EMILY N. DEAN

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ENTERPRISE INTEGRATIONS • ERP SOLUTIONS • AUTOMATION • ANALYTICS

PROFESSIONAL SUMMARY

Hands-on enterprise systems engineer and independent solutions builder with 20+ years of experience architecting integrations, automations, data solutions, and enterprise applications. Builds Workday integrations from scratch with native integration frameworks, EIB, XSLT, SFTP, custom reports, calculated fields, and API-based workflows. Blends deep Workday HCM/Financials/Payroll and Workday Student knowledge with SQL, Power BI, financial controls, security, and the ability to own complex solutions from requirements through production.

CORE CAPABILITIES

Workday HCM, Financials, Payroll & Student • EIB / native integrations • XSLT / SFTP / APIs • Custom reports & calculated fields • Business process configuration • Security / ISUs • SQL & database systems • Power BI / Tableau / Domo / Prism • Data modeling & executive dashboards • Workflow automation • Financial controls / audit remediation

SELECTED ACHIEVEMENTS

- Independently architected HireIQ workforce intelligence: authored Workday custom reports and JSON web-service endpoints for daily Snowflake ingestion by Analytics, then built the complete Power BI semantic model, DAX, analytics, and interactive reporting. Adopted by district managers and above; replaced approximately 4–5 legacy reports.
- Engineered a complete Workday 30/60/90/180-day new-hire goal and review automation, including custom objects, reports, XSLT, sequenced inbound/outbound integrations, goal archiving, audit reporting, and 12 custom business-process notifications; framework deployed to Production, with business rollout deferred to 2027.
- Developed complex Workday audit reporting including an approximately 70-calculated-field rehire service-length report, and visibility into both explicitly assigned and inherited cost-center approvers.

PROFESSIONAL EXPERIENCE

Workday Analyst | World Acceptance Corporation / World Finance | *Jun 2025–Present*

- Design and build new Workday integrations, including a ZipRecruiter API framework, LumApps data integration, BAI bank integrations, and vendor integration components; configure reports, integration system users, security groups, translations, and calculated fields.
- Created and moved to production an automated new-hire performance-management framework using custom objects, reports, XSLT transformations, sequenced outbound/inbound EIBs, notifications, and audit controls; rollout paused by the business for content refinements.
- Personally developed HireIQ Power BI data model, DAX measures, branch-level staffing logic, geographic views, requisition history, and hiring analytics after Analytics configured daily Snowflake imports. Created HR Dev executive dashboards covering headcount, turnover, retention, and workforce activity.
- Implemented accounting and financial-control improvements including ad hoc journal risk remediation, cost-center approval reporting, and resolution of Balance Sheet versus Statement of Equity reporting discrepancies.
- Configured and deployed 2027 Open Enrollment Workday changes; built Unum benefit plans, rates, deductions, security, and integration prerequisites; maintained enterprise business processes, payroll/benefits configurations, and integrations.

ERP Analyst / ERP Administrator / Senior Programmer Analyst | Furman University | *Oct 2019–Jun 2025*

- Technical lead for Workday Student and Slate; administered integrations, reporting, security, and enterprise systems supporting approximately 1,000 employees/faculty and 7,000 students.
- Consolidated separate undergraduate and graduate Slate instances into a unified platform; developed analytics and visualizations with Power BI, Workday Prism, Domo, and Tableau.
- Built and maintained enterprise applications and integrations across Workday, Slate, DocuSign, Qualtrics, Shibboleth SSO, Zoom, and other platforms; supported Workday Student rollout and Slate integration delivery.

Financial Technology Specialist & Advisor / Related Roles | 3D Advisory Group | *May 2012–Dec 2020*

- Selected, customized, and developed technology for financial analysis, data management, and operations; managed office staff and maintained documentation, security, and audit-ready workflows in a regulated environment.

Manager, Collections Information Systems / Database Administrator / Earlier Roles | Museum of Fine Arts, Boston | *Sep 1999–May 2012*

- Designed and developed SQL-backed database, reporting, web, and integration solutions; managed application, web, and database infrastructure and technical resources.
- Architected an innovative collaborative daguerreotype conservation application using SQL, ASP, JavaScript, and the Google Maps API; presented internationally, including London and Amsterdam.

Independent Technology Consultant & Application Developer | Various Clients | *1999–Present*

- Design custom database, application, and web solutions for organizations across multiple U.S. states.

EDUCATION & ADDITIONAL LEADERSHIP

Bachelor of Arts, Studio Art — Furman University (1999) | Former FINRA Series 7 and Series 66 qualifications | Charter President & Board Director, Greenville Optimist Club | Former Board Chair, Boston Society of Spontaneity | International technical presenter