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Josh earned his Ph.D. in I-O psychology from Michigan State University where he held a National Science Foundation Graduate Research Fellowship and a Michigan State University Distinguished Fellowship. In addition, he has also won several professional awards for his research, including the Society for Industrial and Organizational Psychology's (SIOP) S. Rains Wallace award for the best doctoral dissertation, the William A. Owens Scholarly Achievement award for the best paper in the field of I-O psychology, and the Journal of Management's Best Paper award. He has published more than a dozen papers and book chapters in the areas of selection and assessment, diversity, and statistics. He has also presented numerous papers at national conferences for SIOP.