

## Brian Redmond, PhD

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### Summary

Brian is an innovative and experienced online faculty and manager. While his "day job" is running the day-to-day operations of an online Organizational Leadership program, he is also a member and chair of department, college, and university committees where he has been involved in shaping vision and policy at all levels. In his career, he has always pushed to innovate to improve the student experience. Some examples include experimenting with mobile robots so that online students could interact on a physical campus as well adding virtual reality components to online courses so that students have a chance to practice the ideas that they are learning. Most recently he is a founding member of the [Online Leadership Development Institute](#) which is a leadership assessment center designed to help online students gauge and improve their leadership competencies.

### Education/Professional Training

Penn State Emerging Leaders ([PSEL](#)) (2018) from the Pennsylvania State University

The Institute for Emerging Leadership in Online Learning ([IELOL](#)) (2015) from the Pennsylvania State University and the Online Learning Consortium (OLC)

Certificate for Online Teaching (2014) from Penn State University [World Campus Faculty Development](#)

Ph.D. in Industrial & Organizational Psychology (2011) from [Graduate School & University Center](#) and Baruch College

MA in Industrial & Organizational Psychology (2002) from [New York University](#)

BA in Psychology (1998) with a minor in statistics from [Castleton State University](#)

## Work Experience

**The Pennsylvania State University** January 2006-present

*Title:* Teaching Professor and Director of [Organizational Leadership Program](#)  
March 2019- present

*Title:* Associate Teaching Professor and Director of [Organizational Leadership Program](#) May 2016- March 2019

*Duties:* Oversee the Organizational Leadership degree programs. Responsible for vision and direction of programs. Run the day-to-day operations including approving transfer credits, supervising internship program, design and create curriculum, recruit and hire faculty, support faculty development, and teach in the programs. Serve on University (ex. Chair for [Commission for Adult Learners](#) ), College (ex. Chair Coordinators of Online learning and Teaching), and School (ex. Faculty Advisory Committee) committees.

*Title:* Assistant Director of Curriculum Development August 2013- May 2016

*Duties:* Assisted with day to day operations of [Master of Professional Studies program in the Psychology of Leadership at Work](#) including admissions, faculty development, faculty hiring, etc. Developed and taught courses. Member of online program committee. Advised graduate students.

*Title:* Senior Lecturer of Psychology July 2014- May 2016

*Title:* Lecturer of Psychology August 2008- July 2014

*Duties:* Taught undergraduate courses online. Wrote letters of recommendation for students. Advisor for World Campus Psi Chi Honor Society. Member of online psychology program committee. Chaired World Campus Course Evaluation Committee. Created online research lab and oversee research assistants. Facilitate discussions regarding eLearning for psychology faculty to improve online teaching.

*Title:* Adjunct Instructor for World Campus January 2006-May 2008

*Duties:* Taught upper level undergraduate course online.

### *Sample of Service to the Pennsylvania State University*

- Founding Member Online Leadership Development Institute ([OLDI](#))
- Chair Coordinators for Online Learning and Teaching (COLT) committee to aid in development of online education in Liberal Arts
- Chair of the Commission for Adult Learners ([CAL](#))
- Faculty Co-Chair World Campus Faculty Capacity committee
- Teach training courses regarding online teaching (e.g. OL 2000, OL 4500-founding faculty, OL 1100-founding faculty)
- Member of Liberal Arts Innovators which advanced use of technology in education

**Cochise College** August 2006-December 2008

*Title:* Psychology Instructor

*Duties:* Taught lower level undergraduate courses in the classroom and at a distance. Sat on assessment, honors, and online committees (online committee chose CMS). Ran the psychology program assessment project. Advised the psychology club. Advised students on academic and career paths in psychology. Wrote recommendation letters.

**University of Arizona South** August 2007-December 2007

*Title:* Adjunct Instructor

*Duties:* Taught upper level undergraduate course in the classroom and at a distance (ITV).

**Excelsior College** November 2004-October 2006

*Title:* Adjunct Faculty July 2005-October 2006

*Duties:* Taught undergraduate distance learning courses (online and CD-ROM). Sat on faculty committee that reviews new courses to ensure college quality and breadth. Made recommendations to improve the course development and review processes. Drafted a proposal to create non-credit courses. Advised adult learners on their options for education.

*Title:* Assessment Coordinator November 2004-March 2006

*Duties:* Responsible for coordinating training assessments for criminal justice agencies involved in Criminal Justice Training Assessment ([CJTA](#)), a Federal grant program that evaluated police and corrections agencies' training for college credit. Duties involved managing teams of consultants prior to and during onsite activities. Primary responsibilities include providing official technical reports to be made public and making unofficial training recommendations to agencies. Other duties included running program evaluation of CJTA and advising students on how to use credit recommendations. Aided in the development of Masters level post-baccalaureate certificate online courses in Criminal Justice.

**Baruch College** August 2001-July 2004

*Title:* Adjunct Lecturer May 2002-July 2004

*Duties:* Taught upper level undergraduate courses in the classroom. Ran in-class assignments to enhance student learning (including development of a mock trial). Advised students with questions regarding psychology academic and career choices and wrote recommendation letters.

*Title:* Research Assistant August 2001-May 2004

*Duties:* Research literature searches and maintenance database of research related documents. Aided in creating survey for research. Helped design website for survey, as well as responsible for administering survey online. Aided in the development of psychological research projects and then running projects in lab or online. Reviewed articles for *Journal of Law and Human Behavior*.

## **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.

*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.

*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.

*Faculty Development:* Effective Online Teaching; Graduate Certificate in Online Teaching; Conducting Research with your Online Students, Teaching the International Student.

*Formats:* Classroom, Online, ITV, CD-ROM

## **Awards & Recognitions**

- Certificate of Merit for the Region 2 Outstanding Advising Advocate Award 2019
- Invited Panelist for inaugural Federal Mediation and Conciliation Services Leadership in the 21<sup>st</sup> Century series August 22, 2017
- Received “We Are!” recognition [June 12, 2015](#) and October [29, 2015](#)
- 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

- Hicks, J. (2018 Aug. 27). Faculty Focus: Brian Redmond. Retrieved at: <https://blog.worldcampus.psu.edu/2018/08/faculty-focus-brian-redmond/>
- Friedman, J. (2016 Oct. 17). Consider Research Opportunities as Online Bachelor's Student. *U.S News & World Report*. Retrieved at: <http://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*. Retrieved at: <http://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 News*. Retrieved at: <http://news.psu.edu/story/330991/2014/10/20/academics/penn-state-world-campus-students-establish-chapter-psychology>
- Kolowich, S. (2010 Mar. 10). Student Clubs, Virtually: Distance ed students seek to replicate social and professional benefits of traditional college experience by forming Web-based extracurricular organizations. *Inside Higher Ed*. Retrieved at: <https://www.insidehighered.com/news/2010/03/10/clubs>

## Publications/Presentations

- 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*. Paper presented at 2018 UPCEA Annual Conference. Baltimore, MD.
- Redmond, B.F., Dunlap, R., Jones, C., & Kullman, D. (2018). *Team Leadership*. Paper presented at APMM/NJMMA Member Conference 2018. Pocono Manor, PA.
- Redmond, B.F., & Simpson, R. (2018). *Team Leadership to Manage Online Programs*. Paper presented 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*. Paper presented 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*. Paper presented 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*. Paper presented 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*. Paper presented 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*. Paper presented at Online Learning Consortium International Conference. Orlando, FL.
- Redmond, B.F. (2013). *You, me, and the constituency: Community Building for Online Education*. Paper presented 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*. Paper presented 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*. Paper presented 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*. Paper presented 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*. Paper presented 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*. Paper presented 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*. 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*. 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*. Paper presented 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*. Paper presented 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. (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*. Paper presented at the Annual Hunter College Psychology Convention. New York.

## Other Related Experience

**L.A. Dreyfus** June 2002-August 2002

*Title:* Training Intern June 2002-August 2002

*Duties:* Aided in the development of a training program. Specifics included gathering knowledge, skills and abilities from job incumbents through interviews and observations and then creating documentation in form of training manual and video based on those interviews, observations and a previously conducted job analysis.

**Merrill Lynch** June 2001-August 2001

*Title:* Consultant

*Duties:* Worked on Global Employee Satisfaction survey administration, analyzing data and summarized that data for presentations that were used to deliver feedback to managers globally. Involved in similar smaller projects such as the quarterly Employee Exit survey and Take Your Daughters to Work Day. Created a white paper regarding diversity in the workplace to be used at the local office and aided in creation of an International Conference Call Guidelines.

**New York University** October 1999-May 2001

*Title:* Research Assistant October

*Duties:* Research literature searches, data coding, data entry, grade compilation, aided conducting psychology experiments.

**New York State Insurance Department** February 2000-April 2001

*Title:* Human Resources Student Assistant

*Duties:* Maintenance of the candidate-tracking list. Posted jobs on the Internet, contacted schools for recruiting, and gave input on candidate selection after sitting in on interviews.

Worked as consultant for CJTA after I left the project. April 2006.

Edited three chapters for Allen Kraut's Society of Industrial and Organizational Psychology (SIOP) series book: *Getting Action from Organizational Surveys: New Concepts, Technologies, and Applications* (2006).

Worked as part of a 5-member team that assessed student computer knowledge, usage, and desires via a survey at Baruch College that was used to help allocate the school's \$2 million dollar technology fund budget. Summary of tasks: item development, piloting, administration, data analysis, and presentation of results to Chief Information Officer of Baruch.