

# TOSCHIA M. HOGAN

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## EDUCATION

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- Ph.D. 2020**      **Georgia Institute of Technology**  
Scheller College of Business  
Major: Organizational Behavior /HRM  
Minor: Research Methods  
Primary advisor: Dr. Dong Liu
- M.B.A 2011**      **Northwestern University, Kellogg School of Management**  
General Management & Strategy
- B.S. 2000**      **Rochester Institute of Technology**  
Management Information Systems

## FACULTY & RESEARCH POSITIONS

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- 2020 – Present      **Saint Louis University**  
Assistant Professor, Department of Management
- 2014 – 2020      **Georgia Institute of Technology**  
Instructor, Graduate Research/Teaching Assistant

## INDUSTRY EXPERIENCE

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- 2000 – 2013      **Johnson & Johnson (Corporate, Consumer, Biotech, Medical Devices)**
- **Director, New Products - Worldwide Supply Chain & Operations** (2005-2013) Led global cross-functional teams in the development and commercialization of a multi-million-dollar portfolio of new product innovations. Led strategic initiatives to enhance organizational diversity and inclusion.
  - **Manager, Information Technology** (2002-2005) Led global implementation of Enterprise Resource Planning (ERP) system, SAP in US, EU, Japan, and India.
  - **Associate, Information Tech Leadership Development Program** (00-02)

## RESEARCH INTERESTS

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- Stigma
- Proactive behaviors (Creativity and Courageous Followership)
- Event system theory

## PUBLICATIONS AND RESEARCH

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- Chen, Y., Tang, G., Liu, D., & **Hogan, T.M.** 2020. Workplace events and employee creativity: A multi-study field investigation. *Personnel Psychology*. <https://doi.org/10.1111/peps.12399>
- Johnson, T.D., Joshi, A., & **Hogan, T.M.** 2020. On the front lines of disclosure: A conceptual framework of disclosure events. *Organizational Psychology Review*, 10 (3- 4), 201-222.

## **RESEARCH IN PROGRESS:**

**Hogan, T.M.,** Liu, J.T., & Blum, T. <Title withheld to facilitate blind review> Research on disability in the workplace and justice, in final preparation for submission to *Journal of Management*.

**Hogan, T.M.,** & Liu, D. <Title withheld to facilitate blind review> Dissertation research on courageous followership construct development in final preparation for submission to *Journal of Applied Psychology*.

**Hogan, T.M.,** & Liu, D. <Title withheld to facilitate blind review> Research on disruptive events and resilience in preparation for submission to *Academy of Management Journal*.

**Hogan, T.M.,** & Johnson, T.D. <Title withheld to facilitate blind review> Research on stigma disclosure events and care in preparation for submission to *Journal of Applied Psychology*.

## **ACADEMIC CONFERENCES & INVITED PRESENTATIONS**

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Carter, Ashley, Dumas, Tracy, & **Hogan, T.M.** (2020). Panelist, A Job Market Overview. PDW. PhD Project, Minority Doctoral Student Association (MDSA) conference.

**Hogan, T.M.,** & Liu, J.T. (2019). Strategies to Support the Integration and Success of Workers with Disabilities. Symposium, Society of Industrial and Organizational Psychology, Washington, D.C.

**Hogan, T.M.** (2019) Courageous Followership. Mid-South Management Research Consortium, University of Kentucky, Lexington Kentucky.

Chen, Y., Tang, G., Liu, D., & **Hogan, T.M.** (2018). When and How Disruptive Events Fuel Creativity. Paper presentation at Academy of Management, Chicago, IL.

**Hogan, T.M.,** & Liu, J.T. (2018). Status is The Difference: Disability and the Unintended Consequences of Fairness. Paper presentation at Academy of Management, Chicago, IL.

**Hogan, T.M.,** Leigh, A, Boncoeur, D. (2018). Looking Ahead: The PhD Journey. PDW. PhD Project, Minority Doctoral Student Association (MDSA) conference, Chicago, IL.

**Hogan, T.M.,** (2018). *The Inventive Servant Leader*. Seminar Speaker, Interdenominational Theological Center, Atlanta, GA.

Gonzalez, K., Minefee, I., Portocarrero, Speights, S., Fuller, N., **Hogan, T.M.,** & Jones, N. (2017). The Friction of Sociopolitical Change: Organizational Responsiveness with Inclusion Practices. PDW-AOM, Atlanta, GA

**Hogan, T.M.,** (2016) *Diversity & Inclusion*. Presenter. MBA Diversity Recruiting Workshop. Georgia Institute of Technology.

## **ACADEMIC AFFILIATIONS, SERVICE, DEVELOPMENT**

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### **Service**

- Search Committee – SLU VP Diversity 2021
- Editorial Board Member - Journal of Occupational & Organizational Psychology 2020
- Co-Chair Sessions committee, KPMG PhD Project MDSA, 2017- 2018
- Service committee member, KPMG PhD Project MDSA, 2016 –2017
- Reviewer, Academy of Management (HR, OB) 2016
- Reviewer/presenter, Half-Baked: Organizational behavior research group, 2015 –2017
- Program support, GT Institute for Leadership and Entrepreneurship (ILE).

- *EXCEL Program for students with disabilities, EMC2 for newly tenured faculty, Biomedical Engineering LDP* 2015-2016

**Professional Development**

- Virginia Tech, Future Faculty Development Program, 2019
- Washington University, Early Career Professional Development Workshop, 2019
- Rochester Institute of Technology, Future Faculty Career Exploration Program, 2018
- Bentley University, Strategies for Teaching Success, 2018
- Lab research coordinator, Scheller COB, Behavioral Research Lab, 2016 –2017

**Affiliations**

- Academy of Management
- Southern Management Association
- PhD Project \_ MFCA/MDSA
- Society for Industrial & Organizational Psychology