

TOSCHIA M. HOGAN

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RESEARCH INTERESTS

I study followership and stigma. I am interested in how intergroup relations and leader-follower interactions shape workplace environments, organizational policies and practices, and how these interactions affect work outcomes for all employees, especially women, minorities, and people with disabilities.

EDUCATION

PhD	Georgia Institute of Technology, Atlanta, GA Major: Management, OB/HR Minor: Research Methods	Spring 2020
	Dissertation: The Call to Follow: An Investigation of the Nature, Antecedents, and Consequences of Courageous Followership.	
	Committee: Drs. Dong Liu (Chair), Eugene Kim, Tiffany Johnson, Anthony Hood	
EMBA	Northwestern University, Kellogg School of Management General Management & Strategy	2011
BS	Rochester Institute of Technology Management Information Systems	2000

MANUSCRIPTS UNDER REVIEW

Chen, Y., Tang, G., Liu, D., & **Hogan, T.M.** (Revise & Resubmit). Creativity. *Personnel Psychology*.

Johnson, T.D., Joshi, A., & **Hogan, T.M.** (2nd Revise & Resubmit). Stigma. *Organizational Psychology Review*.

WORK IN PROGRESS

Hogan, T.M., Liu, J.T., & Blum, T. (Prep for submission). Disability stigma and justice. Target: *JAP*

Hogan, T.M., & Liu, D. (Data analysis) Courageous followership: a multidimensional construct.

Hogan, T.M., & Liu, D. (Data collection) The interactive effects of resilience and events.

Lemoine, G.J., Maynes, T., **Hogan, T.M.**, & Elms, A. (Data collection) Leadership and voice.

Hogan, T.M., & Johnson, T.D. (Data analysis) Stigma and care.

ACADEMIC CONFERENCE PRESENTATIONS & INVITED TALKS

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.

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

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

Diversity & Inclusion. (2016) MBA Diversity Recruiting Workshop. Georgia Institute of Technology.

ACADEMIC AND RESEARCH APPOINTMENTS

Georgia Institute of Technology, Department of Management 2014 – Present

- **Instructor** (2015-present) Instructor of record for undergraduate courses in Human Resource Management and Organizational Behavior. Co-developer/TA (online course), Bill George's Innovation Leadership. Teaching assistant, Undergraduate Seminar. Guest lecturer, Managing HR. Finalist; Teaching PhD Candidate of the Year, Scheller COB, 2017 – 2018
- **Graduate Research Assistant** (2014 – present): Developed and assisted in various projects that led to conference presentations and ongoing research with faculty: Drs. Dong Liu, Tiffany Johnson, and Terry Blum.

CORPORATE WORK EXPERIENCE

Johnson & Johnson (Corporate, Consumer, Biotech, Medical Devices) 2000 – 2013

- **Director, 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, Europe, Japan, and India.
- **Associate, Information Technology Leadership Development Program** (2000-2002)

ACADEMIC AFFILIATIONS, SERVICE, DEVELOPMENT

Affiliations

- Academy of Management
- Southern Management Association
- Minority Doctoral Student Association (MDSA)
- Society for Industrial & Organizational Psychology

Service & Development

- 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
- Co-Chair Sessions committee, KPMG PhD Project MDSA, 2017- 2018
- Lab research coordinator, Scheller COB, Behavioral Research Lab, 2016 – 2017
- Review/presenter, Half-Baked: Organizational behavior research group, 2015 – 2017
- Service committee member, KPMG PhD Project MDSA 2016 – 2017
- Reviewer, Academy of Management, 2016
- Guest speaker, GT MBA Minority Recruiting Program, 2016
- 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