

DR. RIMJHIM BANERJEE-BATIST
Lead Faculty – Business Administration
Business Programs, Santa Fe College
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CAREER SUMMARY

- Thirty years teaching experience (face-to-face, online)
- Six years assessment and accreditation experience including NCATE, SACS, graduate education
- Eight years supervisory experience in data management systems for program assessment

EDUCATION

Ed.D. Florida International University, Miami, August 2012
Major: Adult Education and Human Resource Development

M.S. Florida International University, Miami, 2003
Major: Adult Education
18 Graduate credits in Computer Science

B.Ed. Annamalai University, Chidambaram, India, 1992
Major: Education
Area of Emphasis: English

B.A. Calcutta University, Kolkata, India, 1987
Major: English Literature

EMPLOYMENT - TEACHING EXPERIENCE

August 2020 – Present, Associate Professor, Business Administration & Organizational Management, Santa Fe College.

January 2020 – Present, Lead Faculty Business Administration

August 2015 – July 2020, Assistant Professor, Business Administration & Organizational Management, Santa Fe College.

Courses taught:

LBS4154: Workforce & Diversity	MAN4301: Human Resource Management
MAN2300: Human Resources	MAN2021: Principles of Management
GEB2350: International Business	GEB1011- Introduction to Business
IDS2930: Individual Study	GEB2949: Business Internship & Career Development

Special program: Study Abroad to Barcelona, Spain - focused on business curriculum

2015 – Adjunct Faculty, Florida International University, Leadership and Professional Studies

Course taught: ADE 5387 - *Organizational Learning and Human Resource Development*

2011 – 2013, Adjunct Faculty, Santa Fe College, Health Information Technology

Course taught: HIT118: *Planning, Management and Leadership for Health IT*

HIT119: *Introduction to Project Management*

2009 – 2013, Adjunct Assistant Professor, Santa Fe College, Information Technology Education

Courses taught: CGS1000: *Introduction to College Computing*

CGS1820: *Web Authoring I*

CGS1821: *Web Authoring II*

CGS2540: *Database Management*

2006 – 2008, Adjunct Faculty, Florida International University, Curriculum and Instruction

Course taught: EME 2040: *Introduction to Educational Technology*

2000 – 2001, Faculty, Information Technology, Manipal University, Kolkata, India

1994 – 2000, Faculty, Computer Science, Calcutta Girls High School, Kolkata, India

1990 – 1994, Faculty, Computer Science, St. Joseph's College, Kolkata, India

EMPLOYMENT - OTHER PROFESSIONAL EXPERIENCE

2008 – 2015, Associate Director, University of Florida Graduate School, Gainesville, FL

- Provide the management, direction, coordination, and evaluation of research programs related to graduate education
- Set up data collection methods and prepare graduate program assessment reports.
- Set up prospective student data collection and tracking for recruitment of under-represented students and international students with full funding.
- Design, develop, and implement training on the use of the Graduate Information Management System.
- Manage the Graduate Information Management System.

2002 – 2008, Coordinator, Florida International University, Miami, FL

- Designed, developed, and deployed electronic assessment system for the College of Education that was used for tracking program and curricular effectiveness in support of student learning outcomes.
- Developed, designed, scheduled, and delivered training to faculty, staff, and students.
- Provided advising support to students and faculty for the assessment system.
- Supervised the support staff for the assessment system.
- Prepared accreditation and annual reports for various accrediting agencies and the Florida Department of Education.

- Coordinated with Institutional Research in preparing Teacher Education Files every semester.
- Developed evaluation instruments for the College of Education's assessment system.
- Analyzed and aggregated quantitative and qualitative data for the electronic assessment system.

2001 – 2002, Graduate Research Assistant, Florida International University, Miami, FL

- Conducted needs assessment for the College of Education's Office of Technology regarding training and equipment needs of staff.
- Evaluated technology training program for Miami Dade County Public School teachers.
- Developed training module on interpreting results of Diagnostic Tests for Palm Beach County Public School teachers.
- Developed electronic portfolio system for accreditation requirements.
- Developed website for the PT3 grant at FIU College of Education.

RESEARCH INTERESTS

Mentoring; Attachment; Faculty development; Organizational outcomes; Organizational psychology; Organizational development; Human development; Career development; Career exploration; Program evaluation; Program development.

PUBLICATIONS

Banerjee-Batist, R., Reio, T. G., Jr., & Rocco, T.S. (2018). Mentoring Functions and Outcomes: An Integrative Literature Review of Sociocultural Factors and Individual Differences. *Human Resource Development Review*. <https://doi.org/10.1177/1534484318810267>

Smetana, J.B., Chakraborty, M., & Banerjee-Batist, R. (2018). Career Development Challenges for Women Pursuing Leadership in India. In Ghosh, R. & McLean, G. (Eds.), *Indian Women in Leadership* (pp. 47-65). London, United Kingdom: Palgrave Macmillan.

Banerjee-Batist, R. & Reio, T. G., Jr. (2016). Attachment and mentoring: Relations with junior faculty's organizational commitment and intent to turnover. *Journal of Management Development*, 35(3).

Banerjee-Batist, R. (2014). The role of attachment and mentoring in junior faculty's job satisfaction. *American Journal of Management*, 14(1-2).

Banerjee-Batist, R. (2014). *Attachment and mentoring functions of career and psychosocial support: Relationships with job satisfaction, organizational commitment, and intent to turnover*. Saarbrücken, DE: Lambert Academic Publishing.

Banerjee, R. & Reio, T. G., Jr. (2013). The role of attachment and mentoring in junior faculty's job satisfaction. Proceedings of the Academy of Human Resource Development International Research Conference in the Americas. Arlington, VA. (Refereed).

- Banerjee, R. (2009). Book Review: Robert Hogan (2007). *Personality and the Fate of Organizations*. Mahwah, NJ: Erlbaum. *New Horizons in Adult Education and Human Resource Development*, 23(4), 90-93. (Refereed Journal).
- Seepersad, R. & Banerjee, R. (2009). Book Review: Merriam, S. B., & Associates. (2007). *Non-Western Perspectives on Learning and Knowing*. Malabar, FL: Krieger. *Adult Education Quarterly*, 59(3), 269-271. (Refereed Journal).
- Banerjee, R. (2004). Technology Training for in-service teachers – An evaluation. Proceedings of the Midwest Research to Practice Conference in Adult, Continuing, and Community Education (<http://hdl.handle.net/1805/243>). Indianapolis: IUPUI, IA. (Refereed).
- Gesser, V. & Banerjee, R. (2004). India. In J.Slater (Ed.). *Teen Life in Asia* (51-67). Westport, CN: Greenwood Press.
- Banerjee, R. (2003). Self-directed learning in the technological age. In S. M. Nielsen & T. S. Rocco (Eds.), *Proceedings of the Second Annual College of Education Research Conference* (13-18). Miami: Florida International University. http://coeweb.fiu.edu/research_conference/ (Refereed).
- Haley, M.E., & Banerjee, R. (2002). *Teaching and learning technology institute: Evaluation report*. Miami, FL: Florida International University.

PRESENTATIONS

- Banerjee-Batist, R. (2020). Emotional Intelligence Development via Mentoring - A Framework. Presented at the International Mentoring Webinar Series.
- Banerjee-Batist, R. (2019). Factors in Career and Psychosocial Support for Mentoring Outcomes: An Integrative Literature Review. Presented at the International Mentoring Association, Gainesville, FL.
- Banerjee-Batist, R. (2017). Mentorship in Indian women's leadership and career development. Presented at the International Mentoring Association, Wilmington, NC.
- Banerjee-Batist, R, Slapcinsky, J.L. & Frierson, H.T. (2015). Mentoring in Doctoral Education at the University of Florida. Presented at the Annual Mentoring Conference, Albuquerque, NM.
- Banerjee-Batist, R. (2014). The role of mentoring in faculty job satisfaction, organizational commitment and turnover intent. Presented at the annual Grace Hopper Celebration of Women in Computing Conference, Phoenix, AZ.
- Banerjee, R., & Enholm, M. (2010). Tracking student milestones in graduate education. Presented at the annual meeting of the Florida Association of Collegiate Registrars and Admissions Officers, Tampa, FL. (Invited).

- Banerjee, R., & McEachern, A. G. (2007). A year in the life of data information systems: Five institutional development journals from 2005-2006. Symposium presented at the annual meeting of the American Association for Colleges of Teacher Education, New York, NY. (Invited).
- Banerjee, R. (2006). Attachment theory shaping adult development: Impact on mentors & protégés. Presented at American Association for Adult and Continuing Education Conference. Milwaukee, WI.
- Banerjee, R. (2006). Attachment theory shaping adult development: Impact on cross-cultural management. Presented at Graduate Student Association Scholarly Forum. Miami, FL.
- Banerjee, R. (2006). The data system imperative: Eight institutional scenarios of successful information systems implementation. Symposium presented at the annual meeting of the American Association for Colleges of Teacher Education, San Diego, CA. (Invited).
- Batist, C., & Banerjee, R. (2004). Electronic portfolio system development: From pilot testing to implementation. In R. Rowell (Ed.), Proceedings of the Twenty-third Annual Research Conference (<http://www.osra.org/2004/batist.pdf>). Pittsburgh: Pennsylvania
<http://www.osra.org/2004/contents.html>
- Farouk, M.K., Banerjee, R., & Batist, C. (2004). Using electronic portfolios to assess teacher candidate learning and program effectiveness. Paper presented at the annual meeting of the American Association for Colleges of Teacher Education, Chicago, IL. (Invited).
- Banerjee, R., & Batist, C. (2003). Tracking performances and assessing program effectiveness. Poster session presented at the Second Annual College of Education Research Conference. Miami: Florida International University.

WORK IN PROGRESS

Banerjee-Batist, R., Smetana, J.B., Muduli, A., Saxena, P., & Gajjar, K. *Leadership for crisis/change management in response to the COVID-19 pandemic as it pertains to the education sector.* Manuscript in preparation for Human Resource Development International.

SERVICE

2019 – Reviewer - New Horizons in Adult Education and Human Resource Development

2018 – Reviewer - Human Resource Development Review

2017- Reviewer - Journal of Management Development

2016 – Member of the Professional Committee, Santa Fe College
2016 – Member of the Sustainability Committee, Santa Fe College
2015 – 2016, Member of the Mentoring Development Taskforce, University of Florida
2015 – 2016, Reviewer, Delores Auzenne Dissertation Award, University of Florida
2014-2016, Judge, Three Minute Dissertation Competition, University of Florida
2014, Reviewer, Graduate Student Mentoring Award, University of Florida
2014, Judge, Graduate Student Research Day, University of Florida
2012, Member, Web Content Management Group, University of Florida
2011, Member, Search Committee for Director of Assessment, University of Florida
2008-2015, Member University Residency Appeals Committee, University of Florida
2006 - 2007, Member, Continuous Improvement Committee, Florida International University

ACADEMIC AWARDS

2002, Bellsouth Scholar in Education

PROFESSIONAL AWARDS

2012, Superior Accomplishment Award (Administrative/Professional), University of Florida
2017, Sustainability Curriculum Award, Santa Fe College
2019, Course Enhancement Award, University of Florida

PROFESSIONAL AFFILIATIONS

Society for Human Resource Management
International Mentoring Association
Academy of Management
Academy of Human Resource Development
India HRD Special Interest Group – Steering Committee Member