RESUME

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I am pleased to provide you with this summary of my qualifications and experience.

Background: I am a 1971 graduate of Grinnell College (Grinnell, Iowa) with honors in Political Science. I earned an M.A.in Speech-Communication from the University of Minnesota in 1973 and taught part-time as an instructor in speech-communications and later in the School of Social Work at the University of Iowa. I served as a community organizer in Iowa City, Iowa for several years during the 1970's. In 1978 I enrolled at the University of Iowa School of Law, and graduated *magna cum laude* in 1980. I was admitted to the practice of law in the State of New Mexico, the U.S. District Court for the District of New Mexico and the U.S. Tenth Circuit Court of Appeals in 1981.

I retired in July 2012 as in-house legal counsel for the University of New Mexico. I am an appointed member of the NM State Bar Specialization Committee for Employment and Labor Law, and I continue to practice part time as a lawyer, mediator, arbitrator, and investigator.

1980-1984: **Assistant City Attorney, City of Albuquerque**. I practiced primarily in the areas of personnel and public safety, serving as legal advisor to the Personnel, Labor Relations, Police, Fire and Corrections departments. My responsibilities included advising those departments on personnel matters (hiring, discipline, discrimination issues, standard operating procedures, etc.); issues concerning confidentiality versus public access to information; handling of employee grievances at both the administrative level and in appeals to the District Court; handling of unfair labor practice charges before the City's Labor-Management Relations Board; and representing the Police Department at meetings of the Police Advisory Board and the Fire Department before the Fire Review Board. I also worked closely with the Police Department's Internal Affairs and Civil Litigation units concerning investigation and evaluation of claims.

I represented the City and the aforementioned departments in numerous civil lawsuits cases in both state and federal court, including wrongful termination, civil rights and discrimination cases arising out of personnel decisions; civil rights lawsuits by citizens and business establishments against police officers and/or corrections officers; court proceedings involving confidentiality of reports, internal affairs files, standard operating procedures, informants' identities; and numerous workers' compensation claims.

I also advised the City's Risk Management Division on personnel, law enforcement, personal injury, civil rights and loss prevention issues. I chaired an inter-departmental

committee which reviewed the City's Merit System Ordinance and Personnel Rules and Regulations and recommended amendments to the regulations. I was also involved in drafting several ordinances as well as agreements between the City and contractors.

1984-2004: **Private practice of law**, primarily involving representation of employees in employment, discrimination and civil rights issues. This included representing hundreds of employees in

--Disciplinary appeals and administrative grievances before municipal (primarily City of Albuquerque), county, UNM, Albuquerque Public Schools, State and Federal administrative boards (including labor boards) and arbitrators and in court appeals from administrative decisions;

--Wrongful termination, breach of contract, First Amendment retaliation and related lawsuits involving both the public and private sectors;

--Workers compensation and unemployment compensation claims;

--Discrimination and retaliation claims before the EEOC, New Mexico Human Rights Division, and in state and federal courts.

I also represented several municipal unions, including primarily the City of Albuquerque's police, fire and correction officers' unions, and their members in unfair labor practice charges, FLSA issues and other matters.

I also had several private sector business/corporate clients whom I advised on contract, personnel, unemployment compensation, discrimination and other matters.

2004-2007: **Senior Litigation Attorney, State of New Mexico Risk Management Division**.

--Served as defense counsel in a variety of lawsuits against the State and its employees, including the State Personnel Office, the SPO Director and administrative law judges;

--Oversaw the defense of approximately 100 suits (at any given time) against the State by several private attorneys on contract with the Risk Management Division, ranging from large law firms to solo practitioners; monitored the law firms' bills; assisted in evaluation of cases for purposes of possible settlement and preparation of requests for settlement authorization; attended at mediations and settlement conferences; and prepared "Root Cause Analyses" whereby an effort is made to identify what caused a lawsuit, why we paid out on a claim, and how to prevent such practices in the future;

--Assisted other attorneys in the Legal Bureau in defending lawsuits;

--Advised the General Services Department, the State Personnel Office, other State departments and agencies on personnel issues and other legal matters;

--Chaired a task force that developed and submitted to Governor Bill Richardson a proposal for an Office of Dispute Prevention and Resolution, to promote and coordinate the use of dispute prevention techniques and alternative dispute resolution methods throughout the Executive branch of State government; which led to the adoption of the

NM Dispute Resolution Act and the establishment of the State Office of Dispute Prevention and Resolution.

--Served on a Blue Ribbon Panel appointed by the State Personnel Office Director to review and comment on SPO's new supervisor/manager training program.

7/2007-7/2012: **Senior Associate University Counsel** and supervisor of the Employment and Litigation Section of the UNM Office of University Counsel in July 2007. I provided employment and labor law advice to all areas of the University and University Hospitals, including the administration and human resources and labor relations officials; advised the University in issues involving hiring and employee supervision, performance management, discipline, termination, and grievances and arbitrations; conducted investigations into employee conduct; represented the University in grievances, administrative appeals and arbitrations, discrimination and retaliation claims, and contract claims; and coordinated and participated in the defense of discrimination, civil rights and tort lawsuits. I supervised up to 4 other attorneys performing similar tasks. I also served as UNM's Alternative Dispute Resolution Coordinator in liaison with the State Risk Management Division.

7/2012 to Present—I am Of Counsel on a quarter-time basisfor the employment and labor defense law firm of Jackson Lewis, LLC. I also conduct employment mediation and employment/labor arbitration services on a contract basis, and have contracts to serve as a personnel hearing officer and as a labor arbitrator for grievances/arbitrations involving Bernalillo County personnel. In addition, I conduct employment-related independent investigations at the request of employers.