



## Bill Abernathy, Ph.D.

### Vice President, Performance Measurement Systems

Dr. Abernathy's company, Abernathy & Associates, was acquired by Aubrey Daniels International in 2005. Dr. Abernathy's responsibilities at ADI include consulting with clients in the design and implementation of performance measurement systems and performance pay plans. He provides client workshops in performance measurement, performance pay, and performance analysis and improvement. He is also involved in product development.

Bill began his career as a professor of psychology. He then joined Edward J. Feeney & Associates, a firm that specialized in the application of behavioral principles in the workplace. His clients included Victoria Stations Restaurants, the Franklin Mint, Academy Life Insurance, Sovran Bank, and Security Pacific Bank. To pursue his interests in a behavior systems approach to employee performance improvement, he founded Abernathy & Associates in 1981. Bill brings to the client thirty years of consulting experience in the design of performance measurement and performance pay systems as well as performance analysis and improvement.

Samples of Bill's specific work experiences and consulting engagements include:

- Author and recipient of a Veterans Administration grant to develop and administer a Human Services Technology program
- Designed the Performance System Database and DataViewer performance reporting systems
- Author of two books; *The Sin of Wages and Managing without Supervising*
- Associate Editor of the Journal of Organizational Behavior Management
- Adjunct professor in the graduate applied behavior analysis programs of the University of Nevada – Reno and the Florida Institute of Technology
- Has twenty nine publications in academic, professional and trade journals
- Has consulted with over 120 client organizations representing businesses and industries such as banking, manufacturing, distribution, oil and gas, and transportation, among others

Bill earned his Ph.D. in Industrial Psychology from The Ohio State University; his M.S. from Vanderbilt, and his B.A. from Florida State University. He was a recipient of the International Association for Applied Behavior Analysis' 'Outstanding Contributor Award' Bill lives in Memphis, Tennessee with his wife and has three children.

Some of Bill's presentations include:

American Banking Association, Bank Administration Institute, Community Bankers Association, International Institute of Industrial Engineers, American Management Association, American Psychological Association, INC Magazine Conference on Performance Pay, Young Presidents Organization, The Executive Committee, C-12, Southern California Quality Association, Organizational

Behavior Management Association, American Hospital Association, Quality of Work Life Conference, Association for Applied Behavior Analysis, American Compensation Association, American Society for Training and Development, Society for Human Resources Management, NTL Institute, National Loan Administration Conference, Bank Marketing Association, Council of Fleet Specialists, International Quality and Participation Conference, National Association of Employee Recognition, CPA Manufacturing Conference, Michigan Bankers Association, Iowa Bankers Association, Arizona Bankers Association, Tennessee Bankers Association, Mid-South Compensation Association, Organizational Change Conference, BAI Mortgage Conference