

What is the Hogan Academic Network?

The Network is a group of researchers, professors, and students across the globe who have collaborated 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.

The following highlights recent research conducted by Hogan academic partners:

Peter Harms: *The “Dark Side” of Personality and Leadership Development*

Dr. Peter Harms at the University of Nebraska-Lincoln used the Hogan Development Survey (HDS) to measure “dark side” characteristics in his 2011 publication in *The Leadership Quarterly*. Dr. Harms and his colleagues found that derailers personality characteristics played an important role in leadership development and the effects persisted over several years. Interestingly, certain HDS scales (i.e., Skeptical, Imaginative) inhibited development whereas others (i.e., Cautious, Bold, Colorful, Dutiful) positively influenced development. Dr. Harms concluded that the relationships are more complex than originally thought and continues to study “dark side” personality characteristics and leadership.

Ann Hutchison: *Longitudinal Effects of Personality and Values*

Dr. Ann Hutchison of the University of Auckland in New Zealand is currently collaborating with Hogan on a longitudinal study examining the long-term effects of personality, cognitive ability, and values on work-related outcomes including leadership behaviors and employee engagement. Students complete the Hogan Personality Inventory (HPI), Hogan Development Survey (HDS), and Motives, Values, Preferences Inventory (MVPI) as well as cognitive assessments upon entering college. Dr. Hutchison continues to collect data on work-related outcomes as participants enter the workforce and throughout their careers. Dr. Hutchison and Hogan launched the study in 2010.

Lee Konczak: *Developing Executive MBA Students*

Dr. Lee Konczak has worked with Hogan to implement our assessments into Olin Business School’s Executive MBA leadership development programs at Washington University in St. Louis. Students participate in assessment and feedback experiences that focus on leadership and interpersonal dimensions. Olin Business School uses peer and faculty coaching to help students interpret Hogan reports, identify areas for development, and facilitate development plans.

Hogan collaborates with graduate students and professors around the world on research activities involving our assessments. Generally, we offer three types of academic collaborations:

1. Students or professors collect data using the Hogan tools. We help setup and manage the logistics of collecting data using our assessments.
2. Hogan provides academics with data from the Hogan archive, which contains predictor and criterion data for tens of thousands of individuals. The archive contains information on a variety of research studies including criterion-related validity, validity generalization (VG), content validity, job analysis, and competency mappings.
3. Professors use the Hogan tools as part of a program or class. For example, executive MBA programs use our assessments to develop managers within their leadership development classes or as a decision point in an assessment center to develop leadership competencies. Students who take our assessments as part of a course often receive developmental feedback and interact with coaches from our extensive Hogan coaching network.

As Hogan remains committed to providing ongoing support to the academic community, we welcome inquiries about both academic collaborations and student projects.

We hope to work with many of you in the future!

For more information about our research programs, visit hoganassessments.com