



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

The Chicago School of Professional Psychology

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EXPERTISE

Employment Discrimination

Sexual Harassment

Gender Discrimination

Sexual Orientation Discrimination

Age Discrimination

Racial Discrimination

Disability Discrimination

Wrongful Termination

Human Resources Management

Staffing Industry Management Practices

Adverse Impact

Workplace Investigations

Wage & Hours

Independent Contractor Status

Conflict of Interest

Negligent Hiring/Retention

Compensation Practices

Performance Appraisal

Psychometrics

Statistical Analysis

Human Factors/Ergonomics

EXPERIENCE

Industrial Psychologist

Employment & Staffing Consultant/Expert

Human Resources Management (HRM) and staffing consulting. Retained as an expert witness over 400 times, deposed over 150 times and testified at trial 61 times, equally for plaintiffs and defendants

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

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

Apple One Employment Services, Executive VP

United Personnel Services, Executive VP

Walt Disney Studios, Vice President

KTVU-TV, Channel 2- San Francisco, Cox Communications,

Station Manager

Artcarved, A Lenox Company, Executive Vice President

BFS Psychological Associates, Management Consultant (P/T)

Bernard M Baruch College of Business, CUNY,

Dean of Students, Professor of Industrial Psychology

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*

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