

Morgan Nels Sandquist

Product and Program Manager

BUSINESS | TECHNICAL | LEGAL | COMMUNITY
experience in Private | Public | Nonprofit sectors

Demonstrated ability to implement **EFFECTIVE | PROFITABLE | SUSTAINABLE** solutions to complex problems

Advanced **WRITTEN | VERBAL** communication abilities

CURIOS | IMAGINATIVE | PRAGMATIC approach to work and life

Career History

Home Box Office, Inc. New York, NY
Program Manager, Application Development, 2006–Present
Project Leader, 2004–2006
Software Engineer, Feb. 1999–2004

Brody & Weiser Branford, CT
Associate, Feb. 1997–Jan. 1999

National Federation of Community Development Credit Unions New York, NY
Chief Fiscal Officer & Program Manager, Sept. 1993–Jan. 1997

Westinghouse Broadcasting Milford, CT
Accounting Analyst, June 1989–Aug. 1991

Volunteer and Part-Time Positions

RimeShedra.NYC New York, NY
Webmaster (Volunteer), 2009–Present

Move Your Money New York, NY
Project Manager (Volunteer), 2011–2012

New York City Financial Network Action Consortium New York, NY
Founding Board Member and Treasurer (Volunteer), 2001–2006

Yale Law School, Community and Economic Development Clinic New Haven, CT
Adjunct Faculty (Part-Time), Sept. 1997–May 1998

Education

MBA, 1993
Yale University
School of Management
Tutor, Economic Analysis

BA Financial Administration with Honor, 1989
Michigan State University
Honors College

Publications

Have We Done All We Could? (aka Finance in Denial) Naked Capitalism and *mathbabe* April 27–31, 2012
Four-part essay proposing a constructive means of viewing and addressing the ongoing financial system crisis.

What Should I Be When I Grow Up?
Sentient City Magazine 2007
Essay investigating the application of the Buddhist principle of Right Livelihood to management in a corporate environment.

It's Alright, Ma (I'm Only Dreaming)
Sentient City Magazine 2007
Essay exploring the relationship between dreams and art, particularly literature.

Residential Lending in New Haven County: Evidence from 1990–1991 HMDA Data
Connecticut Urban Reinvestment Endowment
Aug. 1993
with Harvey L. Koizim
Study demonstrating discrimination in mortgage lending by several banks, using sophisticated statistical analysis of publicly available data, which led to Professor Koizim's testimony before the Connecticut legislature.

Contact

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Experience and Accomplishments

Home Box Office, Inc. New York, NY
Program Manager, Application Development,
2006–Present

- Lead PROMPT Program, a multi-application, multi-phase initiative deploying custom software measuring and improving the effectiveness of HBO's on-channel promotional campaigns, using Nielsen and other research data and analysis, to improve subscriber retention. Though still in progress, these efforts have resulted in a measured increase in the tune-in impact of those promotional campaigns.
- Provide guidance and insight to development and organizational efforts across the Business Technology Systems group as HBO's business and the internal development that supports it evolve, including adoption of some Agile development techniques and the introduction of a business capability-based approach to strategic project portfolio management.
- Led design, development, and deployment of MIND, a \$2 million application framework hosting scheduling and metadata delivery applications for nonlinear exhibition and distribution, permitting the launch of new services (including HBO Go, Max Go, and HBO Now), the exploitation of new sales and rental channels (iTunes, etc.), and the support of existing services (including HBO On-Demand), which were migrated from SCHEME, MEND, and MADE. This provides HBO with the flexibility to pursue a broad range of content exhibition and distribution opportunities as the video industry evolves.

Project Leader, 2004–2006

- Designed and led development of MEND and MADE, applications allowing for the extension of SCHEME to enter additional scheduling and related data and to generate additional metadata for video on-demand services beyond the domestic services for which the existing SCHEME application was intended. This permitted adequate time for the proper development of a full-scale replacement of SCHEME without slowing HBO's launch of new video on-demand services.
- Designed and led development of applications to schedule Vodafone mobile linear services and to provide metadata to Time Warner Cable to enable StartOver. This facilitated one of HBO's first efforts to move beyond TV-based exhibition.

Software Engineer, Feb. 1999–2004

- Designed and developed PlayCheck, which confirms the exhibition schedules' compliance with existing rights and limitations, and provides planners and schedulers data regarding remaining exhibition availability. This allows schedulers to work efficiently, knowing that any contractual violations will be identified and addressed prior to broadcast, eliminating HBO's exposure to the penalties that violations would entail.

Brody & Weiser Branford, CT
Associate, Feb. 1997–Jan. 1999

- Worked on the Ford Foundation's Program Related Investment (PRI) efforts, providing training and investment guidance and assessment to the Kellogg Foundation and other foundations seeking to offer PRIs.
- Reviewed and rated investment applications from community development banks on behalf of the United States Treasury's Community Development Financial Institutions (CDFI) Fund.

National Federation of Community Development Credit Unions New York, NY
Chief Fiscal Officer & Program Manager,
Sept. 1993–Jan. 1997

- Oversaw fiscal and administrative functions of a national financial intermediary and trade association with approximately \$2.3 million under management. Transformed *ad hoc*, grant-based budgeting and expenditure approach to one that was stable and predictable, allowing the organization to safely continue its growth.
- Administered the Community Development Credit Union Replication Project, a two-year effort to assist groups organizing credit unions in low-income communities.

Westinghouse Broadcasting Milford, CT
Accounting Analyst, June 1989–Aug. 1991

- Managed disposition of a \$200 million cable television limited partnership, of which Westinghouse Broadcasting was general partner, overseeing preparation of regulatory filings and assisting in defense of lawsuit arising from the disposition.