

Michael Thomas

Area: Southeast US

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(Last Update: 10/26/2016)

SUMMARY

Availability: On or after 11/14/16

Locations:

- US - Telecommute position with travel as needed paid for by the client.
Open to working onsite for short period to get oriented to the project and company.
I'm also open to 75% travel M-Thu.
If travel is needed I will normally fly out of Atlanta, GA.
- North Atlanta GA - onsite work for an interesting job position.

Job Types: Employee, W2 contract or C2C contract

I'm looking for opportunities in one or more of the following job roles: Technical Consultant, Software Developer, SQL Programmer or DBA, LMS Administrator (Learning Management Systems), TMS Administrator (Talent Management Systems), HCM Administrator (Human Capital Management), Applications Analyst, Business Analyst, Systems Analyst, Systems Integrator, Technology Instructor or Manager/Director. I have 16 years of experience working in the Learning Management Systems application space (aka: LMS, TMS, HCM): 12 years with IBM (1999-2011) as a LMS Specialty Systems Integrator (IT Architect/Specialist), 2 years with the Saba LMS as an Advanced Support Engineer (2012-2014), 1 year contract with State Farm as a Saba SQL Report Developer and 1 year contract with Dell as a Software Development Sr Advisor. I have worked with web applications that are "Behind the Firewall" (BTF), Hosted and "Software as a Service" (SaaS) in the cloud (aka OnDemand) from the perspective of the client, vendor and consultant. I have also taught Java technologies in corporate and university settings and designed courseware.

With Dell (contracted by TechTalentA) I worked in the Global Learning & Development department advising as needed on Saba SEC 6.x & Saba Cloud (v35) LMS, developing HTML5/CSS3/JQuery web sites as portals, created a web content development tool, and installed, migrated and maintained web server installs (Win 2008 and earlier).

With State Farm (contracted by Randstad) I developed AdHoc SQL Oracle reports on a Saba 7.0 U2 application. With Saba Software, as an Advanced Support Engineer, I worked with Saba LMS providing customer support for Saba 5.5, 6.x, 7.x, 7.1 and 7.2 versions of Saba (BTF, hosted, SaaS). I was the Dedicated Support Engineer (DSE) for one Saba's largest premium support customers.

With IBM, as an LMS Specialty Systems Integrator (IT Architect/Specialist) I developed, integrated, customized, migrated and implemented web-based eLearning solutions primarily around LMS (Learning Management Systems). I worked with the following LMS system: Docent (by SumTotal), Saba, Lotus Learning Space, Pathware and others. . I have worked in almost all the aspects of LMS including

Michael Thomas (curriculum vitae)

software development, customizations, hosting environments, DB systems and custom courseware development. I was a LMS Administrator for Cingular (AT&T) and performed similar functions for BMW.

Early in my career I had 6 years of hardware maintenance and over 4 years of IT Management experience in coaching a team of IT professionals in Business Process Re-Engineering & development of end-to-end Software.

EMPLOYMENT AVAILABILITY: Open for opportunities (employee, W2 contract or C2C via JCrazy LLC)

TECHNICAL SKILLS

Enterprise Web Applications (10 yrs) – development, administration, DB migrations, hosting etc...

JavaScript (13yrs) (server-side & client-side)

HTML (14yrs)

HTML5/CSS3, JQuery & Object Oriented JavaScript (1yr)

SQL programming (9yrs) – MS SQL (2000 & 2008) (7yrs), Oracle 10g/11g (Toad & SQL Developer) (2yrs), DB2 (1yr)

Windows Servers: Win NT IIS4; Win 2000 IIS5, 2003 IIS6, 2008 R2 IIS7.5, 2012 R2 IIS8.5 (7yrs);

Web Servers: IIS v5/6/7 (7yrs), Tomcat (1-2yrs); Websphere (1yr); exposure to JBoss

Java Technologies (2yrs) – Java, JSP, Struts etc... over several small projects.

Java Instructor: Java Core, Design Patterns Bootcamp, OOP Bootcamp, Struts 2

LMS (Learning Management Systems) (16 yrs) - large enterprise web applications.

* Advised on Saba LMS (SEC & Saba Cloud) as needed (1 yr)

* LMS Saba Advanced Support Engineer (2 yrs)

* LMS Saba SQL Report Developer (1 yr)

* LMS DB migrations (1yr)

* LMS Administrator (6.5 yrs)

* LMS SumTotal Docent (7 yrs),

* LMS Saba (5 yrs total with Saba, IBM, State Farm & Dell),

* LMS Lotus Learning Space (5 yrs)

* LMS Pathware (1 yr) – by Macromedia. IBM purchased Pathware.

* LMS courseware integration (3 yrs): Lectora, TestCraft, Flash (ActionScript),

Dreamweaver/Coursebuilder and other custom courseware tools.

* LMS Other: Centra 7.x (eMeetings, Conferencing) (2 yrs including installs but not primary focus)

* LMS Saba Certified (Level One Partner)

Java (Sun Certified JDK 1.1),

Other technologies: Others: VBScript, HTML, XML, JSP, ASP, SQL, .Net

Web Apps that run on: MS IIS, Tomcat (Struts), WebSphere or JBoss.

DB Servers: MS SQL (2000, 2005, 2008) and Oracle DBMS (10g,11g), DB2

CRM (Customer Relationship Management): Salesforce, Parature, Jira

Technical writing: since 1999 developing web tutorials at: www.michael-thomas.com. The site features "Java Certification Training" and resources for other web technologies. For years this web site has been on the search first page if you search for "Java Training" from www.google.com.

PROFESSIONAL EXPERIENCE

Dell (via TechTalentA) – 14 month contract (initially 6+ mo)

09/2015 – 10/2016

Telecommute. HQ: TechTalentA, 4965 Preston Park Blvd Ste 500, Plano Tx 75093

Software Development Sr. Advisor

- Used HTML 5, CSS 3, JavaScript (also Object Oriented), JQuery, AJAX, Google Analytics, Google 5 Star Ratings to build web portals and a content development tool.

Michael Thomas (curriculum vitae)

- Built mobile friendly web apps using Responsive Web Design (RWD).
- Developed a proof of concept Saba REST API web service to get data from Saba Cloud.
- Setup several web servers (Win 2012 R2 IIS8.5) for DEV, QA & PROD along with migrating end of life servers (2008 R2 IIS 7.5).
- Developed a proof of concept catalog tool: Java reads Excel (catalog info) and builds JSON files. HTML5/CSS3/JQuery reads JSON files to allow search of catalog and launching of content cataloged.
- Used Saba LMS SEC 6.1 and Saba Cloud (v31-v35).
- Helped with Xyleme (LCMS & CDS) initial rollout and training.
- Used Excel to build a quick small app (lookup tables, if/or logic) for Technical Sales department.
- Created an access portal that ran on SharePoint.
- Created IT tickets for firewall exceptions, DNS requests, IP requests (internal & external), SSL Certificates and to move server into DMZ zone.

State Farm (via Randstad) – 1 year contract

05/2014 – 05/2015

Telecommute. HQ: Randstad Technologies, LP; 808 S Eldorado Rd Ste 200; Bloomington, IL 61704; 309-862-4555 (Todd Moody – 309-451-5580)

Saba LMS SQL Report Developer

- Developed SQL code for all AdHoc reports.
- Developed SQL code to identify data that did not follow the Enterprise Standards & Guidelines.
- Developed SQL code to be used as metrics for new reports and old reports converted from SAP Business Objects to IBM Cognos reporting tool.
- Platform: Oracle DB 11g; Application: Saba 7.0 U2 (LMS); Oracle SQL Developer 1.5.5; SharePoint

Saba Software (LMS software vendor) – 2 years

02/2012 – 04/2014

Telecommute. HQ: 2400 Bridge Parkway, Redwood Shores, CA 94065; 650-581-2500

Saba Advanced Support Engineer

- Provide advanced technical support for the Saba LMS (Learning Management Systems) running on Java Technology in multiple OS platforms with multiple DB servers (most common technology stack was: Tomcat/JBoss/Oracle10g/Crystal Reports Server/ F5 firewall.). Supported Saba LMS 5.5, 6.x, 7.x, 7.1 and 7.2 versions of Saba.
- I was the Dedicated Support Engineer (DSE) for one Saba's largest premium support customers. (Jan 2013 – April 2014 – McDonalds 7.0 U2 & 5.5.1.4). SSO login via Spring SAML 2.
- Worked with Cloud Operations/ hosting, engineering, backline, consulting, product management, sales, account management, and education to address customer issues and influence the quality and function of Saba products.
- Read Oracle AWR reports (and Statspack) and Saba logs (sabaDebug, sabaError, NS, sabaReportError, prlog)
- Used Toad (Oracle & MSSQL) to write SQL against Saba tables to debug issues.
- Tools used: Salesforce, Parature, Jira, Toad (Oracle & MS SQL).
- Worked on trouble tickets tied to performance issues with custom reports running on Crystal Reports server. Worked tickets tied to publishing new or updated reports. Worked tickets tied to custom report failures between the integration of Saba and Crystal Reports (usually scheduled events).

JCrazy LLC – Owner – 1 year

04/2011-02/2012

Telecommute/travel. HQ: Cartersville, GA

Java Technology Instructor

Courses taught:

- Struts 2 (5 day) – Clicks LLC by Scott Stanlick (2011)
- Software Engineering SSAD & OOAD (2 day) – Cognizant via nTier (2011)

Michael Thomas (curriculum vitae)

- Java for Mainframers (5 day) – Berkeley Training via nTier (2011)
- OO Bootcamp (5 day) – State Farm via nTier (2011) (team teach) – Java Core, JUnit
- OO Design Patterns Bootcamp (14 day) (team teach) – State Farm via nTier (2011)
Creational Patterns (Singleton, Simple Factory, Factory Method, Abstract Factory), Behavior Patterns (Strategy, Observer, Template Method, Memento), Structural Patterns (Adapter, Proxy, Decorator, Composite)
- Application Delivery Fundamentals: Java (4 Weeks) – Accenture through TTA (The Training Associates) (2011)
The 4 week course included a 2 week 3 tier app bootcamp with Spring, Spring MVC, Tomcat, MySQL, Subversion (Apache - source version control system), Subclipse (Eclipse IDE subversion client) and Tortoise (Subversion client).

IBM Global Business Services - 13 years

04/1998 - 03/2011

Telecommute/travel. HQ: 1133 Westchester Ave, White Plains, NY 10604; 800-796-9876

LMS Specialty Systems Integrator (IT Architect/Specialist) – summary of 13 years (Part 1 of 8)

For 12 years as an LMS Specialty Systems Integrator (IT Architect/Specialist) I developed, integrated, customized, migrated and implemented web-based eLearning solutions primarily around LMS (Learning Management Systems). I worked with the following LMS system: Docent (by SumTotal), Saba, Lotus Learning Space, Pathware and others. I have worked in almost all the aspects of LMS including software development, customizations, hosting environments, DB systems and custom courseware development. I was a LMS Administrator for Cingular (AT&T) and performed similar functions for BMW. For 1 year, my first year, with IBM I developed software using Clipper for Prudential client.

LMS Specialty Systems Integrator (IBM Clients) - (Part 2 of 8) (04/2010 – 03/2011)

- **Oracle Data Migration (American Red Cross) (09/2010 – 01/2011)**
Migrated data from several different LMS platforms (Plateau & Custom LMSs) into Saba (5.4.3.0) LMS implementing ETL (Extract, Transform and Load) using Oracle 10G's SQL Loader control files, validating & changing SQL procedures if needed on staging tables and loader SQL procedures to live tables.
- **DB2 SQL Code Optimization (Internal IBM Hosting) (08/2010)**
A short project where I took a process that took 12 hours & 4min and optimized the code to run in 2 min & 17 sec which was 317 times faster.
- **Hosting Data Center Move (BMW) (05/2010 – 07/2010)**
Moved Docent 6.5 LMS from Win 2000 w/IIS 5 servers to Win 2008 w/IIS 7.5 servers – there were many OS and IIS changes that were necessary to get the older legacy app to run under Win 2008 & IIS 7.5. The new architecture used VM servers with one Sand drive. Each legacy server now ran inside of a VM within a VM server. Migrated data from several LMS platforms implementing ETL (Extract, Transform and Load) using MS SQL text imports, validating procedures on staging tables and loader procedures to live tables.
- **Centra install/integration with Saba (American Red Cross) (04/2010 – 05/2010)**
Installed Centra 7.6 (SP3) in QA and PROD and integrated with Saba (5.4.3.0) via the Saba VLE connector.

LMS Specialty Systems Integrator (BMW - Automotive) - (Part 3 of 8) (01/2005 – 03/2010)

- LMS Administrator & massive LMS customizations (Docent 6.5), custom reporting, problem resolutions using server side JavaScript and MS SQL DB. Courseware used SCORM API (Lectora, Articulate Storyline, Harvard Business, NetG and MateryNet).
- Developed a way to identify SQL statements that may hang applications (solid or temporarily) running on MS SQL 2000 servers (SQL Monitor, custom procedures & queries).
- Worked heavily with SQL coding, procedures, DTS packages and triggers.
- Migrated data from several LMS into Docent LMS app using MS SQL server 2000.
- Performed many of the DBA job roles.
- Integrated several portals for single sign-on into Docent LMS app.

Michael Thomas (curriculum vitae)

- Handled the server issues and interfaced with hosting.
- Modified Crystal Reports v10 layouts and SQL code for Business Objects reports. Handled report performance issues (usually SQL code) and report UI format issues that could not be resolved by the CR report programmers.
- Customized Docent Outliner templates and worked with content integrations: Lectora, Harvard Business, NetG and MateryNet.
- Created the framework for a new web application which handled registration for training events that connected to a Docent LMS using standard ASP (VBScript) on IIS. The framework included login, page security, and connectivity to MS SQL DB and example pages used by a team of developers. The original vendor backed out last minute so the BMW VP asked if our IBM team could deliver a highly visible project for a national rollout across America to their dealers. Project was delivered on time so the VP paid for the 4 IBMers to visit San Francisco for the week and weekend staying at the Four Seasons and driving BMWs on test drive tracks.
- Service Excellence Award for an automotive client's project (2005).
- Used (Concurrent Versions System (CVS) the most compatible predecessor to Subversion (SVN).

LMS Administrator (AT&T/Cingular - Telcom) - (Part 4 of 8) (05/2003 – 12/2004)

- LMS Administrator for cellular company's University using Docent LMS version 6.5x with Centra (6.1 & 7.1) for eMeetings, eConferences, live and recorded events, and Analytics (also DashBoard2) for enhanced reporting. Courseware used SCORM API.
- Made customizations/enhancements to the LMS and implemented Docent SP3.
- Built new screen for easier data entry, created new to-do's, and made other customizations.
- Developed many SQL scripts for LMS maintenance and enhanced reporting.
- Integrated courseware from several vendors: Docent Outliner, PrimeLearning, Trivantis, KP(IBM), and SimPro (IBM).
- Supported all HelpDesk calls when needed and all Level 2 & 3 support.
- Applied SSL to the login screens, created DTS packages and FTP data nightly to a Data Warehouse application. Production Docent 6.5 server implementation: 1 Docent Web Server, 1 Docent Backend Server, 1 Docent Admin Server, 1 DB Server, and 1 Centra Server.

IT Architect/Specialist (IBM Internal) (Part 5 of 8) (01/2002 - 05/2003)

- **Tomcat/Struts/DB2 (2002)**
Developed a Knowledge Portal using Struts Framework (under Apache's Jakarta project). Used Struts MVC (Model View Controller) framework using XML config files, JSP (Java Server Pages) for front end and Java Servlets with SQL for the backend. Application server was Tomcat with DB2 as the database engine.
- **WebSphere (WAS) & Struts - (01/2003 -05/2003)**
Later I was given the original portal I create that had additional feature added and Took Struts w/ Tomcat application and ported it to WSAD. Converted the application to conform to IBM's internal GWA web standards and deployed to the CDT running Struts on a WebSphere server using DB2.

LMS Specialty Systems Integrator (IBM Clients) - (Part 6 of 8) (01/2000 – 12/2001)

- Saba Certified (Level One Partner Certification Program) 8/99 - first vendor group to be level one certified. (LMS/EMS system with WEB access for large ERP companies.) Technologies used: HTML, JavaScript, JSP (Java Server Pages), Java, Oracle, MS SQL (Worked 4 months – doing version upgrades and customizations for Saba's clients.) (1999)
- Worked with Pathware 3.0 LAN, Pathware 4.0, Learning Space (LS) 4.0 & LS 5.0
- Worked with SCORM and AICC for courseware to LMS via Applets & HTML posting. Integrated Flash to LMS via JavaScript to Applet (SCORM).
- **Java LMS App** - developed a small primitive Java LMS App (Learning Management System) system which included a Java Application GUI management tool with XML storage of data using JDOM (Java Document Object Model for XML) and a Socket server (Java) which connected to learning content create with Flash 5.

Michael Thomas (curriculum vitae)

- **Flash 5 XML socket** - used the Flash 5 XML socket object to save/retrieve learning data to the socket server. Specs required that system could run without a web server and must run on Windows and MAC machines but training content must be web ready for the future.
- Interfaced JSP pages running under Tomcat with ASP pages running under MS IIS and used JavaScript for DHTML update of forms.
- Worked with many web applications integrating technologies: DHTML (JavaScript, Applets, Flash, etc...), Java, JSP, ASP, SQL, XML, etc. and used application web servers: Tomcat, WSAD and MS IIS.

LMS Specialty Systems Integrator (IBM Clients) - (Part 7 of 8) (06/1999 – 12/1999)

- **LMS Courseware JavaScript Engine with Dreamweaver/Coursebuilder (American Airlines)**
Created a DHTML web based courseware creation framework (content and assessment tests) which used Dreamweaver w/Coursebuilder and a custom built JavaScript navigation engine. The client then created content and assessment tests using Dreamweaver w/Coursebuilder. The student's progress and test scores were sent to a LMS system (Pathware & Learning Space 4). HTML posting to LMS using SCORM.
- **LMS Courseware JavaScript Engine with HTML (Johnson & Johnson)**
I used a multi-frame solution with one persistent frame storing scores, tries, time, and question selection. Test questions had coaching layers (suggested answer and why) that would appear directly after pretest questions and in the post test session would appear after the test was completed in a review session. To help streamline the building of test questions, created Templates with editable/non-editable regions. The custom JavaScript was stored in .js files. HTML posting to LMS using SCORM.
- **Java AWT UI for Reporting (IBM internal)** - Created a UI using Java AWT in JDK1.1 environment to report against DB2 database for material requisitions for a LMS system.

Specialty System Integrator (IBM/Prudential - Insurance) - (Part 8 of 8) (04/1998 - 06/1999)

Worked onsite: Jacksonville, FL.

- Worked on client's health billing systems, customer service (excluding claims), and implemented changes to the systems to comply with HIPPA regulations. Developed in the Clipper language.
- Received a Team Award for a highly technical, high profile project that brought high customer satisfaction.

Instructor (Part time)

2001

- Adjunct Professor - UNF (University of North Florida).
OOP w/Java (COP2551) - Spring of 2001, Fall of 2001
- Instructor - FCCJ (Florida Community College of Jacksonville).
Java for the World Wide Web (One 12hr short course) - Spring of 2001

Earlier Experience: 01/1989 – 04/1998

MIS Director (Network Long Distance/Broadwing - Telecom) – 3 years

Worked on site: Baton Rouge, LA

- Report to COO. Managed up to 6 people. Started as a consultant for 8 months, then was asked to build a MIS group to bring software support and design in-house. 60% of my time was devoted to the Business Analyst functions. Clipper 5.2e in Novell 3.12 platform
- Handled company growth from 12 million to 100 million in annual revenue in 3 years.
- Company went IPO during this time.
- Started a MIS group. Managed up to 6 people during peak development.
- Performed Business Analyst functions for all of the software systems.
- Engineered the design of a software system to integrate 2 legacy systems. Reengineered processes, developed new systems, and built front-end and back-ends to old systems. Designed a distributed data system for off-site data entry.
- Integrated over a 12 acquisitions using the distributed data system as the data integration tool.

Michael Thomas (curriculum vitae)

- Developed Sales Tax reporting system which interfaced with Vertex's tax data and Cobol programs.
- DISC personality test – I was equal in all quadrants.
Dominance - Person places emphasis on accomplishing results, the bottom line, confidence
Influence - Person places emphasis on influencing or persuading others, openness, relationships
Steadiness - Person places emphasis on cooperation, sincerity, dependability
Conscientiousness - Person places emphasis on quality and accuracy, expertise, competency

MIS Director.(World Health Foundation – Insurance) – 1.5 years

Worked on site: Baton Rouge, LA

- Report to owners. Managed 3 developers and 3 maintenance programmers. Company grew from 0.5m to 24m annually in 2 years. Performed all the Business Analyst functions for Billing, Proposals, Account funding, Commissions, Actuarial data studies, etc...
Was a Consultant for 6 months prior to becoming an employee. (Development in Clipper '87)
- Designed insurance application systems using PC's (DBASE3/CLIPPER) from ground up (all but claims). Hard deadlines were met.
- Company grew 2000 % the first year. We kept up with the growth.

Hardware - Senior Field Service Engineer (Burroughs/Unisys) – 4 years

Worked on site: Baton Rouge, LA

- Reported to Field Service Manager. Responsible for installing, troubleshooting and maintaining mainframe computer systems in banks and commercial companies.

Professional Development:

- Processor Server Workshop - WebSphere Server (2006) (80 hrs)
- SOA Workshop (SOA Deep Architect Program) (2006) (40 hrs)
- WebSphere Business Modeler v6.0 (Jan 2007) (24hrs)
- SOA Bootcamp (SOAWS10) - (July 2006) (24hrs)
- StrutsOS (Struts on Steroids) - (May 2005) (40hrs)
- Eclipse RCP (Rich Client Platform) - (Sept 2005) (40hrs)
- Intro to OOAD IBM Global Services Methods (July 2005) (40hrs)
- Analysis and Design with PanDOORA (2005) (24hrs)

Education

- College Degree (BA) – Bible Studies (Practical Ministries & Bible)
Southeastern University, Lakeland FL US, 1977-1980, 3.69 GPA
(aka Southeastern College of the Assemblies of God)
- Associates Degree (AD) - Computer Maintenance Electronics
Sullivan Vocational Technical Institute (now Louisiana Technical College Sullivan Campus), Bogalusa, LA, 1980-1982, 3.85 GPA
- High School - John F. Kennedy Senior High School, New Orleans, LA, 1994-1977, 3.87 GPA
Graduated 6th of 365 students. (1977) (5700 Wisner Blvd, New Orleans, LA 70124)

Certifications

- Sun Certified Java Programmer (SCJP) JDK 1.1. – 05/14/1999
- Saba Certified (Level One Partner Certification Program) 8/99 - first vendor group to be level one certified. (LMS/EMS system with WEB access for large ERP companies.)
- FCC First Class License- 1982