



Toni S. Locklear, Ph.D.

Chief Technical Officer

Dr. Toni S. Locklear is an industrial-organizational (I-O) psychologist with 25 years of experience in the field of human resources management, having held positions in both industry and consulting.

As Chief Technical Officer and the litigation practice leader for APTMetrics, Dr. Locklear works with organizations to design and implement fair, valid, and legally defensible HR processes. As part of the litigation support role, she also serves as an expert witness and consultant to counsel in employment discrimination, harassment and wage-hour cases for both defendants and plaintiffs, and acts as a settlement expert to help carry out the provisions of consent decrees in employment discrimination class actions for companies such as Qualcomm. Additionally, Toni works with organizations in a proactive capacity to help them avoid litigation by conducting HR process audits to identify gaps between clients' current practices and industry best practices.

Dr. Locklear provides consultation in the areas of job analysis, test validation, employee selection procedures, performance management, 360-degree feedback, compensation, measurement, and HR policies and procedures. Her clients range from Fortune® 100 companies to public sector employers and nonprofit organizations across a broad range of industries, including manufacturing, information technology, retail, pharmaceuticals, consumer products, hospitality and aerospace.

Prior to joining APTMetrics, Dr. Locklear managed The Boeing Company's assessment services group where she was responsible for the development, validation and implementation of pre-employment tests and the management assessment center, as well as other assessment tools. In this capacity, she led the development and implementation of a 360-degree assessment process for all Boeing managers.

Toni received her doctorate in I-O psychology from Auburn University. She is a member of the American Psychological Association, the Society for Industrial and Organizational Psychology, the Society for Human Resource Management, and the Georgia Association for I-O Psychology. She is also a former member of the Editorial Review Board for the Journal of Managerial Issues. Toni has published in the areas of assessment, performance management, job analysis, criminal background checks, and proactive monitoring of employment disparities.