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### **Career Summary**

I am an experienced “impact” employee who turns problems into profits. My passion is turning stagnant companies into thriving, vibrant success stories.

### **Professional Experience**

**Adjunct Professor – Logistics Instructor**  
**University of North Texas at Dallas, Cedar Valley College (CVC), Dallas County Community College District – Lancaster ; Mountainview College (DCCCD).**

**Current Instructor**

Currently providing academic instruction to students at Navarro College, Waxahachie Campus, Dallas County Community College District (Cedar Valley and Mountainview College Campus) and previously served as an Adjunct at Collin County College, Plano Campus. Previously selected as CVC Outstanding Instructor. Accredited via Southern Association of Colleges & Schools (SACS) to instruct numerous Business Management and Logistics Management Courses including CLA/CLT. Previous courses taught include:

- Organizational Management
- Advanced Logistics
- Principles of Management
- Business Law
- Human Resources
- Principles of Marketing
- Introduction to Business
- Personal Finance
- Security Administration
- Introduction to Supervision
- Organizational development

Certified Master Trainer professional by the Manufacturing Skills Standards Commission (MSSC) for Logistics Associate and Logistics Technician training courses.

**HILCO Electric Cooperative, Inc.**  
**P.O. Box 127**  
**Itasca, TX 76055-0127**

**General Manager/CEO**

**May 1996-March 2007**

Served as Director of Human Resources & Administration for two years, Assistant (Deputy) General Manager for 1 year, CEO/General Manager for 7 years. Major responsibilities included overall strategic leadership of the organization, including:

- Wrote successful green field & brown field business plans for diversified services including propane gas venture, rural Water Management Company, Internet company, and a Land Development/Finance company.
- Successfully assisted in the defense of a Texas Supreme Court case involving the ventures above.
- Developed a highly effective business model and competitive marketing strategy that more than doubled both the annual revenues and corporate equity in eight years. The Cooperative and its subsidiary are now worth over \$100,000,000 and employ over 140 personnel and contractors.
- Managed a material management program which included \$2.5 million dollars in rotating utility materials, repair parts, major end items, four 4 logistical personnel, and the vehicle procurement and maintenance program for a fleet of 45 light and heavy duty utility and administrative vehicles.
- Managed Annual Operating Budget of over \$60,000,000
- Established the first pandemic response center in Hill County, Texas for material and personnel support (protective clothing, food, shelter management, fuel, and equipment) for electric utility outage restoration and “black start” operations.
- The first and only rural electric Cooperative in the US to actually plan for and implement black start operations.
- Served as a Director on several State-wide boards of directors and planning organizations for distribution power (electric) infrastructure standards, safety certifications, and policymaking activities.
- Retired in March 2007.

**North Central Texas Council of Government**  
**P.O. Box 5888**  
**Arlington, TX 76005**

**Program Planner**

**1993-1996**

Planned, designed and evaluated performance-based school-to-work programs for disadvantaged youth over a 16 county service territory in the Dallas-Fort-Worth Region. Secured federal and state training grants to further the employment and academic skills necessary for obtaining meaningful, long-term work. Working at NCTCOG and DYSC (below) for five years completed a personal commitment to “give back” to the community I left when I joined the U.S. Military.

**Dallas Youth Services Corps  
Dallas, TX**

**1991-1993**

**Program Director**

Designed and directed academic work training programs for “at-risk” minority youth ages 18-25 in Dallas County. These youth were pregnant and parenting teens, incarcerated individuals who had lived in a continuous cycle of poverty and crime. Programs resulted in a 95% GED success rate and 71% enrolled in their first college course at local community college (El Centro). The DYSC employment was a post-military personal commitment to spend five years working with the hard core unemployed of Dallas County .

**United States Military  
Commissioned Officer**

Served our nation and NATO in a wide variety of key leadership positions involving large numbers of military and Department of Defense civilians. Key responsibilities included:

- Director of Mission Operations, Lexington-Blue Grass Army depot where I was responsible for millions of dollars in military equipment and material designed for rapid response shipment via organic rail, sea going vessels and air transport platforms. Mission planning, operational safety and welfare of thousands of personnel, including transportation vehicles and equipment in both peacetime and hostile operations, including Southeast Asia, Europe, and the Middle East.
- Served, on numerous occasions, as a commander, senior staff officer (planning, logistics processes (material management, wheel and track vehicles/aircraft/munitions) security and logistical mobility operations, Professor of Military Science (academic preparation of future commissioned officers serving as command, administration and logistical staff, combat aviator, both strategic and tactical intelligence officer, and the senior U.S. Representative to NATO Surface-to-Air Missile evaluation team.
- Military awards & decorations include Legion of Merit, Bronze Star, Defense Meritorious Service Medal, Meritorious Service Medal with Oak Leaf Cluster, Air Medal w/V Device for Heroism, Vietnamese Cross of Gallantry w/Bronze Star for Heroism, Army Commendation Medal w/Oak Leaf Cluster, U.S. Army Aviator Badge, German Surface-to-Air Missile Expert Badge. Retired from federal service as a Lieutenant Colonel, July, 1991. Served three years as a member of the Texas State Guard (2007-2010) as a Plans and Operations Officer and Regiment Commander. Awarded the Commanding General’s Individual Achievement Award, Texas Humanitarian Award and the Texas Outstanding Service Award

**Education**

Post Graduate Degree (S.ED) University of Kentucky  
Master’s Degree, (Procurement Management), Webster University  
Bachelor’s Degree, University of Nebraska at Omaha

**Professional Development**

Master Logistics Trainer Certification from the Manufacturing Skills Standards Commission (MSSC)  
Basic Military Emergency Management Specialist Certification  
Senior Military Emergency Management Specialist Certification

National Rural Electric Cooperative Association (NRECA) Board Director Certification  
National Rural Electric Cooperative Association Manager Certification  
U.S. Army Command & General Staff College  
U.S. Air Force Air-Ground Operations School  
U.S. Army Air Defense Officer Advanced School  
U.S. Army Air Defense Officer Basic Course  
Fixed Wing Commercial Aviator License w/Multi-Engine/Instrument Rating  
U.S. Army Aviation School

### **Community and Civic Involvement**

Former City Council Member, Glenn Heights, TX  
Former Chamber of Commerce President, Glenn Heights, TX

### **FEMA/DHS Emergency Management Institute Course Completion List:**

IS -8A Building for the Earthquakes of Tomorrow  
IS-26 Points of Distribution  
IS-100 Introduction to Incident Command  
IS 139 Exercise Design  
IS-200 Basic Incident Command for Federal Disaster Workers  
IS-208 State Disaster Management  
IS-230 Principles of Emergency Management  
IS 230.a Fundamentals of Emergency Management  
IS-235 Emergency Planning  
IS-240 Leadership and Influence  
IS-241 Decision Making and Problem Solving  
IS-242 Effective Communication  
IS-244 Developing and Managing Volunteers  
IS-271 Anticipating Hazardous & Community Risk  
IS-275 Role of EOC in Community Preparedness, Response, and Recovery  
IS-282 Disaster Basics  
ICS 300 ICS for Expanding Incidents  
IS-324 Community Hurricane Preparedness  
IS -393A Introduction to Hazard Mitigation  
ICS 400 ICS for Command and General Staff Complex Incidents  
IS-546 Continuity of Operations (COOP) Awareness  
IS-547 Introduction to Continuity of Operations (COOP)  
IS-700 National Incident Management System (NIMS)  
IS-700.a National Incident Management Systems, An Introduction  
IS -701 National Incident Management Multi-Agency Coordination System  
IS -701.a NIMS Multiagency Coordination System (MACS) Course  
IS-702 NIMS Public Information System  
IS-703 NIMS Resource Management

IS-703.a NIMS Resource Management  
IS-775 EOC Management and Operations  
IS-800.a & b National Response Plan (NRP), an Introduction  
IS-806 ESF #6 Mass Care, Emergency Assistance, Housing, and Human Services  
IS-1900 NDMS Federal Coordinating Center Operations Course  
Q534 National Fire Academy Emergency Response to Terrorism  
University of Kentucky Pediatric Terrorism Awareness  
University of Kentucky Chemical Terrorism Awareness  
University of Kentucky Bioterrorism Awareness  
University of Kentucky Intro to Terrorism  
NERRT Basic EMS Concepts for WMD Incidents PER303 (AWR-160) TEEEX  
NERRT Emergency MGMT Concerns for First Responder in Terrorism and Disasters (AWR 111)- TEEEX  
NERRT Business Information Continuity (AWR-176-W) TEEEX