



Robert E. Lewis, Ph.D., SPHR, a vice president and head of the *APT Metrics, Inc.*'s western region, has more than 20 years of experience in the field of human resources as a line and project manager and as an external consultant.

Dr. Lewis has developed selection and performance management systems for both private and public sector organizations and has completed the psychological assessments of many hundreds of managers and executives. He has developed enterprise-wide and functional competency frameworks for dozens of corporations and has worked extensively in the retail, financial, manufacturing and high-technology industries.

His peer-reviewed articles are in journals spanning the fields of industrial-organizational psychology (I-O), human factors and industrial engineering. He presents regularly at professional meetings on topics related to talent management, executive assessment and development, personality testing and competency modeling.

Bob earned his Ph.D. in I-O psychology from Rice University. He is a licensed psychologist and is SPHR certified. He maintains memberships in the American Psychological Association, the Society for Human Resource Management and the Society for Industrial and Organizational Psychology.