



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

Dr. Hogan is a scholar-practitioner, strategic adviser, consultant and an executive leadership coach. He is a champion of and an ***internationally recognized subject matter expert on business ethics, diversity, equity, inclusion, and civil discourse in the workplace***. He is an enabler of executive leadership and organizational excellence. His distinction is the ability to promote 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***. He was ***selected to serve as a judge for the 2020 Penn State University Nittany AI Challenge***. See link below for details of the event:

- <https://nittanyai.psu.edu/alliance-programs/nittany-ai-challenge/>

Dr. Hogan's action research interests include Global Leadership Development, Global Diversity and Inclusion, Business Ethics, Corporate Responsibility and Sustainability. Currently, Dr. Hogan serves as a 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 articles at links below:

- <https://news.psu.edu/story/569023/2019/04/15/academics/hogan-named-scholar-student-engagement-network-faculty-academy>
- <https://news.psu.edu/story/582130/2019/07/30/academics/five-added-student-engagement-network%E2%80%99s-faculty-academy>

In this role, he will conduct research and serve as a **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 portal**. The **portal will incorporate 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/>

Dr. Hogan will be **speaking 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>

He has been appointed to serve as Diversity Director and voting board member of the Pennsylvania SHRM Council for a two-year term beginning January 2020. In August 2019, he was selected to serve on the 2019 – 2020 Governance Committee of the Penn State Alumni Council. The Alumni Council is the governing body of the Penn State Alumni Association where he is serving a three-year term 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 University College (UMUC). Prior to working for UMUC, he **spent 23 years with AT&T in a variety of assignments including sales, sales support, business development, marketing and human resources**. In his **last assignment at AT&T**, Dr. Hogan **served as Director of Strategic Talent Acquisition and Retention, Workforce Diversity and EEO/AA**.

Dr. Hogan **currently** is 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 the ISO Work Group *responsible for developing a global HR standard on diversity and inclusion.* In November 2016, he was appointed and continues to *serve on the SHRM Diversity and Inclusion Special Expertise Panel.* Dr. Hogan served on the SHRM 2016 Ethics/Corporate Social Responsibility and Sustainability 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 *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 (International Operations emphasis) from the University of Maryland University College 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.