

WIL PROFILE: KIM KIPLIN

Kim Kiplin, general counsel for the Texas Lottery, is a petroleum engineer-turned-lawyer. As a young college student, she worked in the oil fields—a place some people thought was no place for a woman. Now she drills for facts as a lawyer.

There is no question that Kiplin learned the virtue of getting the job done efficiently and effectively, first from parents, then on the oil fields.

She designed work-over jobs such as acid jobs, well logging, fracturing the formation around the wellbores of wells and installing gas lift valves. Working in the oil industry in the field, she had few women colleagues.

In terms of her key accomplishments at the Texas Lottery, “I think I helped the Commission through a difficult period of time when I served as acting executive director in 1997,” said Kiplin. “I had lots of help from the staff, especially the legal staff, the then lottery operations director Linda Cloud who I relied heavily upon to handle significant responsibilities, and commission chair Harriet Miers during this period.

“I am proud of the work the agency did in connection with establishing the Americans with Disabilities Act program and I was glad to provide assistance,” she added. “I think success is judged over time, not necessarily in discrete increments and/or events. I am proud to be the only general counsel the Texas Lottery has had and I think my success is in having my clients be able to rely on me day in and day out during the 7½ years I’ve been with the agency.”

GROWING UP

Kiplin is a military brat. Originally from Omaha, Nebraska, her parents left after her father joined the U.S. Air Force (USAF) to pay for his last two years of medical school. At the time her father joined the USAF, Kiplin’s parents had seven jobs between the two of them to support themselves while finishing their college education.

Both Kiplin’s brother, who was two years older than her, and she were born in Omaha. They left when she was two months old.

Her father is an ophthalmologist and her mother is a teacher, originally teaching primary school and later at a university.

Her father was a doctor in the USAF for 20 years and retired in 1977. He went into private practice and retired from his medical practice in 1998. Since her father was in the USAF during Kiplin’s childhood, she lived in many places: Indiana, San Antonio, Texas; Riverside, California; Wiesbaden, Germany, and finally, San Antonio, Texas again.

“As a result of moving every three to four years as a child, my immediate family was very close knit,” said Kiplin. “My brother was my best friend.”

CAREER CHOICES

Kiplin attended the University of Texas at Austin and graduated in May 1981



with a B.S. in Petroleum Engineering. She attended law school in San Anto-



nio, Texas at St. Mary’s University School of Law and received a Juris Doctor degree in December 1983.

During engineering school, Kiplin worked summer jobs with oil companies (Amerada Hess and Sun Gas).

“At the time I was working in the oil industry in the field, very few women were in the industry,” observed Kiplin. “I think the people with whom I worked were uneasy about how to treat a young female engineering student working in the field. Some people thought that the oil field was no place for a woman.”

Ultimately, Kiplin decided to become a lawyer because she “wanted to help people who were treated unfairly and couldn’t effectively represent themselves.”

As an attorney, she has been in private practice as well as in state government. In private practice, she handled a variety of legal cases such as family law, probate, oil and gas regulatory matters, commercial transactional matters, and court appointed work, both civil and criminal. In state government, she has practiced oil and gas regulatory law, insurance regulatory law, and a myriad of legal issues in connection with the Texas Lottery.

“My professional goal is to be the best lawyer I can be for my clients,” said Kiplin. “I tend to work what others may consider long hours but I do what it takes to effectively represent my clients. I expect the attorneys working in the legal section to have a high standard of professional responsibility and accountability.”

Kiplin describes her mother as her most important mentor. “She instilled in me a sense of self worth, independence, and self-reliance,” explained Kiplin. “My mother told me that she wanted me to do whatever I wanted for a career but I must be able to support myself.”

What woman does she most admire in the world? “There is no one woman I most admire,” said Kiplin. “There are several women for whom I have great

respect and admiration. I have very high regard for Harriet Miers, former Texas Lottery Commission chair. She has a high standard of excellence and ethics in all that she does and in doing the right thing for the right reason regardless of the consequence and personal sacrifice.

"Likewise, I have extreme respect for Linda Cloud, executive director. She is a self-made woman who has worked hard all her life. She should be very proud of all that she has achieved. Like Harriet Miers, Linda also has a high standard of ethics and integrity," added Kiplin.

In terms of mentoring young women entering the workplace, Kiplin encourages people in the workplace with whom she has contact to focus on their work and do the best they can and be the best they can be. "I think young

KIMBERLY KIPLIN

Position: General Counsel, Texas Lottery

Years at Lottery: 7 1/2 years

Birthday: August 1, 1959

Age: 41

Horoscope Sign: Leo

Spouse's Name: Donald Camp

Children: Kathryn (11), Allison (6), Patrick (4)

College Education: B.S., Petroleum Engineering and J.D. Law

Favorite cuisine(s): Lebanese/Greek, Mexican, Chinese, Thai

Favorite authors: Larry McMurtry, Steve Martini, John Grisham, Leon Uris, Jack Higgins, Tim LaHaye, Barbara Taylor Bradford, Nora Roberts, Mary Higgins Clark, James Michener

Favorite book(s): I don't have a favorite book. I read too many to have a favorite. I read more than one book at a time.

Childhood hero: I didn't have a childhood hero except fictional characters (Tarzan and the Lone Ranger)

Favorite quote: "Do right and suffer the consequences." (Sam Houston)

Greatest personal achievement: My family

Greatest professional achievement: Being recognized by my clients as a good lawyer.

women should keep their focus on their responsibilities and not become distracted by prejudices of others," stressed Kiplin. "They should be secure enough within themselves to rise above irrelevant matters."

She has also worked with young women as a Sunday School teacher, a soccer coach, and as an instructor at a junior college where she taught business law.

MOTHERHOOD

For Kiplin, resolving the issue of combining motherhood and work when her daughter was born 11 years ago "wasn't an issue. It simply was living life and merging parenting and working together," said Kiplin. "I am blessed with a wonderful husband who is very supportive and is the 'go to' person with our children. Both my husband, also an attorney, and I believe it is important for our children to know what we do for a living. On occasion, our children have accompanied both my husband and me to our respective workplaces, to the courthouse, and to other places our work has taken us."

Kiplin said if either of her daughters chooses to be a mother, "I would tell her that parenting is the single most important responsibility that she would acquire and that it never ends regardless of the age of the child," said Kiplin. "I would tell her she must have lots of patience."

Kiplin believes the "most important to teach my children is a strong sense of values that will be their foundation throughout their lives and that they can do whatever they want in life as long as they're willing to work for it."


MANAGEMENT STYLE

Kiplin describes her management style as results-oriented. She expects a high standard of ethics and accountability. "I foster a collegial atmosphere with the attorneys so we can share ideas and opinions," said Kiplin. "I like to surround myself with attorneys who think differently than me and have different perspectives. I



think this approach best serves the needs of the client."

Do women face glass ceilings in the lottery industry? "I think glass ceilings for women still exist in the workplace," said Kiplin. "I think to the extent women have succeeded in particular workplaces helps other women coming into that particular workplace."

She added that "the single most important policy to have in place to further women's progress is to judge a woman on her merit, not gender." 

Below: Kim, Donald, Kathryn, Allison and Patrick

