

Ester Flores, Ph.D., LMSW

Ph.D. in Leadership/Licensed Master Level Social Worker

Social Work Lecturer | Student Education Advisor | Student Placement Expertise

An innovative and resourceful Ph.D. and Master Level Social Work lecturer with a successful record of accomplishments in student teaching and community engagement. An effective communicator resulting in excellent working relationships with academic leadership, colleagues, students, and community partners with a drive to reach the University's organizational vision, mission, and goals beyond expectations. Top performer with a record of success in teamwork, coaching, and developing individual students toward their goals. Key competencies include:

- Community Engagement
- Student Focus
- Accountability
- Strategic Planning
- Volunteer Development
- Evaluations
- Process Improvement
- Employee Relations
- Critical Analysis

Career Highlights

Field Placement Director: While at Baylor University, responsible for the Supervision of Field Education Lecturers, Designing the Field Placement Program, and Coordinating and matching undergraduate students for over 180 undergraduates Social Work Students throughout the Community. Effective working relationships built and maintained with stakeholders, healthcare facilities, Community Agency Directors, and Department Faculty. Community-wide training for all incoming new Clinical supervisors and a continuum of support for established Clinical Directors. Individual student conferences are held to monitor and evaluate compliance with the clinical placement mandates. Organized and maintained an effective database with alerts set up to send advanced student notifications. **Results: Maintained a 100% success rate with all 180 undergraduate students receiving Dean recognition.**

Social Work Lecturer: Responsible for teaching Field Placement Seminars, Introduction to Social Work, General Practice I & II, Policy, and Human Behavior. Established effective working relationships with students helping to achieve the coursework more fruitful. Due to the extensive work experience, the classroom culture was established to be more interactive as students learned how to integrate knowledge into actual practice. **Result: Achieved the highest rating of 95% in all core components in the student evaluations receiving Dean acknowledgment in the performance evaluations.**

WORK EXPERIENCE

**Assistant Professor, Our Lady of the Lake, Worden School of Social Services
August 2021 – Current**

- Responsible for teaching Social Work courses to both Bachelor's and Master's Level Students.
- Serves as Faculty Advisor to Phi Alpha Delta Delta Honor Society.
- Participates in the BSW Committee, Admissions Committee, and Worden Team meetings.
- Active participation in the New Faculty Academy professional development.

Case Management/Discharge Planner, Methodist Main, San Antonio, Texas 2017-2021

- Mentor New hires on Case Management policies, processes, and implementation integrating knowledge into practice.
- Establish safe discharge plans engaging Core Treatment Team and families.
- Interdisciplinary Meetings with Physicians, Charge Nurses, RN attendings, Physical and Occupational Therapists, and Throughput Nurses to finalize safe discharges.
- Community networking with Home Health Care Agencies, Hospices, Long-term Acuity Hospitals, Rehabilitation, and Skilled Nursing for safe placements of patients.
- Establish meaningful and effective relationships with Patients and their families to engage their wishes related to their plans of care.

Lecturer, Dallas Christian College, Business School, Dallas, Texas 2020

- Effective management communications with Individuals, Teams, and Leadership.
- Dyadic Communications Model.
- Identifying business models in today's fast-changing

**Medical Social Worker, Martin Luther King, Los Angeles and Dameron Hospital,
Stockton, California 2016-2017**

- Team coordinator between Ortho Leadership and Care Management.
- Establish effective and efficient processes to expedite discharges.
- Build close working relationships with Community Agencies, Surgeons, and Patients.

Director, March of Dimes, San Antonio, Texas 2014 – 2015

- Established a Program Services Committee comprised of healthcare professionals to help reduce prematurity births and infant mortality linking vision and outcome-oriented goals.
- Identified and engaged key partners to collaborate and disseminate key messages to the local community.
- Built and maintained sustainable relationships with local community leaders from city, state, and federal agencies, hospitals, universities, health clinics, and managed health care.

Medical Social Worker, North Central Baptist Hospital, San Antonio, Texas 2010 – 2013

- Coordinated safe discharge planning with patients and families with required documentation.
- Participated in intensive care unit multidisciplinary team.
- Established community relationships with local medical networks.

Social Work Lecturer, Baylor University, Waco, TX 2009 - 2010

- Conducted nationwide research on the Social Work field education curriculum in various universities.
- Compiled statistical data for the SAC accreditation agency.

**Director of Baccalaureate Field Education/Lecturer
Baylor University, School of Social Work, Waco, TX 2007 - 2009**

- Coordinated all student interns' placements and held an orientation for community supervisors.
- Conducted academic counsel and intern supervision of students.
- Lecturer: Taught 5 Social Work courses: Introduction to Social Work, Practice II, and 3 Field Seminar Courses.

**Medical Social Worker, Wilford Hall Medical Center, Neonatal ICU, Lackland AF Base,
SA, TX 2005 – 2007**

- Provided comprehensive health care and social services to all military personnel with their premature infants.
- Participated in discharge planning team meetings with families and key medical personnel.
- Served as support for patients' discharge plans and grief processes when needed.

**Full-Time Faculty - Social Work Department, University of Texas-Pan American, Edinburg,
TX 2002 – 2004**

- Lectured in social work courses for the undergraduate accredited program in the Introduction of Social Work, Advance Practice, Policy and Welfare, and Field Placement seminar.
- Conducted field placements for undergraduate students and served as an academic advisor.
- Ensured safety protocols were executed for the removal and/ or return of children in CPS custody.
- Evaluated the internal and external control systems to ensure compliance with state and federal mandates.
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- Ensured safety protocols were executed for the removal and/ or return of children in CPS custody.
- Evaluated the internal and external control systems to ensure compliance with state and federal mandates.

EDUCATION AND LICENSURE

- **Doctor of Philosophy, Leadership Studies, School of Business, Our Lady of the Lake University, San Antonio, TX.**
- **Master of Social Work, School of Social Work, Our Lady of the Lake University, San Antonio, TX.**
- **Bachelor of Science in Social Work, Department of Social Work, Pan American University, Edinburg, Tx.**
- **Licensed Master Social Work (LMSW) #29195, - Texas State Board of Social Work Examiners**