

Batsheva R. Guy, PhD, CDP, Prosci

Diversity, Equity, & Inclusion | Participatory Methods | Change Management

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I Help Organizations Manage Change Through Equitable, Inclusive, & Participatory Practices

WORK EXPERIENCE

Founder & Principal Consultant, Bold Accountability & Transformation (BAT): August 2024–Present

- Provide one-on-one coaching to help clients achieve goals, meet deadlines, and maintain focus
- Offer structured support through individual sessions, goal-setting frameworks, and accountability groups for ongoing progress and success
- Provide tailored strategies to foster inclusive, equitable environments using participatory methods
- Guide teams in navigating cultural change and integrating DEI principles into organizational practices
- Delivered Diversity, Equity, and Inclusion (DEI) consulting and research services to organizations such as Cincinnati Children's Hospital & Medical Center, NIOSH, the University of Cincinnati, NASA, Give Back Cincinnati, and All Things Equitable Inc., focusing on antiracism and participatory methodologies to enhance organizational practices, foster inclusivity, and drive equity-focused initiatives.

Oracle Change Management Consulting Manager, Huron Consulting Group: June 2024-Present

- Intentionally incorporate equity & inclusion principles into change management methodologies
- Organizational Change Management Lead (Readiness & Engagement, Knowledge Transfer, Communications, & Training), West Coast Polytechnic University
- Organizational Change Management Lead (Change Impact Inventory & Assessment; Change Plan Development), Southeast System of Public Universities
- Internal Initiatives: Jewish iMatter Co-Lead, Service Lead, & Communication Co-Lead | Women's iMatter Cincinnati City Lead | Cincinnati Helping Hands (Community Service) & Social Lead | Unconscious Bias Facilitator | Coaching Connections Newsletter Contributor | Diversity & Inclusion Subject Matter Expert

Oracle Change Management Consulting Senior Associate, Huron Consulting Group: April 2022-June 2024

- Assist Higher Education and Healthcare clients with the planning and implementation of Oracle Cloud, including Human Capital Management (HCM), Supply Chain Management (SCM), Enterprise Resource Planning (ERP), Finance, Procurement, and other software
- Play an important role in projects focusing on all changes to systems, business processes, and technology, organization structures and job roles
- Implement change management plans and strategies that maximize employee engagement and minimize employee resistance, ensuring the project succeeds by increasing adoption and usage
- Lead sub-teams, delivers materials, executes end user networks and assists in identifying change actions that should be incorporated into the overall project plan
- Act as coach to unit fiscal officers and HR professionals, helping them fulfill the role of change agents
- Collaborate with functional team members to assist in identifying process changes, learning future state processes and system functionality, and educating end users on their new roles and business processes
- Provide input to project communications for content and review

- Document a well-structured training curriculum for a set of functionality including audience analysis, transition materials, and detailed business process/system training modules using various training methods and tools
- Create and disseminate training materials for business process and system training
- Support end users upon go-live via support labs, help desk and updates to training materials
- Oracle Guided Learning co-lead, Cedars-Sinai Medical Center, Los Angeles, CA (April 2022-February 2023)
 - Serve as an Oracle Guided Learning (OGL) Subject-Matter Expert (SME)
 - Build and test OGL guides in HCM, SCM, ERP, Finance, and Procurement
 - Assist with the development and evaluation of the design kit
 - Implemented a new round robin technique for formatting and introducing weekly internal team meetings, "What is alive for you right now?"
- ORRA (Organizational Readiness Assessment) Qualitative Data Analysis and Reporting
 - Implement ORRA, an official measurement of the preparedness of a company, organization, or institution to undergo a major change or take on a significant new project.
 - Vassar College, December 2022
- Internal Initiatives: Jewish iMatter Communication Co-Lead | Women's iMatter Cincinnati City Lead & Panel Committee Member | Black Alliance iMatter Community Stewardship Subcommittee Member | Huron Social Alliance Thought Leadership Co-Lead | Experienced Hires Network Member | Working Families iMatter Member | Unconscious Bias Training Facilitator | New Hire Training Facilitator | New Hire Coffee Chat Participant | Interview Day Participant | Diversity & Inclusion Expert
- Present on the relationship between and applications of Equity, Inclusion, Participatory Methods, and Change Management

IDEA (Inclusion/Diversity/Equity/Accessibility) Practitioner, NASA (National Aeronautics and Space Administration) Astrophysics: January 2023- Present

- Evaluate the Inclusion Plans of scientific proposals
- Collaborate with DEIAB professionals to offer feedback
- Brainstorm ideas to help NASA Astrophysics become more inclusive & equitable

Diversity & Inclusion Partner, TriHealth: December 2021-February 2022

- Responsible for developing and implementing plans to promote diversity and inclusion within TriHealth
- Created and delivered training materials to enhance Team Members' understanding of diversity and inclusion issues and develop ways to mitigate those issues
- Managed the D&I scorecard quarterly, including upkeep of reporting D&I metrics in training, diverse hiring, patient satisfaction, promotions and supplier diversity
- Worked directly with outside consultants to research and provide educational workshops for diversity teams and other areas of TriHealth
- Facilitated diversity training seminars on-demand
- Managed the submission of annual national survey's which include Working Mother, Diversity Inc., HEI, and other surveys assigned by the organization
- Maintained relationships with external partners, including Diversity Inc., Diversity in Healthcare Management Inc., ERG & Councils, and the Regional Chamber's - Diverse by Design program
- Interacted with internal customers to assess and plan for educational and developmental needs across the organization
- Used a systems approach and apply performance improvement and change management principles to instructional design

- Managed ongoing training programs and new training projects as identified.
- Partnered with the Director to identify opportunities for development in diversity and inclusion efforts needed throughout the organization

Program Director of Strategic Initiatives, Office of Inclusive Excellence and Community Engagement (IECE), College of Engineering and Applied Science (CEAS), University of Cincinnati (UC): February 2021- December 2021

- Work collaboratively throughout the college and university to develop and coordinate programmatic and training efforts that foster an inclusive community for a broad range of constituents
- Collaborate with student leaders, administrators, faculty, staff and external partners on a robust set of college-wide programming initiatives, such as the diversity programming, equity and inclusion committee, retention programming and office scholarships
- Serve as the CEAS Diversity & Inclusion Liaison for the University as a whole
- Oversee the Summer Bridge Program

Program Development

- Develop, plan, manage, and evaluate programs to recruit under-served and underrepresented into undergraduate and graduate programs, working in close cooperation with the CEAS Undergraduate Enrollment Office and individual departments
- Create, implement, assess and coordinate retention and completion programming geared toward historically under-served and underrepresented populations within the College of Engineering and Applied Sciences including the Emerging Ethnic Engineers program (E3), sophomore leadership program, Freshman Engineering Program, and First-Generation Engineers Programs
- Create informal engagement opportunities to aid with student retention through participation in student-based activities by serving as a mentor/advisor to individual students and key underrepresented student groups including SHPE, NSBE, SASE, WiE, Choose Ohio First, FEP, 1st Generation, Veteran & LGBTQ students

Program Assessment & Evaluation

- Develop program objectives and monitor quantitative and qualitative data on progress toward objectives
- Research and analyze relevant literature and other benchmark information in order to develop grant proposals, new program ideas and propose program changes
- Develop, administer, and analyze assessment/evaluation questionnaires; compile statistics and prepare reports
- Analyze data relevant to student needs, retention, attrition, student success, and persistence and graduation rates and provide recommendations to the Assistant Dean of IECE

Collaboration & Networking

- Strengthen collaborative corporate partnerships with a primary goal of increasing student engagement, maximizing student retention, and fostering student success
- Collaborate with the office of Experiential Learning to track and assist with co-op placement and evaluation
- Collaborate with staff, faculty, and students in creative ways to assist them in creating and promoting a welcoming, supportive, and inclusive climate within the college
- Work closely with academic advisors, faculty and others to closely monitor performance of students in each IECE retention program
- Liaise with and create mutually beneficial, scalable relationships with key contacts at the university regarding STEM and Engineering initiatives

- Serve on university-wide committees as an advocate for programs and policies that will affect underrepresented groups in CEAS
- Participate on appropriate university committees to foster an institutional climate supportive of the success of our underrepresented students and serve the diverse needs of the university community

Marketing & Communication

- Oversee the communication efforts from the IECE office including the creation and delivery of press releases, advertisements, newsletters, IECE website material, and other marketing materials related to IECE office efforts
- Maintain a highly visible national profile to publicize the accomplishments of IECE programs and related efforts
- Supervise all student workers who engage university and local community on social media and who create flyers and send office communication and other STEM related opportunities to students and alumni of IECE

Budgeting & Funding

- Manage the development and allocation of the Summer Bridge Program and Community Engagement operational budget
- Manage all current and future E3 and CEAS corporate-based scholarships for URM and WiE, including selection, and allocation of funds such as Choose Ohio First, Prather, Pioneer, Sargent & Lundy, Marathon Petroleum, GE-Aviation, Kinetic Vision, and all other scholarships for underrepresented students in CEAS
- Identify, cultivate, and solicit major donors, volunteers, and corporate and foundation prospects that are focused on the success of underrepresented groups in CEAS
- Work on increasing alumnae development and participation on Advisory Boards and other initiatives
- Assist in the procurement of federal, foundation, and corporate funds and write stewardship reports

Supervisory Tasks

- Supervise the Program Coordinator for the Summer Bridge Program & Special Events
- Aide in the hiring, training and supervision of all instructional staff in the Summer Bridge Program
- Supervise the Program Coordinator for Community Engagement
- Aide in the hiring, training and supervision of all instructional staff and volunteers in Community Engagement
- Provide coaching, counseling, and corrective action (when necessary) to team members
- Provide direct supervision to interns and student workers as well as hiring, performance evaluations, disciplinary action, and approving time off
- Enable and guide staff and volunteers and oversee program space
- Serve in the place of the Assistant Dean of IECE as needed

Manager of Special Projects & Programs, Faculty Enrichment Center (FEC), University of Cincinnati (UC):

February 2019- February 2021

- Serve as the inaugural manager for the new state-of-the-art Faculty Enrichment Center (FEC) meant to serve as the intellectual and social commons for faculty and enrich faculty, foster collaborations, and build community using inclusive and innovative programs and high-quality workspaces

Office Management

- Manage daily operations of the FEC
- Create policies, procedures, and practices that optimize operations and maximize performance

- Supervise of co-op students and other student employees
- Partner with the executive director to oversee purchasing and fiscal management
- Supervise student workers

Program Development

- Develop and host virtual scholarly writing communities for faculty
- Organize and facilitate virtual faculty panels surrounding a variety of topics such as COVID-19 research and publishing and writing
- Plan, implement, and assess programs and events targeted towards UC faculty and staff including junior, mid-career, senior, emeriti, and adjunct faculty members
- Plan events such as forums, workshops, and social events
- Partner with the FEC faculty and staff advisory group to identify and execute core programs
- Collaborate with partner university providers such as the Center for the Enhancement of Teaching and Learning, Staff Success Center, Office of Research, UC International, IT@UC, and the Ombuds office in order to provide comprehensive and inclusive programming for university faculty and staff
- Facilitate discussion-based webinars & interactive workshops and sessions
- Assist with the development of a university-wide mentorship program

Assessment & Evaluation

- Lead assessment and evaluation efforts for the FEC
- Implement qualitative, quantitative, and participatory evaluation techniques
- Conduct research on faculty development programs and best-practices
- Report writing and the creation of presentations
- Elicit feedback from stakeholders and constituents

Marketing & Social Media

- Collaborate with the media specialist to publicize programs and events
- Create and run FEC social media pages
- Lead grassroots marketing efforts at UC's individual colleges and departments & satellite campuses

Diversity & Inclusion Efforts

- Partner with university-wide faculty affinity groups (e.g. Latino, Black, LGBTQ+, Emeriti, and Adjunct Faculty Associations) to develop inclusive programming
- Develop a Guide to Recruiting and Retaining Underrepresented Minority Faculty to be implemented across university search committees
- Create and execute programming directed toward URM, women, LGBTQ, and other marginalized faculty groups as well as their allies

Education Director, Biomedical Informatics Graduate Program, University of Cincinnati College of Medicine & Cincinnati Children's Hospital: October 2018- February 2019

- Led student affairs, program management, recruitment, cross-program alignment, finance, course coordination, and course evaluation efforts for the Biomedical Informatics PhD and Graduate Certificate Programs

Program Management

- Oversaw biomedical informatics education program and quality improvement efforts
- Managed, designed, developed, modified, and oversaw educational programs in biomedical informatics for biomedical researchers, physicians, post-graduate fellows, residents, and medical students
- Spearheaded efforts for new biomedical informatics programming including developing a Masters program and online learning initiatives
- Developed and recommended new operating procedures; maintain department operating budget records
- Worked with finance team regarding budget and grant management and assist in the development of grant proposals
- Supervised the administrative efforts and day-to-day responsibilities of three part-time staff members
- Worked closely and collegially with Cincinnati Children's Hospital Medical Center (CCHMC) informatics staff and key Hospital Departments to assure optimal cooperation between the Department of Biomedical Informatics (BMI) and CCHMC academic and operational entities in addressing educational needs

Student Affairs

- Managed tracking of student progress, advise current students, and assist in the advising of trainees
- Hosted bi-weekly group advising sessions that include relevant professional development workshops
- Initiated and implemented working accountability groups for current students and BMI staff
- Offered trainees one-on-one academic coaching sessions that involve career counseling, appropriate referrals to university resources, and general academic advising
- Managed trainee activities and events including retreats, journal clubs, and guest speakers

Faculty Support

- Maintained relationships with faculty, organize graduate faculty committee and general meetings
- Led the development and execution of Biomedical Informatics courses and support the teaching needs of department faculty
- Assisted faculty with the development and implementation of online components of hybrid courses

Recruitment & Marketing

- Planned and execute recruitment and admissions activities for the BMI graduate program
- Communicated with applicants, arrange interviews and site visits
- Hosted graduate program open house events and attend relevant graduate fairs and conferences
- Maintained website and other marketing initiatives to advertise the program regionally and nationally

Program Manager, Biomedical Informatics Graduate Program, University of Cincinnati College of Medicine & Cincinnati Children's Hospital: November 2017- May 2018

- Managed, designed, developed, modified, and oversaw educational programs in biomedical informatics for biomedical researchers, physicians, post-graduate fellows, residents, and medical students
- Worked closely and collegially with Cincinnati Children's Hospital Medical Center (CCHMC) informatics staff and key Hospital Departments to assure optimal cooperation between the Department of Biomedical Informatics (BMI) and CCHMC academic and operational entities in addressing educational needs
- Planned and execute recruitment and admissions activities for the BMI graduate program
- Communicated with applicants, arrange interviews and site visits
- Hosted graduate program open house events and attend relevant graduate fairs and conferences
- Maintained website and other marketing initiatives to advertise the program regionally and nationally

- Managed tracking of student progress, advise current students, and assist in the advising of trainees
- Managed trainee activities and events including retreats, journal clubs, and guest speakers
- Maintained relationships with faculty, organize graduate faculty committee and general meetings
- Developed and recommend new operating procedures; maintain department operating budget records
- Worked with finance team regarding budget and grant management and assist in the development of grant proposals

Program Coordinator, Preparing Future Faculty Program, University of Cincinnati: August 2016- August 2017

- Updated the Preparing Future Faculty (PFF) student database and respond to student inquiries
- Communicated with prospective and current PFF students regarding the details of the certificate program and their progress through the certificate
- Maintained the PFF Blackboard organization, update the PFF website, and update training materials
- Coordinated PFF-approved workshops, reading groups, and mentorship experiences
- Planned the end of the year PFF-luncheon
- Promoted the PFF program and recruit students
- Coordinated efforts between PFF, the Center for the Enhancement of Teaching and Learning (CET&L), and the Graduate Association for Teaching Enhancement (GATE)
- Set up a new interdisciplinary Writing Accountability Group program for graduate students
- Created and planned the inaugural graduate professional development fair, "Donuts and Development"
- Created and planned a new faculty panel event, "Faculty Job Search 411," for graduate students
- Serve as the PFF representative on the Graduate Professional Development Council

Graduate Assistant/Student Worker, University of Cincinnati Office of Undergraduate Research, Scholarly Endeavors, and Creative Practice (URSC): April 2012- September 2016

- Worked with Preparing Future Faculty (PFF) graduate students to prepare and present advanced research workshops for UG students
- Managed the RECON (Research, Education, and Creative Opportunities Network) Mentorship program, a program that pairs inexperienced undergraduate students with mentors who are seasoned in research
- Trained RECON Mentors, undergraduate students involved in research to serve as mentors to inexperienced undergraduate students
- Coordinated and presented Undergraduate Research Workshops that help students learn about how to get involved with academic research
- Helped choose the Scholar of the Month and put together the Undergraduate Discovery Lecture Series, in which the scholars of the month presented their research projects
- Led planning of the University of Cincinnati's Undergraduate Research Conference, the largest one- day undergraduate research conference in the nation
- Aided in grant writing

TEACHING & ADVISING EXPERIENCE

Adjunct Instructor, Xavier University Psychology Department: August 2015- Present

- Teach Undergraduate Psychology Courses:
 - Psychological Disorders (Face-to-face and asynchronous online; formerly Abnormal Psychology)
 - General Psychology (Face-to-face)

- Teach asynchronous accelerated, 8-week psychology courses for the Adult and Professional Education program at Xavier (APEX Program):
 - Social Psychology
 - Psychological Disorders (formerly Abnormal Psychology)
 - Developmental Psychology

Adjunct Assistant Professor, University of Cincinnati Psychology Department, August 2022-Present

- Teach Undergraduate Psychology courses:
 - Psychology of Gender (Asynchronous online)
 - Psychology in the Workplace (Face-to-face; hybrid)
 - Diversity and Health (Synchronous online)
- Manage and collaborate with undergraduate Teaching Assistants (TAs)

Visiting Professor, Miami University Psychology Department, August 2023-Present

- Teach Undergraduate Psychology courses:
 - Social Psychology (Synchronous online)
 - Social Psychology (Accelerated asynchronous online)

Adjunct Instructor, Carlow University Psychology Department, January 2022-Present

- Teach Research Methodology courses:
 - Qualitative Research Methods (Undergraduate, asynchronous online)
 - Research Methods for Social Sciences I (Undergraduate, asynchronous online)
 - Research Methods (Graduate, synchronous online)
 - Advanced Research Methods (Undergraduate, asynchronous online)
- Supported students in the design, data collection, data analysis, and dissemination of an original research project (Advanced Research Methods)

Dissertation Chair & Adjunct Faculty, University of Indianapolis, Psychology & Counseling, May 2024-Present

- Advise PsyD students on their qualitative dissertation proposal writing process
- Serve as a Consensual Qualitative Research (CQR) subject-matter expert & qualitative methodologist
- Assist with theoretical framework, lit review, methods, analysis, & timeline
- Support students in program completion requirements for their pre-doctoral internship
- Review proposal drafts & provide feedback
- Met regularly with students on a group and individual basis to assess progress, answer questions, and provide feedback and support
- Hosted weekly Writing Accountability Group Sessions
- Courses taught:
 - Readings in Advanced Topics- Psychology in the Workplace (Undergraduate synchronous online)
 - Qualitative Research Methodologies (Graduate synchronous online)

Online Teaching Excellence Certificate, University of Cincinnati, November 2024

- For successful completion of a series of training supporting excellence in online course design and delivery. This certificate holder has shown ongoing commitment to the quality of their online courses and invested time in effort in supporting student success by aligning their courses to the Excellence Online UC Course Quality Standards.

Inclusive Teaching in Higher Education Endorsement, Ohio Professional Development Consortium, Michael V. Drake Institute for Teaching and Learning, The Ohio State University, Estimated Completion February 2021

- The Ohio Professional Development Consortium (OPDC) seeks to equip instructors across the state with evidence-based teaching strategies that contribute to learning environments conducive to the success of all learners, especially first-generation students, minority student populations, and adult learners seeking to complete a college degree or retrain for the workforce.
- Endorsement Events:
 1. Promoting Mindset-Supportive Practices in Face to Face and Online Settings (December 11, 2020)
 2. Learning Analytics to Support Inclusive Instruction (January 27, 2021)
 3. Inclusive Teaching: Responding to -isms in the Classroom (January 28, 2021)
 4. Introduction to Diversity, Equity, and Inclusion: Simple Strategies (February 2, 2021)
 5. Providing Students Feedback to Promote Motivation, Persistence, & Retention (February 24, 2021)
 6. What Do I Do in the Moment? Addressing Diversity, Equity, Inclusion, & Justice Issues in Teaching (March 24, 2021)

Co-Instructor, University of Cincinnati Educational Studies Department: August 2018- December 2018

- Co-instruct and develop a doctoral-level Action Science in Organizational Learning and Change course
- Establish course syllabus, prepare classroom activities, and facilitate in-class discussions
- Create and implement course lectures, presentations, and activities
- Assist with the grading of student writing assignments

Teaching Assistant, University of Cincinnati Educational Studies Department: February 2017- May 2018

- Help with the development and revamping of a doctoral-level Action Research Methods course
- Aid with creating and implementing course lectures, presentations, and activities
- Help develop course syllabus and prepare classroom activities
- Assist with the grading of student writing assignments

Visiting Lecturer/Graduate Teaching Assistant, University of Cincinnati Psychology Department: January 2016- May 2017

- Serve as a teaching assistant and visiting lecturer for the following undergraduate courses: Interpersonal Relations, Psychology of Gender, and a Program Evaluation Capstone course
- Assist with the preparation of classroom activities and lectures
- Engage students in Photovoice projects

Academic Advisor, Educational Studies Master's Program, University of Cincinnati: January 2016- April 2016

- Provided advising services to enrolled students regarding enrollment and progress throughout
- Responded to inquiries about the program
- Conducted program assessment and evaluation
- Led marketing of the program, including the creation and distribution of marketing materials
- Managed the web profiles of the three program strands

SERVICE & COMMITTEE WORK

Unconscious Bias Training Facilitator, Huron Diversity, Equity, and Inclusion, June 2022-Present

- Facilitate monthly required Unconscious Bias trainings for new hires
- Lead breakout rooms discussing several unconscious bias and cultural competency scenarios

Thought Leadership Co-Lead, Huron Social Alliance, July 2022- Present

- Produce written thought pieces that relate to Huron Social Alliance (HSA) subjects and can be circulated through Huron's platforms (e.g., LinkedIn, Huron website)
- Responsibilities entail identifying topics in collaboration with the leadership team, developing and revising thought pieces and working to publish final pieces
- Presented Food for Thought Segment, "*Understanding Low-Income Students Through Participatory Methods*," during the HSA's first meeting of 2022

Communications Co-Lead, Jewish Alliance iMatter Team, Subcommittee of the Global Alliance, Huron communication team

- Communicate with Jewish Alliance members about educational and networking events as well as service opportunities
- Write and post articles to Huron Link, Huron's intranet, about Jewish Alliance initiatives and events
- Develop and manage the Jewish Alliance monthly member spotlights initiative
- Assist with the implementation of the Jewish Alliance Networking Program (JANP)
- Work with Jewish Alliance leadership to determine communication needs

Panel Committee Member, Women's Alliance, Huron

- Design, plan and execute panel discussions that address topics of interest and education for iMatter team members
- Responsibilities include making suggestions for potential panelists, preparing the call script and questions for discussion, prepping the panelists, moderating the panels, and preparing a follow-up document
- Moderated and identified speakers for "Diversity in Womanhood" Panel, October 7, 2022
- Developed Questions for "Embracing Equity" Panel, March 3, 2022

Cincinnati/Dayton City Lead, Women Alliance, Huron

- Serve as the Cincinnati/Dayton City Lead for the Women Alliance
- Plan and host networking, social, and service events for Huron employees in the Cincinnati and Dayton areas on behalf of the Women Alliance
- Coordinate the Cincinnati/Dayton involvement Huron's yearly National Coalition for Homeless Veterans (NCHV) drive in partnership with the Veteran's iMatter team

Committee Member, Community Stewardship Subcommittee, Black Alliance iMatter, Huron

- Serve on the Community Stewardship Subcommittee of the Black Alliance iMatter team
- Attend monthly meetings and assist with the planning of events and service opportunities

CCC (Cloud Capability Center) Training Facilitator, Huron

- Serve as a training facilitator for Huron's new Hire Classes
- Note taking & organization class

ADHD at Work Founding Member, LinkedIn, January 2023-Present

- The mission of ADHD At Work is to provide a space where professionals and jobseekers with ADHD can share, seek support, and celebrate the unique ways in which we work
- Our goal is to create and maintain a safe and supportive community of professionals with ADHD to be vulnerable, be proud, and be whatever else comes along with living and working with ADHD
- We strive to provide a platform for members to connect, learn, and empower one another to thrive within the world of work

Advisory Group Member, Xavier University APEX (Adult Education) Faculty Advisory Group, September 2021-October 2022

- Serve on an advisory group that advocates for the APEX program and its students, participates in strategic planning and decision making for APEX, and communicates about APEX to other stakeholders, particularly faculty
- Provide advice to APEX staff on marketing and recruitment strategies, curricular offering, and support for adult students
- The group, which is comprised of faculty who have taught Accelerated Degree Completion courses and/or are committed to supporting adult students, meets 3-4 times per semester to stay informed about APEX operations, participate in planning efforts, and contribute to decision making

Member, Coalition for Anti-Racist Action, University of Cincinnati September 2021- December 2021

- Work towards racial equity at the university and beyond
- Promote the teaching of Critical Race Theory in schools
- Leverage collective influence on decision-makers as needs arise
- Serve on the Resource Development/Colleague-Facing Committee

Senator, Staff Senate, University of Cincinnati: July 2021- December 2021

- Serve as an at-large representative on UC's Staff Senate, an advisory board to the President of the University and University Administration
- Serve the university by promoting, protecting, and representing the interests and perspective of university staff
- Serve as Co-Chair of Staff Senate's HR & Budget Committee

Committee Member & Organizer, University of Cincinnati College of Engineering and Applied Science Diversity, Equity, and Inclusion Committee, May 2021- December 2021

- Responsible for promoting diversity, equity and inclusion through community outreach, partnerships, mentoring, training, data analytics, and other support programs to encourage an environment of respect for our differences & similarities
- Represent the Office of Inclusive Excellence and Community Engagement
- Serve as the Chair of the DE&I in RPT (Reappointment, Promotion, and Tenure) Sub-Committee
- Serve on the Equity Fellows Sub-Committee

Partner, CPS Strong, University of Cincinnati: April 2021- December 2021

- Serve as a partner for CPS Strong, an initiative working to establish an institution-wide model to engage and empower Cincinnati Public School students by aligning programs and services to ensure readiness, create access, and foster success
- Participate in the “Success” CPS Strong Work Group, working to design shared work to create a bigger impact for the university’s CPS work
- Attend Quarterly CPS Strong Community Convening Meetings

Advisory Board Member, Faculty Enrichment Center (FEC) Advisory Board, Office of the Provost, University of Cincinnati: September 2019- December 2021

- Uphold the vision, mission, and values of the FEC
- Assist with the development of FEC programming and events
- Provide input and suggestions for FEC programming and events
- Conduct best-practices research

Co-Advisor, Graduate Association for Teaching Enhancement (GATE), Center for the Enhancement of Teaching and Learning (CET&L), University of Cincinnati: September 2018- Present

- Serve as the co-advisor for GATE, a graduate student- run organization that plans workshops and events that promote a sense of excellence in teaching
- Help plan monthly meetings, social events, and workshops
- Study the Scholarship of Teaching and Learning (SoTL) and evidence-based pedagogies

Council Member, University of Cincinnati Graduate Professional Development Council: May 2016- December 2021

- Serve on a council geared toward graduate student professional development
- Represent the College of Medicine and the Biomedical Informatics program during council meetings
- Aid in efforts to synthesize the efforts of various graduate professional development offices
- Spearheaded the efforts to organize, market, and host “Donuts and Development,” the university’s inaugural graduate professional development fair
- Work with graduate student groups to facilitate the dissemination of professional development opportunities through events and other publicizing methods
- Represent the Graduate Association for Teaching Enhancement (GATE) during council meetings (through November 2017)

Committee Member, University of Cincinnati Service Learning Steering Committee: February 2017- August 2020

- Help elevate the practice and scholarship of Service Learning at the university
- Represent the College of Medicine during committee meetings
- Represented the Action Research Center during committee meetings (through November 2017)

Search Committee Member, Faculty Enrichment Center (FEC) Executive Staff Assistant Search Committee, Office of the Provost, University of Cincinnati: July 2019- August 2019

- Serve on the search committee for the inaugural FEC Executive Staff Assistant
- Review applicants’ CVs and cover letters, including credentials, past experience, and references
- Assist with in-person interviews and deliberations

Task Force Member, Faculty Enrichment Center (FEC) Task Force, Office of the Provost, University of Cincinnati: February 2019- June 2019

- Uphold the vision, mission, and values of the FEC
- Assist with the development of the University of Cincinnati's new FEC, including both programming and the design of the physical center
- Collect input and suggestions during town hall sessions and faculty open forums
- Conduct best-practices research

Search Committee Member, Faculty Enrichment Center (FEC) Executive Director Search Committee, Office of the Provost, University of Cincinnati: February 2019- June 2019

- Serve on the search committee for the inaugural FEC Executive Director
- Review applicants' CVs and cover letters, including credentials, past experience, and references
- Assist with WebEx and in-person interviews & deliberations

Committee Member & Organizer, University of Cincinnati Biomedical Informatics Curriculum Committee: October 2018- February 2019

- Served as the organizer for a committee meant to improve and develop the curriculum for the Biomedical Informatics Graduate Program
- Organized committee meetings and assist in planning committee activities with graduate faculty members
- Assisted in the development of a Masters program, new online programming, and physician training

Committee Member, University of Cincinnati Summer Research Advisory Committee: July 2018- February 2019

- Served on a committee meant to plan and evaluate the Summer Undergraduate Research Fellowship (SURF) program at the University of Cincinnati College of Medicine
- Discussed the SURF application, SURF website, SURF events, and other pertinent information

Committee Member & Organizer, University of Cincinnati Biomedical Informatics Interested Learners Outreach Committee (ILOC): February 2018- February 2019

- Served as the organizer for a committee meant to increase outreach of the Biomedical Informatics graduate program and department
- Organized committee meetings and assist in planning committee activities with graduate faculty members
- Hosted events for prospective undergraduate and high school students
- Maintained relationships with regional undergraduate institutions and plan faculty visits

Committee Member & Reviewer, University of Cincinnati Biomedical Informatics Student Awards Committee: November 2017- February 2019

- Served on a committee meant to plan the use of funding for student awards
- Developed student awards, descriptions, standards, and application process
- Assisted in the reviewing and decision making about student award applications
- Aided in the planning for a student awards event

Committee Member & Organizer, University of Cincinnati Biomedical Informatics Graduate Committee: November 2017- February 2019

- Served as a non-voting member of the faculty-run Graduate Committee that is responsible for the program policy and standards and dealing with student grievances according to University policy

- Organized committee meetings and assist in planning committee activities with graduate faculty members

Committee Member & Organizer, University of Cincinnati Biomedical Informatics Admissions Committee:

November 2017- February 2019

- Served as a non-voting member of the faculty-run Admissions Committee that is responsible for selecting graduate students for admission to the program
- Organized committee meetings and assist in planning committee activities with graduate faculty members
- Planned interviews and site visits for prospective graduate students

Open Resource Collaborator, College of William and Mary School of Education: February 2017- August 2017

- Aided with the creating and updating of Open Educational Resources for Teaching Qualitative Methods
- Assisted with reading, pooling, and summarizing qualitative methods articles
- Supported the updating of the website <http://www.grokked.org/teaching-qual-methods.html>

Associate Editor and Advisory Council Member, Experience Magazine: Practice and Theory, June 2016-September 2017

- Served as an associate editor for Experience Magazine, a publication dedicated to experiential learning
- Reviewed submitted article abstracts and aid in choosing articles accepted for publication
- Created and compile email correspondence to abstract submitters
- Submitted detailed feedback to abstract submitters
- Coordinated and work with reviewers to edit first drafts of article submissions
- Submitted feedback to article submitters and collect and review final article submissions

EDITING & PEER REVIEW

Editor-in-Chief, Women Studies Section, *Current Social Sciences*, Bentham Science, August 2023-Present

- Serve as the inaugural EIC of the Women Studies section in the new Current Social Science Journal
- The Women Studies section serves as a platform for disseminating original research, critical analyses, reviews, and thematic explorations that contribute to advancing knowledge in the field of gender studies, feminism, and the multifaceted aspects of women's experiences
- This section welcomes submissions from diverse disciplines that engage with the intersections of gender, society, culture, and power dynamics. Interdisciplinary approaches are highly encouraged to foster a comprehensive understanding of the complex issues surrounding women and gender

Peer Reviewer, Journal of Further and Higher Education, September 2024-Present

- Serve as a peer reviewer for the Journal of Further and Higher Education, an international, peer-reviewed journal publishing scholarly work that represents the whole field of post-16 education and training
- Review articles that address policy, contemporary pedagogic issues and professional concerns within different educational systems around the globe
- The journal engages with a diverse range of topics within the field including management and administration, teacher education and training, curriculum, staff and institutional development, and teaching and learning strategies and processes

Peer Reviewer, Gender, Place, and Culture, August 2024-Present

- Serve as a peer reviewer for Gender, Place, and Culture, an international journal of gender issues in human geography including feminist geographies of difference, resistance and marginality
- Review articles that address the particularities and intersections of gender, race, ethnicity, age, (dis)ability, sexuality, class, culture and place; feminist, anti-racist, critical and radical geographies of space, place, nature and the environment; feminist geographies of difference, resistance, marginality and/or spatial negotiation; and, critical methodology
- The journal provides a forum for debate in human geography and related disciplines on theoretically-informed research concerned with gender issues; it also seeks to highlight the significance of such research for feminism and women's studies

Peer Reviewer, Queios, May 2024-Present

- Serve as a peer reviewer for Queios, an open-access platform dedicated to the rapid dissemination and collaborative review of research findings across various scientific disciplines.
- Engage in the evaluation and constructive feedback of preprints and research manuscripts, ensuring high-quality and rigorous scientific contributions.
- Collaborate with researchers globally to foster transparency, reproducibility, and the open exchange of scientific knowledge.

Peer Reviewer, International Journal of Higher Education Research, April 2024-Present

- Serve as a peer reviewer for the International Journal of Higher Education Research, a peer-reviewed journal that examines educational developments throughout the world in universities, polytechnics, colleges, and vocational and education institutions
- The journal features contributions from leading scholars from different countries who tackle the problems of teachers as well as students, and of planners as well as administrators

Peer Reviewer, Sexual & Reproductive Healthcare, March 2024-Present

- Serve as a peer reviewer for Sexual & Reproductive Healthcare journal, a peer-reviewed journal dedicated to the sexual and reproductive health of women and men
- The journal aims to serve its readers as an authoritative resource of disseminating significant sexual and reproductive healthcare related scientific information

Peer Reviewer, International Journal of Social Research Methodology, December 2023-Present

- Serve as a peer reviewer for the International Journal of Social Research Methodology, whose audience includes researchers within academic and other research organizations as well as practitioner-researchers
- Review articles that include methodological discussions which draw on a mix of academic and practice-based research in professional and service settings, and those considering the relationship between the two

Peer Reviewer, Gender and Education, December 2023-Present

- Serve as a peer reviewer for Gender and Education, a multidisciplinary open access journal with a mission to make research and knowledge accessible to everyone without discrimination
- Review articles meant for a global audience that facilitate the discovery of connections between disciplines and communities

Peer Reviewer, Cogent Social Sciences, January 2023-Present

- Serve as a peer reviewer for Cogent Social Sciences Journal, a multidisciplinary open access journal with a mission to make research and knowledge accessible to everyone without discrimination
- Review articles meant for a global audience that facilitate the discovery of connections between disciplines and communities

Peer Reviewer, Journal of Gender Studies, February 2022-Present

- Serve as a peer reviewer for the Journal of Gender Studies, interdisciplinary journal which publishes articles relating to gender and sex from a feminist perspective covering a wide range of subject areas including the Social, Natural and Health Sciences, the Arts, Humanities, Literature and Popular Culture
- Review articles from around the world that examine gender and the social construction of relationships among genders

Peer Reviewer, Humanity & Society, December 2021-Present

- Serve as a peer reviewer for Humanity & Society, a peer-reviewed Sage journal that features “humanist sociology,” which is broadly defined as a sociology that views people not only as products of social forces but also as agents in their lives and the world
- Commit to a sociology that contributes to a more humane, equal, and just society.

Peer Reviewer, SAGE Open, October 2021-Present

- Serve as a peer reviewer for SAGE Open, a peer-reviewed, "Gold" open access journal from SAGE that publishes original research and review articles in an interactive, open access format.

Peer Reviewer, The Professional Geographer, September 2021-Present

- Serve as a peer reviewer for The Professional Geographer journal, which focuses on short articles in academic or applied geography, emphasizing empirical studies and methodologies
- Review professional geographer articles examining the impact of the COVID-19 pandemic on marginalized groups

Peer Reviewer, Journal of Family Issues, July 2021-Present

- Serve as a peer reviewer for the Journal of Family Issues (JFI), a journal that provides up-to-date research, theory, and analyses on marriage and family life.
- Review JFI articles examining professional issues, research developments, and practical applications from an interdisciplinary perspective, encompassing such areas as: Family Studies, Family Violence, Gender Studies, Psychology, Social Work, and Sociology

Peer Reviewer, International Journal of Qualitative Studies in Health & Well-being, April 2021-Present

- Serve as a peer reviewer for the International Journal of Qualitative Studies in Health & Well-being, an open-access journal that publishes qualitative research on physical and mental health and wellbeing of humans with regard to environment, occupation, family dynamics and other aspects.

Peer Reviewer, Mid-Western Educational Researcher: March 2021- Present

- Serve as a peer reviewer for Mid-Western Educational Researcher (MWER), a peer-reviewed open access scholarly journal that publishes qualitative and quantitative research articles examining educational issues and practices, book and media reviews, commentaries, and other work that addresses areas such as mentorship and teacher research.

Peer Reviewer, Gender, Work, and Organization: December 2020- Present

- Serve as a peer reviewer for Gender, Work, and Organization (GWO), a multi-disciplinary journal that publishes qualitative empirical research on gendered power relations and identities in the study of work and organization exploring issues of inclusion and exclusion. as well as quantitative work guided by critical epistemologies on issues such as the gender pay gap, flexible work, career patterns, women on boards and access to leadership positions

Peer Reviewer, Women's Studies International Forum: November 2020- Present

- Serve as a peer reviewer for Women's Studies International Forum, a bimonthly journal to aid the distribution and exchange of feminist research in the multidisciplinary, international area of women's studies and in feminist research in other disciplines.

External Expert Grant Reviewer, Netherlands Organisation for Health Research and Development (ZonMw): September 2020

- Invited to serve as an external expert grant reviewer for the Netherlands Organisation for Health Research and Development (ZonMw) to review a grant proposal about unintended pregnancies and vulnerable parenting

Peer Reviewer, Journal of Participatory Research Methods: March 2020- Present

- Serve as a peer reviewer for Journal of Participatory Research Methods, a transdisciplinary, peer-reviewed journal that is focused on the methods, techniques and processes of participatory research
- Review manuscripts about research methods as a means to share concepts and techniques unique to research work that involves participants and communities in the research process

Peer Reviewer, Sage Handbook of Participatory Research Methods: October 2019

- Serve as a peer reviewer for the Sage Handbook of Participatory Research Methods
- Reviewed one chapter for the new handbook

Reviewer, University of Cincinnati Women of Color Faculty Retreat Panel, University of Cincinnati: May 2019

- Serve on a panel to sponsor eight University of Cincinnati women of color faculty for the Well Academic Women of Color Faculty Retreat
- Review applications and CVs to assist in the selection of applicants to sponsor and select to attend the Well Academic retreat and conference

Reviewer, University of Cincinnati IAspire Leadership Academy Review Panel, University of Cincinnati: May 2019

- Serve on a panel to sponsor three University of Cincinnati Underrepresented Minority STEM faculty, heads, assistant deans, and/or associate deans for the inaugural IAspire Leadership Academy
- Review applications and CVs to assist in the selection of university faculty and leaders to receive an NSF-funded Aspire Alliance's Institutional Change Network (IChange) grant

Peer Reviewer, Journal for STEM Education Research: August 2018- Present

- Serve as a peer reviewer for the Journal for STEM Education Research, an interdisciplinary journal in subject content education focusing on research in STEM (Science, Technology, Engineering, and Mathematics) education, which promotes the development of STEM education research as a distinct field

- Review manuscripts in a broad spectrum of topics in STEM education. Sample topics include the study of students' cognitive and non-cognitive development in and through STEM education, in formal or informal settings, at PreK-16 levels

Peer Reviewer, Teaching and Teacher Education: June 2018- Present

- Serve as a peer reviewer for Teaching and Teacher Education, an international journal concerned primarily with teachers, teaching, or teacher education situated in an international perspective or in an international context
- Review manuscripts such as varied approaches to empirical research, theoretical and conceptual analyses, and reviews (both qualitative and quantitative syntheses)

Peer Reviewer, i.e.: inquiry in education: May 2017- Present

- Serve as a peer reviewer for i.e., a peer-reviewed online journal that serves as a forum for scholarly work pertaining to practitioner research
- Review manuscripts such as original practitioner research studies, theoretical articles pertaining to practitioner research, descriptions of practitioner research centers, and book reviews.

Peer Reviewer, Mid-Western Educational Research Association (MWERA) Annual Meeting: May 2017- August 2017

- Review submissions (e.g. paper presentations and research-in-progress papers) for the 40th annual meeting of MWERA, an organization of educational researchers and professionals
- Review presentations and paper in four topic areas: (1) Research, Evaluation, and Assessment in Schools; (2) Educational Policy and Politics; (3) Measurement and Research Methodology; (4) Social Context of Education, and (5) Postsecondary Education

Peer Reviewer, THEN (Technology, Education, Humanities, and Narrative) Journal: February 2017- May 2017

- Served as a peer reviewer for THEN, a peer-reviewed journal that takes a humanities-based approach to research on technology in education.
- Reviewed manuscripts via a double-blind peer-review process
- Evaluated manuscripts using the following categories: originality, attention to the THEN's aims and scope, adherence to 6th edition APA style guidelines, and overall quality

PROFESSIONAL DEVELOPMENT

Invitee, iMatter Leadership Summit, Huron, Chicago, IL, November 20-22 2024

- Represent the Jewish Alliance, a subcommunity of the Global Alliance, at the inaugural Huron iMatter Leadership Forum
- Attend professional development events surrounding intersectionality, DEI, and Employee Resource Group (ERG) best practices
- Engage with leadership across Huron iMatter Teams (ERGs) and identify opportunities to collaborate
- Network with Huron C-Suite and iMatter Leadership
- Facilitated the final session, "Becoming an iMatter Ambassador: Building your personal brand and impacting your career"

Participant, 21-Day Racial Equity & Social Justice Challenge, YWCA Greater Cincinnati, 2021 & 2022

- Joined 2,225 others locally and over 18,000 nation-wide in exploring topics dealing with issues of race, power, privilege and leadership.

- Developed a deeper understanding of these issues and our collective role in improving our community
- Engaged in a commitment to eliminate racism, empower women, and promote peace, justice, freedom and dignity for all

Manager Academy, Manage & Engage Program: University of Cincinnati Staff Success Center, Estimated Completion May 2022

- **Goal:** To improve communication and coaching from managers to direct reports and increase retention & morale.
- **Topics Include:** Increasing productivity and accountability, creating ownership of goals, coaching for development, and improved performance.
- **Purpose:** Address how to engage employees and manage their performance in order to increase team effectiveness. Provides key skills and knowledge for success within each area of the employee life cycle.

Workshop Series Participant, *Allyship in Higher Ed: Standing up for racial and social justice in the classroom,* University of Cincinnati Action Research Center, October 14, 21, & 28, November 4, 2021

- Participate in a 4-part workshop series meant to explore ways to:
 - Respond meaningfully and empathically to perspectives that are different from your own;
 - Stand up for racial and social justice that do not alienate those who differ from you;
 - Model for your students the possibility of engaging in dialogue across difference

Seminar Series Participant, *Our Inclusive Path Forward: Addressing Inequities in STEM Education,* The Ohio State University, March 3 & 24, April 7 & 14, 2021

- Attended a series featuring the following lectures by national leaders in recruiting, retaining and graduating a diverse population of students in science, technology, engineering, math and medicine:
 - A Cross-Sector Perspective on Increasing Minority Participation in Engineering
 - Houston, We Have a Problem: Why Diversity Matters in STEM? and How it Promotes Collaborative Learning
 - Leveraging an Interdisciplinary Multi-Institutional Faculty Learning Community to Advance Equity and Inclusion for Science and Mathematics Education
 - Inclusive Science: Dimensions for Attracting and Retaining More Diverse Students in Science Training

Conference Attendee, *Anti-Racism in Higher Education: Ensuring It's a Movement, Not Just a Moment,* Academic Impressions, March 17-18, 2021

- Attended a conference to develop a strategy to facilitate anti-racist initiatives on campus

Workshop Attendee, *Fostering Belonging through the Inclusion of LGBTQ History,* University of Cincinnati, February 22, 2021, 2-3:30pm

- Attended a workshop that used an interactive timeline to explore important events in LGBTQ history
- Discussed ways to use LGBTQ history in courses, public spaces, and events to create more inclusive spaces and enhance a sense of belonging in our community

Workshop Attendee, *Getting Comfortable Being Uncomfortable: Engaging in Dialogue about Race and Bias,* Academic Impressions, February 18, 2021, 3-4pm

- Attended a virtual workshop on identifying sources of racial bias, the impact of intersectionality, engaging in conversations in a non-triggering way, and action planning to unpack racial bias

Workshop Attendee, *Leadership Styles and Competencies for Effective, Inclusive Leadership*, Faculty Enrichment Center, University of Cincinnati, February 18, 2021, 2-3pm

- Attended a session that examines leadership styles and competencies from a theoretical perspective, provides an overview of cultural considerations for leaders, and offers strategies for being an effective, inclusive leader

Workshop Attendee, *Navigating Work-Life Balance as a Woman Leader in Higher Education*, Academic Impressions, February 4, 2021, 1-2pm

- Attended a virtual workshop on setting healthy boundaries at work and home, identifying obstacles to setting healthy boundaries, and tips for managing time

(Un)Conference Attendee, *Building Bridges: The Power of the Sisterhood*, National Science Foundation & University of Cincinnati, January 29-30, 2021

- Attended a two-day “un-conference” that brings together women of color and white women together to foster sisterhood across lines of racial, ethnic, and cultural difference.
- Sessions involved exploring the underlying assumptions, experiences, and beliefs that motivate women’s choices, and then identifying the places where women can make different choices to benefit one another and create an environment of mutual support and success

Workshop Attendee, *How Words Divide*, Women in Engineering, Inclusive Excellence & Community Engagement, College of Engineering and Applied Sciences, University of Cincinnati, January 28, 2021, 5-6:30pm

- Attended a workshop on the effects of unconscious bias and microaggressions in everyday life

Conference Attendee, *Comprehensive Student Retention Strategies for Men of Color*, Academic Impressions, January 27-28, 2021

- Attended a virtual conference to learn practical student retention strategies to better support men of color on campus; sessions included:
 1. Grounded in Research: Strategies to Improve the Physical and Mental Health of Black Men
 2. Understanding the Unique Challenges for Men of Color at Predominantly White Institutions
 3. Developing a Core Program Philosophy for Men of Color
 4. Campus Collaborations: Creating a Holistic Campus Experience
 5. Supporting the Academic Success of Men of Color
 6. Retention Efforts in the First Year
 7. Striving for Inclusive Excellence: Establishing Benchmarks to Measure Success
 8. Putting It All Together: Faculty Panel Input for Next Steps on Implementing Retention Initiatives

Conference Participants, *Antiracism in Higher Education: Ensuring it’s a Movement, Not Just a Moment*, Academic Impressions, March 17 & 18, 2021

- Attended a conference intended to help those leading anti-racist initiatives in higher education ensure that they have substance and longevity
- Sessions attended included:
 1. Establishing Your Baseline
 2. Anticipating Challenges & Gauging Readiness
 3. Identifying Training & Professional Development Needs
 4. Prioritizing Anti-Racist Initiatives

Workshop Attendee, *Declined Grant Proposals: Analyze Reviews and Create a Plan for Resubmission*, Academic Impressions, January 27, 2021, 1-2pm

- Learned how to review and analyze declined grant proposals through objectively analyzing individual reviews, identify patterns to determine the most critical feedback, anticipate hidden weaknesses, identify the root causes preventing an award, and develop a plan for resubmission

Workshop Attendee, *Breaking the Prejudice Habit: An Evidence-Based Multifaceted Training to Reduce Implicit Bias*, January 26, 2021, 3-4pm

- Attended a training on a multi-faceted prejudice reduction intervention that provides participants with evidence-based strategies to counteract implicit biases

Workshop Attendee, *The Inclusive Leader's Approach to Accountability*, Academic Impressions, December 14, 2020, 1-2pm

- Attended a virtual workshop surrounding inclusive leadership, accountability as a learning space, and techniques to hold others accountable in regards to exclusionary behavior

Workshop Attendee, *Finding the Right Career Fit as a Woman in Higher Education*, Academic Impressions, December 10, 2020, 1-2pm

- Attended a virtual workshop designed for women in higher education
- Three key considerations were discussed:
 1. Workplace Conditions That Lead to Career Growth
 2. Negotiating What You Need
 3. Articulating Your Skills When Applying for New Positions

Workshop Attendee, *Creating Balance in Chaos as a Woman in Academia: How to Stay Centered and Move Projects Forward in the Midst of a Pandemic*, University of Cincinnati Faculty Enrichment Center, December 3, 2020, 12:30-3:30pm

- Attended a virtual workshop designed for women in academia working during the COVID-19 pandemic
- Topics covered included:
 1. Research based strategies to manage stress and recharge
 2. Clarifying priorities and protecting time for the most mission critical activities
 3. How to create boundaries between work and personal life, especially when working from home, and
 4. Mapping out the uncertainty and the certainty to focus on the things you can control.

Workshop Attendee, *Respond to Divisive Current Events in an Inclusive Way*, Academic Impressions, October 2, 2020, 1-2pm

- Learned tips and strategies for creating equitable policies and procedures and identify training needs for the campus community

Workshop Attendee, *Race, Class, and Academic Life*, Chronicle of Higher Education, September 17, 2020, 12-1pm

- Attended an online webinar/panel on a candid discussion about race and academic life, asking the questions, "What does the national reckoning over systemic racism mean for academic life? What do Black academics believe needs to change — and how?"

Workshop Attendee, *Advocating for Women and Minorities in the Workplace*, Academic Impressions, July 16, 2020, 1-2pm

- Attended an online workshop designed for women and leaders across campus in order to learn practical strategies to amplify the contributions and voices of underrepresented staff and faculty on your campus.

Workshop Attendee, *Managing Conflict Remotely*, University of Cincinnati Ombuds Office & The Faculty Enrichment Center, July 8, 2020, 9:30-10:30am

- Attended an online workshop on how to address and engage remote conflict

Workshop Attendee, *Self-Care in Self-Isolation*, University of Cincinnati Division of Equity, Inclusion & Community Impact, May 20, 2020, 10am-11:30am

- Attended a virtual workshop surrounding self-care during the COVID-19 crisis

Conference Attendee, *Leading and Growing Interdisciplinary Research*, Academic Impressions (AI), Virtual conference, June 9-11, 2020

- Attended breakout sessions on the following topics:
 - The Landscape of Interdisciplinary Research: Challenges, Benefits, and Considerations
 - Building Interdisciplinary Communications Across Your Institutions
 - Navigating Interdisciplinary Teams
 - Leadership Principles for Cultivating Interdisciplinary Research: Collaborative Leadership
 - Evaluating Research Outcomes and Celebrating Success

Conference Attendee, *Women's Leadership Success in Higher Education*, Academic Impressions (AI), Virtual conference, April 20-22, 2020

- Participated in pre-conference Conflict Management Workshop
- Attended breakout sessions on the following topics:
 - Moving Beyond Imposter Syndrome
 - Our individual and collective roles with Diversity and Inclusion
 - Shift Your Mindset to Build Resilience
 - Speech and Voice Communication Training
 - Influence and Authority
 - Be the Leader you Would Want to Follow
 - Diversity Plus Inclusion: How to actively support and advocate on your campus
 - Mapping Your Career Opportunities
 - Using Your Strengths to Create a Hope Map
 - Identifying Your Leadership Style
 - Next Steps in Your Career Plan

Workshop Participant/Discussant, Academic Impressions Webcasts, September 2019- February 2020

- *Influencing without Authority*, September 26, 2019, 9:00am-10:30am
- *The Art and Practice of Giving and Receiving Feedback*, October 3, 2019, 9:00am-10:30am & April 9, 2020, 2:00pm-3:30pm
- *Leveraging Your Strengths Part 1*, October 3, 2019, 2:00pm-3:30pm
- *Learning to Lead Through Conflict*, October 16, 2019, 3:00pm-4:30pm
- *11 Keys to Implementing Your Strategic Plan*, November 6, 2019, 9:00am-10:30am
- *Leveraging Your Strengths Part 2*, December 12, 2019, 1:00pm-2:30pm

- *Leading Effective Virtual Meetings*, April 1, 2020, 2:00pm-3:30pm
- *Strategies to Confidently Communicating with Students Facing Mental Health Challenges*, April 14, 2020, 2:00pm-3:30pm
- *Upgrading Your Self-Care During the COVID Crisis*, April 28, 2020 & May 27, 2020, 1:00pm-2:30pm
- *Creating an Inner Coach Stronger than Your Inner Critic*, June 4, 2020, 2:00-3:30pm
- *Shift Your Mindset to Build Resilience*, June 16, 2020, 1:00-2:30pm
- *Advocating for Women and Minorities in the Workplace*, July 16, 2020, 1:00-2:00pm
- *Leading More Courageous Conversations to Foster Diversity & Difference*, Thursday, July 30, 1-2:30pm
- *Supporting Adjunct Faculty: A Training for Department Chairs*, July 22, 2020, 1-2:30pm
- *Identifying & Removing Microaggressions (Part 1)*, September 9, 2020, 11:00am-12:30pm
- *Identifying & Removing Microaggressions (Part 2)*, September 16, 2020 1:00pm-12:30pm
- *Developing Anti-Oppressive Communities: Supporting Black Students and Mentees*, October 1, 2020, 2-3pm
- *5 Key Skills to Facilitate Interdisciplinary Team Research*, October 6, 2020, 1-2:30pm
- *Addressing Racial Bias and Microaggressions in an Online Environment*, October 22, 2020, 10:30am-12pm
- *Starting Courageous Conversations to Foster Diversity & Difference*, November 18, 2020, 1-2pm
- *Time Management: A Disciplined Approach to Priority-Setting*, November 19, 2020, 1-2:30pm
- *Creating Safe Spaces for Students by Taking ACTION Against Microaggressions*, February 9, 2021, 1-2pm

Workshop Participant/Discussant, National Center for Faculty Development and Diversity Webcasts, September 2019- February 2020

- *NCFDD Webinar and Discussion: How to Manage Stress, Rejection, and Haters in your Midst*, November 14, 2019, 2:00pm-3:30pm
- *Presumed Incompetent: Race, Gender, & Class in Academia*, July 14, 2020, 2:00-4:00pm

Trainee, University of Cincinnati Staff Success Center Leadership Trainings, June 2019- February 2020

- *Oz Principle: Accountability Builder*, June 26, 2019, 8:30am-4:00pm
- *Blanchard Training: Management Essentials*, July 16, 2019, 8:30am-5:00pm
- *Blanchard Training: Situational Self-Leadership*, July 17, 2019, 8:30am-5:00pm
- *Discovering your DiSC Style*, August 13, 2019, 1:00-3:00pm

Student, Instructional Design Courses

- *Introduction to Online Course Design*, Xavier University, October 2019
- *Online and Blended Assessment*, University of Cincinnati, Summer 2019

Conference Attendee, Preparing to Teach and Advise Biomedical Grad students and Postdocs Around Career and Professional Development: A Train-the-Trainers Event, National Institutes of Health (NIH) Campus, Bethesda, Maryland: July 16-17, 2018

- Content themes:
 - Career Advising: improve your career consultations using theories and practices from career counseling
 - Conflict and Feedback: understand conflict theories and feedback methods that you can utilize to develop your own presentations to deliver at your institution
 - Diversity: improve the discussion of diversity in the biomedical community
 - Communication: build advising skills to common challenges our trainees face such as stress, anxiety, depression, stereotype threat, imposter phenomenon, and more

Outreach Coordinator/ Co-Secretary, Graduate Association for Teaching Enhancement (GATE), Center for the Enhancement of Teaching and Learning (CET&L), University of Cincinnati: April 2017- November 2017 (Member since: April 2015)

- Help plan monthly meetings, social events, and workshops that promote a sense of excellence in teaching
- Take notes during monthly GATE meetings and disseminate notes to members and advisors
- Act as a liaison between GATE and external graduate programs and organizations
- Promote GATE events and workshops using social media outlets, fairs, and graduate student events
- Recruit new GATE members and workshop participants
- Aid in teaching workshops that help graduate student instructors develop their teaching skills
- Study the Scholarship of Teaching and Learning (SoTL) and evidence-based pedagogies
- Support faculty and student professional development initiatives across the university
- Serve as the GATE representative on the Graduate Professional Development Council

Co-President, Graduate Association for Teaching Enhancement (GATE), Center for the Enhancement of Teaching and Learning (CET&L), University of Cincinnati: April 2016- April 2017 (Member since: April 2015)

- Led the Graduate Student Association for Teaching Enhancement (GATE)
- Planned monthly meetings, social events, and workshops that promote a sense of excellence in teaching
- Aided in teaching workshops that help graduate student instructors develop their teaching skills
- Studied the Scholarship of Teaching and Learning (SoTL) and evidence-based pedagogies
- Supported faculty and student professional development initiatives across the university
- Coordinated efforts between GATE, CET&L and the Preparing Future Faculty Program (PFF)

President, College of Education, Criminal Justice, and Human Services Graduate Student Association (CECH GSA), University of Cincinnati: April 2016- April 2017

- Coordinated travel funding for CECH graduate students
- Planned and hosted orientations and social events for CECH graduate students
- Provided CECH graduate students with access to professional development and diversity and inclusion programming
- Served as a graduate student panel member for CECH misconduct hearings
- Organized the creation and implementation of writing accountability groups for CECH graduate students
- Assisted with organizing the Spring Research Conference

RESEARCH EXPERIENCE

Methodology Expert/External Consultant, Division of Experience-Based Learning and Career Education (ELCE), University of Cincinnati, August 2020- October 2020

- Serve as a methodological consultant for ELCE's Culture Committee and leadership (Unit Head and Dean)
- Assist ELCE's Culture Committee with developing a participatory process to better understand the experiences of faculty and staff within the division
- Hosted two Group-Level Assessments with ELCE faculty and staff, respectively, surrounding the topic of ELCE's departmental culture
- Worked with faculty and staff groups to develop an action plan in order to positively impact the division's culture

Co-Researcher, Building Racial Awareness and Insight through Dialogue and Education (BRIDGE)

- Serve as a staff co-researcher for BRIDGE, a group of Black and White women faculty whose vision is to be a model for collective advocacy to achieve equity in higher education for all women
- The purpose of this working group is to improve relationships between Black and White women faculty at the University of Cincinnati

Primary Investigator, Participatory Opportunity for Women Emerging Researchers in STEM (POWER), University of Cincinnati, June 2016- July 2019

- Lead POWER, an Educational and Community-Based Participatory Research Group
- Examine the lived experiences of undergraduate women conducting and/or seeking STEM research
- Facilitate guided discussions surrounding relevant literature on the topics of participatory action research, qualitative methodologies, and women in STEM
- Follow the principles of an action research framework to collect, code, and analyze qualitative data
- Oversee the group's website: POWERinSTEM.weebly.com

Graduate Research Assistant, University of Cincinnati Action Research Center (ARC): August 2015- April 2016; August 2017- November 2017

- Assist with the coordination and facilitation of ARC research projects and courses
- Market and promote action research courses to the community and university
- Assist in the writing of a proposal for an Action Research Graduate Certificate Program
- Aide in writing and applying for relevant grants to support the ARC
- Update the ARC website to include dissertations, current research, and student spotlights
- Manage the ARC email list to update members on upcoming events, current research, publication and presentation opportunities, and other pertinent information in the field of Action Research
- Serve as the Educational and Community-Based Action Research Student Representative during research methods faculty meetings
- Serve as the ARC representative on the Service Learning Committee
- Helped lead the effort in writing and submitting an accepted and funded grant proposal for an action research course geared towards undergraduates in the prestigious University Honors Program
- Serve as treasurer for S.O.A.R. (Student Organization for Action Research)

Graduate Research Assistant, University of Cincinnati Higher Education August 2017- November 2017

- Assist faculty in the design, execution, analysis, and evaluation of Higher Education research projects
- Search sources, such as reference works, literature, documents, newspapers, and statistical records to obtain data on assigned subjects
- Write reports and present data in formats such as abstracts, bibliographies, literature reviews, graphs, and maps
- Assist faculty in the written presentation of research for the purpose of: (1) publication to referred publication, (2) presentation at invited or referred conference, and (3) support advancement of existing or future research interest
- Coordinate class presentations by guest lectures or site visits

Qualitative Research Consultant, Cincinnati Children's Hospital and The University of Cincinnati Center for Excellence in Developmental Disabilities (UCCEDD): August 2017- October 2017

- Serve as the primary qualitative research consultant for the Stakeholder Feedback on Ohio's Employment First Initiative project
- Use qualitative coding software (Dedoose) to analyze and code large-scale qualitative survey data
- Create and disseminate charts and figures depicting thematically analyzed qualitative findings
- Assist in combining qualitative and quantitative data in a mixed methods study, using coded qualitative data to help explain the quantitative analysis

Qualitative Research Consultant, National Institute for Occupational Safety and Health (NIOSH): February 2017- April 2017

- Serve as a qualitative research consultant for the Total Worker Health Small Business Project
- Listen to and transcribe interviews with small business owners
- Use qualitative coding software (Dedoose) to analyze and code interview, focus group, and survey data

Member, Partnerships for Improvement and Treatment in Community Health (PITCH), University of Cincinnati, August 2016- Present

- Interdisciplinary group of researchers who are interested in participatory approaches to health and wellness
- Meet to discuss social determinants of health and community engaged research
- Coordinate research projects, work towards conference presentations, and support writing for publication
- Write and apply for relevant, community-based grants
- Website: <https://sites.google.com/view/ucpitchlab>

Graduate Research Assistant, University of Cincinnati Gender and Interventions I-O (Industrial-Organizational) Laboratory: May 2016- January 2017

- Examined issues of inclusion and inequality in work and academe
- Assessed diversity climates, methods, training, and overall effectiveness
- Designed targeted interventions
- Utilized qualitative research methods to aid in program development for underrepresented women enrolled in both undergraduate and graduate STEM programs
- Wrote and applied for relevant grants

Founding Member, Action Research International Emerging Leaders (ARIEL): May 2016

- Helped found ARIEL, an organization serving as a resource for early career action researchers
- Aid in the effort to revitalize Action Research International (ARI), an online, peer-reviewed Action Research Journal
- Use qualitative research methods to facilitate the coordination and implementation of ARIEL on an international level

Founding Member, Student Organization for Action Research (SOAR), University of Cincinnati, August 2015- May 2018

- Served as treasurer: August 2015- May 2016; August 2017-May 2018
- Support action research initiatives across the university and recruiting both undergraduates and graduate students to support these initiatives
- Disseminating the fundamental values of action research to the university community

PUBLICATIONS

TEXTBOOKS

- **Guy** (2023). *Equity and Inclusion in Psychology*. Kendall Hunt Publishing.
- **Guy** (2023). *Psychology of Gender*. Kendall Hunt Publishing.

BOOK CHAPTERS

- **Guy, B.** & Arthur, B. (2021), "[Feminisms & Participatory Research: Exploring Intersectionality, Relationships, & Voice in Participatory Research from a Feminist Perspective](#)," *The SAGE Handbook of Participatory Research and Enquiry*, Burns, D.; Howard, J. and Ospina, S.M. (eds), 55 City Road, London: SAGE Publications Ltd.
- Micciche, L. & **Guy, B.** (2024), "Writing Support for Faculty of Color," *Research on Faculty Writing and Publishing* (in press).

PEER-REVIEWED ARTICLES

- **Guy, B.** "[Participatory Opportunity for Women Emerging Researchers \(POWER\): Understanding Co-Researchers' Experiences with Participatory Action Research](#)," *International Journal of Gender, Science, and Technology*. (2024).
- **Guy, B.** & Feldman, T. (2024) "[Prison Bars & Bird Cages: Conducting an Arts-Based Participatory Action Research Project with Undergraduate Women in STEM](#)," *i.e.: inquiry in education*.
- Easton, K., Gaskins, W., **Guy, B.**, Martin, S., Askarian, S. (2023) "[We Lose the Game Before We Start to Play: How Black Women Make Meaning of Their Experiences in Engineering Education](#)," *Journal of Black Excellence in Engineering, Science, & Technology*.
- Arthur, B., **Guy, B.** & Rogers, N. (2023) "[Conducting Participatory Research Methods Online: A How-To Guide](#)," *i.e.: inquiry in education*.
- Gaskins, W., Arthur, B., & **Guy, B.** (2023) "[Reflections on Implementing Participatory Action Research in Engineering](#)," *Journal of Education & Development*.
- **Guy, B.** & Feldman, T. (2023) "[Please Stop Bringing up Family Life, We're Here to Talk about Science': Engaging Undergraduate Women and Women of Color in STEM through a Participatory Action Research Project](#)," *i.e.: inquiry in education*.
- **Guy, B.**, Arthur, B., Gaskins, W., & Cooper, C. (2023) "[Oscillating Between Hope and Despair": A Narrative Case Study of and Culture and Coping for Women in Engineering Across Student, Industry, and Faculty Levels](#)," *International Journal of Contemporary Education*.
- Arthur, B. & **Guy, B.**, et al. (2022) "[Difficult but worth it': Using Participatory Action Research to explore the experiences of women in engineering on co-op](#)," *Experiential Learning and Teaching in Higher Education*.
- **Guy, B.** (2022) "[Terminating a Wanted Pregnancy: An Analytic Autoethnography](#)," *Journal of Contemporary Autoethnography*.
- Rogers, N. & **Guy, B.** (2022) "[Photovoice in an Online Psychology of Gender Course: Facilitating Difficult Discussions and Increasing Student Engagement](#)," *Feminist Pedagogy*.
- Dale, D., Kumar, R., & **Guy, B.** "[Surveying Faculty Needs During a Pandemic: Teaching, Research, and Self-care while Working Remotely](#)," *The Journal for Research & Practice in College Teaching*
- **Guy, B.** (2021). "[To talk softly or to not talk at all,](#)" that is the question: *Using Participatory Tools to Engage Women in a Biomedical Informatics Department.*" *International Journal of Gender, Science, and Technology*.
- Arthur, B. & **Guy, B.** (2021). "[I Am Not Alone': Impact of Participating in a GLA for Women Engineering Students](#)," *i.e.: inquiry in education*.

- Guy, B. & Arthur, B (2021). "[Impact of COVID-19 on a Participatory Action Project: Group Level Assessments with Undergraduate Women in Engineering](#)," *Journal of Higher Education Outreach & Engagement*.
- Guy, B. & Feldman, T. (2021) "[Deboning the Fish: Hosting a Future Creating Workshop with Undergraduate Women in STEM](#)," *Innovative Higher Education*.
- Guy, B. & Arthur, B (2020). "[Identity and Connection as Working Mothers During a Pandemic](#)," *Journal of the Motherhood Initiative*.
- Guy, B (2020). "[Participatory Approach to Program Evaluation: Learning from Students and Faculty to Improve Training in Biomedical Informatics](#)," *i.e.: inquiry in education*.
- Guy, B. & Arthur, B (2020). "[Academic Motherhood During COVID-19: Navigating Our Dual Roles as Educators and Mothers](#)," *Gender, Work, and Organization*. (**Top Cited Article 2021**)
- Arthur, B. & Guy, B (2020). "[No, I'm not the Secretary': Using Participatory Methods to Explore Women Engineering Students Experiences on Co-op](#)," *International Journal of Work-Integrated Learning*.
- Arthur, B. & Guy, B (2020). "[What You Can Learn from 2,000 Sticky Notes: Using Participatory Action Research to Study Women in Engineering](#)" *Experience Magazine: Practice and Theory*.
- Guy, B., Feldman, T., Cain, C., Leesman, L., Hood, C (2019). "[Defining and Navigating 'Action' in a Participatory Action Research Project](#)," *Educational Action Research*.
- Guy, B. & Boards, A (2019). "[A Seat at the Table: Exploring the Experiences of Underrepresented Minority Women in STEM Graduate Programs](#)," *Journal of Prevention and Intervention in the Community*.
- Guy, B (2018). "[I Poems on Abortion: Capturing Women's Experiences with Terminating their Wanted Pregnancies](#)," *Women's Reproductive Health*.
- Riddle, I., Bitter, S. and Guy B. (2017). [Stakeholders' Feedback on Ohio's Employment First Initiative. Final Report](#). Cincinnati Children's Hospital Medical Center, Cincinnati, OH.
- Guy, B (2017). "[Movers, Shakers, and Everyone in Between: Faculty Personas Surrounding Active Learning in the Undergraduate STEM Classroom](#)," *i.e.: inquiry in education*.

THOUGHT PIECES & BLOG POSTS

- Guy, B. [Why Redefining Professionalism?](#), Professional Troublemaker on Patreon. August 25, 2024.
- Guy, B. [Redefining Professionalism: A History](#), Professional Troublemaker on Patreon. July 11, 2024.
- Guy, B. [Redefining Professionalism 101](#), Professional Troublemaker on Patreon. June 28, 2024.
- Guy, B. [Redefining Professionalism 101: My Story](#), Professional Troublemaker on Patreon. June 28, 2024.
- Guy, B. [Conscious Language vs. Performative Linguistics: Does Your Organization Walk the Walk, or just Talk the Talk? \(Part II\)](#), Professional Troublemaker on Patreon. May 12, 2024.
- Guy, B. [Conscious Language vs. Performative Linguistics: Does Your Organization Walk the Walk, or just Talk the Talk? \(Part I\)](#), Professional Troublemaker on Patreon. May 6, 2024.
- Guy, B. "[Breaking Bread, Breaking Barriers: A Refusal to Eat Alone at My Desk](#)," ElleTwo. May 6, 2024.
- Guy, B. "[Examining the concept of 'professionalism' and its roots in racism, sexism, & classism](#)," ElleTwo. October 13, 2023.
- Guy, B. "[The 'Supermom' Myth: When Dad Becomes the Stay-At-Home Parent](#)," ElleTwo, July 30, 2023.
- Guy, B. "[Eight Ways to Raise Antiracist Children as a White Parent](#)," ElleTwo. June 15, 2023.

PRESENTATIONS & SPEAKING

HOSTED PRESENTATIONS & TALKS

- [Redefining Professionalism: Office Holidays](#), LinkedIn Live (October 2024)
- [Redefining Professionalism: ADHD in the Workplace](#), LinkedIn Live (September 2024)
- [Redefining Professionalism: Beyond the Dress Code](#), LinkedIn Live (August 2024)
- [Redefining Professionalism: Raising Antiracists](#), LinkedIn Live (July 2024)
- [Redefining Professionalism: Breaking the Tattoo Taboo](#), LinkedIn Live (June 2024)
- [Redefining Professionalism: Meet the Misfits](#), LinkedIn Live (May 2024)

INVITED PRESENTATIONS & TALKS

- Becoming an iMatter Ambassador: Building your personal brand and impacting your career, Huron iMatter Leadership Forum, November 22, 2024.
- Participatory Methods for Assessment & Evaluation, University of Cincinnati Psychology Department, Organizational Assessment & Evaluation Course, November 13, 2024.
- Academic Career Talk, Preparing Future Faculty Coffee Hour, University of Cincinnati, October 21, 2024.
- ["Women Leading The Collaboration Revolution: Measuring Success + Impact,"](#) Breakthrough Business Strategies, LinkedIn Audio Event (August 2024)
- Redefining Professionalism Conversation, Counter Culture Podcast (May 2024)
- [Being white and anti-racist](#), Practical Inclusion Podcast (March 2024)
- Academic Career Talk, Preparing Future Faculty Coffee Hour, University of Cincinnati, March 6, 2024.
- Participatory Methods for Assessment & Evaluation, University of Cincinnati Psychology Department, Organizational Assessment & Evaluation Course, November 8, 2023.
- Change Management and Equity & Inclusion in Leadership Career Talk, University of Cincinnati Psychology Department, Organizational Behavior for Effective Leaders Course, November 8, 2023.
- ["Antiracism & Antisemitism,"](#) RACE Talks Radio Show (October 2023)
- ["Breaking the Mold: Redefining Professionalism with Dr. Sheva Guy,"](#) Stop Shoulding All Over Yourself, Podcast (September 2023)
- "The Time Is Now: Women Leading the Collaboration Revolution," Breakthrough Business Strategies, LinkedIn Audio Event (August 2023)
- Demystifying the Graduate School Experience: Your Path to Grad School Hosted by Leadership Brainers, LinkedIn Audio Event (August 2023)
- "Integrating Equity and Inclusion in Change Management," *Equity, Equality, and Inclusion Dialogues*, Podcast (August 2023)
- ["Mother's Day Panel,"](#) Inclusive Agile, LinkedInLive, (May 2023)
- ["Participatory Research with Women in STEM,"](#) Inclusive Agile LinkedIn Live (May 2023)
- "Wear the Damn Earring," The Humpty Project, Podcast (May 2023)
- ["My Antiracism Journey as a white Mom of Two Black Adopted Sons,"](#) *ElleTwo Uncomfortable Conversations*, LinkedInLive (March 2023)
- "Authenticity in the Workplace," Let's Talk HR: Humanizing the Conversation, Podcast (June 2022)
- "Unconscious Bias and Inclusion in Healthcare," University of Cincinnati College of Cooperative Education & Professional Studies, Mid-Collegiate Healthcare Careers Course, March 22, 2023
- Participatory Methods for Assessment & Evaluation, University of Cincinnati Psychology Department, Organizational Assessment & Evaluation Course, February 27, 2023.

- Change Management and Equity & Inclusion in Leadership Career Talk, University of Cincinnati Psychology Department, Foundations of Leadership Course, February 23, 2023.
- “Diversity, Equity, Inclusion, and Intersectional Feminism,” University of Cincinnati Feminists Club, January 19, 2023.
- “Using Participatory Methods for Diversity, Equity, & Inclusion in STEM,” STEM Conference 2022, University of Cincinnati + Northern Kentucky University, October 4, 2022.
- Change Management and Equity & Inclusion in Leadership Career Talk, University of Cincinnati Psychology Department, Foundations of Leadership Course, September 27, 2022.
- “Change Management, Inclusion, & Participatory Methods,” Huron Oracle Change Management Monthly Call, September 22, 2022.
- “Diversity, Equity, and Inclusion in Healthcare,” University of Cincinnati College of Engineering and Applied Science, Biomedical Engineering Capstone, September 9, 2022.
- “Change Management, Inclusion, & Participatory Methods,” Huron Implementation Methodologies Monthly Call, June 30, 2022.
- “Understanding Low-Income Students Through Participatory Methods,” Huron Social Alliance Food For Thought Talk, June 30, 2022.
- “The Importance of Social Justice in Healthcare,” University of Cincinnati Office of Experiential Learning and Career Education, Social Justice & Global Health Experiences Course, April 7, 2022.
- “Diversity & Inclusion Careers in Healthcare,” University of Cincinnati Office of Experiential Learning and Career Education, Exploring Health Professions Undergraduate Course, April 7, 2022.
- Diversity and Inclusion in Leadership Talk, University of Cincinnati Psychology Department, Foundations of Leadership, February 28, 2022.
- Diversity and Inclusion Consultant Career Talk, University of Cincinnati Office of Experiential Learning and Career Education, Exploring Careers in Psychology Undergraduate Course, January 15, 2021.
- “Using Participatory Methods to Foster Inclusion,” University of Cincinnati College of Engineering and Applied Science Equity & Inclusion Series, September 17, 2021.
- Interdisciplinary Collaboration Networking Event, University of Cincinnati Faculty Enrichment Center, March 31, 2021; invited as a methodology expert to facilitate an interdisciplinary breakout room on Community-Based Participatory Action Research with university faculty and staff
- Parenting During the Pandemic: Navigating Parenting, Homeschooling, and Work-Life Balance while Working from Home, University of Cincinnati Faculty Enrichment Center, September 21, 2020; served on a panel of educators and parents describing their experience and sharing their tips and tricks
- Participatory Research/ Evaluation Talk, Assessment & Evaluation Course, University of Cincinnati, July 13, 2020; spoke to Industrial Organizational Psychology students about participatory evaluation theory and methods
- “Inclusive Excellence Workshop, Social Justice Advocacy: Graduate Student Edition” Panel Member, *Office of Equity and Inclusion*, University of Cincinnati, July 25, 2017; served on a graduate student social justice advocacy panel regarding social justice advocacy work in education.
- TRAPPED Panel Member, *Center for Race, Gender, and Social Justice*, University of Cincinnati, October 27, 2016; served on a panel surrounding TRAP Laws (Targeted Regulation of Abortion Providers) in relation to the TRAPPED documentary with filmmaker Dawn Porter.

INTERNATIONAL PRESENTATIONS

- **Guy, B.** & Arthur, B. "No, I am not the Secretary': Using Participatory Action Research to Explore Women Engineer's Experiences on Co-op," *WACE 21st World Conference on Cooperative and Work Integrated Education*, University of Cincinnati, August 3-7, 2019. Refereed Research Paper.
- **Guy, B.**, Cain C., Guy, C., Hill, O., Hood, C., Leesman, L., & Serota, T. "POWER: Participatory Opportunity for Women Emerging Researchers in STEM," *International Congress of Qualitative Inquiry (ICQI)*, University of Illinois, May 17-20, 2017. Accepted Poster.
- **Guy, B.**, Hill, O., Serota, T., Leesman, L., Cain C., Hood, C., & Guy, C. "Using a Participatory Group Analysis with Undergraduate Women in STEM," *International Congress of Qualitative Inquiry (ICQI)*, University of Illinois, May 17-20, 2017. Accepted Oral Presentation.
- **Guy, B.** "Terminating a Wanted Pregnancy," *International Congress of Qualitative Inquiry (ICQI)*, University of Illinois, May 17-20, 2017. Accepted Oral Presentation.
- **Guy, B.** "Terminating a Wanted Pregnancy: A Phenomenological Narrative Study," *International Congress of Qualitative Inquiry (ICQI)*, University of Illinois, May 17-20, 2017. Accepted Poster.
- **Guy, B.** "Terminating a Wanted Pregnancy: A Phenomenological Narrative Study," *21st International Council on Women's Health Issues (ICOWHI) Congress*, Baltimore, MD, November 6-8, 2016. Oral Presentation.
- **Guy, B.** "Active Learning in the Undergraduate STEM Classroom: Faculty Attitudes," *International Congress of Qualitative Inquiry (ICQI)*, University of Illinois, May 18-21, 2016. Accepted Poster.

NATIONAL PRESENTATIONS

- Arthur, B. & **Guy, B.** "Exploring the Impact of Participating in a Participatory Action Research Study," Collaborative Network for Computing and Engineering Diversity (CoNECD), February 26-28, 2023.
- Arthur, B. & **Guy, B.** "Using Participatory Methods to Foster Inclusion for Women in Engineering," American Society for Engineering Education (ASEE) Commission for Diversity, Equity, and Inclusion, October 21, 2023.
- **Guy, B.** & Arthur, B. "Using Participatory Methods to Foster Inclusion for Women in Engineering," Women in Engineering ProActive Network (WEPAN) Virtual Women in Engineering Program Day, October 6, 2021. Workshop.
- **Guy, B.** & Arthur, B. "From Research to Action: Using Participatory Action Research Methods to Improve Programming for Undergraduate Women in Engineering," IEEE 2019 Frontiers in Education (FiE) Conference, Chicago, IL, October 16- October 19, 2019. Accepted Oral Presentation.
- **Guy, B.** & White, P. "Evaluating and Improving Programs Using Participatory Methods," *AMIA 2019 Informatics Educators Forum*, St. Louis, MO, June 18-20, 2019. Accepted Workshop.
- **Guy, B.**, Hagedorn, P., & White, P. "Participatory Approach to Program Evaluation: Learning from Graduate Faculty to Improve Training in Biomedical Informatics," *AMIA 2019 Informatics Educators Forum*, St. Louis, MO, June 18-20, 2019. Accepted Presentation.
- Arthur, B. & **Guy, B.** "No, I am not the Secretary': Using Participatory Action Research to Explore Women Engineer's Experiences on Co-op," *CEIA 2019 Cooperative Education & Internship Association Conference*, Chicago, IL, March 31- April 2, 2019. Interactive Breakout Session.
- Arthur, B. & **Guy, B.** "Using Participatory Action Research to Examine the Experiences of Undergraduate Women in Engineering," *Cooperative and Experiential Education Division (CEED) 2019 Conference for Industry & Education Collaboration (CIEC)*, New Orleans, LA, January 30- February 1, 2019. Oral Presentation.
- **Guy, B.** & Rogers, N. "Phenomenal Photovoice for Facilitation Fun," *National Institute on the Teaching of Psychology (NITOP)*, St. Pete Beach, FL, January 3-6, 2019. Teaching Slam.

- **Guy, B.**, Wu, D., Van Camp, P.J., Harnett, B., Hagedorn, P., Wagner, M., & Meller, J. "Participatory Approach to Program Evaluation: Learning from Students to Improve Training in Biomedical Informatics," *AMIA 2018 Informatics Educators Forum*, New Orleans, LA, June 19-21, 2018. Presentation.
- **Guy, B.** "EmPOWERing Undergraduate Women Through Participatory Action Research: A Case Study," *30th Annual Ethnographic and Qualitative Research Conference (EQRC)*, Las Vegas, NV, February 26-27, 2018. Lecture.
- **Guy, B.** & Rogers, N. "Phenomenal Photovoice for Facilitation Fun," *National Institute on the Teaching of Psychology (NITOP)*, St. Pete Beach, FL, January 3-6, 2018. Accepted Teaching Slam.
- **Guy, B.** & Rogers, N. "Point, Shoot, and Evaluate: Using Photovoice as an Evaluation Tool in Higher Education," *Evaluation 2017*, American Evaluation Association, Atlanta, GA, November 6-11, 2017. Demonstration.
- **Guy, B.** & Rogers, N. "Cupcakes, Tattoos, and Midterms, Oh My!: Using Photovoice to Evaluate Student Learning in a Capstone Course," *Evaluation 2017*, American Evaluation Association, Atlanta, GA, November 6-11, 2017. Panel.
- **Guy, B.** "Minority Women in STEM: The Role of Undergraduate Research." *American College Personnel Association (ACPA) Convention*, Columbus, OH, March 26-29, 2017. Accepted Poster.
- **Guy, B.** "Minority Women in STEM: The Role of Undergraduate Research." *Student Affairs Administrators in Higher Education (NASPA) Conference*, San Antonio, TX, March 11-15, 2017. Accepted Poster.
- **Guy, B.** "Terminating a Wanted Pregnancy: A Phenomenological Narrative Study," *29th Annual Ethnographic and Qualitative Research Conference (EQRC)*, Las Vegas, NV, January 30-31, 2017. Poster.
- Rogers, N. & **Guy, B.** "Sharing Snapshots: Increasing Student Engagement and Critical Thinking," *National Institute on the Teaching of Psychology (NITOP)*, St. Pete Beach, FL, January 3-6, 2017. Participant Idea Exchange.
- Rogers, N. & **Guy, B.** "Engaging in Difficult Discussions: Using Photovoice to facilitate understanding and increase engagement in an online course," *Evaluation 2016*, American Evaluation Association, Atlanta, GA, October 24-29, 2016. Oral Presentation.
- Rogers, N. & **Guy, B.** "Using Photovoice for Documenting, Assessing, and Demonstrating Student Learning in a Study Abroad Course," *Evaluation 2016*, American Evaluation Association, Atlanta, GA, October 24-29, 2016. Oral Presentation.

REGIONAL PRESENTATIONS

- **Guy, B.** "Participatory Approach to Program Evaluation: Learning from Students and Faculty to Improve Training in Biomedical Informatics," *MWERA Annual Meeting*, Mid-western Educational Research Association, Cincinnati, OH, October 16-18, 2019. Paper.
- Arthur, B. & **Guy, B.** "'Intimidated but ready to kick butt': Using Participatory Action Research to Examine the Experiences of Undergraduate Women in Engineering," *MWERA Annual Meeting*, Mid-western Educational Research Association, Cincinnati, OH, October 24-26, 2018. Paper.
- **Guy, B.** "emPOWERed in STEM: Using Qualitative Participatory Action Research Methods with Undergraduate Women in STEM," *MWERA 40th Annual Meeting*, Mid-western Educational Research Association, Evanston, IL, October 18-21, 2017. Accepted Paper.
- **Guy, B.** "Movers, Shakers, and Everyone in Between: Faculty Attitudes on Active Learning at the University of Cincinnati," *The Ohio Journal of Science*, The Ohio Academy of Science 126th Annual Meeting, University of Cincinnati, April 8, 2017. Accepted Poster.

- **Guy, B.**, Serota, T., Cain C., Hill, O., "POWER in STEM: Using Photovoice in a Participatory Research Opportunity for Women in STEM," *Spring Research Conference*, University of Cincinnati, April 1, 2017. Oral Presentation.
- **Guy, B.** "Active Learning in Undergraduate Education: A Review of the Literature," *Spring Research Conference*, University of Kentucky, March 26, 2016. Poster.

LOCAL PRESENTATIONS

- Love, K. & **Guy, B.** "Recruiting and Retaining Underrepresented Minority Faculty," Faculty Enrichment Center, University of Cincinnati, November 21, 2019. Workshop.
- **Guy, B.** & Arthur, B. "Listening for women's voices: Using Participatory Action Research to understand the experiences of women in engineering," Equity & Inclusion Conference, University of Cincinnati, April 3, 2019. Presentation.
- **Guy, B.** "emPOWERed in STEM: Using Collage Inquiry to Explore the Lived Experiences of Women in STEM," *Action Research Showcase*, University of Cincinnati, April 26, 2017. Presentation.
- **Guy, B.** "Teaching as a Graduate Student: Gaining Experience Before You Graduate," *Graduate Association for Teaching Enhancement Workshop: Teach Me To Teach, A Pedagogical Preparation Seminar for Graduate Students*, University of Cincinnati, April 25, 2018. Workshop.
- **Guy, B.** "Navigating "insider" and "outsider" Status in a Participatory Action Research Study," *Empathic Landscapes: Walking With/In Difference*, English Graduate Conference, University of Cincinnati, March 24, 2018. Accepted Presentation.
- **Guy, B.** "Classroom Management Scenarios," Graduate Association for Teaching Enhancement Workshop: Get Up and Go! Preparing for Your First Teaching Assistantship at UC, University of Cincinnati, August 10, 2017. Workshop.
- **Guy, B.** "The Inclusive UC Classroom," *Graduate Association for Teaching Enhancement Workshop: Get Up and Go! Preparing for Your First Teaching Assistantship at UC*, University of Cincinnati, August 10, 2017. Workshop.
- **Guy, B.** "What's Next? Commitment to Action," *Graduate Association for Teaching Enhancement Workshop: Teach Me To Teach, A Pedagogical Preparation Seminar for Graduate Students*, University of Cincinnati, April 26, 2017. Workshop.
- **Guy, B.** "Undergraduate Student Panel: 'My experience with graduate student instructors.'" *Graduate Association for Teaching Enhancement Workshop: Teach Me To Teach, A Pedagogical Preparation Seminar for Graduate Students*, University of Cincinnati, April 26, 2017. Workshop.
- **Guy, B.** "Writing My Comps in Vegas," *Action Research Showcase*, University of Cincinnati, April 14, 2017. Essay.
- **Guy, B.** "Using Black Feminism to Inform Undergraduate Research Programs." *Creating Black Feminist Futures*, University of Cincinnati Black Feminist Symposium, February 24, 2017. Oral Presentation.
- **Guy, B.** "Choice of Language and Body Language." *Graduate Association for Teaching Enhancement Workshop: Capturing Your Students' Attention*. University of Cincinnati, February 13, 2017. Workshop.
- **Guy, B.** "Vocal Training." *Graduate Association for Teaching Enhancement Workshop: Capturing Your Students' Attention*. University of Cincinnati, February 13, 2017. Workshop.
- **Guy, B.** "Effective Slide Design." *Graduate Association for Teaching Enhancement Workshop: Capturing Your Students' Attention*. University of Cincinnati, February 13, 2017. Workshop.
- **Guy, B.**, Cain C., Guy, C., Hill, O., Hood, C., Leesman, L., & Serota, T. "POWER: Participatory Opportunity for Women Emerging Researchers in STEM," *Diversity Matters Research Day*, College of Education, Criminal Justice, and Human Services, University of Cincinnati, January 26, 2017. Poster.

- **Guy, B. & Boards, A.** “The STEM Experience: Exploring Underrepresented Women’s Experience in Psychology,” *Diversity Matters Research Day*, College of Education, Criminal Justice, and Human Services, University of Cincinnati, January 26, 2017. Poster.
- **Guy, B.** “Undergraduate Student Panel: ‘My experience with graduate student instructors.’” *Graduate Association for Teaching Enhancement Workshop: Teach Me To Teach, A Pedagogical Preparation Seminar for Graduate Students*. University of Cincinnati, December 6, 2016. Workshop.
- **Guy, B.** “Classroom Management.” *Graduate Association for Teaching Enhancement Workshop: Student Engagement and Classroom Management*. University of Cincinnati, September 28, 2016. Workshop.
- **Guy, B.** “Introduction to the Graduate Association for Teaching Enhancement.” *International Student Orientation*. University of Cincinnati. August 18, 2016. Oral Presentation.
- **Guy, B.** “Classroom Management Scenarios.” *Graduate Association for Teaching Enhancement Workshop: Get Up and Go! Preparing for Your First Teaching Assistantship at UC*. University of Cincinnati, August 11, 2016. Workshop.
- **Guy, B.** “Going Beyond ‘Lecture + Textbook = Class.’” *Graduate Association for Teaching Enhancement Workshop: Get Up and Go! Preparing for Your First Teaching Assistantship at UC*. University of Cincinnati, August 11, 2016. Workshop.
- **Guy, B.** “Experiences of URM Women in Psychology: An Exploratory Study,” *Action Research Showcase*, University of Cincinnati, April 28, 2016. Poster.
- **Guy, B.** “Movers, Shakers, and Everyone in Between: Faculty Attitudes on Active Learning in the Undergraduate STEM Classroom,” *Action Research Showcase*, University of Cincinnati, April 28, 2016. Poster.
- **Guy, B.** “Team-Based Learning.” *Graduate Association for Teaching Enhancement Workshop: Teach Me To Teach, A Pedagogical Preparation Seminar for Graduate Students*. University of Cincinnati, April 26, 2016. Workshop.
- **Guy, B.** “Choice of Language and Body Language.” *Graduate Association for Teaching Enhancement Workshop: Capturing Your Students’ Attention*. University of Cincinnati, April 4, 2016. Workshop.
- **Guy, B.** “Minority Women in STEM: The Role of Undergraduate Research,” *Graduate School Poster Forum*, University of Cincinnati, February 26, 2016. Poster.
- **Guy, B.** “Minority Women in STEM: The Role of Undergraduate Research.” *Diversity Matters Research Day*, College of Education, Criminal Justice, and Human Services, University of Cincinnati, January 21, 2016. Poster.

INTERVIEWS, ONLINE PUBLICATIONS & NEWS STORIES

- Administration. “[Who’s Who Top Educators- Batsheva Guy](#),” Marquis Who’s Who in America, October 17, 2024.
- Brown, Mike. “[Meet Batsheva Guy](#),” Bold Journey Magazine, August 6, 2024.
- Garr, Hayley. “[Dr. Batsheva Guy on How Students Can Look for DEI in the Workplace](#),” The News Record, University of Cincinnati Student Newspaper, January 24, 2023.
- Riggs, Diana. “[UC Advocates for Diversity & Inclusion in Engineering](#),” University of Cincinnati News, November 3, 2021.
- Koenig, Angela. “[Bridging the Divide](#),” University of Cincinnati News, October 21, 2020.
- May, Lucy. “Meet the female faculty members at UC working to challenge racist behaviors and build friendships,” WCPO Cincinnati, July 9, 2020.

- Interviewed by Dakota Wright. "BMI's new Graduate Program Coordinator Sheva Guy uses participatory research method to improve student experiences," CincyInformatix, February 16, 2018.
- Interviewed by Danniah Daher. "Donuts & Development," University of Cincinnati GradCurrents, Fall 2017.
- Interviewed by Dakota Wright. "A New Initiative: The Professional Development Council," University of Cincinnati GradCurrents, Spring 2017. <http://grad.uc.edu/student-life/news/prof-devel-council.html>
- Interviewed by Dakota Wright. "Donuts & Development," University of Cincinnati GradCurrents, Spring 2017.
- **Guy, B.** "[My Abortion #6: Ending a Wanted Pregnancy](#)," My Abortion: A Daily Story, *ROAR: Literature and Revolution by Feminist People*, January 25, 2017.
- **Guy, B.** "[20-week abortion ban destined to get struck down](#)," Op-Ed Piece, *Cincinnati Enquirer*, December 20, 2016.
- Interviewed by Dakota Wright. "GATEways to Teaching," University of Cincinnati GradCurrents, Fall 2016.
- Interviewed by Alex Morris. "[The War on Planned Parenthood](#)," Rolling Stone, April 6, 2016.

EDUCATION

Doctor of Philosophy: University of Cincinnati, Cincinnati, OH, April 2018

- Educational Studies: Educational and Community-Based Action Research
- **Presidential Medal of Graduate Student Excellence Recipient:** For exemplifying scholarship, leadership, character, service and the ideals of the university

Master of Science: Criminal Justice, University of Cincinnati, Cincinnati, OH, May 2015

Bachelor of Science: Psychology, University of Cincinnati, Cincinnati, OH, April 2014

CERTIFICATIONS & SPECIALIZATIONS

- **Online Teaching Excellence Certificate,** University of Cincinnati, November 2024
- **Agile Leadership Specialization:** University of Colorado, June 2024
- **Scrum Master Specialization:** SkillUp EdTech, June 2024
- **Scrum Master Certification Specialization:** LearnQuest, June 2024
- **Six Sigma Green Belt Specialization:** University System of Georgia, June 2024
- **Six Sigma Yellow Belt Specialization:** University System of Georgia, June 2024
- **Inclusive Organizational Resilience:** Inclusive Agile, May 2024
- **Google Project Management Specialization:** Google, April 2024
- **Organizational Leadership in Diversity, Equity, & Inclusion Specialization:** Rice University, March 2024
- **Strategic Leadership- Impact, Change, & Decision-Making Specialization:** Dartmouth College, March 2024
- **Leading: Human Resource Management & Leadership Specialization:** Macquarie University, March 2024
- **Anti-Racism Specialization (with honors):** University of Colorado Boulder, September 2023
- **Certified Diversity Professional (CDP):** Institute for Diversity Certification, September 2023
- **Prosci Change Management Certified,** Prosci, September 2023
- **Oracle Guided Learning Content Developer Certified Foundations Associate,** Oracle, June 2023

- **HTML, CSS, & JavaScript Bootcamp:** Frontend Masters, March 2023
- **Manager Academy, Manage & Engage Program:** University of Cincinnati Staff Success Center, November 2021
- **Inclusive Teaching Endorsement:** Ohio College Teaching Consortium, Michael V. Drake Institute for Teaching and Learning, The Ohio State University, June 2021
- **Preparing Future Faculty (PFF) Certificate:** University of Cincinnati, Cincinnati, OH, April 2016

LinkedIn Learning Certifications: Being Positive At Work | CSS Essential Training | Change Leadership | Change Management: Roadmap to Execution | Change Management: Plan on a Page | Change Management Tips for Leaders | Communication Foundations | Computer Science Principles: Programming | Consulting Fundamentals: Experiences Hires (Huron Learning Path) | Consulting Fundamentals: Building Your Brand | Consulting Foundations: Client Management and Relationships | Creating Psychological Safety for Diverse Teams | Develop a Diversity, Inclusion, & Belonging Program | HTML Essential Training | How to Be Both Assertive & Likable | How to Create a Perfect Elevator Pitch | Influence without Authority | Inclusive Female Leadership | Inclusive Leadership | Introduction to CSS | Leading in Every Direction | Micro-Presentations: Saying More in Less Time | Nano Tips for Checking Your Bias: Becoming a People Advocate | Practical HTML for No-Coders | Programming Foundations: Beyond the Fundamentals | Project Management Foundations: Communication | Project Management Foundations | Programming Foundations: Algorithms | Programming Foundations: Databases | Programming Foundations: Fundamentals | Rolling Out a Diversity & Inclusion Training Program in Your Company | Success Habits

AWARDS & HONORS

- Top Educator, Marquis Who's Who in America, October 2024
- Honored Listee, Marquis Who's Who in America, inducted August 2024
- International Women's Day Inspirational Leadership Badge, Huron, March 8, 2024
- 2021 Top Cited Article: **Guy, B.** & Arthur, B (2020). Academic Motherhood During COVID-19: Navigating Our Dual Roles as Educators and Mothers, *Gender, Work, and Organization*.
- Presidential Medal of Graduate Student Excellence- University of Cincinnati: April 2018
 - For exemplifying scholarship, leadership, character, service and the ideals of the university
- Graduate Incentive Award- Educational Studies: August 2017- May 2018
- University Graduate Assistantship- Graduate School Office: August 2016- April 2017
- Graduate Incentive Award- Educational Studies: August 2015- May 2016
- Graduate Incentive Scholarship- Educational Studies: May 2015- August 2016
- Graduate Incentive Scholarship- Criminal Justice: August 2014- April 2015

PROFESSIONAL ASSOCIATIONS

- Academic Impressions (AI)
- National Center for Faculty Development and Diversity (NCFDD)
- Mid-Western Educational Research Association (MWERA)
- Association for Graduate Enrollment Management (NAGAP)
- Qualitative Research Consultants Association (QRCA)
- National Collegiate Honors Council (NCHC)
- Golden Key International Honour Society
- Psi Chi Honor Society