

Christopher W. Land

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Profile

Accomplished IT and business leader with broad experience including enterprise systems engineering, training, accessibility, AI UX and building a design/development studio. I am passionate about accessibility, technology, coding, design, quality, and customer service.

Skills

Leadership: growing and leading teams of consultants and developers

Project Management: execution of projects from concept to delivery

Teaching: building learning materials and engaging students

Client Relations: proven success at strengthening client relationships

Product Support: design, documentation, troubleshooting, testing and communication

Creativity: ability to generate fresh creative ideas and solutions

Coding: decades of experience programming across many platforms

Experience

Oracle Austin, TX

Senior Manager User Experience Design | 2024 – present

- Accessibility leader for Oracle's Redwood Design System and Application Platform
- Developing strategy and roadmaps for scalable accessibility across Oracle's product lifecycle
- Leading a high-performing team of accessibility engineers and UX design consultants
- Driving research and development of system-wide accessibility philosophy for complex UI components
- Evaluating and providing accessibility design feedback for Agentic AI platforms and emerging AI interfaces
- Architect AI tools to streamline accessibility support and automate repetitive workflows
- Overseeing comprehensive accessibility testing, triaging issues, and providing code-level solutions
- Scaling the team's reach through office hours, training and engineering consultation
- Managing high-profile customer accessibility escalations across sales, support and product teams

Key Accomplishments: Embedded technical accessibility reviews early into fast-moving AI and Agentic AI platforms to support agile a11y development. Provided reusable guides, office hours, and internal AI tools to help product teams work independently. Partnered closely with product, research, and customer support teams to investigate and resolve high-profile customer accessibility issues.

Senior Accessibility Technical Program Manager | 2021 – 2024

- Guiding executives and product managers in smoothly integrating accessibility at scale
- Efficiently prioritizing accessibility efforts for maximum user impact
- Training and supporting UX teams as they integrate accessibility into the design process
- Testing pages for WCAG 2.1 / Section 508 compliance and coaching development teams on code fixes
- Training QA and development teams on automated and manual testing
- Monitoring and owning accessibility across all of Oracle's public facing websites

Key Accomplishments: Significantly increased accessibility of the oracle.com component library, templates, and high traffic pages. Adopting accessibility annotations on UX teams, shifting accessible design thinking left. Delivering role-based accessibility training across teams. Empowering developers and QA testers to own and build

accessible products.

Level Access Vienna, VA

Accessibility Training Manager | 2021

- Designing and developing role-based accessibility training programs
- Consulting clients and customizing training engagements for their unique needs
- Supporting process transformation throughout organizations
- Managing training engagement schedules and resources
- Coaching and leading the training team
- Delivering instructional content to customers through video and live instructor-led training
- Growing revenue and increasing the profitability of the training department

Manager, Accessibility Services | 2019 - 2020

- Leading and mentoring a team of accessibility consultants in the software vertical
- Consulting Fortune 500 organizations on accessibility integration throughout the development lifecycle
- Project management and resource planning on testing, support, and consulting projects
- Training administration and process development geared toward profitable, scalable training engagements

Key Accomplishments: Utilizing staff with a focus on meeting revenue and profitability goals, while building healthy relationships and growing team member skills in areas of interest that align with the company. Building tools for global banking clients to simplify accessibility (training materials, checklists). Organizing and building a profitable, scalable accessibility training program used by global organizations.

Deque Systems Ann Arbor, MI

Development Services Consultant | 2016 – 2019

- Web accessibility programming, consulting, and training for Fortune 500 companies and global brands
- Fixing WCAG accessibility violations in client code, applying ARIA design patterns to complex UI
- Training and supporting development teams on coding, testing and process improvement
- Developing training materials and packages as part of the training lead team
- Converting user feedback to creative solutions, defining, and executing custom software projects
- Design, development, support, and training on Deque products
- Building MVP software, conducting client research and developing iteratively with user focus

Key Accomplishments: Created user-focused product training program for axe Monitor, including instructor-led training materials and self-paced online classes. Launched a “train the trainer” program and coached teammates in delivering the program. Trained clients and implemented Deque’s software products at global corporations and federal agencies. Guiding firms on ensuring accessibility throughout the development lifecycle to minimize organizational impact and cost.

Profitably provided hundreds of hours in accessibility coding consultancy to developers at the top US banks. Helping firms avoid liability by training teams in accessibility compliance techniques. Training reviews average 4+ out of 5. Built Dashboard MVP within a month, including design and front-end coding.

University of Michigan ITS Ann Arbor, MI

Application Developer | 2013 – 2016

- Software development for the University’s ITS eResearch team

- Coding JavaScript within the Click Research Support software platform
- Collaborating with team members on front and back-end web programming projects
- Planning, design, and development of new system features

ERP Business Systems Analyst / UI Designer | 2013

- Designing enhancements to U of M's Michigan mobile app, and defining, assigning, and testing development work based on approved designs
- Gathering UI / UX input and feedback via the creation and execution of surveys and interviews
- Proving verbal and written recommendations based on user input and competitive analysis
- Mentoring and managing human-computer interaction interns in user experience research and design

Web Software and User Interface Developer | 2010 – 2012

- Design and programming for the University web directory system and web-based file management tools
- Web technologies include HTML, CSS, JavaScript, JSON, Yahoo User Interface library, Java and Google Web Toolkit with emphasis on accessibility and usability

Key Accomplishments: Contributions to the University of Michigan mobile app include user research-based redesign of the Student Dining tool, project management and UI / UX on the highly rated Bus Map redesign (included live data from all UM buses, showing their current location).

Lead design and front-end coding of eResearch Dashboard. Significant UI and coding contributions to many major eResearch, Student Administration and Identity Access Management products and enhancements.

Landmine Design Dearborn, MI Principal | 1999 – 2010

- Created websites and marketing materials for a wide variety of businesses
- Executed all aspects of running the business, including managing employees, promoting the business, acquiring new clients, managing client relationships, accounting and finance
- Highly skilled at requirements gathering, design, code development, testing and maintenance
- Provided clients with email and hosting services and support
- Coordinated timelines and production schedules with staff, clients & vendors
- Web technologies include HTML, CSS, JavaScript, Flash, PHP, open source shopping and CMS platforms

Key Accomplishments: Building a business from scratch to \$125k annual revenue. Launched hundreds of websites. Produced hundreds of print design projects and corporate identities.

Henry Ford College Dearborn, MI Adjunct Instructor | 2007 – 2011

- Teaching basic and advanced Flash animation and ActionScript programming classes to degree program students in HFC's fine art department
- Creation of course materials, lectures, demonstrations, project assignments and exams

Key Accomplishments: Provided creative and technical project-based instruction to over 300 students, many going on to successful web development careers.

Education

The University of Michigan - Dearborn

Bachelor of Arts, Psychology, April 2016

Bachelor of Business Administration, May 2001

Concentration in Marketing, Coursework in Computer Information Systems

Certification

Certified Professional in Web Accessibility (CPWA)

International Association of Accessibility Professionals, October 2018

DHS Section 508 Trusted Tester

U.S. Department of Homeland Security, October 2026

Presentations

From Compliance to Excellence: Our Accessibility Story

Oracle Design Week – Redwood City, May 2025

Designing Keyboard Behavior for Diverse User Types

CSUN Assistive Technology Conference – Anaheim, March 2025

Accessibility Careers in UX Design Panel

OZeWAI (Australian Web Accessibility Initiative) Ask the Professionals – Online, July 2024

How To Integrate A11y Into the Existing Product Workflow?

Friends of Figma Design Accessibility – Online, April 2024

Humans vs. Robots: Media Accessibility in the Age of AI

CSUN Assistive Technology Conference – Anaheim, March 2024

Disability Bias in Artificial Intelligence

inclusive design 24 – Online, September 2023

John Slatin AccessU – Austin, May 2023

CSUN Assistive Technology Conference – Anaheim, March 2023

The Role of Artificial Intelligence in Digital Accessibility Panel Discussion

ACCESS Conference – Online, April 2023

A11y, Big Data, A.I & Machine Learning: Opportunities & Threats

John Slatin AccessU – Austin, May 2022

CSUN Assistive Technology Conference – Anaheim, March 2022

Accessing Higher Ground – Denver, November 2021

Accessibility Panel Discussion

San Diego Accessibility & Inclusive Design – San Diego, February 2020

Accessibility for Developers

LEARN Academy – San Diego, Ongoing

WCAG 2.0: The Many Shades of Grey

CSUN Assistive Technology Conference – San Diego, March 2018

Feedback

“Chris did an exceptional job bringing Oracle.com into compliance with accessibility requirements. He patiently and clearly educated the team from design to coding to publishing to QA on how to do things the right way. He brought in new tools to monitor the site for issues. He quickly figured out how to prioritize given limited resources. Thanks to Chris, our new Sequoia code base is planned to deliver 100% compliance. He is self-sufficient and self-directed.”

- *Lori Granville, Vice President - Oracle.com*

“Chris has built a strong and increasingly visible Redwood Accessibility Team by combining deep subject-matter expertise with a practical, supportive management approach. He helps his team focus on the highest-impact accessibility problems, provides frequent guidance through one-on-ones and team forums, and creates opportunities for each person to develop meaningful ownership.

Chris has also established a positive team identity. He encourages the team to approach accessibility as a user-experience discipline rather than solely as a compliance function, and he has positioned team members as helpful, knowledgeable partners to designers, developers, product managers, researchers, QA teams, and customer-facing organizations.”

- *Katie Candland, Vice President - Oracle*

“Chris is a proven project/technical manager with multiple accessibility projects driven to completion. He demonstrates the ability to coach multiple teams through the complexities of a11y via ongoing training sessions conducted with business and technical teams. Great communication skills with the ability to speak to developers up to executives. If I have a detailed a11y question, or need to pursue an issue, I go to Chris.”

- *Karri Myles, Senior Director – Web Architecture, Oracle*

“We're so lucky to have Chris as our accessibility expert! Since he joined the team, he's been a huge asset. Chris has made a real difference in our internal meetings because we can get early input in our design process. What I admire about him is his ability to explain things in such detail, but in a way that even someone like me (who isn't an accessibility pro) can understand easily. For example, when I needed help deciding how to show errors in a different tab on the Create and Edit drawer, he shared four accessible options - all super clear to implement.

We also worked together on the Parity Analysis for the Guided Process page, and it was awesome to go over potential accessibility issues with him. Those audit sessions are so valuable, and I'm sure Chris' contributions will make Redwood a much better experience for everyone.”

- *Mafer Fonseca, Senior UX Designer, Oracle Redwood Design System*

“Chris - excellent job hosting the Ally Bank training. Your onsite presence and overall knowledge have clearly made an impact on this customer and we are very thankful for your can-do attitude and all the contributions you have made for instructor-led training, both for Ally as well as the many others you have completed thus far this year. Thank you, Thank you, Thank you!”

- *David McRoberts, Director of Commercial Services, Deque Systems*

“Chris has been a pleasure to work with. He offers design suggestions and is open to feedback. His work has been timely and added value to the project. Many times, we as analysts have ideas about a UI, but it is difficult to visualize the ultimate deliverable. His mock-ups have been a tremendous asset in this process.”

- *John Johnston, Product Manager, U-M ITS Teaching and Learning*

“Chris has a knack for meeting new people and developing strong personal connections with them. He is also constantly seeking feedback on his work, striving to improve and be a better manager than he was yesterday.”

- *Jeff Smith, Director of Services, Level Access*

“Chris is being recognized for his efforts on the new Institutional Biosafety Committee (IBC) Application system, a high priority Administrative Domain Advisory Committee (ADAC) project. The new IBC Application has complicated data-interconnections that required new UI perspectives. His work on the transgene selections and the animal administration detail were very important to the success of the application smartform. The end result of his work was a very usable and clear interface for the user.”

- *Mary Locey, eResearch Product Manager, U-M ITS Application & Info Services*

“Chris is a highly skilled UI and usability engineer and developer. Chris met his work objectives for the year with a very high degree of professionalism and attention to detail in a very dynamic and demanding development environment. Chris works independently with minimal supervision and seeks the advice of others on an as-needed basis. As a member of the systems & middleware team, Chris has participated in the transition and formation of the newly created Information and Technology Services organization in a very positive and supportive fashion.

Chris, your evaluation for values and behaviors is exemplary demonstrating your commitment to ITS. Your willingness and eagerness to assist whenever there is a need, is second to none. You have demonstrated time and time again your professionalism and your commitment to excellent customer service by working collaboratively with others, something that has been shared with me by his colleagues, and often working on your own time to accomplish objectives within the promised timelines.”

- *Vasilios Pliakas, Programming Manager, U-M ITS Infrastructure Services*

“I want to thank you again for presenting at ACCESS. Your discussion on the Role of AI in Digital Accessibility was wonderful and a highlight of the conference. The entire discussion was thought-provoking, impactful, and engaging. Your collective passion was apparent and I’m grateful that you shared your time and expertise with us.”

- *Casey Pearson, Event Specialist, 3Play Media*

“Chris has been absolutely phenomenal! He played a crucial role in my project by ensuring that the guidelines were perfectly accessible. Beyond that, he exceeded all expectations by sharing insights into accessibility that I hadn't known about before. His dedication and enthusiasm have not only improved the project but also greatly enriched my knowledge. I appreciate him taking the time to meet with me as well. His contribution has been truly amazing.

Chris is highly skilled specializing in accessibility, with a strong knowledge of WCAG standards and a user-centered approach that prioritizes users with various disabilities. He has excellent attention to detail, ensuring all elements are accessible and functional while effectively balancing user needs with business goals.”

- *Sandra Barboza, UX Designer - Oracle Redwood Design System*