

# Colleen M. Flaherty

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## Career Highlights

### **BAXTER INTERNATIONAL** Deerfield, IL

Sr. Programmer Analyst, Technical Consultant, Systems Analyst, HRIS Analyst

*PeopleSoft UNIX Conversion and Global Implementation – HRMS , Payroll, Base Benefits*

- Functioned as the PeopleSoft Systems Administrator for a development staff of approx. 25 employees & contractors, supporting the implementation and maintenance of HR, Payroll, and Base Benefits applications running both the 7.04 and 8SP1 releases in production on the Unix platform using ORACLE as the database
- Provided production support using TOAD, SQL, PeopleCode, and PeopleTools in a problem resolution and enhancement capacity for production database objects
- Analyzed and installed PeopleSoft Tools upgrades; familiar with Tuxedo & WebLogic for domain configuration and web server administration
- Solely analyzed and migrated all minor PeopleSoft application upgrades, and fixes into the development, test, QA and production environments. Ensured that product customizations were not compromised during the installation of upgrades. Kept all databases up to date as needed, with minor upgrades including Tax Updates, unless directed otherwise by management. Created scripts for building and/or dropping tables, views, indexes, etc., as well as set database object access permissions.
- Installed all in-house developed customizations across the supported migration path consisting of 4 stages including the production environment.
- Provided accountability for each vendor update and Baxter customization to the PeopleSoft system. Able to answer who, what, when, where, and why for every project traveling up the supported migration path to production.
- Designed, coded, and implemented an in-house cost effective change management system which is fully integrated with the PeopleSoft product. ProjTrak manages and tracks the installation of customizations as well as PeopleSoft updates as they travel up the migration path for installation into over 15 instances of development, test, and QA databases and two production environments running releases 7.04 for the USA and 8SP1 (non-USA) concurrently until USA was converted to 8SP1. The ProjTrak system utilizes multi-level e-signature approvals enabling remote initiation, development, submission, and approval in addition to object and document tracking. Baxter continues to use my system today even after evaluating it against products such as Quest's Stat!
- Performed PeopleSoft operator ID creation, management, maintenance and deletion for all development and test databases. Assisted the production system Security Administrator with management of PeopleSoft roles & permissions.
- Interacted with staff in a customer service capacity. Tactfully and effectively enforced project documentation and database object naming standards.
- Supported functional & technical staff with hardware or software related questions, network or connectivity questions, and any general assistance that might be required regarding the systems, software, and resources.
- Interfaced with Network Admin to ensure that employees and consultants have appropriate access to network drives.

- Assisted the Systems Architect in coordinating normal periodic maintenance of test & development databases and projection of hardware purchases including systems peripherals, software and other components.

*Employee Services Web Page Support– Human Resources, Payroll, and Benefits*

- Analyzed and programmed updates to web pages in HTML for the Employee Services website which contained information helpful to all those affected by the upcoming system conversion from the legacy systems, PIMS/PAIS, to PeopleSoft

*EPIC Implementation & Support – Employee Personal Information Center*

- Functioned as a Technical Consultant for the analysis, design, and programming of interfaces for an Employee Self-Service application running on a Novell network utilizing MS SQL
- Assisted vendor with specifications for panels and I/O files
- Lead a team of four programmers coding the system interfaces
- Responsible for field installs and emergency systems support

*PIMS Development & Support – Personnel Information Management System*

- Responsible for maintenance, enhancements, and production support of the PIMS system which consisted of a customized vendor developed HR package “Tesseract” and all related in-house and out-of-house interfaces such as payroll, benefits, GL, and stock, running on MVS/ESA utilizing IMS/DB
- Designed & coded numerous panels & user exits in COBOL & Assembler, such as those for the in-house Drug Testing and Employee Resume system

**LOYOLA UNIVERSITY** Maywood, IL

Senior Programmer Analyst

*INSCI Upgrade and Support – HRMS , Payroll, Benefits*

- Responsible for systems analysis, development, and support during the conversion and installation of the INSCI HR/Payroll software package running on CICS

**KEMPER GROUP** Long Grove, IL

Programmer Analyst

*Daily Systems Development & Support – Customer Information*

- Responsible for programming and testing enhancements and fixes according to pre-written specifications

**Software/Hardware Experience**

*Application Software:* PeopleSoft 7 & 8 (HR, Payroll ), Tesseract

*Languages:* SQL, PL/SQL, HTML, COBOL, Easytrieve, Assembler, JCL

*Development Tools:* PeopleTools (Data Mover, PeopleCode, Application Designer), TOAD, Beyond Compare, PC Anywhere, VPN, TSO/ISPF, Panvalet, Xpediter, FileAide, SyncSort, IOF, Exceed

*Operating Systems:* UNIX, AS/400, IBM MVS/XA, Windows 95/98/2000/NT/XP

*Database:* Oracle8i-9i, DB2, IMS, VSAM, MS SQL Server

*Desktop Software:* Excel, Word, Access, Visio, PowerPoint

*Methodologies:* Structured Programming, Unit Test Planning

**Education:** UNIVERSITY OF NORTHEASTERN ILLINOIS Chicago, IL BS Computer Science

**Volunteer:** RE Instructor, St Zachary Parish in Des Plaines, IL and Santa Clara Parish in Oxnard