



Hon. Elma 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 341st District court, Assigned to the 4th 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 "Politicistas: 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