

Application Information

PART ONE - CONTACT

1. Please provide your contact information:

[redacted]

Years of Experience in SQL Server: 14

PART TWO - EDUCATION

2. Education (list all appropriate types of educational experience - Degree, Diploma, University - please detail location):
Texas A&M Galveston 1996-1997 Maritime Systems Engineering
Saint Leo University (FL) 2001-2004 Computer Information Systems

PART THREE - COMPANY/PROFESSIONAL BACKGROUND

3. Describe your company's business:
Fortune 1000 multiple line insurance company
4. Please provide your current job title:
Staff Database Analyst
5. Please describe your primary job responsibilities:
I lead & manage a small remotely distributed team of DBA's whose primary responsibility is to maintain all non-mainframe database systems. I am responsible for strategic direction as well as operational execution of enterprise database administration.

PART FOUR - STATEMENT OF INTENTIONS (Short Essay Format)

(Please note that these answers should relate to your public campaign platform)

6. How do you believe PASS can better serve the SQL community in the next five years?
PASS can better serve the SQL community in the next 5 years by continuing its current evolution into a professional organization that supports the global SQL community through a grassroots manner. While maintaining and increasing our funding sources should always be priorities I believe PASS needs to do more to allocate resources back into the community directly.
7. What do you perceive is the current state of PASS?
I perceive that PASS is currently struggling a bit to keep up with the exponential growth of our SQL community and its growing needs. PASS does many things, some considerably better than others while continuing to work on improving. It is my responsibility as a director to continue to help the organization do things in a more effective way.

8. Tell us about your accomplishments in other volunteer organizations; detail the key things you learned from these experiences:
 Many of my accomplishments and experiences are from within PASS and one experience rings true more than any other. That experience is you cannot please everyone all of the time and if you try often times you will not accomplish what you originally intended. Striking the particular balance of pleasing enough people and still getting things done is one of the harder things I am continually learning.

9. If elected to the PASS Board, what goal would you set to contribute to the benefit of PASS? How would you work within the current PASS organization to accomplish that goal? How would this benefit the SQL Server community?
 If I am re-elected to the Board my goal is to continue working to enable local chapters to better support and grow their local communities. I plan on accomplishing this through a couple of different methods including completing the revamp of the tools we provide chapters so that they are as automated as reasonably possible. By enabling our local chapter leaders with all of the technology tools they need to have successful meetings we should ease their burden and free up their volunteer time to do other tasks that are needed to help grow chapters and their associated education opportunities.

PART FIVE - LEADERSHIP AND MANAGEMENT (Short Essay Format)

10. Please describe your management and leadership background, listing specific examples of teams or projects: During my day job, I lead a team of DBA's who manage all distributed databases for a fortune 1000 enterprise. At my night job, AKA PASS volunteer I have served on the PASS BOD, the nominations committee and as the summit program leader for several years. In addition to these different roles, for the last few months I have been responsible for a project that spans several different areas within PASS to develop a more useable website for our members including specific enhancements for our chapters and their leaders.

11. Are you or have you been a member of any board (volunteer or professional)? Please describe:
 PASS, for the last 2 years I have served on the board of directors

12. Do you have formal management or leadership training? If so, please provide details of this training and an example of a time this training was directly beneficial:
 Only trial by fire. Though that's not formal, in my career it has proven to be an excellent yet often painful teacher.

13. Have you participated in any strategic decision-making processes? Please provide details of specific instances:
 In my day job I am often required to be involved in making strategic decisions that affect our entire environment. In many cases I am asked to make decisions regarding our future support for products, versions, standardizations etc. These decisions have far reaching effects across our enterprise.
 For PASS I have participated in many strategic decision making processes over the last several years. A couple of recent examples include the decision to pursue a global strategy and the decision to hold a BA Summit.

14. Please describe your background/experience in dealing with organizational finances, including the size of the organization and sizes/types of budgets involved:

I deal with this in my day job on a small scale with my own team's needs. Since my team is small, I can provide more info upon request. Additionally, I've been involved with PASS's finances since joining the board 2 years ago.

PART SIX - ACTIVITIES (Special Interest Groups, Committees or other activities)

15. Please describe your past volunteer history with PASS. Who from PASS (HQ and Board of Directors) did you work with? How did you interact with them to meet your volunteer objectives?

I have been volunteering with PASS since shortly after the 2004 Summit. I have worked with most groups within the organization in one form or another. I started volunteering with the SIGs (virtual chapters now) moved to Summit program and currently work primarily in chapters in addition to the regular Board requirements. Having said that, I have worked with just about every person on the current board and PASS HQ as well as a huge number of volunteers spanning all of those years

16. Please give an example of a project you worked on for PASS that you followed through to completion. Describe how your specific contribution has benefited the PASS organization:

In 2009 through 2011 I was directly involved in leading the PASS Summit program committee (as Manager in 09/10 and BOD leader in 11. Each year, the Summit (educational portion) happened as expected with only minor problems that the average attendee hopefully didn't notice. When working in this kind of environment you quickly realize that even though you're volunteering deadlines are real and must be met in order for the event to be successful.

17. Detail your participation in other volunteer organizations/boards (be specific about your contribution and in what capacity):

I have volunteered for various other organizations on a very small scale but my primary focus has been PASS.

18. Please provide details of your social media presence

I am active on Twitter, LinkedIn and I have a personal blog.

PART SEVEN - OTHER ACTIVITIES

19. Detail other professional certifications:

MCITP: Database Administrator SQL 2008

20. Detail any awards received:

2009 PASSion award

21. Detail some of your more recent published professional articles, books, etc.:

N/A

PART EIGHT - REFERENCES AND BACKGROUND CHECK

Volunteer References

- 22. PASS volunteer reference #1 (please provide daytime phone and email)
 - a. Reference Name: Andy Warren
[redacted]
 - b. Statement of Support from Reference:

I am writing today to enthusiastically recommend Allen Kinsel as a candidate for the PASS Board of Directors.

I worked with Allen for a year during our overlapping terms on the Board. During that time he impressed me. He listens, thinks, participates, is willing to compromise, is willing to take unpopular stands, believes in the community, and understands the power of transparency. He has the attribute we all want most in our leaders – character.

During his first term Allen has done a good job of dividing his energy between the tactical needs of his portfolio assignments and the strategic needs of the Board. That’s a hard balance to achieve, but he has done it well. He’s also done well at building relationships, both on the Board and with the chapter leaders that comprise his current portfolio. Allen is a now a leader with character *and* experience.

I trust Allen to safeguard the future of PASS, and to make sure PASS is more than just the Summit. I give him my highest recommendation and hope you will place him on the ballot for the next election.

Please contact me if I can answer any questions about my recommendation.

Sincerely,

Andy Warren

- 23. PASS volunteer reference #2 (please provide daytime phone and email)
 - a. Reference Name: Jeremiah Peschka
[redacted]
 - b. Statement of Support from Reference:

To whom it may concern,

I have nothing but great things to say about Allen Kinsel’s involvement in PASS and his decision to continue to serve on the PASS Board of Directors. For the time that I have known him, Allen has worked to make PASS a truly great organization. He has involved himself in multiple aspect of PASS - as a member of the abstract selection committees, the program committee, as a member of the nomination committee, and most recently as a member of the Board of Directors.

Allen was an invaluable member of the Program Committee for many years and he continued that tradition once he was elected to the Board of Directors. It’s my opinion that Allen is a critical part of PASS’s long term success and I’d be delighted if he were to continue serving PASS on the Board for another two years.

Sincerely,

Jeremiah Peschka

24. PASS volunteer reference # (please provide daytime phone and email)

a. Reference Name: Tjay Belt

[redacted]

b. Statement of Support from Reference:

To Whom it May Concern:

I have had the pleasure of knowing Allen Kinsel for many years. During the years of our acquaintance, I have known Allen in a few different capacities. He has been most recently been my 'boss' as I serve as a Regional Mentor. His responsibilities in that capacity have shown that he is a valuable volunteer and vital cog that makes up what we know and love that is PASS.

I have always observed Allen from afar and been amazed to watch his work ethic and ability to simply get things done, regardless of the obstacles in his way. He has a quiet power about him that commands respect, yet shows that he is not above any one of us, and simply wants to move forward with tasks and accomplishments for the betterment of us all.

Allen is intelligent, capable, dedicated, and personable. He is always quick to have a good time while getting the job done and make you enjoy the journey. I feel confident in saying that he is capable of handling any situation with thoughtfulness and maturity.

Every time that I see Allens name on any ballot, he will receive my vote.

Tjay Belt

Public References –

25. PASS public reference #1 (please provide daytime phone and email)

a. Reference Name: Andy Warren

[redacted]

b. Statement of Support from Reference:

[address redacted]

August 1, 2012

Subject: Letter of Recommendation – Allen Kinsel

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Please contact me if I can answer any questions about my recommendation.

Sincerely,

Andy Warren

26. PASS public reference #2 (please provide daytime phone and email)

a. Reference Name: Jeremiah Peschka

[redacted]

b. Statement of Support from Reference:

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Sincerely,

Jeremiah Peschka

27. PASS public reference #3 (please provide daytime phone and email)

a. Reference Name: Tjay Belt

[redacted]

b. Statement of Support from Reference:

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I have had the pleasure of knowing Allen Kinsel for many years. During the years of our acquaintance, I have known Allen in a few different capacities. He has been most recently been my 'boss' as I serve as a Regional Mentor. His responsibilities in that capacity have shown that he is a valuable volunteer and vital cog that makes up what we know and love that is PASS.

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Every time that I see Allens name on any ballot, he will receive my vote.

Tjay Belt

Personal Reference – Optional

- 28. Personal reference (please provide daytime phone and email)
 - a. Reference Name: David Purvis
[redacted]
 - b. Statement of Support from Reference: attached separately

To Whom it may concern,

I have worked with Allen Kinsel for the last seven years. In that time, I have seen him consistently and tirelessly dedicate himself to building our DBA department into a well-respected and integral part of the overall IT division of our company. Allen is never satisfied with "good enough" and never "goes along to get along". In any task that he undertakes, he always works to accomplish it with the highest degree of quality, honesty, professionalism, and fairness. Allen is a natural leader and does so by example. He always steps up and is the first to volunteer for daunting tasks and works incessantly until they are accomplished.

David Purvis

Work Related Reference – Optional

- 29. Work-related reference (please provide daytime phone and email)
 - a. Reference Name: Diane Hood
[redacted]
 - b. Statement of Support from Reference:

Allen Kinsel has worked with me for the past twelve years and has reported directly to me for the past three. During that time, he has always held himself to a very high standard that is reflected in his own accomplishments as well as those of his team.

Allen has led the Distributed DBA staff almost since its inception in 2000. He designed and developed the standards and guidelines that they continue to use today. He was also instrumental in the Data Center Consolidation process that started in 2009 and will probably be an ongoing effort for years to come. His responsibility in this process has been to merge the administration of the distributed data bases across the enterprise. This required him to impress some very stubborn people with his technical skills in a way that made them feel comfortable with releasing control of their data. He was able to do this by putting in long hours to learn their business, their applications, and their users. He deservingly gained their respect and rather than being a burden to them, he has become a member of their team.

Probably the most impressive accomplishment of Allen's is the amount of work that he is able to complete. In addition to being a full time DBA, he also performs all of the managerial duties for a team that spreads out across two sites and users that span three. The normal paperwork and processes for a DBA and manager are difficult enough but he must also deal with employees that come from different backgrounds and follow different rules. And as you know, in addition to that he continues to be an active member of the Professional Association of SQL Server (PASS) and sits on the Board of Directors.

Allen is repeatedly complemented on his efforts and accomplishments by the development staff and management. This year when he was rewarded the prestigious Microsoft MVP designation, an announcement was made by the CIO to the ITS staff and executive council at all three locations. I think that announcement best expresses what I and the rest of ANICO feel about Allen's contributions here.

The American National family of companies are blessed with very talented people serving in various IT roles across our locations. This is evident by their efforts to provide quality services on a daily basis. But today I want to recognize just one of them. I received notice this week that **Allen Kinsel** from the Galveston location has been recognized as a **Microsoft Most Valuable Professional (MVP)** for 4/1/2012 - 4/1/2013. The Microsoft MVP award is an annual award that recognizes exceptional technology community leaders worldwide who actively share their high quality, real world experience with users and Microsoft.

As a recipient of this year's Microsoft MVP, Allen joins an exceptional and limited group of individuals (fewer than 5,000) worldwide, representing 90 countries and spanning more than 30 languages, who have demonstrated a willingness to reach out, share their technical expertise with others and help individuals maximize their use of technology. That is certainly the Allen we know and appreciate.

Great job Allen. We are proud you.

I have no doubt that Allen can again bring to your board, the same qualities that he has brought to our organization.

Diane Hood

Disclaimer

- 30. Have you ever been charged with a felony? If yes, were you convicted, and (briefly) what were the circumstances? NO

- 31. I agree to the time and travel commitments required for this office: YES
- 32. My employer is aware of and agrees to the time and travel commitments required for this office: YES

PART NINE - SIGNATURE

33. "I, Allen Kinsel, hereby certify, on this date, August 2 2012, that all information I have provided or will provide in this document is true, and I agree to abide by all the terms and conditions listed within this document.

I agree to be considered a candidate for the position of Director-at-Large for the Professional Association for SQL Server. I understand that my email address may be made available to select PASS bloggers - screened and approved by PASS - during the campaigning period for the purpose of blogger interviews with candidates.

I am aware that the term for which I am applying begins January 1, 2013 and ends December 31, 2014. If elected, I agree to fulfil the duties and obligations of the elected position to the best of my ability." (Please answer yes or no to all of the above): YES.