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Dr. R. Lance Hogan is a professor at the Lumpkin College of Business and Technology at Eastern Illinois University. As a driven university educator who is committed to a scholar-practitioner career track, he serves industry workforce development needs while simultaneously teaching his craft and exposing students to his first-hand experiences. Hogan has over 20 years of experience working to create and improve existing competency-based (or skill-based) training and education programs to close the skills gap. He teaches in the area of workforce and organizational development. Hogan has published many articles and co-authored four books. He is a sought-after consultant, speaker, workshop facilitator and is recognized as a leader in competency-based training. Hogan also holds numerous professional certificates in human performance improvement and curriculum development. He holds a Ph.D. degree in workforce education and development from Southern Illinois University, a master's degree in business administration and a bachelor of science degree in business administration specializing in production/operation management from Southeast Missouri State University.