

Tova Sanders, EdD

Research and Scholarship

Grant-sponsored Research

Gallagher, S., Mosely, R., & Sanders, T. (2021) *The New Landscape for Workplace Learning: Employers and Workers Managing the Digital Transition*. Retrieved from: <https://cps.northeastern.edu/wp-content/uploads/2021/10/Workplace-Learning-Report-1.pdf>

Refereed Publications and Conference Presentations

Sanders, T., Zaff, M., & Guilleman, J. (2021, May). *Re-entry ready: Integrating career education and arts in Suffolk House of Corrections* [Conference session]. Conference for Advancing Evidence-Based Learning, Northeastern University, Boston, MA, United States.

Pawlyshyn, N., Sanders, T., Avalon E., & Goode, T. (2020, November). *Mentoring through a virtual community of practice: Diffusion of a virtual mentoring model* [Conference session]. University of New Mexico Mentoring Institute Conference, New Mexico (online).

Sanders, T. (2020). *An integrated, experiential approach to leadership development* [Conference session]. Conference for Advancing Evidence-Based Learning, Boston, MA. (accepted for presentation)

Sanders, T., & Mosley, R. (2020). *Self-authorship and leadership development: An integrated, experiential approach to leadership development* [Conference session]. Conference for Advancing Evidence-Based Learning, Boston, MA. (accepted for presentation)

Hawkins, D., & Sanders, T. (2019). *Unpacking the generational dynamics of followership behaviors* [Conference Session]. Global Followership Conference, University Waterloo, Canada.

Sanders, T., & Colbry, S. (2018, October). *A new leadership competency model: Developing authentic leadership mindsets* [Conference session]. International Leadership Association Annual Global Conference, West Palm Beach, FL.

Gustafson, G., Sanders, T., & McClellan, R. (2017, October). *Pre-conference Workshop: Preparing leaders for a turbulent world: The status of doctoral programs* [Conference session]. International Leadership Association Annual Global Conference, Brussels, Belgium.

- Doyle, C., & Sanders, T. (2017, October). *The identity continuum of ten women on top management teams* [Conference session]. International Leadership Association Annual Global Conference, Brussels, Belgium.
- Sanders, T. (2017, October). *Best Practices in Formative Learning* [Conference session]. Northeastern University Faculty Development Conference, Boston, MA.
- Sanders, T., & Elias, S. (2016, November). *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* [Conference session]. International Leadership Association Annual Global Conference, Barcelona, Spain (accepted for presentation)
- Sanders, T. (2014, October). *Global education: Connecting across boundaries, space and time* [Conference session]. International Leadership Association Annual Global Conference, San Diego, CA.
- Sanders, T. (2013, February). *Transforming practice through scholarship and scholarly practice: A panel discussion of four east coast education doctoral programs* [Conference session]. Academy of Human Resource Development International Research Conference, Washington, DC.
- Sanders, T. (2010, November). *The two-way leadership mirror: Power and identity in the leadership process* [Conference poster presentation]. International Leadership Association Annual Global Conference, Boston, MA.
- Olson-Sanders, T. (2010, October). *Shared leadership: A collective, emergent phenomenon* [Conference session]. New Horizon's Human and Organizational Learning Conference, Washington, DC.
- Olson-Sanders, T., & Sanders, G. (2006, November). *Translating social justice from classroom to community: The development of leaders through high school and beyond* [Conference session]. International Leadership Association Annual Global Conference, Chicago, IL.
- Casey, A., & Olson, T. (2005, June). Remembering the past: The relationship between organizational identity and collective memory [Conference session]. *Proceedings of the Eastern Academy of Management International Conference*, Cape Town, South Africa.
- Olson-Sanders, T. (2004, November). *Shared leadership: Toward a comprehensive management approach* [Conference session]. Human and Organizational Studies Research Conference, Washington, DC. Regional Conference.
- Casey, A., & Olson, T. (2003, June). The relationship of organizational identity and memory in knowledge creation [Conference session]. *Proceedings of the Organizational Learning and Knowledge Creation Conference*, Lancaster, UK.

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

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

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

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

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

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

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

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

Dissertation

Sanders, T. (2006). *Collectivity and influence: The nature of shared leadership and its relationship with team learning orientation, vertical leadership and team effectiveness*. (Publication No. 3237041) [Doctoral dissertation, The George Washington University] ProQuest dissertations and theses global.

Invited Keynotes and Presentations

Sanders, T., & Joubert Brown, M. (April, 2023). *Advancing inclusion in a divided world* [Conference session]. 2023 Diversity and Talent Summit. Grand Rapids, MI.

Loeffelholz, M., Zangler, C., Sanders, T., & Ruda, A. (2017, November). *Professional Development Network Domains* [Conference session]. Northeastern University, Faculty Conference. Boston, MA.

Sanders, T. (2014, May). *Leading beyond the station: Conducting the train in turbulent times*. Prosci: Organizational change and leadership seminar [Invited Keynote Speaker]. Belo Horizonte, Brazil.

Doctoral Dissertations (Chair)

Al-Ghanim, B.I. (2022). *Understanding the challenges of recruitment and retention of international teachers for private schools within the State of Kuwait* (Publication No. 29065562) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.

Alexander, F. (2020). *Include culture! Teachers' experience with culturally responsive teaching when working with African American students in special education: An interpretive phenomenological analysis* (Publication No. 2783079) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.

Alvarez-Mangual, M. (2019). *Nonprofit executive women of color: Identity, organizational stakeholders, and decision-making* (Publication No. 13810674) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.

Aronivitch, A. (2020). *Female entrepreneurs and grit: Uncovering the common narratives across industries and life stages* (Publication No. 28024160) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.

Best, S. (2020). *Constructing career pathways: A narrative study exploring Black male college presidents' career journeys* [Unpublished doctoral dissertation]. Northeastern University.

Bienia, L. (2016). *An Interpretive Phenomenological Analysis of urban preschool teachers and home school partnerships* (Publication No. 10141502) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.

Buonora, D. (2016). *Stakeholder engagement and the design and implementation of workforce education and training: A community college case study* (Publication No. 1009459600) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.

Bourdon, T. (2013). *A Phenomenological Study of Non-LGBTQ College Students with LGBTQ Parents* (Publication No. 3604915) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.

Cabuay, J. (2020). *Experiences in global enterprise learning and design: A narrative study exploring the life stories of global trainers designing and facilitating cross-cultural leadership –management programs for a diverse group of corporate learners of multinational firms with business operations in Asia* (Publication No. 28261710) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.

- Caprio, K. (2021). *Understanding how university employees describe their experience working with college students disclosing their experience with sexual assault* (Publication No. 28870075) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Carmondy, K. (2012). *Exploring serious game design heuristics: A Delphi Study* (Publication No. 3554098) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Cox, A. (2021). *Doom and Zoom: How the tsunami of distractions from the rapid collision of home and work floods video call interactions* (Publication No. 28777464) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Clifford, J. (2013). *The perceptions and experiences of women working as teachers at the secondary level who hold administrative licenses but do not work as administrators* (Publication No. 3617775) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Dobrowski, P. (2020). *Senior student affairs officers: A narrative study of their lived experiences navigating their roles with multiple stakeholder groups during a college closing or merger* (Publication No. 28152433) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Doyle, C. (2017). *The experiences of women who are one of a few on a top management team: An interpretive phenomenological analysis of women at 10 healthcare firms* (Publication No. 10264520) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Elias, S. (2015). *Portraits of Higher Education Leaders: A Narrative of the life stories of private university presidents in Brazil* (Publication No. 3703528) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Ellison, D. (2017). *Stakeholder influence on branding strategy on an international branch campus* (Publication No. 10638101) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Evans, K (2017). *An Exploratory Case Study: Knowledge creation and conversion within a small apparel manufacturer* (Publication No. 10607854) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Fournier, L. (2015). *Building capacity in transition services: Moving an educational organization forward* (Publication No. 3703531) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Gallagher, J. (2019). *The present of things past: An exploratory case study of storytelling and sensemaking in policing* (Publication No. 13813699) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.

- Gauchel, S. (2017). *Making visible: An exploration of trainer conceptualization of program content related to gender, racial, and sexual identity within college sexual assault prevention programs* (Publication No. 10635627) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Gould, M. (2016). *Understanding how Adjunct Faculty at a private catholic college in the Northeastern United States make sense of their experience balancing work/life roles* (Publication No. 10168270) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Hess, D. (2018). *Idea implementation from an inter-organizational network* (Publication No. 10828737) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Hunt, D. (2016). *A qualitative examination of the resilient, urban, Black male undergraduate in a rural higher education institution in the Northeastern Region of the United States* [Unpublished doctoral dissertation]. Northeastern University.
- Kahler, L. (2016). *Exploring meaning in organizational change: An Interpretive Phenomenological Analysis of the effect of change on identity* [Unpublished doctoral dissertation]. Northeastern University.
- Kay, K. (2017). *Experiences with grade repetition: A Narrative Inquiry using a resiliency Lens* (Publication No. 10680513) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Kelly, C. (2012). *The dropout crisis: A phenomenological study of high school dropouts and the acquisition of literacy* (Publication No. 3554270) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Lake, S. (2016). *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* (Publication No. 10168248) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Mahoney, K. (2012). *Effects of Singapore's model method on elementary student problem-solving performance: Single case Research* (Publication No. 3554274) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Meade, A. (2017). *Understanding the early life experiences of immigrant parents: An IPA Study to understand how life experiences influence engagement with the schools* [Unpublished doctoral dissertation]. Northeastern University.
- Moscariello, D. (2018). *Understanding the impact of informal mentoring on female mid-level community college administrators: An interpretive phenomenological analysis*

- (Publication No. 10785436) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Nichols, A. (2019). *Adapting to the agile workplace: A descriptive case study on the role of corporate MOOCS in organizational learning processes* (Publication No. 27670042) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- O'Toole, T. (2017). *Listening and Learning from the Stories of Early At-Risk, Eventual High Achieving Urban Student Writers* (Publication No. 10263376) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Parks, C. (2016). *College connectedness link to success: A qualitative study exploring the role of co-curricular activities for fostering resilience in at-risk college freshmen* (Publication No. 10094582) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Parker, J. (2018). *Interdisciplinary health profession faculty's lived experience with Oral Health Curriculum Integration: An interpretive phenomenological analysis* (Publication No. 10830393) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Rich, T. (2013). *Partners in education: The experiences of adjunct faculty working in career colleges* (Publication No. 3596239). [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Russell, S. (2020). *Preparing graduate learners: A narrative study investigating the social learning environment of online education from the perspective of South Florida graduate students majoring in education who have immigrated to the United States from the Caribbean and enrolled in an Online Graduate Program* (Publication No. 28262030) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Ryzik, M. (2016). *The relationship between financial literacy and mindfulness: An exploration of the attitudes, behaviors, and knowledge of first year college students at a private university in New England* (Publication No. 10094609) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Scheeler, L. (2017). *The impact of popular culture on the social identity of young adults: Harry Potter and the search for belonging* (Publication No. 10689865) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Sosa, L. (2021). *Keeping the dream alive: A narrative research study exploring the entrepreneurial actions supporting strategic renewal at United States community colleges as described by the college presidents during the COVID-19 pandemic* (Publication No. 28722196) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.

- Spooner, M. (2018). *The experience of preoperative patient education for women preparing for and recovering from total knee replacement* (Publication No. 10784709) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Stamp, L. (2020). *Neurodivergent learners' career identity development: A narrative study investigating the lived experiences of a cohort of neurodivergent learners* (Publication No. 27831796) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Teskey, K. (2022). *Cross-Sector Social Partnerships (CSSP): How Business Leaders Make Sense of their Experiences within a Community Social Change Initiative* (Publication No. 29064874) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Tsui, A. (2020). *The sensemaking of professional freelancers: A qualitative case study exploring the sensemaking of professional freelancers in the performing arts gig economy as perceived by a performing arts enterprise in Hong Kong* (Publication No. 28260314) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Tobar, C. (2020). *Towards the advancement of teaching and learning: An innovative approach to faculty development* (Publication No. 28262345) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Valente, A. (2019). *Back on the career path: A qualitative study of employment transitions for women who take a career break and their re-entry experiences.* (Publication No. 27669955) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Vroman, S. (2019). *Family supportive supervisory behaviors(FSSB): The impact of flexible work policy enactment on working mothers* (Publication No. 13810104) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Wakefield, K. (2017). *Stakeholder engagement: A case study of a long-term partnership between a university and a non-profit Organization* (Publication No. 10681396) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Willey, C. (2017). *Meaningful teaching: An interpretive phenomenological analysis of how international schoolteachers experience meaningful work* (Publication No.10251701) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.
- Wise, K. (2013). *Collegiate educators: From novice to distinction* (Publication No. 3605018) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.

Zaba, K. (2021). *What is it like to be a pathway student? Voices of international undergraduate students at a large public university in New England* (Publication No. 27662827) [Doctoral dissertation, Northeastern University]. ProQuest Dissertations and Theses Global.

Zuch, G. (2017). *Understanding instructor experience teaching an inter-disciplinary advanced writing course: An Interpretative Phenomenological Analysis* [Unpublished doctoral dissertation]. Northeastern University.