

NICHOLAS G. MCMULLEN

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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/Learning Manager

May 2018 - Present

Phoenix, AZ

Alliance Residential Company

- Oversee employee screening and onboarding team
- Collaborate with top leadership to develop and analyze KPIs, programs, and process improvements
- Provide strategic insights and efficiencies through the use of various analytical tools
- Lead administrator in iCIMS applicant tracking system
- Assist in management of company LMS/LXP, including reporting, system strategy
- 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

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
System migration of company performance reviews	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

Emerging Leaders Committee - Corporate, <i>Alliance Residential Company</i>	July 2019 - Present
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 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