

Randy Goodson, SHRM-CP

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EDUCATION

Texas A&M University

Bachelor of Science, Human Resource Development
Minor in Business

December 2019

EXPERIENCE

Resources Global Professionals, LLC (RGP) – Remote

Jan 2022 – Present

Human Resources Systems Analyst

- Serve as Workday HCM Test Lead for company tech/digital infrastructure upgrade, developing testing strategy and leading a team of testers through various Systems Integration and User Acceptance testing
- Partner with the HRIS team on the setup and data elements of foundational structures in Workday including tenants, and modules to drive position management, department, location and organization structures
- Created and implement a web tool utilized by HR and Operations that quickly identifies correct office location for new employees
- Ensure system quality and data accuracy adhere to all policies for proper process and protocols via regular audits, and produce and process various Enterprise Interface Builders (EIBs) as required
- Developed and implemented Python programs to automate the production of EIBs for various testing purposes, greatly reducing production time and human error
- Serve as point of contact for report requests including the development and sharing of custom reports for stakeholders, utilizing Calculated Fields and Workday Community posts and Brainstorms to deliver accurate results
- Act as a change agent in the deployment of enhancements and new capabilities of various HR Systems (such as Workday, Freshservice, and Microsoft SharePoint) with a focus on optimization, maintenance, and automation
- Manage small to medium size projects, including development of project plans, facilitating team meetings, and driving to successful completion of projects
- Partner with HRIS on the design, delivery, and regression testing of various Workday features (e.g., R1/R2)
- Troubleshoot and resolve complex production system issues and maintain internal issues using Freshservice log/ticketing system
- Assist users as needed to enable them to effectively/efficiently utilize all HR systems & modules via training and documentation
- Partner with HRIS as a subject matter expert in designated functional areas to assist with configuration of the Workday tenant and business processes

Texas A&M Transportation Institute – Bryan, TX

May 2018 – Present

Human Resources Specialist II | Human Resources Generalist II

- Process biweekly/monthly timekeeping and payroll tasks in Workday (HCM) system for 600+ employees, including report generation, project administration, and project funding source distribution
- Developed and implemented Python programs to reduce payroll processing time by multiple hours, by automating data retrieval and processing through Workday
- Automated most pre- and post-hire tasks (e.g., background checks, export controls, employment verifications, etc.) for Student/Temp-Casual employee type hires, reducing human errors and allowing for greater human interaction with employees
- Constructed internal Human Resources wiki for knowledge sharing use within department, mitigating challenges regarding team member absence or departure
- Serve as IT/HRIS liaison for HR department regarding implementation of Workday (HCM) data feeds, employee data, and more
- Coordinate with Texas A&M Engineering Experiment Station to troubleshoot and solve complex payroll issues
- Constructed internal Human Resources wiki for knowledge sharing use within department, mitigating challenges regarding team member absence or departure
- Implemented Python programming scripts to track employee TAMU System compliance regarding benefits and TRS eligibility, mitigating all risk of charges incurred for employees and agency
- Experience with Workday Prism for HR reporting and analytics

VOLUNTEERING

Brazos Valley SHRM – Local SHRM Chapter – College Station, TX

December 2020 – Present

President Elect

- Assist the president in overseeing all activities of the chapter; perform all the presidential responsibilities in absence of president

Board Member

- Served in various board-level positions with differing responsibilities and duties

TECHNICAL SKILLS

Workday HCM Modules: Time Tracking, Absence, Payroll, Compensation, Talent Management, Onboarding, Learning, Benefits

Languages/Technologies: Python (including Pandas, Matplotlib, etc.), Git, Linux CLI