

Hogan Academic Network Update

Welcome to the latest installment of the Hogan Academic Network Update. This year, we focused on internal projects. For example, we used Amazon's Mechanical Turk (MTurk) for data collection and relied on our Advisory Board to further our research of this matched data! In addition, our academic researcher spotlight features preliminary findings using the Hogan Assessments in a student sample.

What is the Hogan Academic Network? The network is a group of researchers, professors, and students across the globe collaborating with Hogan in one way or another. Whether collecting Hogan assessment data for dissertation research, leveraging the Hogan archive for a journal submission, or implementing Hogan tools for student development, the Hogan Academic Network benefits everyone involved. We'd like to thank you for being a Hogan academic partner by sharing details of successful research efforts, informing you about research opportunities, and extending an offer to collaborate on future endeavors.

Hogan Academic Partners Spotlight

Student Researcher: Wayne Sass

Hogan supported the dissertation research of Wayne Sass, under the supervision of Dr. Bruce Winston, as he sought to address the problem of failing leaders. Wayne used the Hogan Development Survey (HDS) to better understand the role of learner autonomy in avoiding leader derailment. The relationship found between the HDS Reserved scale and a Learner Autonomy scale indicates that leaders possessing higher levels of learner autonomy may be better equipped to overcome any tendencies toward reserved behavior. Practitioners with the goal of reducing reserved behaviors in leaders may focus intervention plans on enhancing learner autonomy to reduce leader derailment. Dr. Wayne Sass is currently the Vice President of Information Technology and Chief Information Officer at Monarch HealthCare.

Academic Researcher: Kristie Campana

Dr. Kristie Campana and her graduate students explored relationships between Hogan Personality Inventory scales (e.g., Ambition, Sociability, and Prudence) and student retention. One key finding from their study is that students who score low on the Prudence scale but received e-mails about deadlines and support resources (such as information about the writing center) had a higher GPA than those who did not receive the e-mail. Dr. Campana is a faculty member at Minnesota State University - Mankato.

Academic Project Update

MTurk Data Collection

As part of Hogan's search for knowledge, we used Amazon's MTurk to collect a wide variety of matched assessment data. We currently have matched data from ~325 employed individuals on the HPI, HDS, and MVPI, as well as the following:

- Angela Duckworth's Grit
- Work-Life Balance Questionnaire
- Narcissistic Personality Inventory
- Laura Heft's Optimism Measure
- Purdue Virtues Assessment
- IPIP-NEO
- Mach-IV
- Honesty-Humility

If you or any of your students are interested in using this data for a research project, please [contact us](#) for more information.

Hogan Career Interests Report

Hogan has recently developed a report that aligns MVPI scores with Interests from the Occupational Information Network (O*NET). Using the combined information, the Hogan Career Interests Report provides recommended job families and specific jobs within those families. Based on an individual's values, motives and interests, university counselors can guide students to majors that lead into engaging careers. If you or your university is interested in this project, please [contact us](#).

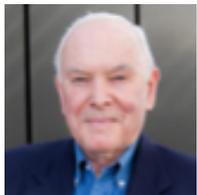
Interested in starting a project? [Click here](#) to begin the process

Hogan Research Advisory Board

This new feature is designed to update you on the activities of our Hogan Research Advisory Board (HRAB). The HRAB is comprised of respected industry leaders who provide guidance and feedback on innovative research ideas using Hogan's assessments. Last month, the HRAB took advantage of the annual SIOP conference to meet and plan their research agenda for 2017. Their next meeting in Tulsa will take place in July.

Our Advisory Board consists of the following members:

Hogan HRAB Members



Dr. Robert Hogan is the founder and president of Hogan Assessment Systems. He is an international authority on personality assessment, leadership, and organizational effectiveness. His publications include more than 300 journal articles, chapters, and books. Dr. Hogan received his Ph.D. from the University of California, Berkeley, specializing in personality assessment.



Dr. Tomas Chamorro-Premuzic serves as Hogan Assessment Systems' Chief Executive Officer and is an international authority on psychological profiling, consumer analytics, and talent management. He is a Professor of Business Psychology at University College London (UCL), where he also earned his Ph.D., and has previously taught at New York University and the London School of Economics.



Dr. Jeff Foster is Vice President of Science at Hogan Assessment Systems. He is responsible for a team that completes over 100 criterion-related validity studies, generalization of validity studies, and customized competency-based reporting solutions for clients annually. Earning his Ph.D. from the University of Missouri - St. Louis, he has expertise in personality, job analysis, and applied psychology.

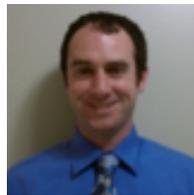
External HRAB Members



Dr. In-Sue Oh is a professor in the Department of Human Resource Management at the Fox School of Business, Temple University. His research interests include personnel selection constructs and methods, strategic human resource management, and person-organization relationships. He earned his Ph.D. from the Tippie College of Business, University of Iowa.



Dr. Peter Harms is an assistant professor of Management at the University of Alabama. His research focuses on the assessment and development of personality, leadership, and psychological well-being. He is currently engaged in research partnerships with the U.S. Army, the U.S. Department of Labor, and NASA. Dr. Harms received his Ph.D. from the University of Illinois at Urbana-Champaign.



Dr. Ryne Sherman is an associate professor in the Department of Psychology at Texas Tech University. He has made substantial contributions to the areas of individual differences and data analysis. One of his most recent publications is entitled 'The datafication of talent: How technology is advancing the science of human potential at work'. He earned his Ph.D. from the University of California, Riverside.

As Hogan remains committed to providing ongoing support to the academic community, we welcome inquiries about academic collaborations and student projects. We hope to work with many of you in the future! If you have any questions or would like more information, please [contact us](#).