

# NICHOLAS G. MCMULLEN

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

## TECHNICAL SKILLS

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### Programming Languages Software & Tools

R, SQL  
Tableau, IBM Cognos Analytics, R-Studio, Excel, GitHub, LaTeX,  
Cornerstone OnDemand LMS, MS SQL Server Management Studio  
Articulate ID 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

August 2018 - Present

Phoenix, AZ

*Alliance Residential Company*

- Oversee candidate screening/employee onboarding team and one analyst
- Collaborate with executive leadership to develop and strategically analyze KPIs, programs, and process improvements
- Conduct complex data manipulation and analyses on training, talent, and company performance data (logistic regression, sentiment analysis, machine learning/classification techniques)
- Develop and maintain suite of Tableau dashboards on departmental program effectiveness and KPIs
- Co-lead rollout of Salary.com CompAnalyst system to develop organizational salary structure
- Consult with company executives and various hiring managers about appropriate market salaries for internal and external individuals
- Actively participate in the organizational Talent Review process by providing data and consultation to Talent Advisors and executives
- Analyze current processes to create automation and efficiencies
- Collaborate with department heads to establish analytical priorities
- Lead all administrative efforts and ongoing configuration of company ATS

### Learning Manager

May 2018 - August 2018

Phoenix, AZ

*Alliance Residential Company*

- Created and maintained reports in Tableau using LMS reporting, SFTP, and Microsoft SQL Server Management Studio
- Conducted statistical analyses on various company programs to determine effectiveness and ROI
- Assisted in management of company LMS, including reporting, system strategy
- Performed training needs assessments through a collaborative mix of surveys, interviews, and consultations
- 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          | In progress             |
| LMS migration to Fuse Universal                  | Lead Admin/Analyst | In progress             |
| Associate Journey KPI Strategy/Dashboard Dev     | Developer          | In progress             |
| Automation of department billing                 | Developer          | Saved admin 25 hrs./mo. |
| 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, *Alliance Residential Company*

July 2019 - Present

Phi Beta Kappa Honor Society

May 2018 - Present

**HONORS AND AWARDS**Alliance Icon Award, *Alliance Residential Company*

February 2019

Rising Star Award, *Alliance Residential Company*

December 2018

George E. Scotten Endowed Prize, *Macalester College Athletics*

May 2018

Senior Speaker, *Macalester College Athletics Banquet*

May 2018

Dean's List, *Macalester College*

Spring 2015 - Spring 2018

David C. Primrose Endowed Prize, *Macalester College Athletics*

May 2017

Valedictorian, *Payson High School, Payson, Arizona*

May 2014