

VITA**Robert T. Brill****CONTACT INFORMATION**

Business Address:
Department of Psychology, Moravian College
Bethlehem, PA 18018
Business Phone: (610) 861-1561
E-mail: brillr@moravian.edu

EDUCATION

- Ph.D. Virginia Polytechnic Institute and State University, 1992
Major field of study: Industrial/Organizational Psychology

Dissertation title: *The Effects of Job Knowledge, Observation Purpose, and Judgment Complexity on Recall and Rating Ability*
Major Advisor: Dr. Neil M. A. Hauenstein
- M.S. Virginia Polytechnic Institute and State University, 1989
Major field of study: Industrial/Organizational Psychology

Thesis title: *Reciprocal Influence of Subordinate Reaction on Ratings: Supervision and Attributions of Supervisors*
Major Advisor: Dr. Neil M. A. Hauenstein
- B.A. LaSalle University, Pennsylvania, Magna Cum Laude, 1987
Dual Major: Psychology and Management, Honors Program

EXPERIENCE**Teaching**

- | | |
|---------------|--|
| 1997- Present | Associate Professor
Moravian College, Department of Psychology |
| 1991-1997 | Assistant Professor
Moravian College, Department of Psychology |
| 1988-1991 | Graduate Teaching Assistant , Virginia Polytechnic Institute and State University, Department of Psychology |

Administration

- 2014 – Present **Faculty Athletic Representative to the NCAA**
Moravian College, Athletic Dept.
- 2015 – 2019 **Co-Chair Academic Advising Task Force**
Moravian College, Office of the Provost
- 2017 – 2018 **Provost Faculty Fellow**
Coordinating Online Learning Vision and Guiding Principles
Moravian College, Office of the Provost
- 2016 – 2017 **Chair, Online Student Feedback / Course Evaluation Revision**
Led creation and implementation of a first-time online feedback form & system
Moravian College, Academic Personnel Committee Commission
- 2009 – 2010 **Primary Investigator and Research Director, Wall Street West Grant**
Lehigh Valley Research Consortium
- 1996 – 2006 **Chairperson of the College Assessment Committee**
Moravian College
- 1994 – 2006 **Director of Human Resources Administration Certificate Program**
Moravian College, CGS Division

HONORS AND AWARDS

- 2016 Brother Jack Dondero Distinguished Alum Award
Psychology Department of LaSalle University
- 1993, 2004 Elected as Faculty Speaker to give the Address to the Graduates
- 1993, 2004 Timothy Breidegam Award for Outstanding Service to
the College Community, Moravian College
- 1996 Lindback Award for Excellence in Teaching
- 1995 Omicron Delta Kappa Golden Apple Award for
Excellence in Teaching, Inducted as Honorary member

PROFESSIONAL ORGANIZATIONS AND ACTIVITIES

- Member, Association for Psychological Science
Member, Society of Industrial/Organizational Psychology
Member, Council of Teachers of Undergraduate Psychology
Member, Psi Chi National Honor Society

GRANTS

- 2012 – 2014 **Pennsylvania Developmental Disabilities Council**
 “*Best Practices in Selection and Retention of Persons with Disabilities within Pennsylvania*”
 Lehigh Valley Center for Independent Living and
 Lehigh Valley Research Consortium
 As a collaborative researcher with Lehigh Valley Research Consortium and in partnership with the Lehigh Valley Center for Independent Living, I am conducting a study of best practices in employment hiring and retention of successful working persons with disabilities.
- 2008 – 2010 **Wall Street West Grant, WIRED Initiative from the Dept. of Labor**
 “*Collective Assessment and Sustainability of Distributed WSW Grants*”
 Lehigh Valley Research Consortium
 Co-Principal Investigator for Wall Street West Grant to conduct an Impact Analysis of the collective three years of effort of 52 grant initiatives to impact the workforce, education, and economic dimensions of the financial service industry within the Lehigh Valley and surrounding counties. Wall Street West is a one of 13 first generation Workforce Innovation in Regional Economic Development (WIRED) initiatives funded by the Department of Labor.
- 2006 – 2010 **Teagle Foundation Grant**
 Member of multi-college Teagle Foundation Grant hosted by Moravian College with the focus on developing assessment strategies to explore and promote intentional learning.

PUBLICATIONS

- Brill, R.T. & Allen, N. (under review). Rethinking a faculty academic advising model. *E-Source for College Transitions*.
- Mathews-Schultz, L. & Brill, R. T. (2016). Thinking and talking about disabilities: Demographics and definitions. *The State of the Lehigh Valley Report 2016*. Lehigh Valley Research Consortium.
- Brill, R. T. (2015). The status of disabilities: Bridges and barriers. *The State of the Lehigh Valley Report 2015*. Lehigh Valley Research Consortium.
- Brill, R. T., Cifuentes, F., & Stano, L. (2014). A case study of self – team evaluations and feedback through team-designed behavior scales. *The Sport Journal*, 43, on-line.
- Brill, R. T., Gilfoil, D. M., & Doll, K. (2014). Exploring predictability of instructor ratings using a quantitative tool for evaluating soft skills among MBA students. *American Journal of Business Education*, 7 (3), 175 - 182.

- Gilfoil, D. M., & Brill, R. T. (2010) Developing and implementing a measure of sustainability for workforce and economic development projects. *Journal of Business and Economics Research*, 8 (12), 85 – 93.
- Stone, N., Roch, S., & Brill, R. (2010). Technology in the classroom: Reflections and lessons learned. *The Industrial/Organizational Psychologist*, 47 (4), 84 – 87 .
- Brill, R. T. (2009). A review and feedback process for developing and improving departmental assessment plans. In Banta, T., Black, K., & Jones, E. (Eds.), *Designing effective assessment: Principles and profiles of good practice*. San Francisco, CA: Jossey-Bass Publishers.
- Brill, R. T. (2008). A decade of assessment progress: Learned principles. *Assessment Update: Progress, Trends, and Practices in Higher Education*, 20 (6), 12 – 14.
- Brill, R. T. (June/July, 2007). Three option feedback: A strategy for improving course evaluations. *The Teaching Professor*, 21(6), 2,7.
- Brill, R.T. (2003). Future areas beckoning partnerships between industrial organizational psychologists and human resource professionals. In E. Biech (Ed.) *The 2003 annual: Vol. 2 Consulting*. (pp. 263-279). San Diego, CA: Pfeiffer.
- Brill, R.T. (1994). Behavior management interventions focusing on identification and confrontation behaviors: Getting the most out of your employee assistance programs. In M. Prokop (Ed.) *The 1994 annual: Developing human resources*. (pp. 201 – 211). San Diego, CA: Pfeiffer.

TECHNICAL REPORTS

- Lehigh Valley Research Consortium (2014, April). *Employment practices research project: A state-wide study of best practices in the selection and retention of persons with disabilities from an employee and employer perspective*. A study commissioned by the Pennsylvania Developmental Disabilities Council (PDDC) conducted by the Lehigh Valley Research Consortium (LVRC) in partnership with The Lehigh Valley Center for Independent Living (LVCIL). Bethlehem, PA: Author
- Lehigh Valley Research Consortium (2010, January). Wall Street West impact and sustainability assessment. Bethlehem, PA: Author
http://lehighvalleyresearch.org/files/articles/WSW_Impact_Assessment_final_2010.pdf
- Brill, R. T. (2009). *Focus group study report based on a review of CSC training needs and assessment goals*. Bethlehem, PA: Community Services for Children.
- Brill, R. T. (2006). *A study of retirement and retention issues: Perceptions of nurses 52 years of age and older*. Bethlehem, PA: Lehigh Valley Hospital and Health Network.

Brill, R. T. (2006). *Perceived impact of competencies and culture on retention of OR nurses: Survey results from a cultural analysis*. Bethlehem, PA: Lehigh Valley Hospital and Health Network.

EDITORIALS

Brill, R. (November, 2012) *Show mechanics gratitude for keeping our cars moving*. The Morning Call, 27.

Brill, R. (June, 2010). *U.S. soccer team's resiliency presents a model for our lives*. The Morning Call, 20.

Brill, R. (July, 2006). *There were no rowdies, just reaffirmation at the World Cup*. The Morning Call, A9.

Brill, R. (September, 2005). *Old steel buildings tell story of the value of work*. The Morning Call, A11.

PRESENTATIONS

Brill, J., Dorney, P., & Brill R. (July, 2017). *Nurses' stress and coping: In the midst of work and back to school*. Paper presented at Sigma Theta Tau annual international conference in nursing, July, 2017 in Dublin, Ireland.

Brill, J., Dorney, P., & Brill R. (July, 2017). *Exchanging expertise: Collaborative teaching opportunities in research courses*. Poster presented at Sigma Theta Tau annual international conference in nursing, July, 2017 in Dublin, Ireland.

Arcona, Z. & Brill, R. (May, 2016). *Exploring predictors of mental readiness in recovery from injury*. Poster presented at the Annual Meeting of the Association for Psychological Sciences in Chicago, IL.

Tallon, A., Brill, R., & Newman, M. (May, 2016). *Exploring the interrelationship of the two domains challenging student-athletes: Trends and predictors of academic-athletic effort and success*. Poster presented at the Annual Meeting of the Association for Psychological Sciences in Chicago, IL.

Brill, R., Stano, L., & Cifuentes, F. (March, 2014). *Team feedback intervention: Self-Team perception gaps from team-designed behavior-based scales*. Poster presented at the Annual Meeting of the Eastern Psychological Association in Boston, MA.

Brill, R., Gilfoil, D., & Doll, K. (January, 2014). *Exploring predictability of instructor ratings using a quantitative tool for evaluating soft skills among MBA students*. Paper presented and published in the proceedings of the 2014 International Business & Economics Research Conference sponsored by the Clute Institute in Orlando, FL.

Salter, N., O'Malley, A., Brill, R., & Sliter, K. (April, 2013). *Overcoming teaching challenges in undergraduate industrial-organizational psychology courses*. Panel discussion presented at the annual conference of the Society for Industrial/Organizational Psychology (SIOP) in Houston, TX.

Brill, R., Roch, S., Stone, N. (April, 2011). *Talking tech: Sharing success and failures with technology in teaching*. Panel discussion presented at the annual conference of the Society for Industrial/Organizational Psychology (SIOP) in Chicago, IL .

Gilfoil, D. & Brill, R. (March, 2011). *Practical measurement challenges in the development of a sustainability index for the financial services industry*. Paper presented as part of the Marketing and Metrics track at the annual meeting of the Association of Collegiate Marketing Educators in Houston, TX.

Brill, R., Brill, J., & Yeager, S. (October, 2010) *From both sides now: The ups and downs of the clinical experience*. Paper presented at the "Gateway to Innovation and Creativity in Nursing Education" Poster session at the Professional Nurse Educators' Group Conference in Baltimore, MD.

Gilfoil, D. M., & Brill, R. T. (October, 2010) *Developing and implementing a measure of sustainability for workforce and economic development projects*. Paper presented at, and published in the proceedings of the 2010 International Business & Economics Research Conference sponsored by the Clute Institute in Las Vegas, NV. Awarded "Best Paper in Session" within the topical session panel of presentations.

Renninger, J. & Brill, R. (2010, May). *The effects of anxiety on memory of different facial expressions*, Poster presented at the 2010 APS Annual Convention in Boston, MA.

Brill, R. T. (2010, April) *Comparative case studies of undergraduate I/O psychology service learning projects: Lessons learned, warnings to heed*. In Julie Lyon (Chair) *The data driven classroom: Scholarly teaching and the scholarship of teaching*. Symposium conducted at the annual meeting of the Society for Industrial / Organizational Psychology, Atlanta, GA.

Brill, R. T. (April, 2009). *Working collaboratively with NFP's to build a GREAT student learning experience*. Invited poster contributing to the theme track of Public Engagement: Service Learning Projects in the Classroom presented at the annual meeting of the Society for Industrial Organizational Psychologists, New Orleans, LA.

Lyon, J., Everton, W., Brill, R., & Horvath, M. (April, 2009). *Sharing teaching ideas among undergraduate I-O instructors*. Roundtable panel presented at the annual meeting of the Society for Industrial / Organizational Psychologists, New Orleans, LA.

Brill, J. A. & Brill, R. T. (January, 2009). *Do you see what I see? A comparison of supervising nurses and nursing students perceptions of the clinical experience*. Paper presented at the

Mosbey Nurse Educators' Conference in Orlando, FL.

Brill, R.T. (October, 2008). *A review and feedback process for developing and improving departmental assessment plans*. Presentation made at the "Best Practices in Assessment" session of The 2008 Assessment Institute hosted by the Planning and Institutional Improvement Office of Indiana University – Purdue University, Indianapolis, IN on October 27 – 28.

Brill, R. T. & Sahlendar, L. (April, 2008). *Technology and supplemental readings used in undergraduate I/O psychology courses*. Poster presented at the Annual meeting of SIOP in San Francisco, CA.

Brill, R.T., & Fitzgerald, P. E. (August, 2007). *Critical push and pull retention factors as predictors of projected work longevity for older nurses*. Paper presented at the Annual Conference of the American Psychological Association, San Francisco, CA.

Brill, R. T. (May, 2007). *Librarians as civil engineers: Building and strengthening your assessment infrastructure*. Presentation made at the annual meeting of the LV-PA Chapter of the American Librarian Association Conference at Moravian College on May 17, 2007.

Von Allmen, P., McGlenn, G., & Brill, R. (July, 2006). *Wages, productivity, and monopsony power in the NFL*. Paper presented at the Western Economics Association Conference.

Brill, R. T. (May, 2006). *Bolstering scientific thought: Student reaction to "Prisoners of Silence"*.

Poster presented at the annual meeting of the Association for Psychological Science, New York.

Brill, R., DeValdenebro, L., & Bush, W. (May, 2006). *Spirituality and religious orientation as predictors of coping with work-family conflict*. Poster presented at the annual meeting of the Association for Psychological Science, New York.

Modjadidi, K. & Brill, R. T. (May, 2006). *Exploring the predictive validity of personality traits for success in a work-release program*. Poster presented at the annual meeting of the Association for Psychological Science, New York.

Brill, R.T., Bush, W., & DeValdenebro, L. (March, 2006). *Profiles in coping with work-family conflict based on spirituality and religious levels and orientation*. Poster presented at the annual meeting of the Eastern Psychological Association, Baltimore, MD.

Brill, R. T. (2005, March). *Exploring Moral Issues Related to Work-Life Balance: Integrated Life Plans*. Paper presented at the annual conference of the Mid-Atlantic Organizational Behavior Teacher's Conference, Philadelphia, PA.

Brill, R. T. (2004, September). *When writing in the research course intensifies, variety is the spice of write*. Poster presented at the annual conference of the American Psychological Society, Chicago,

III.

- Brill, R.T. (2003, March). *Assessment at Moravian College: A rollercoaster ride at a private liberal arts institution*. Symposium presentation for the doctoral program in Leadership Studies and Administration, Indiana University of Pennsylvania.
- Brill, R.T. (2002, September). *A portfolio approach to introductory psychology with interdisciplinary objectives*. Poster session presented at the American Psychological Association sponsored Best Practices in Assessment Conference, Atlanta, GA.
- Brill, R.T. (2002, September). *Behavior Checklists: Practicing What We Preach*. American Psychological Association sponsored Best Practices in Assessment Conference, Atlanta, GA.
- Brill, R. T., Constable, H., & Dudhat, P. (2001, September). *A qualitative and quantitative assessment of spiritual coping styles in work and family role contexts*. Paper presented at the 72nd meeting of the Eastern Psychological Association, Washington DC.
- Brill, R. T. & Vari A. (2000, February). *The practice lecture session as part of orientation: An assessment tool and Example of feedback*. Poster session presented at the nineteenth annual National Conference on the First Year Experience, Columbia, SC.
- Brill, R. T. (2000, June). *Leadership and spirituality: Exploring relationships and instrumentality in work role contexts*. Poster presented at the Eleventh Annual Meeting of the American Psychological Society, Miami, FL.
- Brill, R. T. (2000, June). *Exploring the psychology of prejudice using short stories*. Poster presented at the Eleventh Annual Meeting of the American Psychological Society, Miami, FL.
- Cervelli, C. & Brill, R. T. (1999, April). *Attitude change regarding AIDS and alcoholism through film viewing*. Poster presented at the 70th annual meeting of the Eastern Psychological Association, Providence, RI.
- Nocek, D. & Brill, R. T. (1999, April). *Goal setting training intervention: How elaborate does it have to be?* Poster presented at the 70th annual meeting of the Eastern Psychological Association, Providence, RI.
- Brill, R.T. (1998, July). *Future areas beckoning partnerships between human resource professionals and industrial / organizational psychologists*. Paper presented at the 27th World Conference of the International Federation of Training and Development Organizations, Trinity College, Dublin, Ireland.
- Brill, R.T. & Dunn, D.S. (August, 1997). *Undergraduate statistics: A survey of psychology departments in North America*. Paper presented at the 105th annual conference of the American Psychological Association, Chicago, Ill.

Brill, R. T. (March, 1997). *Student generated evaluation and feedback strategies for team projects*. Paper presented at the annual conference of the Mid-Atlantic Organizational Behavior Teaching Conference, Sugarloaf Conference Center of Temple University, Chestnut Hill, PA.

Brill, R.T. & Prowker, A. (June, 1996). *Supervisor information processing: Rating complexity and confidence*. Paper presented at the eighth annual conference of the American Psychological Society, San Francisco, CA.

Brill, R.T. (March, 1996). *A course structure for exploring the psychology of change*. Paper presented at the 67th annual meeting of the Eastern Psychological Association in Philadelphia, PA on March 29-31, 1996.

Bubnis, C. & Brill, R.T. (March, 1996). *The effects of expert testimony and gender on juror decision-making*. Paper presented at the 67th annual meeting of the Eastern Psychological Association in Philadelphia, PA on March 29-31, 1996.

Brill, R.T. & Woerner, K. (September, 1995). *Employee assistance programs and supervisor intervention: Stress and performance problems*. Paper presented at the "Work, Stress, & Health '95: Creating Healthier Workplaces" Conference held in Washington, D.C. sponsored By APA, National Institute for Occupational Safety and Health, U.S. of Personnel Management, Occupational Safety and Health Administration.

Brill, R.T. & Kester, L. (1995, May). *The effect of complexity's dual role in performance appraisal on supervisor confidence*. Paper presented at the Tenth Annual Meeting of the Society for Industrial/Organizational Psychology in Orlando, FL.

Brill, R.T. (1995, June). *Teaching history & systems of psychology through expert testimony: Freud, Rogers, & Skinner go to court*. Paper presented as a Participant Idea Exchange at the Annual Meeting of the American Psychological Society in New York, NY.

O'Halloran, P., & Brill, R.T. (1995, March). *Moderating effect of personality on the impact of cognitive interventions to improve athletic performance*. Paper presented at the 66th Annual Meeting of the Eastern Psychological Association in Boston, Massachusetts

Woerner, K. R., & Brill, R.T. (1995, March). *Factors influencing supervisors use of referrals to the employee assistance program*. Paper presented at the 66th Annual Meeting of the Eastern Psychological Association in Boston, Massachusetts

Brill, R.T., Hauenstein, N.M. & Corrigan, D. (1994, April). *The influence of job knowledge and task complexity on free recall and performance rating accuracy*. Paper presented at the sixty-fifth annual meeting of the Eastern Psychological Association.

Brill, R.T. & Hauenstein, N.M. (1994, April). *Reciprocal influence of subordinate reaction on*

supervisor affect and attributions. Paper to be presented at the sixty-fifth annual meeting of the Eastern Psychological Association.

Brill, R.T. (1993, November). *Behaviorally anchored rating scales for group contribution: Development process to improve student commitment and evaluation efficiency.* Paper presented at the Teaching of Psychology Conference, Ursinus College.

Brill, R.T. (1993, March). *Information Processing and Performance Appraisal: Effects of Task Complexity on recall and accuracy.* Invited speaker at the Spring Colloquium Series of Villanova University's Psychology Department.

Hauenstein, N.M., Brill, R.T., & West, T. (1992, April). *Measuring halo in single rater - single employee situations.* Paper to be presented at the annual meeting of the Society of Industrial/Organizational Psychologist, Montreal, Canada.

Hauenstein, N.M., Brill, R.T., & Stamoulis, D.T. (1991, August). *The moderating effect of "halo error" on test validity: Real or Artifact.* Paper presented at the ninety-ninth annual meeting of the American Psychological Association, San Francisco, California.

Harvey, R.J., Becker, R.L., Brill, R.T., Lawless, W., Murray, W., & Stamoulis, D.T. (1991, August). *Dimensionality of the Myers-Briggs type indicator.* Paper presented at the ninety-ninth annual meeting of the American Psychological Association, San Francisco, California.

Brill, R.T., & Stamoulis, D.T. (1991, March). *Interventions toward behavior change in the workplace addressing substance abuse: Identifying and motivating employees for treatment.* Invited symposium presented at the Annual Meeting of the Southeastern Psychological Association, New Orleans, LA.

Applied Research / Consulting Experience

- | | |
|-------------|--|
| 2016 – 2020 | Feedback Facilitator, Community Services for Children, Allentown, PA
Developed, implemented and produced 360-degree feedback process and subsequent reports for members of the management and leadership team. |
| 2013 - 2014 | Researcher, PADDG Grant Project – Best Employment Practices for the Hiring and Retention of Workers with Disabilities
Lehigh Valley Center for Independent Living / LV Research Consortium |
| 2011 | Facilitator, Senior Retreat Team on Strategic Planning
Lehigh Valley Hospital & Health Network, Division of Education |
| 2010 | Facilitator, Retreat to Promote Synergistic Collaboration Between Three Departmental Units
Lehigh Valley Hospital & Health Network |

- 2010 – 2011 **Developed Employ Attitude Survey and Proposed Mentoring Program**
Community Services for Children (CSC), Bethlehem, PA
- 2010 **Workshop Facilitator: Building a Career / Life Roadmap**
Lehigh Valley Hospital & Health Network, Division of Education
- 2008-2009 **Assessed Training Needs Instrument, Developed Employee Survey**
Community Services for Children, Bethlehem, PA
- 2007 **Stress Survey and Assessment, Emergency Services**
American Red Cross, Lehigh Valley Chapter, Bethlehem, PA
- 2006 **Cultural Analysis of an Operating Room**
Lehigh Valley Hosptial, Allentown, PA
- 2005 **Nursing Retention Study**
Lehigh Valley Hosptial, Allentown, PA
- 2003 **Stress Management Training**
Martin Guitar, Nazareth, PA
- 2000 **Behavior Specialist**
HealthWorks of Muhlenberg Hosptial, Bethlehem, PA
- 1996 **Supervisor Training**
Lucent Technology; Allentown, PA
Lehigh Valley Chapter of the American Red Cross; Bethlehem, PA
- 1994 **Job Descriptions and Performance Appraisal Instruments**
ICS Printing, Inc.; Phila., PA
- 1991 - 1992 **Communications Task Force**
Lehigh Valley Chapter of the American Red Cross; Bethlehem, PA
- 1990 - 1991 **Merit-based Compensation System: Appraisal and Feedback System**
Montgomery Regional Hospital; Christiansburg, VA
- 1989 - 1990 **Skill-based Selection System**
Shenandoah Life Insurance Company; Roanoke, VA
- 1990 **Human Factors Internship**
International Business Machines Corp.; White Plains, NY