

Joseph T. Hughes Jr.

Director, Worker Training Program  
Division of Extramural Research and Training  
National Institute of Environmental Health Sciences

Mr. Hughes is currently director of an innovative federal safety and health training program based at the National Institute of Environmental Health Sciences in the Department of Health and Human Services (DHHS). With an annual budget of \$50 million from multiple Congressional appropriations, the program supports cooperative agreements to develop and deliver model safety and health training programs for workers involved in hazardous substances response with numerous universities, unions, community colleges and other non-profit organizations throughout the nation. For the past forty years, Mr. Hughes has worked in both the private and public sectors in developing environmental and occupational health education programs for workers and citizens in high-risk occupations and communities. As a part of this work, he has pioneered efforts to create new methods and approaches for conducting needs assessments, reaching underserved populations, developing training partnerships and creating innovative program evaluation and assessment measures.

Mr. Hughes was given the DHHS Secretary's Award for Exceptional Service in November 2001 for his role in responding to the World Trade Center attacks. After the NIEHS response to the Katrina disaster, Mr. Hughes was given the DHHS Secretary's Award for Distinguished Service in June 2006 and the NIH Director's Award in 2011 for responding to the Deepwater Horizon Oil Spill and the NIH Director's Award in 2017 for responding to the Ebola Crisis. In November 2011, Mr. Hughes was given the Tony Mazzocchi Award for lifetime achievement by the National Council for Occupational Safety and Health (NCOSH). In October 2020, Mr Hughes was given the Alice Hamilton award for Lifetime Achievement from the Occupational Safety and Health Section of the American Public Health Association (APHA). In November 2020, Mr Hughes was inducted into the Collegium Ramazzini, a global honor society in occupational and environmental health.

Under Mr. Hughes' leadership, NIEHS grant support of \$50 million is annually committed for the development and administration of model worker health and safety training programs consisting of classroom, hands-on, on-line, computer-based and practical health and safety training of workers and their supervisors, who are engaged in activities related to hazardous materials and emergency response.

## Management Experience

Over the past twenty years, I have had the responsibility for managing and administering over \$1 billion in federally-appropriated assets. In the course of my federal career as a GS-15 program manager, I have gained broad experience over a multitude of government operations, regulatory systems, laws and requirements, and standard operating procedures. My responsibilities have included overseeing the development of future national training initiatives through planning, reviewing, negotiating, awarding, monitoring and managing of grants, contracts and cooperative agreements. I have managed consultative services for proper fund control and effective grants program management with administrators and program officers in organizations who are the beneficiaries of NIEHS grants, awards and contracts.

I have had significant experience with agency-wide operations, including internal personnel, organizational and functional relationships, general operations, budget and financial management; I have made final decisions regarding overall direction of work to be done and office-wide goals to be achieved; evaluated overall accomplishment of goals, and reallocation of staff assigned to achieve changes in programs and functional demands for the training program.

I have many decades of frontline experience in planning, directing, implementing and evaluating multi-agency and multi-stakeholder program initiatives, while directing the oversight and allocation of budgets, allocation of program resources, and determination of priorities for complex new federal initiatives.

## Curriculum Vitae

**Joseph Thomas (Chip) Hughes Jr.**

Home:

Educational Background:

1974 B.A. College of the Holy Cross  
Worcester, Massachusetts  
Major: Philosophy

1982 M.P.H. School of Public Health  
University of North Carolina  
Chapel Hill, North Carolina  
Major: Health Education

#### HONORS AND AWARDS:

NIH Quality of Worklife Award, 1999  
NIH Director's Award, 2000, 2001, 2003, 2004, and 2006, 2008, 2009, 2012, 2016  
HHS Secretary's Award for Heroism and Exceptional Service, 2001  
HHS Secretary's Award for Distinguished Service, 2002 (World Trade Center disaster response)  
HHS Secretary's Award for Distinguished Service, 2006 (Katrina disaster response)  
NIH Director's Merit Award for HHS Implementation of the Pandemic and All-Hazards Preparedness Act  
HHS Secretary's Green Champions Award 2012 for Environmental Justice Community Engagement  
NIH Director's Merit Award for Implementation of the NIH Disaster Research Response Initiative 2015  
NIH Director's Merit Award for National Ebola Response 2017  
Alice Hamilton Lifetime Achievement Award, Occupational Safety and Health Section, American Public Health Association, October, 2020  
Fellow, Collegium Ramazzini, Carpi, Italy November 2020

#### Employment History:

1/90-current Director, NIEHS Worker Training Program  
National Institute of Environmental Health Sciences, NIH, US DHHS

Provided leadership in managing and coordinating the administrative, scientific and technical aspects of a \$50 million national worker safety and health training grant program;  
Engages and coordinates program activities with leaders of federal, state and local public health and emergency response agencies in promoting the training and protection of workers in high risk occupations and settings.  
Develops coordinated interagency programming with other cabinet agencies to respond to complex national disasters through the US National Response Team, the National Biodefense Framework, the National Response Plan, the National Recovery Framework and the Interagency Working Group on Environmental Justice.  
Developed and implemented process for awardee progress reports, program evaluations, peer-review site visits and ongoing program activities;

Managed and oversaw the process of agency response to request for application (RFA) inquiries, analysis of new program proposals, training needs assessments and coverage of target training populations;

Developed national database to report training program progress for use in agency evaluation and preparation of quantitative report of program accomplishments;

Managed national clearinghouse as government project officer, maintaining information databases on hazardous waste issues and organizing program-related technical workshops and meetings of national experts on worker training issues.

Expert knowledge of national safety and occupational health laws, policies, methodologies, regulations/standards, operational directives, and objectives sufficient to plan, develop and administer effective nationwide health and safety training programs for workers in extremely hazardous and diverse occupational settings involving hazardous materials and to generate new safety and occupational health management and administrative principles.

4/88-12/89 Research Director, Clean Water Fund of North Carolina

Designed and implemented a statewide groundwater protection program to educate policy makers, health professionals and local citizens;

Conducted a policy evaluation of state, federal and corporate responses to documented incidents of underground drinking water contamination;

Developed a hazard matrix to assess health risks, rank case priorities and establish a regulatory framework for groundwater contaminated sites;

Provided expert testimony and technical assistance to community groups on hazardous and radioactive waste issues (RCRA, HSWA, CERCLA and SARA) and water quality regulation (CWA, SDWA, NEPA and state statutes) and listened with regulatory agencies.

10/87-4/88 Coordinator, Utilities Campaign, North Carolina Fair Share

Developed educational materials, conducted investigative research and policy analysis for a newly established statewide consumer organization concerning nuclear safety issues and utility rate increases;

Provided expert testimony in rate proceedings and evaluated nuclear safety issues during a prudence audit of power plant construction procedures.

1/84-7/87 Executive Director, East Coast Farmworker Support Network

Developed and implemented a multi-state health education training program for migrant and seasonal farmworkers and primary care health providers which included the development of training videotapes, manuals, and workshops;

Conducted a public health advocacy campaign to upgrade state and federal health and safety-related regulations regarding pesticides, housing and sanitation;

Responsibilities included fundraising, program administration, oversight of program staff and development of policy analysis for farmworker organizations located in East Coast states.

11/82-12/83 Peonage Project Director, Workers Defense League (AFL-CIO)

Researched civil and criminal violations of federal anti-slavery statutes by migrant crewleaders;  
Assisted in federal criminal prosecutions and convictions for slave-holding, civil rights violations  
and peonage;  
Legislative lobbyist in the N.C. General Assembly working on the passage of state statutes  
outlawing slavery;  
Developed technical support groups among lawyers, public health professionals and church officials  
for migrant farmworkers and their families in various states.

7/81-11/82                    Pesticides Project Coordinator, Farmworkers Legal Services Corporation

Began a research, education and legal advocacy project on agricultural health hazards  
regarding sanitary facilities, housing conditions, access to health care and pesticide  
protections;  
Prepared administrative rulemaking petitions, federal litigation and state legislative  
proposals designed to upgrade laws and regulations designed to protect migrant and  
seasonal farmworkers in North Carolina.

2/81-9/81                    Researcher, North Carolina Occupational Safety and Health Project

Designed and executed a policy study of the health and environmental impact of newly  
recruited industry in North Carolina between 1977-1980 in conjunction with the  
Southern Economic Development Internship Program;  
Developed numerical criteria and a matrix for evaluating the impact of new industry and  
published the study findings in N.C. Impact, a public policy journal.

5/80-1/81                    Consultant, Center for Work and Mental Health, National Institute of  
Mental Health

Designed and completed a descriptive study of the mental health impact and associated  
social costs of premature disability from work-related diseases among cotton textile  
workers and their families;  
Gathered data on social interactions and family support networks, as well as completed  
extensive life history interviews with disabled workers and other family members;  
Completed a final report for NIMH and U.S. DOL for use in evaluating the costs and  
benefits of regulating cotton dust under OSHA.

9/79-9/81                    Researcher, US Department of Labor, Division for Policy, Evaluation and  
Research

Collected and analyzed data on a cohort of 480 cotton textile workers in Columbia, S.C. to  
assess the economic costs, medical expenses and overall impact of premature  
occupational disability caused by byssinosis;  
Assisted in preparing the Report to Congress on Occupational Disease Compensation from  
the US Department of Labor.  
Designed and supervised the administration of an extensive questionnaire to 300 disabled  
cotton textile workers examining health, economic and demographic variables from

medical records, Social Security files, workers compensation evidence and individual medical evaluations;  
Organized a multistate computerized tracking system on occupational disease cases in the workers compensation system;  
Conducted computer analyses of study data, completed a final report to the U.S. DOL, and presented findings to state and federal legislators.

7/77-9/79      Director of Education & Training, Carolina Brown Lung Association (CBLA)

a      Coordinated program development, staff oversight and fundraising activities for the CBLA, non-profit tax-exempt corporation, from private foundations, individuals, church denominations and government agencies;  
Implemented a training program of workshops, educational materials and local health committees for active and retired textile workers in North and South Carolina;  
Developed program evaluation techniques and began an implementation program for the OSHA-promulgated cotton dust regulations in conjunction with the Amalgamated Clothing & Textile Workers Union (ACTWU) among CBLA members, exposed workers and local health professionals under a grant from the U.S. DOL's New Directions Program for workers' health training.  
Developed and wrote program proposals and RFP responses, conducted follow up visits and contract negotiations;  
Created a public awareness campaign to recognize byssinosis or brown lung disease, as a major public health concern and policy issue with national, state and local media and professional journals.

6/75-6/77      Fellow, John Hay Whitney Foundation

Conducted field research, legal analysis and case studies to evaluate the effectiveness of state operated OSHA enforcement programs and workers compensation systems in North and South Carolina;  
Began education and organizing work with families in textile mill villages about occupational health hazards, labor concerns and quality of life issues;  
Worked on developing strategies for the unionization campaign at JP Stevens plants throughout the South.

6/74-6/76      Research Director, Institute for Southern Studies

Major responsibility for developing and publishing research reports and policy analysis in the fields of energy development, land ownership, agriculture, military spending and industrial development;  
Maintained files and disseminated information on 400 Southern-based corporations;  
Conducted research and field work for the United Mineworkers of America (UMWA) in Harlan County, Kentucky investigating the coal mining practices of North Carolina-based Duke Power Company.

9/72-9/78      Editorial Staff Writer, Southern Exposure Magazine

Edited and produced a quarterly journal examining culture and politics in the southeastern United States;  
Responsibilities included business management, staff oversight, marketing and circulation development.

References Available Upon Request

