



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

<https://www.linkedin.com/in/drtomchogan/>

Dr. Hogan is a **Human Capital Management scholar-practitioner, ESG strategic adviser, EdTech thought leader, and an executive coach**. He is an **internationally recognized subject matter expert on diversity, equity, inclusion, and belonging, ESG, university-business collaboration**, 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/>.

### 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, Diversity, Equity, Inclusion, and Belonging, 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**.

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. The titled 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 will **launch 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&catururl=%2Fundergraduate>

The second course is an online graduate-level course, and it is titled **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&catururl=%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**

He 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).** 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, and 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.** Responsibilities included employment brand management, college recruiting, and university relations for the AT&T enterprise. This real-world grounding underpins his research and anchors his classroom teaching with the next generation of 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 is a member of the executive committee and chair of the ESG committee.**

## **International Collaboration and Standards**

In December 2022, Dr. Hogan was **appointed** to the **International Organization for Standardization (ISO) ESG Coordination Committee.** The committee is responsible for coordinating ISO's internal and external ESG activities, prioritizing engagement with key stakeholders and the exploration of potential technical solutions. 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 ISO. In June 2022, he was **invited** to join the **ISO Technical Committee 286: Workgroup 4 University-Business Collaboration** as a **member of the U.S. Delegation**. This group is charged with developing a collaborative framework and key principles to guide university-business collaboration.

Dr. Hogan served on the **ISO Strategic Advisory Group on ESG Ecosystem (Dec. 2021 – July 2022)** as a **member of Technical Group 2 Stakeholder Engagement**. See article at 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**. See ANSI announcement at link:

<https://www.ansi.org/news/standards-news/all-news/2021/05/5-4-21-new-iso-standard-supports-diversity-and-inclusion-in-the-workplace>

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**.

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 (Aug. 2020 – Jan. 2021)**. See SHRM website:

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

### Higher Education Thought Leader

In **March 2022**, he 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**. 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**. 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 conducts research and serves as an **ambassador** and **faculty champion for student engagement and engaged scholarship**, and **serves 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=PLFQiRMpHrW31Tvj8Jd6ORl0pfj0VnsGep&index=13&t=0s](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 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 College.

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.