Dr. Tom C. Hogan, SHRM-SCP, GPHR, SPHR

Dr. Hogan is a ***Human Capital Management scholar***, ***strategic advisor, executive coach, and EdTech thought leader.*** He is an ***internationally recognized subject matter expert on business ethics, diversity, equity, inclusion, ethical and socially responsible AI***, and an enabler of executive leadership and organizational excellence. In ***April 2021***, he was ***appointed*** to the ***Board of Advisors of Patriapps, a SaaS venture studio firm and selected*** as a ***finalist*** for the ***EdTech Digest 2021 Awards*** in the ***Higher Education Technology Leader category.*** He is unique in his ability to ignite ***transformational leadership development*** by creating incidents of cognitive dissonance and opportunities for self-reflection, self-discovery, self-awareness, and the development of empathy and compassion by ***using the arts as an agent-of-change***.

Dr. Hogan is a ***Professor of Practice in Human Resource Management at the Pennsylvania State University***, School of Labor and Employment Relations. He teaches undergraduate and graduate courses in-residence and on-line. His ***signature class*** is ***Ethics in the Workplace*** where he ***explores*** the ***ethical challenges associated with the convergence of Artificial Intelligence, Machine Learning, immersive technologies, 5G, and human beings in the workplace***.

Dr. Hogan's ***research interests*** include ***Global Leadership Development, Global Diversity and Inclusion, Business Ethics, Corporate Social Responsibility, Sustainability and Environmental Justice.*** In ***August 2020,*** he was ***appointed*** to the Society for Human Resource Management (SHRM) ***Blue Ribbon Commission on Racial Equity***. See SHRM website https://togetherforwardatwork.shrm.org/brc/

Dr. Hogan represents Penn State University as a ***member of the U.S. Technical Advisory Group of the American National Standards Institute (ANSI)***. In this role, he is ***involved in developing and representing the U.S. position on global HR standards to the International Organization for Standardization (ISO)***. In December 2016, he was appointed to serve on the ISO Work Group ***responsible for developing***

a global HR standard on diversity and inclusion. The **standard** was **approved** by **ISO members** and **will be published** in **May/June 2021**. In November 2016, he was appointed and continues to **serve on the SHRM Diversity and Inclusion Special Expertise Panel**. Dr. Hogan also **served on the Penn State University President's Commission on Racial/Ethnic Diversity from 2015 – 2018**. He was **elected Co-Chair for Academic Year 2017-18**. He has been appointed to serve as **Diversity and Inclusion Director and voting board member of the Pennsylvania SHRM Council** for a two-year term beginning January 2020.

Currently, Dr. Hogan serves as the **first-ever Scholar-in-Residence at the Center for the Performing Arts at Penn State, College of Arts and Architecture** and serves as a **member** of the **Community Advisory Council**. In March 2019, he was selected to serve as a **scholar** for the Penn State **Student Engagement Faculty Academy** for **Academic Years 2019 – 2021**. See article at link below:

- https://news.psu.edu/story/569023/2019/04/15/academics/hogan-named-scholar-student-engagement-network-faculty-academy

In this role, he conducts research and serves as an **ambassador** and **faculty champion for student engagement and engaged scholarship**, and **serve on a steering committee responsible for designing, developing, and deploying a university-wide student engagement app enabled by Artificial Intelligence and Machine Learning**.

Dr. Hogan was selected to give the keynote speech at the 2019 Penn State Student Engagement Summit. See link below for a summary of his session:

- https://sensummit.psu.edu/speakers/keynote/

In June 2020, Dr. Hogan was selected to serve as a **Penn State University Teaching and Learning with Technology Faculty Fellow for academic year 2020**. See article at link below:

- https://news.psu.edu/story/632962/2020/09/24/academics/teaching-and-learning-technology-welcomes-newest-faculty-fellows

In May 2020, he was invited by the **World Economic Forum's Empowering AI Leadership Initiative** to collaborate with global thought leaders to develop and publish an **Ethical AI Toolkit for C-Suite executives**. He served as **a judge for the 2020 and 2021 Penn State University Nittany AI Challenge**.

Dr. Hogan was selected to conduct a session at the **Penn State University 2020 Teaching with Technology Symposium on the topic of Creating Transformative**

Experiences: Leveraging Technology to Promote Student Engagement and Engaged Scholarship. See article at link below:

- https://ler.la.psu.edu/news/news/hogan-to-speak-at-2020-teaching-and-learning-with-technology-symposium

Due to the COVID-19 pandemic, the event was moved to an online platform. Dr. Hogan's presentation can be viewed at the YouTube link below:

- https://www.youtube.com/watch?v=MKR1t7T_Wa0&list=PLFQiRMpHrW31Tvj8Jd6ORl0pfj0VnsGep&index=13&t=0s

In August 2019, he was selected to serve on the ***Governance and Nominating Committees*** of the ***Penn State Alumni Council***. The Alumni Council is the ***governing body*** of the Penn State Alumni Association, where he is served a three-year term (2019 – 2021) as an appointed member.

Dr. Hogan has ***over 30 years of experience as a practitioner and has served in leadership positions in higher education and the corporate sector.*** Prior to joining the Penn State University School of Labor and Employment Relations, he held the position of ***Interim Associate Provost, Office of Faculty Affairs at the University of Maryland Global Campus (UMGC).*** Prior to working for UMGC, he ***spent 23 years with AT&T in a variety of assignments including sales, sales support, business development, marketing, and human resources***. These assignments involved ***leading teams, operational and P&L responsibility.*** In his ***last assignment at AT&T***, Dr. Hogan ***served as Director of Strategic Talent Acquisition and Retention, Workforce Diversity and EEO/AA***. This real-world grounding underpins his research and anchors his classroom teaching with the next generation of students and leaders.

He ***served as a Scholar-in-Residence at the Penn State University Sustainability Institute from 2014 – 2019***. He ***provided leadership on the implementation of the Penn State University 2016 – 2025 Strategic Plan as a member of the Stewarding our Planet's Resources Steering Committee and the Infrastructure and Support Steering Committee from 2017 - 2019.***

Dr. Hogan earned a Doctor of Management Degree from the University of Maryland Global Campus and a Master of Public Administration and a Master of Regional Planning Degree from Penn State University. He earned a BA Degree in Behavioral Sciences from Point Park College. In August 2017, he graduated from the Georgetown University Institute of Transformational Leadership with a certificate in executive leadership coaching.