BRIAN REDMOND, PhD

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OBJECTIVE

To help students achieve their dreams by making sure their educational experience is exceptional.

SKILLS & ABILITIES

Teaching: Taught a variety of subject to over 4,500 students from diverse backgrounds from the United States and across the globe.

Leadership: Lead department, college, and university level programs, committees, and efforts that connect a diverse array of constituents (ex. Administration, faculty, students, libraries, advising, admissions, instructional design, etc.)

Management: Manage a variety of sized teams and groups; ranging from small (ex. 5 people) to large (ex. 750).

Create Opportunities for Others: Advocate for those who may not know the system and find a pathway for their success. Ex. Guided students to create the first psychology club for online students in the world.

Innovation: Create new initiatives that did not previously exist.

2006-present	**Online Education Lead and Teaching Professor, *Pennsylvania State University***
	· During my tenure, I have progressively moved up in management roles, all while teaching. (Please see my LinkedIn profile for progression dates). Officially as an assistant graduate program director and then director of several undergraduate programs. I have also served in many other roles at the department (ex. member and chair of search and promotion committees), college (ex. chair Teaching Faculty Advisory Committee) and university (ex. member and chair of the Commission for Adult Learners) levels. The number of direct reports I have managed have ranged from roughly 5-50, with responsibility for approximately 750 enrollments.
	· Examples of achievements: currently leading a transition from 15-week to 7-week course format, currently leading a military partnership initiative, launched the first psychology club in the nation for online students; co-founded and co-chaired the Coordinators of Online Learning and Teaching to develop online faculty and management; experimented with mobile robots to help give online students access to campus resources; developed virtual reality simulations to help students practice leadership skills; planned two World Campus Faculty Convocations; strategic planning at department and World Campus levels; revised organizational leadership curriculum based on alumni survey, benchmarking and student needs; co-created psychology of leadership master's degree, directed revision of numerous courses to better suit student needs; resolved student and faculty conflicts and issues; expanded prior learning assessment for the department so that adult learners could translate their experiences into college credit; co-founded an online leadership development center; co-founded and taught in an inclusive leadership certificate.
	· Since 2016 years I have been the manager in charge of our undergraduate organizational leadership programs, since 2021 our undergraduate labor and human resources programs, and since 2023 our human resources and employment relations masters degree program. In those roles I am responsible for communicating to students, faculty, and staff the direction of the programs; conflict resolution between students and faculty; recruiting, training, and evaluating faculty; conducting yearly program reviews (for accreditation); conducting faculty performance reviews; managing budgets; and other managerial functions.

2021-present	Founder and principal consultant, *People Lever LLC.* · As the owner of a small consulting business I am responsible for all of the daily tasks such as marketing, client management, accounting, hiring of consultants, content creation, etc.
2004-2007	**Assessment Coordinator and Adjunct Faculty, *Excelsior College*** · Managed teams of consultants who evaluated police and corrections officer training programs for college credit. Taught undergraduate classes, evaluated curriculum as part of a team prior to being launched.
2001-2004	**Research Assistant and Adjunct Lecturer, *Baruch College*** · Conducted library and experimental research. Taught undergraduate classes.

EDUCATION

2023	Professional Certificate; Penn State Emerging Academic Leaders (PSEAL), State College, PA, *Pennsylvania State University*
2015	Professional Certificate; Institute for Emerging Leadership in Online Learning (IELOL), State College, PA, *Pennsylvania State University & The Online Learning Consortium*
2014	Professional Certificate; Online Teaching, State College, PA, *Pennsylvania State University*
2011	PhD; Industrial and Organizational Psychology, New York, NY, *City University of New York: Graduate School and University Center & Baruch College*
2002	MA; Industrial and Organizational Psychology, New York, NY, *New York University*
1998	BA; Psychology, Castleton, VT, *Castleton State University*

COURSES TAUGHT AND/OR DEVELOPED

Lower level: Introduction to psychology; Personality theories & research; Developmental psychology; Introduction to psychological research; Measurement & statistics; Experimental psychology; Introduction to industrial and organizational psychology; Introduction to Leadership; Evidence based leadership; Race, gender, and employment; Understanding employee behavior; Leadership across industries; Organizational theory and functions.

Upper level: Human motivation, Social psychology, Psychology & law, Ethical & legal dilemmas in psychology, Leadership in work settings, Work attitudes & motivation, Applied social psychology, Senior seminar, Leadership in a global context, Collective decision making, Communication skills for leaders in groups and organizations; Leadership development: A lifelong learning perspective; Independent study; Prior learning experiences/assessment.

Graduate: Psychological foundations of leadership; Foundations of behavior, motivation, and attitudes at work; Global and cross-cultural leadership, Ethics and leadership: Psychological and social processes; Psychology of leading work groups and teams; Research methods for human resources; HRER and artificial intelligence, Capstone Experience, Talent Management, Dissertation committee.

Faculty Development: Effective online teaching; Graduate certificate in online teaching; Conducting research with your online students, Teaching the international student.

COMMUNICATION

My preferred communication style is as a connection point. I enjoy serving as a facilitator to help people and ideas come together. One recent example is when I was invited by the director of inclusion, equity, and diversity for the office of outreach and online education to serve as the moderator for a DEI panel for all Online and Outreach Education. I received several compliments on my skills, most notably from the vice-provost for online education. I pride myself on being a good listener above all. That said, when I need to be the focal point of the conversation, I am also comfortable in that role as well. For example, I enjoy presenting at conferences and on campus and interacting with students and employees of the university.

LEADERSHIP

My leadership style is adaptive to the situation. My preferred style is consensus builder, and I am a strong believer in team leadership as well as evidence-based leadership. I do try to get everyone involved that should be involved so that a holistic and well-informed decision can be made. I oscillate between rapid decisions (in crisis situations) and slowing things down based on the circumstances. Recently we had a retirement on our leadership team, our department head wanted to go with a quick fix. I met with our leadership team, discussed the situation, gathered some data, and devised some longer-term potential solutions. We then brought those to the department head and successfully slowed down the process to get to the right decision.

DIVERSITY, EQUITY, INCLUSION, BELONGING, & JUSTICE

Diversity, equity, inclusion, belonging, and Justice are crucial for success in the world. These are all things that are near and dear to my heart. I entered the field of industrial and organizational psychology with the intent of helping people be treated fairly at their workplaces. I found through teaching that I could have an indirect impact on organizations by teaching DEIBJ ideas to my students. This is particularly the case as my primary student population has been underserved adult learners who are in the workforce. Some accomplishments that I am proud of in the DEIBJ space that do not necessarily fit neatly into my job titles above:

- Member and chair of the Commission for Adult Learners (2017-2022) a university wide policy advisory group. As chair, I led the commission through the heart of the pandemic. I was able to successfully hold the group together via video chat meetings when we had previously met in person. Our major accomplishment for the year was a report that recommended several policy changes and actions based on the data collected from our four sub-committees. Most notably the creation of an adult learner hub that would coordinate efforts across our 24 campuses.

- Creating or co-creating co-curricular activities for online adult learner students so that they have equal learning opportunities as in-residence students. For example, creating with students the first psychology club in the nation for online students; creating with students one of the first chapters of Psi Chi (the national honors society for psychology) for online students; advising an organizational leadership club and the World Campus chapter of Alpha Sigma Lambda (honor society for adult students); co-founding a leadership assessment center for online students; webinars on various topics; hosting a hybrid research conference connecting online students and in-residence students; co-founding and teaching in an inclusive leadership certificate; serving as a reviewer for EEOC grant proposals.

- <u>Filippelli Institute Award for Excellence in Online Teaching</u> 2022
- Certificate of Merit for the Region 2 Outstanding Advising Advocate Award 2019
- Invited Panelist for inaugural Federal Mediation and Conciliation Services Leadership in the 21st Century series August 22, 2017
- Received "We Are!" recognition <u>June 12, 2015</u> and October <u>29, 2015</u>
- Invited Panelist: Hendricks Best Practices for Adult Learners Conference on May 15, 2014 University Park, PA *Serving Adult Learners – Recognizing Best Practices from Across the University*
- Castleton Men's Coaches Award 1998
- NAIA All-American Scholar Athlete 1997
- Mayflower Conference Scholar Athlete 1997
- Castleton Scholar's Award

News/Media

Penn State News. (2023 Dec. 7). Faculty complete Penn State Emerging Academic Leaders program | Penn State University (psu.edu)

Jedrzejewski, K. (2021 Nov. 18). Penn State Online Leadership Development Institute shapes tomorrow's leaders | Penn State University (psu.edu)

Dawson, M. (2021 Nov. 5). Nominations open for annual award that recognizes support for adult learners | Penn State University (psu.edu)

Dawson, M. (2021 Aug. 5). World Campus alerts aim to provide assurance to students during natural disaster | Penn State University (psu.edu)

Jedrzejewski, K. (2021 April 15). Penn State celebrates National Nontraditional Learner Week with virtual events | Penn State University (psu.edu)

Jedrzejewski, K. (2021 Mar. 9). Social entrepreneur takes his next big step with World Campus degree | Penn State University (psu.edu)

Penn State News. (2018 Dec. 20). Redmond wins NACADA award for outstanding advocate for academic advising | Penn State University (psu.edu)

Hicks, J. (2018 Aug. 27). Faculty Focus: Brian Redmond - Penn State World Campus Blog (psu.edu)

Appleman, H. (2017 June 1). Penn State aims to create research opportunities for online students | Penn State University (psu.edu)

Friedman, J. (2016 Oct. 17). Consider Research Opportunities as an Online Bachelor's Student | Online Colleges | US News

Martell, M. (2016 Mar. 1). Penn State Outreach uses robots to integrate online students into classrooms | Centre Daily Times

Quinn, V. (2014). Penn State World Campus students establish chapter of psychology honors society | Penn State University (psu.edu)

Kolowich, S. (2010 Mar. 10). Student Clubs, Virtually (insidehighered.com)

Beneditti, D. (2010 Mar. 9). Penn State students create an online psychology club | Penn State University (psu.edu)

Blog

Blog - People Lever

Redmond, B.F. (2023). *Self-awareness IS Leadership.* Talk given at 2023 World Campus Student Leadership Conference. University Park, PA.

Redmond, B.F. (2023). *Partnership IS Leadership*. Invited keynote speaker Nutrition Links 2023 Annual Conference. State College, PA.

Parr, A. D. (Co-Chair), Chick, A. (Co-Chair), Cozma, I., Fisher, D., Lanier, J., Olson, H., & **Redmond, B.F**. (2023). *Who Needs a Coach? Everyone*. Talk given at 2023 Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.

Pearson, N., Gergen, E., McGowan, M., O'Dell, K., **Redmond, B.F**., & Wildermuth, C. (2022). *Leadership Education in Higher Ed: Examining Models Across Institutions.* Talk given at 2022 International Leadership Association Conference. Washington, D.C./Online.

Williams, J.R., Trahan, K., & **Redmond, B.F**. (2022). *Getting OLDI: An Online Leadership Development Center.* Talk given at Teaching and Learning with Technology Symposium. State College, PA.

Redmond, B.F., Whalen, G., & Klawonn, T. (2021). *The Commission for Adult Learners: Advising University Senior Leadership*. Talk given at 2021 Council for Adult and Experiential Learning Conference. San Diego, CA/Online.

Redmond, B.F., Trahan, K., & Williams, J.R. (2021). *Competency-based Leadership Assessment in a Virtual Environment.* Talk given at 2021 World Campus Student Leadership Conference. University Park, PA.

Williams, J.R., **Redmond, B.F**., Trahan, K., & Edenhart-Pepe, M. (2021). *Getting Real: Online Leadership Development Institute.* Talk given at Teaching and Learning with Technology Symposium. State College, PA.

Redmond, B.F. (2020). *The Skills to Pay the Bills: Evidence-based Leadership Skills*. Talk given during 2020 Non-traditional Student/Adult Learner Week. University Park, PA.

Redmond, B.F. (2020). *Proactive or Reactive? Become an Adaptive Leader*. Talk given at 2020 World Campus Student Leadership Conference. University Park, PA.

Redmond, B.F. (2020). Liderazgo de equipo compartido de un programa online | Shared team leadership for an online program. *Revista Española de Pedagogía, 78*(275), 89-100. doi: https://doi.org/10.22550/REP78-1-2020-04

Redmond, B.F., Trahan, K., & Williams, J. (2020). *Getting Real: Online Leadership Assessment Center.* Talk given at the Virtual Management & Organizational Behavior Teaching Society Conference. Myrtle Beach, SC.

Redmond, B.F. (2019). *Authentic Leadership*. Talk given at 2019 World Campus Student Leadership Conference. University Park, PA.

Redmond, B.F., & Gittler, M. (2019). *Getting Real: Immersive simulation video to enhance learning.* Talk given at Teaching and Learning with Technology Symposium. State College, PA.

Redmond, B.F. (2018). *Future of Leadership*. Talk given at 2018 World Campus Student Leadership Conference. University Park, PA.

Redmond, B.F. (2018). *Empowering People: Team Leadership*. Talk given at 2018 Student Leadership Conference. University Park, PA.

Redmond, B.F. (2018). *Taming the C.O.L.T.: Getting Your Administrators to Improve Online Education*. Talk given at 2018 UPCEA Annual Conference. Baltimore, MD.

Redmond, B.F., Dunlap, R., Jones, C., & Kullman, D. (2018). *Team Leadership*. Talk given at APMM/NJMMA Member Conference 2018. Pocono Manor, PA.

Redmond, B.F., & Simpson, R. (2018). *Team Leadership to Manage Online Programs*. Talk given at Teaching and Learning with Technology Symposium. State College, PA.

Bigatel, P., & **Redmond, B.F**. (2016). *Training Faculty to Conduct Research Experiences with Online Students*. Talk given at Online Learning Consortium International Conference. Orlando, FL.

Redmond, B.F., Lindsay, D., & Buban, J. (2016). *The Match Game: Aligning Program Learning Objectives with a University Wide Assessment Strategy*. Talk given at Online Learning Consortium International Conference. Orlando, FL.

Redmond, B.F., & Padgett, L. (2016). *Analyzing Faculty Job Postings: Comparison of Online, Face-to-Face, and Hybrid Positions*. Talk given at Online Learning Consortium International Conference. Orlando, FL.

Redmond, B.F., Kunz, A., & Boggess, L. (2015). *C.O.L.T. A College Level Faculty Development Model to Improve Online Education*. Talk given at Teaching and Learning with Technology Symposium. State College, PA.

Boggess, L., **Redmond, B.F**., & Cassick, S. (2014). *Raising a COLT or How We Developed the Springboard Model for Delivering Faculty Development to Program Supervisors.* Talk given at Online Learning Consortium International Conference. Orlando, FL.

Redmond, B.F. (2013). *You, me, and the constituency: Community Building for Online Education*. Talk given at World Campus Faculty Convocation. State College, PA.

Bigatel, P., Ragan, L., Kennan, S., May, J., & **Redmond, B.F**. (2012). The Identification of Competencies for Online Teaching Success. *Journal of Asynchronous Learning Networks, 16*(1). 59-77.

Dolan, J., Fisher, M., Raman, V., & **Redmond, B.F**. (2012). *Infusing technology into teaching in the College of Liberal Arts.* Talk given at Teaching and Learning with Technology Symposium. State College, PA.

Hunt, C., Love, J., Peck, A., **Redmond, B.F**., Skattebo, A., & Wede, J. (2012). *Innovations for enhancing online education.* Talk given at the Convention of the Eastern Psychological Association. Pittsburgh, PA.

Redmond, B.F. (2011). Social Identity or Social Dominance? (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses database. (Order Number: 3444341)

Redmond, B.F., Unger, L.A., Carter, K., & Starke, A. (2011). *Online club impacting student sense of community*. Talk given at Teaching and Learning with Technology Symposium. State College, PA.

Redmond, B.F., & Dawson, H. (2010). *Online adult learners benefit from creating knowledge using wikis*. Talk given at the Hendrick Best Practices for Adult Learners Conference. State College, PA.

Redmond, B.F., Mynar, D.A., Wells, W.T., & Rodriguez, S.N. (2010). *Psychology club enhancing the experience of online adult learners*. Talk given at the Hendrick Best Practices for Adult Learners Conference. State College, PA.

Redmond, B.F., & Dawson, H. (2010). *Enhancing student learning with a collaborative wiki*. Talk given at the Teaching and Learning with Technology Symposium. State College, PA.

Ragan, L., Bigatel, P., May, J., Kennan, S., & **Redmond, B.F**. (2010). *Measuring faculty competencies for online teaching success*. Poster presented at the Teaching and Learning with Technology Symposium. State College, PA.

Ragan, L., Bigatel, P., May, J., Kennan, S., & **Redmond, B.F**. (2010). *Measuring faculty competencies for online teaching success*. Talk given at the 9th Annual Maryland Distance Learning Association Spring Conference. Baltimore.

Ragan, L., Bigatel, P., May, J., Kennan, S., & **Redmond, B.F**. (2009). *Measuring faculty competencies for online teaching success*. Talk given at the 15th Sloan-C International Conference on Online Learning. Orlando.

Redmond, B.F. (2006). Affective Events Theory, In *Encyclopedia of Industrial/Organizational Psychology* S.G. Rogelberg, (Ed.). New York: Russell Sage Foundation.

Weiner, R.L., Arnott, L., Winter, R.J. & **Redmond, B.F**. (2006). Generic Prejudice and the Law: Sexual Assault and Homicide. *Basic and Applied Social Psychology, 28*, 145-155.

Lefkowitz, J., Finkelman, J. & **Redmond, B.F.** (2006). *Job reactions of non-traditional or "contingent" workers*. Poster presented at the Annual Conference of the Society for Industrial-Organizational Psychology, Dallas, TX., May 5th.

Barden, K.L., Donovan, C., **Redmond, B.F.,** & Schrader, C. (2003). *Undergraduate students: Usage, satisfaction & awareness of electronic library resources*. Talk given at the Annual Hunter College Psychology Convention. New York.