

NICHOLAS G. MCMULLEN

nickmcmullen.github.io ◇ www.linkedin.com/in/nicholas-mcmullen

TECHNICAL SKILLS

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

Macalester College

May 2018

St. Paul, MN

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

Phi Beta Kappa

EXPERIENCE

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

- Compensation management rollout with Salary.com CompAnalyst, **Role:** *Data Lead*, **Result:** Project in progress
- Learning Management System (LMS) migration from Cornerstone (CSOD) to Fuse Universal, **Role:** *Lead Administrator*, **Result:** Project in progress
- Development of Associate Journey project strategy and Tableau dashboard to identify and track key indicators of the quality of an employee's lifecycle at Alliance, **Role:** *Developer/Strategist*, **Result:** Project in progress
- Performance review data extraction from Cornerstone LMS (CSOD) to HR personnel files, **Role:** *Lead*, **Result:** Saved \$5000 in technical consulting fees
- Certification data migration from Cornerstone LMS (CSOD) to UltiPro HRIS, **Role:** *Lead*, **Result:** Saved \$11000 in technical consulting fees
- Development of past due training dashboard in Tableau with SFTP connection, **Role:** *Lead*, **Result:** 40% reduction in past due training company-wide due to additional exposure and visibility of past due items
- Lead Management System migration, **Role:** *Data Analyst*, **Result:** Increased lead traffic at properties across the nation and sophisticated analysis for project lead to provide company leadership

MEMBERSHIPS AND ASSOCIATIONS

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

HONORS AND AWARDS

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