



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

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Dr. Hogan is a **Human Capital Management scholar-practitioner, strategic adviser, EdTech thought leader, and an executive coach**. He is **an internationally recognized subject matter expert on Corporate Citizenship, Sustainability and ESG, Inclusion, Equity, Belonging and Diversity, and an enabler of executive leadership and organizational excellence**. 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**. See research study landing page <https://vtld.psu.edu/>.

Human Capital Management Scholar-Practitioner

Dr. Hogan is a **Professor of Practice in Human Resource Management at Penn State University**, School of Labor and Employment Relations. He teaches undergraduate and graduate courses in-residence and on-line and **serves as the School's Diversity, Equity, Inclusion and Belonging Officer**. Dr. Hogan's **research interests** include **Global Leadership Development, Business Ethics, Corporate Citizenship, Sustainability and Environmental Justice**. His **signature class** is **Ethics in the Workplace** where he **explores the ethical challenges associated with becoming a socially responsible corporation, the UN Sustainable Development Goals, and the convergence of AI, Machine Learning, immersive technologies, and human beings in the workplace**. In May 2023, Dr. Hogan was **selected** as the inaugural **Paul V. Whitehead Teaching Award recipient** for the School of Labor and Employment Relations. **See announcement at link below:**

<https://www.linkedin.com/feed/update/urn:li:activity:7061729704474529792/>

Dr. Hogan authored and launched two unique courses Academic Year 2021 – 2022. The first learning experience is based on a two-year research study and his 2020 – 2021 Teaching and Learning with Technology Faculty Fellowship. It is designed for undergraduate students, is a

prototype of a classroom of the future, and combines remote asynchronous and synchronous technologies and Chat GPT. The title of the course is ***The Virtual Transformational Leadership Development (VTLD) Experience*** and it will help ***develop and equip the next generation of leaders to become change agents for racial equity and social justice in the workplace and in society.*** This ***leadership development experience launched as a General Education Interdomain Cross Listed Course Fall 2023 semester.*** See course description in the Penn State University Bulletin:

<https://bulletins.psu.edu/search/?scontext=all&search=LHR+160N&caturl=%2Fundergraduate>

The second course is an online graduate-level course, and its title is ***Human Resource Management in the Age of AI.*** This course ***explores the impact of Digital Transformation and the Fourth Industrial Revolution on Human Capital Management, the Human Resource Management practitioner, and the Human Resource Management profession.*** See course description in the Penn State University Bulletin:

<https://bulletins.psu.edu/search/?scontext=all&search=HRER+870&caturl=%2Fundergraduate>

In addition, he is the author of and teaches a graduate-level course titled ***HRER 825: Strategic Business Tools for Human Resource and Employment Relations Professionals.*** This course ***connects business strategy, financial tools, and HR to an organization's strategic business objectives.*** See course description in the Penn State University Bulletin:

<https://bulletins.psu.edu/search/?scontext=all&search=HRER+825>

Leadership Experience

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 Penn State University, he held the position of ***Interim Associate Provost, Office of Faculty Affairs at the University of Maryland Global Campus (UMGC).*** Before working for UMGC, he spent ***23 years with AT&T*** in a variety of roles including ***sales, business development, marketing, and human resources.*** These pivotal roles involved leading teams, operations, and profit and loss responsibility. Dr. Hogan concluded his time serving as the ***Director of Strategic Talent Acquisition and Retention, Workforce Diversity and Equal Employment Opportunity/Affirmative Action.*** Responsibilities included ***employment brand management, mid-career hires, college recruiting, and university relations for the AT&T enterprise.*** This real-world experience underpins his research and anchors his classroom teaching with next generation leaders.

In ***March 2022***, he became ***a founding member*** of the ***SHRM Executive Network.*** In March 2021, he became a founding member of the ***Greater Philadelphia Chapter, Private Directors Association.*** He served as a ***member of the executive committee and chair of the University & Expert Speakers committees (2021 – 2023).***

International Collaboration and Standards

In February 2024, Dr. Hogan was **appointed to the US Technical Advisory Group for PC 343 – Sustainable Development Goals Management**. The **purpose of the International Standardization Organization (ISO)/ PC 343 is to develop an ISO Management System Standard (MSS) to support the United Nations Sustainable Development Goals**.

In August 2022, he was **appointed to the Human Resource Standards Institute® (HRSI) Organizational Certification Commission**. This entity offers **organizational certification to standards published by the International Organization for Standardization (ISO)**.

In August 2023, he was **appointed to the ISO Technical Committee Workgroup 7 Human Capital Reporting**. This Technical Committee is **charged with updating ISO 30414, Human resource management – Guidelines for internal and external human capital reporting**.

Dr. Hogan **served on the ISO ESG Technical Group 1 Stakeholder Engagement and Technical Group 2 ESG Framework, 2022 – 2023**. Dr. Hogan **served on the ISO Strategic Advisory Group on ESG Ecosystem, Technical Group 2 Stakeholder Engagement**, Dec. 2021 – July 2022. **See link below:**

<https://www.psu.edu/news/academics/story/hogan-serve-international-organization-standardization-advisory-group/>

He served on the ISO Work Group **responsible for developing a global HR standard on diversity and inclusion (Dec. 2016 – May 2021)**. The **standard was approved by ISO members and published May 2021**.

In May 2020, he was invited by the **World Economic Forum’s Empowering AI Leadership Initiative** to collaborate with global thought leaders. The initiative resulted in developing and publishing an **Ethical AI Toolkit for C-Suite executives**. **See link below:**

<https://www.weforum.org/publications/empowering-ai-leadership-ai-c-suite-toolkit/>

Dr. Hogan served as **moderator for a panel discussion on Psychological Safety and Belonging at The Conference Board 2021 Diversity, Equity, and Inclusion Conference**. He served on the **Society for Human Resource Management Blue Ribbon Commission on Racial Equity (2020 – 2021)**. **See SHRM website below:**

<https://togetherforwardatwork.shrm.org/brc/>

Higher Education Thought Leader

In **March 2022**, Dr. Hogan was **selected as a finalist for the EdTech Digest 2022 Awards** in the **Higher Education Technology Leader category**. He served as a **judge for the 2020 and 2021 Penn State University Nittany AI Challenge**. He served as the **first-ever Scholar-in-Residence at the Center for the Performing Arts at Penn State, College of Arts and**

Architecture (2020 – 2023). 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://www.psu.edu/news/academics/story/hogan-named-scholar-student-engagement-network-faculty-academy/>

In this role, he conducted research and served as an **ambassador** and **faculty champion for student engagement and engaged scholarship**, and **served on the advisory 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 - 2021**. See **article at link below:**

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

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=PLFQiRMpHrW31Tvj8Jd6ORI0pfj0VnsGep&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 served a three-year term (**2019 – 2021**) as an appointed member.

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**. Dr. Hogan **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.

Education and Certifications

Dr. Hogan earned ***a Doctor of Management Degree from the University of Maryland Global Campus (international focus)*** 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 University.

In August 2017, ***he graduated from the Georgetown University Institute of Transformational Leadership with a certificate in executive leadership coaching.*** Dr. Hogan ***earned a certificate in private company governance from the Private Directors Association July 2022.*** He ***certified Senior Professional in Human Resources (SPHR)*** Dec. 2003 and ***Global Professional in Human Resource (GPHR)*** in 2005 from the Human Resources Certification Institute. He certified ***SHRM-Senior Certified Professional*** from the Society for Human Resource Management Jan. 2015.