Michael Brewster Hawes

⚲ Washington, DC   ✉ mbhawes@gmail.com   🔗 michaelhawes.github.io   in mbhawes   ⌨ michaelhawes

About

Experienced senior leader, statistician, and privacy professional with expertise in federal privacy and confidentiality laws and statistical disclosure limitation (de-identification).

Experience

U.S. Census Bureau, Senior Survey Statistician for Scientific Communication (ST-1530-00)
Suitland, MD
2022 — present

- Responsible for research and development relating to scientific communication about agency initiatives and on issues relating to the development, access, management, quality, and confidentiality of Census Bureau data and statistical products.
- Advises agency senior leadership on improving technical communication to scientific journals, government officials, agency partners, media, data users, and other stakeholders, spanning the fields of statistics, computer science, survey methodology, demography, political science, sociology, health, economics, and other sciences.

U.S. Census Bureau, Senior Advisor for Data Access and Privacy (GS-1530-15)
Suitland, MD
1999 — 2022

- Advised agency senior leadership on technical and strategic challenges relating to statistical disclosure limitation, data governance, and data access.
- Conducted outreach and strategic communication with internal and external data users about the impact of statistical disclosure limitation modernization on the availability and usability of Census data.
- Drafted educational materials for diverse technical and non-technical audiences on differential privacy and the 2020 Census Disclosure Avoidance System, including the motivations for modernizing statistical disclosure limitation for the 2020 Census, the design and implementation of the system's TopDown Algorithm, and empirical disclosure risk assessments of data treated with different methods and levels of statistical disclosure limitation.
- Conducted 200+ briefings for federal advisory committees; Congressional members and staff; federal, state, and local officials; American Indian and Alaska Native tribal leaders; professional associations; and stakeholder interest groups.

U.S. Department of Education, Director of Student Privacy Policy (GS-0343-15)
Washington, DC
2016 – 2019

- Served as the senior regulator, policy advisor, and administrator for the Family Educational Rights and Privacy Act (FERPA) and the Protection of Pupil Rights Amendment (PPRA).
- Implemented organizational and procedural changes to reduce the longstanding enforcement backlog by over 50%.
- Managed the Department's provision of technical assistance to state and local governments on issues relating to student privacy.
- Developed and published over 70 major regulatory and technical assistance resources, and resolved over 16,000 technical assistance inquiries from federal, state, and local officials and stakeholders.
- Oversaw the delivery of 80+ (per year) legal and technical briefings, site visits, regional meetings, and presentations for federal agencies, state and local government officials, professional associations, private industry, and stakeholder groups.
- Managed the Department of Education's Disclosure Review Board, responsible for reviewing and approving the application of statistical disclosure limitation methodologies on Department of Education data releases and helped coordinate the Depart-

ment's broader data governance efforts through the Data Strategy Team.

U.S. Department of Education, Statistical Privacy Advisor (GS-1530-14) *Washington, DC*
2011 – 2016
- Advised the Chief Privacy Officer and senior leadership on issues relating to data governance, privacy, and statistical disclosure limitation.
- Established and chaired the Department of Education's Disclosure Review Board (ED-DRB), responsible for reviewing and approving the application of statistical disclosure limitation methodologies on Department of Education data releases. The ED-DRB was the first governance board of its type by a non-statistical federal agency and has been widely recognized across government as a best-practice model of effective data governance.
- Managed the Department of Education's Privacy Technical Assistance Center.
- Conducted regular technical assistance briefings, site visits, regional meetings, and presentations for federal agencies, state and local government officials, professional associations, private industry, and stakeholder groups.

Commission on Evidence-Based Policymaking, Privacy Consultant (Part-time detail) *Washington, DC*
2016 – 2017
- Advised the Commissioners and Commission staff on federal privacy laws relating to the safeguarding, use, and disclosure of data.
- Assisted in the drafting and review of the Commission's final report, *The Promise of Evidence-based Policymaking* ⬈.

U.S. Census Bureau, Statistician/Policy Analyst (GS-1530-12/GS-0301-13) *Suitland, MD*
2008 – 2011
- Served as lead policy analyst for the Policy Coordination Office, providing expert review, opinion, and documentation on policy matters.

Georgetown University, Visiting Faculty *Washington, DC*
Department of Government and Edmund A. Walsh School of Foreign Service *2005 – 2007*
- Taught undergraduate and graduate courses with 5-150 students on international relations, U.S. foreign policy, and formal research methods.

Education

Harvard University, John F. Kennedy School of Government *Cambridge, MA*
Strategic Management of Regulatory and Enforcement Agencies *2015*

Partnership for Public Service *Washington, DC*
Excellence in Government Senior Fellows Program *2012 – 2013*

University of California, San Diego *San Diego, CA*
Postgraduate Studies, Political Science *1999 – 2005*

University of Chicago *Chicago, IL*
M.A., International Relations *1999*

Duke University *Durham, NC*
B.A., *summa cum laude,* Political Science and History *1998*

L'Institut d'Etudes Politiques de Paris *Paris, France*
Diplôme, Programme International des Sciences Politiques et Sociales *1997*

Professional Activities and Service

American Statistical Association

ASA Privacy and Confidentiality Committee
- Vice-Chair (2025 – present)
- Appointed Member (2024 – 2026 term)

ASA Privacy and Confidentiality Interest Group
- Program Chair (2023 – present)

ASA Committee on Professional Ethics
- Friend of the Committee (2021-present)
- Chair (2020)
- Vice-Chair (2018-2019)
- Appointed Member (2015-2017 and 2018-2020 terms)

ASA Government Statistics Section
- Program Chair (2017)
- Program Chair-Elect (2016)

Privacy and Public Policy Conference
- Program Committee (2023-2024)

Public Interest Privacy Center
- Chair, Board of Directors (2022 – present)

Federal Committee on Statistical Methodology (FCSM)
- Appointed Member (2017 – present)

Federal Disclosure Review Officer Council
- FCSM Sponsor and Vice-Chair, *ex officio* (2024 – present)

FCSM Subcommittee on Updating Statistical Methods for Safeguarding Protected Data
- Chair (2019 – 2024)

FCSM Confidentiality and Data Access Committee
- Chair (2017 – 2024)
- Vice-Chair (2013 – 2017)

FCSM Subcommittee on Membership
- Member (2021 – present)

FCSM [Data Protection Toolkit] ↗
- Project Lead, Editor, and Principal Author (2019-present)

Interagency Council on Statistical Policy
- Working Groups on Implementing the Evidence Act (2021 – 2024)

National Science and Technology Council
- Subcommittee on Research Security (2023 – 2024)
- Fast-Track Action Committee on Advancing Privacy-Preserving Data Sharing and Analytics (2022 – 2023)

Office of Science and Technology Policy
- Interagency Policy Committee on Privacy (2023 – 2024)
- Sub-IPC on Privacy Enhancing Technologies (2023 – 2024)

Federal Data Strategy
- [Data Ethics Framework] ↗, Development Team (2020)

Committee on National Statistics, National Academies of Science, Engineering, and Medicine
- Workshop on [Challenges and New Approaches for Protecting Privacy in Federal Statistical Programs] ↗, Planning Committee (2019)

Federal Commission on School Safety

- Final Report on the Federal Commission on School Safety ⧉, Contributing Author (2018)

Federal Trade Commission and U.S. Department of Education

- Joint Workshop on Student Privacy and Education Technology ⧉, Organizer (2017)

Federal Commission on Evidence-based Policymaking

- *The Promise of Evidence-based Policymaking* ⧉, Privacy Consultant and Contributing Author (2016 – 2017)

International Association of Privacy Professionals

- Certification Advisory Board, Member (2011 – 2013)

Office of Management and Budget, Office of the Chief Statistician of the U.S.

- Working Group on Informed Consent (2009 – 2011)

Articles, Chapters, and Technical Publications

Toward a Principled Framework for Disclosure Avoidance ⧉. Hawes, M., Brassell, E., Caruso, A., Cumings-Menon, R., Devine, J., Dorius, C., Evans, D., Haase, K., Hedrick, M., Holan, S., Hollingsworth, C., Jensen, E., Kifer, D., Krause, A., Leclerc, P., Livsey, J., Rodriguez, R., Rogers, L., Spence, M., Velkoff, V., Walsh, M., Whitehorne, J., and Keller, S., *Harvard Data Science Review* (forthcoming, 2025).

21st century statistical disclosure limitation: motivations and challenges ⧉. Abowd, J.M., and Hawes, M.B., in Drechsler, J., Kifer, D., Reiter, J., and Slavković, A. (Eds.). *Handbook of Sharing Confidential Data: Differential Privacy, Secure Multiparty Computation, and Synthetic Data*, CRC Press (2024).

Reply to Muralidhar et al., Kenny et al., and Hotz et al.: The benefits of engagement with external research teams ⧉, Jarmin, R.S., Abowd J.M., Ashmead, R., Cumings-Menon, R., Goldschlag, N., Hawes, M.B., Keller, S., Kifer, D., Leclerc, P., Reiter, J.P., Rodriguez, R.A., Schmutte, I., Velkoff, V.A., Zhuravlev, P., *Proceedings of the National Academies of Sciences*, 121(11), (2024).

An in-depth examination of requirements for disclosure risk assessment ⧉, Jarmin, R.S., Abowd J.M., Ashmead, R., Cumings-Menon, R., Goldschlag, N., Hawes, M.B., Keller, S., Kifer, D., Leclerc, P., Reiter, J.P., Rodriguez, R.A., Schmutte, I., Velkoff, V.A., Zhuravlev, P., *Proceedings of the National Academies of Sciences*. 120(43) (2023).

Confidentiality protection in the 2020 US Census of Population and Housing ⧉, Abowd, J.M. and Hawes, M.B., *Annual Review of Statistics and Its Applications*. 10:119-144 (2023).

Redistricting Data—A Primer and History ⧉, Molfino, E., Whitehorne, J., Hawes, M., and Keller, S., U.S. Census Bureau (2023).

Implementing differential privacy: seven lessons from the 2020 United States Census ⧉, Hawes, M. B., *Harvard Data Science Review*, 2(2) (2020).

The modernization of statistical disclosure limitation at the U.S. Census Bureau ⧉, Abowd, J.M., Benedetto, G.L., Garfinkel, S.L., Dahl, S.A., Dajani, A.N., Graham, M., Hawes, M.B., Karwa, V., Kifer, D., Kim, H., Leclerc, P., Machanavajjhala, A., Reiter, J.P., Rodriguez, R., Schmutte, I.M., Sexton, W.N., Singer, P.E., and Vilhuber, L., *Working Paper CED-WP-2020-009*, U.S. Census Bureau (2020).

Determination of the 2020 U.S. Citizen Voting Age Population (CVAP) Using Administrative Records and Statistical Methodology Technical Report ⧉, Abowd, J.M., Bell, W.R., Brown, J.D., Hawes, M.B., Heggeness, M.L., Keller, A.D., Mule Jr., V.T., Schafer, J.L., Spence, M., Warren, L., and Yi, M., *Working Paper CES-20-33*, Center for Economic Studies, U.S. Census Bureau (2020).

U.S. Government Privacy: Essential Policies and Practices for Privacy Professionals, Kendall, D. (Ed.), International Association of Privacy Professionals (2013).

Congressional politics of financing the International Monetary Fund ⧉, Broz, J.L., and Hawes, M.B., *International Organization*, 367-399 (2006).

The politics of choice among national production systems ⧉, Gourevitch, P., and Hawes, M.B., *L'Année de la Régulation*, 6, 241-270 (2002).

Selected Regulatory Publications *(Out of over 70 published from 2014 – 2019)*

Improving the Effectiveness and Efficiency of FERPA Enforcement ↗
U.S. Department of Education, Office of the Chief Privacy Officer (December 2018).

- *Designated as "Significant Guidance" under the Office of Management and Budget's Final Bulletin for Agency Good Guidance Practices, this publication established a new paradigm for investigation and enforcement of formal complaints under the Family Educational Rights and Privacy Act (FERPA), and implemented new mechanisms for mediation and technical assistance in order to expedite resolution of student and parent concerns.*

Letter to Wachter (Disclosure of Surveillance Video of Multiple Students) ↗
U.S. Department of Education, Office of the Chief Privacy Officer (December 2017).

- *Because the physical likeness of an individual is typically considered personally identifiable information, there was longstanding uncertainty regarding when an educational institution could legally share photos or videos that showed multiple students (e.g., a video that shows the crowd at a school basketball game) vs. when the school had a legal obligation to protect that video against disclosure (e.g., a hallway surveillance video that shows a student having a medical emergency amid bystanders). This publication, and the related* FAQs on Photos and Videos under FERPA ↗ *provided much needed legal clarification of these requirements, with implications for school safety, law enforcement, and privacy.*

Integrated Data Systems and Student Privacy ↗
U.S. Department of Education, Privacy Technical Assistance Center (January 2017).

- *The Family Educational Rights and Privacy Act provides mechanisms for educational agencies and authorities to share data with other state and local agencies for program evaluation and research, but in spite of the overall value that these integrated data repositories can provide, the legal and policy complexities associated with establishing a statewide longitudinal data system or county/municipal integrated data system often impede their creation. This publication clarified the legal framework under which an integrated data system can be established, and provided best practices for establishing them in a manner that promotes appropriate and responsible use of student data while also ensuring that privacy is properly safeguarded.*

Guidance on the Use of Financial Aid Information for Program Evaluation and Research ↗
U.S. Department of Education, Privacy Technical Assistance Center (January 2017).

- *The information contained in student financial aid records is invaluable for research and program evaluation regarding the impact of demographic and economic factors on students' post-secondary educational achievement and subsequent career success. These financial aid records are protected under multiple federal laws, each with differing provisions regarding data access and use. This publication was the first-ever to clarify how these multiple laws intersect in the context of using financial aid data for program evaluation and research.*

Response to Louisiana (Disclosure Avoidance) ↗
U.S. Department of Education, Office of Management (April 2016).

- *This publication clarified that state departments of education are required to assess the risk of disclosure in the aggregate statistics they publish, and to perform statistical disclosure limitation whenever that risk of disclosure exceeds the "reasonable person" threshold established under the Family Educational Rights and Privacy Act.*

Protecting Student Privacy While Using Online Educational Services: Requirements and Best Practices ↗
U.S. Department of Education, Privacy Technical Assistance Center (February 2014).

- *In 1974, when the Family Education Rights and Privacy Act was enacted, students' education records were typically paper records stored in the school's front office. Over the subsequent decades, cloud providers replaced filing cabinets, learning management systems replaced teacher gradebooks, and online apps and services replaced handouts and worksheets. This guidance provided the first ever clarification of how FERPA applies in the online educational services context, and identified best practices that schools and technology companies should follow to ensure student privacy.*

Selected Presentations *(Out of over 200 conducted from 2019 – 2025)*

Administrative Data Research Conference (ADRCon), Georgetown University (June 2025)
- Presentation on *Privacy, Confidentiality, and Statistical Purposes* ↗

Disclosure Avoidance Webinar Series, U.S. Census Bureau (June 2025)
- Webinar on *The 2030 Census Disclosure Avoidance Research Program* ↗

Disclosure Avoidance Webinar Series, U.S. Census Bureau (January 2025)

- Webinar on *A Principled Framework for Disclosure Avoidance* ⬈

Federal Committee on Statistical Methodology Research and Policy Conference (October 2024)

- Panel on Delivering Solutions for Evidence Building in a National Secure Data Service Demonstration, Presentation on *The Future of Interagency Coordination on Data Protection* ⬈

Joint Statistical Meetings, American Statistical Association (August 2024)

- Paper Session on Artificial Intelligence in Federal Statistics: Current Uses, Potential Applications, and Ongoing Issues, Presentation on *AI and Official Statistics: Responsibly Leveraging Large Language Models in Support of Open Data* ⬈
- Panel Session on Evaluating Statistical Disclosure Control Techniques based on the Risk and Utility of Privacy-Protected Data, Presentation on *Towards a Principled Disclosure Avoidance Framework: Identifying the Characteristics of an Ideal, Applied Disclosure Avoidance System* ⬈

White House Office of Science and Technology Policy (July 2024)

- Workshop on Open Government in Action: Emerging Practices in Participatory Algorithm Design, Presentation on *Stakeholder Participation and Engagement in the Design and Tuning of the 2020 Census Disclosure Avoidance System* ⬈

Harvard University, Department of Statistics (July 2024)

- Guest Lecture on *Data Protection and Official Statistics: Lessons Learned from the 2020 Census and a Proposed Framework for Discussing and Evaluating Disclosure Avoidance Systems* ⬈

National Bureau of Economic Research (May 2024)

- Conference on Data Privacy Protection and the Conduct of Applied Research, Presentation on *Towards a Principled Discussion of a Disclosure Avoidance Framework: Identifying the Characteristics of an Ideal, Applied Disclosure Avoidance System* ⬈

Committee on National Statistics, National Academies of Science, Engineering, and Medicine (May 2024)

- AI Day, Presentation on *Ethical Considerations of AI for the Federal Statistical System* ⬈

National Science Foundation (January 2024)

- Workshop on Advanced Automated Systems, Contestability, and the Law, Presentation on *Translating Artificial Intelligence and Machine Learning Technology to Experts in Other Fields*

Federal Committee on Statistical Methodology Research and Policy Conference (October 2023)

- Panel on *How Can U.S. Professional Guidelines Inform Federal Statistical Policy?* ⬈
- Panel on *What do we mean by 'For Statistical Purposes Only'?* ⬈
- Panel on *Ensuring Scientific Integrity in the Federal Statistical System*

Joint Statistical Meetings, American Statistical Association (August 2023)

- Panel on *Statistical Privacy in the 21st Century: Census and Consensus* ⬈
- Panel on *Getting the Utility out of Privatized Data*

Committee on National Statistics, National Academies of Sciences, Engineering, and Medicine (May 2023)

- Workshop on Approaches to Sharing Blended Data in a 21st Century Data Infrastructure, Presentation on *Communicating Privacy to the Public* ⬈

Population Association of America (April 2023)

- Workshop on *Assessing Fitness-for-Use of Differential Privacy-Adjusted Census Data, Organizer* ⬈

Association for the Advancement of Artificial Intelligence (February 2023)

- Workshop on Privacy-Preserving Artificial Intelligence Panel on *Differential Privacy in real-world deployments: Where are we and what are we missing?*

Census Scientific Advisory Committee (September 2022)

- Presentation on *Reconstruction and Re-identification of the Demographic and Housing Characteristics File (DHC)* ⬈

Joint Statistical Meetings, American Statistical Association (August 2022)

- Panel on *Communicating Statistical Disclosure Avoidance Measures to Data Users*

Committee on National Statistics, National Academies of Sciences, Engineering, and Medicine (June 2022)

- 2020 Census Data Products: Workshop on the Demographic and Housing Characteristics Files, Presentation on *Setting the Parameters of the TopDown Algorithm*

Federal Advisory Committee on Data for Evidence-Building March 2022

- Presentation on *Infrastructure Needs and the Data Protection Toolkit*

Census Scientific Advisory Committee (March 2022)

- Presentation on *Reconstruction and Re-identification of the Demographic and Housing Characteristics File (DHC)* ⧉

U.S. Chief Data Officers' Council (March 2022)

- Presentation on *Promoting Data Access and Data Protection*

Senate Homeland Security and Government Affairs Committee (December 2021)

- Briefing on *The 2020 Census Disclosure Avoidance System*

Joint Statistical Meetings, American Statistical Association (August 2021)

- Presentation on *The ASA Ethical Guidelines for Statistical Practice*

National Governors Association (May 2021)

- Presentation on *The 2020 Census Disclosure Avoidance System*

American Public Health Association (October 2020)

- Presentation on *Differential Privacy and the 2020 Census*

American Statistical Association (January 2020)

- Privacy Day Webinar, *Differential Privacy and the 2020 Decennial Census* ⧉

Harvard Data Science Review, Harvard University (October 2019)

- Inaugural Symposium, Presentation on *Background on Differential Privacy at the U.S. Census Bureau and 1940 Census Application* ⧉

Joint Statistical Meetings, American Statistical Association (July 2019)

- Invited Panel Presentation on *Official Statistics at the Crossroads: Data Quality and Access in an Era of Heightened Privacy Risk* ⧉

Memberships

American Statistical Association

Federal Committee on Statistical Methodology

International Association for Official Statistics

International Association of Privacy Professionals

International Statistical Institute

Partnership for Public Service, Excellence in Government Senior Fellow

Project Management Institute

Senior Executives Association

Certifications

International Association of Privacy Professionals
Certified Information Privacy Professional/Government (CIPP/G)

Project Management Institute
Project Management Professional (PMP)

Federal Communications Commission
Amateur Radio License (KB3MNV), Technician Class

Honors and Awards

American Statistical Association

- Fellow (elected in 2025)

U.S. Department of Commerce
- Gold Medal Award (2023)
- Gold Medal Award (2022)

U.S. Census Bureau
- Bronze Medal Award (2023)
- Special Act Award (2021)
- Special Act Award (2021)
- Bronze Medal Award (2020)
- Bronze Medal Award (2020)
- Bronze Medal Award (2011)
- Special Achievement Award (2011)
- Special Achievement Award (2010)
- Special Achievement Award (2009)

U.S. Department of Education
- Merit Step Increase (2015)

University of California, San Diego
- Received Distinction on Ph.D. Qualifying Exams (2002)