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Prior to joining *APTMetrics*, Dr. Hemingway held leadership positions in both consulting firms and Fortune® 100 companies, as well as an adjunct professorship in human resources management. She has created and implemented a wide range of systems and tools for the evaluation, selection, and development of executive, professional, administrative, and technical employees, particularly in high-stakes (e.g., certification, selection/promotion) and global settings. Monica has extensive experience with major industries (such as transportation, manufacturing, chemicals, consumer products, finance, and hospitality) and has built a broad knowledge base in diverse practice areas, including career pathing, leadership development, individual assessment, talent acquisition, and performance management.

Monica received her Ph.D. in I-O psychology from Bowling Green State University. She holds an SPHR certification from the Society for Human Resource Management and is a certified Six Sigma Black Belt. She is a member of the Society for Industrial and Organizational Psychology (SIOP), the American Psychological Association (APA), and the Metropolitan New York Association for Applied Psychology. She is a frequent speaker at conferences such as SIOP and APA, and has published in the areas of job analysis, global selection practices, strategic human resources management, and downsizing.