



Joshua W. Mitchell, Ph.D.

WELCH CONSULTING

12424 Wilshire Boulevard, Suite 600
Los Angeles, CA 90025
310.899.2694
JMitchell@welchcon.com

Joshua Mitchell is a Senior Economist at Welch Consulting's Los Angeles Office. His work has included the statistical analysis of employment discrimination claims in recruiting, hiring, terminations, promotions, and compensation practices as well as the analysis of wage and hour claims involving overtime pay and meal/rest break provision.

EDUCATION

Ph.D., Economics
Harvard University
Cambridge, Massachusetts
2011

M.A., Economics
Harvard University
Cambridge, Massachusetts
2008

B.A., B.S. Economics & Mathematics
Stanford University
Palo Alto, California
2005

Before joining Welch Consulting, he was a Senior Economist at the U.S. Census Bureau where his research made use of large administrative datasets to analyze survey data quality limitations and understand the implications for accurately measuring economic progress by age and gender.

Prior to joining Census, Dr. Mitchell was a Research Economist at the Urban Institute where he focused on labor market issues including long-term unemployment, earnings inequality, and job polarization.

Dr. Mitchell received a Ph.D. in Economics from Harvard University, where he studied labor and public economics and also served as a teaching fellow for graduate and undergraduate courses. He also holds a B.A./B.S. in Economics and Mathematics from Stanford University. Dr. Mitchell's research findings have been published in the Review of Economic Studies and the Journal of Economic Perspectives and have been featured in the Los Angeles Times, Washington Post, Forbes, and Bloomberg.

PROFESSIONAL EXPERIENCE

Senior Economist
Welch Consulting
Los Angeles, California
2018-Present

Senior Economist
U.S. Census Bureau
Suitland, Maryland
2016-2018

Research Economist
U.S. Census Bureau
Suitland, Maryland
2014-2016

Research Economist
The Urban Institute
Washington, D.C.
2011-2014

Teaching Fellow
Harvard University
Cambridge, Massachusetts
2009-2010

SELECTED CASEWORK

Testifying Expert, EEOC Commission: Provided oral and written testimony to the Commission on the benefits and costs of continuing EEO-1 Component 2 pay data collection

Managing Consultant, Wage and Hour: Class action suit involving California-based nursing/residential care/retirement home facility whose employees claimed overtime pay, meal, and rest break violations. Estimated economic damages based on company's electronic timekeeping and payroll records. Calculated associated PAGA penalties.

Managing Consultant, Economic Damages: Class action suit alleging for-profit healthcare provider engaged in unfair competition with union, including requiring its employees to sign unenforceable non-compete agreements. Used event study framework to calculate lost union dues.

Consultant, Wage and Hour: Class action suit alleging maintenance services company failed to compensate employees for hours worked, sick time, and overtime under FLSA due to improper benefit deductions and rounding. Estimated economic damages and associated waiting time and termination penalties.

Consultant, Wage and Hour: Class action suit charging that California employees of an air transportation company were improperly denied meal and rest breaks. Estimated economic damages incurred under California IWC Wage Orders using time punch and payroll records.



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PROFESSIONAL EXPERIENCE

(continued)

Research Assistant
Harvard University
Cambridge, Massachusetts
2006-2008

Summer Research Associate
Congressional Budget Office
Washington, D.C.
2005

Research Assistant
Stanford University
Palo Alto, California
2002-2005

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Consultant, Pay Discrimination Audit: Prepared a disparate impact analysis across gender, race, and ethnicity groups of base pay, bonuses, commissions, and equity for web-hosting technology company. Made use of various statistical modeling techniques including multivariate least squares and logistic regression.

Consultant, Pay Discrimination Audit: Conducted a disparate impact analysis across sex, race, and ethnicity groups of annual salaries for a private liberal arts college. Examined compliance under both federal and state pay equity laws.

Consultant, Pay Discrimination Audit: Examined five years of compensation data across sex, race, and ethnicity groups for a large grocery store chain. Disparate impact analysis included base pay, bonuses, and total compensation.

Consultant, Reductions in Force (RIF) Audit: Prepared adverse impact analysis of potential terminations across race, gender, and age groups for California-based construction company. Advised on potential areas of concern.

Consultant, Employment Discrimination: Estimated a real estate company's potential exposure for hiring practices that the OFCCP alleged had disparate impact by race.

Consultant, Promotions and Bonus Practices Audit: Monitored a leading global technology company's quarterly promotions, bonuses, and equity awards.

Consultant, Wrongful Termination: Single plaintiff case involving disability discrimination and wrongful termination claims against a public school district. Estimated lost wages and pension benefits.

ARTICLES

[*Available here*](#)

[***Investigating the Use of Administrative Records in the Consumer Expenditure Survey***](#)

Q Brummet, D Flanagan-Doyle, J Mitchell, J Voorheis, L Erhard, 2018

[***Do Older Americans Have More Income Than We Think?***](#)

A Bee, J Mitchell

<https://www.census.gov/library/working-papers/2017/demo/SEHSD-WP2017-39.html> 2017

[***The New Lifecycle of Women's Employment: Disappearing Humps, Sagging Middles, Expanding Tops.***](#)

C Goldin, J Mitchell

Journal of Economic Perspectives 31 (1), 161-182, 2017

[***The Hidden Resources of Women Working Longer: Evidence from Linked Survey-Administrative Data.***](#)

A Bee, J Mitchell

Women Working Longer: Increased Employment at Older Ages, Goldin and Katz. 2018



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ARTICLES (continued)

[*Preliminary Research for Replacing or Supplementing the Income Question on the American Community Survey with Administrative Records*](#), CA Bee, A O'Hara, J Mitchell
<https://www.census.gov/content/dam/Census/library/working-papers/2016/acs>, 2016

[*Estimating the Value of Federal Housing Assistance for the Supplemental Poverty Measure*](#),
J Mitchell, T Renwick
U.S. Census Bureau SEHSD Working Paper #2016-01, 2015

[*The Role of Religious and Social Organizations in the Lives of Disadvantaged Youth*](#),
R Dehejia, DL Thomas, EFP Luttmr, J Mitchell
The Cultural Matrix Understanding Black Youth, 281-307, 2015

[*A Comparison of Official Poverty Estimates in the Redesigned Current Population Survey Annual Social and Economic Supplement*](#), J Mitchell, T Renwick
U.S. Census Bureau SEHSD Working Paper #2014-35, 2015

[*Educational Attainment and Earnings Inequality among US-Born Men: A Lifetime Perspective*](#),
J Mitchell, Urban Institute, 2014

[*Consequences of long-term unemployment*](#), A Nichols, J Mitchell, S Lindner
Washington, DC: The Urban Institute, 2013

[*Who are the long-term unemployed?*](#), J Mitchell
Washington, DC: The Urban Institute, 2013

[*Government Job Losses Hit the Young, the Less educated, and Women the Hardest*](#),
J Mitchell, The Urban Institute, 2013

[*Job Polarization and the Great Recession*](#), J Mitchell, A Nichols
Washington, DC: The Urban Institute. <http://www.urban.org/publications>, 2012

[*Labor Market and Demographic Analysis: A National Picture of Short-Term Employment Growth by Skill*](#), P Loprest, J Mitchell, Washington, DC: The Urban Institute, 2012

[*Taxes and time allocation: Evidence from single women and men*](#), AM Gelber, JW Mitchell
The Review of Economic Studies 79 (3), 863-897, 2011

[*Where It Really Hurts: Job Losses for Low-Skill Workers by State*](#), J Mitchell
The Urban Institute, 2011

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