

Vic Napier

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I study labor markets, jobs and organizations at the intersection of business, psychology, and objective measurement. I'm especially interested in the places where official explanations and popular beliefs do not match what people are actually experiencing. My academic background includes an MBA, more than 100 hours of PhD-level coursework, 14 years of college teaching and many years of research and writing on education, economics, psychology and risk behaviors. I am dedicated to helping adult students connect academic ideas to the working world they actually experience.

Teaching Areas

Business; Management; Organizational Behavior; Leadership; Psychology; Statistics; Research Methods; Microsoft Excel; Business Computer Applications; Adult Learning; Workforce and Labor-Market Issues.

TEACHING EXPERIENCE

Adjunct Instructor, Pima Community College, Tucson, AZ

January 2005 – June 2019

Taught college-level courses in business, management, psychology, statistics, and computer applications. Developed and delivered course materials for adult and traditional students, with emphasis on practical application, research, data interpretation, and workplace relevance.

- Taught business, management, psychology, statistics, and computer-application courses.
- Helped students connect course concepts to workplace and organizational problems.
- Used statistical analysis, research methods, and applied examples in business and psychology instruction.
- Developed instructional materials for students with varied academic preparation.

Foster Care Curriculum Developer and Instructor, A Place to Call Home, Tucson, AZ,

October 2004 – May 2005

Developed a comprehensive 36-hour foster care curriculum conforming to state standards, trained and supervised instructors in its delivery and created measurement systems to monitor efficacy. Also created a 16-hour course on intervention techniques designed to de-escalate potentially violent outbursts and humanely contain them when they occur. Trained instructors, created measurement and monitoring systems.

Behavior Analyst/CIT Instructor, A Place to Call Home, Tucson, AZ, August 2004 – May 2005

Certified by DES/DDD to deliver standardized Client Intervention Training to new staff and foster parents.

- Wrote a behavior intervention training manual.
- Taught behavior analysis and behavior modification in a classroom setting.

Instructor, Business Computer Training Institute, Salem, OR, January 1999 – October 2004

Taught Advanced Microsoft Office Professional applications: Word, Excel, PowerPoint and Access.

- Researched and developed a highly successful method of increasing student retention, resulting in a 24% increase in graduation rate.
- Developed and delivered an informal curriculum covering economics, labor trends and pragmatic job attainment skills.

Agency Trainer, Community Psychology Education Services, Tucson, AZ, October 1987 May 1990

Developed and taught non-aversive teaching techniques.

- Trained and supervised agency staff on site.
- Sat on committee drafting Administrative Rules covering non-aversive teaching techniques.

EDUCATION

George Fox University, Newberg, OR

MBA Concentrations: Strategic Positioning, Marketing, Leadership

Walden University, Minneapolis, Minnesota

PhD (ABD) Organizational Psychology

Concentration: Bureaucracy and Personality, Research and Statistics, Education and Learning Theory

University of Oregon, Eugene, OR

BS, Political Science, Minor: Psychology

Concentration: State and Local Government, Constitutional History

Additional Graduate Studies

Western Oregon University, Monmouth, OR

Concentrations: Risk Studies, Sports Psychology, Research Methods

University of Arizona, Tucson, AZ

Concentrations: Adlerian Psychology, Couples Counseling

SELECTED POPULAR PUBLICATIONS AND PAPERS

Business, Economics and Labor Markets

- Napier, V. (2026). Growth Without Workers. [Medium.com](#)
- Napier, V. (2026). Buying a Home Can Build Wealth. It Can Also Drain Savings—Vic's Substack.
- Napier, V. (2026). Worship Me At The Office Altar: Why Narcissistic Leaders Resist Remote Work. [LinkedIn](#).
- Napier, V. (2025). How Economic Betrayal Fueled the Rise of Trump and MAGA. [Medium.com](#)
- Napier, V. (2022). Why The Emerging Recession Will Be Deeper And More Painful Than You Know. [Data Driven Investor](#)
- Napier, V. (2020). Declining GDP, Skyrocketing National Debt, and a New Technology That Can Create a Robust New Economy. [Data Driven Investor](#)
- Napier, V. (2011 July). The Great Recession and the New Urban Black Man. [Black Men Magazine](#).

Education and Psychology

- Napier, V. (2024). The Failure of Higher Education: How Knowledge Became Irrelevant, and College Degrees Lost Their Luster. [Medium.com](#)
- Napier, V. (2022). Think Your Kids Will Be Worse Off Than You? You're Probably Right! Look to history, not headlines. [Tealfeed](#).
- Napier, V. (2022). College Takes Four Years. Education Takes a Lifetime. [Medium.com](#)
- Napier, V. (2019). Math Anxiety Is Contagious, And You Might Be Giving It To Your Kids. [Mathnasium](#)
- Napier, V. (2018). Why Willpower Is Powerless When It Comes to Dieting. [Medium.com](#).
- Napier, V. (2018). Sharing: How giving to others returns wealth and creates friendships. [Medium.com](#).
- Napier, V. (2011 August). Fighting Tunnel Vision. [Parachutist](#) 40-43

ACADEMIC PUBLICATIONS AND PAPERS

Education and Psychology

- Napier, V. (2017). Math Anxiety: Causes and Solutions. Available online at: [Academia.edu](#).
- Napier, V. (2015). Brain Function During Emergencies in High-Speed/High-Risk Sports: Implications for Training and Practice. Available online at: [VicNapier.com](#)
- Napier, V. (2014). Learning and Behavioral Change in High-Stress Traffic Situations Involving the Operation of Motorcycles. Available online at: [VicNapier.com](#)

Napier, V. (2014). Teaching the Amygdala. Available online at: Academia.edu

Napier, V., Findley, C., & Self, D. (2007). *Risk homeostasis: A case study of the adoption of a safety innovation on the level of perceived risk*. Paper presented at the 14th Annual Meeting of The American Society of Business and Behavioral Sciences. Available online at: Academia.edu

Organizational Psychology

Bradley, D. & Napier, V. (2015). Pima Community College: Entering an era of reckoning. Available online at: Academia.edu.

Napier, V. (2016). Trends and Regulatory Reaction Affecting Arizona Mental Health Professionals. Available online at: VicNapier.com

Napier, V. (2013). The Ethics of Bureaucracy. Available online at: Academia.edu

Napier, V. (2008). The Changing Nature of Leadership: It's Not About Coercion Any More. Available online at: Academia.edu

Napier, V. (2006). A New Approach to Person-Organizational Fit. Available online at: Academia.edu

SELECTED CITATIONS OF MY WORK

Popular Books:

Jansen, A. (2015). [*Eugene de Kock: Assassin for the state*](#) (Eerste uitgawe. ed.). Cape Town: Tafelberg.

Higgins, M. (2014). [*Bird dream: Adventures at the extremes of human flight*](#). New York: The Penguin Press

Zolli, A., & Healy, A. M. (2012). [*Resilience: Why things bounce back*](#) (1st Free Press hardcover ed.). New York: Free Press.

Johansson, F. (2012). [*The click moment*](#): Seizing opportunity in an unpredictable world. New York: Portfolio/Penguin

Vanderbilt, T. (2008). [*Traffic: Why we drive the way we do*](#) (and what it says about us) (1st ed.). New York: Alfred A. Knopf.

Academic Books:

Stewart, A. (2021). [*A Vulnerable System*](#): The History of Information Security in the Computer Age. Cornell University Press.

Rudin-Brown, C. (2013). [*Behavioral adaptation and road safety*](#): Theory, evidence, and action. Boca Raton: CRC Press, Taylor & Francis Group

Vanderburg, E. (2012). Risk Homeostasis And Its Impact On Risk Reduction
<http://jurinnov.com/risk-homeostasis-information-security/>

Martin, B., & Wagstaff, M. (2012). [*Controversial issues in adventure programming*](#). Champaign, Ill.: Human Kinetics.

Martin, L. (2009, January 9). Is risk homeostasis real? <https://www.voltage.com/risk/is-risk-homeost/>

Shostack, A., & Stewart, A. (2008). [The new school of information security](#). Upper Saddle River, NJ: Addison-Wesley.

CERTIFICATIONS AND APPOINTMENTS

Teaching Certificates, Pima Community College: Psychology, Business, Management, Developmental Math

Certificate, VOTE (Voices on the Economy), [VOTE Educator Series](#), Thomas R. Brown Foundation / University of Arizona

Certificate, Institute for Applied Behavior Analysis, Los Angeles, CA, Behavior Analyst/Trainer in Non-Aversive Behavior Modification

Certificate, Arizona Division of Developmental Disabilities: Client Intervention Trainer

Appointment, George Fox University: Doctoral Program Steering Committee

Appointment, Federal Aviation Administration: Parachute Maintenance Peer Counselor

Appointment, Arizona DES/DDD: Draft Committee, Arizona Administrative Rules, R6-6-908, Emergency Measures. (Non-aversive emergency interventions for developmentally disabled learners)

PIMA COMMUNITY COLLEGE COURSES I HAVE TAUGHT

Title	Semester	
MGT 122 Supervision	Fall	2018
BUS 205 Economics and Business Statistics	Fall	2018
BUS 205 Economics and Business Statistics	Fall	2018
BUS 205 Economics and Business Statistics	Spring	2018
BUS 205 Economics and Business Statistics	Spring	2018
BUS 205 Economics and Business Statistics	Fall	2017
PSY 230 Psychological Statistics	Spring	2017
PSY 230 Psychological Statistics	Spring	2017
BUS 205 Economics and Business Statistics	Spring	2017
PSY 230 Psychological Statistics	Fall	2016
PSY 230 Psychological Statistics	Fall	2016
BUS 205 Economics and Business Statistics	Fall	2016
PSY 230 Psychological Statistics	Summer	2016
PSY 230 Psychological Statistics	Summer	2016
PSY 230 Psychological Statistics	Spring	2016

PSY 230 Psychological Statistics	Spring	2016
BUS 205 Economics and Business Statistics	Spring	2016
PSY 230 Psychological Statistics	Summer	2016
PSY 230 Psychological Statistics	Fall	2015
PSY 230 Psychological Statistics	Fall	2015
BUS 205 Economics and Business Statistics	Fall	2015
PSY 230 Psychological Statistics	Spring	2015
PSY 230 Psychological Statistics	Spring	2015
PSY 230 Psychological Statistics	Spring	2015
BUS 205 Economics and Business Statistics	Spring	2015
PSY 230 Psychological Statistics	Fall	2014
PSY 230 Psychological Statistics	Fall	2014
PSY 101 Intro to Psychology	Fall	2014
PSY 101 Intro to Psychology	Fall	2014
PSY 101 Intro to Psychology	Fall	2014
PSY 230 Psychological Statistics	Spring	2014
PSY 230 Psychological Statistics	Summer	2014
PSY 230 Psychological Statistics	Summer	2014
PSY 230 Psychological Statistics	Summer	2014
PSY 230 Psychological Statistics	Fall	2013
PSY 215 Human Sexuality	Fall	2013
PSY 289 Research Methods	Fall	2013
PSY 230 Psychological Statistics	Spring	2013
PSY 289 Research Methods	Spring	2013
PSY 230 Psychological Statistics	Fall	2012
PSY 101 Intro to Psychology	Fall	2012
BUS 148 Business Ethics	Summer	2008
POS 100 Intro to Political Science	Summer	2008
MGT280 Business Organization and Management	Fall	2007
BUS125 eCommerce	Fall	2007
POS100 Intro to Political Science	Fall	2007
MGT110 Human Relations in Business and Industry	Spring	2006
MGT110 Human Relations in Business and Industry	Spring	2006
BUS100 Intro to Business	Spring	2006
BUS250 Entrepreneurship	Spring	2006
PAD105 Intro to Public Administration	Spring	2006
BUS100 Intro to Business	Spring	2006
BUS250 Entrepreneurship	Fall	2005
BUS125 eCommerce	Fall	2005
BUS125 eCommerce	Spring	2005