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SHORT BIOGRAPHY

Josh is an Associate Professor at OSU in Public Affairs, and Director of the Ohio Education Research Center. He is also an Associate Director of the CHRR at Ohio State University (Center for Human Resource Research) and maintains appointments with the Translational Data Analytics Institute (TDAI) and the College of Education and Human Ecology at OSU. Josh has directed some \$25 million in research grants, overseen multi-state and local studies of topics as diverse as workforce development for health care, data sciences for post-secondary schooling. His publication record includes books on career and technical education, special issues of the *Systems Research and Behavioral Sciences*, and a wide range of journal articles in education, health, and economics publications. He has directed 15 doctoral dissertations and 5 post-doctoral researchers. He has also worked as a consultant with organizations as diverse as the World Bank, Asian Development Bank, UNICEF, and a range of state and local governments in the U.S. During 2011-12 he was a Fulbright Senior Specialist at the Higher School of Economics in Moscow.

EDUCATION AND PROFESSIONAL DEVELOPMENT

Harvard University Graduate School of Education: Ed.D., 1999; Ed.M., 1995

Administration, Planning, and Social Policy (Concentration in International Education)
Dissertation, "From farmers to factory workers: The role of education in Thailand's labor market"

University of Wisconsin –Madison: M.A., 1991; B.A., 1989

M.A. Modern Southeast Asian History (Thesis, "The kingdom of God is near: Christian conversion in highland Southeast Asia, 1830-1920")

B.A. in History, Asian Studies, and the History of Culture, 1989 (Thesis, "The social and economic organization of Chiang Mai's informal sector")

Chiang Mai University, Thailand

College Year in Thailand, 1988-9

PROFESSIONAL EXPERIENCE

Current

The Ohio State University, John Glenn College of Public Affairs, Columbus, OH
Associate Professor, May 2007 – Present (Tenured)
Associate Director, Center for Human Resource Research (CHRR), November 2013 - Present
Director, Ohio Education Research Center, March 2012 - Present
Adjunct Associate Professor, Workforce Development Policy, October 2014 – Present
Affiliate Faculty, Translational Data Analytics Institute (TDAI), September 2017-Present

Past

The Ohio State University, Columbus, OH
Interim Director, Center for Higher Education Enterprise, March 2017-September 2018
Associate Professor (Courtesy) (John Glenn School of Public Affairs), October 2008 - 2013
Associate Professor, College of Education and Human Ecology, Workforce Development Policy, 2007 – 2014 (Tenured)
Assistant Professor, College of Education, Workforce Development Policy, 2000-2007

Florida State University, College of Education, Department of Educational Foundations and Policy Studies, Tallahassee, FL
Assistant Professor (Visiting), Education Policy and Director, Graduate Certificate in Education Policy, 1999 – 2000

Jobs for the Future, Inc., Boston, MA
Project Manager (Research): October, 1997-July 1999

World Education, Inc., Boston, MA
Research Assistant/Program Officer: 1994 - December 1996

Social Research Institute of Chiang Mai University, Thailand
Project Coordinator/Field Researcher: December 1992 - February 1994

Peace Corps of the United States and the Thai Ministry of Education, Thailand
English as a Foreign Language and Community Development Volunteer: July 1991 - October 1993

PUBLICATIONS

Journal articles. (*doctoral student co-author)

Hyungjo Hur, Julie Maurer*, Joshua D. Hawley. (2018). Misalignment of education and workforce outcomes: Understanding the workforce pipeline and diversity in behavior and social sciences, *Human Resource Development Quarterly*, Article DOI: 10.1002/hrdq.21343

Hyungjo Hur*, Joshua Hawley (2018). Turnover Behavior among U.S. Government Employees, Forthcoming for *International Review of Administrative Sciences*
<https://journals.sagepub.com/doi/10.1177/0020852318823913>

Navid Ghaffarzadegan, Ran Xu, Richard C. Larson, Joshua D. Hawley (2018). Symptoms versus Root Causes: A Needed Structural Shift in Academia to Help Early Careers, *Bioscience*, *biy092*, <https://doi.org/10.1093/biosci/biy092>

Niyousha Hosseinichimena, Rod MacDonald, Ayaz Hyder, Alireza Ebrahimvandi, Lauren Porter, Becky Reno, Julie Maurer*, Deborah Andersen, George Richardson, Josh Hawley, David Andersen (2017) Group Model Building Techniques for Rapid Elicitation of Parameter Values, Effect Sizes, and Data Sources, *System Dynamics Review*, *33*,1 (71-84),
<http://onlinelibrary.wiley.com/doi/10.1002/sdr.1575/full>

Olga Kondratjeva*, Elena Gorbunova, Joshua D. Hawley. (2017). Academic Momentum and Undergraduate Student Attrition in US and Russian Universities, *Comparative Education Review*, *61*, 3, 607-633, <http://www.journals.uchicago.edu/doi/abs/10.1086/692608>

Hyungjo Hur*; Maryam Alsatat Andalib; Julie Maurer; Joshua Hawley; Navid Ghaffarzadegan (2017) Recent Trends in the U.S. Behavioral and Social Sciences Research (BSSR) Workforce, *PLOS ONE* *12*(2): e0170887. doi:10.1371/journal.pone.0170887

Navid Ghaffarzadegan, Richard C. Larson, Joshua Hawley. (2017). Guest Editorial: Education as a Complex System. *Systems Research and Behavioral Science*; *34*, 211-215
(DOI: 10.1002/sres.2405) (not refereed)

Joshua Hawley & Shu Chen Chiang*. (2016). Does Developmental Education Help? The Academic Performance of Adult Undergraduate Students in Community Colleges. *Community College Journal of Research and Practice*, *41*, 7, 387-404,
<http://www.tandfonline.com/doi/abs/10.1080/10668926.2016.1194237>

Hyeon-Jin Kim, Joshua D. Hawley, Daeyeon Cho*, Youngsup Hyun, & Jae-Hyun Kim. (2016). The Influence of Learning Activity on Low-Skilled Workers' Skill Improvement in the South Korean Manufacturing Industry. *Human Resource Development International* *19*:3 209-228
(DOI:10.1080/13678868.2015.1122895)

Hyungjo Hur*, Navid Ghaffarzadegan, Joshua Hawley, (2015). Effects of Government Spending on Research Workforce Development: Evidence from Biomedical Postdoctoral Researchers, *PLOS One*, (Published: May 1, 2015; DOI: 10.1371/journal.pone.0124928).

Navid Ghaffarzadegan, Richard Larson, Yi Xue, Joshua Hawley. (2014) A Note on PhD Population Growth in Biomedical Sciences, *Systems Research and Behavioral Science*, *32* (3), 402-405. DOI: 10.1002/sres.2324

Navid Ghaffarzadegan, Joshua Hawley & Anand Desai. (2014). Research Workforce Diversity: The Case of Balancing National versus International Postdocs in US Biomedical Research, *Systems Research and Behavioral Science*, 31(2), 301-15 DOI: 10.1002/sres.2190

Shu Chen Chiang* & Joshua Hawley. (2013). The role of higher education in their life: emerging adults at the crossroads. *New Horizons in Adult Education and Human Resource Development*, 25(3), 3-13

Edwin Melendez, Joshua D. Hawley, Lynn McCormick. (2011) In the interest of business: business associations and workforce development collaborations. *International Journal of Business and Social Science*. 3(1)

Lynn McCormick, Joshua D. Hawley, Edwin Melendez. (2008). The economic and workforce development activities of American business associations. *Economic Development Quarterly*, 22 (3), pp. 213-227

Joshua Hawley. (2008). Vocational-technical schooling and occupational matching in Thailand, *Asia-Pacific Journal of Education*, 28 (2), pp. 189-205

Joshua D. Hawley & Judith C. Taylor. (2006) How business associations use interorganizational networks to achieve workforce development goals: Implications for Human Resource Development. *Human Resource Development International* 9(4), pp. 485-508

Joshua D. Hawley, Dixie Sommers & Edwin Melendez. (2005). The impact of institutional collaborations on the earnings of adult workforce education completers. *Adult Education Quarterly* 56(1), pp.21-38

Joshua D. Hawley & Jeeyon Paek* (2005). Developing human resources for the technical workforce: a comparative study of Korea and Thailand. *International Journal of Training and Development* 9(1), pp. 79-94

Joshua D. Hawley & Joni Barnard* (2005). Work environment characteristics and implications for training transfer: a case study of the nuclear power industry, *Human Resource Development International*, 8(1), pp. 65-80

Joshua D. Hawley. (2004). Returns to education during times of prosperity and crisis, Thailand, 1985-1998. *Economics of Education Review*, 23(3), pp 273-286

Joshua D. Hawley. (2003). Comparing the returns to vocational and academic schooling in Thailand over time, *International Journal of Educational Development*, 23(6), pp. 607-625

Books/Journal Special Issues

Joshua Hawley. (Forthcoming, Accepted 1/2019) *Data Sciences in The Public Interest: Improving State and Local Government Performance in the Workforce* (Book for W.E. Upjohn Institute for Employment Research, Kalamazoo, MI

(Editors) Navid Ghaffarzadegan, Richard C. Larson, Joshua Hawley. (2017). Special Issue, Education as a Complex System. *Systems Research and Behavioral Science*, May/June, Vol. Volume 34, Issue 3; Pages 209–374
<http://onlinelibrary.wiley.com/doi/10.1002/sres.v34.3/issuetoc>

Joshua D. Hawley, (2009). Section Editor, “Section 4 National Initiatives for Reengineering Education for the New Economy” In R. MacLean and D. Wilson (eds.), *International Handbook of Technical and Vocational Education and Training*. Bonn, Germany: UNESCO-UNEVOC, pp. 515-672

Book chapters.

Joshua Hawley (2014) “Workforce development,” in, Poell, R, Rocco, T, and Roth, G. eds., *Routledge Companion to Human Resource Development*. Routledge, pp. 181-192

Joshua Hawley, (2014) “Human resource development policy” in, Chalofsky, N. Rocco, T. & Morris, L, *Handbook of Human Resource Development*. San Francisco, CA: Jossey Bass (2014), pp. 459-472

Joshua D. Hawley & Shu Chen Chiang. (2012). Developmental education for adults and academic achievement, in, Eric Anderman, editor, *International Handbook of Student Achievement*, CA: Routledge Publishers., pp. 19-22

Joshua D. Hawley. (2009). Overview: Regional Reviews of TVET, In R. MacLean and D. Wilson (eds.), *International Handbook of Technical and Vocational Education and Training*. Bonn, Germany: UNESCO-UNEVOC., pp. 515-529

Joshua D. Hawley & Alexandra de Montrichard. (2009). Accountability and state career technical education (CTE) policy: a brief review of six U.S. states. In R. MacLean and D. Wilson (eds.), *International Handbook of Technical and Vocational Education and Training*. Bonn, Germany: UNESCO-UNEVOC., 393-410

Jacobs, R., & Hawley, J. (2009). Emergence of workforce development: definition, conceptual boundaries, and future perspectives. In R. MacLean and D. Wilson (eds.), *International Handbook of Technical and Vocational Education and Training*. Bonn, Germany: UNESCO-UNEVOC, pp. 2537-2552

Hawley, Joshua. D. (2005) Career and technical education: an international review, In, J. Gregson (Ed.), *Leadership and Career and Technical Education at the Beginning of the 21st Century* (University Council of Workforce and Human Resource Education)

Refereed proceedings

Joshua D. Hawley. (2009). Modeling the impact of career pathway programs on higher education attainment and completion, in, Thomas Chermack, editor, *Proceedings of Academy of Human Resource Development*, pp. 1550-1581

Joshua D. Hawley. (2009). Perspectives on the interactions of career pathways in higher education and human resource development systems, in the *Proceedings of the Academy of Human Resource Development*

David Boulay & Joshua D. Hawley. (2006). Exploring the link between HRD interventions and performance in small and mid-sized companies,” in the *Proceedings of the Asian Academy of Human Resource Development*

Joshua D. Hawley. (2006). A qualitative study of the planning processes used to build the human resources of firms through career pathways. In, Fredrick Muyia Nafukho (ed), *Proceedings of the Annual Conference of the Academy of Human Resource Development*.

Joshua D. Hawley, Helen M. Marks. (2006). Student use of academic knowledge and skills in work-based learning, In, Fredrick Muyia Nafukho (ed), *Proceedings of the Annual Conference of the Academy of Human Resource Development*.

Jeeyon Paek, Joshua D. Hawley. (2005). Assessing effectiveness on government supported training programs, in, A. Osman-Gani (Ed), *Proceedings of the Annual Conference of the Asian Association of Human Resource Development*.

Joshua D. Hawley, Lynn McCormick, Edwin Melendez. (2005). The core model: what factors influence associational involvement in workforce development?. In, T. Egan (Eds), *Proceedings of the Annual Conference of the Academy of Human Resource Development*. Symposium 32, pages 1-8

Joshua D. Hawley, Jeeyon Paek. (2004). Developing human resources for the technical workforce: a comparative study of Korea and Thailand. In A. Osman-Gani (Ed), *Proceedings of the Annual Conference of the Asian Association of Human Resource Development*.

David Boulay, Joshua D. Hawley. (2004). Rural small and mid-sized manufacturing enterprises: their role in rural economies and research opportunities to understand their human resource development strategies. In A. Osman-Gani (Ed), *Proceedings of the Annual Conference of the Asian Association of Human Resource Development*.

Joshua D. Hawley (2003). Vocational technical schooling and occupational matching in Thailand: differences between men and women, In, A. Osman-Gani (Ed.), *Proceedings of the Annual Conference of the Asian Human Resource Development Association*.

Joshua D. Hawley, Dixie Sommers, Edwin Melendez (2003). The impact of institutional collaborations on workforce development outcomes. In, Workforce Information Council, *Proceedings of the Wage Records Research Conference*, Washington DC, July 23-24.

Joshua D. Hawley & Judith C. Taylor. (2003). Business associations and workforce development: implications for human resource development. In Susan A. Lynham and Toby Marshall Egan (Eds), *Proceedings of the Annual Conference of the Academy of Human Resource Development*.

Ronald L. Jacobs & Joshua D. Hawley. (2003). Workforce development: definition and relationship with human resource development. In Susan A. Lynham and Toby Marshall Egan (Eds), *Proceedings of the Annual Conference of the Academy of Human Resource Development*.

Joshua D. Hawley & Joni Barnard. (2003). Work environment characteristics and implications for training transfer: A case study of the nuclear power industry. In. Susan A. Lynham and Toby Marshall Egan (Eds), *Proceedings of the Annual Conference of the Academy of Human Resource Development*.

Joshua D. Hawley & Joni Barnard. (2002). Evaluating changes in training manager's role perceptions: A case study of the nuclear power industry. Richard A. Orem (Ed.), *Midwest Research to Practice Conference in Adult, Continuing, and Community Education*. Dekalb, IL

Academic presentations not in proceedings.

Joshua Hawley (2019). "Overview of the Ohio Longitudinal Data Archive" (Presentation for the Workforce Labor Market Information, Washington. D.C., April 10, 2019)

Joshua Hawley, Navid Ghaffarzadegan (2019). "Reflecting on data systems, public policies, and the role of research support in improving the behavioral and social science workforce" (Office of Behavioral and Social Science Research, National Institutes of Health, April 2019)

Hyungjo Hur, Ran Xu, Joshua Hawley, (2018). "Analyzing the Distribution of NIH Funds, and NIH Funded Research Network Focusing on Behavioral Social Science (BSS) Workforce." (Paper presented at the Association for Public Policy Analysis and Management, Washington D.C.)

Tian Lou, Joshua Hawley (2018). Evaluation of Registered Apprenticeship Programs in Ohio (Paper presented at the Association for Public Policy Analysis and Management, Washington D.C.)

Hyungjo Hur, Joshua Hawley, Julie Maurer, Yun-Hsiang Hsu (2018). "Problems with school-to-work transition: a comparative approach" (American Society for Public Administration, Denver)

Hyungjo Hur, Julie Maurer, Joshua Hawley, (2017). "The Ripple Effects of Students Debt Loads on Advanced Degrees and Career Path Choices (American Society for Public Administration" (Atlanta, Georgia)

Joshua Hawley, "Measuring the impact of knowledge work on human resource development outcomes" (Academy of Human Resource Development, San Antonio, Texas (2017))

Keumseok Peter Koh, Ayaz Hyder and Joshua Hawley, (2017). Modeling Food Accessibility in

Columbus, Ohio Using Agent-Based Modeling: Testing Impacts of Multiple Interventions (Paper presented at the Association for Public Policy Analysis and Management, Chicago, IL)

Niyousha Hosseinichimeh, and Joshua Hawley (2017). System Dynamics Modeling of Infant Mortality in Ohio (Paper presented at the Association for Public Policy Analysis and Management, Chicago, IL)

Julie A. Maurer, Hyungjo Hur and Joshua Hawley (2017). Exploring The United States Scientific Research Workforce Through Dynamic Modeling. (Paper presented at the Association for Public Policy Analysis and Management, Chicago, IL)

Alireza Ebrahimvandi, Rob Fischer, Joshua Hawley, Niyousha Hosseinichimeh, Ayez Hyder, Peter Koh, Julie Maurer, Randall Olsen, Lauren Porter, Becky Reno (2016). “Systems Modeling of Infant Mortality in Ohio” (*Infant Mortality Summit*, 2016; Cleveland, Ohio)

Joshua Hawley (2016) “The Ohio System: Research and Practice for Integrating Data and Policy” (Forum on New Jersey’s Education, Higher Education, and Workforce P20W Longitudinal Data System, Rutgers University, NJ, December 1-2 2016)

Hyungjo Hur, Julie Maurer, Josh Hawley. (2016). *Misalignment of education and workforce outcomes: Understanding the workforce pipeline and diversity in behavior and social sciences* (Midwest Public Affairs Conference, Columbus OH)

Joshua Hawley (2015). *Agent Based Modeling of Bio-Medical Science Workforce* (Academy Health, Minneapolis, MN)

Joshua Hawley, Marsha Lewis (2015). *Assessing the Impact of Race to the Top: A Multistate Perspective on Lessons Learned* (American Educational Research Association, Chicago IL)

Elena Gorbunova, Olga Kondratjeva, Joshua Hawley (2015). *Exploring factors of student departure in Economics and Engineering disciplines in U.S. and Russian universities*. Comparative and International Education Society Conference. Washington, D.C.

Ghaffarzagagan, Navid, Joshua Hawley, Richard C Larson, and Yi Xue. 2014. *A Note on Population Growth of a Specific Creature: PhDs*. In 4th International Engineering Systems Symposium (CESUN). Hoboken, NJ.

Kristin Harlow, Lisa Neilson, Joshua Hawley (2014). *Workforce Outcomes of WIA On-the-Job Training in Ohio*. (Paper presented at the Association for Public Policy Analysis and Management, Albuquerque, NM)

Joshua Hawley (2014). *Linking education and labor market data with the Ohio Longitudinal Data Archive* (Paper presented at the Center for the Analysis for Post-Secondary Education and Employment (CAPSEE) Conference, 2014; Washington, D.C.)

Joshua D. Hawley, Olga Kondratjeva, Elena Gorbunova (2014). *Comparative Analysis of Undergraduate Student Attrition in US and Russian Universities*. (Paper presented at the American Educational Research Association, Philadelphia, PA)

Joshua D. Hawley (2013). *An Agent Based Model of Researchers in STEM (Science, Technology, Engineering, and Mathematics) Fields*. (Paper presented at the Association for Public Policy Analysis and Management, Washington D.C.)

Joshua D. Hawley, Matthew Cohen (2013). *Increasing research possibilities with the Ohio Longitudinal data archive*. STATS-DC Data Conference. U.S. Department of Education's National Center for Education Statistics (Washington, D.C.)

Joshua D. Hawley (2013). *Reform and development trends in American higher education: Comments for NAEA Overseas Training Program for University Presidents*. Lecture for Visiting Chinese Delegation, Ohio State University

Joshua D. Hawley, Presenter (2013). *Improving adult education practice through better research design: A systematic review*. Presented at American Education Research Association, San Francisco, California

Joshua D. Hawley (2013). *Transitions through higher education: monitoring progress and understanding student behavior*. Presented at Institute for Population Research Seminar Series, Peers within Field, Columbus, OH

Joshua D. Hawley, Lisa Neilson (2013). *Pathways between K-12, higher education and employment: patterns from Ohio administrative data*. Presented at NCES Winter Forum and 26th Annual Management Information Systems (MIS) Conference, Government Officials. Mayflower Hotel, Washington, District of Columbia, United States. (Feb 2013)

Joshua D. Hawley (2013). *Accessing and Using Longitudinal Data from the Ohio Education Research Center: Investigating Outcomes of Early Childhood Programs*. Early Childhood Research Collaborative, Columbus OH, College of Education and Human Ecology

Joshua D. Hawley, Yun Hsiang Hsu (2012). *Ohio Workforce Data Quality Initiative (overview)* (Paper presented at 25th Annual STATS DC Conference, National Center for Education Statistics, Washington, D.C.)

Navid Ghaffarzagdegan, Joshua Hawley and Anand Desai, Ohio State University (2012) *Diversity in Research Workforce Development: National Versus International Bio-Medical Postdoctorates* (Paper presented at the Association for Public Policy Analysis and Management, Baltimore, MD)

Joshua D. Hawley & Shu Chen Chiang. (2010). *Does developmental education help? findings from the academic performance of non-traditional adults in community colleges* (Paper presented at the Association for Public Policy Analysis and Management, Boston, MA)

Joshua D. Hawley. (2010). *Measuring the outputs of science, technology, engineering, and math higher education* (11th International Conference on Economic and Social Development, State University Higher School of Economics, Moscow, Russia)

Joshua D. Hawley. (2010). *American universities chief problem: reducing student dropout rates* (State University Higher School of Economics, Russian Federation)

Joshua D. Hawley. (2010). *University collaborations* (Tomsk Polytechnic University, Tomsk, Russian Federation)

Joshua D. Hawley. (2010). *Examining the outputs of higher education and research funding* (Comparative and International Education Society Conference, March 2010, Chicago, IL)

Joshua D. Hawley. (2009). *Policy issues and the future of research for adult and continuing education* (American Association of Adult and Continuing Education, Cleveland OH) (Invited Keynote Panel)

Hyosun Kim & Joshua D. Hawley. (2009). *The relationship between practices of career counselors and student participation in career technical education among high schools in New Jersey* (Association for Career and Technical Education Research, Nashville, TN)

Joshua D. Hawley. (2009). *Modeling the impact of career pathway programs on higher education attainment and completion*. Paper presented at the American Education Research Conference in San Diego

Joshua D. Hawley. (2009). *Outputs of science, technology, engineering, and mathematics in higher education*. Paper presented at the Comparative and International Education Research Conference (South Carolina)

Joshua D. Hawley. (2009). *Current experience and the case for TVET in ODA* (Paper given at the Korean Research in Vocational Education and Training Conference on Technical and Vocational Education Development)

Joshua D. Hawley. (2008). *New visions for TVET: perspectives for Krasnojarsk* (Presentation at regional education conference in Russia)

Joshua D. Hawley. (2007). Keynote address for the 4th Annual World Bank East and Central Asia Conference in Albania. The talk was called, "*Setting up the stage: persistent and perennial issues in TVE and upper-secondary education.*"

Joshua D. Hawley. (2007). *Social partnerships and technical-vocational education*, Lecture at the 4th Annual World Bank East and Central Asia Conference in Albania.

Joshua D. Hawley. (2007). *School and work in Latin America*. Paper presented at the Comparative and International Education Society Conference in Baltimore, MD

Joshua D. Hawley & Dixie Sommers. (2006). *The impact of career pathways on firms and incumbent workers*. Paper presented at the Association for Public Policy Analysis and Management, Madison, WI

Jeeyon Paek & Joshua D. Hawley. (2006). *A study of training program characteristics and training program effectiveness among organizations receiving training services from external training providers*. Paper presented at the Association for Public Policy Analysis and Management, Madison, WI

Lynn E. McCormick, Joshua Hawley & Edwin Melendez. (2006). *American business associations: how economic development activities shape their concerns with workforce development*. Paper presented at the Annual Meeting of the American Collegiate Schools of Planning.

Joshua D. Hawley & Helen M. Marks. (2006). *Student use of academic knowledge and skills in work-based learning: evidence from a district-wide policy*, Paper presented at the American Educational Research Association Meeting. San Francisco, CA

Joshua D. Hawley, Dixie Sommers & Edwin Melendez. (2005). The earnings impact of adult workforce education in Ohio. *Paper presented at the Association for Public Policy and Management Conference. Washington, D.C., 3 – 5 November*

Lynn E. McCormick, Joshua Hawley & Edwin Melendez. (2005). The economic and workforce development activities of American business associations. *Paper presented at the Annual Meeting of the American Collegiate Schools of Planning.*

Joshua D. Hawley & Jeeyon Paek. (2005). Developing human resources for the technical workforce: A comparative study of Korea and Thailand. *Paper presented at the American Educational Research Association Meeting. Montreal, CA, April 2005*

Lynn McCormick, Joshua D. Hawley & Edwin Melendez. (2004). American business associations as labor market intermediaries. *Paper presented at the Association for Public Policy and Management Conference. Atlanta, GA, 28-30 October*

Joshua D. Hawley, Dixie Sommers & Edwin Melendez. (2004). The earnings impact of adult workforce education. *Paper presented at the American Educational Research Association Meeting. San Diego, CA, April 12-16.*

Joshua D. Hawley, Dixie Sommers & Edwin Melendez. (2003). The impact of institutional collaborations on the achievement of workforce development performance measures in Ohio. Paper presented at *Networking and Best Practices in Workforce Development Conference*. Ford Foundation and the New School University, June 30.

Joshua D. Hawley, Dixie Sommers & Edwin Melendez. (2003). The earnings impact of adult workforce education in Ohio. *Paper presented at Networking and Best Practices in Workforce Development Conference*. Ford Foundation and the New School University, June 30.

Joshua D. Hawley. (2003). Strengthening national vocational and technical education: a review of recommendations from donor agencies. New Orleans, LA. March. Paper presented at the *Annual Meeting of the Comparative and International Education Society*

Lynn McCormick, Joshua Hawley & Edwin Melendez. (2002). Motivation and current activities of associations in workforce development. Paper presented at the Association of Collegiate Schools of Planning Conference, Baltimore, MD

Joshua Hawley & Judith Combes Taylor. (2001). Local employer associations and workforce development: generating a theory of change. *American Evaluation Association Conference*, St. Louis, MO

Joshua D. Hawley (2000). Instructional change agents: new roles for educators seeking changes in teacher practice. *Comparative and International Education Society Conference*, San Antonio, TX

Joshua D. Hawley (1999). Returns to general secondary and vocational education in Thailand. *Comparative and International Education Society Conference*, Toronto, Canada

Joshua D Hawley. (1998). From farmers to factory workers: the role of education in Thailand's labor market. *Comparative and International Education Society Conference*, Buffalo, NY

Joshua D Hawley. (1998). The role of education in Thailand's labor market. *Student Research Conference and International Forum*, Harvard University, February 1998

Joshua D Hawley. (1997). Finding a job, leading a life: adult education graduates' experiences with the school to work transition in Thailand. *Comparative and International Education Society Conference*, Mexico City

Sumalee Sungsi, Samart Srijamnon, & Joshua Hawley. (1996). Theory into practice: learning centers in nonformal adult education. *Asia-Pacific Regional Consultation on Adult Education*, UNESCO, Thailand

Reviews.

Joshua Hawley (2007). Review of Benoit Rihoux and Heike Grimm (2006) *Innovative Comparative Methods for Policy Analysis: Beyond the Quantitative-Qualitative Divide*, Journal of Mixed Methods Research.

Joshua Hawley (1991). Review of Frank Smith's, *Interpretive Accounts of the Khmer Rouge Years: Personal Experience in Cambodian Peasant World View*. University of Wisconsin, Center for Southeast Asian Studies, Occasional Paper No. 18, 1989) in KOSANA (The Association of Asian Studies, 1991)

Completed project reports.

Joshua D. Hawley, Julie Maurer (2015). *Falling off the cliff? Increasing Positive Economic Outcomes for Low Income Adults*. (Ohio Education Research Center, John Glenn College of Public Affairs, the Ohio State University). Done under contract for the United Way of Central Ohio.

Navid Ghaffarzadegan, Richard C. Larson, Joshua D. Hawley (2013). *The Coming Hangover: Magnified Effects of Sequestration on Research Enterprises* (Massachusetts Institute of Technology, Engineering Systems Division, Working Paper # ESD-WP-2013-07 <http://esd.mit.edu/WPS/2013/esd-wp-2013-07.pdf>)

Jay Zagorsky, Randall Olsen, Joshua Hawley, and Jenny Gnagey. (2013) *2013 Teacher Supply and Demand Report in Ohio*. The Ohio Education Research Center. [http://oerc.osu.edu/sites/oerc.osu.edu/files/research/reports/OERC_2013OhioTeacherSupplyDem andReport_FINAL_10.21.13.pdf](http://oerc.osu.edu/sites/oerc.osu.edu/files/research/reports/OERC_2013OhioTeacherSupplyDemandReport_FINAL_10.21.13.pdf)

The Ohio Education Research Center (2013). *Ohio's Race to the Top Dropout Tracking Report*. The Ohio Education Research Center. http://oerc.osu.edu/sites/oerc.osu.edu/files/research/reports/OERC_DropoutTrackingReport_FINAL_20130925.pdf

The Ohio Education Research Center. (2013). *Ohio Race to the Top Year 2 Progress Report*. The Ohio Department of Education. <http://rtttnews.wordpress.com/2013/05/07/race-to-the-top-year-two-progress-report-released/>

Joshua D. Hawley, with Shu Chen Chiang (2011) *Initial Survey of Assessment and Placement Tests Used for Placement into Developmental Education in Ohio*. Ohio Board of Regents, Columbus, OH

Joshua D. Hawley, with Shu Chen Chiang and Kathy Lechman. (2010). *The organization and operation of developmental education in Ohio: Survey results for the Developmental Education Initiative*. Ohio Board of Regents, Columbus, OH

Joshua D. Hawley (2010). *Adult success in Ohio's community and technical colleges: developmental education and achieving the dream outcomes--findings from a 2002 cohort analysis (part ii: modeling success for adults in post-secondary education)*. Ohio Board of Regents, Columbus, OH

Joshua D. Hawley & Barbara Endel (2008) *Bringing higher education and business closer: lessons from efforts to create a "demand" driven workforce development system in Ohio* (Paper for Robert Giloth, "Mistakes, Learning, and Adaptation: Annie E. Casey Foundation, Baltimore, MD)

Joshua D. Hawley (2008). *Career pathways initiative final report for the KnowledgeWorks Foundation*. Cincinnati, OH

Joshua D. Hawley (2006). *Vocational education and training in Pakistan: Quick assessment for Creative Associates*. Washington, DC

Edwin Melendez, Lynn McCormick & Joshua Hawley. (2006). Final report for the Russell Sage funded project called “what explains their involvement? American business associations and workforce development. Russell Sage Foundation, NY

Aaron R. Fichtner & Laurie Harrington (with) William Mabe, Joshua D. Hawley, Alexandra de Montrichard, Hyo Sun Kim. (2006). *Profile and evaluation of career and technical education in New Jersey high schools*. Rutgers University, Heldrich Center for Workforce Development at Rutgers with Center for Education and Training for Employment at The Ohio State University.

Joshua D. Hawley, Dixie Sommers & Alexandra de Montrichard. (2005). *School to work in LAC and EA: Results from labor market and household surveys*. The World Bank, Latin America and East Asian Divisions. Washington, DC

Joshua D. Hawley. (2005). *Vocational and technical education: Current thinking with particular relevance to the future development of East Asia and Latin America*. The World Bank, Latin America and East Asian Divisions. Washington D.C.

Joshua D. Hawley. (2005). *The structure of secondary education: A comparison of Latin America and the Caribbean and East Asian countries*. The World Bank, Latin America and East Asian Divisions. Washington D.C.

Joshua D. Hawley, Dixie Sommers (with Judy Taylor, Julie Maurer, David Boulay, Ivan Furre) (2005). *Ohio bridges to opportunities initiative KnowledgeWorks foundation year one evaluation report*. KnowledgeWorks Foundation, Cincinnati, OH

Joshua D. Hawley, Edwin Melendez, Dixie Sommers, Alexandra de Montrichard & Nancy Pyon. (2005). *Ohio higher skills partnership evaluation: A review of the development of partnerships between enterprise Ohio network campuses and adult workforce education centers*. Center on Education and Training for Employment, The Ohio State University: Columbus, OH

Joshua D. Hawley & Dixie Sommers. (2003). *Ohio’s adult workforce education system: an initial investigation using administrative data*. Center on Education and Training for Employment, The Ohio State University: Columbus, OH

Joshua Hawley & Helen M. Marks (2003). *Evaluating the Columbus public schools internship program*. The Ohio State University. Columbus, OH

Steven J. Klees, Joshua D. Hawley, Victor Byabamazima, and Robinah Kyeyune. (2003). *Policy options for achieving quality primary education for all children in Uganda*. UNICEF/Uganda; Kampala, Uganda.

Steven J. Klees, Joshua D. Hawley, Victor Byabamazima and Robinah Kyeyune. (2002). *Findings report: The status of education for disadvantaged children in Uganda*. UNICEF/Uganda; Kampala, Uganda.

Judith Combes Taylor and Joshua D. Hawley. (2001). *Final report: Action research project, workforce innovation networks*. Jobs for the Future, Boston, MA

Joshua D. Hawley (2000). *Changing returns to education in times of prosperity and crisis*. Prepared for The World Bank and Thailand's Office of the National Education Commission as part of a study entitled "Secondary and Vocational Education in Thailand: Moving Towards 12 Years for All." Bangkok, Thailand.

Judith Combes Taylor & Joshua D. Hawley. (2000). *Lessons for employer organizations from the experiences of community based organizations*. Jobs for the Future. Boston, MA

Joshua D. Hawley. (1999). *Youth trust: Partnerships that help youth succeed* (Jobs for the Future, Boston, MA) (Published at www.intermediarynetwork.org as part of the Federally funded School-to-Work Intermediaries Project)

Joshua D. Hawley. (1999). *Partners in public education: Promoting business and community involvement* (Jobs for the Future, Boston, MA) (Published at www.intermediarynetwork.org as part of the federally funded School-to-Work Intermediaries Project)

Joshua D. Hawley. (1999). *Student impressions of school-to-career programs: Findings from student interviews in Boston*. Jobs for the Future, Boston, MA

Joshua D. Hawley. (1998). *Louisville Teacher Survey Report*. Jobs for the Future, Boston, MA

George Papagiannis and Joshua Hawley (1997). *Final report: Thailand education restructuring project -- the school improvement process*. Center for Policy Studies in Education, International Division, Florida State University, Tallahassee, FL.

Co-Author for *Final Report: Lower Secondary Non-formal Education* (Asian Development Bank and World Education, Inc., Technical Assistance Grant THA-2537, December 1996)

Christopher Wheeler, Marueen McDonough, James Gallagher, David Gallagher, Benjalug Sookpokakit, Chayan Vaddhahaphuti, Dusit Duangsa, Weena Namcarensombat, Joshua Hawley, Sricarune Sutaamchaw, Anong Patpon (1994). *Baseline data report: Social forestry, education, and participation in Thailand*. Michigan State University Report Prepared with Funds from Ford Foundation, Michigan State Foundation, Academy for Educational Development, USAID, and the Ministry of Education in Thailand, April 1, 1994

Publications under review.

Wendelyn M. Oslock, BA; Bhagwan Satiani, MD, MBA; David P. Way, MEd; Robert M. Tamer, MPH, MPA; Holly E. Baselice, MPH; Julie Maurer, PhD, BS; Joshua D. Hawley, MEd, DEd; Kyle L. Sharp, MHA; Thomas E. Williams, MD, PhD; Timothy M. Pawlik, MD, MPH,

PhD; E. Christopher Ellison, MD; Heena P. Santry, MD, MS "A Contemporary Reassessment of the US Surgical Workforce through 2050 Predicts Continued Shortages and Increased Productivity Demands," Annals of Surgery

Elena V. Gorbunova, Olga Kondratjeva, and Joshua D. Hawley (2018). Why Do They Leave? An Analysis of Student Departure from Engineering and Economics in the United States and Russia, Comparative Education

Publications in preparation.

Julie Maurer, Joshua D. Hawley, An Agent Based Model (ABM) of career decision making by scientists

Andalib, M.A., Hawley, J., Ghaffar zadegan, N. 2018. Effects of tenure-clock extension policies on career outcomes of new parent faculty members

Tonette Rocco, M Cecil Smith, Robert Mizzi, Lisa Merriweather, and Joshua Hawley (2020 Planned). 2020 Handbook for Adult Continuing Education (Stylus Publications) (This is a once in a decade handbook from the AAACE (American Association of Adult and Continuing Education)).

FUNDED RESEARCH

- My funded research has led to over 140 different research awards for over \$25 Million dollars since starting at Ohio State in 2000. Since 2011, average annual expenditures on these grants have been between \$1.5 and \$2 million. I have an additional 6 awards under review (5/2019).

Pending – Under Review

Model Based Analysis of Industry Prospects for Ph.Ds in Biomedical Sciences. National Science Foundation and National Institutes of Health. \$270,000. Co-PI (Navid Ghaffardazan, PI; Richard Larson, Co-PI)

Workforce Data Quality Initiative (WDQI) U.S. Department of Labor and Ohio Department of Job and Family Services. \$1,000,000, PI

Model-Based Analysis of Industry Prospects for Data Scientists, National Science Foundation, \$570,000, Co-PI

Group Model Building Project, Ohio Department of Mental Health and Addiction Services, \$134,000

Ohio Manufacturing Workforce Partnership, Lorain County Community College, \$160,000

Study of Comprehensive Case Management for Employment Program (CCMEP) in Cuyahoga County, Cleveland Foundation, \$50,000

Current - Awarded

AskOWEN!: Matching Individuals to Jobs and Education Using Predictive Data Analytics, 8/2018-1/2019, Schmidt Futures and the American Dream Project at the Ohio State University (\$45,000)

Coleridge Initiative Training Program (New York University for the Overdeck Family Foundation and Schmidt Futures), 11/2018-6/2019 (\$70,000)

2018-2019 DOL Scholars Program (AVAR Consulting for the U.S. Department of Labor), 8/2018-6/2019 (\$50,000) – With Dr. Tian Lou (Post-Doctoral Researcher)

Ohio Longitudinal Data Archive (Ohio Departments of Job and Family Services, Education, Higher Education, Opportunities for Ohioans with Disabilities, and the Ohio Housing Finance Authority), 7/2017-6/2019 (\$1,100,000)

Wage Pathway Evaluation (Ohio Department of Job and Family Services), 7/2016-9/2019 (\$900,000) – PI, Randall Olsen, Co-PI, Josh Hawley

Comprehensive Case Management Evaluation (Laura and John Arnold Foundation), 4/2016-12/2019 (\$760,000) – PI Joshua Hawley, CoPI- Randall Olsen

Collaborative Research: STEM training, employment in industry, and entrepreneurship (National Science Foundation, 09/15/2015 - 08/31/2019, Co-PI- Joshua Hawley, PI-Bruce Weinberg (\$1,534,000)

CSCC Straight A Project – Data and Research Design (Columbus State Community College to the OERC), 3/1/15-6/30/2019 – PI- Joshua Hawley (\$1,200,000)

Ohio Technical Skills Innovation Network (TechNet) Outcome Based Program Evaluation (Lorain Community College to the Department of Labor, Sub-grant from New Growth Planners), (2015-2018), \$494,000 sub-grant amount – Co-Principal Investigator, Randall Olsen, OSU

A Model-Based Examination of Behavioral & Social Science Workforce: Improving Health Outcomes, National Institutes of Health (National Institute of General Medical Sciences and Office of Behavioral and Social Sciences) (2015-19), \$1,500,000 - Co-Principal Investigator, Richard Larson, MIT; Navid Ghaffarzadegan, VT

Completed-Awarded

Ohio Education Research Center, Sponsor, Ohio Department of Education (2012-17), \$5,500,000, Co-Principal Investigator (Other Co-PI's - Randy Olsen, Ann O'Connell)

Ohio child protective services citizen review panel program coordinator (Ohio Job and Family Services), 1/2016-6/2017, (\$845,000) – Co-PI, Joshua Hawley; PI – Randall Olsen, Co-PI, Katie Maguirejack

SWEAP (Supply and Demand Modeling for Higher Education and Employment in Ohio) (Department of Higher Education) (\$350,000) 3/2016-12/2017– PI- Josh Hawley.

Modeling and Simulation of Infant Mortality (Research Partnership Task 1) (Government Resource Center, The Ohio State University), 5/2016-6/2017 (\$500,000) – PI, Josh Hawley, Co-PI, Randall Olsen, Co-PI, Ayaz Hyder

Early Childhood Professional Development Evaluation, Sponsor, Ohio Department of Education, \$949,000 (2013-2016), Principal Investigator, Conducted with University of Cincinnati (Co-PI, Debbie Zorn, UC) and Strategic Research Group (Kathleen Carr)

Comparative Higher Education Performance, Sponsor, Higher School of Economics – National Research University (Russia) \$30,000, (2013), Principal Investigator

BCC Ohio longitudinal data archive, Sponsor, National Science Foundation, \$500,000 (2013-2016), Randall Olsen (PI), Joshua Hawley, Stephane Lavertu, Lung-Fei Lee, Morton E. O’Kelly

Benefits Cliffs and Workforce Development, Sponsor, United Way of Central Ohio, \$25,000 (2013), Principal Investigator

Workforce Development Quality Initiative (Round 3), Sponsor, U.S. Department of Labor (Ohio Dept. of Job and Family Services), \$1,052,024 (2013-16), Co-Principal Investigator, PI is Dr. Randy Olsen.

Supply and Demand Study of Teachers in Ohio, Ohio Department of Education, Center for the Teaching Profession (2013), \$50,000. (Hawley, Joshua; Olsen, Randall)

Early Childhood Workforce Study, Early Childhood Advisory Council and OCCRRA (2013), \$79,000, Principal Investigator (Dr. Kathleen Carr, Strategic Research Group, Co-Principal Investigator)

Evaluate implementation fidelity & impact in Ohio Network of Education Transformation (ONET) schools (2012-2014), \$287,000, Principal Investigator (Dr. Jill Lindsay, WSU Co-PI)

Student Growth Measures Pilot Project, Ohio Department of Education (2012-14) \$450,000, Co-Principal Investigator (Dr. Suzanne Franco, Wright State University)

Developing a Scientific Workforce Analysis and Modeling Framework, National Institutes of Health (National Institute of General Medical Sciences) (2010-14), \$1,000,000 - Co-Principal Investigator, Richard Larson, MIT

Workforce Development Quality Initiative, Sponsor, U.S. Department of Labor (Ohio Dept. of Job and Family Services), \$895,000 (2011-14), Co-Principal Investigator, PI is Dr. Randy Olsen.

Evaluation of developmental education initiative in Ohio, Sponsor, Ohio Board of Regents, \$78,000 (2010-11)

The impact of developmental education on progress through postsecondary schooling: A focus on the experience of disadvantaged adults, Sponsor, Ohio Board of Regents, \$40,000 (2009-10)

Evaluation of Stackables Initiative for the Ohio Board of Regents (Region 1), Sponsor, Ohio Board of Regents, \$20,000 (2009)

“Evaluation of “E 4 Me” On Line Learning Program”
Sponsor, Ohio Learning Network, Ohio Board of Regents, \$42,000 (2007)

Emergent Themes on Employers’ Involvement in Supporting Career Pathways. (CETE Faculty Scholar Grant) Sponsor, Center on Education and Training for Employment, College of Education, OSU, \$3,500

Ohio Bridges to Opportunities Evaluation (Principal Investigator, Co-Investigator, Dixie Sommers) Sponsor, KnowledgeWorks Foundation 3/04-6/08, \$155,000

Evaluation of New Jersey Career and Technical Education System (Principal Investigator) Sponsor, Rutgers University and New Jersey State Department of Education, 8/04-9/05, \$108,484

Ohio Higher Skills Partnership Evaluation: A review of the promotion, planning and development of partnerships between EnterpriseOhio Network Campuses and Adult Workforce Education Centers (co-principal investigator with Dixie Sommers and Edwin Melendez
Sponsors, The Ohio Department of Education, Ohio Board of Regents, 7/03-12/03, \$36,000

Best Practices in Ohio’s Adult Workforce Development System (co-principal investigator with Dixie Sommers)
Sponsors, New School University/Ford Foundation and Ohio Department of Education, Career, Technical and Adult Education, 7/02-6/03, \$85,800

Learning about Work and Social Responsibility: Evaluating the Community Based Education Initiative in Columbus Public Schools (co-principal investigator with Dr. Helen Marks)
Sponsor, Columbus Public Schools, 3/02-12/02, \$20,000

What Explains Their Involvement? American Employers' Associations and Workforce Development Initiatives (co-principal investigator with Dr. Edwin Melendez and Dr. Lynn McCormick)
Sponsor, Russell Sage and Rockefeller Foundation Program "Future Of Work", 1/01-12/03, \$149,000

Planning Grant, Using Administrative Data to Evaluate the Labor Market Outcomes of Adult Workforce Development in Ohio
Sponsor: Ohio Department of Education, Career, Technical and Adult Education, 7/01-6/02, \$10,000

PRESS/PUBLIC SPEAKING

Joshua Hawley (2018) Making the Case for Workforce Development. Kansas City, MO, FlatlandKC.org and KCPTO,
<https://www.youtube.com/watch?v=icuzu6TTcA4&feature=youtu.be>

Keith Ewald, Josh Hawley (2016). Building State Capacity under the Workforce Innovation and Opportunity Act (WIOA) (Department of Labor, WorkforceGPS Series)
<https://www.workforcegps.org/events/2016/11/17/12/14/WIOA-Wednesday-Research-Evaluation-and-More>

Joshua Hawley, Kristin Harlow, Julie Maurer (2016), SWEAP (State Workforce Education Alignment Project) Ohio Report (Chicago, IL, National Skills Coalition),
<http://www.nationalskillscoalition.org/state-policy/state-workforce-and-education-alignment-project/ohio>

Joshua Hawley, Presentation, Workforce Success Measures Design, Ohio Governor's Executive Workforce Board, September 2014,
<http://www.ohiochannel.org/MediaLibrary/Media.aspx?fileId=144675>

Joshua Hawley, Webinar, 2014. Predictors of Postsecondary Success: Understanding the Value of Workforce Data in Driving Student Success (Webinar, American Youth Policy Forum, June 26, 2014), <http://www.aypf.org/resources/predictors-of-postsecondary-success-understanding-the-value-of-workforce-data-in-driving-student-success/>

Joshua Hawley, Interview, 2014. The Dropout Crisis (Ideastream, WCPN/WCLV, April 1, 2014), <http://www.ideastream.org/soi/entry/60706>

Joshua Hawley, Presentation, Workforce Success Measures Design, Ohio Governor's Executive Workforce Board, March 2014, <http://workforce.ohio.gov/Board.aspx>

Joshua Hawley, Quote, 2013, Franklin University aids Saudis' education push, Columbus Dispatch, <http://www.dispatch.com/content/stories/local/2013/11/29/franklin-univ-aiding-saudi-education-push.html>

Joshua Hawley, Video Interview, Ohio Researchers Analyze Data, Data Quality Campaign, (May 2013, <https://dataqualitycampaign.org/resource/ohio-researchers-analyze-data/>)

HONORS/VISITING APPOINTMENTS

Fulbright Senior Specialist Program, State University - Higher School of Economics, Russia (September-October, 2012)

State University – Higher School of Economics –Public Affairs Program, 2010), Moscow, Russia, Visiting Professor, March – April 2010

Certified Workforce Development Professional Designation (National Association of Workforce Development), 2008-2011

Awarded *Cutting Edge* Top Ten Papers from Academy of Human Resource Development 2003 Conference Proceedings for the following paper co-authored with Judith Taylor, *Business Associations and Workforce Development: Implications for Human Resource Development*

Awarded *Cutting Edge* Top Ten Papers from Academy of Human Resource Development 2003 Conference Proceedings for the following paper co-authored with Joni Barnard, *Work Environment Characteristics and Implications for Training Transfer: A Case Study of the Nuclear Power Industry*

Visiting Scholar, Community Development Research Center, New School University, New York, NY, January 2003-June 2003

Awarded Advanced Doctoral Grant from the Harvard Graduate School of Education (September 1998 - June 1999)

Awarded Three *Bilingual/Multicultural Education Fellowships* (Title VII -U.S. Department of Education) for Graduate Study, August 1997-May 1998, August 1996 - May 1997, and August 1995 - May 1996, Harvard University

Awarded Three *Foreign Language and Area Studies Fellowships* (Title IV, FLAS - U.S. Department of Education) for Thai language and Southeast Asian Studies, August 1990 - June 1991, University of Wisconsin - Madison, June 1990 - August 1990, Cornell University, August 1989 - June 1990, University of Wisconsin - Madison

POST DOCTORAL SUPERVISOR

Dr. Tian Lou (2017-Present), Employment Outcomes of a Combined Welfare and Workforce Program (Ph.D. University of Connecticut, Department of Economics)

Dr. Hyungjo Hur (2017-8), Social and Behavioral Workforce Economics; Post-Doctoral Researcher Ohio State University, National Institutes of Health Funding (Ph.D., Ohio State University, Public Policy)

Dr. Sunny Munn (2012-4), Ohio Education Research, Post-Doctoral Researcher (Ph.D. Ohio State University, Education)

Dr. Navid Ghaffarzadegan, (2012-13), Health and Workforce Simulation Modeling, Post-Doctoral Researcher (Ph.D., SUNY-Albany, System Dynamics Modeling and Public Policy); Current - Associate Professor, Virginia Tech, College of Engineering

Dr. Emrah Cimren, (2010-11), Simulation Modeling with Workforce Data, Post-Doctoral Researcher (Ph.D., Ohio State University, Operations Research) Current – Data Scientist Lead, Starbucks

PHD STUDENTS

Graduates

Dr. Julie Maurer (2018), Title of Dissertation: Systems Modeling of Workforce Development.; Senior Research Staff, The Ohio State University

Dr. Kristin Harlow (2018), Title of Dissertation: Evaluation of Dual Enrollment in Ohio Colleges; Senior Research Staff, Center for Human Resource Research, The Ohio State University

Dr. Hyungjo Hur (2017), Title of dissertation: Three essays on workforce development and public policy; Post-Doctoral Researcher, National Institutes of Health and Ohio State University; Current Post: Assistant Professor, Purdue University Northwest

Dr. Angela Smith (2016), Title of dissertation: Exploring the Retention and Career Persistence Factors of African American Women in Information Technology: A Multiple Case Study

Dr. Jieun You (2015), Title of dissertation: Relationships among organization supported learning and individual or organizational performance in Korean industries; Researcher, Yonsei University, Korea

Dr. Kathleen Lechman, (2015), Title of dissertation: The 21st Century student going the distance: An exploration of the role of perceived instructor cultural intelligence, instructor classroom practices, student's feeling of validation and sense of belonging on student's intent to persist; Director of Diversity, College of Agriculture, Ohio State University

Dr. Yun Hsiang Hsu (2013). Assistant Professor, National Central University (Taiwan). Title of dissertation: Training externalities and institutional determinants: Assessing retention in Ohio apprenticeship programs

- Dr. Sunny Lynn Munn. (2012). Assistant Professor, Ashland University. Title of dissertation: Developing a work-life system using types of organizational culture: an integrated perspective of individuals, organizations and policy.
- Dr. Shu Chen Chiang. (2012). Post-Doctoral Researcher, National Taiwan Normal University, Title of dissertation: Applying event history analysis to investigate the impacts of developmental education on emerging adults' degree completion.
- Dr. Julie Novel. (2009). Assistant Principal, Westerville Public Schools. Title of dissertation: The Carl D. Perkins vocational education reforms of the 1990s: effects on postsecondary education and employment outcomes of completers.
- Dr. David Boulay (2008). Director, Manufacturing Extension Service, State of Illinois. Title of dissertation: An exploration of the relationships among flexible work practices, training, and organization performance.
- Dr. Hyosun Kim (2008), Researcher, Seoul National University, Dissertation: Linkages between career development and career technical education outcomes among high schools in New Jersey.
- Dr. Jeeyon Paek (2005), Assistant Professor, Ehwa Womans University, Korea. Dissertation: A study of training program characteristics and training effectiveness among organizations receiving services from external training providers.
- Dr. Abdulaziz Abdulaziz (2004). Vice President for Administration, Tasnee Inc. Saudi Arabia, Dissertation. The effectiveness of Saudi Arabia's secondary industrial institutes' cooperative education program as perceived by their organizational partners

TEACHING EXPERIENCE

The Ohio State University (Graduate/Undergraduate)

John Glenn College of Public Affairs (since 2010)

Wicked Policy Problems (PA 7505)
 Public Sector Data Science and Management (PA 4040)
 Public Sector Data Science Internship (PA 5180)
 Higher Education and Workforce Policy (PA 4010)
 Writing for Public Affairs (PA 2367)
 Education Policy in a Changing World (PA 3110)
 Workforce Planning and Policy (PA 7506)
 Education Policy for Public Sector Leaders (PA 7537)
 Capstone MPA Seminar in Public Policy (PA 7910)

College of Education and Human Ecology (2000-2010)

Foundations of Workforce Development and Education

Policy Studies in Workforce Development and Education
International Perspectives on Workforce Development and Education
Training and Development Strategies for Low Wage and Low Skill Workers
Introduction to Workforce Development and Education Policy
Knowledge Generation in Workforce Development and Education
Data Analysis and Evaluation of Workforce Development
Program Planning in Adult Education

ACADEMIC SERVICE

The Ohio State University

Current

Ad-hoc Executive Compensation Committee (Provost Office), 2017-Present
University Climate Survey (Provost Office) (2016-Present)
Member, Governance Committee, University Institute for Teaching and Learning, (2017-Present)
Wellness Committee, John Glenn College of Public Affairs, 2018-Present
Search Committee, Workforce Development and Education, College of Education and Human Ecology, 2018-19

Past

Member, Personnel Committee (POD Designee), John Glenn College of Public Affairs (2017-2018)
Graduate Studies Committee, John Glenn College of Public Affairs, (2017-8)
Chair, Undergraduate Studies. John Glenn School of Public Affairs (2013-2016),
Member (2016-17)
Doctoral Exam Committee, John Glenn School of Public Affairs, (2014-2015)
Doctoral Committee, John Glenn School of Public Affairs (2012-2013)
MPA Capstone Exam Committee, John Glenn School of Public Affairs (2012-13)
Search Committee Member, Department of Educational Studies (2012-13)
Section Head, Workforce Development and Education, School of Physical Activity and Educational Studies, (2007-12)
Search Committee Member, School of Education Policy and Leadership (2009-10)
Chair, Personnel Committee, College Council, College of Education and Human Ecology (2008 – 2009)
Member, Personnel Committee, School of Physical Activity and Educational Services (2007 – Present)
Member, College Council, College of Education and Human Ecology (2007 – 10)
Search Committee, Workforce Development and Education (2006-7)
Management Committee, Center on Education and Training for Employment, College of Education, (2005-2007)

Member, Office of Academic Affairs Review, School of Physical Activity and Educational Services (2005-6)
Member, Graduate Studies Committee, School of Physical Activity and Educational Services (2004-7)
Search Committee, Assistant Professor, History and Philosophy of Comparative Education (2004-5)
Search Committee, Assistant/Associate Professor, Sports Marketing (2003-4)
Search Committee, Director of Center on Education and Training for Employment (2000-1)

EDITORIAL BOARDS, JOURNAL REVIEWS, GRANT REVIEWS

Editorial boards and leadership in associations.

Program Chair, American Educational Research Association (SIG Adult Learning and Literacy), 2012-14
Associate Program Chair, Academy of Human Resource Development Annual International Conference (2006-7, 2007-8)
Expert Reviewer Board, American Educational Research Association (Division L: Politics and Policy and SIG Adult Learning and Literacy) (2008, 2009, 2010, 2011)
Editorial Board, Journal of Workforce Development (2008-10)
Editorial Board, Advances in Developing Human Resources (2006-13)
Editorial Board, New Horizons in Adult Education and Human Resource Dev. (2006-12)

Reviews.

Adult Education Quarterly, 2013, 2014
Advances in Human Resource Development, 2003, 2004, 2007, 2008, 2009, 2011
Asia Pacific Education Journal, 2012, 2013
CENTRO: Journal of the Center for Puerto Rican Studies, 2011
Comparative Education Review, 1999-2000, 2004, 2009, 2010, 2011
Economics of Education Review, 2004, 2007
Education Economics, 2009
ERIC Clearinghouse on Adult, Career, and Vocational Education, Major Publication, 2003
Human Resource Development Quarterly, 2000-2001, 2016, 2017, 2018 (2)
Human Resource Development Review, 2004, 2007, 2008
International Journal of Educational Development, 2005-6
Journal of Mixed Methods Research, 2011, 2012
Journal of Organizational Effectiveness, People and Performance, 2018
Journal of Policy Analysis and Management, 2013, 2014
Research in the Sociology of Education, 2002
Reviewer and Judge, Best Issue, Advances in Human Resource Development for the Academy of Human Resource Development, 2003, 2004, 2005
Reviewer, American Educational Research Association: Division A (2004), Division L (2003, 2004), Adult Learning and Literacy SIG (2003, 2004)
Sage Publications, Reviewer, Adult Education Policy Textbook, 2008, 2009, 2010
Science Advances, 2016
Science and Public Policy, 2016, 2018
World Development, 2009, 2013, 2016

GRANT REVIEWS/UNIVERSITY REVIEWS/EXTERNAL REVIEWS

External Reviewer, Case Western Reserve University, Promotion for Associate Professor in Mandel School (2016-17)
External Reviewer, Case Western Reserve University, Promotion for Full Research Professor in Mandel School (2015-16)
Southern Illinois University, External Review Committee, Illinois Education Research Center (2016-17)
Virginia Tech University, College of Engineering, Ph.D. Committee (Maryam Andalib), 2016-2017; Dissertation Committee, 2017-2018
National Science Foundation (Peer Review Panel, 2015)
Partnerships for Enhanced Engagement in Research (PEER) Science Program (USAID/NAS), 2014 (Proposal Reviewer)
Fulbright Selection Committee (Student), The Ohio State University, 2012, 2013, 2015, 2016, 2017, 2018

CONSULTING ASSIGNMENTS

Social Policy Research Associates,

Consultant, 2018

Provide support to state governments implementing Workforce Data Quality Initiatives

United Way of Central Ohio

Consultant, 2013-2015

Develop report on benefits cliff among welfare recipients.

The Ohio Board of Regents, Columbus

Consultant, August– October 2010

Develop report on adult progress in developmental education for Ohio.

The World Bank, Moscow

Consultant, May 2008-12

Serve as vocational education and training consultant for regional TVET reform program.

UNESCO Institute of Statistics, Montreal CANADA

Consultant, March 2009 – 10

Conduct global review of the science, technology, engineering, and mathematics workforce

The World Bank, Kingdom of Saudi Arabia

Consultant, December 2008-March 2009

Serve as consultant on review of general education system in the Kingdom.

Columbus State Community College

(The Ohio Skills Bank, Board of Regents)

Consultant, June 2008 – January 2009

Serve as consultant on issue of labor market data analysis and career pathway development for Region 1.

Creative Associates, Washington D.C.

Consultant, May 2007-2008

Serve as consultant with project assessing vocational system in Sri Lanka. Conduct organizational development survey of vocational and technical education providers.

The World Bank, Washington D.C.

Consultant, February 2007-December 2007

Serve as Vocational Education and Training Consultant for Central Asia Region. Work with Ministry of Education and Science in Kazakhstan on new vocational education policy reform.

Creative Associates, Washington D.C.

Consultant: April-May 2006

Travel to and profile Pakistan's Vocational Education system.

The World Bank, Washington, D.C.

Consultant: May 2005 – August 2005

Carry out cross regional study on school-to-work in East Asia and Latin America for East Asia and Latin America regional departments as part of larger study on secondary education.

The World Bank, Washington, D.C.

Consultant: May 2005 – December 2005

Assist in writing concept note on "Schooling, Workforce Development and Youth Employment" for Human Development Network.

UNICEF/Uganda, Kampala, Uganda

Consultant, December 2001- July 2002

Assist Ministry of Education and Sports to develop an education policy to serve disadvantaged youth.

The World Bank, Washington, D.C.

Consultant: September, 1999 – June 2000

Conduct research into the relationship between education and earnings in Thailand as part of the study "Secondary and Vocational Education in Thailand: Moving Towards 12 Years for All."

Jobs for the Future, Boston, MA

Consultant: August, 1999 – February 2001

Help plan and manage an action research project looking specifically at the value of including employers and employer associations in workforce development systems for disadvantaged people.

Conduct research into comprehensive school reform at the district and state level in two states. Analyze qualitative data from this project.

Florida State University, Center for Policy Studies in Education, Tallahassee, FL

Project Director: May-June, 1997

Directed training project for School Council members from Thailand on the school improvement process.

Asian Development Bank Manila, Philippines,

Secondary Education Specialist: June - December, 1996

Served as secondary education specialist on design of loan for Thailand's Department of Nonformal Education.

Conducted field research and evaluation of Thailand's non-formal education system. Helped plan major expansion of non-formal adult secondary education

Harvard Institute for International Development, Cambridge, MA,

Research Assistant: January 1996 - June 1996

Conducted documentary research on the global decentralization of education.

United States Agency for International Development - Mission to Ethiopia, Addis Ababa,

Intern: June - September 1995

Served as graduate intern in the Director's Office. Worked as liaison to United Nations and Ethiopian Ministry of Foreign Affairs for the Greater Horn of Africa Initiative.