

Nicholas McMullen

Certified Human Resources, People Analytics, and Compensation Leader

Phoenix, Arizona

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TECHNICAL SKILLS

Technical Skills R/RStudio IDE — Tableau (certified) — IBM Cognos Analytics
Cornerstone OnDemand LMS — iCIMS ATS — UltiPro HRIS
Salary.com CompAnalyst — Fuse Universal LXP — Salesforce

EDUCATION

Macalester College, St. Paul, MN May 2018
B.A., Applied Mathematics and Statistics, *magna cum laude*, *Phi Beta Kappa*

EXPERIENCE

Greystar (formerly Alliance Residential Company), Phoenix, AZ

- **Sr. Analyst, HRIS** July 2020 - Present
 - Conduct human capital reporting and analytics for internal and governmental requirements
 - Assist in managing various Workday modules: HCM, learning, recruiting, compensation

Alliance Residential Company, Phoenix, AZ

- **Manager, People Systems & Analytics** Feb. 2020 - July 2020
 - Oversaw all HR systems
 - Managed base pay structure and variable pay plan
 - Assisted with job analysis and evaluation
 - Conducted human capital/workforce analytics, reporting
- **Talent Analytics Manager** Aug. 2018 - Feb. 2020
 - Oversaw Talent Coordinator/Onboarding team
 - Managed iCIMS ATS as lead administrator
 - Assisted with base pay structure development, managed variable pay plan
 - Conducted human capital/workforce analytics, reporting
- **Learning Manager** May 2018 - Aug. 2018
 - Led data and analytics function for Learning & Development department
 - Conducted learning needs analyses to help guide future training development
 - LMS administration (Cornerstone OnDemand)
- **Training Intern** June 2017 - Aug. 2017
 - Conducted system administration and reporting in Cornerstone OnDemand LMS
 - Analyzed training program data to help guide future training decisions
 - Assisted with internal certification management for employees nationwide

MAJOR PROJECTS

| Project | Role | Result |
|---|--------------------|-------------------------|
| Salary.com CompAnalyst rollout | Project Lead | 500+ jobs analyzed |
| LMS migration to Fuse Universal | Lead Admin/Analyst | Engagement +36% |
| Automation of department billing | RStudio developer | Saved admin 25 hrs./mo. |
| Development of Tableau monthly stats | Tableau Developer | Saved admin 5 hrs./mo. |
| System migration of company performance reviews | Lead | Saved \$5000 in fees |
| Certification Document Migration LMS to UltiPro | Lead | Saved \$11,000 in fees |
| Past due training reduction project | Tableau developer | 40% reduction in 3 mos. |

CERTIFICATIONS

| | |
|---|-----------------------|
| Professional in Human Resources (PHR), <i>HRCI</i> | July 2020 - Feb. 2024 |
| Tableau Desktop Certified Associate, <i>Tableau Software</i> | Oct. 2019 - Oct. 2021 |
| Leading Accountable Engagement, <i>Dale Carnegie Training</i> | Oct. 2019 |

MEMBERSHIPS AND ASSOCIATIONS

| | |
|---|---------------------|
| Human Resources Certification Institute (HRCI), <i>Member</i> | Mar. 2020 - Present |
| Deer Valley USD, Certified Performance Pay Committee, <i>Member</i> | Jan. 2020 - Present |
| WorldAtWork Total Rewards Association, <i>Member</i> | Oct. 2019 - Present |
| Emerging Leaders Committee, <i>Alliance Residential Company</i> | July 2019 - Present |
| Phi Beta Kappa Honor Society | May 2018 - Present |