

# NICHOLAS G. MCMULLEN

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## EDUCATION

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### Macalester College

May 2018

St. Paul, MN

B.A., Applied Mathematics and Statistics, *magna cum laude*

*Phi Beta Kappa*

## EXPERIENCE

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### Learning Manager

May 2018 - Present

Phoenix, AZ

*Alliance Residential, LLC*

- Manage company LMS, including data/reporting, dynamic assignments, user groups, user profile management, curriculum development, and certification management
- Lead department administrator in iCIMS recruiting and onboarding system, including conducting employee trainings on report creation and processes, troubleshooting escalated issues, and developing new department processes
- Conduct process improvement and workflow analyses
- Perform training needs assessments through a collaborative mix of surveys, interviews, and consultations
- Create training curriculum and methods, online learning modules, and course materials
- Monitor and evaluate training programs to ensure effectiveness and ROI
- Build reports using statistical and data analysis to provide insight to company leadership
- Create and maintain reports in Tableau using LMS reporting, SFTP, and Microsoft SQL Server Management Studio
- Build out the content model strategy, existing and new models, while considering integration into the infrastructure strategy

### Training Intern

Summer 2017

Phoenix, AZ

*Alliance Residential, LLC*

- Analyzed sales data to determine the impact of a sales training program.
- Constructed and redesigned various online training courses in Rise by Articulate
- Served as an administrator for company LMS, including coordinating and completing employee Knowledge Bank restructuring, certification management, curriculum assignments, and evaluating training effectiveness

## MAJOR PROJECTS

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- Learning Management System migration from Cornerstone (CSOD) to Fuse Universal, Role: *Lead Administrator*
- Performance review data migration from Cornerstone (CSOD) to Ultimate Software (UltiPro), Role: *Supervisor, Assistant Data Architect*
- Lead Management System migration, Role: *Data/Training Analyst*

## MEMBERSHIPS AND ASSOCIATIONS

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Phi Beta Kappa Honor Society

May 2018 - Present

Mathematical Association of America

May 2017 - Present

## TECHNICAL SKILLS

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### Programming Languages Software & Tools

R, Python  
R-Studio, Excel, GitHub, LaTeX, Cornerstone OnDemand LMS,  
Articulate Instructional Design Suite, iCIMS, Ultimate Software

## HONORS AND AWARDS

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George E. Scotten Endowed Prize, <i>Macalester College Athletics</i>	May 2018
Senior Male Speaker, <i>Macalester College Athletics Banquet</i>	May 2018
Dean's List, <i>Macalester College</i>	Spring 2015 - Spring 2018
David C. Primrose Endowed Prize, <i>Macalester College Athletics</i>	May 2017
Valedictorian, <i>Payson High School, Payson, Arizona</i>	2014