

Allen Watts
725 S. Parkwood
Mesa, AZ 85208
(C) 480-347-6331 / (W) 480-424-5292
allen.watts@scottsdalecc.edu

Education

<u>Dates</u>	<u>University</u>	<u>Degree</u>	<u>GPA</u>
2009 – 2011	Arizona State University	BAS/ SW & Comp Studies	3.67
2006 – 2009	Mesa Community College	Comp Info Sys	3.85
2006 – 2008	Mesa Community College	(Cert) Programming Meth.	3.85
2007 – 2009	Mesa Community College	(Cert) Sys. Analysis	3.85
2007 – 2009	Mesa Community College	(Cert) Web Developer.	3.85

Instructional Experience

<u>Dates</u>	<u>College</u>	<u>Discipline</u>
2015 – Present	Scottsdale Comm. College	Residential Faculty CIS/BPC courses
2013 – 2015	Mesa Community College	Adjunct Faculty CIS/BPC courses
2012 – 2013	Mesa Community College	Residential Faculty (OYO) CIS/BPC
2011 – 2012	Mesa Community College	Adjunct Faculty CIS/BPC courses
2005 – 2010	Bashas' Markets Inc.	Payroll Program Processing
1998 – 2007	Bashas' Markets Inc.	Total Quality Customer Service

CIS Industry Experience

<u>Dates</u>	<u>Company</u>	<u>Title</u>
2013 – 2015	SonoBello / APPC	Information Technology Manager
2011 – 2013	SANDIGITAL LLC	Lead Engineer
2009 – 2011	Allen Watts	Sub-contractor
1998 – 2010	Bashas' Markets Inc	Manager-Excel/DB developer

Occupational Experience

Programming Languages (Industry/Teaching Experience):

SQL, Java, Visual Basic, ASP.net, C, C++, C#, VBA, JavaScript, HTML, XHTML and XML. In each of these languages I have 5 plus years of experience, with strengths leaning towards SQL, VBA, Java, C# and VB.net/ASP.net.

Server Related (Industry Experience):

I have ten plus years working with Microsoft Server ('03, '08, '12), Linux (Debian, Fedora and Ubuntu and RedHat), command line utilities and scripting (both MS and Linux) in addition to Server Administration functions. In addition, I'm experienced in building and maintaining SQL, MySQL, Postgres, Apache, DHCP, Mail, and file servers.

Specialized Applications (Industry/Teaching Experience):

Snort, Nessus, Nmap, Wireshark, Netcat, tcpdump, Nikto, Wikto and Ettercap. For each of these applications I have 4 – 5 years of experience. I routinely perform white hat penetration and vulnerability testing on company servers (for HIPAA/PCI compliance checks), reporting findings and fixes after completion. While at ASU, I also conducted ad-hoc seminars for peers on the correct installation and usage of Snort.

Software Packages (Industry/Teaching Experience):

Microsoft 2013 – Access, Excel, Word, PowerPoint, Visio and Project

Visual Studio 2010 – VB.NET, C#.NET, C++.NET, ASP.NET

Eclipse, JGrasp, JCreator – Java

VirtualBox, VMWare – Virtual environment setup and usage

2013 – Present – SonoBello (Aesthetic Physicians P.C.)

Position: Information Technology Manager

For the last two years, I've served as the corporate IT manager for SonoBello (the largest laser liposuction company in the U.S. – 24 clinics nationwide). Over that time, the practice has grown by over 35 physicians and 10 clinics. While there are many day-to-day priorities and smaller projects being worked on and completed, the main thrust of my activities have centered on managing the development of enterprise software (currently going into Beta testing) and the development of and adherence to a HIPAA-HITECH compliancy program. Other professional accomplishments include:

- Redesigned and improved an existing physician's payroll database. The original developer didn't have a solid grasp of the business model. After inheriting, added functionality to (1) create flexibility (to adapt to new business models) and enhance automation processes (less user interaction). Originally built as a split Access database, I have since moved the back-end into a SQL Server database (with accompanying Stored Procedures, Functions and Views)

- **SharePoint Developer:** As lead admin for our network vendor provided version of SharePoint, I have developed over a hundred lists and surveys (from very basic to surveys with complicated branching logic), administering both holistic site and list/survey level permissions.
- **Ecommerce site administrator/developer:** I serve as the APPC site administrator for shop.lifestyleevolve.com (site developer/procurement/fulfillment/etc.). In addition, I handle the financial transactions between the site, the authorization portal and the bank.
- **Data analyst:** In charge of monthly compilation of data from various collection sources (primarily Excel files via SharePoint lists/surveys) into an Access database that I use as a base record source for a graphing program called Tableau. The latter reshapes data into various graphics used for monthly reporting. Over the past 2 years, I have created/added to our numerous reporting metrics via data-mining based on executive parameters.
- **Automation enhancements:** To help speed the process in which activation codes are distributed to customers of a custom phone application we own, I developed an fully automated Access database that imports an Excel file (from a third party source) that contains new customer information. New customers within the file are issued the code and an email is automatically sent to the principal in charge of contacting the new customers. The principal then logs into the database and sends along the code activation information. This process has cut the turnaround time by over 100%
- **HIPAA:** Over the past year, I have implemented a complete HIPAA-HITECH compliance plan which included a complete Risk Assessment and Risk Mitigation Plan. Those two documents helped in the creation of our HIPAA Security Policy and Procedures Module which now guides the company's IT methodology.
- **Project Management:** Since 9/2013, I have been in charge of the development of enterprise software for the company. The program is ambulatory centric with a primary focus of being an EMR that tracks QA with additional modules covering credentialing, accreditation and clinic/company governance. During the initial build-out, I configured and prepared the dedicated server (CentOs security, MySQL, SendMail and GreenSQL) for the application developers. In March, the Web based software will be rolled out initially to two clinics with the remaining coming online within 6 weeks.

2011 – 2013 – SANDIGITAL LLC

Position: Lead Engineer

Employed for two years with SANDIGITAL LLC- a startup company in the East Valley that specializes in database development, Web design and server build and maintenance. Our clients consisted of two Fortune 500 companies along with many small and mid-size businesses. During my tenure, I have served in various capacities including; developer, bidder/estimator, project manager, CIO and Lead Engineer. Professional accomplishments include:

- Designed and developed multiple client initiated and original Access database front end/SQL Server back end applications including; an employee tasking system for a nightclub in Calgary, a POS system designed for service businesses that includes P/L and inventory tracking capabilities and a company CRM system used to track leads and opportunities.
- Resolved and fine-tuned a faulty record keeping system for a major non-profit group (Teach for America). Innovated method where public records stored on Google Drive can be imported straight into the director's database system, thus eliminating the need to open two applications to copy and paste records. Incorporated network functionality into the program that allows records to be imported and exported to various regional affiliates.
- Developed lottery based bar gaming program for a Dominican Republic client. Built on a Java platform, created the database system, program logic, business and user interfaces that allow a patron to place a dollar bet, pick 6 lottery numbers and have the application run a random instant drawing. Incorporated AI logic that allows the owner/operator to adjust percentage of payouts.
- Routinely perform minor penetration testing on Web servers for clients. Preferred tools include Nessus, Netcat and Nikto/Wikto.
- Designed and developed a FERPA compliant instructional database for teachers (Chalkboard) that incorporates multiple functionality including; addition of classes, students, assignments, and grades— both assignment and semester, attendance taking and email functionality (individual students and mass message to an entire class. The application has multiple reporting features including individual and class grades. The database is packaged as an executable (with Access runtime) and is set for distribution in early February. Currently at version 3.3, upcoming enhancements will include importing class rosters/classes from existing LMS systems.
- Currently serve as the dedicated developer/dba/server administrator for a Fortune 500 client (Profit Insight). Duties include developing enhanced user interfaces for Access and Web front-ends, reports, data validation code, help menus and user documentation. Over the past two years, I have cleaned up, implemented and enhanced SQL Server capabilities which include various views, stored procedures, functions, check constraints, data pre-staging (for faster front-end reporting) and database normalization. Data replication is top priority; as such I've created numerous backup scripts and SQL jobs which copy databases to multiple drives. As a reporting fail-safe, I've installed and configured a virtual environment on an internal IP with both front and back end systems installed— should a problem arise the actual mdf file can be placed into the virtual environment and the data analyzed and acted upon in a safe setting.

2009 – 2011 – Allen Watts (Sub-Contracting Work)

As an independent contractor, the majority of work I completed for clients were small network setups and database application development.

- Set-up, implemented and performance tested an MS based server network for a janitorial firm based in the East Valley. Primary duties included designing the layout, wiring the system, setting up the server and client stations, implementing the server software, testing and hardening the system.
- Developed a personal finance database for a client that incorporates multiple financial accounts, bill paying capability (both logging and online), and various reporting features which include account registers, monthly financial statements and expense account statements.
- (Pro-bono) Served as database administrator for an ASU mobile application team project developed for the Polytechnic Biology department. Designed and implemented a MySQL database to house data collected in the field and transmitted via iPhone and Android platforms. Data communication on the server side was designed using TCP Java sockets

1998 – 2010 – Bashas' (Industry/Teaching Experience)

Position: **Assistant Store Director**

I was hired in 1982 by Bashas' in an entry level position and within three years had been promoted to my first supervisory position (night crew chief). Five years later, I advanced to the position of Store Director (the youngest in the company's history) and relocated to Window Rock, AZ. I credit that milestone and time spent in the Navajo Nation as when my "inner educator" began to surface and flourish. During the 90's, I dedicated a majority of time to successfully training store members on all aspects of the retail business. By 1993, company supervision recognized my abilities and sent me out to train other out-of-town Store Directors on the methods I employed.

In 1998, I voluntarily stepped down from my position. At that time, a comprehensive customer service program was being developed and I was asked to assist the department in rollout and continual training.

Concurrent with those happenings, Bashas' began adding new software to the front office systems- including the MS Office Suite. I took to Excel and Access and over the years developed a multitude of programs designed to reduce paperwork and enhance existing methodologies.

- **Application Development**
 - Designed and built a new corporate donations database using an Access frontend with a SQL Server backend. The previous system used Access with one table

containing 28000 records. Incorporated multiple features including; recurrent donations automation, letter generation (both accept and reject) and custom security measures.

- In conjunction with the customer service program, I originally developed a spreadsheet program to track “shop” scores- both as a whole and individually. This program kept track of various aspects of the program including quarterly figures, member successes, opportunities and trainings, and supervisory reports. I converted this program from its original Excel format to Access in 2005.
- As per company supervision, I developed a comprehensive scheduling/payroll Excel program that allowed a user to enter data (sales projections-actual, department payroll budgets, exceptions, salaried figures, wage rates, and EOW figures), and from those numbers calculate allowed hours per week/day to schedule, member hours for best results and actual payroll ending figures.
- Designed a sales projection program that used a complex algorithm based on several factors including: previous year’s sales for the projected week, 12 week trend based on previous year’s sales for that same time period and a formula for calculating holidays and weeks leading up and after that time period. In testing over a 9 month period, the projections overall were off by only .87 of a percent.

- **Teaching Experience**

- From 1998 to 2007, I helped develop and lead Bashas’ customer service training seminars. Sessions typically lasted 8 hours and were targeted for management. The material covered included program standards, how to train, mentor and properly re-train members, proactive approaches to increase customer retention and how to use the customer service program I developed. From 1998 to 2005, seminars were semi-yearly (at the time, Bashas had 130+ stores, so typically four sessions were conducted for a total of eight per year). From 2006 to 2007, customer service seminars were changed to a yearly basis and by 2008 dropped entirely.
- From 2005 to 2010, I developed and implemented a training program (in conjunction with the program I developed) to help store supervisors properly schedule members and more accurately report payroll results. This program involved developing training materials (PowerPoint, user guide and handouts) in addition to lesson plans I used in instructing colleagues. The seminars were held yearly and involved 10 to 15 managers at a time (for a total of around 10 sessions per year). Beyond that, I trained “opportunity” managers on an as need basis.

Server Based (Teaching/Course Design Experience)

CIS276DA – MySQL – This course cover basic to intermediate MySQL database functionality, including instruction for data definition, data manipulation and data retrieval. The course also covers server administration functions (backup strategies, users, permissions and database design and implementation). I designed this course from scratch, ensuring the course competencies were met (<http://www.maricopa.edu/curriculum/A-C/092cis276.html>), designing the weekly lesson plans, midterm and final exams, and entry into the Learning Management System (Canvas). I have taught this course for 4 semesters and consider this as my one of my three core classes.

CIS276DB – SQL Server – This course covers basic to intermediate SQL Server database functionality, including instruction for data definition, data manipulation and data retrieval. The course also expands on administrative skills such as installing SQL Server, creating new databases and managing server resources/functionality. I designed this course from scratch, ensuring the course competencies were met (<http://www.maricopa.edu/curriculum/A-C/092cis276.html>), designing the weekly lesson plans, midterm and final exams, and entry into the Learning Management System (Canvas). I have taught this course for 6 semesters and consider this as my three core classes.

MST150SV – Microsoft Windows 7 Configuration – This course covers the knowledge and skills necessary to perform installation and day-to-day administration and support of the MS Windows 7 operating system. I taught this course during the Summer I session in 2013

Programming Languages (Teaching/Course Design Experience)

CIS163AA – Java Programming Level 1 – This course covered the concepts of the java programming language and the principles of Object Oriented Programming (OOP). I have taught this course for multiple semesters online.

Application Development (Teaching/Course Design Experience)

CIS117DM – Access Database Management (Basic) – This course covered the IDE for MS Access Database Management System. Core concepts include instruction on developing and maintaining primary database structures (tables, queries, forms and reports), exploration of additional components and common database problems related to the MS Access program. I have taught this course for multiple semesters. This too is one of my three core classes.

CIS217AM – Access Database Management (Advanced) – This course expanded on the IDE for MS Access Database Management System as well as covering VBA (Visual Basic for Applications) programming fundamentals, integration of SQL (Structured Query Language) into Access objects, data migration and packaging Access applications into executable products. I designed this course from scratch, from selection of the book, ensuring the course competencies were met (<http://www.maricopa.edu/curriculum/A-C/116cis217am.html>), designing the weekly lesson plans, midterm and final exams, and entry into the Learning Management System (Canvas).

CIS Core Courses (Teaching/Course Design Experience)

CIS105 – Survey of Computer Information Systems – This is one of the core courses of the business department. It teaches computer components, internet, internet safety, database design and theory as well as Access, Excel, PowerPoint and Word. I have taught multiple sections of this course.

BPC110 – Computer Usage and Applications – This course is an introduction to business and personal computer operations and usage. It covers software applications for analyzing and solving business problems including word processing, spreadsheet, database and presentation graphics. I have taught multiple sections of this course.

General Teaching Duties Performed at SCC/MCC:

1. I supervise and instruct a diverse population of students in a classroom and/or lab setting. Our population at SCC/MCC is diverse by age, experience, background, ethnicity and military experience.
2. I develop written syllabi/course outlines and course materials in each course that I have taught and developed. I consider myself to be adept at the Canvas interface having less than one week to design and launch the CIS276 course. I have since developed several courses as described above which involved selecting a book that closely matches the course competencies as possible, designing a weekly schedule that students can follow, designing the quizzes, midterms and final projects, as well as having systems in place to monitor student progress.
3. I evaluate knowledge of subject matter taught and monitor students' scholastic records, preparing them to succeed in the online, hybrid, and classroom environment.
4. I prepare and grade exams based on the course competencies the course requires.
5. I develop and enhance knowledge of subject matter taught with a focus towards individual training skills required to remain current with new trends and developments in the field. This includes attending webinars that center on server based technologies, courses that cover new versions of applications and committees that expand on general teaching skill improvements (NFE).
6. I maintain consistent contact with my students as an Adjunct Faculty member making good on my word that I will return correspondence within 14 hours of receiving such during the week. Communication is vital in ensuring student success. I also enjoy advising students on individual assignments and career advising.
7. Although my work hours preclude me from active participation, I am a member of the Global Education Committee at MCC. In the past I have also served on the Student Outcomes Committee and New Faculty Experience.

Specific Duties Related to Instruction:

1. I have a Bachelors degree in Software and Computing Studies from ASU (focus on Network Security) with approximately 38 additional credit hours covering other facets of Computer Information Systems (Web design/development, technical writing, Linux system administration, etc.)
2. I have taken and passed EDU250 (Fall 2012)
3. I have 15 plus years' experience in designing and developing Access database using relational database design techniques including Entity-Relationship modeling and normalized design principals. I have well over 9 years of experience working on SQL Server databases, designing and implementing full database structures along with related objects (stored procedures, UDF's, triggers, views, etc.). I also work with MySQL actively and in the past while administering a mobile application at ASU.
4. I'm currently overseeing enterprise software development that utilizes the Software Development Life Cycle approach and was conceived using Uniform Modeling Language. As the project manager, I'm also versed in developing change management documentation, code repository maintenance and developing technical and training documentation associated with the software.
5. I'm a proficient programmer that regularly uses VBA (database automation) and Java (writing and testing code modules for the enterprise software). However I am just as comfortable using VB.net, ASP.net, C# and am open to any programming language (syntax differences aside, one is nearly the same as another).
6. I have 20 plus years working and administering Windows operating systems (from '95 to Windows 8). I'm also a power MS Office user (Word, Excel, PowerPoint and Access); many of the templates I use have been setup with VBA modules for automating processes (such as copying and pasting dashboard visuals in specific x-y coordinates on a sheet or slide).
7. I have 3 years' experience teaching Computer Information Systems courses at MCC (Server, programming, application development and core classes).
8. During my tenure at MCC, I have taught 2 online courses (CIS163AA- Java) and have developed the online content for and taught 2 hybrid courses (CIS217 and MST 150)
9. Although not an "emerging" technology, when I started as an OYO in the fall of 2012, I was assigned to teach CIS276DB (SQL Server). There were no left-over materials from the previous semester, as such I built the course content (online and lecture material) from the ground up. Although I will never finish "tweaking" the course, my students tell me the course is one of the most organized and enjoyable classes they've taken (every semester I run out of seats before students).
10. I am a consummate team player. Whether as a contributor or leader, all of my work experience has centered on the importance of teamwork and selfless contribution.

Certifications and Professional Affiliations:

HIPAA Masters Certification (2014)

MTA 98-364 Database Fundamentals (2012)

Phi Theta Kappa

MS Access Development Professionals

Arizona Software Developers Network