

Carole M. Amidon-Johansson, PhD

BRG
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SUMMARY

Carole Amidon-Johansson specializes in economic and statistical analyses for labor and employment matters. She routinely provides statistical analyses with regard to allegations of race, gender, ethnicity, religion, and age differences in hiring, promotion, termination, and compensation. She has more than twenty-five years of experience in studying differences in compensation and other terms of employment.

Dr. Amidon-Johansson has provided testimony in state and federal court and before regulating agencies such as the OFCCP. She has analyzed data and provided statistical guidance related to employment issues such as hiring, compensation, promotion, and termination, as well as estimations of damages due to alleged unpaid overtime and off-the-clock work, and damages related to reduction-in-force events and denial of promotions. Dr. Amidon-Johansson has a Ph.D. in economics from the University of Illinois, Urbana-Champaign, a master's degree in economics from the University of Arkansas, and undergraduate degrees in mathematics and economics from Alma College.

EDUCATION

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|----------------------------|------------------------|
| PhD, Economics and Finance | University of Illinois |
| MA | University of Arkansas |
| BA | Alma College |
| Study Abroad Program | University of Aberdeen |

PRESENT EMPLOYMENT

BRG
Director, 2022–present
Associate Director, 2015–2022

PREVIOUS POSITIONS

Principal, ERS Group, 2009–2015
Economist, ERS Group 1999–2009
Managing Editor, Bureau of Economic and Business Research, University of Illinois, 1996–1999
Research Assistant, Department of Economics, University of Illinois, 1996–1998

Teaching Assistant, Department of Economics, University of Illinois, 1994–1996
Instructor, Department of Economics, University of Arkansas, 1994
Teaching Assistant, Department of Economics, University of Arkansas, 1993–1994

PROFESSIONAL AWARDS, RECOGNITION, AND PRIZES

List of Teachers Rated as Excellent by Their Students (Top 10% of Teaching Assistants), University of Illinois
University of Arkansas Graduate Student Fellowship
Alma College National Merit Finalist Scholarship
Alma College Music Department Scholarship
National Merit Finalist

PRESENTATIONS AND PROFESSIONAL MEETINGS

- “Examining the Current Trends in OFCCP and EEOC Enforcement of Pay and Hiring Practices” presented through the Knowledge Group, May 2, 2019.
- “The 2018 Class Action Landscape: Minimizing Litigation Risks and Challenges” presented through the Knowledge Group, May 17, 2018.
- “OFCCP Compensation Requirements and Analysis” presented at the Space Coast Industry Liaison Group conference, January 28, 2015.
- “Gender Wage Gap: What Does Your Data Say?” an ERS Group webinar, May 2014.
- “Self-Assessment Strategies for the Recruitment of Veterans and Disabled Workers” presented at the National Industry Liaison Group conference, July 30, 2013 and Tampa Industry Liaison Group meeting October 2, 2013.
- “The Odds Are In Your Favor” presented at the Alabama Industry Liaison Group conference, August 2012.
- “Self-Assessment Strategies for the Recruitment of Veterans and Disabled Workers” presented at the Southeast Industry Liaison Group conference, June 2012.
- “2010 Compensation Tune-up: Are Your Pay Practices Ready for Challenges?” an ERS Group webinar, January 2010.
- “Demystifying Compensation Analysis: Concepts & Challenges, Part II,” a webinar for the American Association for Affirmative Action’s PDTI 2009 Webinar Series, September 2009.
- “Demystifying Compensation Analysis: Concepts & Challenges,” a webinar for the American Association for Affirmative Action’s PDTI 2009 Webinar Series, March 2009.
- “Crafting Effective and OFCCP Compliant Affirmative Action Plans,” ERS Group seminar, Orlando, March 2009.
- “Weathering the Economic Downturn: Economic and Statistical Analysis for Layoffs,” an ERS Group webinar, December 2008.

PUBLICATIONS AND RESEARCH PAPERS

- “Robust Estimation of the Cross-Sections of U.S. Wages and Stock Returns,” Ph.D. Dissertation, Department of Economics, University of Illinois at Urbana-Champaign.
- Managing Editor, Illinois Statistical Abstract, Twelfth Edition (1997), Eleventh Edition, 1996.
- “A Chicago Dome: Economic Development or Empty Promise?” Illinois Business Review, Volume 53, Number 3, 1996. Partially reprinted in USA Today Newsletter, Vol. 125, No. 2619, 1996.
- “Why Some Communities Can’t Keep Up,” Illinois Business Review, Vol. 53, No. 1, 1996.
- “Potential Finance Programs for Arkansas Rural Business: A National Survey of Business Financial Programs,” (with Bruce L. Dixon and Donald E. Voth), Arkansas County Extension Service, 1993.

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

American Economic Association

National Industry Liaison Group (NILG)

American Bar Association, Labor and Employment Section