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SUMMARY

Dr. Fitzpatrick is an economist who specializes in labor and employment matters and fair lending matters. Dr. Fitzpatrick has extensive experience providing economic and statistical analyses of hiring, pay, promotions, and turnover for a variety of clients, including individuals, Fortune 500 companies and academic institutions. Dr. Fitzpatrick is also experienced in analyzing the data for federal contractors performing self-audits, undergoing governmental audits, and performing monitoring agreement compliance. Additionally, she has helped prepare economic damage calculations for class actions, single plaintiff matters, and the September 11th Victim Compensation Fund. Her experience in fair lending has involved analyzing HMDA and HMDA-plus data to examine loan pricing and loan acceptance/denials.

EDUCATION

Ph.D., Economics	Georgia State University, 2001
M.A., Economics	Georgia State University, 1996
B.A., Economics	University of WI - Whitewater, 1994

PRESENT EMPLOYMENT

Associate Director, Berkeley Research Group, 2015 - present

PREVIOUS POSITIONS

Principal, ERS Group, 2013 - 2015
Research Economist/Senior Consultant, ERS Group, 2001 - 2011
Economic Analyst, United Parcel Service, 1996 - 2001

PUBLICATIONS

ARTICLES

“Advancing Pay Equity Through Compensation Analysis.” (with Dubravka Tasic) *Human Resources Director*, 2022.

“Job Separation Outcomes of Welfare Hires: Insight from Linked Personnel and State Administrative Data.” (with Julie Hotchkiss) *Contemporary Economic Policy*, 2009.

“Job Separation Behavior of WOTC Hires: Results from a Unique Case Study.” (with Julie Hotchkiss) *Social Service Review*, 2007.

PRESENTATIONS

“How to Avoid Litigation With Pre-Suit Claims Analytics,” presented with Dubravka Tasic at the Complex Claims & Litigation Forum in Las Vegas, NV, February 27, 2023.

“Who Will Audit Your Company’s Compensation First – You or the OFCCP? How to Conduct a Proactive and Effective Compensation Audit,” presented at the North Texas Industry Liaison Group Meeting in Plano, Texas, March 21, 2019.

“Beyond Base Pay: Understanding and Addressing Pay Disparities in Variable Compensation,” presented at the 34th Annual ILG National Conference in Charlotte, NC, August 5, 2016.

“Adverse Impact Analysis,” presented at the NC/SC ILG 2014 Annual Conference, June 2014.

“Gender Wage Gap: What Do Your Data Say?” presented at an ERS Group webinar, May 2014.

PROFESSIONAL AFFILIATIONS

Member, American Economic Association

Member, American Bar Association

Member, National Association of Forensic Economics

Member, Society of Labor Economists