



Biography

Department of the Army



Lyle J. Hogue

**Senior Advisor to the Secretary of the Army
for Diversity and Inclusion
Acting Deputy Assistant Secretary of the Army
(Equity and Inclusion)
Office of the Assistant Secretary of the Army
(Manpower and Reserve Affairs)
Washington, D.C.**



Dr. Lyle J. Hogue assumed duties as Acting Senior Advisor to the Secretary of the Army for Diversity and Inclusion and Deputy Assistant Secretary of the Army (Equity and Inclusion) on 23 January 2023. Prior to this role, Dr. Hogue served as the Director of the Strategy, Plans, and Operations Office.

Dr. Hogue oversees Army Civilian and Military Equal Opportunity and Civil Rights complaint processing policy, compliance, and adjudication activities. His focus areas include talent acquisition, development, employment, and retention of military and civilian people. Dr. Hogue played a vital role in publishing the Army People Strategy, Diversity, Equity, Inclusion Annex, and the Expanding Diverse Talent in the Army Officer Corps Strategic Plan.

Dr. Hogue has over 35 years of Army people experience. He spent his initial Army career serving in key recruiting assignments. Dr. Hogue served as a Field Recruiter at the North Shore Recruiting Company. He converted to a Cadre Recruiter garnering repetitive assignments in multiple stations with increasing responsibilities. As a Recruiting Station Commander, he successfully ensured the smooth operation of all aspects of the recruiting process by leading subordinate Active and Reserve Component recruiters, managing day-to-day production, and inspiring recruiters toward mission accomplishment. Following recruiting duty, Dr. Hogue continued his people services as an Army Career Counselor. He served in increasing levels of responsibility in the 1st Cavalry Division, Fort Hood, 2nd Infantry Division, Korea, 3rd Infantry Division, Fort Stewart, V Corps, Germany, and culminated his career as the U.S. Army Infantry Center and School Retention Sergeant Major.

After his Army service, Dr. Hogue transitioned to International Business Machine, Inc (IBM). He served as Senior Managing Consultant in IBM's Organization and People Public Sector practice (Human Capital). Dr. Hogue led and worked on small teams focused on human resources, workforce strategies, and talent management at IBM. He supported projects across a range of human capital management areas, including portal design and assessment of the Army Career Tracker. In 2009, Dr. Hogue accepted his first civil service position in the Army Office of Business Transformation, serving as Chief of the Change Management Division. Later, Dr. Hogue served on the Military Compensation and Retirement Modernization Commission, where he significantly contributed to establishing the Blended Retirement System for over 2 million Department of Defense service members. Dr. Hogue returned to the Army Headquarters in 2015 to serve as a Senior Human Capital Planner in the Office of the Assistant Secretary of the Army (Manpower and Reserve Affairs).

CAREER CHRONOLOGY:

- 2023-PRESENT: ACTING DASA, U.S. ARMY EQUITY AND INCLUSION AGENCY, ASA (M&RA)
- 2019-2023: DIRECTOR, STRATEGY, PLANS, AND OPERATIONS, ASA (M&RA)
- 2017-2019: SENIOR STRATEGIC PLANNER, PLANS, INTEGRATION, AND FUTURES OFFICE, ASA (M&RA)
- 2015-2017: HUMAN CAPITAL STRATEGIC PLANNER, INTEGRATION OFFICE, ASA (M&RA)
- 2013-2015: RESEARCH ANALYST, MILITARY COMPENSATION AND RETIREMENT MODERNIZATION COMMISSION, WASHINGTON, DC
- 2009-2013: MANAGEMENT ANALYST, OFFICE OF BUSINESS TRANSFORMATION, HQDA
- 2006-2009: HUMAN CAPITAL CONSULTANT, INTERNATIONAL BUSINESS MACHINE, INC
- 2003-2006: RETENTION SERGEANT MAJOR, US ARMY INFANTRY CENTER, FORT BENNING
- 1997-2002: RETENTION OPERATIONS NONCOMMISSIONED OFFICER, FORT STEWART, GA AND V CORPS
- 1993-1996: RETENTION NONCOMMISSIONED OFFICER, FORT HOOD AND KOREA
- 1992-1993: RECRUITING STATION COMMANDER, HAVERHILL, MA
- 1989-1992: ARMY RECRUITER, NORTH SHORE RECRUITING COMPANY, MA

COLLEGE:

- DOCTORATE OF EDUCATION - ORGANIZATIONAL LEADERSHIP, ARGOSY UNIVERSITY
- MASTER OF ARTS – HUMAN RELATIONS, UNIVERSITY OF OKLAHOMA
- BACHELOR OF ARTS – GENERAL STUDIES, WESTERN ILLINOIS UNIVERSITY

SIGNIFICANT TRAINING:

- CLASS 53, US ARMY SERGEANTS MAJOR ACADEMY, 2003

AWARDS AND HONORS:

- SUPERIOR CIVILIAN SERVICE MEDAL (2ND AWARD)
- MERITORIOUS CIVILIAN SERVICE MEDAL (4TH AWARD)
- LEGION OF MERIT
- MERITORIOUS SERVICE MEDAL

MAJOR PUBLICATIONS:

- ARMY BUSINESS TRANSFORMATION REPORT TO CONGRESS, 2011
- HARNESSING INERTIA TO IMPROVE ARMY ENLISTED SERVICE LENGTH: A CASE FOR OPT-OUT ENLISTMENT CONTRACTS, 2018, ARMED FORCES & SOCIETY (WITH BRIAN MILLER)
- ARMY PEOPLE STRATEGY, 2019