

## **Elma Teresa Salinas Ender**

### WORK HISTORY

**Elma Teresa Salinas Ender PLLC**, Attorney, Mediator, Arbitrator, Private Judge (January 1, 2013 – Present)  
**South Texas ADR**, Mediator, Arbitrator, Private Judge (2013 – Present)  
**Senior District Judge**, retired 341<sup>st</sup> District court, Assigned to the 4<sup>th</sup> Administrative Region, January 1, 2013 – Present)  
**341st Judicial District**, General Jurisdiction District Court (September 1, 1983 to December 31, 2012)  
**Alvarado, Salinas & Barto**, an association, Laredo, Texas, general civil practice (January 1983 to August 31, 1983)  
**Alvarado & Salinas**, Partner, Laredo, Texas, general civil practice (March 1981 to December 31, 1982)  
**Laredo State University**, Part-time Instructor, Business Law (Fall 1981 to May 1982)  
**Fansler, Reese, Palacios & Alvarado**, Associate Laredo, Texas, General civil practice (February 1979 to March 1981)  
**Webb County District Attorney's Office**, (September 1978 to February 1979)

### EXPERIENCE

**American Arbitration Association**, Employment and Commercial Arbitration Panel Member (2017-Present)  
**Judicial Workplace Arbitrations, Inc.**, Panel Member, (2013-Present)  
**Texas Department of Insurance**, Mediator and Arbitrator (January 2020-present)  
**Texas Credential Mediator Association**, Credentialed Distinguished Mediator, 2018  
**Farmers Insurance Company Wind/Hailstorm Litigation MDL 1 And 2**, assigned to Farmers MDL Pretrial Court by Order of the Texas Supreme Court Multidistrict Litigation Panel (2015- Present)

### EDUCATION

**St. Mary's University School of Law**, Juris Doctor, May 1978  
**Bates School of Law, University of Houston**, Summer Law Program, Cuernavaca, Morelos, Mexico, July to August 1977  
**University of Texas at Austin, BBA, 1974**, College of Business, Honor's Program, Major: Accounting, Minor: Spanish

### LICENSES

**State of Texas**, November 6, 1978  
**United States Southern District of Texas**, April 3, 1981  
**United States Western District of Texas**, May 10, 1983

### LEGAL/JUDICIAL ACTIVITIES

**AAA Arbitration Fundamentals and Best Practices, 2017; Award Writing (ACE001), 2017**  
**University of Houston Law School, A. A. White Dispute Resolution Center**  
Certificate in Commercial and International Arbitration Training (August 2012)  
**Advanced Family Mediation, DRC**, Austin, Texas, 30 Hour Course, July 2012  
**Center for Public Policy Dispute Resolution, The University of Texas School of Law, Austin**, 40 Hour Course (2011)  
**National College for the Judiciary**  
Certificate in Judicial Development Dispute Resolution Skills, includes 40-hour course and special issues courses (June 2010)  
Certificate in Judicial Development General Jurisdiction Trial Skills (September 2009)  
**Texas Supreme Court Permanent Judicial Commission for Children, Youth and Families**, Basic Projects CIP  
Committee (January 2008 – 2012)  
**Texas College for Judicial Studies**, Texas Center for the Judiciary, Member of the first graduating class (2001- 2004)  
**Texas Access to Justice Commission**, named to first Commission established by the Texas Supreme Court (2001 – 2004)  
**Texas Supreme Court Task Force on Foster Care**, named by Texas Supreme Court (1995-2007)  
**Ad Hoc Committee Member**, appointed by Governor George W. Bush to help rewrite Code of Criminal Procedure (1995)  
**Texas District Judge's Association**, President (1995-96) Vice President (1994-1995) 4th Administrative District Rep. (1993)  
**State Bar of Texas**: Judicial Section: Member (1983-Present), Executive Committee (1992-1995, 2008 – 2011), Ethics Committee (2010-2015); Alternative Dispute Resolution (2010-Present), Civil Litigation (2010-present); Criminal Law (2010 present); School Law (2013); Nominations Committee (1996), Resolutions Committee (1991), Women in the Law Section, Council Member (1982-1984); Member of some of these sections during the years 1978-2002; Concerns of Spanish Speaking Community, Real Estate, Probate, Trust, and Family Law; Member of Committees; Coordination with other Professional Organizations, (1992-1994), Appointed by State Bar President, Harriet Miers; Funding/Judiciary Branch of Government in Texas (1991-1992), Appointed by State Bar President, Mr. Charles R. "Bob" Dunn; Model Local Rule Subcommittee, Committee of Administration of Justice, 1988  
**Texas Center for the Judiciary**-Faculty (1986, 1992, and 1996), Planning Committee, Seminar on Juvenile Justice (1986)  
**Task Force**, Appointment by Governor Mark White in 1986, charged with drafting professional standards to be used by Juvenile Boards to certify juvenile detention centers  
**Southern District of Texas**, United States District Court, Committee on Admissions and Grievances (1981-1984)  
**American Bar Association**, (2016-2018); Taxation Section (1981-1983) Judicial Section (1983-1985)  
**Texas Young Lawyers Association**, Bar Review (1983-84) Chair, Future Lawyers (1980-82) Spanish Speaking Persons (1979-81)  
**Texas Young Lawyers Association of Laredo**, President (1981-1982) President Elect (1980-1981) Legislative Committee (1980-1982)  
**Laredo-Webb County Bar Association**, Speakers Committee (1979, 1990) Career Day Committee, Chairperson (1989)

PROFESSIONAL

**Leadership Texas** - Member of first Class, 1983

**Leadership Laredo**- One of 5 Leadership Texas Alumnae who initiated Laredo Chamber of Commerce Program in 1986  
**National Hispana Leadership Institute, 1992**, four-week program included study at the Harvard JFK School of Public Affairs, Washington, D.C., Los Angeles and the Center for Creative Leadership

**State Selection Panel Member, Texas Women's Hall of Fame Program**, Appointed by Governor Mark White (1986)

BOARDS

**St. Mary's University Law School**, Alumni Board (1993-1995, 2002 to 2006)

**Casa Misicordia**, Board, 2000- 2005, Battered Women's Shelter

**The Texas Lyceum Association, Inc.**, Member (1991-1997), Alumni (1998-present)

**The Texas A & M International University Foundation**, formerly the 4-U Foundation (1991-1994)

**Statutory Boards:** Local Administrative Judge (1999-2007); Webb County Bail Bond Board, First Chair (1986-1990); Member, 2007--2012); Webb-Zapata Adult Probation, First Chair (1986-1991; Chair (1995-1998); Member (1986-2012); Webb County Juvenile Board, Chairperson (1984-1986), Member (1983-2012); Webb County Auditor's Board, Chairperson (1991-1995, 2008-2012), Member (1983-2012); Webb County Purchasing Board, Chairperson (1991-1995), Member (1983-2012); Webb County Community Justice Council, Chairperson (1989-91, 1995-1998), Member (1989-2012)

HONORS/ AWARDS

**Laredo-Webb County Bar Association**, Lifetime Achievement Award, December 2012

**Laredo Morning Times**, "Laredoan of the Year", **January 1, 2012**

**Texas Access to Justice Foundation**, The Pro Bono Star Award, presented by the Texas Supreme Court, January 2012

**Latina Leader**, nominated by Congressman Henry Cuellar, Washington, DC, March 2012

**2008 Laredo UT Exes Longhorn Legacy Award**

**2003 Tejano Achievement Award**, LULAC Council No. 12, Laredo, Texas

**Paul Harris Rotary Award**, September 2002

**Featured in *Educational Pathways***, cover story, January-April 1999 issue

**Texas Hispanic Magazine**, Named Judge Ender, one of the most 75 Influential Hispanics in Texas, recipient of one of the 1996 *Brillante Awards*, Texas Hispanic Magazine

**Laredo Commission for Women**, One of 10 women inducted into the first Women's Hall of Fame, March 1995

**Rosewood Gavel Award**, St. Mary's University School of Law, May 1994

**Las Primeras Award**, National Mexican American Women's Association (MANA), Washington, D.C., September 1991

**Featured in a book "Texas Women, a Pictorial History from Indians to Astronauts"** by Ruth Winegarter

**Featured in a book "Politiclas: Latina Public Officials in Texas"** by Sonia R. Garcia, Valerie Martinez-Evers, Irasema Coronado, Sharon A. Navarro, Patricia A. Jaramillo

**International Who's Who of Professional and Businesswomen** - Publication, 1995

CHURCH

St. Patrick's Church, Parishioner, Lector, Parish Council (2000-2010), Catholic; ACTS; Red Mass Committee Member, Diocese of Corpus Christi, Texas; Red Mass Committee Member, Diocese of Laredo, Texas; Equestrian Order of the Holy Sepulcher of Jerusalem

SPANISH

Speak, write and read Spanish fluently

PERSONAL

Born in Laredo, Texas; Age 66; Married; two daughters, two sons in law, three granddaughters

Active in many civic and community organizations; Enjoy reading, painting, and walking

