

## **JOSHUA D. HAWLEY**

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<http://glenn.osu.edu/faculty/glenn-faculty/hawley/>

### **Positions Held**

2000 – Present - The Ohio State University, Columbus, OH

Professor, John Glenn College of Public Affairs (2020-Present)  
Associate Professor, John Glenn College of Public Affairs (2013-2020)  
Associate Director, Center for Human Resource Research (CHRR), 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  
Interim Director, Center for Higher Education Enterprise, March 2017-September 2018  
Associate Professor (Courtesy) (John Glenn School of Public Affairs), 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

1999-2000, Florida State University, Tallahassee, FL

Assistant Professor (Visiting), Education Policy  
Director, Graduate Certificate in Education Policy

### **Education**

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

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

### **Peer Reviewed Publications**

#### **Articles**

Hawley, Joshua. (2020). Workforce Data (and Knowledge) Under Pressure. *Employment Research Newsletter* 27 (3), 2

Hyungjo Hur, Julie Maurer, Joshua D. Hawley. (2019). 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 Alsadat 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**

Tonette Rocco, M Cecil Smith, Robert Mizzi, Lisa Merriweather, and Joshua Hawley (2020). *2020 Handbook for Adult and Continuing Education* (Stylus Publications and American Association of Adult and Continuing Education).

Joshua Hawley. (2020) *Data Sciences in the Public Interest: Improving 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 21<sup>st</sup> Century* (University Council of Workforce and Human Resource Education)

**Research Grants (since 2015). A full accounting is available on my website**

- 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.

Ohio Manufacturing Workforce Partnership, Lorain County Community College, \$160,000 (2019-21)

Study of Comprehensive Case Management for Employment Program (CCMEP) in Cuyahoga County, Cleveland Foundation, \$50,000 (2019)

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

## **Awards**

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

Awarded *Cutting Edge* Top Ten Papers from Academy of Human Resource Development 2003 Conference Proceedings (2 papers)

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

## **Ph.D. Students and First Appointment**

J Maurer (2018, OSU); K Harlow (2018, OSU); H Hur (2017, Purdue); A Smith (2016, PNC Bank); J You (2015, Yonsei); K. Lechman (2015, OSU); YH Hsu (2013, National Central University, Taiwan); S. Munn (2012, Ashland); J. Novel (2009, Westerville Schools); D. Boulay (2008, State of NC); HS Kim (2008, SNU); JY Paek (2005, Ehwa); A. Aziz (2004, Saudi Government)

## **Teaching** (since 2012)

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)