

# *Daniel C.Y. Kuang Ph.D.*

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**Biddle Consulting Group, Inc.**



Dan Kuang, Ph.D., has extensive experience in applied statistics and quantitative methods, especially as they are applied in the personnel, EEO/diversity and human resources context. Dr. Kuang's expertise is firmly grounded and influenced by years of high-stakes medical health research, K-12 educational testing, and national level adult testing and certification development and research. His experience in high-stakes data-driven decision making uniquely distinguishes Dr. Kuang's methodological approach and practice.

Currently, Dr. Kuang applies this expertise in Title VII class action litigation matters and proactive and reactive investigations. His role is to ensure that clients are in compliance with Federal regulations and to respond to external legal challenges. As part of this, Dr. Kuang evaluates and examines employment practices, procedures, and tests for adverse impact and discrimination outcomes.

In support of these efforts, Dr. Kuang has developed an extensive family of applications to appropriately model and investigate for adverse impact. In the context of compensation analysis, Dr. Kuang developed COMPARE. As part of COMPARE's development, Dr. Kuang created new methods of liability/pay adjustments that are Title VII and OFCCP compliant. In the context of selection/hiring, promotions, and terminations, Dr. Kuang has developed a library of applications to investigate for adverse impact among selection rates and proportions. In the context of testing, Dr. Kuang has developed applications that performs comprehensive psychometric on item and scale-level data.

Prior to joining Biddle Consulting Group, Dr. Kuang taught at both Portland State University and Marymount University. Currently, Dr. Kuang stays close to academe with his continued contributions to advancing the science of adverse impact through research papers and presentations.