

# James S. Welch, Jr.

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**UNIVERSITY EDUCATION** **Doctor of Philosophy (ABD), University of South Florida, Tampa, FL (Expected: Dec 2015)**  
♦ Dissertation: *Developing Ethical Leadership in a Post-Enron World: An Analysis of Business Ethics Education in National Liberal Arts Colleges*

**Master of Arts in Global Business Management, University of Alabama, Tuscaloosa, AL**

**Master of Business Administration, Florida State University, Tallahassee, FL**

**Juris Doctor, University of Kentucky, Lexington, KY**

**Bachelor of Arts in Journalism, University of South Carolina, Columbia, SC**

**THEOLOGICAL EDUCATION** **Doctor of Ministry, Columbia Theological Seminary, Decatur, GA**

**Master of Divinity, Louisville Presbyterian Theological Seminary, Louisville, KY**

## **FIELDS OF SPECIALIZATION/RESEARCH INTERESTS**

Global Strategy and Corporate Social Responsibility, Transformational and Charismatic Leadership, Legal/Ethical Issues in Management.

## **ACADEMIC EXPERIENCE**

- 8/15 – Present **University of Tampa, Tampa, Florida**  
*Instructor in Management*  
♦ Introduction to Global Business, Principles of Management, Global Organizational Behavior.
- 1/15 – 8/15 **University of South Florida, St. Petersburg, Florida**  
*Adjunct Faculty*  
♦ Principles of Management, Sustainable Development, Business Law. Directed Study-Internship.  
♦ Advisor-Student Investor Forum.
- 8/13 – 8/15 **Eckerd College, St Petersburg, Florida**  
*Visiting Assistant Professor of Management*  
♦ Principles of Management/Leadership, Introduction to Entrepreneurship, Social Entrepreneurship, Sustainability, Management Ethics and Directed Study-Internship.
- 8/14 – 8/15 **University of Tampa, Tampa, Florida**  
*Adjunct Faculty*  
♦ Introduction to Global Business, Principles of Management, Global Organizational Behavior.
- 1/12 – 8/15 **Lake Forest Graduate School of Management (MBA Program), Lake Forest, Illinois**  
*Adjunct Faculty and Course Developer*  
♦ Ethical Leadership and Decision Making (Online).
- 1/09 – 8/13 **St. Petersburg College, St. Petersburg, Florida**  
*Adjunct Faculty*  
♦ Applied Ethics, Practical Music Business and Business Law.







### **BUL 3320 Business Law**

This course is comprised of a study of the nature, classification and characteristics of law including the study of jurisdiction and functions of the court system, torts, crimes, government regulations of competition, environmental law, contracts, and sales of goods.

### **University of Tampa**

#### **BUS 101 Introduction to Global Business**

This course emphasizes global competitiveness by introducing students to the way companies operate and to how they compete with other companies. In addition, students learn about the importance of leadership, ethical behavior and corporate responsibility in becoming successful and sustaining that success. The course examines each of the functional areas in businesses and how they work together to produce the goods and provide the services that customers demand.

#### **MGT 330 Principles of Management**

This course studies the evolution and practice of the core management functions of planning, organizing, leading and controlling. A strong emphasis on leadership skills is integrated into the course content to provide the student with a framework with which to translate classroom theory and practice into individual and team performance in the accomplishment of organizational objectives.

#### **MGT 345 Global Organizational Behavior**

This course examines the influence of individual differences, ethnic, and national culture on behaviors in organizations. It addresses the questions of when and how to be sensitive to these issues, and develops skills required to effectively manage in the diverse environment of the 21st century. Within this context, the course focuses on six essential skill-building areas: managing diversity, team building, communicating, motivating, negotiating and conflict management, and creativity and critical thinking.

#### **MGT 360 Sustainable Development**

Introduction to sustainable business. Interdependent relationship of technological and social change with emphasis on evolution of models of production and service delivery and organizational structure and functioning. Impact of demographic composition, environmental resources, economic and political structures.

### **MILITARY EXPERIENCE (Reserve and Active Duty)**

1/15 – Present

#### **Command Chaplain (Lieutenant Colonel), 350<sup>th</sup> Civil Affairs Command, Pensacola, FL**

◆ The 350<sup>th</sup> Civil Affairs Command is part of the US Army Civil Affairs and Psychological Operations Command and supports the US Southern Command covering North, Central and South America and the Caribbean.

5/12 – 1/15

#### **Ethics Subject Matter Expert (Lieutenant Colonel), US Army Training and Doctrine Command, Fort Eustis, VA**

◆ Serve as Ethics Subject Matter Expert for TRADOC. Develop and write policy directing implementation of US Army Professional Military Ethic Program. Serve as a resource in ethics for seventeen Ethics Service School Instructors across



10/08 – 12/10	<p><b>Keswick Christian High School, St. Petersburg, Florida</b>  <i>Assistant Coach and Head Coach of Boys and Girls Swim Program (Part time Position)</i></p> <ul style="list-style-type: none"> <li>◆ Responsible for Junior Varsity and Varsity Swim Teams (directing practice, meet scheduling, administrative duties, overall team leadership).</li> </ul>
7/06 – 7/14	<p><b>Presbyterian Foundation, Jeffersonville, Indiana</b>  <i>Board of Trustees (Volunteer Position)</i></p> <ul style="list-style-type: none"> <li>◆ One of the nation's oldest (est. 1799) and largest (\$1.5B in assets) philanthropic foundations.</li> <li>◆ Service on the Investment, Audit/Compliance, and Asset Gathering Committee with responsibility for monitoring national fundraising goals.</li> </ul>
2/96 – 6/01	<p><b>MacPherson Presbyterian Church, Fayetteville, North Carolina</b>  <i>Senior Pastor/Head of Staff</i></p> <ul style="list-style-type: none"> <li>◆ Completed over \$500,000 in renovations to church facilities; Raised over one million dollars and established multi-million dollar capital campaign for expansion; Led strategic planning and realignment of governing structure; Supported a hospital in the Democratic Republic of the Congo and a mission in Oryol, Russia.</li> </ul>
2/93 – 2/96	<p><b>Long Creek Presbyterian Church, Kings Mountain, North Carolina</b>  <i>Pastor</i></p> <ul style="list-style-type: none"> <li>◆ Led complete physical renovation of historic church following a devastating fire (in alignment with National Historic Register requirements); Led strategic planning and realignment of governing structure; Supported a health mission in Guatemala.</li> </ul>
5/90 – 2/93	<p><b>Carlisle Presbyterian Church, Carlisle, Kentucky</b>  <i>Pastor</i></p> <ul style="list-style-type: none"> <li>◆ Served a small church on a part time basis while completing law school. Managed programming, budget and administration. Supported a variety of local mission projects.</li> </ul>
8/90 – 5/92	<p><b>Appalachian Research and Defense Fund, Lexington, KY</b>  <i>Law Clerk (Part time Position)</i></p> <ul style="list-style-type: none"> <li>◆ Provided legal research services for a non-profit legal aid organization.</li> </ul>
<b>HONORS &amp; AWARDS</b>	<p>International Business Honor Society, Beta Gamma Sigma, University of Alabama  International Education Honor Society, Kappa Delta Pi, University of South Florida  International Leadership Honor Society, Omicron Delta Kappa, University of South Carolina  Doctoral Leadership Fellow, University of South Florida  Outstanding Oral Advocate, University of Kentucky  Outstanding Young Men of America  Carolina Community Award for Leadership, University of South Carolina  Who's Who in American Colleges and Universities, University of South Carolina</p>
<b>COMMUNITY SERVICE</b>	<p>Board of Trustees, Presbyterian Foundation (June 2006 – June 2014)  Board of Directors, Keswick Christian School (May 2009 – August 2011)  Board of Trustees (Vice President and Investment Chair), Presbytery of Tampa Bay (January 2005 – Dec 2009)  Board of Directors, Largo Rotary Club (August 2001 – May 2003)  President, Sons of the American Revolution, Clearwater Chapter (January 2006 – January 2008)  Commissioner and Member of Theological Issues and Institutions Committee, Presbyterian Church (USA) General Assembly (June 2006)</p>