



Nikki Carusone, Ph.D.

Consulting Scientist, Solution Delivery & Litigation Support

Dr. Nikki Carusone is a consulting scientist at APTMetrics where she works with organizations to design and implement fair, valid, and legally defensible talent solutions. Nikki provides consulting services in the areas of job analysis, assessment development and validation, performance management, compensation, and HR policies and procedures. Her clients include Fortune® 100 organizations across a variety of industries, including technology, finance, healthcare, pharmaceuticals, and others.

At APTMetrics, Nikki also offers expertise in litigation support, supporting the work of expert witnesses in class action employment discrimination matters. She also supports work to carry out provisions of programmatic relief requirements in employment discrimination lawsuits. Nikki also works with organizations in a proactive capacity by conducting audits in areas such as adverse impact, pay and promotion equity, and HR policy and processes.

Prior to joining APTMetrics, earned her doctoral degree in industrial-organizational (I-O) psychology from the University of Central Florida. Nikki has presented research on topics such as workplace diversity and discrimination, job insecurity, and pay equity at conferences for the Society for Industrial and Organizational Psychology (SIOP), the Academy of Management (AOM), and the American Psychological Association (APA). Her work has been published in *Journal of Management* and *Harvard Business Review*.