



## JAY M. FINKELMAN, PhD, MBA, MLS, ABPP, CPE.

The Chicago School of Professional Psychology

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### EXPERTISE

Employment Discrimination	Wrongful Termination	Conflict of Interest
Sexual Harassment	Human Resources Management	Negligent Hiring/Retention
Gender Discrimination	Staffing Industry Management Practices	Compensation Practices
Sexual Orientation Discrimination	Adverse Impact	Performance Appraisal
Age Discrimination	Ergonomics	Psychometrics
Racial Discrimination	Wage & Hours	Statistical Analysis
Disability Discrimination	Independent Contractor Status	Human Factors/Ergonomics

### EXPERIENCE

#### Industrial Psychologist

*Employment & Staffing Consultant/Expert*

Human Resources Management (HRM) and staffing consulting. Retained as an expert witness over 300 times, deposed over 100 times and testified at trial 57 times, equally for plaintiffs and defendants

#### The Chicago School of Profess. Psych., Dept. Chair & Prof. of Industrial-Organizational/ Business Psychology

*Previously Vice President of Academic Affairs and Chief Academic Officer*

#### Alliant International University- California School of Professional Psychology

*Systemwide Associate Dean, Professor and Program Director*

Graduate programs in Industrial/Organizational Psychology and Human Resources Management.

**Kelly Services, Senior VP; VP; General Manager;**  
*Regional Manager*

**KTVU-TV, Channel 2- San Francisco, Cox Communications,**  
*Station Manager*

**Apple One Employment Services, Executive VP**

**Artcarved, A Lenox Company, Executive Vice President**

**United Personnel Services, Executive VP**

**BFS Psychological Associates, Management Consultant (PIT)**

**Walt Disney Studios, Vice President**

**Bernard M Baruch College of Business, CUNY,**  
*Dean of Students, Professor*

### EDUCATION

PhD Industrial/Organizational Psychology, NYU

MBA Industrial/Organizational Psychology, CUNY, City College, Baruch School of Business

Master of legal Studies (MLS), The Santa Barbara and Ventura Colleges of Law

BA Psychology/Communications, CUNY Brooklyn College

### LICENSES and CERTIFICATES

Diplomate, *American Board of Professional Psychology*

Diplomate, *American Board of Forensic Psychology*

Fellow, *American Academy of Forensic Psychology*

Diplomate, *American Board of Forensic Examiners*

Professional Ergonomist, *Board of Certification in Professional Ergonomics*

Certified Personnel Consultant, *National Association of Personnel Consultants*

Licensed Psychologist, *State of California*

Licensed Psychologist, *State of New York*

National Register of Health Service Providers in Psychology

### PROFESSIONAL ASSOCIATIONS

American Psychological Association, Fellow

– *Division 14 Industrial-Organizational Psychology*

– *Division 21 Engineering Psychology*

– *Division 13 Consulting Psychology*

California Psychological Association

Academy of Management

Human Factors and Ergonomics Society

American Academy of Forensic Examiners

Society for Human Resource Management