

# BATSHEVA GUY, PHD *she/her/hers*



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**ANTIRACIST PARTICIPATORY CHANGE TRAILBLAZER**  
 CHANGE MANAGEMENT | EQUITY & INCLUSION | PARTICIPATORY METHODS

Dr. Batsheva (Sheva) Guy **manages organizational change** through **inclusive and participatory practices** in higher education, healthcare, nonprofits, industry, government, and corporate settings. Sheva engages and supports diverse groups through **transformational change initiatives**, developing **equitable readiness and training programs**. Sheva is a professional troublemaker and positive disruptor, constantly challenging the status quo to dismantle inequities.

## SKILLS & EXPERIENCE

**Huron** 2022-2024  
**Change Management Manager**  
*Digital Higher Education*

**TriHealth** 2021-2022  
**Change Management Senior Associate**  
**Diversity, Equity, & Inclusion Consultant**  
*Human Resources, Corporate Office*

**University of Cincinnati (UC)** 2011-2021  
**Program Director, Strategic Initiatives**  
*Inclusive Excellence & Community Engagement, Engineering*  
**Manager, Special Projects & Programs**  
*Faculty Enrichment Center, Office of the Provost*  
**Education Program Director & Graduate Program Coordinator**  
*Biomedical Informatics*  
**Program Coordinator**  
*Preparing Future Faculty Graduate Certificate Program*  
**Graduate Assistant**  
*Action Research Center*  
**Research Assistant**  
*Corrections Institute*  
**Program Coordinator**  
*Undergraduate Research Office*  
**Psychology Teaching & Research Assistant**  
**Psychology Supplemental Instruction Leader**

Change Management

Equity & Inclusion

Program Development

Teaching/Training

Research/Writing

Comms/Social Media

- OCM\*\*\* Lead (**Readiness & Engagement, Knowledge Transfer, Communications, & Training**), West Coast Polytechnic University
- Oracle Guided Learning Co-Lead & **Project Management** Support, Large West Coast Hospital & Academic Medical Center
- **Organizational Readiness Assessment** Qualitative Analysis & Reporting
- Incorporate **DEI principles into OCM methodology** for use in sales pursuits
- Facilitate new hire **unconscious bias training** at Huron
- **Designed & facilitated** inaugural **inclusive programming** for the Faculty Enrichment Center, the intellectual & social commons for faculty
- Developed a **Guide to Recruiting & Retaining Underrepresented Minority Faculty** for academic search committees across the university
- **Evaluate inclusion plans** of scientific proposals for NASA Astrophysics
- Re-envisioned, re-branded, & re-vamped UC's **Emerging Ethnic Engineers Program**, increasing engagement & participation
- **Created & facilitated** the Faculty Enrichment Center's new faculty cohort-based group **mentorship & networking program**
- Conducted comprehensive Biomedical Informatics Doctoral program **evaluation & assessment**; created resources for students & faculty
- Oversaw biomedical informatics **educational programs** for graduate students, researchers, physicians, fellows, residents, & medical students
- 13+ years **higher education** experience, **teaching undergraduate & doctoral-level** online & face to face courses at public & private universities (U of Cincinnati, Xavier U, Carlow U, & Miami U)
- Utilize **active learning** techniques in multiple courses: General, Social, Abnormal, & Developmental Psychology; Psych of Gender; Psych Disorders; Qualitative Methods; Research Methods; Psych in the Workplace
- Created & presented 50+ faculty **professional development trainings**
- Participatory, qualitative, & arts-based **methodologist** & action researcher specializing in Group-Level Assessment & Photovoice methods
- **Wrote & published** 2 textbooks, 2 book chapters, 25 scholarly, peer-reviewed academic articles, 3 blog posts, and 2 op-eds
- 2021 **Top Cited Article** in Gender, Work, and Organization Journal
- **Editor-in-Chief**, Current Social Science Women Studies Section
- Disseminated **original research** in 50+ academic conference presentations
- Participated in 30+ invited talks (panels, podcasts, guest lecturing, etc.)
- Led **communication & marketing efforts** at the Faculty Enrichment Center & the Office for Inclusive Excellence & Community Engagement, managing all social media sites (Facebook, Instagram, Twitter) & Listservs
- 20k+ **LinkedIn** followers, up to 100k views/week on antiracism content

\*\*\*Organizational Change Management

## EDUCATION

**University of Cincinnati** 2018  
**Doctor of Philosophy**, Educational & Community-Based Action Research  
*Presidential Medal of Graduate Student Excellence*  
**Master of Science**, Criminal Justice  
**Certificate**, *Preparing Future Faculty*  
**Bachelor of Science**, Psychology  
**Certificate**, *Substance Abuse Counseling*

## CERTIFICATIONS & TRAINING

Certified Diversity Professional | Prosci Change Practitioner | Oracle Guided Learning  
 Antiracism Specialization | Inclusive Teaching Endorsement | Inclusive Leadership  
 Consulting Fundamentals | HTML, CSS, & JavaScript Bootcamp | Manager Academy  
 Google Project Management | Strategic Leadership | [Link to all certifications](#)

## LANGUAGE

• English   
 • Russian   
 • Spanish

## DEI\*\* & RESEARCH CONSULTING

- Cincinnati Childrens Hospital & Medical Center
- National Institute for Occupational Safety & Health
- University of Cincinnati Experiential Learning
- NASA - National Aeronautics & Space Administration
- Give Back Cincinnati
- All Things Equitable Inc.

\*\*Diversity, Equity, & Inclusion