



Objective: To help build another great company, team and product line.

Overview: I have a passion for creating order from chaos - bringing efficiency to dysfunctional systems and groups. I thrive on challenge. A pragmatist, I believe in having enough process to get the job done right; not so much that it gets in the way.

Quantum: July 2010 – present

Quantum's DXi product line is a de-duplicated disk-based backup solution. This group is a start-up within the larger corporation, creating the product line that will enable Quantum to grow as tape revenue declines.

Senior Director of Engineering, DXi Core Software

- Shipped Galaxy 2.0, the largest software release ever delivered by Quantum. Release contained over 1 million lines of code. I matrix managed a team of over 200 to deliver this release which has 200-300% better performance on the same hardware.
- Created and ran the Early Access Program, which enabled us to ensure a successful rollout to existing customers and our factory.
- Shipped 3 major releases in 18 months, including the highest revenue/most successful DXi systems product launch in the company's history.
- Retooled engineering and management team, performed talent assessment and hired for growth. Conceived and established a new release cadence model.
- Collaborated with Product Management to create long term roadmaps, including virtualization products.

Vocera: January 2006 – February 2010

Vocera's solution is used by hospitals to improve life-critical communications. The solution includes Windows-based enterprise software and Linux-based clients that communicate over wireless networks, as well as monitoring and management of the entire system. When I was there, Vocera was a private VC-backed company with 140 employees.

VP of Engineering and IT

- As a member of the Executive Staff, I created the long term vision and roadmap for Engineering and participated in the business plans and strategy for the company.
- Enabled product set to support growth of customer base from 350 to 700 installations and still growing, with over half a million end users worldwide in a life-critical healthcare environment.
- Shipped server software releases: 2 major, 15 minor/service packs. Functionality included clustering, scalability, enterprise capabilities as well as new applications like Staff Assignment and Device Management. Shipped our first OEM and first outsourced products.
- Stabilized legacy client product in the field through improved testing capabilities, methodical release process and better diagnostics. In partnership with our services organization, completed get-well plan for the customer base.
- Replaced legacy client product with completely new firmware and internal hardware components, while maintaining accessory compatibility for our customers.
- Pursued iPhone, Blackberry, Android and Windows Mobile clients, resulting in release on all platforms.
- Created an industry-leading diagnostic capability for VoWiFi, as well as analysis tools for learning more about our customer usage patterns.
- Introduced VMware and the cloud to lower IT costs, and provide better scalability for our server-based product.
- Developed the director staff, as well as individual contributors, including communication coaching, mentoring, and on-the-job learning.
- Took IT from ad hoc to service level availability including hosted new ecommerce site and www.vocera.com. Created long term plan for IT and gained buy-in from the rest of Executive staff. Assessed performance to budget each quarter. Created business model for IT to ensure we are spending enough and not too much. Designed and deployed a cost effective Disaster Recovery plan.

VMware, an EMC Company: August 2003 – December 2005

VMware had only 300 employees when I joined, and was very much a start-up company. I was responsible for the quality of all VMware products, from the single desktop to the aggregation of ESX servers and clustering. I also collaborated in creating the storage roadmap for the company.

Senior Director, Product Quality, Partner Engineering and Technical Operations

- Key mission accomplished was to take VMware into the datacenter with the level of quality that those customers expect, without losing the agility and fast cycle time that gave VMware an edge in the market. Introduced best-in-industry practices, reducing cycle times from 3 weeks to 1 day, decreasing costs while increasing coverage. Created new metrics to track progress, defined release criteria and processes. We also analyzed field data to determine how to prevent defects in the future.
- Managed technical partner relationships for VMware with companies like IBM, HP, Hitachi, Dell, Intel and Microsoft.
- Started a new development organization to create a DDK (Device Driver Kit/Interface) for VMware products. Created the business model and processes, working with partners to enable the most comprehensive Hardware Compatibility List in the industry.
- Lead the engineering IT and infrastructure group, responsible for the build-out of the company's engineering lab, acquisition and management of hardware, budget, network, and many other details that kept the company running. Started this group from size of 1.
- Grew overall team from 26 to 300 in 2.5 years, adding scalable processes and tracking mechanisms as well as initiating training and mentoring programs to integrate new employees and contractors in 5 locations.

Sun Microsystems Incorporated: July 1995 – August 2003

I joined Sun to help the transition of the company from a power desktop vendor to an enterprise server contender. After bringing the server line and clustering software to enterprise quality levels, I moved to the storage group to create better companion products to sell with Sun servers.

Senior Director, Storage Systems Engineering: July 2001 – August 2003

Directed Storage System development, encompassing all hardware, software and firmware development, testing, release and sustaining of the product family.

- Storage systems include embedded management and monitoring software, multiple components (such as arrays and virtualization engines), and associated hardware and software "glue". This makes the aggregate product appear to be an integrated array to the application server and storage administrator.
- Reorganized the group to promote timely, high-quality deliveries and to efficiently manage interdependencies. Brought best practices such as technical vitality meetings, program reviews, quality metrics tracking, and source code management, as well as upgrading product code base. Created new product roadmap, working with Product Management and CTO.
- Delivered a new storage product line including 3 models in 18 months from inception to first customer shipment. Led over 250 people to successfully ship this product. Managed total program budget of \$30M.

Director, Storage Area Network Engineering: October 1998 – July 2001

Created and led Sun's Storage Area Network product development organization

- Named "Outstanding Woman in Engineering at Sun Microsystems, Inc." for the year 2000.
- Shipped Sun's first SAN product offerings and other major projects on time and within budget.
- Managed growth of area from a 16 member team to an organization of 150 engineers, spanning 4 sites internationally. Total annual budget of over \$20M.

Senior Manager, Enterprise Server Quality Assurance: August 1996 – October 1998

Responsible for quality of Sun's Enterprise Server product line, "Sunfire Classic"

- Grew team from 35 to 60 in one year. Total annual budget of approximately \$10M.

Manager, Customer Environment Beta Programs: July 1995 – August 1996

Managed all the beta programs for Sun's new UltraSPARC product line

IBM Corporation: August 1986 – July 1995

As a programmer, I worked at IBM during the quality crisis, when we revamped the development organization and processes to eliminate defects at the source. As a manager, I managed through IBM's first-ever layoffs, producing more code of better quality with fewer engineers.

Manager, Business Development Technical Office: November 1994 – July 1995

Manager, AIX and OS/2 Client and File System Development: April 1994 – November 1994

Manager, MVS Storage Product Quality Assurance: March 1992 – April 1994

Product Manager, Storage Product Technical Office, Virtual Machine OS: March 1990 – March 1992

Development Engineer, Virtual Machine support for Storage Products: August 1986 – March 1990

Education:

The Ohio State University – Bachelor of Science in Computer Engineering, 1986

National Merit Scholarship recipient