

Skills

- Accessibility Analyst
- Project Management
- People Management
- Development Lifecycle
- Software Engineering
- Disability Specialist
- Employee Training
- User Experience Design
- Jira / Jaas / MS Project
- MS Office / G Suite
- Public Speaking
- Technical Director
- Visual Studio
- Documentation
- Patent Author
- Agile
- UML
- ADA
- CVAA
- WCAG

Work History

Electronic Arts

Director of Accessibility, 10/2020 – 5/2022

- Company-wide evolution of previous EA Sports Accessibility Lead position, with all prior responsibilities expanded across the company, and additional headcount for a business analyst, quality designer, and user researcher
- Directed overall strategy, documents, and roadmaps for game accessibility at EA
- Worked with first parties on accessibility platform features and certification requirements
- Oversaw cost analysis of potential third-party accessibility solutions
- Highest possible manager satisfaction survey score, 2022 manager award nomination
- Top-rated speaker at the Game Developers' Conference for 5 years in a row

EA Sports Accessibility Lead, 8/2017 - 10/2020

- Managed EA Sports Accessibility Team, including a consultant, writer, and engineer
- Analyzed games and provided accessibility recommendations across EA Sports, improving the experience of those with disabilities
- Provided guidance on in-game representation of disabled characters
- Created feature briefs and roadmaps for EA Sports titles, such as Madden NFL, FIFA, NHL
- Collaborated with legal to ensure titles followed government regulations, such as CVAA
- Incorporated "Harding" photosensitivity tests into certification process, improving quality
- Improved customer service support to be more accessible to those with disabilities
- Launched ea.com/able website to better fulfill alternate game interaction needs
- Engaged with customers via twitter, ea.com, email, and more
- Won 2018 company-wide award for improving disabled gamers' experiences
- Created and ran training on accessibility topics

Madden NFL Software Engineer / Product Owner, 6/2013 - 8/2017

- Accessibility features, product owner & developer, i.e. colorblind support, game element resizing, haptic feedback options to aid totally blind players, and more
- Ownership of graphics memory and disk space usage; creator of related tracking tools
- Variety of shader work, significant contribution to skin, monoliths, banners, MUT cards

- Madden NFL engineering credits versions: 25th anniversary, 15, 16, 17, 18
- Won 2014 studio game jam for Madden NFL accessibility features, allowing me to become a product owner in addition to an engineer, and better meet the needs of our disabled gamers
- Won 2017 studio innovation award for improving the experience of disabled gamers
- Filed 4 game accessibility patents, with 2 granted and 2 pending

Microsoft Corporation

Software Engineer, 5/2005 - 4/2013

- Tech Lead for all 11 games that shipped with Windows 7
 - Includes Minesweeper, Solitaire, Hearts, Spider Solitaire, FreeCell, Chess Titans, Mahjong Titans, Purble Place, plus Internet Spades, Checkers, and Backgammon
 - Created team's work/feature schedule, took part in feature requirement creation
 - Led both cross-team and international collaboration during product lifecycle
 - Accessibility work focused on high contrast, colorblind, and touch friendliness
- Tech Lead for multi-platform Xbox Avatar development, including web and mobile
 - Led international team, worked with local teams for large-scale collaboration
 - Specified overall network architecture and interfaces, along with user requirements
- Tech Lead for Games for Windows LIVE features
 - Ownership of both design and project management aspects
- Game Developer, Project Spark, for Xbox One, Windows
 - Graphics developer, focusing on particle effects, materials, lighting
 - Content pipeline tools support, Maya, 3ds Max, Granny, Havok, C++, XML, HLSL
 - Placeholder artist; creating meshes, characters, animations, particle systems, skyboxes, icons, materials
- Miscellaneous Projects
 - Took part in updating Microsoft's accessibility standards to be device agnostic
 - Xbox platform code development for Kinect-enabled dashboard
 - Created DirectX shipped sample, including a performance tools tutorial
 - Created new/updated PIX for Windows DirectX, including updates for Visual Studio
 - Two granted patents related to game development

Guidant Corporation

Software Engineer, 6/2003 - 4/2005

- Tool development for implantable medical devices, such as pacemakers

Education

- Master Software Engineering, May 2003, Embry-Riddle Aeronautical University, GPA 4.00
- B.S. Computer Science, May 2001, Michigan Technological University, GPA 3.92
- Bellevue Community College Completion Certificate, Summer 2010, Maya 3D Animation for Games and Movies