

Academic CV

**Daniel R. Hernandez**

**EDUCATION**

Georgetown University

Doctor of Jurisprudence  
Law Center, Washington, D.C.

St. Mary's University  
San Antonio, Texas

Certificate: Municipal Government and  
Federal Programs

Texas A&M University  
College Station, Texas

Bachelor of Arts, Political Science  
Completed 12 hours of graduate work in Public  
Administration

**RELEVANT WORK EXPERIENCE**

**Prairie View Texas A&M University** Associate Adjunct Professor, College of Architecture and  
Community Development: Mediation and Negotiation; Community Leadership, International  
Communities in the U.S.; Construction Law and Ethics.

2003 - Present

**Attorney at Law:** Hernandez Law Firm, P.C. Provide legal representation regarding family, criminal,  
immigration, personal injury, employment, international law, mediation and higher education law.

2003-Present

**Mediator:** Serve as Mediator in civil litigation cases, organizational conflicts, community disputes and  
team facilitator.

2004 - Present

**Consultant:** Provide private and public corporate and community based organizations and higher  
education institutions with counsel, advice and training. Areas of expertise include human resources,  
organizational change, leadership, negotiation, mediation, cultural competency and diversity issues in a  
local, national and global setting. Special emphasis in the development of creative and critical thinking  
teams that move from conflict to resolution to capacity to competency.

1994 - Present

**Texas A&M University:** Visiting Professor, Member Mays School of Business, Conflict Resolution and  
International Negotiation.

1998 - 2010

**Associate Vice Chancellor:** Office of Community Development, The Texas A&M University System  
(TAMUS) that includes 10 Universities and 8 State Agencies across Texas. Responsible for developing  
and generating collaborative opportunities for TAMUS with local, national, international communities,  
institutions and agencies. This included the development and implementation of facilitating teams that  
resulted in the strategies, models and initiatives that focused on collaboration, service and excellence in  
leadership and the effective delivery of its services to its constituencies. Developed community building  
and Implemented internal strategies that enhanced collaboration between

and among faculty, staff and students across the System. Created value added relationships between the corporate business community and the educational, social and economic sectors that enhanced community development through mutual gains.

1994 - 2003

**Chief of Litigation, Assistant General Counsel:** Office of General Counsel. The Texas A&M University System, College Station, Texas. Provided legal representation and coordination for timely handling of litigation filed against The Texas A&M University System and seven institutions of higher education and ten state agencies. Provided support for the Deputy Chancellor and General Counsel in the areas of attorney professional development and creation of system wide plan for providing legal services to our clients. Developed preventive law processes and litigation seminars for managers and administrators. Provided supervision, legal support and advice to other attorneys in the office regarding litigation, liability, civil rights, policy and human resource issues. Provided legal advice in non-litigation matters relating to international law, intellectual property, human resources, disputes and/or contract issues.

1998 - 1994

**Attorney: Crowley & Waltman, Bryan, Texas.** Represented clients in Personal Injury litigation, premises liability, products liability and medical malpractice.

1987 - 1988

**Center for Strategic and International Studies (CSIS), Washington, D.C. Consultant:** CSIS is a political "Think Tank" composed of numerous scholars, and former political and military leaders. Provided counsel to the administration regarding the development of human resources, policies and personnel actions.

1985

**Director for Affirmative Action Programs:** Georgetown University, Washington, D.C. Managed the Affirmative Action Program for staff at three campuses (Main Campus, Law Center and Medical Center). Created proactive programs for developing a discrimination free campus. Represented the University at federal and municipal hearings regarding complaints of discrimination.

1981 - 1987

**Affirmative Action Officer:** The Texas A&M University System, College Station, Texas. Established and implemented Equal Employment Opportunity/Affirmative Action programs for four campuses and state agencies throughout The System, in compliance with federal regulations. Advised chief executive officers and personnel administrators of each campus and state agency on student life, personnel and affirmative action matters. Investigated alleged complaints of discrimination against The Texas A&M University System, and represented The System at formal federal hearings.

1978 - 1981

**Assistant Director of Admissions,** Texas A&M University, College Station, Texas. Presented proposals to Council of Academic Deans regarding admission, recruitment and retention policies. Responsible for coordinating, planning and implementing recruitment programs for high school and junior college students. Supervised half of the Freshman Admission Section. Initiated the first minority recruitment efforts at the University which laid the frame work for the current minority scholarship and admission programs.

1974 - 1978

**Jobs CORPS Recruiter, Texas Employment Commission, Bryan, Texas.** Responsible for conducting seven county recruitment, selection, testing and placement of school dropouts and delinquent youth at Gary Job Corps Center.

1974

**Youth Director and Community Outreach Worker, United Methodist Churches, Chicago, IL, Baytown, Bryan and San Antonio, Texas.** Created neighborhood centers in Hispanic and African American communities using volunteer community and church resources.

1970 - 1972

## **COMMUNITY SERVICE**

- Initiated "Read by Third" program at Bryan ISD involving two elementary schools. Program is designed to transform, equip and create access for parents to assist their children achieve academically.  
2013 – Present
- Founder of Bryan/College Station Family Solutions. Community based volunteers dedicated to facilitating and implementing collaborative opportunities and strategies.  
2007-Present
- Conducted assessment of Merrimack College regarding Diversity, Equity and Inclusion with administrators, faculty and staff.  
November 2013 & February 2014
- Conducted Climate and Inclusion Assessment Metropolitan State University of Denver,  
November 2012
- Bryan Independent School District, Strategic Planning Team Member, November 2012
- Texas A&M University Climate and Diversity Council, Member, 2012
- Texas A&M Hispanic Network, Vice President, 2012 and Co-Chair of Family Legacy Endowment
- Texas A&M University Vision 2020, Member, 2012
- Director of Hernandez Law Firm Legacy of Leadership Internship for Texas A&M University Students  
2012-2013 and 2013-2014
- Keynote speaker, Brazos Valley African American Museum Fundraising Annual Banquet, January 2009
- Advisory Board Member, Frank Evans Center for Conflict Resolution, of The South Texas School of Law  
2006-2010
- Advisory Board Member, Center for International Business Studies, Mays School of Business Texas A&M University  
2005-2010;
- Community Affairs volunteer radio host for "La Preciosa" Spanish Language Station 103.1, Clear Channel Communication,  
2007
- Advisory member of Texas Higher Education Coordinating Board's Latino Taskforce, 2007
- Facilitated Texas State NAACP Strategic Planning Retreat, January 2007
- "The Future of Hispanics," Sixth Biennial Bi-national Conference on Families, Texas Cooperative Extension Texas A&M University System, Padre Island, Texas, October 2006
- Facilitator for "Strategic Planning" for Prairie View A&M University School of Architecture in Austin, Texas July 2005
- Facilitator PVAMU facility and student seminar and travel to South Texas (McAllen/Brownsville) and Monterrey, Mexico Record Community Development and Architectural School, August 2006
- Keynote Speaker at the Annual Texas Association Against Sexual Assault Conference, Austin, Texas, March, 2005
- Metropolitan Community Church Dallas, Texas Retreat, "Building Communities of Trust", May 2004

- Facilitated Retreat for Corpus Christi Leadership, September 2012
- Participant in First Lady Laura Bush's White House Conference on Preparing Tomorrow's Teachers 2002

## PUBLICATIONS/ARTICLES

- Beyond our Borders  
ISBN: 84-931772-3-7 (2002), International Congress
- Journal of History and Culture Volume 1 (2008) Number 1 ISSN-1941-9082

## PRESENTATIONS/FACILITATIONS

- Conducted 40 hour mediation seminar at South Texas College, McAllen, Texas, July 2015
- Conducted assessment and inclusion training at Merrimack College, Andover, Massachusetts, November 2013 and February 2014
- Facilitated Climate and Inclusion Assessment at Metropolitan State University of Denver, November 2012
- Facilitated 40 Hour Mediation/Negotiation/Facilitation Seminar at Houston Power Center, May 2012
- Facilitated 40 Hour Mediation/Negotiation/Facilitation Seminar for Bryan Police Department and Brazos County leaders, May 2012
- Facilitated 40 Hour Mediation Seminar for the Houston Association of Realtors, May 2011
- Conducted Climate and Inclusion Assessment at University of New Mexico, Spring 2011
- Facilitated Strategic Planning Retreat for Corpus Christi Regional Transportation Authority, 2010
- Facilitated Strategic Planning Retreat for Corpus Christi Regional Economic Corporation, 2009
- **"Creating Effective Culturally Mobile Teams,"** Dallas County Sheriff Department, Dallas, Texas, 2006, 2007, 2008
- Panama Supreme Court Presenter, **"Negotiating Conflicts in Local and National Environments,"** Summer 2008
- **"The Future of Hispanics,"** Sixth Biennial Bi-national Conference on Families, Texas Cooperative Extension Texas A&M University System, Padre Island, Texas, October 2006
- **"Communicating Across Diverse Constructions of Reality in International Business,"** City of Knowledge, Panama city, Panama, October 2005
- "Negotiating Business Across International Communities" South Texas School of Law International Seminar on Doing Business in Mexico/Latin America, Mexico Conference, San Miguel Allende, Mexico, August 2005
- "Leadership and Interest Base Negotiation" Peterson Airforce Base, Colorado City, Colorado City, Colorado November 2005
- Presenter for the South Texas School Law Frank Evans Center for Conflict Resolution Continuing Legal Education Course, "Negotiating Business in Panama City, Panama." October 2005
- "Cross Cultural Intelligence" Training for Limited English Students, Anson Jones Elementary School, June 2005
- Presenter for the South Texas School Law Frank Evans Center for Conflict Resolution Continuing Legal Education Course "Negotiating Business in Mexico and Latin America" San Miguel Allende, Mexico, August 2005
- Facilitator for "Strategic Planning" for Prairie View A&M University School of Architecture in Austin, Texas July 2005
- American Council on Education and Georgetown University, Washington, DC Conference on "Diversifying our Campuses with African American and Latino Faculty" June 2005

- Brazos Valley Hispanic Forum facilitator regarding "The Future of Hispanics in the Bryan/College Station Region", April 23, 2005
- Facilitator for American Leadership Forum retreat of Houston Leaders at Camp Allen, Texas April 15, 2005
- Facilitator for Congressman Ruben Hinojosa's Annual Strategic Planning Retreat, March 20-21, 2005 in Washington, DC
- Keynote Speaker at the Annual Texas Association Against Sexual Assault Conference March 14, 2005 in Austin, Texas
- Keynote Speaker at the Statewide conference on Negotiation and Mediation, the Universidad de Regio Montana, Monterrey, Mexico March 11 -12, 2005
- Keynote Speaker at University of North Texas Annual National Conference on Cultural Mobility — February 24, 2005
- Facilitator for Bryan ISD teachers, parents and students regarding Cultural Competency issues in relationships and teaching. May 2004 and January 2005
- Texas A&M Office of Institutional Assessment and Diversity, Consultant on "Hispanic Summit Report" Summer 2004
- Metropolitan Community Church Dallas, Texas Retreat, "Building Communities of Trust" May 2004
- US Hispanic Chamber of Commerce, Salt Lake City, Utah Retreat "Developing Global Teams and Organizations" January 2004
- International facilitator for Texas Department of Economic Development Trade Mission to Brazil 2003
- Keynote speaker at the University of North Texas - 2003 Diversity Conference
- Keynote presenter Texas A&M University's Diversity Conference "Cultural Mobility Seminar" 2003
- "Negotiating and Teaching In Cross Cultural Environments" Texas A&M —Corpus Christi 2003
- "Global Negotiations and Teaching" - Brook Haven Community College, Dallas, Texas – 2003
- "Latinization of the United States" - Housing and Urban Development Annual Conference on Hispanic Issues, Dallas, Texas – 2003
- 40 Hour Mediation Seminar (in Spanish) Universidad de Regio Montana, Monterey, Mexico - "Global and Cross Cultural Mediation and Negotiations" — 2003
- Guest of First Lady Laura Bush to White House Conference on Preparing Tomorrow's Teachers - 2002
- "Developing Culturally Mobile and Discrimination Free Workplace Environments" — Oxford Round Table, Oxford University, London, England — 2002
- Race and Ethnic Studies Institute (REST) of Texas A&M University International Research Conference — "Beyond Our Borders: Toward Global Dimensions of Civil Rights, Human Rights, Socio-Economic, Educational and Environmental Issues" Valladolid, Spain – 2002
- Race and Ethnic Studies Institute (REST) of Texas A&M University Third Annual International Cross Cultural Development Conference — "Globalization and Cross Cultural Development: Society, Policy, Economics, Public Administration and the Environment" - New Delhi/Bangalore, India 2001
- Texas Department of Economic Development Exploratory Trade Mission Representative-Israel/Jordan — 2001
- Texas State LULAC Board Retreat - "Building a Team with Visioning" Dallas, Texas 2001
- "Globalization and Internationalization of Education and Leadership Models" — International Conference of Hispanic Association of Colleges and Universities, San Jose, Costa Rica — 2001
- "Communicating Across Diverse Constructions of Reality" - Texas Higher Education Coordinating Board Diversity Conference – 2001
- 40 Hour Seminar — "Developing Culturally Mobile Higher Education Communities" — Texas

- A&M University — College Station, Texas – 2001
- Waller ISD 40 Hour Mediation and Conflict Resolution Training Seminar for teachers and administrators- Spring 2000
  - University of North Texas Executive Team Retreat "Developing a Culturally Competent Team" Spring 2000
  - "Organizational and Leadership Development" — AT&T, Orlando, Florida – 2000
  - "Global Leadership Strategies" — Junior Leadership Brazos County – 1999
  - "Legal Issues in the United States" — Universidad de Coahuila, Saltillo, Mexico Escuela de Leyes 1999
  - "Workforce Development Strategies for Community Development" — Texarkana Chamber of Commerce – 1999
  - "El Arbitraje en Nuevo Leon" — Universidad Autonoma de Nuevo LednInstituto Tecnologico y de Estudios Superiores de Monterrey – 1999
  - "Negotiation and Leadership" NAACP Southwestern Region Conference — Albuquerque, NM - 1998
  - Consultant to Council on Agriculture and Scientific Technology (CAST) regarding organizational and cultural change — Ames, Towal998
  - "Negotiation and Organizational Strategies in Changed Environments" — AT&T, El Paso, Texas – 1998
  - "Negotiation in the Global Economy"— AT&T, Denver, Colorado – 1998
  - "Practicing Law in the Era of NAFTA: Mastering the New Global Marketplace" — American Bar Association/St. Mary's University School of Law – 1998
  - "Preventive Law Management for Lawyers" - Texas Association of State University Attorneys (TASUA) Conference — 1998
  - 40 Hour Mediation/Conflict Resolution Seminar - NAACP Statewide Executive Leadership Team – 1998
  - "Conflict Resolution/Mediation" — The Texas A&M University System Legal Conference – 1998
  - Preventive Law Writing Seminar - Texas A&M University — Commerce – 1998
  - "The Role of Attorneys In Service and Leadership" - Keynote speaker at Pre-law Society Annual Banquet — Texas A&M University – 1998
  - **"40 Hour Conflict Resolution/Mediation Seminar"** - Texas State Senate and The Texas A&M University System – 1997
  - **"Transformational Leadership"** - Keynote speaker at Texarkana Leadership Banquet, Texarkana, Texas – 1997
  - Consultant for the Council of Agriculture and Scientific Technology (CAST) regarding Transformational Change of Educational and Business Professional Associations – 1997
  - **Community Development Concept"** — GTE Conference on distance Learning, Caracas, Venezuela 1997
  - **"Negotiations in Conflict"** — Instituto de Espanol, Cuernavaca, Mexico – 1997
  - **"Effective Negotiations in International Matters"** — NAFTA and International Trade Symposium, Corpus Christi Hispanic Chamber of Commerce – 1997
  - **"Community, Diversity and Ability Based Leadership and Management"** - Expanding Minority Opportunities First Annual National Conference at Arizona State University – 1997
  - **"Community Leadership"** - Keynote speaker at Brazos Valley Mental Health Mental Retardation Annual Volunteer Banquet – 1996
  - **"Legal Issues affecting Faculty and Staff Administrators"** - Texas Association of Chicanos in Higher Education (TAME) — 1994
  - **"Preventive Law and Liability Issues"** - State Conference of Texas Professional Benefit, Administrators Association – 1993
  - **"Preventive Law Measures and Employment Issues"** - University of Texas at San Antonio —

- 1993
- **"Sexual Harassment Preventive Law Seminar "**— Alamo Community College District – 1987

**TEACHING INTERESTS**

Leadership, Negotiation, Mediation, Facilitation

**PROFESSIONAL ASSOCIATIONS**

- Texas State Bar Association
- Brazos County Bar Association
- Texas Trial Lawyers Association

**REFERENCES UPON REQUEST**