



Dr. Morrel-Samuels received an MA in research methodology from University of Chicago, an M. Phil. and a Ph.D. in experimental social psychology from Columbia University, and a Master of Science in Law from Northwestern University's Pritzker School of Law. He has served as an expert witness in employment law cases for more than 15 years, with work spanning three areas: the psychometrics of assessment design, statistical analysis of "big data" analytics, and workplace discrimination. He has more than 30 years' experience designing and analyzing assessments for employees in government and large corporations. He often serves as a Lecturer at the University of Michigan, where he teaches graduate classes on assessment design, statistics, and research methodology.

Other previous academic appointments include faculty positions at Columbia and the University of Michigan Business School. In addition, he has held research positions at IBM, HP, the University of Chicago, and Yale. His published articles have appeared in *The Journal of Experimental Psychology*, *Behavioral Research Methods*, *Proceedings of the National Academy of Sciences*, *The Journal of Personality & Social Psychology*, *California Management Review*, *Physician Executive*, and *Harvard Business Review*, among others; (his first HBR article was on the design of assessments in the workplace, and his second was on web-based surveys.) Practical experience includes assessment services for non-profit organizations, (e.g., Blue Cross-Blue Shield), government agencies (e.g., the Department of Justice), and numerous Fortune 500 companies (e.g., FedEx, GM, California Edison, Bank of America, Xerox, Sprint, Sears, and Disney). He is the author of four patented employee assessments, and has been an expert resource for the *New York Times* and the *Wall Street Journal*.

Dr. Morrel-Samuels has extensive experience as an expert witness providing statistical analysis to assist triers of fact in four types of lawsuits and arbitration: employment discrimination; contract disputes; pension lawsuits; and litigation pertaining to decisions based on surveys, assessments, or employee evaluations. Roughly half of his work has been for plaintiffs and half for defendants; for example, working with defendants he provided statistical analyses that helped the State of Pennsylvania and Time-Warner successfully defend themselves against discrimination charges, and working with plaintiffs he helped employees win discrimination suits against Washington State, the US Postal Service, and Microsoft. He assisted the NAACP in its amicus brief for the Ricci discrimination case in New Haven, was the sole statistician in a successful \$64M breach of contract case against Lamb Technicon that required analyzing 4 million rows of data, testified as an expert witness at the ICC's International Court of Arbitration in The Hague, and testified to Congress on the linkage between working conditions and performance. He served as the EEOC's expert witness in a landmark discrimination case – *EEOC v. FAPS*, (D.N.J. 2015). And he has successfully withstood all nine Daubert challenges filed against him.

In addition to his teaching responsibilities at the University of Michigan he is also the founder and CEO of EMPA (SurveysForBusiness.com), a company that has designed and analyzed assessments for more than 7 million employees in over 70 countries.