

**SAPNA V. THWAITE, PH.D.**

Associate Dean  
School of Education and Human Services  
University of Michigan-Flint

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**EDUCATION**

Ph.D. in Educational Psychology  
Michigan State University (2001)

Bachelor of Arts in Psychology and English  
University of Michigan-Ann Arbor (1996)

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**AWARDS AND HONORS**

2021: Reconnect to Scholarship  
(University of Michigan-Flint)

2019: Fulbright Program for U.S. Administrators in International Education  
(Berlin, Germany)

2005: Lois Matz Rosen Junior Faculty Excellence in Teaching Award  
(University of Michigan-Flint)

2002: Alvin D. Loving Junior Faculty Initiative Award  
(University of Michigan-Flint)

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**LEADERSHIP BACKGROUND**

2015-present: Associate Dean, School of Education and Human Services

2020-present: Interim Social Work Department Chair

2021 (Jan-August): Interim Dean, School of Education and Human Services

2009-2015: Director of NCATE (National Council for Accreditation of Teacher Education)

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## **UNIVERSITY TEACHING**

2007-present: Associate Professor of Education (University of Michigan-Flint)

2001-2007: Assistant Professor of Education (University of Michigan-Flint)

2000: Lecturer (University of Michigan-Flint)

### **Courses Taught:**

- IES 210\* (“Trauma Informed Practice”)
- EDE/EDS/WGS 201 (“Women, Globalization, and Education”)
- EDU 305\*/EDS 300/500 (“Developmental Psychology for Secondary Education”)
- EDU 301/EDE 300 (“Developmental Psychology for Elementary Education”)
- EDU 530 (“Contemporary Issues in Learning and Teaching”)
- EDE 510 (“Child Development and Learning”)
- EDE 432/532 (“Multicultural Education: Concepts and Strategies”)
- EDE/EDS 480\* (“Student Teaching Elementary - International”) and (“Student Teaching Secondary – International”) – Taught in Hyderabad, India
- EDU 398/598/ INT 394-IT\* (“Culture, Learning, and Identity in India and the United States”) – Taught in Indore, India
- EDU 561 (“Graduate Research Seminar”)

(Asterisk indicates new course development)

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## **PUBLICATIONS**

### **[POST TENURE]**

#### **Refereed publications in print:**

Thwaite, S. V. (2022). Creating identity development spaces for leaders in higher education. *International Journal of Organizational Leadership*, 11(1), 55-70.  
<https://doi.org/10.33844/ijol.2022.60619>

Thwaite, S.V. (2022). Crisis is a powerful teacher: Resilient leadership during a global

health pandemic. *Journal of Leadership Education*, 21(2), 196-206.

Thwaite, S.V. (2021). Reflections on motherhood and leadership during the COVID-19 pandemic: Becoming the leader I always wanted to be. In H. Schnackenberg and D. Simard (Eds.), *Women and Leadership in Higher Education During Global Crises*. IGI Global.

Thwaite, S.V. (2020). Leading with mind and heart: Managing uncertainty and change as a new leader. *Journal of Higher Education Management*, 35(3), 25-34.

Thwaite, S.V. (2020). Identity is about us: Leadership lessons learned during an accreditation journey. *Journal of Leadership Studies*, 14(2), 38-43.

Vyas, S. (2008). Identity experiences of young Muslim American women in the post 9/11 era. *Encounter: Education for meaning and social justice*, 21 (2), 15-19.

#### **Peer refereed publication in press:**

Thwaite, S. V., & Whitlock, A. M. (in press, 2022). Back to the basics: A “PB&J” approach to crisis leadership. In A. T. Kemp and N. D. Hartlep (Eds.), *What the hell was I thinking? Reflections, ruminations, and revelations on becoming a new chair*. DIO Press.

#### **Accepted peer refereed book chapter proposal:**

Thwaite, S.V. (2022). Living and leading authentically: Staying true to oneself as a mid-career female academic. Will be published in H. Schnackenberg (Ed.), *Women in Higher Education and the Journey to Mid-Career: Challenges and Opportunities*. IGI Global.

#### **Peer refereed manuscripts currently under review:**

Thwaite, S.V. (2022). Understanding and supporting women’s leadership identity development in higher education. Submitted on May 12, 2022 to the *Journal of Academic Perspectives*.

Kenney, C., Dorfman, A., & Thwaite, S.V. (2022). Learning to lead: Lessons taken from the wisest people we know. Submitted on February 24, 2022 to the *Journal of Curriculum, Teaching, Learning and Leadership in Education*.

#### **Other publications:**

Elevado, S., Horsfall, A.S., Thwaite, S.V., Welch, R., & Yates, K.S. (2020). A path to resilience: Building and nurturing global connections. *EAIE Forum*.

## [PRE-TENURE]

- Taggar, S.V. (2006). Headscarves in the headlines! What does this mean for educators? *Multicultural Perspectives*, 8(3), 3-10.
- Vyas, S. (2004). "We are NOT all terrorists!" Listening to the Voices of Muslim High School Students in the Post September 11 Era. Retrieved July 1, 2004, from <http://www.subr.edu/coeducation/ejournal/EJournal>, 1(2).
- Vyas, S. (2004). Exploring bicultural identities of Asian high school students through the analytic window of a literature club. *Journal of Adolescent and Adult Literacy*, 48(1), 12-23.
- Vyas, S. (2002). Am I Indian, American, or Indian American? Studying the home and school experiences of Indian bicultural adolescents. In C. Park, A. Goodwin, S. Lee (Eds.), *Research on the education of Asian and Pacific Americans* (pp. 129-154). Greenwich, Connecticut:
- Vyas, S. & Mishra, P. (2002). Experiments in Design in an After-school Asian Literature Club. In R. Garner (Ed.), *Hanging Out: After-School Childcare in Different Communities*. Greenwood Publishing Company.
- Pearson, P.D., Vyas, S., Sensale, L., & Kim, Y. (2001). Making our Way through the Assessment and Accountability Maze: Where do we go now? *The Clearing House Journal*, 74(4), 175-182.
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## REPORTS

2021: CAEP accreditation reports

- Self-study report (co-author)
- Addendum (co-author)

2016: Michigan Department of Education Corrective Action report

2009-2013: NCATE accreditation reports

- Preconditions report
- Education Unit conceptual framework (co-author)
- Institutional report (co-author and editor)
- Institutional rejoinder
- Spanish teacher certification program report for ACTFL (American Council on the Teaching of Foreign Languages)
- French teacher certification program report for ACTFL

- NCATE annual reports (2010-2013)
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## PRESENTATIONS

### [CONFERENCE]

Thwaite, S.V. (2022). Understanding and supporting women's leadership identity development in higher education. Virtual presentation given at the *Oxford Women's Leadership Symposium*.

Thwaite, S.V. (2021). Creating identity workspaces for leaders in higher education. Virtual presentation given at the *Oxford Education Research Symposium*.

Thwaite, S.V., & Ortiz, D. (2020). Reflecting on our German Fulbright experience: Lessons in cross-cultural understanding. E-Poster presented at *NAFSA: Association of International Educators Annual Conference*.

Vyas, S. (2009). Reflections on Teaching Educational Psychology. Roundtable presentation that took place at the *Conference of the Teaching of Educational Psychology, American Psychological Association Annual Convention*, Toronto, Canada.

Adams, S.S. & Vyas, S. (2009). Facing the Challenges that Impact Students' International Learning Experiences. Paper presentation that took place at the *Annual Conference of Phi Beta Delta, Miami Beach, Florida*.

Vyas, S. (2008). When personal identity becomes public: Young Muslim American women in a changing world. Poster presentation that took place at the *American Educational Research Association Conference*, New York, New York.

Taggar, S.V. (2007). Secondary Teachers' Treatment of Muslim Identity and Multiculturalism in a Changing World. Poster presentation that took place at the *American Educational Research Association Conference*, Chicago, Illinois.

Taggar, S.V. & Adams, S.S. (2006). Creating a cultural world of their own: High school students' exploration of identity through digital video. Roundtable presentation that took place at the *Hawaii International Conference on Education*, Honolulu, Hawaii.

Adams, S.S. & Taggar, S.V. (2005). Technology, Identity, and Scaffolded Learning with Digital Video. Roundtable presentation that took place at the *American Educational Research Association Conference*, Montreal, Canada.

Vyas, S. (2004). Living at the intersection of multiple cultural worlds: Muslim adolescent identity after September 11. Poster presented at the *British Psychological Society Conference*, London, England.

Vyas, S. (2004). Headscarves in the Headlines! What does this mean for educators? Poster presented at the *Society for Research on Identity Formation*, Baltimore, Maryland.

Vyas, S. & Reedy, A. (2003). Identities Under Challenge: Being a Muslim Adolescent in America after September 11. Paper presented at the *Society for Research on Identity Formation Conference*, Vancouver, Canada.

Vyas, S. (2003). "We are NOT all terrorists!" Listening to the Voices of Muslim High School Students after September 11<sup>th</sup>. Paper presented at the *American Educational Research Association Conference*, Chicago, Illinois.

Vyas, S. (2002). Putting Together the Theoretical Pieces of the Bicultural Identity Puzzle. Paper presented at the *International Society for Cultural and Activity Research Conference*, Amsterdam, Netherlands.

Vyas, S. (2002). Going to School in "Immigrant Utopia": Bicultural Identity-Making in a Bangladeshi Immigrant Community. Roundtable presentation that took place at the *American Educational Research Association Conference*, New Orleans, Louisiana.

Vyas, S. (2001). Negotiating Literacies and Identities: Issues involved in the Creation and Sustainability of an After School Asian Literature Club. Paper presented at the *American Educational Research Association Conference*, Seattle, Washington.

Vyas, S., Sensale, L., Birdyshaw, D., & Pearson, P.D. (2000). Policymakers' Views of an Assessment System: Perceived Needs and Strengths of the Current Array of Tools: Year 2 of a 5-year study. Paper presented at the *National Reading Conference*, Scottsdale, Arizona.

Vyas, S. (2000). Explorations in Bicultural Identity: The Creation of an "Asian" Literature Club. Paper presented at the *American Educational Research Association Conference*, New Orleans, Louisiana.

Vyas, S. (2000). Examining Multiple Paths of Bicultural Identity Development in the Transition between Home and School. Paper presented at the *American Educational Research Conference*, New Orleans, Louisiana.

## **[COMMUNITY]**

Thwaite, S.V. (2022). Understanding women's leadership identity development in the United States and Germany. Virtually presented to the University of Greifswald female leadership mentoring program.

Thwaite, S.V. (2021). Social emotional learning in the United States: A holistic approach to education during the COVID-19 pandemic. Virtually presented at the University of Greifswald "International aspects, challenges, and visions of teacher education" lecture and

seminar series.

Thwaite, S.V. (2021). Living and leading authentically: How does one stay true to oneself? Virtually presented at the MI-ACE Women of Color Collaborative Luncheon.

Vyas, S. (2009). Middle Eastern Women and Families. Presented to students at Lapeer West High School (Lapeer, Michigan)

Vyas, S. (2008). Blooms Taxonomy. Presented to in-service teachers and administrators at Powers Catholic High School (Flint, Michigan)

Vyas, S. (2004). A cultural and psychological analysis of the movie *Fire*: An informal talk sponsored by the LGBT center (University of Michigan-Flint)

Vyas, S. (2004). Peer pressure. Presented to Mexican immigrant parents at Catholic Charities. (Flint, Michigan)

Vyas, S. (2003). The middle school years and beyond. Presented to Russian immigrant parents at Temple Beth El. (Flint, Michigan)

Vyas, S. (2003). Raising bicultural children. Presented to Arab immigrant parents at Jerusalem Inn. (Flint, Michigan)

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## GRANTS

2013: University of Michigan-Flint – Faculty International Travel Grant (\$2,000)  
(funding for travel and presentation at the Egyptian Women’s Union conference – Cairo, Egypt – this conference was later canceled due to political upheaval)

2007: University of Michigan-Ann Arbor – Institute for Women and Gender (\$4,000)  
*Nurturing Tradition, Embracing Modernity: Muslim Girls’ Quest for Identity in the Post September 11 Era*

2005: University of Michigan-Flint – Faculty International Travel Grant (\$2,000)  
(funding for travel and presentation at the Hawaii International Conference on Education – Honolulu, Hawaii)

2004: University of Michigan-Flint - Faculty International Travel Grant (\$1,200)  
(funding for travel and presentation at the British Psychological Society Conference – London, England)

2002: University of Michigan - Rackham Grant and Fellowship Competition (\$14,500)  
*Being Muslim in America: Dynamic Processes of Identity Negotiation Amongst Immigrant High School Students*

2002: University of Michigan-Flint - Faculty Development Grant Competition (\$4,000)  
*Who am I? Who should I be? The Psychological Impact of America's New War on American Muslim Adolescents*

2002: University of Michigan-Flint - Research Initiatives Fellowship and Grant Competition (\$4,600)  
*Conversations with Immigrant High School Students: Uncovering the Intricacies of Bicultural Identity*

2001: University of Michigan-Flint - Faculty International Travel Grant (\$1,200) (funding for travel and presentation at the International Society for Cultural Research and Activity Theory Conference – Amsterdam, Netherlands)

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## **INTERNATIONAL PARTNERSHIP WORK**

- University of Greifswald (Greifswald, Germany)
    - Guest lectureship (Summer 2022)
    - Virtual presentations (2021, 2022)
    - Hosting international guests at UM-Flint (2018-2019)
    - MOU development and multiple contributions to Internationalizing Teacher Education grants as international partner (2018-present)
  
  - Universidad Loyola Andalucía (Sevilla, Spain)
    - Invited and hosted visiting professor at UM-Flint (Fall 2018)
    - MOU development (2017)
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## **PROGRAM EVALUATION**

2008: Educational Consultant – Hillside Academy (Hyderabad, India)  
Assisted an Indian school in the process of curricular reform

2002-2004: Curriculum Developer/Evaluator – Immigrant Parenting of Acculturated Children: A Bridge for the Future program (in collaboration with the Jewish Family Services, Arab American Center, and Catholic Charities in Flint)



## **SERVICE**

### **[AS ASSOCIATE DEAN]**

2022: Member – Greater Flint Educational Consortium  
2021-present: Member – Fulbright Campus Committee  
2021-present: Member – MI-ACE Women of Color Collaborative Committee  
2021-present: Member – IGNITE Committee  
2021: Member – LEO Negotiations Advisory Committee  
2020: Member – Provost Search Committee  
2019: Member – University Interfolio Working Group  
2017-2018: Member – Flint Children’s Museum Education Committee  
2017-2018: Member – University of Michigan Administration Team, LEO contract collective bargaining process  
2017-2018: Member – UM-Flint Strategic Planning Team – Phases 1 and 2  
2016-2019: Member – Higher Learning Commission Steering Committee  
2016-2017: Member – Climate Study Working Group  
2016: Member – Chancellor’s Diversity Council  
2015-present: Member - Michigan Public Education Deans  
2015-present: Ex Officio Member – SEHS Executive Committee, Curriculum Committee, and Academic Standards Committee  
2007-2021: Member – Education Council

### **[AS A TENURE TRACK FACULTY MEMBER]**

#### **Department**

2015: Member – SEHS Executive Committee  
2015: Member – Elementary Mathematics Search Committee  
2015: Chair – Education Department Curriculum Committee (one semester sabbatical replacement)  
2014: Co-Chair – Secondary Education Redesign Implementation Committee  
2012-2013: Member – Education Department Leadership Team  
2012: Departmental Tenure Review Committee for Dr. Suzy Knezek  
2011-2012: Member – Special Education Search Committee  
2010: Chair - Departmental Tenure Review Committee for Dr. Sharman Siebenthal Adams  
2010: Chair - Departmental Tenure Review Committee for Dr. Wei Cao  
2010: Chair - Departmental Tenure Review Committee for Dr. Li-hsuan Yang  
2009: Chair – UM Flint Secondary Education Advisory Committee (with P-12 partners)  
2008: Member - Departmental Tenure Review Committee for Dr. Patricia Gallant  
2008: Member - Departmental Tenure Review Committee for Dr. Aviva Dorfman  
2007: Member - Departmental Tenure Review Committee for Dr. Judith Ableser

2007: Member - Departmental Tenure Review Committee for Dr. Jeff Kupperman  
 2007-2008: Member – Educational Leadership Team for SEHS Strategic Plan  
 2006: Co-Chair – Departmental Tenure Review Committee for Dr. Michael Pardales  
 2006: Co-Chair – Departmental Tenure Review Committee for Dr. Linda Pickett  
 2006: Member – Science Education Search Committee  
 2006: Member – Lecturer Review Committee for Ms. Mary Ehrlich  
 2006: Member – Lecturer Review Committee for Mr. Steven Bingham  
 2005-2012: Member – Policy and Assessment Committee – served as Chair during 2006-2007, 2008-2009, and 2011-2012 academic years  
 2005: Chair – Lecturer Review Committee for Ms. Yolanda Mojica  
 2005: Member – Lecturer Review Committee for Mr. Ronald Wright  
 2003: Member - Departmental Tenure Review Committee for Dr. Rose Casement  
 2003-2004: Member - Special Education Search Committee  
 2002-2003: Chair – Technology in Education Search Committee  
 2002: Member - Departmental Tenure Review Committee for Dr. Mary Jo Finney  
 2001-present: Student Review Panel – served as Chair during 2003-2004 academic year  
 2001-2002: Member - Student Enrollment and Concerns Committee  
 2001-2002: Chair - Instructional Technology Search Committee  
 2001: Member - Early Childhood Education Search Committee  
 2000-2001: Member - Undergraduate Curriculum Committee

### **Education Unit**

2014: Chair – Center for Educator Preparation Search Committee  
 2014: Chair – Education Unit Data Coordinator Search Committee  
 2013: Member - Integrated Science Search Committee  
 2011-2013: Co-Chair – NCATE Standard #2 Committee  
 2011-2013: Ex. Officio Member – NCATE Standard Committees #1,3,4,5  
 2009 –2013: Chair – NCATE Council of Chairs  
 2009: Member – Education Council Leadership Committee  
 2008-2009 – Member – Education Council Conceptual Framework Sub Committee  
 2008-2009 – Member – Education Council Field Experiences Sub Committee

### **School of Education and Human Services**

2010: Member- SEHS Executive Committee (one semester sabbatical replacement)  
 2007-2008: Chair – SEHS Academic Code Revision Editing Committee  
 2005-2007: Member – SEHS Executive Committee  
 2005-2006: Co-Chair – Strategic Planning Sub-Committee #6  
 2003-2006: Member – Academic Standards Committee – served as Chair during Winter 2006 semester  
 2002-2003: Member – SEHS Dean’s Search Committee

2001-2002: Member – SEHS Dean’s Search Study Committee

### **University**

2015: Member – Chancellor’s Inauguration Planning Committee

2015: Member – Curriculum Coordination Committee

2015: Member – University Academic Assessment Committee

2014: Member – Winegarden Visiting Professor Selection Committee

2011-2012: Member – Academic Affairs Advisory Committee

2009-2011: Chair – Study Abroad Advisory Committee

2008-2011: Member – Chancellor’s Advisory Committee (served as Chair during Winter 2010/Spring 2010/Fall2010/Winter 2011 semesters)

2007-2008: Member – Women’s Educational Center Advisory Board

2007-2008: Member – POV Film Series Committee

2006-2009: Member – Thompson Center for Learning and Teaching – Advisory Board

2004-2008: Chair - Study Abroad Sub-Committee

2002-2008: Member - International and Global Studies Committee

2002-2003: Member - Research and Creative Activities Committee

2002-2003: Member - Senior Year Crisis Committee (In conjunction with Greater Flint Educational Consortium)

### **Other University Level Service**

2012: Panelist – “Taking control of the tenure process” Panel

2009: University Recruiter (India – September 2009)

2009: Participant – American Council on Education International Institute

2009: Film Discussion Co-Facilitator – POV Film Series

2009: Participant – UM Flint Study Abroad Roundtable

2008: Panelist – New Faculty Orientation

2007: Panelist – New Faculty Orientation

2005: Panelist – International Women’s Day panel - *Working in Solidarity: Women, Human Rights, and Peace*

2004: Organizer – “What I wish I knew” New Faculty Forum

2003: Panelist – Sigma Tau Delta Career Workshop for English Majors

2001: Junior Faculty Panelist – Voices of Experience – A Junior Faculty Panel

### **Service to the Profession**

2020-2021: Peer Reviewer - Fulbright International Education Administrators Program

2008: Textbook Reviewer – McGraw Hill

2007: Participant –Wiley & Sons Educational Psychology Focus Group at the American Educational Research Association Conference, Chicago, IL

2007: Participant – Wiley & Sons Educational Psychology Virtual Focus Group

2005-present: Reviewer – Multicultural Perspectives  
2005: Reviewer – Michigan Reading Journal  
2005: Textbook Reviewer - Thomson Wadsworth Publishing Company  
2004-present: Reviewer – *Identity*  
2004: Reviewer – Genesee Intermediate School District Community Peace essay competition  
2001-2002: Proposal Reviewer- American Educational Research Association Conference  
2000-2004: Proposal Reviewer- National Reading Conference  
1998-2000: Reviewer- Center for the Improvement of Early Reading Achievement

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## **LEADERSHIP DEVELOPMENT**

2020: Participant – University of Michigan Organizational Learning “*Leading cultural transformations: Leading in change and crisis*” series.

2019: Participant – Leader Academic’s *Foundations of a successful academic career* fall 2019 seminar

2017: Participant – Harvard University *Women in Leadership* program

2012-2013: Participant – University of Michigan-Flint LEAD Program