

MEGAN FASULES TODD

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Megan Fasules Todd works extensively on issues involving the assessment of pay equity and discrimination, the estimation of wage and hour damages, the projection of future workforce requirements, and the evaluation labor market industry and occupation trends. She has served as an expert or consultant in a number of class action matters such as determining damages for breach of contract, unfair business practices, false advertising, and unpaid overtime. With her strong background in methods, she has led analyses evaluating surveys and sampling, costs and benefits, impacts, economic losses, and regressions. Dr. Todd also has experience in topics such as health insurance, bankruptcy, industrial organization, and public economics.

EDUCATION

Ph.D., Economics, American University, Washington, DC, August 2015

Dissertation Title: *The Impact of Medicare on Personal Bankruptcy*

B.A., Economics and Mathematics (*Cum Laude*), Lake Forest College, Lake Forest, IL, 2010

FIELDS OF INTEREST

Labor Economics, Health Economics, Economic Valuation and Damages Calculations

WORK EXPERIENCE

Director, Western Research Systems, Ennis, MT, March 2025 – Present

Principal, Micronomics, Los Angeles, CA, February 2022 – March 2025

Senior Consultant, Micronomics, Los Angeles, CA, April 2021 – February 2022

Assistant Research Professor, Georgetown University Center on Education and the Workforce,
Washington, DC, December 2016 – April 2021

Research Economist, Georgetown University Center on Education and the Workforce,
Washington, DC, February 2013 – December 2016

PhD Research Associate, Georgetown University Center on Education and the Workforce,
Washington, DC, September 2010 – February 2013

Research Assistant, Professor Mary Hansen, American University, Washington, DC, May 2011 –
August 2015

Researcher, Financial Crisis Inquiry Commission, Washington, DC, September 2010 –
December 2010

SELECTED CONSULTING EXPERIENCE

Economic Damages

- Assessed feasibility of calculating damages on a classwide basis in numerous class action matters involving employment disputes, breaches of contract, unjust enrichment, and other causes of action.
- Quantified relevant profits under disgorgement theories of damages.
- Calculated damages resulting from interest underpayments in the life insurance industry.

Labor and Employment

- Determined magnitude of alleged underpayment of overtime under various federal and state overtime laws.
- Valued Restricted Stock Units in connection with breach of severance agreement.
- Advised a fire district of the economic and fiscal impacts of a proposed collective bargaining agreement.
- Quantified damages resulting from misclassification of independent contractors, including missed meal breaks, off-the-clock work, overtime, and various penalties.

Econometrics

- Developed econometric models used to assess pay discrimination.
- Prepared and evaluated econometric models used to measure a reasonable period of time in which shares of stocks could be disposed.
- Assisted clients with survey design, sampling, and hypothesis testing.

EXPERT ANALYSIS AND TESTIMONY

Donrick Sanderson v. Whoop, Inc.

United States District Court, North District of California

Case No. 3:23-cv-05477-CRB

Expert Report, Deposition

Laurie Bolos, et al. v. Waldorf Astoria Management LLC, et al.

United States District Court, District of Hawai'i

Case No. 1:23-cv-00104

Expert Report, Declaration, Deposition

David Oh v. Sunvalleytek International, Inc.

United States District Court, Northern District of California, San Jose Division

Case No. 5:22-cv-00866-SVK

Declaration, Expert Report

Moneva Walker, et al. v. Cedar Fair, L.P., and Cedar Fair Management, Inc.
United States District Court, Northern District of Ohio, Western Division
Case No. 3:20-cv-02176
Declaration, Expert Report

John C. Lukrich v. American Battery Technology Company
United States District Court, Northern District of California
Case No. 22-cv-06690-JSC
Expert Report, Deposition

ADVISORY PANELS

Ennis Area Chamber of Commerce Board Member, Ennis, MT, November 2022 – December 2024

Georgetown University Center on Education and the Workforce representative, Scaling Partners, Bill & Melinda Gates Foundation, April 2020 – July 2020

Launch Years Consensus Panel, The University of Texas at Austin Charles A. Dana Center, June 2019 – June 2021

College and Career Readiness Genome Advisory Panel, Mission Measurement, April 2019 – November 2019

PEER REVIEW ACTIVITIES

The STEM Labor Force of Today: Scientists, Engineers, and Skilled Technical Workers, a thematic report that is a component of the 2022 edition of *Science and Engineering Indicators (Indicators)*.

PUBLICATIONS

[The Cost of Economic and Racial Injustice in Postsecondary Education](#) (with Anthony P. Carnevale, Kathryn Peltier Campbell, Ban Cheah, Artem Gulish, Michael C. Quinn, Jenna R. Sablan, Nicole Smith, Jeff Strohl, and Sarah Barrese), Georgetown University Center on Education and the Workforce (May 2021)

[The Monetary Value of Economic and Racial Justice in Postsecondary Education: Quantifying the Potential for Public Good](#) (with Anthony P. Carnevale, Kathryn Peltier Campbell, Ban Cheah, Artem Gulish, Michael C. Quinn, Jenna R. Sablan, Nicole Smith, Jeff Strohl, and Sarah Barrese), Postsecondary Value Commission (May 2021)

[Workplace Basics: The Competencies Employers Want](#) (with Anthony P. Carnevale and Kathryn Peltier Campbell), Georgetown University Center on Education and the Workforce (November 2020)

[Born to Win, Schooled to Lose: Why Equally Talented Students Don't Get Equal Chances to Be All They Can Be](#) (with Anthony P. Carnevale, Michael C. Quinn, and Kathryn Peltier Campbell), Georgetown University Center on Education and the Workforce (May 2019)

[Rocky Mountain Divide: Lifting Latinos and Closing Equity Gaps in Colorado](#) (with Anthony P. Carnevale and Tanya I. Garcia), Georgetown University Center on Education and the Workforce (August 2018)

[Certificates in Oregon: A Model for Workers to Jump-Start or Reboot Careers](#) (with Anthony P. Carnevale and Neil Ridley), Georgetown University Center on Education and the Workforce (June 2018)

[Latino Education and Economic Progress: Running Faster but Still Behind](#) (with Anthony P. Carnevale), Georgetown University Center on Education and the Workforce (October 2017).

[Major Matters Most: The Economic Value of Bachelor's Degrees from The University of Texas System](#) (with Anthony P. Carnevale, Stephanie A. Bond Huie, and David R. Troutman), Georgetown University Center on Education and the Workforce (July 2017)

[African Americans: College Majors and Earnings](#) (with Anthony P. Carnevale, Andrea Porter, and Jennifer Landis-Santos), Georgetown University Center on Education and the Workforce (February 2016).

BLOGS

[“Pay Transparency and Wage Equity: What Employers Need to Know”](#) Western Research Systems (April 2025)

[“Should California Reconsider the Four-Day Workweek?”](#) *Substack* (May 2022)

[“Vaccinations Have Ramped Up, But Has Distribution Been Equitable?”](#) (with Anthony P. Carnevale), *Medium*, (March 2021)

[“How Useful Is High School Math on the Job?”](#) (with Anthony P. Carnevale), *Medium* (March 2021)

[“10 Highest-Paying Majors for Black College Graduates”](#) (with Anthony P. Carnevale), *Medium* (February 2021)

[“Virtual Learning Is Not Child's Play for K-12 Students”](#) (with Anthony P. Carnevale), *Medium*, (February 2021)

[“When Back to School Meets Stay at Home”](#) (with Anthony P. Carnevale), *Medium* (January 2021)

[“The Competencies Students Need for Workforce Success”](#) (with Anthony P. Carnevale and Kathryn Peltier Campbell), *Association of American Colleges & Universities Liberal Education Blog* (November 2020)

[“The Knowledge, Skills, and Abilities That Make High Earners Stand Out”](#) (with Anthony P. Carnevale), *Medium* (November 2020)

[“Who's Working From Home: The Education Divide”](#) (with Anthony P. Carnevale), *Medium* (April 2020)

[“‘Career ready’ out of high school? Why the nation needs to let go of that myth”](#) (with Anthony P. Carnevale and Andrew R. Hansen), *The Conversation* (January 2018).

DATA SETS IN THE PUBLIC DOMAIN

“United States Bankruptcy Statistics by District, 1899-2007” (with Mary E. Hansen and Matthew Davis) Inter-university Consortium for Political and Social Research [distributor], 2015-03-02. <http://doi.org/10.3886/E30355V3>.

SPONSORED RESEARCHGrants

- Lumina Foundation, "Alignment of Postsecondary Education and the Workforce," (PI Anthony Carnevale, Co-Investigator with Jeff Strohl, Nicole Smith, Ban Cheah, and Martin Vanderwerf), January 1, 2021-December 31, 2022 (\$2,000,000)
- JP Morgan Chase Bank, "Pathways to Good Jobs," (PI Anthony Carnevale, Co-Investigator with Jeff Strohl, Nicole Smith, Martin Vanderwerf, Ban Cheah), September 1, 2020-August 30, 2022 (\$1,000,000)
- Bill & Melinda Gates Foundation (BMGF), "Reinvestment: Center on Education and the Workforce," (PI Anthony Carnevale, Co-Investigator with Jeff Strohl, Nicole Smith, and Ban Cheah), January 1, 2020-December 31, 2022 (\$4,000,000)
- Annie E. Casey Foundation, "Research on Ability and Equity in the Education and Career Pipeline," (PI Anthony Carnevale, Co-Investigator with Jeff Strohl), January 1, 2018-December 31, 2018 (\$100,000)
- National Science Foundation, Economics Program Dissertation Improvement Grant (SES-1324468), "Doctoral Dissertation Research in Economics: The Impact of Medicare on Bankruptcy," August 15, 2013-July 31, 2014 (\$23,112)
- Economic History Association, Exploratory Research and Data Grant, "The Impact of Medicare on Bankruptcy," 2013 (\$2,500)

Internal Research Support

- American University, Dissertation Fellowship Award, "The Impact of Medicare on Personal Bankruptcy," Fall 2014 (\$11,482)
- American University, Economics Department, Summer 2013
- American University, Graduate Student Research Funds, Fall 2012 and Summer 2013

CONFERENCE ACTIVITYPresentations

- "Workplace Basics: What the Data Show about the Competencies Students Need" (with Kathryn Peltier Campbell), Associate of American Colleges & Universities Conference on General Education, Pedagogy, and Assessment, February 2021
- "Major Matters Most: The Economic Value of Bachelor's Degrees" (with Stephanie A. Bond Huie, Jeff Strohl, and David R. Troutman), Association of American Colleges & Universities Annual Meeting, January 2018
- "The Impact of Medicare on Medical Debt under Personal Bankruptcy," Southern Economic Association Annual Meeting, November 2014
- "The Impact of Medicare on Personal Bankruptcy," (Poster Session), Economic History Association Annual Meeting, September 2014
- "Interactions between Social Insurance Programs: The Impact of Medicare on the Characteristics of Petitioners for Bankruptcy" (with Mary Hansen), Allied Social Sciences Meetings, January 2014
- "Interactions between Social Insurance Programs: The Impact of Medicare on the Characteristics of Petitioners for Bankruptcy" (with Mary Hansen), Society for Government Economists Annual Meeting, November 2013
- "The Impact of Medicare on Bankruptcy Rates," Economics and Business History Association Annual Meeting, May 2013

“The Impact of Medicare on Bankruptcy,” Washington Area Economic History Workshop, November 2012

Discussant

Science and Engineering Indicators: Measuring S&E Education, Work Force, and Research Output, 2021 Federal Committee and Statistical Methodology (FCSM) Research & Policy Conference, November 2021

Collaboration at Work, College Majors, and Earnings, Program for the International Assessment of Adult Competencies (PIAAC) Research-to-Practice Conference, December 2018

INVITED PRESENTATIONS

“Born to Win, Schooled to Lose,” Shalhevet High School, September 2020

“Nurturing Creativity in the Classroom” (with Sarah D. Sparks), Education Week Online Summit: What To Teach Today To Prepare Students For Tomorrow’s Workplace, February 2020

“The Future of Work: Overcoming the Skills Gap” (with Michael C. Quinn), Fulbright Foreign Student Program enrichment seminar, April 2019

“Georgetown University Center on Education and the Workforce” (with Andrea Porter and Tanya I. Garcia), Jack Kent Cooke Foundation, December 2018

Navigating Workplace Shifts, (Panel Discussion), Bloomberg Government Next.2018, November 2018

“Certificates in Oregon” (with Neil Ridley), Oregon Higher Education Coordinating Commission’s monthly meeting, August 2018

“Education and Employability in the United States,” International Economic Development Council brown bag, June 2018

“Education and Workforce Development” (with Tanya I. Garcia), International Visitor Leadership Program, April 2018

“‘Career Ready’ Out of High School? Why the nation needs to let go of that myth,” Partnership for 21st Century Learning Strategic Council Meeting, February 2018

“Education, Employability, and Entrepreneurship,” International Visitor Leadership Program, August 2017

“Setting the Stage: Higher Education Goals, Gaps, and Opportunities,” Fall Legislative Education Staff Network Seminar, National Conference of State Legislatures, December 2016

MEDIA APPEARANCES

Radio and Television

Interview, Marketplace, For some schools, reopening will require infrastructure investment, March 2, 2021

Interview, Tennessee Public News Service, Report: Most TN Households Have Changed College Plans, January 27, 2021

Interview, Oregon Public News Service, Back-to-College Plans Hit Pandemic-Sized Roadblock, January 20, 2021

Interview, WWL First News with Tommy Tucker, What Skills Do Companies Value The Most? November 24, 2020

Interview, WWL First News with Tommy Tucker, Is it better to be born rich or smart? May 16, 2019

Interview, News One Now, African American Majors, November 6, 2017

Electronic

Diverse Issues in Higher Education, [Study: COVID-19 Plus the Recession is Leading Decreased Enrollment](#), January 19, 2021

Diverse Issues in Higher Education, [Report Examines Competencies Needed to Succeed in Workforce](#), November 20, 2020

HerMoney, [The Most Essential Skills You're Building While Working from Home](#), July 9, 2020
Education Week, [A Creativity Conundrum: Can Schools Teach Students to Innovate?](#), February 4, 2020

The Atlanta Journal-Constitution, [Is key to success being born smart or rich?](#), June 23, 2019

The Washington Post, [Education as a meritocracy? Report finds it is still better to be born rich than smart in U.S.](#) June 18, 2019

Education Week, [Money Over Shakespeare: Study Shows How Childhood Socioeconomic Status Determines Wealth in Adulthood](#), May 15, 2019

Diverse Education, [Georgetown Study Explores Privilege and Race in Educational Outcomes](#), May 15, 2019

Daily Mail, [Land of unequal opportunity: Rich kids with low test scores have a 71% chance of growing up to be wealthy – while smart but poor children have only a 31% shot at a high income](#), May 15, 2019

The Hechinger Report, [Ten jobs that are safe from robots](#), September 18, 2018

Diverse Issues in Higher Education, [Report Details Wide Latino, White College-Attainment Gaps in Colorado](#), August 8, 2018

Daily Camera, [Report: Colorado must continue to address gap in education attainment between white, Latino residents](#), August 8, 2018

America's Promise Alliance, [Hispanic/Latino Students Lead in High School, But Fall Behind in College. Why?](#) October 31, 2017

Times Higher Education, [Latino Americans 'falling further behind' on higher education](#), October 17, 2017

Austin American Statesman, [Texas among states most affected by lag in Hispanic education](#), October 15, 2017

The Hechinger Report, [Latino college students are falling behind whites and blacks, new research shows](#), October 11, 2017

Austin American-Statesman, [Texas among states most affected by lag in Hispanic education](#), October 15, 2017

Austin American-Statesman, [Study: UT System graduates earn more, but major, campus matters](#), July 19, 2017

AFFILIATIONS

American Economic Association

Society of Labor Economists

American Bar Association, Labor and Employment Law

The Society for Human Resource Management

