



FRANK BATTEN SCHOOL
of LEADERSHIP *and* PUBLIC POLICY

LEADERSHIP FOR DIVIDED TIMES

Bold Initiatives to Prepare Young Public Leaders

July 2025

The U.S. is experiencing a time of profound transition – economically, socially, and politically – placing immense pressure on the nonprofit sector. Philanthropy is being asked to do more than ever, yet even the most committed foundations cannot fill every gap with dollars alone.

When increasing funding isn't possible, one powerful and strategic response is to invest in human capital. Placing a well-trained policy fellow alongside grantees can provide the expertise, capacity, and leadership support they urgently need.

Philanthropy can make a catalytic investment by funding a Batten Fellow – an emerging public policy leader - embedded within the foundation's network of grantees to provide much-needed strategic capacity. At a time when many nonprofits are under-resourced and overburdened, a foundation may not be able to increase every grant, but it can deliver something equally valuable: human capital.

Batten Fellows can support grantees with data analysis, policy research, program design, or even impact evaluation – providing the extra hands they need to sustain their work.

This not only strengthens grantee effectiveness but also deepens the foundation's understanding of on-the-ground challenges, while investing in a future leader.

The Batten School of Leadership and Public Policy

Batten's mission is to prepare a pipeline of leaders trained to navigate and mediate conflicts, bringing communities together to find trust and common ground. By integrating leadership and public policy education, we prepare emerging leaders with evidence-based leadership skills, informed by context and deeply rooted in an understanding of psychology.

We are the only public policy school with an explicit founding mandate to teach leadership - ***the human side of policymaking.***

*At a public institution, Thomas Jefferson's University,
it's Batten's mission to prepare national pipeline of public leaders.*



We are taking our unique model one step further.

We are combining our powerful interdisciplinary learning
experience with two distinct strategies
to identify and recruit the best young public leaders:

~Family Foundation Fellows

~Foundation Grantee Fellows

~Sector-Specific Fellows

1. Batten Fellowship in Public Service & Applied Philanthropy

The creation of a named **Batten Fellow (or cohort of fellows)** supported by a Family Foundation, designed to develop rising public leaders while directly advancing the foundation's mission. The selected Fellow(s) will be graduate students at the University of Virginia's Batten School, fully funded for their two-year degree, and will work 8 hours per week during the academic year and full-time during the summer on high-impact projects for the foundation.

This unique fellowship structure offers dual value:

Fellows prepares for public service with a world-class policy education and hands-on philanthropic experience.

Foundations and/or their grantee(s) gain a dedicated, mission-aligned analyst and project manager, contributing to everything from policy research and recommendations to grantee communications, impact evaluation, and data analysis.

- Drafting white papers or legislative briefs on policy issues aligned with the foundation's focus.
- Conducting literature reviews or field scans to inform grantmaking strategy
- Interviewing and synthesizing feedback from grantees
- Preparing board-facing summaries and case studies
- Representing the foundation at convenings and partner meetings

The program can be customized to align with the foundation's evolving interests, offering both immediate value and a long-term investment in the next generation of values-driven leadership, **e.g. A "Smith Family Fellow"**.

2. Sector-Specific Fellows

A cohort of leaders focused on a specific public sector, one chosen by the donor. Benefits include:

- **Deep, Sector-Specific Expertise:** Cohort members develop subject-matter mastery in areas where policy and innovation intersect. Rather than generalists, they become **leaders equipped to navigate complex, real-world challenges** – in areas like opioid policy to ethical AI to equitable school funding.
- **Cross-Sector Collaboration:** While grounded in distinct sectors, fellows learn together, modeling the kind of **interdisciplinary cooperation** that real-world progress requires. Climate cannot be separated from public health. Education reform impacts economic mobility. Cohorts **breaks silos** and builds durable peer networks across fields.
- **A National Pipeline of Public Leaders:** Donor support ensures that top talent - regardless of income - can **pursue public service careers** without being constrained by student debt. This unlocks leadership pathways for first-generation students, veterans, rural changemakers, and others historically underrepresented in public policy.
- **Real-World Impact Now:** Fellows embed in communities, agencies, nonprofits, and foundations during the academic year and summer - **driving results on the ground** while still in school. Donors gain a direct line to emerging talent who can contribute to their priorities through capstone work, research, or placement partnerships.
- **Long-Term Civic Return:** This is more than a fellowship - it's a long-term bet on the people who will shape our laws, lead our agencies, and rebuild public trust. This builds **a network of skilled, values-driven leaders** creating smarter, more inclusive policies across the country.



Public Health Fellows, Climate Policy Fellows, Economic Policy Fellows, Criminal Justice Fellows...

For philanthropists inspired by our vision,
we invite you to join us in supporting your grantees
with young public leaders.

PHILANTHROPY FOR GRADUATE FELLOWSHIPS

INVESTMENT OPPORTUNITIES - GRADUATE FELLOWS

**Costs remain the same for all cohorts*

One Leader,
(For a Foundation, your grantees
or Sector Specific Fellows)
\$200K

**A Cohort of 3 Leaders
for 3 grantees**
\$600K

**A Cohort of 5 Leaders
for 5 grantees**
\$1M

**Named Endowment,
Fellowship Program**
\$6M+

The cost to earn a two-year Masters degree at The Batten School includes tuition, living and travel expenses, and a required internship.

DEAN IAN SOLOMON

Ian H. Solomon is a professor of practice and dean of the Frank Batten School of Leadership and Public Policy, where he leads a multidisciplinary faculty of scholars and practitioners who are committed to creating new knowledge, developing ethical, effective leaders, and advancing solutions to humanity's greatest policy challenges.

Trained as a lawyer, Solomon is a devoted student and teacher of both negotiation and conflict resolution. Over the course of his career, he has dedicated himself to improving the lives of people across the globe by integrating insights from his experiences in higher education, government, the private sector, and international organizations.

For four years, Solomon served in the U.S. Senate as legislative counsel to then-Senator Barack Obama. Later, under the Obama administration, he was confirmed unanimously by Congress as the U.S. Executive Director for the World Bank Group, where he championed private-sector development in Africa and negotiated a range of multi-stakeholder agreements. Solomon has also been a consultant with McKinsey & Company, an associate dean and visiting lecturer at Yale Law School, and a vice president and lecturer in law at the University of Chicago. Before joining the Batten School, he led his own international consulting practice focused on conflict and collaboration. As Batten's dean, he aims to cultivate the kind of effective leadership the world needs: curious, evidence-based, empathetic, and equipped to serve our diverse and rapidly changing world.

Originally from New York City, Solomon earned his AB from Harvard University and his JD from Yale Law School. He is a member of the Council on Foreign Relations and has traveled and worked extensively in Africa, Asia, Europe, and Latin America. In 2022, he was selected as a Fellow of the National Academy of Public Administration. Today, he lives with his family on the Grounds of the University of Virginia in Charlottesville.



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