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:


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 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 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 it is title 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.


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:


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:


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:


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:


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 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
Planets 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.