

# NICHOLAS G. MCMULLEN

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## TECHNICAL SKILLS

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### Programming Languages Software & Tools

R, SQL  
Tableau, IBM Cognos Analytics, R-Studio, Excel, GitHub, LaTeX,  
Cornerstone OnDemand LMS, Articulate Instructional Design Suite,  
iCIMS ATS, Ultimate Software HRIS

## 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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### Talent Analytics Manager

May 2018 - Present

Phoenix, AZ

*Alliance Residential Company*

- Collaborate with top leadership on developing various KPIs, programs, and process improvements
- Provide strategic insights and efficiencies through the use of various analytical tools
- Manage company LMS/LXP including structure, data integrity, and content strategy
- Lead administrator in iCIMS recruiting and onboarding system
- Conduct process improvement and workflow analyses
- Perform training needs assessments through a collaborative mix of surveys, interviews, and consultations
- 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 Company*

- 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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Project	Role	Result
Salary.com CompAnalyst rollout	Data Lead	Project in progress
LMS migration to Fuse Universal	Lead Admin/Analyst	Project in progress
Associate Journey KPI Strategy/Dashboard Dev	Developer	Project in progress
Performance review extraction	Lead	Saved \$5000 in fees
Certification Document Migration CSOD to UltiPro	Lead	Saved \$11,000 in fees
Past due training reduction	Developer	40% reduction in 3 mos.

## MEMBERSHIPS AND ASSOCIATIONS

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Phi Beta Kappa Honor Society	May 2018 - Present
Mathematical Association of America	May 2017 - Present

## HONORS AND AWARDS

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Alliance Icon Award, <i>Alliance Residential Company</i>	February 2019
Rising Star Award, <i>Alliance Residential Company</i>	January 2019
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>	May 2014