**TOVA OLSON SANDERS**

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**EDUCATION**

**Doctor of Education**  2006

***The George Washington University, Education and Human Development***

Dissertation: Shared Leadership in New Product Development Teams: The Role of Vertical Leadership, Shared Leadership, Team Learning Orientation, and Team Effectiveness

GPA: 4.0

**Leadership Coaching Certificate**  2004

***Georgetown University***

**Master of Arts**  1997

***The University of Maryland at College Park, College Student Personnel and Counseling***

Thesis:The Campus Climate for Gay and Lesbian Students: Attitudes of Resident Assistants

GPA: 4.0

**Bachelor of Arts** 1995

***The George Washington University, Psychology***

Magna Cum Laude, GPA: 3.7

**EMPLOYMENT HISTORY**

UNIVERSITY TEACHING AND LEADERSHIP

**Northeastern University** 2011-present

Associate Teaching Professor

Doctorate of Education Program

* Teach approximately six doctoral courses each year, researching and integrating increasingly innovative technology and pedagogical approaches
* Served as lead for the Organizational Leadership Studies concentration, EdD advising Committee, EdD Faculty Development Task Force, and 2016 Faculty Conference
* Advise, simultaneously, 20 doctoral students in their doctoral research, organize a Scholar Practitioner Community (SPC) to facilitate collaborative learning, and engage as second reader for an additional 40 students
* Designed and developed doctoral curriculum in research, leadership, and organizational studies; served as the Master Teacher for the final research series course, Lead Teacher for the Contemporary Models of Leadership course, and provided leadership and oversight to ensure alignment of seven Organizational Leadership Studies concentration courses
* Participate in recruitment events and webinars and review student applications for admittance
* Assumed leadership roles and engaged in service at the program, college and university level including the Leadership Domain and Faculty Academic Counsel

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**The George Washington University** 2004-2013

Part-time Faculty, Human and Organizational Learning Program

* Developed curriculum and taught masters and doctoral level courses in leadership, organizational diagnosis, organizational learning, and organizational change
* Developed curriculum and taught in the Master Teacher Leadership Development Program for the School of Medicine and Health Sciences

**Argosy University** 2007

Faculty, Doctor of Education Program

* Designed, developed and facilitated on-line and hybrid doctoral-level courses

LEADERSHIP AND ORGANIZATIONAL DEVELOPMENT

**Leading Opportunity, LLC, Founder and Principal** 2004-2013

Washington, DC

* Developed and delivered customized leadership development programs for individuals and teams in a variety of settings including large corporations, mid-sized companies, associations, and prominent government contractors
* Coached executives and high-potential leaders as they continued to build and refine critical leadership competencies

**Center for the Study of Learning,** Doctoral Fellow2002-2004

The George Washington University

* Collaborated on major research initiatives; designed research methodology, conducted interviews and focus groups, administered surveys, analyzed data, and produced resulting summaries for organizational assessments
* Consulted with government agencies, not-for-profit and for-profit organizations in the areas of leadership assessment and development, organizational learning, knowledge management, and organizational change

EDUCATIONAL LEADERSHIP

**Services for Students in Transition,** Director2001-2002

The George Washington University

* Supervised 24 residence halls accommodating 3,129 students. Responsibilities included staff supervision, crisis management, student conduct, program planning and implementation, and administrative oversight

**Office of Selection, Training and Development,** Director 1999-2001

The George Washington University

* As founding Director, designed, developed and managed a department devoted to the recruitment, selection, training and development of 450 employees

**Office of Residence Life,** Residence Hall Director 1997-2001

University of San Francisco

* Provided leadership and supervision for 45 staff and 450 additional first-year students
* Initiated and developed the first campus-wide Women’s Resource Center
* Served as project coordinator for campus-wide alcohol and other drug prevention efforts

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**Human Relations Programs,** Assistant Program Director 1996-1997

University of Maryland at College Park

* Participated in strategic planning, program development and evaluation processes to ensure comprehensive human relations training for a campus of 40,000+
* Initiated and developed first sexual harassment prevention program for undergraduate students

**Engineering Career Services,** Program Coordinator 1995-1996

University of Maryland at College Park

* Co-managed career center for engineering majors
* Counseled individuals and groups on career development issues

**Office of Leadership Programs, Intern**  1996

University of Maryland at College Park

* Developed curriculum for area-wide leadership consortium including students and faculty from six universities

**Volunteer and Public Services Center,** Assessment Coordinator Summer 1996

Georgetown University

* Conducted comprehensive assessment of post-graduate volunteer program in South Africa including both qualitative and quantitative components

**SCHOLARSHIP, PROFESSIONAL PRACTICE, AND CREATIVE ACTIVITY (Selected)**

CONFERENCE PRESENTATIONS

Sanders, T., & Colbry, S. (2018, October). *A New Leadership Competency Model: Developing Authentic Leadership Mindsets.* International Leadership Association Annual Global Conference. West Palm Beach, FL. Conference Seminar: International Conference (accepted for presentation).

Loeffelholz, M., Zangler, C., Olson-Sanders, T., & Ruda, A. (2017, November). *Professional Development Network Domains.* Northeastern University, Faculty Conference. Boston, MA. Invited presenter.

Gustafson, G., Olson-Sanders, T., & McClellan, R. (2017, October). *Preparing Leaders for a Turbulent World: The Status of Doctoral Programs.*  International Leadership Association Annual Global Conference, Brussels, Belgium. Half-day Pre-conference Workshop: International Conference.

Doyle, C. & Olson-Sanders, T. (2017, October). *The Identity Continuum of Ten Women on Top Management Teams.* International Leadership Association Annual Global Conference, Brussels, Belgium. Conference Seminar: International Conference.

Olson-Sanders, T. (2017, November). *Best Practices in Formative Learning.* 2017 Faculty Development Conference, Boston, MA. Conference Workshop.

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Sanders, T. (2014, May). *Leading Beyond the Station: Conducting the Train in Turbulant Times.* Prosci: Organizational change and leadership seminar . International Conference. Invited Keynote Speaker.

Sanders, T. (2011, May). Knowledge Management Education Forum, Washington, DC. Invited Speaker.

Sanders, T. & Elias, S. (Accepted for presentation). *Navigating 30 years of democracy in Brazil: A narrative study of three inter-generational leaders and their perceptions of leadership across political, social, and cultural borders.* International Leadership Association Annual Global Conference, Barcelona, Spain. Conference Seminar. International.

Sanders, T. (2014, October). *Global education: Connecting across boundaries, space and time.* International Leadership Association Annual Global Conference, San Diego, CA. Conference Seminar. International Conference.

Olson, T. (2013, February). *Transforming Practice through Scholarship and Scholarly Practice: A Panel Discussion of Four East Coast Education Doctoral Programs*. Academy of Human Resource Development International Research Conference, Washington, DC. Panel Discussion. International Conference.

Olson-Sanders, T. (2010, November). *The two-way leadership mirror: Power and identity in the leadership process*. International Leadership Association Annual Global Conference, Boston, MA. Poster presentation. International Conference.

Olson-Sanders, T. (2010, October). *Shared leadership: A collective, emergent phenomenon*. New Horizon’s Human and Organizational Learning Conference, Washington, DC. Seminar. Regional Conference.

Olson-Sanders, T. & Sanders, G. (2006, November). *Translating social justice from classroom to community: The development of leaders through high school and beyond.* International Leadership Association Annual Global Conference, Chicago, IL. Seminar. International Conference.

Olson-Sanders, T. (2004, November). *Shared Leadership: Toward a comprehensive management approach.* Human and Organizational Studies Research Conference,Washington, DC. Paper presentation. Regional Conference.

Olson, T., & Chalofsky, N. (2003, February). *The relationship between organizational identity and cultural integrity.* Academy of Human Resource Development International Research Conference, Minneapolis, MN. Seminar. International Conference.

Olson, T. (2000, March). *Creative staffing for the new millennium.* National Association of Student Personnel Administrators Annual Conference, Boston, MA. Seminar. International. Conference.

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Olson, T., & Kollet, G. (1999, March). *The evolution of supervision: Lessons inspired by leadership theory.* American College Personnel Association Annual Convention, Minneapolis, MN. Seminar. International Conferece.

Olson, T. (1998, March). *Other duties as required or desired: Alcohol education on the college campus.* American College Personnel Association Annual Convention, Washington, DC. Seminar. International Conference.

Olson, T., & Kollet, G. (1998, June). *Reaching out and getting connected: Future trends in advising and supervising.*  Western Association of College and University Housing Officers Annual Conference, CA. Seminar. Regional Conference.

Olson, T. (1997, October). *A safe place: Understanding gay, lesbian and bisexual students*. Northern Rap Conference, Davis, CA. Seminar. Regional Conference.

PROCEEDINGS

Casey, A., & Olson, T. (2003, June). The relationship of organizational identity and memory in knowledge creation. *Proceedings of the Organizational Learning and Knowledge Creation Conference, Lancaster, UK.*

Casey, A., & Olson, T. (2005, June). Remembering the past: The relationship between organizational identity and collective memory. *Proceedings of the Eastern Academy of Management International Conference, Cape Town, South Africa.*

Olson, T. (2003, February). Power: A pervasive and perplexing concept in Human Resource Development. *Proceedings of the Academy of Human Resource Development International Research Conference, Minneapolis, MN.*

Olson-Sanders, T. (2003, December). Leadership in context: Exploring the impact of power on the leadership process. *Proceedings of the 2nd Annual Studying Leadership Conference, Lancaster, UK.*

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**TEACHING AND ADVISING**

**Northeastern University- Doctor of Education Program** 2011-present

**Curriculum Leadership:**

Oversaw the development and alignment of all doctoral-level Organizational Leadership Studies course curriculum including:

* Organization Learning and Systems Thinking
* Global Perspectives of Organizational Culture
* Organizational Communication: Institutional and Global Perspectives
* Contemporary Models of Leadership
* Organizational Theory and Design
* Adult Learning
* Organizational Consulting

**Master Teacher:**

Designed course curriculum and on-line resources and facilitate faculty collaboration:

* Proposal Development - Qualitative Research Design

**Lead Teacher:**

Design course curriculum and on-line resources and facilitate faculty collaboration:

* Contemporary Models of Leadership

**Doctoral Course Instruction:**

* Ethical Decision Making for Educational Leaders
* Creating High Performance Teams
* Transforming Human Systems
* Introduction to Doctoral Studies
* Leadership: Theoretical Perspectives and Practical Frameworks

**The George Washington University- Human and Organizational Learning Program 2**004-2012

Doctoral Level Curriculum Development and Instruction:

* Leadership in Organizations
* Groups and Teams in Organizations

Masters Level Curriculum Development and Instruction:

* Organizational Learning
* Organizational Diagnosis

**Argosy University, Educational Leadership**  Spring 2007

Doctoral Level Curriculum Development and Instruction:

* + - Perspectives in Change Leadership
    - Introduction to Advanced Academic Study and Writing
    - Theories of Motivation

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**The George Washington University- Master Teacher Leadership Development Program** Spring 2007

Masters Level Curriculum Development and Instruction:

* Leadership in Organizations

**The University of San Francisco, College of Arts and Sciences** 1998-1999

Undergraduate Level Instruction:

* College Success
* Critical Thinking
* Paraprofessional Training Course

**The University of Maryland at College Park, General Education**  1996-1997

Undergraduate Level Course Instruction:

* Paraprofessionals in the Residence Halls
* Introduction to Leadership

**The George Washington University, Human Resource Development** Spring 2001

Teaching Assistant:

* Assessing the Impact of HRD Efforts

SUPERVISION OF DOCTORAL RESEARCH:

**Selected Doctoral Studies:**

Bienia, L. An Interpretive Phenomenological Analysis of Urban Preschool Teachers and Home School Partnerships (Graduated 2016)

Borouna, D. Stakeholder Engagement and the Design and Implementation of Workforce Education and Training: A Community College Case Study(Graduated 2016)

Bourdon, T. A Phenomenological Study of Non-LGBTQ College Students with LGBQ Parents (Graduated 2013)

Carmondy, K. Exploring Serious Game Design Heuristics: A Delphi Study (Graduated 2012)

Clifford, J. The perceptions and experiences of women working as teachers at the secondary level who hold administrative licenses but do not work as administrators (Graduated 2013)

Doyle, C. The Experiences of Women who are one of a few on Top Management Teams: An Interpretive Phenomenological Analysis of Women at 10 Healthcare Firms (Graduated 2017)

Elias, S. Portraits of Higher Education Leaders: A Narrative of the life stories of private university presidents in Brazil (Graduated 2015)

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Ellison, D. Stakeholder Influence on Branding Strategy on an International Branch Campus (Graduated 2017)

Evans, K. An Exploratory Case Study: Knowledge Creation and Conversion within a Small Apparel Manufacturer (Graduated 2017)

Fournier, L. Building Capacity in Transition Services: Moving An Educational Organization Forward (Graduated 2015)

Gauchel, S. Making Visible: An Exploration of Trainer Conceptualization of Program Content Related to Gender, Racial, and Sexual Identity within College Sexual Assault Prevention Programs (Graduated 2017).

Gould, M. Understanding how Adjunct Faculty at a Private Catholic College in the Northeastern United States Make Sense of their Experience Balancing Work/life roles (Graduated 2016)

Hess, D. Idea Implementation from an Inter-organizational Network (Graduated 2018)

Hunt, D. A Qualitative Examination of the Resilient Urban, Black Male Undergraduate in a Rural Higher Education Institution in the Northeastern Region of the United States(Graduated 2016)

Kahler, L. Exploring Meaning in Organizational Change: An Interpretive Phenomenological Analysis of the Effect of Change on Identity(Graduated 2016)

Kay, K. Experiences with Grade Repetition: A Narrative Inquiry using a Resiliency Lens (Graduated 2017)

Kelly, C. The Dropout Crisis: A Phenomenological Study of High School Dropouts and the Acquisition of Literacy(Graduated 2012)

Lake, S. Aspiring Principals Academy: An Interpretative Phenomenological Analysis of how Eight Aspiring Principals Make Sense of their Transition into the Principalship within a Metropolitan School District that is Undergoing Reform (Graduated 2016)

Mahoney, K. Effects of Singapore's Model Method on Elementary Student Problem-solving Performance: Single-subject Research (Graduated 2012)

Meade, A. Understanding the Early Life Experiences of Immigrant Parents: An IPA Study to Understand how Life Experiences Influence Engagement with the Schools (Graduated 2017)

Moscariello, D. Understanding the impact of Informal Mentoring on Female Mid-level Community College Administrators: An Interpretive Phenomenological Analysis (Anticipated Graduation February 2018)

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O’Toole, T. Listening and Learning from the Stories of Early At-Risk, Eventual High Achieving Urban Student Writers (Graduated 2017)

Parks, C. College Connectedness Link to Success: A Qualitative Study Exploring the Role of Co-curricular Activities for Fostering Resilience in At-Risk College Freshman (Graduated 2016)

Parker, J. Interdisciplinary Health Profession Faculty’s Lived Experience with Oral Health Curriculum Integration: An Interpretive Phenomenological Analysis (Graduated 2018)

Rich, T. Partners in Education: The Experiences of Adjunct Faculty Working in Career Colleges (Graduated 2013)

Ryzik, M. The Relationship between Financial Literacy and Mindfulness:  A Exploration of the Attitudes, Behaviors and Knowledge of First Year College Students at a Private University in New England (Graduated 2016)

Scheeler, L. The impact of popular culture on the social identity of young adults (Graduated 2017)

Spooner, M. The Experience of Preoperative Patient Education for Women Preparing for and Recovering from Total Knee Replacement (Anticipated Graduation February 2018)

Wakefield, K. Stakeholder Engagement: A Case Study of a Long-term Partnership between a University and a Non-Profit Organization (Graduated 2017)

Wiley, C. Meaningful Teaching: An Interpretive Phenomenological Analysis of how International School Teachers Experience Meaningful Work (Graduated 2017)

Wise, K. Collegiate Educators: From Novice to Distinction (Graduated 2013)

Zuch, G. Understanding Instructor Experience Teaching an Inter-disciplinary Advanced Writing Course: An Interpretative Phenomenological Analysis (Graduated 2017)

**Advanced Doctoral Advisees (22 advisees currently in progress)**

**Doctoral Committee Member (approximately 40 students)**

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**SERVICE/PROFESSIONAL DEVELOPMENT (Selected)**

**Service to the University**

Dean Appointed: Faculty of the Year Nomination Committee, 2018

Dean Appointed: Task Force on the Development, Support, Monitoring and Evaluation of Teaching Best Practices, 2018-present

Dean Appointed: Leadership Domain, 2017

Dean Appointed: Leadership Community of Practice (CoP), 2017

Faculty Academic Council, Academic Program Committee, 2017-present

Faculty Academic Council, Faculty Development Committee, 2015-present

Faculty Promotion Mentor, 2017

**Service to the Department**

Faculty Development Task Force, Lead, 2013, 2018

Dean’s Medal Selection Committee, Member 2018

Networking Task Force, Member, 2013-2015

Student Completion Task Force, Member 2013-2015

Student Admissions Committee, 2012-present

Summer Residency Program, Presenter, 2012, 2013, 2014, 2015, 2016, 2017

Faculty Development Seminars, Presenter 2011, 2012, 2013, 2014, 2016

Part-time Faculty Search Committee, Member, 2011, 2012, 2017

Full-time Faculty Search Committee, Member 2016, 2017

Summer Residency Committee, Member 2012

**Service to the Discipline/Profession**

International Leadership Association, Doctoral Program Faculty and Leaders Learning Community, Co-Chair, 2016-present

International Leadership Association, Webinar Facilitator, 2017

SAGE Publications, Book Reviewer, 2016, 2017

New Horizon’s Research Conference, Ashburn, VA, Conference Planning Committee, 2010

Reviewer, Academy of Management, Managerial and Organizational Cognition Division, 2003

Reviewer, Academy of Management, Gender and Diversity in Organizations, 2003, 2004

Society for Organizational Learning Conference, Volunteer Coordinator, 2002

Associations: International Leadership Association, Academy of Human Resource Development

**Professional Development**

ILA Pre-Conference Workshop on Stewards of the Discipline: A Workshop for Doctoral Administrators and Faculty, 2014

International Leadership Association Annual Conference, 2013, 2015, 2016, 2017

Academy of Human Resource Development Conference, 2014

Share and Care Presentations, 2013, 2014, 2015

Doctor of Education Professional Development Series, 2011-2015

Leadership Perspective Webinars, International Leadership Association, 2014, 2015, 2016, 2017

Completed Blackboard Training Course, 2011

Completed On-line Teaching Training Certificate, 2011

*References Available Upon Request*