



R. Lance Hogan, Ph.D.

**Professor
Eastern Illinois University
Charleston, Illinois**

Dr. R. Lance Hogan is a professor at Eastern Illinois University with over 20 years of experience teaching in the organization and development undergraduate program and talent development graduate program. He holds a Ph.D. degree in workforce education and development from Southern Illinois University along with an M.B.A. degree and a B.S. degree in business administration from Southeast Missouri State University. A scholar-practitioner, Dr. Hogan blends academic insight with real-world application, serving industry needs as a consultant while engaging students with firsthand experiences. He has authored and co-authored numerous peer-reviewed journal articles and six books, most recently *Training Program Development: The DACUM System for Designing Occupational Training*, co-written with Robert Adams and Luke Steinke. Dr. Hogan's commitment to educational excellence has earned him multiple state, national and international achievement awards. Workforce development is his passion—He seeks to create a meaningful impact by preparing future leaders and meeting industry needs. Dr. Hogan resides in Farmington, Missouri with his wife and children.