



**Michael S. Henry, Ph.D.**, specializes in the design, development, and implementation of legally defensible human resource tools and systems. He provides consulting services in the areas of employee selection development and validation, litigation support, performance management, and job analysis for clients across a broad range of industries including retail, food services, pharmaceutical, government and manufacturing.

Prior to joining APTMetrics, Inc., Mike worked as a project manager, consultant, and a director of research and development at one of the nation's most successful consulting firms. There he specialized in job analysis, personnel selection and performance management for public safety agencies (police, fire and corrections). Mike has extensive experience in job analysis, test development, assessment centers, physical ability tests, test validation, and research and development. From 2005 to 2008, he was an adjunct instructor at the Chicago School of Professional Psychology. There he taught coursework in job analysis and employee selection.

Mike received his master's degree at the University of Tulsa and his doctorate from the Illinois Institute of Technology, both in the industrial-organizational psychology program. In addition to his formal academic training, he has published refereed academic research in the journals *Psychology Science* and *Psychological Reports*. He has presented research papers on job analysis, assessment centers, structured interviews and personality assessment at both the Society for Industrial and Organizational Psychology (SIOP) Conference and the Annual Conference of the American Psychological Society.

Mike is a member of SIOP and the Chicago Industrial Organizational Psychologist organization.