

# Nick McMullen

Certified People Analytics/Human Capital Leader

Phoenix, Arizona

928-951-4369 ◇ nicholasgmcullen@gmail.com

## 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**, 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** ————— February 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** ————— August 2018 - February 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 - August 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** ————— Summer 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), HRCI** ————— July 2020 - July 2023

**Tableau Desktop Certified Associate, Tableau Software** ————— Oct. 2019 - Oct. 2021

**Leading Accountable Engagement, Dale Carnegie Training** ————— Oct. 2019

## MEMBERSHIPS AND ASSOCIATIONS

---

**Deer Valley USD, Certified Performance Pay Committee, Member** ——— January 2020 - Present

**WorldAtWork Total Rewards Association, Member** ————— October 2019 - Present

**Emerging Leaders Committee, Alliance Residential Company** ————— July 2019 - Present

**Phi Beta Kappa Honor Society** ————— May 2018 - Present