\$15,000)
2000-2001	ASME-IPTI, funded (\$15,000)

ACADEMIC PARTNERS PRESENT AND PAST

- University of Houston Central
- University of Houston Downtown
- Delta State University
- Jackson State University
- Prairie View & M University
- Texas Southern University
- Southern University
- Houston Independent School District
- Detroit Public Schools
- Chicago Public Schools
- Cleveland School District
- Prince George's County Public Schools
- Holy Redeemer Private Schools
- Alief Independent School District
- Klein Independent School District
- Aldine Independent School District
- Fort Bend Independent School District
- Memphis City Public Schools (District Consolidated)
- North Forest Independent School District (District Consolidated)
- KIPP
- YES Prep
- Texas Serenity Charter School
- Yellowstone Academy
- TEKOA Academy Charter Schools
- Southwest Schools
- Santa Fe Independent School District
- Detroit Edison Public Schools
- Chandler Park Academy Schools
- University YES Academy Schools

PAST PRESENTATIONS AND SPEAKING

- Panelist, HISD School Board Candidate Debate, Children At-Risk, October 2015
- Panelist, Advertising and Marketing Strategies, Media Alliance of Houston Diversity Luncheon, October 2015
- Panelist, Using Ed Tech to Close the Opportunity Gap, Education Pioneers, July 2015
- Keynote, STEM Initiatives and Early College High Schools, West Texas Energy Consortium, May 2015
- Keynote, Leadership and Responsibility, Texas Alliance of Black School Educators Conference, February 2015
- Keynote, Pushing Beyond Your Limits in STEM Alamo College, Pushing Beyond your Limits, February 2015
- Keynote, ExxonMobil, A Future STEMing from our Past, February 2015
- Panelist, Houston Area Urban League Young Professionals, November 2014
- Moderator, Congressional Black Caucus Foundation Annual Legislative Conference: Congresswoman Eddie Bernice Johnson Science and Technology Brain Trust Panel, September 2014
- Keynote, Texas Southern University, Teaching and Learning Excellence National Science Foundation for Research on Complex Networks Annual International Conference, June 2014
- Keynote, India House, Leading with Responsibility, June 2014
- Speaker, Graduation Ceremony, HSAA, May 2014
- Keynote, NASA Johnson Space Center Office of Equal Opportunity and Diversity, Martin Luther King, Jr. Observance, Day of Service, January 2014
- Lecture, Rice University, The Program for the Study of Ethnicity, Race, and Culture (PSERC), Discussion: “Multiplication is for White People”: Raising Expectations for other People’s Children, November 2013
- Panelist, Congressional Black Caucus Foundation Annual Legislative Conference: Beacons for the Future: Trailblazers in STEM Education for African Americans, September 2013
- Panelist, Texas Black Expo Youth Summit, George R. Brown Convention Center, June 2013
- Panelist, STEM Education Day, Thought Leadership Panel, George R. Brown Convention Center, April 2013
- Speaker, Women in STEM Education Institute – Rising to the Top, Lone Star College System, April 2013
- Speaker, Women Inspiring Innovation Through Imagination: Celebrating Women in STEM, Prairie View A & M University of Texas, March 2013
- Panelist, CTE/Vocational Trades and Testing: Another Option for students or tracking, Texas Legislative Black Caucus, February 2013
- Speaker, STEM + Sports, NBRPA All-Star Science Festival, Space Center Houston, February 2013
- Speaker, College Career Empowerment Summit, Houston Community College Southwest, February 2013
- Keynote, AT&T Community Network Scholarship Luncheon, June 2012
- Speaker, East Side High School Commencement, May 2012
- Keynote, Cognizant Technology Solutions Community for Women, Future of Work: The next generation, April 2012
- Panelist, Global New Energy Conference, April 2012
- Keynote, Innovations in Teaching and Learning, Beyond the Digital Revolution, Lee College, November 2011
- Panelist, Texas Diversity Council College Tour, Texas Southern University, Breaking into the Real World after College, October 2011
- Panelist, Congressional Black Caucus Annual Legislative Conference, The Miseducation of Capitol Hill? Reforming Education Policy Forum and Investing in America’s Future, September 2011
- Panelist, Naval STEM Forum, Best Practices in STEM, June 2011
- Keynote, NCPN, Creating STEM Innovators through the Education System, October 2010
- Panelist, Congressional Black Caucus Annual Legislative Conference, Door to the Future: Transforming Public Education for African-American Youth, September 2010
- Panelist, Congressional Black Caucus Annual Legislative Conference, Education and Youth Prevention: A Forum on the state of African American Children. They must survive. Factors Plaguing our African American Youth, September 2010
- Keynote, Southern University, A Reason for Change: Preparing students for Science, Technology, Engineering, and Mathematics, July 2010
- Lecturer, National Science Teacher Association Conference, From Cradle to Career: Using Connectivity to Create Continuous Improvement in Science, March 2010
- Presenter, Region 18 Education Service Center, Vision XVIII Conference: A conference on the Education of Gifted and Talented Learners and Defining Rigor for All, February 2010
- Presenter, National Urban League Conference: Shell STEM Careers Panel Discussion, University of Central Florida, Orlando, FL, July 2008
- Co-host, Dialogue Houston with Laurence Payne, HCC-TV, “STEM and the Houston Workforce”, 2008