

Jeremy S. Baham

Education

Doctor of Education, Higher Education Administration, August 2014

University of Alabama, Tuscaloosa, AL

Dissertation – “The Effect of an Informal Intervention on College Freshman Students’ Cultural Maturity”

Master of Arts, Community Counseling, December 1999

University of North Alabama, Florence, AL

Bachelor of Science, Political Science and History, December 1996

University of North Alabama, Florence, AL

Professional Experience

Mississippi State University, Starkville, MS

Mississippi State University is a land-grant research institution with the Community Engagement classification from the Carnegie Foundation. MSU had a fall 2024 enrollment of 23,150, including 18,567 undergraduates, 4,125, graduate, and 458 professional students.

Associate Vice President for Student Affairs, August 2023 – present

- Assist the Vice President for Student Affairs (VPSA) in the oversight and management of the Division of Student Affairs. The division consists of 23 departments.
- Assist the VPSA in the overall management of a budget exceeding \$60 million annually, including \$50 million in self-generated revenue (includes grants and gifts) and \$10 million in state generated operating funds.
- Directly oversee and supervise the following units and functions:
 1. Longest Student Health Center
 2. Health Promotion and Wellness
 3. Student Counseling Center
 4. University Recreation
 5. Center for America’s Veterans
 6. Army Reserve Officer Training Corp
 7. Air Force Reserve Officer Training Corp
 8. Disability Resource Center
 9. Computer Based Testing
 10. Office of Survivor Support
- Serve as a liaison with the university strategic planning team to incorporate student well-being into the current strategic plan.
- Fill in the for the VPSA as needed in Executive Council, University Enrollment Management Committee, and other university committees and working groups.
- Chaired the University Mental Health Task Force.
- Divisional liaison to the Department of Educational Leadership within MSU’s College of Education.

- Serve on the University Standing Committee Review Board.
- Coordinate divisional training activities with the Office of Planning and Assessment.

Assistant Vice President for Student Affairs, November 2016 – July 2023

- Assisted the Vice President for Student Affairs (VPSA) in the oversight and management of the Division of Student Affairs. The division is composed of 23 different departments.
- Directly oversaw and supervised the following units and functions:
 1. Longest Student Health Center
 2. Health Promotion and Wellness
 3. Student Counseling Center
 4. University Recreation
 5. Student Support Services
 6. Disability Resource Center
 7. Computer Based Testing
 8. Planning and Assessment
 9. Office of Survivor Support
- Provided oversight and management for operational budgets in excess of \$10 million annually.
- Developed and implemented a strategic plan for increasing student support and well-being at the university.
- Coordinated joint activities with the Department of Educational Leadership in the College of Education to create opportunities for students to learn from and impact the university community.
- Oversaw planning and assessment activities for the Division of Student Affairs.
- Served as the division representative for the university's Sustainability Committee.
- Served as a liaison with the City of Starkville to increase campus/community wellness activities.
- Served in the university on-call rotation, responding to emergencies.
- Coordinated Graduate Assistantship recruitment for the Division of Student Affairs.
- Created and coordinated a professional mentorship program within Student Affairs.
- Created and coordinated and supervision training program for Student Affairs.

Significant accomplishments while serving on the VPSA leadership team: Since being elevated to Divisional Leadership Team in 2016, I have been tasked with several special projects in addition to my normal duties. I led a university task force on student mental health that developed an actionable plan to promote student well-being in collaboration with the university's new strategic plan. As part of this plan, I developed a program which embeds a mental health professional in each of our academic colleges to promote positive mental health environments within that college, then wrote for and received a \$1,000,000 grant to fund this program from the Substance Abuse and Mental Health Services Administration. I led the team that revamped the Student Affairs Performance Evaluation process to align with the NASPA/ACPA professional competencies. Working with the Office of Planning and Assessment, we created and facilitated a leadership and supervision curriculum for the division. Seeing an unmet need on campus, I led the effort to create the Office of Survivor Support at Mississippi State University. I have worked with the Office of Research and Development to increase the grant writing capacity with the Division of Student Affairs. This has led directly to 7 new grants for the Division of Student Affairs within the past 2 years with the opportunity for several others that have not yet been awarded. I worked closely with the Student Affairs Development Officer to raise money for a new Veteran's Center on campus that was built in 2019, as well as increasing the scholarship money available to military-connected students.

Associate Dean of Students, August 2011 – November 2016

- Assisted the Dean of Students in oversight and management of the Dean of Students' Office (DOS). The DOS office is staffed with 38 professional staff and a total workforce of over 350 people. The operational budget for this office is \$7 million.
- Oversaw and supervised the following units and functions:
 1. Colvard Student Union
 2. University Event Services
 3. Center for America's Veterans
 4. Holmes Cultural Diversity Center
 5. Fraternity and Sorority Life
 6. Center for Student Activities
 7. Office of Student Leadership and Community Engagement
 8. Office of Student Conduct
 9. Office of Parent Services
- Served as Administrative Hearing Officer adjudicating alleged violations of the Student Code of Conduct, imposing and evaluating sanctions, ensuring sanction follow-up from students, and ensuring the legal rights of students are protected.
- Served in the university on-call rotation, responding to emergencies in the university community.
- Coordinated the annual Mississippi State University Legal Issues Conference.
- Served as the Secretary for the Academic Appeals Board.
- Assisted the Dean in coordination of the University's Crisis Action Team and Behavioral Intervention Team.
- Coordinated the Disaster Resistant University Plan.
- Assisted the Dean in monitoring and coordinating updates for all Division of Student Affairs policies.
- Served as liaison to academic support units, 45 academic departments, and 8 colleges and schools throughout campus addressing student issues.
- Educated new faculty and staff on issues and policies related to students and parents.
- Educated students about university policies and their rights on campus.
- Served as Deputy Ombudsman for student complaints.
- Served as Title IX Investigator for complaints involving university students.
- Advised Omicron Delta Kappa as the Faculty Advisor.
- Maintained the university's National Incident Management training database.
- Led DOS office assessment and reporting functions.
- Served on the Planning and Assessment Workgroup responsible for developing the division's Strategic Plan and assessing progress toward its objectives.

Mercer University, Macon, GA

Mercer University is a private, comprehensive university with a fall 2010 enrollment of 8,329 students.

Associate Dean of Students, June 2005 – August 2011

- Assisted the Vice President and Dean of Students in the oversight and management of the Student Affairs Division. The division was staffed with 29 professional staff and a total workforce of over 175 people. The operational budgets were in excess of \$4.5 million.
- Directly supervised the following units and functions:
 1. Campus Life
 2. Greek Life
 3. Parent and Family Services
 4. Recreational Sports

5. Intramurals
 6. Club Sports
 7. University Aquatics
 8. Center for Leadership and Volunteerism
 9. Student Conduct
 10. Disability Support Services
- Taught Freshman Leadership Development course, Sophomore Leadership Development course, and independent study involving leadership of non-profit community organizations offered through the College of Business.
 - Coordinated the Sophomore Leadership program, which accepted students entering their sophomore year and introduced them to leadership theory to engage them at the university and retain them at higher rates.
 - Created and maintained an on-going assessment plan for Student Affairs, measuring student learning outcomes and ensuring institutional effectiveness within the division.
 - Assisted and advised the Vice President and Dean of Students with short-term and long-term planning, including staffing and budgetary issues.
 - Created and revised Division of Student Affairs publications, including student handbooks.
 - Served as the Student Affairs representative for the University Media Advisory Board, which advised university-sponsored student publications.
 - Ensured that the university followed the Drug Free Schools Act and the Voters' Rights Act and coordinated the Drug Free Schools Biennial review.
 - Served as the liaison between the Vice President's office and university's faculty, staff, and administrators in handling a wide variety of inquiries and problems.
 - Served as the Student Affairs Coordinator of the university's Quality Enhancement Plan.
 - Served as the Faculty Secretary for Omicron Delta Kappa.
 - Created and maintained crisis management plans and served as the point of contact during a crisis involving students.
 - Served on the Student Assistance Team (and coordinated SAT meetings in the absence of the Dean).
 - Served as the Advisor for the Mercer Veterans' Association.
 - Advised the Student Government Association when the Dean was unavailable.

Associate Director of Housing and Residence Life, November 2003 – June 2005

- Oversaw all aspects of a 1700-bed residence life program.
- Supervised an Assistant Director, two Coordinators, two Administrative Assistants, and a 100-member student staff.
- Assisted the Director of Housing in all aspects of administering a \$3 million budget.
- Coordinated campus residential programming, including campus-wide programming, developing a student programming model, and supervising staff programs.
- Coordinated the residential crisis response protocols for the university.
- Served as the Chief Judicial Officer for the university.
- Administered the Residential Life judicial system, which enforced the Housing Handbook.
- Counseled students, parents, and university personnel in determining Housing needs and services.
- Designed and implemented the departmental recruitment, training, and selection process for professional and student staff.
- Oversaw all contract services for the department, including vending, maintenance, custodial, and auxiliary service contracts.
- Provided oversight to the housing assignment process for 1700-bed spaces.

University of West Florida, Pensacola, FL

The University of West Florida is a public 4-year institution with a fall 2003 enrollment of 9,452 students.

Coordinator of Housing and Residence Life/ Facilities, July 2001 – October 2003

- Administered 1,250-bed spaces in eighteen residence halls and two apartment complexes.
- Coordinated the living and learning environment in Freshman Residence Halls, Honors Housing, and Greek Residence Halls.
- Responsible for developing and coordinating area and campus-wide educational, recreational, and social programming specific to the population needs of each area.
- Supervised three Graduate Hall Directors, thirty-two Resident Advisors, fifteen Student Assistants, fifteen Night Security Officers, and three Custodians.
- Selected, trained, evaluated, disciplined, and provided in-service opportunities for all student staff members.
- Developed and coordinated a peer selection process for resident advisors.
- Served as a University Hearing Officer for resident students – adjudicated alleged violations of the Student Code of Conduct, imposed and evaluated sanctions, and ensured sanction follow-up from students.
- Developed, with the Coordinator of Judicial Affairs, a peer-review board.
- Managed renovation of 96-unit apartment complex.
- Served as a liaison to contractors constructing two new Residence Halls.
- Coordinated the opening of two new residence halls.
- Shared professional on-call responsibility for campus residents.
- Advised the Panhellenic Council.
- Advised Order of Omega.
- Co-advised the InterFraternity Council.

Averett University, Danville, VA

Averett University is a private 4-year institution with a fall 2000 enrollment of 2,296 students.

Director of Student Activities and Greek Affairs, July 2000 – July 2001

- Managed the Student Center facilities and work-study students.
- Coordinated the New Student Orientation Program.
- Recruited and trained student orientation leaders.
- Advised the Averett College Activities Board.
- Administered Student Programming Budget.
- Provided administrative guidance to the Greek system.
- Advised the Student Government Association.
- Served as the technical coordinator for the Concert-Lecture Committee.
- Edited and distributed the monthly university newsletter, “The Cougar Chronicle.”
- Shared on-call responsibilities for Residence Halls with other professional staff.
- Supervised the Coordinator of Intramurals position.

Specialized Training

AVP Institute – Excellence in the “Number Two” role, NASPA, January 2017.

Certificate of Advanced Online Instruction, Mississippi State University, Center for Teaching and Learning, November 2014

Student Affairs Law and Policy Certificate, Student Affairs Administrators in Higher Education, June 2014

Green Zone Certificate, Mississippi State University, Center for America's Veterans, February 2013
Title IX Administrator Training, Association of Title IX Administrators, November 2011
Gehring Academy, Mid-Level/Senior Track, June 2010

Professional Affiliations

- Student Affairs Administrators in Higher Education (NASPA), 2013 – present
 - Mid-Managers Institute Faculty for NASPA Region III 2020 – 2023
 - Mid-Managers Institute Site Host Coordinator 2019
- College Student Affairs Journal (CSAJ) Editorial Board 2/1/2016 – 2/1/2018
- College Student Educators International (ACPA) 2005 – 2012
- Southern Association of College Student Affairs (SACSA), 1998 – 2011, 2015 – present
 - SACSA Membership Services Committee, 2003, 2005
 - SACSA Programs Committee, 1999 – 2001
- Association for Student Conduct Administration (ASCA), 2005 – 2015
- Association of College and University Housing Officers International, 2000 – 2005
- Southeastern Association of Housing Officers (SEAHO), 2000 – 2005
 - SEAHO Membership Services Committee, 2000 – 2005
 - SEAHO Chairman of the Involvement Fair Subcommittee, 2003 – 2005
- Association of Fraternal Advisors, 1998 – 2008
- National Association for Campus Activities, 1997 – 2007
- National Orientation Directors' Association, 1998 – 2005

Military Experience

Detachment One of 161st Medical Company, 1994 – 1998

- 68Whiskey (Combat Medic) Military Occupational Specialty
- Maintained certification in health-related activities, for example First Aid/CPR 1994 – 1998
- Honorably discharged November 1998

Alpha Battery, 3rd of the 321st Field Artillery, 1989 – 1994

- 13Bravo (Cannoneer) Military Occupational Specialty
- Commanded one gun of the five-gun battery, 1993 – 1994
- Completed the Personal Leadership Development Course, 1993
- Completed Loadmaster Training, 1994

Teaching Experience

Adjunct Faculty, Mississippi State University, College of Education, January 2015 – present

- HED 8013 *College Student Wellness and Student Affairs Practice*
- COE 8573 *College Counseling Services*
- HED 8543 *Legal Issues in Higher Education*
- HED 8113 *Administrative Leadership in Student Affairs & Higher Education*
- HED 8583 *Administrative Budget and Supervision*
- HED 8553 *Introduction to Student Affairs*
- TKT 4413/6413 *Veterans' Benefits and Certification*
- TKT 4423/6423 *History of Veterans' Benefits*
- TKT 4433/6433 *Development of Veteran's Benefits*

Adjunct Lecturer, Mercer University, College of Business, August 2006 – May 2010

- BUS 601 *Leadership in the Non-Profit Sector*, directed individual study.
- BUS 121 *Freshman Leadership Experience*

Additional Training, Involvement, and Awards

- Patriotic Employer Award, Office of the Secretary of Defense, August 2018.
- Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) On-Site Peer Reviewer, March 2021, University of Houston.
- SACSCOC On-Site Peer Reviewer, April 2020, Alabama State University.
- SACSCOC On-Site Peer Reviewer, April 2019, University of North Florida.
- SACSCOC On-Site Peer Reviewer, March 2018, University of Texas.
- SACSCOC On-Site Peer Reviewer, March 2015, University of Memphis.
- SACSCOC On-Site Peer Reviewer, April 2015, University of New Orleans.
- SACSCOC Substantive Change Committee, September 2016, Georgia State University.
- RedCross First Aid/CPR/AED Certification, January 2019.
- Mercer University's Administrator of the Year 2007 – 2008
- Federal Emergency Management Agency Completed Courses:
 1. ICS 100.HE Introduction to the Incident Command System – Higher Education
 2. ICS 200 b. ICS for Single Resources and Initial Action Incidents
 3. ICS 700 National Incident Management System – An Introduction
 4. ICS 702 a. NIMS Public Information Systems
 5. ICS 800 b. National Response Framework – An Introduction
 6. ICS L0363 Multi-Hazard Planning for Higher Education
 7. IS-907 Active Shooter: What Can You Do

Board and Community Service

- University of North Alabama Alumni Board of Directors 2019 – present
 - Vice President 2020 – present
- College of Arts and Sciences Advisory Council, University of North Alabama 2017 – present
- University Veterans' Services Advisory Council, Mississippi State University 2016 – present
- Faculty Advisor for Phi Gamma Delta 2019 - present

Selected Presentations and Publications

- Baham, J.S., Gary, S., Irish, P., & Mayhew, S. (2024). "Excellence in the AVP role," NASPA Pre-conference workshop.
- Baham, J.S. and Seagraves, B. (2023). "Well-Being is Everyone's Responsibility," SACSA Conference.
- Baham, J.S., Pylate, L.N., Fountain, B. (accepted for 2020, March, but the conference was canceled). "Maroon University, a Collaborative Model for Online Extended Orientation," NASPA Annual Conference.
- Baham, J.S. (2019, February). "What is Student Success and How Do We Measure It?" MSU College of Education.
- Baham, J.S. (2018, September). "Students in Crisis," MSU College of Veterinary Sciences.
- Baham, J.S. (2017, September). "The Community Health Impact of Mississippi's Institutions of Higher Education," Mississippi Association of Colleges and Universities.

- Rendon, A., Baham, J.S., & Kibler, W.L. (2016). University Crisis Action Team Decompressed Training Model, Connolly M. *Campus Emergency Preparedness* (pp. 233–242) CRC Press.
- Molina, D.K. & Baham, J.S. (2016, November). “Skeletons in the Closet: Difficult College Experiences as Entry Points into the Student Affairs Profession” SACSA Annual Conference.
- Molina, D.K. & Baham, J.S. (2016, March). “College Interrupted: The Lasting Impact of Academic Derailments,” NASPA Annual Conference.
- Molina, D.K. & Baham, J.S. (2015, November). “College Interrupted: The Lasting Impact of Academic Derailments,” SACSA Annual Conference.
- Baham, J.S. (2015, February). “Policies and Reporting for Safe Zone Mentors,” Mississippi State University Safe Zone Training.
- Baham, J.S. (2015, January). “Dealing with Disruptive Students,” Graduate Teacher Assistant training, Mississippi State University.
- Baham, J.S. (2014, December). “Title IX Compliance, the Role of Student Affairs,” University of North Alabama.
- Baham, J.S. & Baham, T.N. (2014, October). “Use of the Global Perspectives Inventory in Institutional Research,” Southern Association of Institutional Researchers.
- Baham, J.S., Molina, D.K. & Garvey, J. (2014, September). Panel Discussion on Diversity and Access in Higher Education, Mississippi State University Diversity Conference.
- Baham, J.S. (2014, August). “Policies and Laws that Affect Faculty,” Mississippi State University, College of Education.
- Baham, J.S. (2014, August). “How to be a Successful College Student and Transition to a Successful Alum,” Lincoln County MSU Alumni Chapter and Birmingham, AL MSU Alumni Chapter.
- Baham, J.S. (2013, October). “Unknowns of the Online World,” Mississippi State University, Cyber Security Week.
- Baham, J.S. (2013, September). “Effective Student Government and Its Role in Shared Governance,” University of North Alabama Student Government Retreat.
- Baham, J.S. (2013, August). “FERPA Basics,” Mississippi State University Resident Hall Director Training.
- Baham, J.S. (2013, August). “Cultural Maturity,” Mississippi State University, Holmes Cultural Diversity Center.
- Baham, J.S. (2012, September). “University Emergency Protocols, What are Faculty Responsibilities,” Mississippi State University, College of Arts and Sciences, Department of Sociology.
- Baham, J.S. & Schuster, S.K. (2012, May). “Title IX Reporting Structures,” Mississippi State University Legal Issues Conference.