

ELEANOR R. ANDERSON

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EDUCATION

Northwestern University School of Education and Social Policy, Evanston, IL
Ph.D., Learning Sciences, September 2017
Dissertation: *Cultivating Safe and Supportive Schools: The Implementation and Institutionalization of Restorative Justice Practices*
Committee: Jeannette Colyvas (advisor), Cynthia Coburn, James Spillane, Larry Hedges

Yale University, New Haven, CT
B.A., Linguistics, May 2006

ACADEMIC APPOINTMENTS

University of Pittsburgh School of Education, Pittsburgh, PA
Assistant Professor of Research-Practice Partnerships
Department of Educational Foundations, Organizations and Policy (Fall 2020 – Present)

Northwestern University School of Education and Social Policy Evanston, IL
Lecturer & Research Fellow (Fall 2019 – Summer 2020)

Postdoctoral Fellow: National Center for Research in Policy and Practice. PIs: Cynthia Coburn William Penuel (Summer 2017 – Summer 2019)

GRANTS

Rapid Impact Grant (\$25,000), Designing for Institutionalization: Restorative Practices Coaching in the Chicago Public Schools, Chicago Public Schools & Northwestern University, 2019

Undergraduate Research Apprenticeship Program (\$3,500), Investigating the Implementation and Institutionalization of Restorative Justice Practices in the Chicago Public Schools. (PI: Jeannette Colyvas)

Faculty Research Grant (\$5,000), Designing for Institutionalization: School-based Restorative Justice Coaching, Northwestern University, 2018

Spencer Foundation Small Grant (\$50,000) Institutionalizing Restorative Justice in Chicago Public Schools. (PI: Jeannette Colyvas), 2017

Graduate Research Grant (\$3,000) Cultivating Safe and Supportive Schools: The Implementation of Restorative Justice Practices, Northwestern University, 2015

AWARDS, HONORS & FELLOWSHIPS

Outstanding Reviewer, 2021, Educational Researcher

Marshal for PhD Graduates, Commencement, Northwestern School of Education and Social Policy, 2017

Dissertation Fellow, National Academy of Education/Spencer Foundation, 2015

Multidisciplinary Program in Education Sciences Fellow (IES Predoctoral Research Training Program), Northwestern University, 2011 – 2014

Travel Award Recipient, Global Initiative, Northwestern School of Education and Social Policy, 2016

Travel Stipend Awardee, Organization and Management Theory division, Academy of Management, 201

PEER-REVIEWED ARTICLES & PROCEEDINGS

Anderson, E.R. & Dobie, T.E. (2022) Sentence Stems to Foster Community: Uses of ‘I notice’ and ‘I wonder’ in online professional development. *Journal of Teacher Education*.

Farrell, C., Penuel, W.R., Allen, A.R., **Anderson, E.R.**, Bohannon, A.X., Coburn, C.E., Brown, S. (2022) Mutual Learning at the Boundaries of Research and Practice: A Framework for Understanding Research-Practice Partnerships. *Educational Researcher* 51(3), 197-208

Anderson, E.R. & Colyvas, J.A. (2021) What Sticks and Why? A MoRe Institutional Framework for Education Research. *Teachers College Record* 123I(7).

Anderson, E.R. & Richards, J. (2021) Towards a Conceptual Framework For Practical Measurement as Organizational Structure. In de Vries, E., Hod, Y., & Ahn, J. (Eds.), *Proceedings of the 15th International Conference of the Learning Sciences - ICLS 2021*. (pp. 533-536). Bochum, Germany: International Society of the Learning Sciences.

Dobie, T.E. & **Anderson, E.R.** (2021) Noticing and Wondering to Guide Professional Conversations. *Mathematics Teacher: Learning & Teaching PK-12* 114(2), 94-102.

McCambly, H. & **Anderson, E.R.** (2020) Moving the Needle or Spinning Our Wheels? A Framework for Long-Lasting, Equitable Change in Education. *The Foundation Review*. 12(3), 32-46.

Farrell, C., Penuel, W. R., Allen, A.R., **Anderson, E.R.**, Bohannon, A.X, Coburn, C.E., & Brown, S. (2020). Mutual Learning at the Boundaries of Research and Practice: A Framework for Understanding Research-Practice Partnerships. In Gresalfi, M. and Horn, I. S. (Eds.), *The Interdisciplinarity of the Learning Sciences, 14th International Conference of the Learning Sciences (ICLS) 2020, Volume 5* (pp. 2515-2522). Nashville, Tennessee: International Society of the Learning Sciences.

Bush-Mecenas, S.C. & **Anderson, E.R.** (2020) Scale and Sustainability of Educational Innovation and Improvement. [Annotated Bibliography] *Oxford Bibliographies*.

Anderson, E.R., Gupta, A., Philip, T.M., Markauskaite, L., Kali, Y. Goodyear, P., Hjorth, A. and Olivia Levrini (2018). Knowledge Analysis Outside the STEM Classroom. In Kay, J. and Luckin, R. (Eds.) *Rethinking Learning in the Digital Age: Making the Learning Sciences Count, 13th International Conference of the Learning Sciences (ICLS) 2018, Volume 2*. (pp. 1219-1228) London, UK: International Society of the Learning Sciences.

Anderson, E.R. (2017). Accommodating Change: Relating Fidelity of Implementation to Program Fit in Educational Reforms. *American Educational Research Journal*. 54(6), 1288-1315.

Colyvas, J.A. & **Anderson, E.R.** (2016). Institutionalization's Quadrant: Dimensionalizing Levels in Organizational Analysis. (Abridged) *Academy of Management Best Paper Proceedings*.

Dobie, T.E. & **Anderson, E.R.** (2015). Interaction in teacher learning communities: Three forms teachers use to express contrasting ideas in video clubs. *Teaching and Teacher Education*, 47, 230-240.

REPORTS & OTHER PUBLICATIONS

Penuel, W.R., Farrell, C.C., **Anderson, E.R.**, Coburn, C.E., Allen, A-R., Bohannon, A.X., Hopkins, M., Brown, S. A. (2020) *A Comparative, Descriptive Study of Three Research-Practice Partnerships: Goals, Activities, and Influence on District Policy, Practice, and Decision Making*. Boulder, CO: National Center for Research in Policy and Practice.

Sartain, L., Allensworth, E.M. Porter, S., Levenstein, R., Johnson, D. W., Huynh, M. H., **Anderson, E.R.**, Mader, N., and Matthew P. Steinberg (2015). *Suspending Chicago's students: Differences in discipline practices across schools*. Research Report. Chicago IL: UChicago Consortium on School Research.

PAPERS UNDER REVIEW

Colyvas, J.A. & **Anderson, E.R.** (Under review) Levels, Axes, Quadrants, and Fractals: Theorizing Institutionalization and Deinstitutionalization for Multi-Level Causal Analysis and Measurement

WORKING PAPERS

Anderson, E.R. Bohannon, A.X., Penuel, W.R. (In preparation) What's the Big Idea? Conceptual Uses of Research in Research-Practice Partnerships

Anderson, E.R. (In preparation) Connection and Disruption: Strategies for Implementing Restorative Responses to Harm in Schools.

Anderson, E.R. (In preparation) Institutionalization of Contested Routines: Sources of Support for Exclusionary School Discipline

Anderson, E.R. (In preparation) What are Restorative Justice Practices? A Cognitive Account in Elements and Frames.

Dobie, T.E. & **Anderson, E.R.** (In preparation). Discourse in Digital Learning Communities: An Exploration of Elementary Teachers' Enactment of Interpretations.

PRESENTATIONS

INVITED PRESENTATIONS

Anderson, E.R. (March, 2021). What Sticks and Why? Investigating—and Designing for—Both Change and Persistence. Learning Sciences Seminar, University of Utah.

Anderson, E.R. (February, 2021). Featured Speaker. "Philanthropy and Postsecondary Education Attainment." Webinar jointly hosted by The Foundation Review and Grantmakers for Education.

Anderson, E.R. (September, 2019). What Sticks and Why? The case of restorative justice practices in the Chicago Public Schools. Learning Sciences Research Institute Speaker Series, University of Illinois Chicago.

CONFERENCE PRESENTATIONS – EDUCATION, LEARNING & POLICY

Anderson, E.R. & Richards, J. (June, 2021) Towards a Conceptual Framework For Practical Measurement as Organizational Structure. Presented at the International Conference of the Learning Sciences, Bochum, Germany.

Anderson, E.R. (April, 2021) Reform/Abolition Tensions in School-Based Restorative Justice. Presented at the Annual Meeting of the American Educational Research Association (Virtual)

Williams-Wright, J. & **Anderson, E.R.** (March, 2021) Building a Restorative School-Family Community. Poster Presentation. Community Engaged Scholarship Forum, University of Pittsburgh, Pittsburgh, PA.

Farrell, C., Penuel, W.R., Allen, A.R., **Anderson, E.R.**, Bohannon, A.X., Coburn, C.E., Brown, S. (June, 2020) Mutual Learning at the Boundaries of Research and Practice: A Framework for Understanding Research-Practice Partnerships. Accepted for presentation at the International Conference of the Learning Sciences, Nashville, TN.

Anderson, E.R. (April, 2020). Sustaining Restorative Practices...With Punitive Discipline Routines. Accepted for presentation at the Annual Meeting of the American Educational Research Association, San Francisco, CA.

Anderson, E.R. (April, 2019). What are restorative justice practices? A cognitive account. Presented at KiPshop: Knowledge Analysis: Past Present and Future, Toronto, ON.

Anderson, E.R. & Dobie, T.E. (April, 2019) Sentence Stems to Foster Dialogue: Using "I Notice" and "I Wonder" in Online Professional Development. Presented at the Annual Meeting of the American Educational Research Association, Toronto, ON.

Anderson, E.R. (June, 2018). What are restorative justice practices? A cognitive account in elements and frames. Presented at the International Conference of the Learning Sciences, London, UK.

Anderson, E.R. (April 2018). Understanding Educators' Conceptions and Misconceptions of Restorative Justice Practices. Presented at the Annual Meeting of the American Educational Research Association, New York, NY.

Anderson, E.R. (April, 2017). Implementation vs. Institutionalization: The case of Restorative Justice Practices. Presented in the Division L Poster Session at the Annual Meeting of the American Educational Research Association, San Antonio, TX.

Richards, J., Fox, L.A., Shim, S., **Anderson, E.A.**, Dobie, T.E., Sherin, B., Lee, J., Thompson, J.J., Kazemi, E., Lomax, K., Sherin, M.G. (April, 2017). Exploring K-2 Teacher Learning About Modeling in Practice-Based Online Courses. Presented at the Annual Meeting of the American Educational Research Association, San Antonio, TX.

Anderson, E.R. (November, 2016). Implementing Restorative Justice Practices: The View through Educators' Eyes. Presented at the Fall Meeting of the Association for Public Policy Analysis and Management, Washington, DC.

Anderson, E.R. (April, 2016). Thinking about Discipline: Educators' Conceptions of Student Behavior and the Implementation of Restorative Justice Practices. Presented at an invited poster session at the Annual Meeting of the American Educational Research Association, Washington, DC.

Anderson, E.R. & Colyvas, J.A. (April, 2016). Rethinking Institutionalization for Educational Research. Presented at the Annual Meeting of the American Educational Research Association, Washington, DC.

Anderson, E.R. (April, 2014). Accommodating Change: Relating Fidelity of Implementation to Program Fit in Educational Reforms. Presented at the Annual Meeting of the American Educational Research Association, Philadelphia, PA.

Dobie, T.E., **Anderson, E.R.** (April, 2012). Managing Conflict in Video Clubs. Presented at the Annual Meeting of the American Educational Research Association, Vancouver, BC.

CONFERENCE PRESENTATIONS – ORGANIZATIONS, MANAGEMENT & SOCIOLOGY

Anderson, E.R. (2021) Racialization, Routines, and Micro-institutional Change. To be presented at the 6th Alberta Institutions Conference, Edmonton, AB.

Anderson, E.R. (July, 2018). Implementation, institutionalization and de-institutionalization of organizational routines: The case of school-based restorative justice practices. Presented at the Annual Meeting of the European Group for Organizational Studies, Tallinn, Estonia.

Anderson, E.R. (August, 2017). Implementation and Institutionalization of Policies and Routines: The Case of School-based Restorative Justice Practices. Presented at the Annual Meeting of the American Sociological Association, Montreal, QC.

Colyvas, J.A. & **Anderson, E.R.** (August, 2016). Institutionalization's Quadrant: Dimensionalizing Levels in Organizational Analysis. Presented at the Annual Meeting of the American Sociological Association, Seattle, WA.

Colyvas, J.A. & **Anderson, E.R.** (August, 2016). Institutionalization's Quadrant: Dimensionalizing Levels in Organizational Analysis. Presented at the Annual Meeting of the Academy of Management, Anaheim, CA.

Anderson, E.R. & Colyvas, J.A. (July, 2016). Domestic institution building: The implementation of discipline reforms in urban public schools. Presented at the Annual Meeting of the European Group for Organizational Studies, Naples, Italy.

Anderson, E.R. & Colyvas, J.A. (July, 2016). Applying an Institutionalization Framework to Educational Research. Presented at the Annual Meeting of the European Group for Organizational Studies, Naples, Italy.

Anderson, E.R. (July, 2013). Accommodating Change: Relating Fidelity of Implementation to Program Fit. Presented at Paper Development Workshop: The Structuring of Work Within and Across Organizations, Montreal, QC.

Colyvas, J.A. & **Anderson, E.R.** (July, 2013). Institutionalization's Quadrant and the Micro-Macro Dimension in Organizational Analysis. Presented at the Annual Meeting of the European Group for Organizational Studies, Montreal, QC.

RESEARCH PARTICIPANT FEEDBACK SESSIONS

Anderson, E.R., Coburn, C.E. (2020) Benefits, Challenges and Uses of Research: Analysis of a Research Alliance. Presentation to partnership staff. National Center for Research in Policy and Practice, Boulder, CO.

Farrell, C.C., Coburn, C.E., Ceperich, R., **Anderson, E.R.** (2020) Changing Approaches to Partnering in a Turbulent District Context. Presentation to district staff. National Center for Research in Policy and Practice, Boulder, CO.

Anderson, E.R., Penuel, W.R., Farrell, C.C. (April, 2019) Big Ideas and District Leader Perspectives. Presentation to partnership staff. National Center for Research in Policy and Practice, Boulder, CO.

Anderson, E.R. (November, 2017) Implementing Restorative Justice Practices: Tackling Sustainability. Presentation to Office of Social and Emotional Learning, Chicago Public Schools, Chicago, IL.

Anderson, E.R. (September, 2015) School Discipline and the Implementation of Restorative Justice Practices: Preliminary Analyses. Presentation to Office of Social and Emotional Learning, Chicago Public Schools, Chicago, IL.

ADDITIONAL RESEARCH EXPERIENCE

University of Pittsburgh School of Education, Pittsburgh, PA

Researcher Participant: Shifting Power in Educational Research & Development. Remake Learning and the University of Pittsburgh School of Education (Fall 2020 – Spring 2020)

Northwestern University School of Education and Social Policy Evanston, IL

Research Associate: Co-Developing Educative, Practical Measures of Teacher Learning for CPS PD. PI: Jennifer Richards (Summer 2019 – Summer 2020)

Research Assistant: Digital Resources for Collaborative Teacher Learning. PIs: Bruce Sherin, Miriam Sherin, Northwestern University (Fall 2016 – Summer 2017)

Research Assistant: Deep Learning Labs for the Common Core and Next Generation Science Standards. PIs: Elham Kazemi, Jessica Thompson, University of Washington; Bruce Sherin, Miriam Sherin, Northwestern University (Fall 2016 – Summer 2017)

UChicago Consortium on School Research, Chicago, IL

Research Associate: participated as a member of the research team on school discipline; drafted and edited text of reports; coded and analyzed interviews with teachers and students (Fall 2014 – Fall 2015)

Northwestern Graduate Engagement Opportunities (GEO) Fellow: conducted an informal ethnography of ‘Data Practice Collaborative’ project; collaborated on development of individualized school reports on middle grades achievement; attended all internal staff meetings and professional development sessions (Fall 2013)

TEACHING & FACILITATION

GRADUATE COURSEWORK

University of Pittsburgh School of Education, Pittsburgh, PA

Instructor: Education Policy Implementation (Spring 2022)

Independent Study Supervisor: Research Practice Partnership Working Group

Instructor: Research-Practice Partnerships: Approaches to Collaborative Design, Inquiry & Change. Course Co-Designer and Teaching Assistant Debralyn Woodberry-Shaw (Fall 2021)

Instructor: First Year PhD Seminar. Teaching Assistant Nathalie DeWit (Fall 2021 – Spring 2022) Co-Instructor Dr. Jennifer Russell (Fall 2020 – Spring 2021)

Independent Study Supervisor: Debralyn Woodberry-Shaw, Collaborative Course Design, EDUC 3505 (Spring 2021); Anna Premo: Teaching Assistantship (Spring 2021)

Instructor: Organizations, Networks, and Policy. EdD Program. Teaching Assistant Anna Premo (Spring 2021)

Instructor: Organizational Perspectives on Educational Improvement. Learning Sciences and Policy PhD Program (Fall 2020)

Northwestern University Kellogg School of Management, Evanston, IL

Teaching Assistant: Negotiation Strategies. Full time MBA Program. Professor Victoria Medvec (Fall 2019)

Teaching Assistant: Negotiation Strategies. Executive MBA Program. Professor Victoria Medvec (Summer 2019)

Teaching Assistant: Leadership in Organizations. Saturday MBA Program. Associate Professor Jeannette Colyvas (Winter 2019)

UNDERGRADUATE COURSEWORK

Northwestern University School of Education and Social Policy, Evanston, IL

Instructor: Tools for Organizational Analysis (Winter 2020, Spring 2020)

Teaching Assistant: Social Policymaking and Policy Implementation. Professor Cynthia Coburn. (Winter 2014)

Teaching Assistant: Honors Thesis Seminar. Dean Penelope Peterson (Fall 2012 – Spring 2013)

PROFESSIONAL DEVELOPMENT

Alternatives Inc., Chicago, IL

Co-designer, Co-facilitator: Coach Approach Meetings (Internal professional learning for Restorative Practices Coaches). With Miguel Rodriguez (Summer 2018 – Summer 2020)

Northwestern University, Evanston, IL

Graduate Student Assistant: Summer Research Training Institute on Cluster-Randomized Trials. Professor Larry Hedges (Summer 2013)

Crown Heights Community Mediation Center, Brooklyn, NY

Co-facilitator: Conflict Resolution Training; Peer Mediation Training. With Amy Ellenbogen, Ife Charles (Winter 2008 – Summer 2010)

YOUTH WORKSHOPS

Crown Heights Community Mediation Center, Brooklyn, NY

Facilitator: Conflict Resolution Training; Peer Mediation Training and Operation; Youth Court Training and Operation With Amy Ellenbogen, Ife Charles, Cathy Barker (Winter 2008 – Summer 2010)

SERVICE - ACADEMIC

ADVISING & MENTORSHIP

University of Pittsburgh, Pittsburgh, PA

Advisor:

Juli West, EdD, Health & Physical Activity
Sandra Douglas, EdD candidate, SCAE
Jaclyn Spiezia, MEd student, SCAE

Dissertation Committee Member

Katie Todd, EdD candidate, Out of School Learning
Shaun Tomaszewski, PhD candidate, SCAE
Debralyn Woodberry-Shaw, PhD candidate, Learning Sciences and Policy
(**External**) Laura Zeller, PhD Candidate, University of Illinois Chicago

Milestone Committee Member:

Esteban Alcalá, PhD student, Higher Education
Anna Premo, PhD student, Learning Sciences and Policy

Northwestern University, Evanston, IL

Mentor: Undergraduate Research Apprenticeship Program (Summer 2019).

Undergraduate Honors Thesis Reader, Mentor: Miriam Barnicle. *Understanding Misbehavior and Restorative Justice: Exploring Educators' Beliefs about Behavior and Restorative Responses* (Summer 2018 – Spring 2019)

UNIVERSITY COMMITTEES & ORGANIZATIONS

University of Pittsburgh, Pittsburgh, PA

Member, Search Committee, Director of Data and Impact Management (Spring 2022)

Member, Re-envisioning Educational Leadership Working Group (Spring 2022)

Member, Faculty Search Committee, Quantitative Policy Scholar (Fall 2021)

School of Education Tenure Stream Faculty Representative, Pitt Faculty Union Council of Representatives (Winter 2022 – Present)

Member, Pitt Faculty Organizing Committee (Spring 2021- Fall 2021)

Member, Engaged Research Forum Committee (Fall 2020 – Spring 2021)

Northwestern University, Evanston, IL

Search Committee Member, School of Education and Social Policy Dean (Fall 2016)

Graduate Student Representative, Learning Sciences Program Review Committee (Winter 2016)

Vice-President, Civically Engaged Graduate Students: identified, gathered, and developed resources for graduate students interested in connecting their research to practice; organized speaker events, interviewed civically engaged faculty members, worked to build community among like-minded students and faculty (Fall 2012 – Spring 2016)

Member, Critical Contexts: participate in discussion, reading groups, writing retreats, workshops, feedback sessions, and socializing with graduate students and postdocs who research culturally diverse and/or marginalized communities (Winter 2016 – Summer 2020)

CONFERENCES & WORKSHOPS

American Educational Research Association Annual Meeting

Discussant:

Organizational Theory: Promise, Practice, and Policy, Organizational Theory SIG (2022)

Perspectives on Implementing State Policy at the Local Level, Division L - Educational Policies and Politics (2018)

Session Chair: Designing Research With Organizational Theory, Organizational Theory SIG (Spring 2018); Methodological Complexities of Understanding Learning, Learning Sciences SIG (Spring 2017)

International Conference of the Learning Sciences

Symposium Session Organizer: “Knowledge Analysis Outside of the STEM Classroom” (Summer 2018)

Northwestern University School of Education and Social Policy, Evanston, IL

SESP Summer Roundtable Series Co-organizer: worked with two other graduate students to conceptualize and organize a series of lunchtime talks on pressing topics in education policy and practice, drawing speakers from within and outside of Northwestern (Summer 2013)

REVIEWING (JOURNALS)

Educational Researcher (2021-present)

AERA Open (2018-2019)

Sociology of Education (2015)

REVIEWING (CONFERENCES)

American Educational Research Association, Annual Meeting, Division A-Administration, Organization and Leadership (2018); **Division L - Educational Policies and Politics** (2018, 2015); **Learning Sciences SIG** (2015), **Organizational Theory SIG**

International Conference of the Learning Sciences (2021)

Academy of Management, Annual Meeting, OMT Division (2016)

SERVICE - COMMUNITY

Put People First, PA, Pittsburgh PA

Member, Pittsburgh Healthcare Rights Committee (Winter 2021 – Present)

United Neighbors of the 35th Ward, Chicago, IL

Advisory Board Member: advise and build independent political organization through one on one recruitment, organizing public events, endorsing and supporting local candidates, and developing organizational structure (Summer 2015 – Fall 2020)

Policy Committee Co-Chair: lead members in researching and developing a ward-, city- and state-level policy platform (Summer 2016 – Fall 2018)

Safe Horizon Mediation Program, Brooklyn, New York

Volunteer Mediator/Coach: mediated adult and middle school cases; provided feedback on developing mediation skills to participants in Basic Mediation Training (Winter 2008 – Spring 2009)