



Toni S. Locklear, Ph.D.

Chief Technical Officer and
Litigation Practice Leader

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

As chief technical officer (CTO) and the litigation practice leader for APTMetrics, Toni works with organizations to design and implement fair, valid and legally defensible human resource (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. She also acts as a settlement expert to help carry out the provisions of consent decrees in employment discrimination lawsuits. 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.

Toni 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.

Toni earned her doctorate in industrial-organizational (I-O) psychology from Auburn University (AU). She is a member of the American Psychological Association (APA), the Society for Industrial and Organizational Psychology (SIOP), the Society for Human Resource Management (SHRM), and the Georgia Association for I-O Psychology (GAIOP).

Toni is a member of the SIOP task force on assessment currently focused on establishing standards for the use of artificial intelligence (AI)-based assessments. Additionally, in 2020 and 2021, she served as chair of the SIOP subcommittee awarding the Zedeck-Jacobs Adverse Impact Reduction Research Grant, designed to support researchers investigating causes and solutions to adverse impact in testing and selection.

Toni has published in the areas of assessment, performance management, job analysis, criminal background checks, and proactive monitoring of employment disparities.