**Bernard L. Batson**

Associate Dean, Diversity & Inclusion

College of Engineering

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**Diversity & Inclusion ** **Strategic Planning  Grant Administration/Project Leadership**

**Mentoring/Advocacy  Community Engagement ●** **Teambuilding ● Grantsmanship/Technical Writing**

**PROFESSIONAL SUMMARY**

* 20+ years of managing leading-edge and transformational diversity initiatives to access in higher education for individuals (K-12, undergraduate, graduate, postdoctoral, and faculty) from historically underrepresented and first-generation in college backgrounds.
* Hands-on experience in the preparation and day-to-day administration of $10+ million in federal and privately funded grant projects (NSF, ONR, Alfred P. Sloan Foundation, Dept of Education, and NIH).
* Proficient in strategic planning and executing diversity, equity, and inclusion (DEI) activities with a high degree of independence.
* Relationship-builder, problem-solver with proven success in fostering partnerships with non-profits, industry, minority-serving institutions, and national labs.
* Data-driven manager with strong interpersonal skills; able to work effectively across academic units to achieve successful DEI student/faculty outcomes.
* Demonstrated ability in communicating effectively to team members, university stakeholders, and external audiences.

**PROFESSIONAL PREPARATION**

**University of Florida** • Tampa, FL

Bachelor of Business Administration (Finance/Economics), December 1981

**PUBLICATIONS/CONFERENCE ABSTRACTS**

1. Diaz-Elsayed, N., Melo Acuna, J., Henderson, M., Isaacs, W., Polk, T., Robinson, P., Bosson, J., **Batson, B.,** Zayas-Castro, J. “Building Inclusive Excellence in STEM: Building Inclusive Excellence in STEM: 15-year Analysis and Summary of Lessons Learned from the Alfred P. Sloan Foundation Minority PhD program –Legacy and University Center of Exemplary Mentoring (UCEM) at the University of South Florida.” *Journal of Engineering Education*, *Submitted.*
2. Diaz-Elsayed, N., Isaacs, W., Melo Acuna, J., **Batson, B**., Polk, T., Zayas-Castro, J. ”Best Practices for Recruiting and Mentoring Underrepresented Minority Doctoral Students in STEM.” NSF Includes Symposium for Advancing Latinas in STEM Careers, May 28-29, 2020.
3. Arellano, A., **Batson, B.,** Muller-Karger, F., Naar, D., Zayas-Castro, J. (2018, December). “The USF Sloan Foundation University Center of Exemplary Mentoring: A Model for Increasing PhD Diversity in the Ocean Sciences.” Proceedings of the American Geophysical Union (AGU) Fall Meeting.
4. Bhansali, S., Pyrtle, A., **B. Batson,** Betzer, P., Martin-Vega., L. “Integration of Interdisciplinary Graduate Research through the Institutionalization of Diversity Initiatives”. Proceedings of the 113th Annual ASEE Conference & Exposition, June 18-21, 2006, Chicago, IL.
5. Mayo, M., Ithier-Guzman, W., Pyrtle, A. J., Betzer, P., **Batson, B.,** Bhansali, S., Greene, B., and Turner, R. (2007, May). Enhancing Ocean Literacy and Expertise of Diverse Populations via Graduate School Fellowship Opportunities. In AGU Spring Meeting Abstracts (Vol. 1, p. 05).

**PROFESSIONAL EXPERIENCE**

**University of South Florida Tampa, Florida**

**Director, Engineering Diversity Programs Aug. 2015 – Present**

* Provide leadership of engineering diversity/broadening participation initiatives (Sloan Foundation UCEM, NSF LSAMP Bridge to the Doctorate, and others) to expand the enrollment of historically underrepresented graduate students and undergraduate. According to NCES, USF was tied for 2nd among universities with Highest Research Activity in conferring PhDs to Black and Hispanic students in engineering, computer science and the physical sciences from 2010 to 2017. Over 15 years, extramural grant and student fellowship support was $15M (USF’s investment of $4M for URM graduate education had a ROI of nearly 4:1).
* Partner with departmental faculty and institutional champions (Office of Graduate Studies, DIEO, Counseling Center, and others) to build a diverse, inclusive community for students of color.
* Support COE URM faculty recruitment through outreach at national meetings (Institute on Teaching and Mentoring, SACNAS, NOBCChE, Tapia, and Florida Education Fund) with minority fellowship programs (Sloan Scholars Network, Ford Foundation, AGEP, and NIH).
* Develop a robust, multi-tiered mentoring platform and professional development certificate program for university graduate students.
* Collaborate with faculty teams in the submission of large-scale grant proposals (NSF ERC, NSF NRT, NSF CoPE, and others) in support of USF’s student access, research, community engagement, and student success goals.
* Assist early-career faculty and colleagues from minority-serving institutions with the preparation of CAREER and other proposals to federal agencies (NSF, DOD, NIH, NASA, and the Department of Education).
* Foster partnerships with external collaborators (Florida Education Fund, Brookhaven National Lab, Idaho National Lab, National Research Council of Italy, and others) to expand student learning outcomes and faculty-driven research opportunities.
* Organize and manage minority role model seminars to bring distinguished Black faculty (Warren Washington, NCAR; Juan Gilbert, UF, Josephine Allen, UF; Lola Eniola Adefeso, University of Michigan; Evan Scott, Northwestern; Tracy Johnson, UCLA, Debra Auguste, Harvard (now Northeastern) for departmental seminars and interactions with faculty and university leaders.
* Lead College efforts to nominate faculty awards for national/local awards (Professor José Zayas-Castro – Industrial and Management Systems Engineering, USF Hispanic Pathways Award, 2019; James Mihelcic - Civil & Environmental Engineering, William R. Jones Outstanding Mentor, Florida Education Fund, 2019; Professor Sudeep Sarkar – Computer Science and Engineering, William R. Jones Outstanding Mentor, Florida Education Fund, 2017; Professor Sylvia W. Thomas, Girls Incorporated of Pinellas, STEM Woman of the Year, 2016; Professor Sarina Ergas, SACNAS Distinguished Mentor Award, 2016).
* Support the retention of minority undergraduates as day-to-day administrator of the NSF Florida-Georgia LSAMP grant, and advisor for the USF National Society of Black Engineers Student Chapter. Responsibilities: include assisting ENG undergraduates and alumni with applications to graduate programs, summer undergraduate research, national fellowship awards, internships, and other high-impact activities.

**University of South Florida Tampa, Florida**

**Associate Director, Engineering Student Services Aug. 2010 – Aug. 2015**

* Managed annually $3M+ in direct student support to maximize USF’s investment (ROI) in minority graduate education.
* Led, implemented, and managed PhD recruitment activities that enabled USF to be ranked in the top 5 nationally by *Diverse Issues in Higher Education* for conferring engineering doctorates to both Black and Hispanic PhD students.
* Promoted USF’s visibility and national brand through outreach initiatives at national meetings (NSBE, NOBCChE, Florida Education Fund, GEM, and others), minority-serving institutions, webinars, and publications.
* Provided technical support in the submission of major research proposals (CAREER, NRT, GAANN, etc.) to federal agencies and private foundations.
* Built and maintained relationships with academic/organizational units throughout the University to advance the university’s research, student success, and diversity missions.
* Partnered with USF diversity student organizations and faculty for targeted STEM outreach at local K-12 schools and programs (Upward Bound, College Reach-Out, USF Urban Scholars, etc.).
* Cultivated new partnerships with Fortune 500 companies (Johnson and Johnson, Intel, Cummins) and national labs for USF to become a target school for undergraduate and graduate recruitment.
* Johnson & Johnson has now identified USF for campus visitations. This year, they hired our students for internships and co-op positions.
* Assist early-career faculty and colleagues from minority-serving institutions with the preparation of CAREER and other proposals to federal agencies (NSF, DOD, NIH, Department of Education).
* Lead university efforts to nominate faculty awards for national mentoring awards (Professor Pamela Hallock Muller, College of Marine Science, Sloan Foundation Minority PhD program Mentor of the Year, 2012; Professor Sanjukta Bhanja, Electrical Engineering, William R. Jones Outstanding Mentor, Florida Education Fund, 2010; Professor Thomas Weller, William R. Jones Outstanding Mentor, 2010).
* Organized and managed USF College of Engineering Annual Research Day Symposium which included poster presentations for 100+ graduate students/undergraduates as well as student recognition awards.
* Establish a comprehensive, holistic academic support system in concert with the NSF PIRE faculty for Dual Degree transfer students from the University of Virgin Islands. As of Fall 2021, the UVI-USF program has enabled 30+ students to enroll in the College of Engineering.

**University of South Florida Tampa, Florida**

**Academic Services Administrator, College of Engineering August 2003 – August 2010**

* Served as day-to-day administrator for NSF IGERT ($3.44M) and NSF Bridge to the Doctorate training grants (4 grants - $1M NSF/$500K USF each award) that supported 80+ graduate students within the Colleges of Engineering, Arts and Sciences, Medicine, and Marine Science.
* Develop best practices for recruitment of Black and Hispanic students which included strategic partnerships with minority-serving institutions (e.g. Southern University and A&M College, Alabama State, Florida A&M, North Carolina A&T, University of Puerto Rico System) and Annual Summer REU Research Day events.
* Established minority faculty role model seminars to bring rising URM research leaders/champions (Professors Gilda Barabino – Northeastern (now Olin College of Engineering); Lesia Crumpton Young – UCF (now Texas Southern University); Carlos Rinaldi – University of Puerto Rico, Mayagüez (now UF); Rhonda Franklin, University of Minnesota; Lashanda Korley – Case Western (now U of Delaware); Tamara Floyd Smith (Tuskegee University), Wilbur Waters, Jackson State) to campus for departmental seminars.
* Promoted USF’s visibility and branding during recruitment at minority-serving institutions (FAMU, Bethune Cookman, FIU, Delaware State, Alabama State, and others) and national meeting (SACNAS, SHPE, NSBE, ABRCMS, HBCU-UP, and LSAMP).
* Organized and managed USF College of Engineering Annual Research Day Symposium which included poster presentations for 100+ graduate students/undergraduates as well as student recognition awards.
* (NOBCChE, NSBE, Brookhaven, Great Minds in STEM, and others).
* Initiated, organized, and managed the Annual Interdisciplinary Research Day which was the very first USF symposium to recognize multidisciplinary research of USF graduate students. The event featured posters of IGERT and Bridge to the Doctorate fellows as well as other graduate students throughout USF (Engineering, Arts and Sciences, Medicine, Moffitt Cancer Biology, and Marine Science).
* Fostered URM STEM success as advisor for the National Society of Black Engineers (NSBE), National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE), and Society of Hispanic Professional Engineers (SHPE), and USF Florida-Georgia LSAMP project.
* Initiated 3+2 engineering partnership with Bethune-Cookman College (now Bethune Cookman University), which resulted in the eventual enrollment of 8 BCU alumni in the College of Engineering.

**University of South Florida Tampa, Florida**

**McNair Partnership Coordinator, USF McNair Scholars Program March 2001 – September 2003**

* Served as project manager to disseminate best practices focused on graduate school preparation to four minority-serving institutions (Spelman College, Albany State University, Barry University, and Texas International University).
* Developed training manuals and facilitated workshops for MSI partners focused on preparing Black/Hispanic undergraduates for applications to summer undergraduate research and graduate school programs.
* Advised and supported minority/first generation-in-college undergraduates in the submission of summer research and medical/graduate school applications.
* Provided technical support for federal grant applications (U.S. Department of Education, NIH, and NSF) by USF McNair Leadership and faculty mentors.
* Facilitated external collaborations with academic institutions and federal funding agencies to student research and faculty grant opportunities.

**University of South Florida Tampa, Florida**

**Multicultural Admissions Coordinator, USF Office of Admissions February 1998 – March 2001**

* Coordinated USF statewide recruitment of African American freshman as well as regional recruitment for all FTIC within targeted Florida counties.
* Managed minority undergraduate scholarship programs that provided four-year awards to incoming Black freshmen.
* Partnered with university stakeholders (Office of Financial Aid, Ronald McNair Scholars, Student Support Services, Honors College, Project Upward Bound, College of Engineering, and others) to support the recruitment and retention of Black students.
* Organized and managed on-campus/off-campus events (USF Showcase, Multicultural Roadshow) focused on the intentional recruitment of Black and Hispanic high school students. USF Showcase was an on-campus activity (Fall) that hosted Black/Hispanic students from Hillsborough County. USF Roadshow was an off-campus activity (Spring) that targeted admitted Black/Hispanic/Asian students in five counties. Developed training manuals and facilitated workshops for MSI partners focused on preparing Black/Hispanic undergraduates for applications to summer undergraduate research and graduate school programs.
* Provided outreach presentations at high schools and community organizations to promote USF branding and opportunities for students from historically underrepresented groups.
* Coordinated and managed USF Multicultural Week of Welcome, an annual two-week series of retention/cultural activities to orient new Black, Hispanic, and Asian students to USF campus.
* Served as advisor for the USF Admissions Student Ambassadors (USF COLORS) to support the recruitment and retention of Black and Hispanic students.
* Developed, organized, and managed student peer mentoring with the College of Medicine’s Area Health Education Center to increase the number of minority students (Black, Hispanic, Asian) admitted into health professions and graduate programs in the medical sciences.
* Established, organized, and co-supervised the Area Health Education Center’s Health Professions Academy a two-week, summer, residential program that provided campus-based SAT prep, near-peer mentoring, and clinical shadowing in the health professions annually for 15 Black and Hispanic high school students.
* Partnered with the Moffitt Cancer Center on the Leaders in New Knowledge (LINK) project which provided cancer research opportunities (basic science and behavioral) for Black and Hispanic undergraduates and local high school students. Recruited, advised, and mentored undergraduates from the USF College of Arts and Sciences and College of Engineering as well as local high schools.

**SERVICE**

*External Advisory Board Member*, NSF HBCU-UP, NIH IMSD, NIH PREP, NCI LINK 2000 – present

* Elizabeth City State University
* University of the Virgin Islands
* University of Tennessee, Knoxville
* Emory University
* Moffitt Cancer Center & Research Institute

*Reviewer,* National Science Foundation, Alfred P. Sloan Foundation 2016 – present

*Presente*r, Emerging Researchers National (ERN) Conference in STEM 2016 – present

*Co-Advisor/Member*

* National Society of Black Engineers, USF Student Chapter 2010 – present
* National Organization for the Professional Advancement of Black Chemists 2008 - present

and Chemical Engineers (NOBCChE), USF Student Chapter

*Member*, American Society of Engineering Education (ASEE) 2006 - present

*Member*, USF Black Faculty and Staff Association (BFSA) 2000 - present

**HONORS & AWARDS**

William R. Jones Mentoring Award, Florida Education Fund (FEF) 2009, 2015, 2018

NOBCChE Ty Mitchell Mentor-on-the-Map Award 2015

Alfred P. Sloan Foundation Minority PhD Program Mentor of the Year 2013

USF DIEO Diversity Award Nominee 2013-2014

USF DIEO Diversity Honor Roll Award 2011-2012

USF Student Support Services Award 1999-2000