

Elisabeth Cuadros • (210) 454-3717 • cuad@rocketmail.com

Elisabeth Cuadros, MBA, MSF, PhD

Business Professor & Management Professional

Experienced business educator and financial management professional with a proven track record in leadership, compliance, and operational efficiency within higher education. Seeking a Lecturer position in business to apply subject matter expertise in management, organizational behavior, and business communications to cultivate critical thinking and real-world skills in diverse student populations.

Education and Certifications

Master of Science, Finance (2025)

Certificate in Project Management (2025)

University of Texas San Antonio, San Antonio, TX

Scrum Alliance

Certified Scrum Master (CSM) (2024)

PhD Leadership Studies (2019)

Our Lady of the Lake University, San Antonio, TX

Master of Business Administration, General Business, minor in Accounting (2014)

Texas A&M University Commerce, Commerce, TX

Bachelor of Business Administration, Management, concentration in International Business (2011)

University of Texas San Antonio, San Antonio, TX

Academic Experience

Business Professor

Hallmark University, San Antonio, TX | 2019 - 2024

Courses Taught: *Management, Business Communications, Organizational Behavior, Accounting*

- Delivered undergraduate and graduate courses using varied instructional methods to promote critical thinking and experiential learning.
- Developed and adapted course materials to meet departmental learning objectives, incorporating real-world applications to enhance student engagement.
- Consistently received positive evaluations for course structure, clarity, and engagement techniques, with a focus on practical skills development.

Volunteer Instructor

University of the People, Online | 2021 – 2024

- Instructed M.B.A. and certificate courses in business administration and accounting, engaging a global student population.
- Fostered a collaborative online learning environment that encouraged diverse perspectives, critical thinking, and active participation.

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Subject Matter Expert & Trainer

University of Texas at San Antonio | 2012 – 2024

- Conducted in-depth training sessions for faculty and staff in Disbursements, Travel Services, and Financial Information Services.
- Delivered tailored presentations on leadership in organizational design, management, and strategic planning.

Professional Experience

Director of Disbursements and Travel Services

University of Texas at San Antonio | 2025 – Present

- Strategic leadership and operational oversight for UTSA's disbursement functions, including accounts payable, travel services, and related financial operations. Ensures compliance with university policies, state and federal regulations, and promotes efficiency, accuracy, and customer service excellence across all owned processes.

Senior Payroll and Funding Analyst

University of Texas San Antonio | 2023 – 2024

- Directed payroll processes and implemented software updates to improve operational efficiency and data accuracy.

Procurement to Pay Analyst

University of Texas San Antonio | 2017 - 2023

- Streamlined procurement-to-payment systems, contributing to financial accuracy and regulatory compliance.

Assistant Director, Disbursements and Travel Services (DTS)

University of Texas San Antonio | 2014 - 2017

- Provided operational leadership and strategic support for financial operations, including accounts payable, travel reimbursements, and vendor payments. Lead the DTS team, ensuring compliance in invoice processing and travel audits, while streamlining financial systems to improve efficiency and workflows. Directed annual 1099 reporting and policy updates to maintain regulatory adherence, enhanced team productivity through targeted training and continuous process improvements, and collaborated with vendors and university departments to resolve financial issues while safeguarding data confidentiality.

Research Interests

- Servant Leadership in Business
- Leadership's Impact on Organizational Financial Performance
- Effective Management and Team Dynamics

Publications and Conferences

- Cuadros, E., Martinez, R. (2021). Removing the Mask: Exploring the Relationship between Servant Leadership and Conformity, Elixir Organizational Behavior.
- Cuadros, E. et al. (2016). Exploring Multicultural Experiences, Cultural Intelligence, and Effective Global Leadership, CEPA Leadership Consortium.

Professional Affiliations

Member, National Association of College and University Business Officers (NACUBO)

Member, Higher Education User Group (HEUG)

Member, Project Management Institute (PMI)