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Prior to joining APTMetrics, she was a leadership development consultant at Advocate Christ Medical Center where she focused on survey design and interpretation, leadership assessment and development, turnover and retention, training design and evaluation and employee selection. Erica also worked for a human resources consulting firm where she worked with public safety agencies on job analysis, test development, assessment centers, physical ability tests, test validation and research and development. Dr. Hartman-Spencer also served as an affiliate professor at the Chicago School of Professional Psychology, where she developed and taught coursework in coaching, organizational surveys, organizational attitudes, and psychometrics.

Erica received her master's degree and Ph.D. from the Illinois Institute of Technology in industrial-organizational psychology. In addition to her formal academic training, she has various publications including book chapters that have been published in *The Future of Leadership Development*, *The Encyclopedia of Leadership* series, and, most recently, a chapter entitled "Laying the Foundation: Creating a Sustainable Culture and Shift in Business Paradigms," included in the *Practical Sustainability* textbook.

Dr. Hartman-Spencer has presented research papers on leadership and career development, job analysis, and competency modeling at both the Society for Industrial and Organizational Psychology (SIOP) conference and the Gallop Leadership conference. Erica is a member of American Psychological Association and SIOP, and has served as the vice president and treasurer of the Chicago Industrial Organizational Psychologists.