

Vincent J. Natoli, Jr., D.B.A.

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## EXPERIENCE

6/00 to present	President, Organizational Assessment
6/84 to present	Owner, Vincent J. Natoli, Jr.
1977-2004	Adjunct Professor of Management, various colleges and universities on a sporadic basis
1991-1995	Commissioner, Ventura County Affirmative Action Commission
1976-1982	Progressively responsible personnel management positions with major corporations dealing with union and non-union employees and the full range of employment issues.

## EDUCATIONAL BACKGROUND

D.B.A., Human Resource Management, Nova Southeastern University, 2000  
Doctoral Dissertation: *Authoritarianism as a Correlate of Retaliation Against Whistle-Blowers* (developed the *Theory of Employee Survival*®; *OrgPersona*, the organizational personality inventory, which measures employer authoritarianism, employer punitiveness, employee participation & organizational socialization; strategies for reducing retaliation against whistle-blowers; and discovered the management authoritarianism response bias)

M.B.A., Industrial Relations & Finance, University of Chicago, 1976

B.S., Operations Research engineering, Columbia University, 1973

## PUBLICATIONS

*What is Your Organization's Personality?*, *Public Management*, March, 2002, v. 84, n. 2, pp. 12-14 (and other trade publications, and

<https://assessorgs.com/the-organizational-personality-organizational-performance/>

*Theory of Employee Survival*, *Performance Improvement Quarterly*, 2004, v. 17, n. 4, pp. 80-94.

*Successfully Managing Employees*, *Leadership Excellence*, 2012, v. 29, n. 1, p. 10 (and other trade publications, and

<https://assessorgs.com/successfully-managing-employees/>  
*Achieving Success as an Employee,*  
<https://assessorgs.com/achieving-success-as-an-employee/>  
*Successfully Managing Demographic Similarity,*  
<https://assessorgs.com/successfully-managing-demographic-similarity/>

#### ARBITRATION PANELS

PERBS: KS, MT & NE

2 securities industry panels dealing with employment issues including compensation and discipline, as well as customer disputes

#### CURRENT FEES

Per Diem Rate:	\$1,000 per day for hearing, travel or writing time, last day rounded-up to a whole day;
Cancellation Fee:	one-half-day's fee per scheduled day (including writing and travel time) if 2 weeks or less notice, one-day's fee per scheduled day (including writing and travel time) if 1 week or less notice;
Expenses:	usual & necessary expenses for lodging, meals transportation, typing, postage, copying, telephone, etc.