

ERIC T. VINCENT

CEO AND PRESIDENT VIO CONSULTING, LLC

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Eric T. Vincent is CEO of Vio Consulting, LLC, an Industrial-Organizational Psychology consulting firm. In his consulting practice, Mr. Vincent develops nationwide testing, education, and training initiatives for Fortune 500 companies, as well as for national nonprofit organizations that provide stakeholders with credentials, employment, and development plans. His expertise provides solutions to organizations in the areas of selection systems, job analysis, needs analysis, validation studies, passing score studies, training and development programs, and implementation of organizational change. Most recently, he designed a competency model for career success in retail services and related industries throughout the United States as well as a competency model for resiliency in community college students.

Mr. Vincent formerly served as an Industrial-Organizational Consultant at ACT, Inc., the college testing organization, until he started his own consulting practice in 2007. While at ACT, he authored the white paper, *Foundational Skills are Key to Success in the Workplace*. He has recently developed certification exams for ATD (Association for Talent Development formerly ASTD), and is the instructor for the ACT/ATD Test Design and Delivery certificate program. He also continues to serve as an inaugural lead assessor for the American National Standards Institute's (ANSI) Certificate Accreditation Program.

Throughout his career, he has designed and administered evaluations for health services programs, training curricula, and employee satisfaction. His work has significantly reduced turnover and increased the ROI of selection and training methods. He has also provided executive coaching to managers and organizational leaders. His experience includes designing tools for the selection of executives, advising HR leaders regarding fair hiring and promotion practices and performance evaluation, and teaching undergraduate university courses in statistics, experimental research methods, and I-O psychology.

Eric holds an MS in industrial-organizational psychology from Ohio University and a BS in psychology from Indiana University–Purdue University, Indianapolis.

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EDUCATION

A.B.D., Industrial-Organizational Psychology (2000)

M.S., Industrial-Organizational Psychology (1998)

Ohio University, College of Arts and Sciences, Athens, OH

B.S., Psychology (1995)

Purdue University at Indiana University-Purdue University Indianapolis (IUPUI), School of Science, Indianapolis, IN

WORK

CEO & President (2007 – present)

Vio Consulting, LLC, Surprise, AZ

EXPERIENCE

Lead all consulting services such as:

- Job, practice, task, and competency analysis
- Test creation for selection, promotion and credentialing examinations
- Standard setting
- Training design and program evaluation
- Survey design, implementation, and analysis
- Statistical analyses
- Executive coaching
- Selection systems
- Executive selection
- Structured interviews

Senior Design Partner (2007 – 2014)

Design Group International, Kohler, WI

Lead I-O Psychology and HR consulting services such as:

- Job, practice, task, and competency analysis
- Test creation for selection, promotion and credentialing examinations
- Standard setting
- Training design and program evaluation
- Survey design, implementation, and analysis
- Executive coaching
- Executive selection

Instructor (2012 – present)

American Society for Training and Development (ASTD), Alexandria, VA

Instruct public and private corporate sessions

- Test Design and Delivery Certificate Course

Lead Assessor (2009 – present)

American National Standards Institute (ANSI), Washington, D.C.

Direct ANSI accreditation teams for the following programs:

- Certificate Accreditation Program
- ANSI-IREC Accreditation Program for energy-related certificate programs

Industrial-Organizational Psychologist (2000 – 2007)

ACT, Inc , Iowa City, IA

Manage consulting projects for corporate and association clients including:

- Job, practice, and competency analyses
- Training and development design and evaluation
- Test development
- Legal and public policy issues
- Statistical analyses and interpretation of data
- Course design and delivery
- Curriculum alignment
- Group facilitation
- Organizational change plans
- Standard setting
- Adverse impact studies
- Performance appraisal design and scoring

Research Assistant (1997 – 1998)

Health Recovery Services, Athens, OH

- Design and administer survey research programs — outcome, program satisfaction, employee satisfaction, and referral satisfaction
- Advise Director of Quality Assurance and Director of Human Resources
- Supervise research personnel

Teaching/Graduate Assistant (1995 – 2000)

Ohio University, Athens, OH

TEACHING

- Statistics for the Behavioral Sciences (PSY221)
- Experimental Psychology (PSY226)
- Survey of Industrial-Organizational Psychology (PSY261)

GRADUATE ASSISTANT

- Analyzed departing senior survey for department chairman
- Prepared and proctored course examinations
- Entered and calculated course grades
- Tutored students in Statistics

MEMBERSHIP

Society of Industrial-Organizational Psychology
American Psychological Association
Association for Talent Development

PAPERS & PRESENTATIONS

ACT Foundation, National Retail Services Initiative, National Network, Prepared by Vincent, E. (2016) *National Retail Services Initiative Competency Model*, Austin, TX.

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Vincent, E. (2017, September). *Advancing Talent Through a New Lens 'Filtering In'*. Presentation at the Innovate+Educate Close It Summit

Vincent, E. (2016, October). *National Retail Services Initiative Competency Model*. Presentation at the ACT Foundation, National Retail Services Initiative Summit, Dallas, TX.

Jassal, P., Clark, H. *The New Learning Economy and the Rise of the Working Learner: An Anthology of Evidence*, Washington, D.C. ACT Foundation and ACT Center for Equity in Learning. Contributed to by Eric Vincent.

Vincent, E. (2016, October). *"Retail + Plus" Advancing Mobility in Retail and Adjacent Sectors*. Presentation at the Innovate+Educate Close It Summit, Dallas, TX.

Vincent, M., Dare, M., Rogers, A., Vincent, E. & Williams, S. (2009). *The Tao of Action-Reflection: Recognizing and Responding to the Organizational Functions of Shut-Rut and Paralysis by Analysis*. Kohler, WI: Design Group International, Inc.

Calhoun, J., Vincent, E., Calhoun, G., & Brandsen, L. (2008). Why Competencies in Graduate Health Management and Policy Education? *Journal of Health Administration Education*, pp. 17-35.

Harrison, J. & Vincent, E. (2007, May). *Buried Treasure: The tale of the value of job profile results at American Express*. Presentation at the 10th Annual National WorkKeys Conference, New Orleans, LA.

Vincent, E. (2007, May). *Refining a Job Profile: Issues from A to Z*. Presentation at the 10th Annual National WorkKeys Conference, New Orleans, LA.

Vincent, E. (2005, Spring). *Foundational skills are key to success in the workplace*. ACT, Inc. White Paper.

Vincent, E. (2005, May). *Improve Your WorkKeys Profiles: New Tools, Topics, and Techniques*. Workshop presented at the 8th Annual National WorkKeys Conference, Chicago, IL.

Mittal, N., Cartmill, S., & Vincent, E. (2005, April). *Increasing the Validity of the Standard-Setting Process for Licensure Exams*. Paper presented at the annual meeting of the American Educational Research Association, Montreal, Quebec.

Calhoun, J., Vincent, E., Baker, G.R., Butler, P., Sinioris, M., Chen, S. (2004, Fall). Competency Identification and Modeling in Healthcare Leadership. *Journal of Health Administration Education*.

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Vincent, E. (2004, June). *Qualitative Analysis of Leadership within American Community Colleges*. Paper presented at the American Association of Community Colleges, Washington, D.C.

Ogletree, C., McKinniss, T., Harboe, K., Vincent, E., and Hill, C. (2003, April). *Hi-Tech Tactics that Manage Hiring Risk*. Workshop materials presented at the annual meeting of HRtech, Chicago.

Vincent, E. (2003, January). *NCHL Core Competency Framework Survey Results*. Paper presented to the NCHL Competency Advisory Council, Princeton, NJ.

Calhoun, J., Davidson, P., Sinioris, M., Vincent, E., and Griffith, J. (2002). Toward an Understanding of Competency Identification and Assessment in Health Care Management. *Quality Management in Health Care*, 11(1).

Vincent, E. (2002, October). *Results of the First NCHL Competency Survey*. Paper presented to the NCHL Competency Advisory Council, Chicago, IL.

Vincent, E. (2002, June). *Summary of the Review of Competencies and Best Practices in Healthcare Management*. Paper presented at the annual meeting of the Association of University Programs in Health Administration, Washington, D.C.

Vincent E., & Popovich, P. (1999, April). *Evaluating Sexual Harassment Prevention Training*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Popovich, P., Chen, P., Graf, L., Hanley, R., Polinko, N., and Vincent, E. (1998, April). *Assessment of the Severity of Sexual Harassment Incidents Utilizing the BARS Technique*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Highhouse, S., and Vincent, E. (1995, May). *Decoy Effects on Product Choice: Interaction Between Choice Set Size and Chooser Sex*. Paper presented at the annual Undergraduate Research Conference at Butler University, Indianapolis, IN.

Vincent, E., and Ware, J. R. (1995, May). *Personality and Course Description Choice: Do Students Choose Courses Perceived Least Difficult?* Paper presented at the annual Undergraduate Research Conference at Butler University, Indianapolis, IN.