

# JAMES J. HUGHES PH.D.

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## EDUCATION

<b>PH.D., SOCIOLOGY, UNIVERSITY OF CHICAGO</b>	1994
Dissertation: "Organization and Information at the Bed-Side: The Experience of the Medical Division of Labor by University Hospitals' Inpatients"	
<b>M.A., SOCIOLOGY, UNIVERSITY OF CHICAGO</b>	1988
<b>B.A., SOCIOLOGY-ANTHROPOLOGY, OBERLIN COLLEGE</b>	1983

## TEACHING

Honors College, University of Massachusetts Boston, Boston, MA "Happiness and Public Policy"	2017-
Public Policy Studies Program, Graduate Studies, Trinity College, Hartford, CT "Health Policy," "Drug Policy," "Infectious Diseases," "Emerging Biotechnologies," "Happiness," and "Research Methods"	2000-2016
Department of Community Medicine, University of Connecticut, Farmington, CT "Health Administration"	1997-1999
Department of Sociology, University of Connecticut, Storrs, CT "Research Methods," "Introductory Sociology"	1996-1998
Department of Sociology, University of Hartford, Hartford, CT "Research Methods"	1996
Department of Policy Studies, Roosevelt University, Chicago, IL "Medical Sociology"	1995-1996
Department of Health Administration, Governor's State University, Chicago, IL "Medical Sociology"	1995
Department of Sociology, University of Chicago "Social Ecology and Evolutionism"	1994
Center for Clinical Medical Ethics, University of Chicago, Chicago, IL "Medical Ethics," "Medical Sociology," "Healthcare Policy"	1991-1996
Department of Sociology, Northwestern University, Evanston, IL "Medical Sociology"	1991-1996

## PROFESSIONAL EXPERIENCE

**ASSOCIATE PROVOST** 2016 to present  
Office of Institutional Research, Assessment and Planning, UMass Boston Boston MA

- Manage a staff of six research professionals.
- Build and maintain data warehouse (Oracle BI, Tableau, Peoplesoft, SQL, SAS, MS Access) that we use to generate factbooks, guidebook data, IPEDS reporting, key performance indicators, departmental report cards and institutional dashboards. I am IPEDS keyholder and we generate AAUP, NCAA, CUPA, departmental review, and accreditation reports.
- Work with stakeholders to investigate and report on enrollment management, institutional effectiveness, learning outcomes, financial aid, planning and budget, curricular reform, communications and rebranding, retention and graduation, campus climate, student housing, Title IX and enrollment management issues.
- Oversee design, fielding and reporting on student, alumni, faculty and staff surveys (Qualtrics, SPSS).

**DIRECTOR** 2010 to 2015  
**ASSOCIATE DIRECTOR** 2001 to 2010  
**ASSISTANT DIRECTOR** 1999 to 2001  
Office of Institutional Research and Planning, Trinity College Hartford, CT

- Build and maintain data warehouse (Peoplesoft, SQL, Access) that I use to generate factbooks, guidebook data, IPEDS reporting, key performance indicators, departmental report cards and institutional dashboards. I am IPEDS keyholder and generate AAUP, NCAA, CUPA, departmental review, and accreditation reports.
- Work with stakeholders to investigate and report on enrollment management, institutional effectiveness, learning outcomes, financial aid, planning and budget, curricular reform, communications and rebranding, retention, campus climate, student health, Title IX and re-accreditation issues.
- Design, conduct and report on student, alumni, faculty and staff surveys (Qualtrics, SPSS). Maintain forty year survey data warehouse, and design, conduct and report on multi-institutional surveys for the Consortium on High Achievement and Success.

**ASSISTANT DIRECTOR** 1998 to 1999  
Office of Planning and Inst. Research, Eastern Connecticut State University Willimantic, CT

- Served as data analyst and consulted on the Banner transition team.

**ASSISTANT RESEARCH PROFESSOR** 1997 to 1998  
ECHO Project, Sociology Department, University of Connecticut Storrs, CT

- Managed data collection, data analysis and reporting.

**ANALYST** 1997 to 1998  
Office of Institutional Research, University of Connecticut Storrs, CT

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- Analyzed and reported on alumni surveys and student evaluations of courses, and other ad hoc research.
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**ANALYST** 1991 to 1996  
University of Chicago Hospitals Chicago, IL

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- Designed and analyzed surveys of patient, provider and employee satisfaction.
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**ASSISTANT DIRECTOR OF RESEARCH** 1991 to 1996  
Center for Clinical Medical Ethics, University of Chicago Chicago, IL

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- Directed research, analysis and publications. Edited *Doctor-Patient Studies*.
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**RESEARCH ASSISTANT** 1988 to 1991  
Center for Health Administration Studies, University of Chicago Chicago, IL

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- Conducted research on health services financing and utilization.
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**SHANSI FELLOW** 1983 to 1985  
Oberlin Shansi Association /Sarvodaya Shramadana, Sri Lanka Sri Lanka

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- Conducted rural needs surveys, and analyzed development initiatives.
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**SOCIAL SCIENCE DATA CONSULTANT** 1980 to 1982  
Sociology Department, Oberlin College Oberlin, OH

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- Tutored students in the use of SPSS, and design and conduct of data analysis.
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## KEY COMPETENCIES

**Communication** My writing style is clear and concise. With twenty five years experience teaching and public speaking, I am a very comfortable oral communicator.

**Leadership and Teamwork** I have held many leadership positions from newspaper editor to executive director of a non-profit organization, and have a strong capacity for collegial teamwork.

**Statistical Analysis and Data Management** I have extensive experience conducting data analysis and managing data warehouses using Excel, Access, SPSS, SQL and Peoplesoft.

**Institutional Effectiveness, Environmental Monitoring and Planning** I have extensive experience working with faculty and administrative audiences in the use of environmental analysis, benchmarking, dashboards and synthetic planning scenarios.

## BOOKS

- Citizen Cyborg: Why Democratic Societies Must Respond to the Redesigned Human of the Future.* 2004  
(Basic Books)
- Surviving the Machine Age: Intelligent Technology and the Transformation of Human Work.* Eds. 2017  
Kevin LaGrandeur and James Hughes. Palgrave-Macmillan.

## SELECT PUBLICATIONS

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- “Moral Enhancement and the Religious Dialogue with Transhumanism: A Basis for Consilience,” in *Religion and Transhumanism*, eds. Calvin Mercer and Tracy Trotten. Palgrave MacMillan. forthcoming
- “Buddhism and Our Posthuman Future,” *Sophia* March. forthcoming
- “How to Navigate the Robot Future: Public Policies to Mitigate Robot Risk, and Maximize Robot Benefits,” in Julie Carpenter, Francesca Ferrando, Tony Milligan eds. *Robots, Power and Relationships*. MIT Press. forthcoming
- "Human Augmentation and Transhumanism," in *Living Machines*, eds. by Tony Prescott and Paul Verschure. Oxford University Press. forthcoming
- “Ancient Aspirations Meet the Enlightenment,” in *Religion and Human Enhancement: Death, Values, and Morality* Eds. Calvin Mercer and Tracy Trothen. Palgrave-Macmillan. forthcoming
- “Freedom Means Self-Awareness and Self-Control,” *Cambridge Quarterly of Healthcare Ethics*, 1-4 . 2017
- “Enhancing Virtues: Fairness,” *Free Inquiry*, 37(3), April/May: 2017
- Kevin LaGrandeur and James J. Hughes. “Introduction: An Overview of Emerging Technology and Employment in the Early Twenty-First Century,” in *Surviving the Machine Age: Intelligent Technology and the Transformation of Human Work*. Eds. Kevin LaGrandeur and James Hughes. Palgrave-Macmillan: 1-18. 2017
- “What Is the Job Creation Potential of New Technologies?” in *Surviving the Machine Age: Intelligent Technology and the Transformation of Human Work*. Eds. Kevin LaGrandeur and James Hughes. Palgrave-Macmillan: 131-146. 2017
- "Biopolitics," in *Keywords in the Study of Environment and Culture*, eds. Joni Adamson, William A. Gleason, and David N. Pellow. NYU Press: 22-24. 2015
- “All Cyborgs Are Not Created Equal,” *GE Reports*, Nov 5. 2015
- “Empathy is Just One Component of Moral Character,” *American Journal of Bioethics Neuroscience* 6(3): 49-55. 2015
- “Posthumans and Democracy in Popular Culture,” in *The Palgrave Handbook of Posthumanism in Film and Television*, eds. Michael Hauskeller, Thomas D. Philbeck, Curtis D. Carbonell. Palgrave MacMillan: 235-245. 2015
- “Moral Enhancement Requires Multiple Virtues: Towards a Posthuman Model of Character Development,” *Cambridge Quarterly of Healthcare Ethics* 24(1): 86-95. 2015
- Rakić V, Hughes J. “Reflections on moral enhancement: can we? Should we?,” *Cambridge Quarterly of Healthcare Ethics* 24(1): 3-6. 2015

- “A Strategic Opening for a Basic Income Guarantee in the Global Crisis Being Created by AI, Robots, Desktop Manufacturing and BioMedicine,” *Journal of Evolution and Technology* 24(1): 45-61. 2014
- “Are Technological Unemployment and a Basic Income Guarantee Inevitable or Desirable?” *Journal of Evolution and Technology* 24(1): 1-4. 2014
- "Politics," in *Post- and Transhumanism/Post- und Transhumanismus*. Eds. Robert Ranisch and Stefan Sorgner. Berlin: Peter Lang. pp. 133-148. 2014
- "Forward" in *Transhumanism and the Body: The World Religions Speak*, eds. Calvin Mercer and Derek Maher, Palgrave MacMillan, xi-xv. 2014
- "How Conscience Apps and Caring Computers will Illuminate and Strengthen Human Morality" in *Intelligence Unbound: The Future of Uploaded and Machine Minds*, eds. Russell Blackford and Damien Broderick. John Wiley and Sons. pp. 26-34. 2014
- "Transhumanism and Personal Identity," in *The Transhumanist Reader*, eds. Max More and Natasha Vita-More. Wiley: pp. 227-234. 2013  
<http://onlinelibrary.wiley.com/doi/10.1002/9781118555927.ch23/summary>
- “Using Neurotechnologies to Develop Virtues: A Buddhist Approach to Cognitive Enhancement” *Accountability in Research: Policies & Quality Assurance*. 20(1): 27-41. 2013  
<http://ieet.org/index.php/IEET/more/hughes20121016>
- "The Politics of Transhumanism and the Techno-Millennial Imagination, 1626-2030," *Zygon: Journal of Religion and Science*, 47(4): 757-776. 2012  
<http://ieet.org/index.php/IEET/more/hughes20130501>
- "After Happiness, Cyborg Virtue," *Free Inquiry*, 32(1): 34-37. 2012  
<http://ieet.org/index.php/IEET/more/hughes20111201>
- "Review of *Limitless* and *Rise of the Planet of the Apes*," *American Journal of Bioethics* 11(10):42-43. 2011  
<http://philpapers.org/rec/HUGROL>
- “Compassionate AI and Selfless Robots: A Buddhist Approach,” in *Robot Ethics: The Ethical and Social Implications of Robotics*, ed. Patrick Lin, Keith Abney, and George Bekey. Cambridge, Massachusetts: MIT Press. Pp. 130-139. 2011  
[http://ieet.org/index.php/IEET/more/hughes\\_ai\\_201112](http://ieet.org/index.php/IEET/more/hughes_ai_201112)
- “Transhumanism as a Scientific Movement,” in *Leadership in Science and Technology: A Reference Handbook* edited by William Sims Bainbridge. Sage. Pp. 582-592. 2011
- “Utopian Possibilities for the Body” in *BookForum* 2010
- “Contradictions from the Enlightenment Roots of Transhumanism,” *Journal of Medicine and Philosophy*, 35(6):622-640. 2010  
<http://www.ncbi.nlm.nih.gov/pubmed/21135025>  
Expanded version here: <http://ieet.org/index.php/IEET/more/hughes20100105>
- “Sognando con Diderot,” *Divenire. Rassegna di studi interdisciplinari sulla tecnica e il postumano* 2. 2009  
(translated into Slovenian) “Globalna regulacija tehnologije in potencialno apokaliptične tehnološke grožnje,” In: Mali, Franc in Pustovrh Toni (eds): *Družbeni izzivi razvoja konvergentnih tehnologij. Časopis za kritiko znanosti (The Social Challenges of Emerging Technologies. Journal for the Criticism of Science)* 237: 117-129.  
<http://www.divenire.org/articolo.asp?id=14>
- “Five Major Changes to American Life by 2020,” *Nanotechnology and Development News*, May 2009

- “TechnoProgressive Biopolitics and Human Enhancement,” in *Progress in Bioethics*, ed. Jonathan Moreno and Sam Berger. MIT Press. pp. 163-188. 2009
- “Beyond Human Nature,” in *Unnatural Selection: The Challenges of Engineering Tomorrow’s People*, eds. Peter Healey and Steve Rayner. London: Earthscan. pp. 51-59. 2009
- “Social Pressures for Technological Mood Management: What’s Wrong With Society Wanting Us to be Happy and Friendly?” *Free Inquiry*, 29(5):28-32. 2009
- “Contemporary biopolitics in 1920s British futurism,” *EMBO Reports* 9. S59-S63. 2008  
<http://www.ncbi.nlm.nih.gov/pubmed/18578028>
- “Women Should Have the Right to Choose the Sex of Their Children,” in *At Issue: Should Parents Be Allowed to Choose the Gender of Their Children?* ed. Laura K. Egenorf. Gale/Greenhaven Press. pp. 31-40. 2008
- “Millennial Tendencies in Response to Apocalyptic Threats,” in *Global Catastrophic Risks*, edited by Nick Bostrom and Milan Circovic. Oxford University Press. pp. 73-90. 2008
- “Global Technology Regulation and Potentially Apocalyptic Technological Threats,” in *Nanoethics*. Eds. Patrick Lin, Fritz Allhoff, Jim Moor and John Weckert. Wiley. pp. 201-214. 2008
- Hughes, James and George Dvorsky. Postgenderism: Beyond the Gender Binary. IEET White Paper. 2008  
<http://ieet.org/archive/IEET-03-PostGender.pdf>
- Review of *Fatal Misconception: The Struggle to Control World Population* by Matthew Connelly, *Times Higher Education Supplement*. May 29. 2008  
<http://www.timeshighereducation.co.uk/story.asp?sectioncode=26&storycode=402168&c=1>
- “Pondering the Future of Death Over A Mojito” *New Scientist*. Dec 7, 2007 2007  
<http://ieet.org/index.php/IEET/more/2164/>
- “Beyond the Medical Model of Gender Dysphoria to Morphological Self-Determination,” in *Biomedical Ethics: A Multidisciplinary Approach to Moral Issues in Medicine and Biology*, ed. David Steinberg. Dartmouth College Press. 2007. 2007  
<http://ieet.org/index.php/IEET/more/hughes20060401>
- “From Human-Racism to Personhood: Humanism After Human Nature,” in *Science and Ethics: Can Science Help Us Make Wise Moral Judgments?* Ed. Paul Kurtz. Prometheus Books. pp. 166-178. 2007
- “Technocitizenship, innovation and the biopolitics of medical devices,” *Medical Devices Daily*. Sept 26, 2007 2007  
<http://ieet.org/index.php/IEET/more/hughes20070926/>
- “Träumen mit Diderot,” in *What If? Zukunftsbilder der Informationsgesellschaft*. Eds. Stefan Iglhaut, Herbert Kapfer, Florian Rötzer. Teleopolis Heise. pp. 165-170. 2007  
<http://www.heise.de/tp/artikel/24/24329/1.html>
- “The Compatibility of Religious and Transhumanist Views of Metaphysics, Suffering, Virtue and Transcendence in an Enhanced Future,” *Global Spiral* 8(2). 2007
- “The Struggle for a Smarter World,” *Futures*, 39(8): 942-954. 2007  
<http://ieet.org/index.php/IEET/more/hughes20070808>
- “Buddhist Bioethics,” in *Principles of Health Care Ethics* second edition, Oxford University Press. pp. 127-134. 2007

- “Beyond Human Nature: Human-Racism in the Debate Over Genetic and Nanotechnological Enhancement,” in *Nanoscale: Issues and Perspectives for the Nano Century*. edited by Nigel M. de S. Cameron and M. Ellen Mitchell. John Wiley and Sons. pp. 61-70. 2007
- “What Comes After Homo Sapiens?,” *New Scientist*, Nov 18: 70-72. 2006
- “Human Enhancement and the Emergent Technopolitics of the 21st Century,” in *Managing Nano-Bio-Info-Cogno Innovations: Converging Technologies in Society* edited by W.S. Bainbridge & M.C. Roco.. Springer: 285-308. 2006
- “Beyond the Medical Model of Gender Dysphoria to Morphological Self-Determination,” *Lahey Clinic Medical Ethics Journal*, Winter: 10-11. 2006
- “The Illusiveness of Immortality,” in *Death And Anti-Death*, Volume 3: Fifty Years After Einstein, One Hundred Fifty Years After Kierkegaard, ed. Charles Tandy, Ria University Press. 2006
- “Beyond 'Real Boys' and Back to Parental Obligations,” *American Journal of Bioethics* 5(3): 61. 2005
- “Humanism for Personhood: Against Human-Racism: A New Fight for Human Rights” *Free Inquiry*, June/July 2004: 36-37. 2004
- “The Death of Death” in *Brain Death and Disorders of Consciousness*. eds. Calixto Machado and D. Alan Shewmon. Kluwer. Pps. 79-88. 2004
- “The human condition hurts: We'd be fools not to better it,” *Globe and Mail*, A15, Aug 29 2003
- “Cloning as a Valid Reproductive Option,” *Hartford Courant*, page A11, Oct 21 2002
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- “The Future of Death: Cryonics and the Telos of Liberal Individualism,” *Journal of Evolution and Technology*, 6(1): 1-23. 2001
- “From Anti-Globalization to Global Governance,” *Yankee Radical*: 6-8. 2001
- Hughes, J. and J. Lantos “Medical Ethics through the Star Trek Lens,” *Literature and Medicine* 20(1): 26-38. 2001
- “Liberty, Equality and Solidarity in our Genetically Engineered Future,” in *Engineering the Human Germline*. Edited by Gregory Stock. Oxford University Press, pps. 130-132. 1999
- “Buddhism and Abortion: A Western Approach,” in *Buddhism and Abortion*, Damien Keown ed., MacMillan. Pp. 183-198 1999
- “Paying Injection Drug Users to Educate and Recruit Their Peers: Why Participant-Driven Interventions are an Ethical Public Health Model” in *Quality Management in Health Care* 7(4):4-12. 1999
- Hughes JJ, Stuart WS. “Who Talks to Whom on Campus: Using a Survey of Staff Satisfaction with the Service of University Offices to Describe the Structure of Administrative Life,” presented at *Sailing Into the New Millennium: Charting the Course for Institutional Research* NEAIR Annual Meeting, Providence Rhode Island Nov 13. 1999
- R.S. Broadhead, D.D. Heckathorn, D.L. Weakliem, D.L. Anthony, H. Madray, R.J. Mills, J.J. Hughes “Harnessing Peer Networks as an Instrument for AIDS Prevention: Results from a Peer-Driven Intervention” in *Public Health Reports* Vol. 113, Supp. 1: 42-57 1998

- "Faculty Evaluations at the University of Connecticut, 1993 to 1996," Office of Institutional Research, University of Connecticut. 24 pgs. Presented at the 1997 Northeast Association for Institutional Research meetings. 1997
- "Hirntod und technologischer Wandel," ("Brain Death and Technological Change: Personal Identity, Neural Prostheses and Uploading" translated into German) *Telepolis* <http://www.heise.de/tp/deutsch/special/bio/2179/1.html> 1997
- "Utilitarianism, and the Genetic Welfare of Future Generations: A Reply to Salvi" *Eubios Journal of Asian and International Bioethics* 7: 38-39. 1997
- "Duplicity about Duplication: Cloning as Lens for Millennial Angst," in English and in German in *Telepolis* [<http://www.heise.de/tp/deutsch/special/bio/2179/1.html>] 1997
- Review of Armstrong and Armstrong's *Wasting Away: The Undermining of Canadian Health Care* in *American Journal of Sociology* 103(2): 527-528. 1997
- D Carter, J Lantos and J. Hughes. "Reassessing Medical Students' Willingness to Treat HIV-infected Patients," *Academic Medicine*, 71(11):1250-2. 1996
- "Embracing Change with All Four Arms: A Defense of Human Genetic Engineering," (in English and translated into German) *Telepolis* [<http://www.heise.de/tp/>] and *Eubios Journal of Asian and International Bioethics*, 6(4):94-101. 1996
- J Lantos, P Byrne, S MacRae, J Hughes, C Stocking, B Meadow. "Continuity of care and communication between parents, doctors, and nurses in the NICU," *Pediatric Research* 39(4):1329. 1996
- "Embracing Change with All Four Arms: A Defense of Human Genetic Engineering," *Taking Sides: Clashing Views on Controversial Issues in Science, Technology and Society* ed. Thomas Easton, Dushkin Pub. (Guilford, CT: McGraw-Hill): 311-322. 1996
- J Lantos, P Byrne, S MacRae, S Rideout, J Hughes, B Meadow. "Discussions about end of life (EOL) care and prognostication in the NICU," *Pediatric Research* 39(4):231. 1996
- "Managed Care, University Hospitals and the Doctor-Nurse Division of Labor" *Research in the Sociology of Health Care, Volume 13A* (JAI Press): 63-92. 1996
- "Aliens, Technology and Freedom: SF Consumption and SocioEthical Attitudes," *Futures Research Quarterly*, Winter, 11(4): 39-58. 1995
- "Doctors are Dinosaurs in a High-Tech World," *New York Newsday* 1995
- J. Hughes and D. Keown "Buddhist Bioethics: A Bibliographic Essay," *Journal of Buddhist Ethics* 2. <http://www.buddhistethics.org/2/dkhughes.html> 1995
- "Beginnings and Endings: The Buddhist Mythos of the Arising and Passing Away of the World," in *Buddhist Perceptions of Desirable Societies in the Future*, eds. Sulak Sivaraksa et al. UN Univ./IRCD: Bangkok. 1993
- Review of Zussman's *Intensive Care: Medical Ethics and the Medical Profession*, in *American Journal of Sociology* 99(1): 262-263. 1993
- C. Kohnman and J. Hughes "Medicaid Enrollees in HMOs: A Comparative Analysis of Perinatal Outcomes for Mothers and Newborns in a Large Chicago HMO" Center for Health Administration Studies, University of Chicago. Chicago. 1990
- "World Buddhism and the peace movement," *Bulletin of Peace Proposals* (United Nations University, Tokyo Japan) 18 (3): 449-468. 1987



“Buddhist Feminism,” in *Women and Buddhism*. Eds. Spring Wind-Buddhist Cultural Forum. Zen Lotus Society. Toronto & Ann Arbor. Pp: 58-79. 1986

Cutler, S. J., & Hughes, James J. “The Age Structure of Voluntary Association Memberships – Some recent evidence,” *Gerontologist* 22:158. 1982

## PROFESSIONAL MEMBERSHIPS

Connecticut Association for Institutional Research  
 Association for Institutional Research  
 North East Association for Institutional Research  
 American Sociological Association  
 Scanning for Emerging Science and Technology Issues (SESTI)  
 Working Group on Ethics and Technology at Yale University

## VOLUNTEER POSITIONS

Co-Editor in Chief, <i>Journal of Posthuman Studies</i>	2015-
Member, Connecticut Regenerative Medicine Advisory Committee	2014-
Member, Connecticut Stem Cell Research Advisory Committee	2012-2014
Chair, Institutional Review Board, Trinity College, Hartford, CT	2009-2015
Associate Editor, <i>Journal of Evolution and Technology</i>	2007-
President, Connecticut Association for Institutional Research	2006-2007
Vice President, Connecticut Association for Institutional Research	2005-2006
Executive Director, Institute for Ethics and Emerging Technologies	2005-
Member, Trinity College Institutional Review Board, Hartford CT	2002-2015

## FORMER CONSULTING CLIENTS

Gerson Lehrman Group	10EQS	Proctor and Gamble
College of the Holy Cross	Midwest Business Group on Health	Sandia National Labs
Hartford Public Schools	University of Chicago Hospital	Institute for the Future
Consortium on High Achievement and Success	LaRabida Childrens Hospital	Foundation for the Future
Berkshire Community College	CT Office of Legislative Management	American Association for Advancement of Science
Southside Institutions	CT Pharmacists Association	National Science Foundation
Neighborhood Alliance		