



Hannah M. Sunderman

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Faculty Profile

<https://www.alce.vt.edu/about/people/hannah-m--sunderman.html>

Education

2016

Bachelor of Arts

Psychology
University of Nebraska-Lincoln

2018

Master of Science

Leadership Education
University of Nebraska-Lincoln

2020

Doctor in Philosophy

Human Sciences, Leadership
University of Nebraska-Lincoln

Grant Contributions

- Leadership development
- Team science
- Curriculum development
- Mentoring programs
- Identity development

Areas of Expertise

Leadership Development

- *Overarching:* Fostering leadership through developmental experiences
- *Specific focus areas:*
 - Interpersonal skills (e.g., listening, communication, values, empathy, perception, conflict, strengths, growth mindset)
 - Generativity (i.e., care and concern for the next generation)
 - Leader/leadership identity development (i.e., How do we see ourselves as leaders? How can we strengthen our view of ourselves as capable of enacting change?)

Leadership Education

- *Overarching:* Creating and assessing developmental interventions
- *Specific focus areas:*
 - Meaning-making (e.g., reflection, debrief) in educational experiences
 - Building, refining, and evaluating mentoring programs
 - Utilizing needs assessments to create interventions
 - Integrating a variety of techniques (e.g., degree-of-change methodology) to assess and evaluate programs

Team Science

- *Overarching:* Promoting successful and cohesive groups and teams by strengthening skills and establishing processes
- *Specific focus areas:*
 - Understanding the stages of team development, especially navigating "storming" or conflict
 - Building group norms and processes

Select Examples of Previous Work

- Co-PI (Team Science Focus; 2025). Cultivating Rural Vitality in Virginia's Food System: Planning for Resilience. VT-CALS Integrated Internal Competitive Seed Grants Program.
- Consultant (2024). Mentor training curriculum development, execution, and evaluation. Virginia Cooperative Extension.
- Workshop (2024). Mutuality in mentoring: Fostering trust and respect in mentoring relationships for faculty and graduate students. Workshop for The Graduate School - University of Florida.
- Presentation (2024). Working together: Developing and sustaining teams through conflict. CIP-CAR NSF NRT, Virginia Tech.