

CITY OF SAN ANTONIO
OFFICE OF THE CITY COUNCIL
INTERDEPARTMENTAL CORRESPONDENCE SHEET

TO: Leticia Vacek, City Clerk

FROM: Councilwoman Adriana Rocha Garcia, District 4

COPIES TO: City Manager, City Attorney, Tina Flores, File

SUBJECT: Boards and Commissions appointments

DATE: March 2, 2020

I hereby wish to appoint **Esther Gergen** to serve as the District 4 representative on the **Ethics Review Board**.

Her application is on file with my office and the office of the City Clerk. Thank you for your consideration.



Dr. Adriana Rocha Garcia
City Councilwoman, District 4


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CITY CLERK
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Ethics Review Board District 4	Application No: No: 20200219123042_9451
ELIGIBILITY	
Are you a qualified voter in the City of San Antonio?	Yes
PROFILE	
Prefix	Dr.
Last Name	Gergen
First Name	Esther
Middle Name	S
Suffix	
Preferred Name	Esther Gergen
Title	Dr. Gergen
Address Type?	Residence
Address	11219 Mystery Dr
City	San Antonio
State	AK
Zip	78216
Phone Type?	Cell
Phone number	2104168895
Phone 2 Type?	
Phone 2 number	2104346711
eMail	esgergen@ollusa.edu
Employer	Our Lady of the Lake University
Job Title	Chair, Dept. of Leadership Studies
Occupation	Professor / Administrator
Date of Birth	06/17/1973
Board/Commission/Committee Name	Ethics Review Board~District 4~~06
DEMOGRAPHIC INFORMATION	
The City of San Antonio strives for boards and commissions to be representative of our diverse community. Providing the following demographic information is voluntary, and will only be used for statistical and reporting purposes.	
Race/Ethnicity (Please select all that apply):	Hispanic/Latino/a
Gender:	Female
Age:	45 to 54

Do you identify as a sexual minority (such as lesbian, gay, bisexual, queer, etc.)?	No
QUESTIONS	
If this board position requires residency within Bexar County, the City of San Antonio city limits or within a particular council district, do you meet those residency requirements?	Yes
Are you a City of San Antonio resident?	Yes
San Antonio Resident Length - Years	25
In which City Council District do you reside?	09
How many years have you lived in the City Council District where you reside?	07
Do you or any of your immediate family members or any businesses that you or they own currently have any direct or indirect financial interest in any contract (s) with the City, including subcontracts?	No
Will you or any of your immediate family members or any businesses that you or they own seek a contract(s) with the City in the foreseeable future?	No
Do you or any of your immediate family members or any businesses that you or they own have any financial interest, direct or indirect, in any sale to the City of any land, materials, supplies, or service?	No
Will you or any of your immediate family members of any businesses that you or they own seek or take part, either directly or indirectly, in any sale of land, materials, supplies, or service to the City in the foreseeable future?	No
Does your employer or an employer of your immediate family members have a contract with the City?	No
Do you or any of your family members currently serve or in the past year served as an administrative aide to a Councilmember?	No
Do you currently serve in any elected or appointed public government office?	No
Are you a member and/or officer and/or employee of any boards, commissions, corporations, non-profit entities, agencies, or other entities?	No
Do you intend to seek election or appointment to any public office or board or commission in the foreseeable future?	No
Have you ever been hired for a position with the City of San Antonio?	No

Have you had any convictions of criminal offenses other than parking or traffic tickets?	No
Describe your Educational history.	I have earned a PhD in Leadership Studies from Our Lady of the Lake University, an MBA from Our Lady of the Lake University and a Bachelors Degree in Marketing from Texas A and M University, College Station.
Describe your Professional History & Certification designations (Current and historical).	In my capacity as Associate Professor of Leadership Studies at OLLU, I currently teach Leadership Ethics and Morality as well as Leadership Theory. In my capacity as Chair of the Department of Leadership Studies at OLLU, I deal with resource, personnel, and organizational dilemmas that involve the application of ethics and ethical perspectives to complex issues. My professional experience includes leadership in corporate environments such as HEB Grocery Co. and Citigroup as well as academic administrative experience in my over 10 year tenure at Our Lady of the Lake University.
Describe your Volunteer Experience & Community Service	I have served the San Antonio Community via my work on the SAPD Citizen's Administrative Review Board and as Board Member of the West SA Chamber of Commerce. I have additionally served the SA organizational community through my work on leadership development for organizations including the San Antonio Area Foundation, CPS Energy and the Neighborhood Leadership Academy of the City of San Antonio.
Please provide a brief narrative outlining your reasons for seeking appointment to this board or commission:	My professional experience in both corporate and academic administration settings has generated a passion for the evaluation and application of the ethical decision making process. Appointment to this board will allow me the opportunity to utilize this skill and passion for the benefit of the SA community while additionally strengthening my application of practical experiences in ethical decision making to the leadership development of the students in my ethics courses.

APPLICATION SIGN-OFF	
<p>As a board, commission, or committee member, you will be asked to adhere to: Code of Ordinances, City of San Antonio, Part II, Chapter 2, Article IX, Sec.2-534. All board and commission members must file a Financial Disclosure Report with the Office of the City Clerk upon appointment, and annually thereafter, throughout the member's term. Failure to file a Financial Disclosure Report within the time required by the City's Ethics Code will be considered an automatic removal.</p>	
<p>I understand that if any member of the public makes a request for information included in this Application for Appointment, most of the information must be disclosed under the Public Information Act. I understand that the City of San Antonio will attempt to maintain the confidentiality of highly private matters by seeking an Attorney General's opinion in accordance with the Public Information Act. I understand that it may not be legally possible to maintain the confidentiality of such information, and I hereby release the City of San Antonio, and its agents, employees and officers, from any and all liability whatsoever if the information must be released pursuant to the Public Information Act or any other law requiring its release.</p>	Acknowledged
<p>I recognize that I am an applicant for Ethics Review Board~District 4~&nbsp;~06, as a City of San Antonio board or commission that is more than advisory in nature. As a city officer, I understand that I, my immediate family members, and any business in which I and/or they hold a 10% or greater ownership interest will be prohibited from seeking or accepting contracts with the city for the duration of my service on this board. I further understand that this restriction will extend with regard to many types of discretionary contracts for a period of one year after leaving city service.</p>	Acknowledged
<p>OATH: I have read and understand the guidelines set out in this application. The foregoing statements are true, accurate, and complete. I agree that any misrepresentation or omission of facts may result in my disqualification for appointment.</p>	Acknowledged
<p>I further request, as a part of my application, that all law enforcement officials and criminal justice agencies release any criminal history records concerning me to the Office of the City Clerk of the City of San Antonio in order that qualifications may</p>	Acknowledged

be checked.	
Enter Your Name	Esther S. Gergen
Date of submission.	2/19/2020
The Texas Public Information Act provides that each government official may choose whether to allow the public access to the information in the custody of the City that contains your home address, home telephone number, or reveals whether you have family members. Please note that this does not apply to business addresses, which are subject to public disclosure. If an open records request is filed requesting to view or obtain records that contain your personal information, the City will take steps to protect your personal information as authorized by the Texas Public Information Act, but only if you have elected to protect personal information.	
I want the public to have access to my Home Address.	No
I want the public to have access to my Home Telephone Number.	No
I want the public to have access to my Social Security Number.	No
I want the public to have access to my Emergency Contact Information.	No
I want the public to have access to my Family Information.	No
Please attach any additional information, such as a current resume, using the Attachments panel at the bottom of this page.	

Curriculum Vitae and Resume

Associate Professor

Esther S. Gergen

11219 Mystery Drive
San Antonio, TX 78216
(210) 416-8895
esgergen@ollusa.edu

University Education

Ph.D. Leadership Studies, Our Lady of the Lake University.

Master of Business Administration, Our Lady of the Lake University, 2001. Concentration in Management.

Bachelors of Business Administration, Texas A&M University, 1995, major in Marketing

Executive Education

Licensed in Mutual Funds and Investment Products through NASD.

Certified through corporate training programs including, Leading People, Human Resources and Labor Law Structures.

Academic Experience

Chair, Department of Leadership Studies, 2011 – present.

Administrative service to the department of Leadership Studies.

Currently lead department faculty through addition of new PhD cohorts across 3 campuses, faculty development process for the on-boarding of new full-time faculty across three campuses, development of dissertation guidance structure for new full-time faculty, construction and delivery of all full-time faculty annual evaluations, coordination and execution of course scheduling and faculty workloads including dissertation workload distribution across three campuses, screening, hiring and evaluation of all department adjunct faculty, and facilitation of all DLS faculty meetings to accomplish academic year administrative, program execution, and program growth activities.

Associate Dean, School of Business and Leadership, 2010 – 2011.

Administrative service to the university executing activities including the development of structure, training, and logistics of course/student learning outcomes for accreditation maintenance. Coordination of schedule and workload assignments for faculty within the School of Business and Leadership as well as coordination of training and course assignments for adjunct faculty.

Associate Professor of Leadership Studies, 2008-present Full-time professor in the department of Leadership Studies. In this capacity I have taught at the Masters and Bachelors level in the curriculum areas of critical thinking, leadership theory, research methods, leadership ethics and morality, organizational theory, community leadership, and gender issues in leadership. I have also conducted program coordination and student advisement for the MSOL program as well as facilitated and conducted remediation of comprehensive exam material.

Instructor / Teaching Associate, 2005-2008 The Teaching Associate Program was created within the School of Professional Studies to develop promising graduate students into professors. In this capacity I have taught both on-line and resident classes, counseled students, and done remediation for students needing assistance with comprehensive exams.

Courses Taught

Doctoral

LEAD 9310 Leadership Theory
LEAD 9320 Organizational Theory
LEAD 9318 Leadership Assessment
LEAD 9321 Leading Strategy
LEAD 9350 Historical Leadership Theories
LEAD 9351 Advanced Leadership Theories
LEAD 9352 Leadership Ethics and Morality
LEAD 9366 SPSS for Concept Proposal
LEAD 9170 Synthesis of Leadership and Research
LEAD 9172 Synthesis of Leadership
LEAD 9173 Synthesis of Management
LEAD 9149-9349 Field Based Research (Dissertation)
LEAD 9199 The Dissertation Defense

Graduate

LEAD 6310 Leadership Theory and Practice
LEAD 6322 Critical Thinking for Leaders
LEAD 6341 Intro to Research Methods
LEAD 6351 Readings in Leadership
LEAD 6366 Selected Topics in Leadership – Women in Leadership
LEAD 6366 Selected Topics in Leadership – Leadership Mentoring
LEAD 6370 Synthesis of Leadership and Research
BADM 8330 Strategic Management Concepts and Processes

Undergraduate

LEAD 3300 Foundations of Leadership

LEAD 3302 History and Theory of Leadership

LEAD 3314 Gender Issues in Leadership

LEAD 3333 Leadership in Community and Political Context

LEAD 3399 Women as Leaders

LEAD 3192 Being a Leader

HNRS 3300 Leadership and Civic Responsibility

Executive Experience

Vice President for Area Operation and Credit Strategy, Citigroup US Call Center 2003 - 2008

In this capacity I developed and implemented the business strategy for the sales and funding of consumer credit and deposit products within the Telesales division of Citibank North America. I coordinated across functional departments including, operations, technology, information management, training, and client relations to ensure that the business strategy would create a sustainable competitive advantage for Citibank.

Financial Center Manager 2001 –2003 Lead a team of 20 Client Financial Analysts in the marketing of bank and credit products. Primary objectives included: revenue generation, productivity management, and meeting client satisfaction standards. Secondary objectives included strategic and cross-functional projects aligned to assist in the effective execution of primary objectives.

Client Financial Analyst 1998 – 2001 Primary objectives included establishing and deepening client financial relationships through the analysis of client financial activities and recommendation of financial solutions. Secondary objectives included assisting Financial Center Manager in the execution of team competitions and motivational activities.

HEB Staffing Coordinator 1997 - 1998 Primary activities included: servicing the staffing needs for fifteen major stores, conducting Job Fairs and planning staffing needs for new store openings, interviewing candidates for all functional departments, and conducting Job Search seminars at local feeder high schools

Store/Service Director 1995 – 1997 Store Management activities included: supervising store teams of 120+ partners, achieving and maintaining sales, financial, accounting, productivity, and inventory goals, developing customer service improvement strategies, maximizing sales

and profitability through strategic merchandising, planning and executing team/motivational activities.

Publications

Gergen, Esther, Montoya, Camila A. (editor), Silencing Gender, Age, Ethnicity, and Cultural Biases in Leadership (Chapter 6), Hamilton Books, Lanham, Maryland, 2018.

Phillips Tricia R., Yu Sun, Esther Gergen, and Phyllis Duncan. An Assessment of Leadership Style as Perceived by Followers When Considering Leader Integrity and Employee Attitudes Towards Whistleblowing. Journal of Management Science and Business Intelligence, December 2018, 32.

Villarreal, S., Montoya, J. A., Duncan, P., & Gergen, E. (2018). Leadership styles predict career readiness in early college highschool students. Psychology in The Schools, 55(5), 476-489. doi:10.1002/pits.22131.

Gergen Esther, Carol Wheeler, Meghan Carmody-Bubb, Michelle Avila, and Mark Green (2018). The Interaction of Generation and Gender: Differences in Leadership Assessment of the Dark Triad. Journal of Management Science and Business Intelligence, December 2018, 3–2

Martinez, S. D., Sun, Y., Gergen, E. & Wheeler, C. (2018). A study of the relationship between school administrators leadership styles and organizational citizenship behavior. Journal of Management Science and Business Intelligence, 3(1), 1-6.

Gergen, Esther Jared Montoya, Sarah Ceballos, and Mark Green (2017). "In the Eye of the Beholder: Generational and Gender Differences in the Assessment of Leadership." Journal of Management Science and Business Intelligence.

Sun, Yu, Esther Gergen, Phyllis Duncan, Barbara Hinojosa and Mark Green and Mark Green (2017). "An Empirical Analysis of Leader Personality and Servant Leadership" Journal of Management Science and Business Intelligence.

Duncan, Phyllis Duncan, Mark Green, Esther Gergen, and Wenonah Ecung. (2017) "Authentic leadership-is it more than emotional intelligence?" Administrative Issues Journal: Connecting Education, Practice, and Research, Winter 2017, Vol. 7, No. 2: 11-22.

Tibbs, S., Green, M., Montoya, J., & Gergen, E. (June 01, 2016). *If You Are like Me, I Think You Are More Authentic: An Analysis of the Interaction of Follower and Leader Gender*. *Administrative Issues Journal: Education, Practice, and Research*, 6, 1.

Co-Editor of Textbook with Green, Mark (2015) *Graduate Leadership, 3rd Edition, Volume 2*, North Charleston, SC. Leadership Press, ISBN-13: 978-0692419168

Sun, Yu, Gergen, Esther, Avila, Michelle, Green, Mark, *Leadership and Job Satisfaction: Implications for Leaders of Accountants*, *American Journal of Industrial and Business Management*, 2015.

Co-Editor of Textbook with Green, Mark (2014) *Graduate Leadership, 2nd Edition*, North Charleston, SC. Leadership Press, ISBN-13: 978-0615943398

Gergen Esther S., Mark T. Green, Ceballos, Sarah (2014). *Generational and Gender Differences in Implicit Leadership Prototypes*, *Business Management Dynamics Volume 3, Issue 9*

Green Mark T, Chavez Esther S., Carmody-Bubb Meghan, Duncan Phyllis (2013). *Differences in Religiosity and Spirituality as a Result of Generation, Gender and Education*, *International Journal of Religion and Spirituality in Society*.

Green, Mark, Esther Chavez, Debra M. Lopez and Florelisa Y. Gonzalez (2012) "The Impact of Education, Gender, Age and Leadership Experience on Preferences in Leadership," *Journal of Business & Leadership*.

Salter, Charles, Mark Green, Esther Chavez and Phyllis Duncan. (2012) "The Educated Worker. An Empirical Investigation of Expectations of Leadership", *Journal of Leadership, Accountability and Ethics*.

Green, Mark, Esther Chavez, Debra M. Lopez and Florelisa Y. Gonzalez (2012) "The Impact of International Experience on Preferences in Leadership.", *Journal of International Business Volume 4, Issue 1*.

Chavez, Esther, Green, Mark, and Garza-Ortiz, Diana, *Leadership Style Differences Between Men and Women*. *International Association of Business Disciplines Yearbook (2010)*.

Green, M., Kodatt, S. Salter, C. Duncan, P. Garza-Ortiz, D., & Chavez, E. (2009). *Assessing the leadership style of Paul and cultural congruence of*

the Christian community at Corinth using project Globe constructs. *Journal of Biblical Perspectives in Leadership*, 2(2), 3-28.

Academic Presentations

International Conferences

I Can Tolerate That: The Relationship Between Worker Age and Tolerance of Bad Leadership Jared Montoya, Yu Sun, Esther Gergen, Areej Al-Bataineh, Mark Green, International Conference on Management, Leadership and Business Intelligence (ICMLBI '18), The Woodlands, TX, United States, April 6-7, 2018

Gergen, Esther and Mark Green (2017). Gender Differences in Employee Attitudes About Leader Use of Technology to Communicate. International Conference on Management, Leadership and Business Intelligence, Houston TX.

Sun, Yu, Esther Gergen, Phyllis Duncan, Barbara Hinojosa and Mark Green (2017). An Empirical Analysis of Leader Personality and Servant Leadership. International Conference on Management, Leadership and Business Intelligence, Houston TX.

Mark T. Green; Phyllis, Duncan; Esther Gergen; Seth Batiste, "The importance of contingent reward to community college students` course satisfaction" 5th Annual International Conference on Business and Economic Development, 2015.

Gergen, Esther, Green, Mark T., Rodriguez, Richard (2014). Servant Leadership Empirical Results from the Peer Reviewed Literature. 6th Annual General Business Conference, San Houston State University, Huntsville, TX

Gergen, Esther, Yu Sun and Mark T. Green (2013). Differences In Leadership Ratings Among Hispanic, White And Black Leaders. Collaborative Educational Programs for the Americas Leadership Conference, San Antonio, TX

Green, Mark, Esther Chavez, Meghan Carmody-Bubb and Phyllis Duncan, "Differences in Religiosity and Spirituality as a Result of Generation, Gender and Education, 2nd International Conference on Religion and Spirituality in Society, Vancouver, CA, 2012.

Salter, Charles, Mark Green, Phyllis Duncan and Esther Chavez. "A Thought Study Of The Relationship Between Implicit Leadership Theory

And The Holographic Leadership Communications Associated With Quantum Communications.” *Hawaii International Conference on Business, Honolulu, Hawaii 2012.*

Green, Mark, Esther Chavez, John Blumentritt and Barbara Hinojosa, “Helicopter Leaders: How Generation Y Differs In Leadership Preferences,” International Academy of Business and Economics, Las Vegas, 2012.

Green, Mark, Esther Chavez, Debra M. Lopez and Florelisa Y. Gonzalez “Worker Education And Attitudes About Leadership,” The International Academy of Business and Economics, Las Vegas, 2011.

Chavez, Esther, Green Mark, “The Relationship between parenting style and adolescent leadership behaviors.”, International Conference on Health and Wellness, Berkeley, CA, 2011.

Chavez, Esther, Green Mark, and Garza-Ortiz Diana, “Why women leaders are more transformational than men.”, International Conference on Advances in Management, Atlanta, GA, 2010

Chavez, Esther, Green, Mark, and Garza-Ortiz, Diana, “Leadership Style Differences Between Men and Women” – International Association of Business Disciplines Conference, Las Vegas, Nevada, 2010

Lopez, Debra, Chavez, Esther, and Green, Mark, "The Relationship Between Leadership Style and Employee Stress" - International Association of Business Disciplines Conference, Las Vegas, Nevada, 2010

Margarita Villarreal, Chavez, Esther, Green, Mark, “The Relationship between children’s self-esteem and views of their leadership ability” – International Conference on Civic Education, Nashville, Tennessee, 2009

Alicia Gonzalez, Chavez, Esther, Green, Mark, “The Relationship between children’s body satisfaction leadership attitudes” - International Conference on Civic Education, Nashville, Tennessee, 2009

Chavez, Esther, Green, Mark, and Garza-Ortiz, Diana, “The Relationship between parenting style and adolescent leadership behaviors.”- International Conference on Civic Education, Nashville, Tennessee, 2009

Green, Mark, Stephanie Kodatt, Charles Salter, Phyllis Duncan, Diana Garza-Ortiz and Esther Chavez “The Relationship Between Follower Ratings of Leadership and the Leaders’ Spirituality – God Matters” The

International Conference on Studying Leadership 08, Auckland New Zealand, 2008

National Conferences

Exploring the Relationship between a Youth's Self-reported Community Service Attitudes and Exemplary Leadership Practices, Elizabeth Ortiz-Mendez, Phyllis Duncan, Esther Gergen, Yu Sun, Academic Business Research San Antonio Fall 2018 Conference.

Gergen, E., Ecung, W., Rownd, C., & Green, M. (2018, October). *Servant leadership and leader personality – Tests of convergent and discriminant validity*. Presented at the Academy of Business Research Conference, San Antonio, TX.

Gergen, Esther and Mark Green (2017). *Leader Communication Medium and Ratings of Charismatic Leadership*, Academy of Business Research Conference, San Antonio, TX.

Gergen, Esther Jared Montoya, and Mark Green (2017). *The Eye of the Beholder Gender Differences in Follower's Perceptions of Authentic Leadership*. Academy of Business Research Conference, San Antonio, TX.

Esther Gergen, Yu Sun, Sandra Tibbs and Mark T. Green, *Cross-sex Bias in Perceptions of Authentic Leadership*, Academy of Business Research National Conference, San Antonio, 2015

Sun, Yu, Esther Gergen, Phyllis Duncan, Meghan Carmody-Bubb and Mark T. Green *Authentic and Transformational Leadership – An Analysis of the Factor Structures of the Authentic Leadership Questionnaire and Multifactor Leadership Questionnaire*, Academy of Business Research National Conference, San Antonio, 2015

Gergen, Esther, Phyllis Duncan, Michelle Avila and Mark T. Green, *Authentic Leadership: How Different is it from the Full Range Model of Leadership*, Academy of Business Research National Conference, New Orleans, 2015.

Ecung, Wenonah, Mark T. Green, Esther Gergen and Yu Sun, *Exploring The Relationship Between Perceived Leader Integrity And Perceived Organizational Ethics*, 7th Annual General Business Conference, Huntsville, TX. 2015.

Gergen, Esther, Phyllis Duncan, Yu Sun and Mark T. Green, Factor Structure Comparisons of the MLQ and ALQ. 7th Annual General Business Conference, Huntsville, TX. 2015.

Green, Mark T., Phyllis Duncan, Stephanie A. Kodatt and Esther Chavez, "The Relationship Between Organizational Size, Leader Spirituality and Follower Ratings of Leadership," 36th Annual Conference of the Small Business Institute, San Antonio, TX, 2012.

Wheeler, Carol, Esther Chavez, Mark T. Green and Wes Venters, "Extraversion and Transformational Leadership: A Multivariate Study of Personality, Gender, Intelligence and Leadership," 36th Annual Conference of the Small Business Institute, San Antonio, TX, 2012.

Hodgson, Maria N. Mark T. Green and Esther Chavez, "Gender Differences in the Employee Attitudes About Leader Use of Technology to Communicate" Western Social Science Conference, Houston, TX 2012.

Green, Mark, Esther Chavez, Debra M. Lopez ad Lopez, Debra M. and Florelisa Y. Gonzalez, "The Impact of Education, Gender, Age and Leadership Experience on Preferences in Leadership." Business & Leadership Symposium, Hays, KS, 2011.

Chavez, Esther, Diana Garza-Ortiz, Nikkie Hodson, Norma Greenfield and Mark Green. "Leadership Style Differences Between Men and Women: A Review of the Scholarly Literature." Engaged Leadership Conference, North Georgia College, 2009.

Green, Mark, Stephanie Kodatt, Charles Salter, Phyllis Duncan, Diana Garza-Ortiz and Esther Chavez. "The Relationship Between Follower Ratings of Leadership and the Leaders' Spirituality" General Business Conference, Sam Houston State University. 2009.

Green, Mark T, Charles Salter, Meghan Carmody-Bubb, Phyllis Duncan, Diana Garza-Ortiz and Esther Chavez." Transformational Communication The Results of a Content Analysis." General Business Conference, Sam Houston State University. 2009.

Chavez, Esther, Dr. Meghan Carmody-Bubb, *Developing Hispanic Female Leaders: The Cohort Model in the Our Lady of the Lake University Graduate Leadership Programs*. The College Dream: Preparing Texas' Latino Students for the 21st Century, November 2007, The University of Texas at San Antonio

Chavez, Esther, Dr. Meghan Carmody-Bubb, *Developing Hispanic Female Leaders: The Cohort Model in the Our Lady of the Lake University*

Graduate Leadership Programs. Leadership at the Crossroads, April, 2007 St. Mary's College, Notre Dame

State or Regional Conferences

Gergen, Esther, Yu Sun and Mark T. Green (2013). Differences In Leadership Ratings Among Hispanic, White And Black Leaders. Collaborative Educational Programs for the Americas Leadership Conference, San Antonio, TX

Gergen, Esther, Green, Mark T., Rodriguez, Richard (2014). Servant Leadership Empirical Results from the Peer Reviewed Literature. 6th Annual General Business Conference, San Houston State University, Huntsville, TX

Gonzalez, Florelisa Y., Mark Green, Esther Chavez and Richard Herrera, "Gender and Leader Virtue as predictors of Transformational Leadership," Fourth Annual General Business Conference, Sam Houston State University, 2012.

Lopez, Debra M., Chavez, Esther, Green Mark T., Gonzalez, Flory. "Differences in Leadership preferences as a result of ethnicity, gender, age and education.", 8th Annual Center for Mexican American Studies and Research Conference, San Antonio, TX. 2011.

Gonzalez, Flory , Lopez, Debra M., Chavez, Esther, Green Mark T, "Differences in Leadership preferences between Latinos and Latinas.", 8th Annual Center for Mexican American Studies and Research Conference, San Antonio, TX. 2011.

Rios, Linda A., Duncan, Phyllis, Ree, Malcolm, Chavez, Esther, "The relationship between emerging leadership behavior in children and their academic performance.", 8th Annual Center for Mexican American Studies and Research Conference, San Antonio, TX. 2011.

Carreon-Sanchez, Sulema, Mark T. Green, Ree, Malcolm, Chavez, Esther, "A Study of Latino middle school at-risk students' perceptions of leadership traits.", 8th Annual Center for Mexican American Studies and Research Conference, San Antonio, TX. 2011.

Academic Committees

Faculty Assembly President 2017-2018 and spring 2019
Faculty Assembly Leadership 2016-2019
Executive Committee of the Faculty Assembly 2011-2019
Search Committee for VP of Institutional Advancement 2018-2019

Academic Policy Committee 2011- 2016
Search Committee for Mexican American Studies Director 2014-2015
Program Revitalization Task Force 2012 – 2013
Search Committee for VP of Enrollment Management 2013-2014
Search Committee for Director of Alumni Relations 2012-2013
Learning Organization Committee 2011-2012
Finance Committee of the Board of Trustees 2011-2019
Quality Enhancement Plan Steering Committee 2011-2012
Quality Enhancement Plan Steering Committee 2010-2012
SACS Accreditation Annual Conference Team 2010-2011
Center for Mexican American Studies and Research Conference planning
Committee 2010-present
Enrollment Management Committee 2009-2010
Service Learning Committee 2008-2009

Community Development Initiatives

Citizens Administrative Review Board for SAPD, 2017-2019

Board of Directors Member, West SA Chamber of Commerce, 2013-2018

Mexican American Unity Council Scholarship Fundraising and Selection
Committee, 2017-2019

Esther Gergen, Phyllis Duncan, “Community Leadership Academy session
on Servant Leadership.” San Antonio, TX 2019

Esther Gergen, “Scholarship Interview Tips and Pitfalls.” Mexican
American Unity Council Escalera Program. San Antonio, TX 2019

Esther Gergen, “Servant Leadership Development.” OLLU Center for
Women in Church and Society Call/Vocation Professional Development
Session. San Antonio, TX 2018

Esther Gergen, “Evolution of Leadership, Coming Full Circle to Leaders as
Servants.” Young Presidents Organization, San Antonio, TX 2018

Esther Gergen, “Emotional Intelligence, The Key to Effective Leadership.”
Young Government Leaders, San Antonio, TX 2018

Esther Gergen, “Leading Yourself in the World of Social Media.” Mexican
American Unity Council Escalera Program. San Antonio, TX 2018

Esther Gergen, Phyllis Duncan, “Juntos Leadership Program.” Texas A&M
Agrilife Extension At-Risk Youth development. San Antonio, TX 2018

Esther Gergen, Phyllis Duncan, "Juntos Leadership Program." Texas A&M Agrilife Extension At-Risk Youth development. San Antonio, TX 2017

Esther Gergen, Phyllis Duncan, "West San Antonio Chamber Lider Academy." San Antonio, TX 2017

Esther Gergen, Phyllis Duncan, "CPS Energy Leadership Development Series.", San Antonio, TX 2014

Esther Gergen, Phyllis Duncan, "Leading through Generations Workshop", Region 20 City Year, San Antonio, TX, 2014

Esther Gergen, Phyllis Duncan, "Emotional Intelligence Workshop", San Antonio Area Foundation, San Antonio, TX 2013

Esther Gergen, Phyllis Duncan, "Leadership Issues for the next 5-10 Years", Alamo Charter Property and Casualty Underwriters (CPCU), San Antonio, TX 2013

Esther Gergen, Phyllis Duncan, Mark Green, "Leadership Academy", San Antonio Area Foundation, San Antonio, TX 2012

Green, Mark, Phyllis Duncan, Esther Chavez and Diana Garza-Ortiz, "Lead Diverse Generations." North Chamber Leadership Lab. San Antonio, 2008.

Panels and Awards

Association of Latina Ph.D.s and Ed.Ds in San Antonio
National Association for Women in Construction, Leadership panel 2010-present.

National Hispanic Association of MBAs (1999-2008)

Citicorp Hispanic Employee Network Chair of Professional Development (2004-2008).

Five Time CitiStars Sales Award Winner (1999, 2000, 2003, 2004, and 2005)

HEB Habitat for Humanity Champion (1996-1997)

HEB High School Mentor Program for West S.A. (1996-1998)