



Jeanine Bias

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Profile

Jeanine Bias has spent her entire professional career in Higher Education Administration and Student Affairs. Currently, she is the Director of the Office of Equity and Inclusion/ Title IX Coordinator at Sam Houston State University. She serves as a resource for advisement and consultation on issues related to diversity, equity and inclusion. Her responsibilities include providing leadership to investigations into allegations of discrimination, harassment, and other civil rights violations as well as develop and facilitate university wide training programs and activities related to Title IX, Title VII, and other Equal Employment Opportunities/Affirmative Action (EEO/AA) laws and regulations.

Professional Experience

Director, Equity & Inclusion/

Title IX Coordinator

Sam Houston State University

September 2015 - present

Associate Dean of Students

Sam Houston State University

2012 - 2015

Assistant Dean of Students

Sam Houston State University

2006 - 2012

Grant Coordinator

Texas State University - San Marcos

2004 - 2006

Graduate Hall Director

Texas State University - San Marcos

2002 - 2004

Admissions Officer II

University of Texas - San Antonio

2000 - 2002

Admissions Officer I

University of Texas - San Antonio

1999 - 2000

Student Development Specialist I

University of Texas - San Antonio

1999

Summary of Experience

- Nineteen years of working in the Higher Education & Student Affairs field
- Eighteen years of advising, mentoring, and training experience
- Eighteen years of office management experience including operations, budgeting, hiring, and supervision
- Sixteen years of marketing and recruitment experience
- Ten years of policy development and implementation experience
- Ten years of investigation and conduct/discipline/judicial experience
- Significant event planning and administration skills
- Exceptional oral and communication skills
- Strong 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

Certifications

Association of Title IX Administrators

Certified Title IX Coordinator 2014 - 2017

Certified Title IX Investigator 2014 - 2017

Certified 504 Coordinator 2017

Academic Impressions

Certified Title IX Coordinator 2018

Certified Title IX Investigator 2018

Diversity Training University Intl

Certified Diversity Professional 2016

Certified Diversity Trainer 2016

National Diversity Council

Certified Diversity Professional 2016

Education

Bachelor of Arts, Political Science

Sam Houston State University

December 1998

Executive Master of Public Administration

Texas Southern University

December 2011

Expertise

Discrimination/ Social Justice

Compliance

Leadership Development

Policy Development/ Implementation

Training Development/ Implementation

Budget/Account Management

Event Coordination

Skills

Leadership

Communication

Interview and Investigation

Strategic Planning

Visual Presentations

Public Speaking