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| Brian Redmond  Online Educator | Learner Success | [redmondbrian@gmail.com](mailto:redmondbrian@gmail.com) • (814) 933-7904  [Brian Redmond | LinkedIn](https://www.linkedin.com/in/brian-redmond/) • State College, PA 16803 |

Performance-driven and accomplished higher education professional with 20+ years of experience in leading online classrooms and programs. Stellar record of teaching in an online environment including; learner success, curriculum creation & management, online team management, working across academia (both inside and outside the university), online program management, lead international programs, and more.

Education & Credentials

Doctor of Philosophy in Industrial & Organizational Psychology

City University of New York, New York, NY

Master of Arts in Industrial & Organizational Psychology

New York University, New York, NY

Bachelor of Arts in Psychology

Castleton State University, Castleton, VT

Professional Certificate; Penn State Emerging Academic Leaders

Pennsylvania State University, State College, PA | 2023

Professional Certificate: Institute for Emerging Leadership in Online Learning

Pennsylvania State University & The Online Learning Consortium, State College, PA

Professional Certificate: Online Teaching

Pennsylvania State University, State College, PA

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, Comparative HRER (both with and without travel components).

*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 committees.

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

Professional Experience

Pennsylvania State University | State College, PA 2006 – Present

Online Education Lead / Teaching Professor

* Teach online courses at the undergraduate and graduate levels, along with faculty development programs.
* Supervise around 40 reports, handle budgets ranging from $20K to $40K, manage circa. 1300 enrollments, and revise courses in accordance with students’ and environmental requirements.
* Facilitate 40+ staff personnel by planning and organizing engaging training sessions on various teaching practices with a keen focus on ameliorating overall productivity and responsiveness.
* Execute various tasks, consisting of resolving conflicts, overseeing recruitments, analyzing faculty performance, and conducting yearly program reviews for accreditation.
* Coordinated transition from 15-week to 7-week course format, implemented military partnership initiative, and revised organizational leadership curriculum as per alumni survey.
* Recognized for launching the first online psychology club in the world, providing campus resources access to online students via mobile robots, and designing VR simulations to enhance leadership skills.
* Administer several programs, including undergraduate organizational leadership, labor, and human resources programs as well as graduate HR and employment relations programs.
* Co-founded ‘Coordinators of Online Learning & Teaching’ committee and online leadership development center, while co-creating psychology of leadership master’s degree and inclusive leadership certificate.
* Received progressive promotion from ‘Assistant Director of Graduate Programs’ to ‘Online Education Lead’ position for the provision of exceptional services and results.

People Lever LLC. | State College, PA 2021 – Present

General Manager / Principal Consultant

* Attract and connect with clients to create meaningful and useful partnerships.
* Provide strategic oversight and direction to staff personnel to streamline day-to-day company operations, leading towards enhancing workflow efficiency.
* Devise engaging content for various media platforms and orchestrate robust marketing campaigns with the aim of maximizing media outreach, awareness, and engagement.
* Manage accounting related activities to maintain yearly budget and cashflow, as well as lead recruitment operations to interview and hire high caliber consultants.
* Assessed intricate issues of all clients and offered effectual resolutions in compliance with defined policies, leading towards boosting client satisfaction rate.
* Collaborated closely with all clients leveraging strong interpersonal communication skills to foster long-term professional relationships with retention rate of 100%.

Additional Experience

Faculty | Cochise College

Assessment Coordinator / Adjunct Faculty | Excelsior College

Notable Successes

Academic Achievements:

* Guiding conversion of HRER MPS degree to an MHRER. In that process lead conversion of courses from a 15-week to 7-week format as well as added stackable certificates to the program.
* Spearheaded conversion of ‘annual best practices for adult learners’ conference from local to national scale, while seamlessly transitioning to virtual format during pandemic and increasing outreach.
* Drove creation of strategic partnership with Community College of Air Force to enhance educational opportunities for military members, facilitating the attainment of bachelor's degrees and boosting enrollments.
* Acknowledged as a collaborative force university-wide, particularly in online domain, by consistently demonstrating proactive approach to problem-solving and commitment to delivering high-quality outcomes.
* Driving Global Voices project for the Leadership Development Community for the International Leadership Association so that more leaders from around the world can get their voices heard and make an impact on leadership globally.

Consultation & Management:

* Effectively provided oversight and direction for a $100K budget, ensuring meticulous allocation and optimization of resources to meet project objectives and financial goals.
* Orchestrated rapid growth of business, achieving profitability within less than a year through strategic planning, resource allocation, and efficient management practices.
* Reviewed military and other training programs for college credit for the American Council on Education and National College Credit Recommendation Service.
* Invited to speak regarding leadership with the Training Academy Leads for Walmart.

Affiliations

* **Member** **& Vice-Chair|** International Leadership Association
* **Advisory Board Member |** Strategies for Justice
* **Member |** UPCEA
* **Member |** Online Learning Consortium
* **Member |** World Campus Strategic Planning Committee
* **Reviewer |** American Council on Education
* **Member |** Transfer Governance Council
* **Member & Chair** **|** Commission for Adult Learners
* **Member & Chair |** Search & Promotion Committee
* **Member & Chair |** Teaching Faculty Advisory Committee
* **Panelist |** Federal Mediation & Conciliation Services Leadership in the 21st Century
* **Panelist |** Hendricks Best Practices for Adult Learners Conference

Awards

* Filippelli Institute Award for Excellence in Online Teaching
* NACADA Certificate of Merit for the Region 2 Outstanding Advising Advocate Award
* “We Are!” Recognition
* Castleton Men’s Coaches Award
* NAIA All-American Scholar Athlete
* 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)](https://www.psu.edu/news/administration/story/faculty-complete-penn-state-emerging-academic-leaders-program/)

Jedrzejewski, K. (2021 Nov. 18). [Penn State Online Leadership Development Institute shapes tomorrow's leaders | Penn State University (psu.edu)](https://www.psu.edu/news/academics/story/penn-state-online-leadership-development-institute-shapes-tomorrows-leaders/?utm_audience=Combined&utm_source=newswire&utm_medium=email&utm_campaign=liberal%20arts%20headlines%20issue&utm_content=11-22-2021-07-33&utm_term=Stories%20-%203)

Dawson, M. (2021 Nov. 5). [Nominations open for annual award that recognizes support for adult learners | Penn State University (psu.edu)](https://www.psu.edu/news/academics/story/nominations-open-annual-award-recognizes-support-adult-learners)

Dawson, M. (2021 Aug. 5). [World Campus alerts aim to provide assurance to students during natural disaster | Penn State University (psu.edu)](https://news.psu.edu/story/665308/2021/08/05/world-campus-alerts-aim-provide-assurance-students-during-natural-disaster)

Jedrzejewski, K. (2021 April 15). [Penn State celebrates National Nontraditional Learner Week with virtual events | Penn State University (psu.edu)](https://www.psu.edu/news/academics/story/penn-state-celebrates-national-nontraditional-learner-week-virtual-events)

Jedrzejewski, K. (2021 Mar. 9). [Social entrepreneur takes his next big step with World Campus degree | Penn State University (psu.edu)](https://news.psu.edu/story/647382/2021/03/01/academics/social-entrepreneur-takes-his-next-big-step-world-campus-degree)

Penn State News. (2018 Dec. 20). [Redmond wins NACADA award for outstanding advocate for academic advising | Penn State University (psu.edu)](https://news.psu.edu/story/552574/2018/12/20/faculty-achievement/redmond-wins-nacada-award-outstanding-advocate-academic)

Hicks, J. (2018 Aug. 27). [Faculty Focus: Brian Redmond - Penn State World Campus Blog (psu.edu)](https://blog.worldcampus.psu.edu/faculty-focus-brian-redmond/)

Appleman, H. (2017 June 1). [Penn State aims to create research opportunities for online students | Penn State University (psu.edu)](https://news.psu.edu/story/470190/2017/06/01/academics/penn-state-aims-create-research-opportunities-online-students)

Friedman, J. (2016 Oct. 17). [Consider Research Opportunities as an Online Bachelor's Student | Online Colleges | US News](https://www.usnews.com/education/online-education/articles/2016-10-17/consider-research-opportunities-as-an-online-bachelors-student)

Martell, M. (2016 Mar. 1). [Penn State Outreach uses robots to integrate online students into classrooms | Centre Daily Times](https://www.centredaily.com/news/local/education/penn-state/article63484182.html)

Quinn, V. (2014). [Penn State World Campus students establish chapter of psychology honors society | Penn State University (psu.edu)](https://www.psu.edu/news/academics/story/penn-state-world-campus-students-establish-chapter-psychology-honors-society/)

Kolowich, S. (2010 Mar. 10). [Student Clubs, Virtually (insidehighered.com)](https://www.insidehighered.com/news/2010/03/10/student-clubs-virtually)

Beneditti, D. (2010 Mar. 9). [Penn State students create an online psychology club | Penn State University (psu.edu)](https://news.psu.edu/story/169825/2010/03/01/penn-state-students-create-online-psychology-club)

Publications/Presentations

Trahan, K., **Redmond, B.F**., & Matthews, A.M. (2025). *Coaching Students for Career Readiness and Workplace Leadership Success.* Talk given at Teaching and Learning with Technology Symposium. State College, PA.

**Redmond, B.F**. (2025). Leadership Self-Awareness, Workplace Well-Being, and Job Outcomes. In Barua (Ed.), *Practices, Challenges, and Deterrents in Workplace Wellbeing: Strategies for Building Resilient and Thriving Workplaces* (1st ed., pp. 313-338). IGI Global Scientific Publishing. DOI: 10.4018/979-8-3693-6079-8

**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 the 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.

Blog

[Blog - People Lever](https://peoplelever.com/people-lever-leadership-blog/)