

Jeanine Bias

JB

Ideation - Relator - Command - Individualization - Deliberative

A dynamic, innovative and experienced executive with a successful, extensive background in strategic planning, change management, program development, policy creation and process improvement. More than 20 years of progressive leadership experience in higher education administration with a strong focus on inclusive excellence and the development of systemic yet collaborative approaches to organizational management and problem solving. A results-oriented visionary recognized as an extraordinary communicator and critical thinker with the ability to work with diverse populations to transform environments.

Executive Summary

- Twenty five years working in the Higher Education including Student Affairs, Enrollment Management, Academic Support, Multicultural Affairs/ Diversity, Equity, & Inclusion and Human Resources
- Twenty five years marketing and recruitment experience
- Twenty three years advising, mentoring, and training experience
- Twenty three years office management experience including operations, budgeting, hiring, and supervision
- Eighteen years policy development and implementation experience
- Eighteen years investigation and conduct/discipline/judicial experience
- Nine years advancing institutional diversity, equity, and inclusion strategies including strategic planning, operational infrastructure and program development in a leadership capacity
- Five years grant writing experience
- Significant event planning and administration skills
- Exceptional oral and written communication skills
- Strong public speaking, presentation and negotiation skills
- Excellent analytical and problem solving skills
- Key creator of multiple university wide projects and programs
- Actively coordinate/ participate in relevant university committees, task forces, professional associations, and conferences

Expertise

- Organizational Development & Change Management
- Strategic Planning
- Curriculum and Program Development
- Discrimination/ Social Justice
- Compliance
- Leadership Development
- Policy Development/ Implementation
- Training Development/ Implementation
- Budget/Account Management
- Event Planning and Coordination

Education

Bachelor of Arts, Political Science

Sam Houston State University

December 1998

Executive Master of Public Administration

Texas Southern University

December 2011

Certifications

Association of Title IX Administrators

Certified Title IX Coordinator 2014 - 2020

Certified Title IX Investigator 2014 - 2020

Certified 504 Coordinator 2017

Diversity Training University Intl

Certified Diversity Professional 2016

Certified Diversity Trainer 2016

National Diversity Council

Certified Diversity Professional 2016

Academic Impressions

Certified Title IX Coordinator 2018

Certified Title IX Investigator 2018

National Inclusive Excellence Leadership Academy

Summer 2021 Cohort

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Professional Experience

Chief Experience Officer

Sam Houston State University

August 2023 - present

Selected Accomplishments

- Created the University's Experience Management Plan including a comprehensive student journey map to assist the institution with intentional initiatives to address critical student touchpoints and activities
- Launched Student Focus Groups to assess the student's perspective on University operations and programs

Key Leadership Responsibilities

- Provides vision, leadership and direction to guide and coordinate SHSU's student experience and intentional engagement efforts
- Educates constituents within and outside the campus regarding the importance and advantages of an institutional culture that values and supports each member of the community.
- Collaborates with division/college-level teams to improve student success and eliminate opportunity and achievement gaps in retention, graduation, and completion.
- Provides leadership to the assessment of institutional climate using data to drive changes that support a positive experience and environment for students.
- Provide supervision and oversight for departments focused on student access & retention including Collaboration & Outreach, Veteran Resource Center, and McNair Scholars Program (TRIO)
- Serves as a member of the extended President's Cabinet
- Serves as a member of the Strategic Plan Leadership Team

Chief Diversity Officer

Interim Chief Diversity Officer

Sam Houston State University

March 2022 - August 2023

January 2021 - March 2022

Selected Accomplishments

- Influenced and encouraged an institutional infrastructure for each division and college to hire or appoint individuals whose responsibilities include diversity, equity, inclusion strategies and initiatives in their specific areas
- Chaired University DEI Action Plan subcommittee; aided in the creation of institution's first DEI Action Plan (January 2021)
- Co-lead for Hispanic Serving Institution Transition Working Group
 - Created the working group strategies and priorities to move the institution forward in applying and maintain HSI designation
- Creation of campus-wide, year long "Further Together" campaign centered around educating the campus community on 6 core DEI values; Respect, Acceptance, Accountability, Commitment, Collaboration and Belonging
- In collaboration with Academic Affairs, developed and successfully implemented the faculty search committee chair orientation focusing on equitable and inclusive practices in the recruitment and hiring process
- Secured a third party campus climate survey for faculty, staff, and administrators to be administered Spring 2022

Key Leadership Responsibilities

- Lead the development and implementation of proactive, intentional and strategic diversity, equity and inclusion initiatives
- Champion and advocate for the infusion of equitable and inclusive practices throughout the institution
- Review incidents of bias and provided consultation for resolution
- Actively engage and collaborate with students, faculty, and staff to further behaviors, attitudes, and policies that support diversity, equity, and inclusion.
- Serve as a member of the extended President's Cabinet

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Professional Experience (continued)

Director, Institutional Diversity & Inclusion/ Title IX Coordinator
Sam Houston State University September 2015 - March 2022

Selected Accomplishments

- Envisioned, established, and developed the office from infancy
- Successful development and implementation "Barkats Belong" initiative, a series of programs and marketing focusing on inclusive practices including the Longest Table Luncheon, Inclusive excellence Awards, Barkats Belong Creed Week, and Faculty and Staff Welcome Mixer
- Successful development and implementation of the "IDEA Institute", a comprehensive educational program focused on building individual DEI competency for faculty, staff and students
- In collaboration with Human Resources, revised the University Non-Discrimination Policy
- In collaboration with Texas State University System's Office of General Counsel, served as key contributor to the creation is the System's Sexual Misconduct Policy and subsequent revisions
- As a member of the University Diversity Committee, drafted the institution's Diversity & Inclusion Statement

Key Leadership Responsibilities

- Develops and implements diversity, equity and inclusion training programs for all university constituents
- Promotes and fosters the University's commitment to the prevention of discrimination in the educational and employment context.
- Serves as a resource for the university ensuring that fair, equitable treatment and practices apply to all regardless of race, creed, ethnicity, ancestry, marital status, citizenship, color, national origin, gender, religion, age, disability, military or veteran status, sexual orientation, or gender identity.
- Serves as the university's Title IX Coordinator by managing Title IX investigations, overseeing campus communication, and educating constituents regarding Title IX and the procedures for filing complaints alleging sexual violence

Associate Dean of Students/Title IX Coordinator

Sam Houston State University

June 2012 - September 2015

Selected Accomplishments

- Developed and established a comprehensive Greek Life Office at SHSU to include 30 fraternities and sororities across 4 governing councils
- Implemented a strategic operations plan for the area focusing on 4 principles; scholarship, service, leadership, brotherhood/sisterhood
- Created and implemented the Greek Life standards and assessment program (STAR)
- Successfully doubled recruitment efforts for the Panhellenic Association during the first year as advisor
- Reimagined the Judicial Affairs process and developed processes and procedures around case management and sanctioning
- Named the University's inaugural Title IX Coordinator in January 2014
 - Created and implemented internal processes and procedures related to the Sexual Misconduct Policy
 - Successfully secured a third party, online student training module for the university and other Texas State University System institutions. Successfully negotiated a System wide contract with the company
 - Created and executed a marketing and communication plan to educate the campus community on all aspects of Title IX including policies, definitions, reporting and bystander intervention

Key Leadership Responsibilities

- Provide vision and administrative leadership through the coordination of Greek Life, Judicial Affairs and Student Advocacy.
- Participate in budget planning, coordination of student assistants and reception area, procedure development, and policy recommendations.
- Advisor for Panhellenic Association and Nation Pan-Hellenic Council
- Co-advisor for Student Government Association
- Serve as the university's Title IX Coordinator by managing Title IX investigations, overseeing campus communication, and educating constituents regarding Title IX and the procedures for filing complaints alleging sexual violence.

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Professional Experience (continued)

Assistant Dean of Students

Sam Houston State University

November 2006 - June 2012

Selected Accomplishments

- Rebranded Parents' Weekend to Bearkat Family Weekend in order to include the array of different family structures SHSU students identify with
- Tripled total participation in Bearkat Family Weekend in first year coordinating the event
- Rebranded Orange Key University Ambassador Program
 - Created new logo, designed and implemented recognition medallion for Orange Key graduates, designed and implemented Orange Key photo wall
- Increased applications and diversity of membership; increased membership of program from 15 to 18 for the first time in University history
- Acquired the Student Conduct and Greek Life program as additional responsibilities in 2009

Key Leadership Responsibilities

- Provide vision and administrative leadership through the coordination of the Orange Keys, Bearkat Family Weekend, Co-curricular Transcript, B.O.L.D. leadership program, Alpha Lambda Delta, SAM CARES.
- Serve as Parent's Association Advisor
- coordination and supervision of Student Assistants and reception area
- Develop procedures for efficient office operations and policy recommendations.
- Serve as primary coordinator of student absences notifications

Grant Coordinator - TRIO Student Support Services

Texas State University

March 2004 - November 2006

Selected Accomplishments

- Increased active participation from 10 students to over 100 students in first semester as coordinator
- Implemented a cultural competency component to program
- Updated and developed academic support workshops for program participants
- Assisted the director with the grant writing process and successfully securing grant renewal for program in first year

Key Leadership Responsibilities

- Responsible for the day to day operations/services of the program
- Coordinate program's tutoring activities including assigning tutors to participants, tracking attendance, and evaluating services
- Hire, train, and supervise 8 – 10 student tutorial staff
- Coordinate recruitment and marketing efforts for the program
- Coordinate all academic support workshops provided by the program as well as present a portion of the workshops
- Conduct intake assessments to determine student eligibility for program services
- Manage and monitor a caseload of approximately 70 students per year
- Provide academic, career, financial aid and personal advising to program participants
- Implement policies and procedures defined by SSS Grant, Department of Education and Texas State University
- Assist director with monitoring program performance and outcome objectives

Graduate Hall Director

Texas State University

August 2002 - March 2004

Key Leadership Responsibilities

- Train and supervise six (6) Resident Assistants
- Oversee residential community of approximately 180 students
- Provide staff development and leadership training for Resident Assistants and residents
- Maintain frequent contact with Resident Assistants through staff meetings, individual meetings and frequent contact
- Advise Elliott Residents Association (Hall Government)
- Oversee judicial process in the residence hall
- Supervise the facility management of Elliott Hall (including maintenance and custodian needs)
- Implement policies and procedures defined by Residence Life
- Participate in selection of new residence hall and professional staff
- Work collaboratively with other halls and departments within the university

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Professional Experience (continued)

Admissions Officer II

University of Texas - San Antonio

August 2000 - August 2002

• **Selected Accomplishments**

- Developed and implemented the office's first San Antonio Area High School Counselors' Breakfast
- Expanded the UTSA Telecounseling program from 5 - 8 students; added professional development opportunities for students in the program

• **Key Leadership Responsibilities**

- Serve as Senior/Lead counselor for the office
- Coordinate, implement and manage a specific recruitment territory/area (North San Antonio, Panhandle, East Texas, West Texas)
- Work closely with outreach organizations (Gear Up, Upward Bound, Talent Search) through presentations, conferences, PTA meetings, etc. to help promote community awareness of higher education opportunities
- Work closely with other university offices (financial aid, orientation, housing, advising) to program various recruitment activities
- Implement, coordinate, and manage UTSA Telecounseling program
- Hire, train, and supervise UTSA Telecounselors (student admissions counselors/ peer assistants)
- Hire, train, and supervise UTSA Frontrunners (student admissions counselors/ tour guides)
- Develop and Coordinate UTSA Orange Keys (student volunteers for admissions)
- Assist with the training of new admissions professionals/officers
- Develop and implement special programs for the purpose of recruitment (San Antonio area counselors' breakfast, application workshops, etc.)

Admissions Officer I

University of Texas - San Antonio

September 1999 - August 2000

Key Leadership Responsibilities

- Coordinate, implement and manage a specific recruitment territory/area (Austin, Corpus Christi, and Victoria)
- Recruit and promote university to prospective students in a targeted area through high school visits, community college visits, presentations, receptions, college fairs, special conferences, etc.
- Counsel prospective students about the admissions process, financial aid process, housing options, academic advising, and other important issues concerning new students
- Review admissions applications and advise applicants concerning their status
- Maintain key relationships with high schools, community colleges and businesses
- Utilize several databases (recruitment, counselors, prospective students) in an effort to manage recruitment territory effectively
- Assist in the coordination of on-campus recruiting events (open houses, hotel receptions, come to class days)
- Follow-up and correspond to prospective students who have shown interest in the university
- Monitor market areas and enrollment goals as well as produce reports for use by admissions staff/administration

Student Development Specialist I

University of Texas - San Antonio

May 1999 - September 1999

Key Leadership Responsibilities

- Provide efficient and courteous service to students at the Enrollment Services Center
- Advise students on financial aid issues including the application process and special circumstances
- Assist students with admission questions, requirements, and applications
- Assist students with questions regarding registration, grades, and academic policies and procedures
- Answer questions related to any Student Services area at the University
- Provide problem-solving assistance to students and make referrals to appropriate University offices if needed

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University Committees

Sam Houston State University

- President's Extended Cabinet (2022 - present)
- University Strategic Plan Leadership Team (2023 - present)
- Provost Leadership Team (2023 - present)
- Expressive Activity Response Team (2021 - present)
- University Diversity Committee (2016 - 2023)
- Greek Life Strategic Plan Advisory Board (2015 - 2023)
- Institutional Compliance Committee (2016 - 2022)
- Students of Concern Team (2009 - 2014)
- Orange Key Selection Committee (2006 - present)

Texas State University

- African American Leadership Conference Planning Committee (2002 - 2006)
- Texas State Student Leadership Development Team (2005 - 2006)

University of Texas - San Antonio

- UTSA University Mediator - Student Leadership and Activities/Greek Life Office (2001 - 2002)
- UTSA Greek Expectations and Annual Review (GEAR) Staff Committee Member (2001)
- UTSA Week of Welcome (WOW) Steering/Events Planning Committee (2001 - 2002)

Awards and Recognition

- Top 50 Women Chief Experience Officers 2024 (Women We Admire Magazine)
- SHSU Staff Excellence Award Recipient (2021)
- SHSU High Potential Employee Leadership Academy Participant (2020 - 2021 Cohort)
- SHSU Sammy Award Nominee (Outstanding Advisor (2007 - 2012)
- Texas State Greek Life Advisor of Excellence (2004 & 2006)

Professional Organizations and Affiliations

- Academic Impressions - Featured Faculty/ Subject Matter Expert
- Alpha Kappa Alpha Sorority, Inc. (Mu Mu Omega Chapter, Huntsville, TX) - Vice President/ Programming Chair
- Association of Title IX Administrators - Member
- National Association of Diversity Officers in Higher Education - Member
- National Association of Student Personnel Administrators - Member
- National Diversity Council - Member, Conference Moderator & Panelist
- Texas Associations of Blacks Personnel in Higher Education - Member, Conference Presenter

Select Presentations

- "From Start to Finish - Defining the Student Experience as a Transformative Journey" SHSU 2024
- "Effective Strategies in Recruiting and Onboarding Faculty" (co-presenter Stephanie Akunvabey, Pace University and Kristen McCauliff, Ball State University) Academic Impressions 2024
- "Optimizing the Hiring Process - Strategies for Success" (co-presenter Stephanie Akunvabey, Pace University) Academic Impressions 2023
- "Foundations of Diversity, Equity, & Inclusion", SHSU IDEA Institute, 2020 - 2023
- "Unconscious and Everyday Bias", SHSU IDEA Institute, 2020 - present; CUPA-HR Conference, 2019
- "Equity vs. Equality", SHSU IDEA Institute, 2020 - 2023
- "Developing Inclusive Practices", SHSU IDEA Institute, 2020 - 2023
- "Foundations for New Title IX Coordinators" Academic Impressions, 2020 & 2021
- "Mitigating and Responding to Bias in the Title IX Process" Academic Impressions, 2020
- "Improving Faculty of Color Retention Efforts in Your Department", Academic Impressions (co-presenter Dr. Bridget Turner Kelly, University of Maryland), 2020
- "Design Faculty of Color Affinity Spaces to Improve Retention", Academic Impressions, 2020
- "The Perfect Mix: Diversity & Inclusion in Greek Life", Kappa Kappa Gamma National Leadership Conference, 2019