

REAGAN FLOWERS, PHD

Houston, TX

☎ (281) 451-6509 | ✉ reagan@ecslcbiz.com

<https://www.linkedin.com/in/dr-reagan-flowers/> | www.ecslcbiz.com | www.cstem.org

ORGANIZATION DEVELOPMENT | SYSTEMS THINKING | INNOVATION

Executive leader possessing a passion for personal and organizational transformation. Skilled at adding value to organizations. A problem solver and self-starter who works in collaboration with others to achieve optimal outcomes:

- Sustainability leader for a global team and well experienced with designing, building, implementing, and driving high-impact teams, STEM programs, and initiatives for diverse organizations and audiences.
- Elected Community College Trustee (2020-2023), Board and Audit Chair with budget oversight nearly \$400MM.
- Experience with federal and state regulatory program compliance, employment law, and compensatory packages.
- Problem solver with a track record of striking the right balance of confidentiality, business acumen, empathy, relationship building, and having courageous conversations with integrity.

CORE COMPETENCIES

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| ▪ Business Start-ups/Social Enterprise | ▪ Strategic Planning | ▪ Fiscal Management & Budgeting |
| ▪ Non-profit Management | ▪ Project Management | ▪ Product Development |
| ▪ Supply Chain Management | ▪ Community Engagement | ▪ Fund Development |

TECHNOLOGY PROFICIENCIES

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|--------------------------|-----------------------|--------------------------------------|
| ▪ Collaboration Software | ▪ Accounting Software | ▪ Interactive Visualization Software |
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PROFESSIONAL EXPERIENCE

EDUCATION CONSULTING SERVICES, LLC | HOUSTON, TX | 2024 TO PRESENT

Chief Operations Officer

- Manage and oversee the implementation of STEM social investment strategies for multi-national institutions.
- Lead product design and development for implementation with P-12 students.
- Identify and capitalize on opportunities to enhance STEM education at all level, from elementary to higher education.
- Oversee supply chain, project-management, logistics, and the effectiveness and efficiency of the staff.

SUSTAINABLE FORESTRY INITIATIVE | WASHINGTON, DC | 2023 TO 2024

Chief Education Officer

- Led environmental education, forest literacy, and career pathways global strategy.
- Sustained existing global networks in North America, Chile, and Japan.
- Developed and executed innovative strategies to engage school district leaders.
- Provided strategic oversight for US government relations, aligning with government programs, and priorities.
- Engaged with key decision-makers both in the US federal government and environmental education networks to align priorities.
- Program Budget oversight \$2.7 million.
- Led the development and implementation of fundraising strategy.
- Collaborated with CFO, VP, and Sales and Development to ensure long-term sustainability.
- Served as a compelling external representative and principal spokesperson at key community and education events.
- Managed the Lifetime of Learning staff.
- Led planning, implementation, and evaluation of programs to drive organizational objectives.

C-STEM TEACHER & STUDENT SUPPORT SERVICES, INC. | HOUSTON, TX | 2002 TO 2023

President and CEO

- Founded the non-profit organization and served as the public liaison representing its mission and direction.
- Led the fund development and allocation strategy, achieving program and organizational goals.
- Fund development strategy generated more than \$10 million to support PreK-20 programs and operations.

- Established and maintained relationships stakeholders including the Board of Directors, Advisory Board, donors, businesses, PreK-12 school and college/university partners, and public officials.
- Leveraged technology to automate workflows and organize tasks across teams, resulting in improved efficiency and positive business outcomes.
- Continuously developed the organization’s infrastructure and facilitated growth opportunities for staff.
- Managed operations, human resources, IT, accounting, legal, audit, accreditation, fundraising, community outreach, programs, e-commerce platforms, communications, and research.
- Established and maintained effective donor relations.
- Implemented financial controls and provided oversight for partnerships, contracts, and agreements.
- Supported assembly and facilitation of Board meetings and retreats and ensured compliance with Board directives.

ARGOSY UNIVERSITY | HOUSTON, TX | 2011 TO 2013

Adjunct Professor-Graduate Faculty

- Established rigorous expectations, scholarly standards, and facilitated meaningful curriculum learning to achieve required course competencies for doctoral students.
- Supported graduate students in all facets of their research and learning journey.

HOUSTON INDEPENDENT SCHOOL DISTRICT | HOUSTON, TX | 1996 TO 2006

Dean of Students, School Improvement Facilitator, Guidance Counselor, and Science Teacher

- Managed multiple instructional and administrative responsibilities at middle and high schools fostering a strong and vibrant atmosphere of collaboration and collegiality among faculty.
- Grant management, school infrastructure redesign and reform, and supplemental learning Title I programs.

SELECTED PUBLICATIONS & ARTICLES

- (2017). Established [STEMcast Podcast](#) with audiences in 42 countries for conversations focused on workforce trends.
- (2010). Established the Dr. Reagan Flowers Blog.
- (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 & PUBLIC SPEAKING

- Speaker, Women Forest Congress, Women and Minorities Leading in Green Spaces, September 2023
- Keynote, Children At-Risk, Building Sustainable Futures: STEM Innovations and Global Impact, November 2023
- Panelist, How to Survive a Pandemic: The Power of Science and STEM, October 2022

EDUCATION

University of Oxford (2023) <i>Certificate – The Future of Sustainable Business</i>	The Union Institute & University, Cincinnati, OH (2009) <i>Doctor of Philosophy – Education Leadership/Systems (GPA: 4.0)</i>
Prairie View A&M University, Prairie View, TX (2000) <i>Master of Arts – Counseling (GPA: 4.0)</i>	Texas Southern University, Houston, TX (1994) <i>Bachelor of Science – Biology (GPA: 3.5)</i>

Certifications:

Classroom Teacher – Texas State Board for Education School Counselor – Texas State Board for Education

ADDITIONAL CREDENTIALS

HONORS & AWARDS	<ul style="list-style-type: none"> Wells International Foundation, Unsung Heroine Award, 2023 International Association of Top Professionals, Lifetime Achievement Award, 2022 The White House STEM Diversity and Access Champion of Change, 2014
BOARDS, APPOINTMENTS & MEMBERSHIPS	<ul style="list-style-type: none"> C-STEM Teacher and Student Support Services, Inc., 2002-Present (Board Member) Trustee, John B. Coleman College of Health Sciences, 2000-2023 (Elected) Association of Community College Trustees, 2022-2023 (National Appointment)
VOLUNTEERISM	<p>Smithsonian Science Education Center Minorities in Leadership Committee/Houston Complete Communities/Texas Southern University Honors College Advisory Board</p>

DETAILED REFERENCES AVAILABLE UPON REQUEST