



# Donald R. Deere, Ph.D.

## WELCH CONSULTING

1716 Briarcrest Drive, Suite 700  
Bryan, TX 77802  
979.691.0704  
DDeere@welchcon.com

## EDUCATION

Ph.D., Economics  
Massachusetts Institute of Technology  
Cambridge, Massachusetts  
1983

B.S., Economics  
Texas A&M University  
College Station, Texas  
1978

## PROFESSIONAL EXPERIENCE

Senior Managing Director  
Welch Consulting  
Bryan, Texas  
2018 – Present

Senior Economist  
Welch Consulting  
Bryan, Texas  
2005 – 2018

Senior Economist  
Unicon Research Corporation  
Bryan, Texas  
2001 – 2016

Adjunct Associate Professor of Economics  
Texas A&M University  
College Station, Texas  
2007 – 2009  
2010 – Present

Visiting Faculty  
George Bush School of Government  
and Public Service  
Texas A&M University  
College Station, Texas  
2008

Associate Professor of Economics  
Texas A&M University  
College Station, Texas  
1990 – 2007

Senior Consultant  
Welch Consulting  
Bryan, Texas  
1991 – 2005

Donald R. Deere is a Senior Managing Director in the Bryan, Texas office of Welch Consulting. Dr. Deere's work has included statistical and economic analysis in cases involving claims of discrimination in employment, housing, transportation and insurance, in cases involving wage and hour violations, and in cases involving lost earnings or commercial damages. He also has conducted analyses of compensation practices for internal and OFCCP audit purposes. Dr. Deere has provided testimony in cases in both state and federal courts.

Dr. Deere has a Ph.D. in economics from the Massachusetts Institute of Technology. In 2007, Dr. Deere retired from the tenured faculty of the Department of Economics at Texas A&M University, where he taught courses in labor economics, economic principles and public finance. While at Texas A&M University, he also taught graduate statistics in, and was Associate Director of the George Bush School of Government and Public Service. Dr. Deere also is Senior Economist for Unicon Research Corporation, where he served as Vice President from 2001-2004. Dr. Deere's research has concentrated primarily on labor markets and public policy affecting wages and employment. His research has been published in numerous professional peer-reviewed journals, including the *American Economic Review*, the *Journal of Political Economy*, the *Quarterly Journal of Economics*, and the *Journal of Labor Economics*.

## SELECTED CASEWORK

**Expert Witness, Employment Discrimination:** Multiple plaintiff lawsuit alleging racial discrimination in promotions at a regional manufacturer. Used electronic employee history files to conduct a statistical analysis of promotions. Provided critique of data handling and statistical analysis by opposing expert.

**Expert Witness, Employment Discrimination:** Class action alleging racial/ethnic and gender discrimination in hiring practices at a financial services firm. Combined electronic employee history files with voluminous paper records to conduct a statistical analysis of hiring outcomes. Provided critique of data handling and statistical analysis by opposing expert.

**Expert Witness, Employment Discrimination:** Multiple plaintiff lawsuit alleging racial discrimination in compensation, promotion and termination decisions at a national manufacturer. Reviewed electronic employee history files and opposing expert report. Provided critique of data handling, statistical analysis and interpretation by opposing expert.

**Expert Witness, Employment discrimination:** Multiple plaintiff lawsuit alleging age discrimination in a reduction in force at a regional media company. Used electronic personnel data to conduct a statistical analysis of the workforce reduction. Provided critique of statistical analysis by opposing expert.

**Consultant, Employment Discrimination:** Audit of performance evaluations and compensation decisions at a national communications company. Utilized multiple data sources to assess statistical disparities in performance ratings, merit increases and bonus awards. Provided real-time assessment and feedback to counsel conducting the reviews.



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## PROFESSIONAL EXPERIENCE

(continued)

Associate Director for Academic Programs  
George Bush School of Government  
and Public Service  
Texas A&M University  
College Station, Texas  
1996 – 1999

Visiting Assistant Professor of Economics  
University of California  
Santa Barbara, California, 1988 – 1989

Assistant Professor of Economics  
Texas A&M University  
College Station, Texas  
1983 – 1990

## SELECTED CASEWORK (continued)

**Consultant, Employment Discrimination:** Pre-litigation assessment of alleged race discrimination in compensation at a national communications company. Combined multiple data sources, including legacy systems, to conduct a statistical analysis of compensation. Provided feedback to counsel.

**Consultant, Employment Discrimination:** Class action lawsuit alleging gender discrimination in promotions and compensation at a large industrial company. Used employee history files to conduct statistical analyses of promotions and compensation and to assess potential damages. Provided support during settlement negotiations, including real-time updating during mediation session.

**Consultant, Employment Discrimination:** Class action lawsuit alleging racial discrimination in hiring by a national service company. Used electronic application and hiring data to provide detailed critique of opposing expert's complex statistical modeling.

**Expert Witness, Lost earnings/damages:** Multiple single-plaintiff lawsuits alleging lost earnings and/or medical expenses from injuries. Used earnings information and/or life care plan assessments to estimate present values of future lost earnings and/or medical care-related expenses.

**Expert Witness, Commercial damages:** Class action alleging overcharging of customers by regional consumer services firm. Examined voluminous electronic and paper transactions data to assess existence and amount of overcharges.

**Consultant, Insurance Services:** Administrative action alleging discrimination against minorities in the underwriting/sale of property casualty insurance. Worked with electronic policy and claims data to conduct a statistical analysis of loss ratios.

**Consultant, Insurance Services:** Multiple plaintiffs alleging underpayment of claims by property casualty insurer. Used electronic policy and claim information to develop a statistical model of loss ratios. Provided information and support during settlement negotiations.

**Consultant, Real Estate Services:** Class action lawsuit alleging racial and ethnic discrimination in housing by a government agency. Integrated paper and electronic data to conduct a statistical analysis of alleged disparate impact.

**Consultant, Transportation Services:** Allegations of racial discrimination in the provision of transportation services by a government agency. Used electronic information on routes and ridership to conduct statistical analysis of alleged disparate impact.

**Consultant, Wage & Hours:** Class action lawsuit alleging missed meal breaks. Used electronic payroll records to develop measure of damages. Provided information and analytical support during the settlement process.

**Consultant, Wage & Hours:** Class action lawsuit claiming workers at a national manufacturer were non-exempt. Worked with counsel to develop sampling protocol for administration of a survey to the alleged class.



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## PUBLICATIONS

"Analyzing Reductions in Force and Other Termination Decisions," with James E. Pearce in *Adverse Impact Analysis: Understanding Data, Statistics, and Risk*, edited by Scott B. Morris and Eric M. Dunleavy, Routledge Taylor & Francis Group, (2017): 239-257.

"Minimum Sense," *NBIZ Magazine*, (Winter 2006):8-10. Also found on [NBIZMag.com](http://NBIZMag.com).

"Educational Wage Premia and the U.S. Income Distribution: A Survey," with Jelena Vesovic in *Handbook of the Economics of Education*, edited by E. Hanushek and F. Welch, Elsevier Science, (2006):255-306.

"Inequality, Incentives, and Opportunity," with F. Welch. *Social Philosophy & Policy*, 19, no. 1, (Winter 2002). Also in *Should Differences in Income and Wealth Matter?* edited by E.F. Paul, F.D. Miller, Jr. and J. Paul. Cambridge University Press (2002):84-109.

"Trends in Wage Inequality in the United States," in *Increasing Inequality in America: The Facts, Causes, and Consequences*, edited by F. Welch. University of Chicago Press, (2001):9-35.

"Don't Raise the Minimum Wage - The Bar is Already Too High," Brief Analysis No. 270, NCPA, (June 1998).

"Evidence on Minimum Wages and Employment Following the 1990/91 Increase in the Federal Minimum Wage," with K. Murphy and F. Welch. In *Effects of the Minimum Wage*, edited by M. Kosters. AEI Press, (1996).

"Minimum Sense: Raising Wages from \$4.25 to \$5.15 an Hour Will Cause Lower Skilled Workers to Lose Their Jobs," *Texas Business*, (September 1996).

"Employment and the 1990/91 Minimum Wage Hike," with K. Murphy and F. Welch. *American Economic Review*, 85, no. 2, (May 1995):232-37.

"Sense and Nonsense on the Minimum Wage," with K. Murphy and F. Welch. *Regulation*, 18, no.1, (1995):47-56.

"Home Equity: Texas Should Unlock This Asset," *The Dallas Morning News*, April 23, 1995.

"Unionization and Profitability: Evidence of Spillover Effects," with S.G. Bronars, *Journal of Political Economy*, (December 1994):1281-87.

"The Effects of Unions on Firm Behavior: An Empirical Analysis using Firm-Level Data," with S.G. Bronars and J.S. Tracy, *Industrial Relations*, (October 1994):426-51.

"A Study of Nonsubscription to the Texas Workers' Compensation System: The Employee Perspective," (July 1994) *Texas Workers' Compensation Research Center*.

"A Study of Nonsubscription to the Texas Workers' Compensation System," *Texas Workers' Compensation Research Center*, (August 1993).

"Union Organizing Activity, Firm Growth, and the Business Cycle," with S.G. Bronars. *American Economic Review*, (March 1993):203-20.

"Unionization, Incomplete Contracting, and Capital Investment," with S.G. Bronars. *The Journal of Business*, (January 1993):117-32.

Review of "Labor Unions and the Economic Performance of Firms," *Industrial and Labor Relations Review*, (July 1993):732-33.



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## PUBLICATIONS (continued)

- "Unemployment Insurance and Employment." *Journal of Labor Economics*, (October 1991):307-24.
- "The Threat of Unionization, the Use of Debt, and the Preservation of Shareholder Wealth," with S.G. Bronars. *Quarterly Journal of Economics*, (February 1991):231-54.
- "Union Representation Elections and Firm Profitability," with S.G. Bronars. *Industrial Relations*, (Winter 1990):15-37.
- "On the Potential for Private Insurers to Reduce the Inefficiencies of Moral Hazard." *International Review of Law and Economics*, (December 1989):219-22.
- "Internal Labor Markets, Large Personnel Systems, and the Military." *Economics of Defense Manpower Conference Final Report*, United States Air Force Academy, (June 1988).
- "Bilateral Trading as an Efficient Auction Over Time." *Journal of Political Economy*, (February 1988):100-15.
- "Labor Turnover, Job-Specific Skills, and Efficiency in a Search Model." *Quarterly Journal of Economics*, (November 1987):815-33.

## SELECTED WORKING PAPERS

- "Plant Closings, Large Layoffs, and Advance Notice Provision," with S.N. Wiggins.
- "Tax Rates, Tax Complexity, and the Usage of Paid Tax Return Preparers," with C. Wolfe.
- "Subscription to Workers' Compensation in Texas."
- "Heads I Win, Tails You Lose: The Economic Impact of the Texas Lottery on Demographic Groups," with J. Dyer.
- "The Cross Sectional Impact of Unemployment Insurance on Layoffs, Employment, and Wages," with J.A. Miron.
- "Part-Time Employment," with S.G. Bronars.
- "Union Organizing Activity and Union Membership 1973-1988," with S.G. Bronars.
- "Union Membership, Union Organizing Activity, and the Union Wage Differential 1973-1988," with S.G. Bronars.
- "Competitive Incentives: School Accountability and Student Outcomes in Texas," with W.E. Strayer.
- "Climbing the Economic Ladder," with A.J. Rettenmaier.



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## HONORS AND AWARDS

### Fellowships:

National Science Foundation Graduate Fellowship.  
Rotary Foundation Graduate Fellowship.  
Sloan Foundation Dissertation Research Fellowship.

### Research Grants/Contracts:

Grant from the Smith Richardson Foundation, "Social Security, Wages and Retirement," 1995.

Four Contracts with the Texas Workers' Compensation Research Center, "Nonsubscription to the Texas Workers' Compensation System," 1992-1995.

Grant from the Texas Advanced Research Program, "Unionization, Profitability, and Firm Behavior," 1988.

Grant from the U.S. Department of Health and Human Services, "Demand Variability, Structural Changes in the Labor Market and the Growth of Part-Time Employment," with S.G. Bronars, 1984.

### Peer Review:

#### Professional Journals:

American Economic Review  
Journal of Political Economy  
Quarterly Journal of Economics  
Journal of Labor Economics  
Review of Economic Studies  
Rand Journal of Economics  
Review of Economics and Statistics  
Economic Journal  
Industrial Relations  
Economic Inquiry  
Industrial and Labor Relations Review  
Industrial Relations  
Journal of Labor Research

#### Grants Competition:

National Science Foundation

## ABOUT WELCH CONSULTING

Welch Consulting has more than 30 years experience assisting clients of every size in matters involving employment issues and complex business litigation across a broad spectrum of industries and public sector entities. Our track record in producing rigorous analyses meeting the highest standards of accuracy, clarity and punctuality makes Welch Consulting a consistent choice for industry leading companies and the nation's preeminent law firms.

Welch Consulting has offices in Los Angeles, Texas and Washington DC.

For more information about our professionals and services visit us online at [www.welchcon.com](http://www.welchcon.com)