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Anderson School of Management
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EDUCATION

Juris Doctorate
University of New Mexico School of Law, Albuquerque, New Mexico
<http://lawschool.unm.edu/>

Bachelor of Arts, Political Science
Austin College, Sherman, Texas
<http://www.austincollege.edu/about/>

ACADEMIC EXPERIENCE

Anderson School of Management
University of New Mexico
Senior Lecturer

Senior Lecturer / Faculty
August 2008 – present

Has provided instruction in MGMT 308, “the Ethical, Political and Social Environment for Business,” Freshman Learning Communities MGMT 158, “Ethics in Organizations,” MGMT 708, “Contemporary Legal and Ethical Issues for Business,” in the MBA-Education Leadership program and MGMT 508 “Business and Society.” Topics include business and society issues, business ethics, stakeholder theory, corporate social responsibility, sustainability, public policy and regulation.

Rust Professorship in Business Ethics
2008 – present

Promotes UNM Anderson School of Management links with the business community and assists the school in achieving continued excellence in experiential ethics education, including guided student research on candidates for the New Mexico Ethics in Business Awards. Other experiential course projects challenge students to identify, analyze and make recommendations for business ethics and sustainability “best practices” in key New Mexico industries.

PROFESSIONAL EXPERIENCE

PNM Resources, Inc., Albuquerque, New Mexico (1991 – 2007):

- Director, Corporate Ethics and Compliance Programs (1999 – 2007)
 - Helped transform a basic corporate compliance function into a best-in-class ethics and compliance program for this publicly-traded New Mexico energy/utility company.
 - Directed the ethics, business conduct and compliance function for PNM Resources, its subsidiaries and affiliates to achieve and maintain high standards of corporate compliance and ethical behavior in a corporate setting.
 - Established highly visible, effective ethics and compliance initiatives related to standards of conduct and ethical relationships with customers, contractors, suppliers, employees, shareholders and the communities within which the company's business was conducted.
 - Assumed overall responsibility for corporate-wide confidential ethics reporting systems – enabling employees, customers, contractors and other stakeholders to anonymously disclose any concerns regarding ethical standards, legal requirements, applicable regulations and corporate policy without fear of retaliation (the “Integrity Line”).
 - Designed and managed training programs to effectively communicate the company's corporate ethics and compliance standards and procedures to all employees and other stakeholders via live and internally-produced video training programs and publications.
 - Provided regular comprehensive reports and recommendations to senior executives and the corporate board of directors to ensure effective and confident oversight of ethics and compliance in the company.
- PNM Corporate Counsel (1991 – 1999)
 - Achieved a position of respected in-house counsel with primary responsibility for legal matters affecting a broad array of PNM Resources' operations. Worked effectively and in close cooperation with the company's management team and external stakeholders on numerous corporate initiatives.
 - Corporate counsel in cases before various tribunals and state and federal regulators, including utility rate cases, proceedings affecting rules and conditions of utility service, approvals for business expansions and certificates of convenience and necessity, environmental matters, consumer issues and the like.

- Helped manage corporate relationships with agencies of state and municipal government in regards to corporate initiatives and public policy.
- Supervised the work of various support personnel in the law department and worked in collaboration with outside counsel.

PNM Resources, Inc. (Gas Company division) - Albuquerque, New Mexico (1986 – 1991)

- *Manager, Regulatory and Legal Policy – Corporate Gas Supply*

Watrous and Reardon Law Firm - Albuquerque, New Mexico (1985 – 1986)

- *Associate Attorney in the general practice of law*

Gas Company of New Mexico - Albuquerque, New Mexico (1982 – 1985)

- *Corporate Counsel, until 1985 merger with Public Service Company of New Mexico (PNM)*

PROFESSIONAL, CIVIC AND CHARITABLE SERVICE AND AFFILIATIONS

- New Mexico State Bar – licensed member in good standing (1981- present)
- The Samaritan Counseling Center of Albuquerque – various volunteer committee and Board member roles from 1987 to present, including as faculty advisor for the New Mexico Ethics in Business Awards program – 2008-present.
- New Mexico Ethics Alliance – co-founder and board member – 2005-2010.
- Various civic and community affiliations and service roles – 1981-present.