

EDUCATION:

Clemson University

Ph.D. in Educational Leadership

Dissertation: "Lottery Tuition Assistance as a Predictor of Retention at a Public Two-Year College"

University of South Carolina

Master of Engineering in Civil Engineering

The Citadel, The Military College of South Carolina

Bachelor of Science in Civil Engineering

Tau Beta Pi, Gamma of South Carolina (The Engineering Honor Society)

Sigma Iota Delta (Civil Engineering Honor Fraternity)

Editor-in-Chief: 1989 Sphinx (The Citadel Yearbook)

Editor-in-Chief: 1988 Guidon (Freshman Orientation Manual)

EXPERIENCE:

Vice President, Instructional Services Forsyth Technical Community College (2016 – Present)

- Serve as the Chief Academic Officer and actively lead all academic, planning, development and policy matters for the Instructional Services Division, comprised of more than 7,800 credit students in 71 academic programs at eight locations by creating an environment where every student, faculty and staff member is given their best opportunity for success
- Collaborate with academic deans, department chairs, faculty, student services and marketing representatives to develop and implement strategic policies and procedures that improve student experiences, achievement, retention, and recruiting
- Work as part of the executive team to develop, propose and implement all budget, personnel and resource plans for the Instructional Services Division in support of the college strategic plan
- Support academic division accreditation and certification activities including self-studies, report submittals, display activities, visit requirements and follow-up reports for SACSCOC and program accreditations
- Develop and maintain partnerships with the business community, local school districts, grant partners and government agencies
- Work closely with the College Foundation to support fund raising efforts
- Coordinate all administrative activities for the development of curricula, courses and programs

KEY CONTRIBUTIONS:

- Led the team to prepare, submit and receive a \$130,000 Achieving the Dream Grant to develop an Associate in Arts degree utilizing an open educational resources (OER) format resulting in students saving more than \$150,000 in textbooks
- Developed and led the team comprised of 5 colleges to prepare, submit and receive a Mapping Upward Grant that supports incorporating industry certifications into manufacturing certificates, diplomas and degrees
- Provided support to our Davis iTech Center faculty to partner with the National Security Agency and be named a Cybersecurity Regional Resource Center and become one of only six community colleges in the country to be designated as a Center of Academic Excellence in cybersecurity followed by receiving a \$156,000 grant from NSA to expand training and awareness of careers in cybersecurity and train cybersecurity faculty

- Leading the college effort to develop the programming for a \$21M renovation to approximately 100,000 square feet in the Robert L. Strickland Center to include a one-stop shop for student intake, a simulated hospital, centralized testing, an academic success center and a career center
- Leading the college effort to build a \$16.6M aviation campus including the development and implementation of a new aviation program
- Inspired an initiation of a study aboard program resulting in the first successful study abroad trip in more than 10 years
- Initiated and led the college participation in a NC consortium of community college to develop and pilot Information Technology – Networking and Programming competency based associate degrees
- Developed and implemented a New Faculty Orientation program to improve on-boarding for new faculty and strengthen the learning culture at Forsyth Technical Community College
- Selected to represent the college on the North Carolina Community College System Curriculum Course Review Committee

Dean, Business & Technology Division Greenville Technical College (2014 – 2016)

Dean, Technology Division Greenville Technical College (2008 - 2014)

- Empowered leadership, and management for the Business & Technology Division, comprised of more than 3,400 students in 22 academic programs at five locations by creating an environment where communication, collaboration and continuous improvement are integrated into daily activities
- Utilized strategic planning and institutional vision in collaboration with divisional leaders to develop, manage, budget, plan, and assess all areas of the Business & Technology Division founded in data informed decision-making
- Promoted economic development through participation in activities that support the growth of new and existing industry: Advanced Manufacturing Committee, STEM Task Force, Michelin Work Team to Develop Technical Workforce of the Future, partnership with Corporate and Career Development to develop industry specific cohorts
- Oversaw Division accreditation and certification activities including self-studies, report submittals, display activities, visit requirements and follow-up reports for SACSCOC, ACBSP, ABET, DMV, FAA and NATEF
- Developed and implemented policies and procedures applicable to the Business & Technology Division
- Provided assistance to students, faculty and Dean of Students to resolve complaints and academic misconduct issues

KEY CONTRIBUTIONS:

- Served as the lead academic representative on the team to design and construct a \$25M Center for Manufacturing Innovation
- Represented the college in a partnership with the South Carolina National Guard to construct a joint use facility to serve as a new home for Aircraft Maintenance and Truck Driver Training
- Successfully integrated the Business & Technology programs into one academic division including consolidating the leadership structure to meet the needs of faculty, staff and students
- Led the Greenville Technical College academic development effort for a \$14.1M DOL Trade Adjustment Act grant to include staffing, budgeting, equipment, and curriculum development
- Co-Principal Investigator for \$3M CA2VES (Center for Aviation and Automotive Technological Education using Virtual E-Schools) grant developed by Clemson University Center for Workforce

Development in partnership with Florence-Darlington Technical College, Greenville Technical College, and Spartanburg Community College.

- Developed and presented Strengths Based Leadership seminars to the management team and multiple departments across the college
- Partnered with BMW, Spartanburg Community College and Tri-County Technical College to develop a BMW Tech Scholar program which led to more than 70 students having their education funded by BMW each year
- Mobilized the development of machinist apprenticeship programs for GE and Bosch Rexroth resulting in more than 35 students having their education funded through corporate apprenticeship programs each year
- Developed and implemented a plan to offer an accelerated CNC program to meet local industry needs resulting in more than 40 students being able to take classes in an accelerated online format and reducing the time required for completion
- Assisted Machine Tool Technology faculty and grant writers with two AdvanceSC grant proposals for more than \$300,000 to purchase equipment and develop an Advanced CNC Certificate resulting in both proposals being funded
- Chaired the committee to recruit and land the 2014 North American Council of Automotive Teachers international conference at Greenville Technical College

Associate Vice President for Administration Greenville Technical College (2004 - 2008)

- Served as an ex-officio member of the President's Executive Leadership team, and managed special projects as assigned by the President to include strategic planning, facility planning, proposed curriculum development, budgetary reviews, enrollment management, and inter-departmental problem solving
- Worked with external agencies to develop partnerships where Greenville Technical College could provide benefits to our students and the community

KEY CONTRIBUTIONS:

- Proposed, developed, and implemented a College and Career Academy to support the Education and Economic Development Act resulting in improved relationships with the local school district, growth of the dual enrollment program and additional recruiting opportunities
- Prepared grant proposals and served as the Principal Investigator for 3 Economic Education and Development Act grants totaling more than \$160,000.
- Collaborated with the Silver Crescent Foundation to obtain grant funding to support a Manufacturing Summer Camp for 20 middle school students each summer
- Orchestrated a partnership with the local school district and community partners to develop and implement a GED/Employment Readiness program resulting in more than 400 students having an opportunity to take GED classes in a college environment and receive work skills development each year
- Established and directed the Greenville Technical College President's Leadership Institute resulting in leadership experiences for 20 employees each year
- Strengthened the relationship with the Greenville County School District Career and Technical Education Centers which resulted in my serving as the Greenville Technical College liaison and invited to join their internal staff meetings
- Developed and taught the first online course in Environmental Health and Safety Technology

Dean, Engineering Technology Division Greenville Technical College (2002 - 2004)

- Provided leadership, direction, and management for the Engineering Technology Division to provide high quality curriculum, learning experiences and opportunities for 700 students in eight academic programs
- Assisted academic departments and the marketing department with strategies, projections, and tracking of student recruitment and marketing efforts
- Managed the budget process for departments; provided guidance and direction to department heads on specific budget issues
- Directed the management and maintenance of the Engineering Technology Division computer network
- Coordinated the ABET Accreditation activities for the division including self studies, report submittals, display activities, visit requirements, and follow-up reports

KEY CONTRIBUTIONS:

- Developed and led (Primary Investigator) a team comprised of the five upstate technical colleges and USC Upstate to write and submit an ATE grant proposal resulting in the consortium receiving \$200,000 to establish a 2+2 Bachelor of Science in Engineering Technology Management Degree at USC Upstate that built on 2-year engineering technology degrees
- Managed the process for Engineering Graphics to obtain ETAC of ABET accreditation for the first time
- Established a Division Advisory Committee that allowed Departmental Advisory Committees to share ideas and work together to solve common problems in engineering technology departments
- Joined ABET as a program evaluator resulting in improved assessment activities for the division
- Collaborated with Greenville Technical Charter High School in the development of a grant to allow their students to complete the first year of an Engineering Technology Associate Degree while in high school
- Developed and implemented summer Hands-on-Technology Workshops for middle and high school students

Environmental Health and Safety Technology

Department Head/Instructor

Greenville Technical College (1998 - 2002)

- Taught Environmental Health and Safety and Engineering Technology classes
- Managed the process for budgeting, administration, class preparation, teaching, review, curriculum, student recruitment and graduate job placement in the HMT Department
- Coordinated with the Advisory Committee to maintain the quality and currency of the Environmental Health and Safety Department

KEY CONTRIBUTIONS:

- Designed and taught new interactive hands-on labs utilizing simulation software
- Developed a partnership with The American Society of Safety Engineers to offer a professional development day at Greenville Technical College which resulted in a \$5,000 donation to the college scholarship fund
- Partnered with local industries to raise more than \$10,000 in funding for a Household Hazardous Waste day which resulted in more than 100 participants disposing of their household hazardous waste in a safe manner
- Chaired the Facilities sub-committee for the SACSCOC self-study

Environmental Health and Safety Department Manager Trigon Engineering Consultants, Inc. (1996 - 1998)

- Project scheduling, budgeting, future projections, and marketing for the Greenville Environmental Health and Safety Department including project management and preparation of Title V permit applications, Risk Management Plans, Hazardous Waste Contingency Plans, SARA 313 Form R Reports, Stormwater Pollution Prevention Plans, and Spill Control and Countermeasure Plans

Project Manager/Project Engineer ViroGroup, Inc. (1989 - 1996)

- Project management and preparation of Part B Permit Applications for various hazardous waste treatment, storage, and disposal facilities including site design, stormwater controls, and design of container storage areas, tank farms, and various other support areas of a hazardous waste facility

ARTICLES AND PRESENTATIONS

“Growing an OER Community: Strategies from the Field,” Innovations Conference, March 2018, Amaral, Jean; Fiddler, Anne; Welch, Joel D and Anaya, Philip

“Improving Student Success and Reducing Costs Through OER,” Innovations Conference, March 2018, Welch, Joel D and Cook, James

“Improving Course Success Rates While Reducing Student Textbook Costs,” Achieving the Dream 14th Annual Conference, February 2018, Mills, Michael; Welch, Joel D. and Rai, Sanjay

“Adopting an Open Educational Resource (OER) Degree Pathway,” North Carolina Community College Association of Distance Learning (NC³ADL) 2017 Conference, October 2017, Cook, James and Welch, Joel D.

“The Future of 3D Printing/Additive Manufacturing,” South Carolina Manufacturing, <http://southcarolinamfg.com/the-future-of-3d-printingadditive-manufacturing/>, January 6, 2016, Welch, Joel D.

“The Progression of 3D Printing/Additive Manufacturing,” South Carolina Manufacturing, <http://southcarolinamfg.com/3d-printingadditive-manufacturing/>, November 30, 2015, Welch, Joel D.

“Panel Discussion: Apprenticeships & Workplace Learning: Working with Industry to Develop Successful Programs”, Community Colleges of Appalachia *Fall Conference*, November 5, 2015, Welch, Joel D.; Frazier, Jeff; Smith, Shan and Garrison, Cheryl.

“Best Practices for Developing An Entry-Level Workforce,” South Carolina Manufacturing, <http://southcarolinamfg.com/best-practices-for-developing-an-entry-level-workforce/>, October 27, 2015, Welch, Joel D.

“Majors Matter,” Upstate Business Journal Innovate, <http://upstatebusinessjournal.com/innovate/majors-matter/>, September 2015, Welch, Joel D.

“Multi-Generational Workforce and the Talent Pipeline,” Fountain Inn Chamber of Commerce Human Resource Roundtable, November 2014, Welch, Joel D.

“Strengths Based Leadership,” SCTEA *Annual Conference*, February 2012, Welch, Joel D.

“An Innovative Engineering Technology Management Articulation Project,” Journal of Engineering Technology, (Fall 2011), 18-28, LeBoeuf, Richard L., Welch, Joel, D., Ellis, Timothy, & Ferris, David K.

“Developing a College and Career Academy,” SCTEA *Annual Conference*, February 2007, Stewart, Mark, & Welch, Joel D.

PROFESSIONAL ASSOCIATIONS:

American Association of Community Colleges (2012 – Present)
North Carolina Community College System Curriculum Review Committee (2017 – Present)
North Carolina Association of Community College Administrators (2016 – Present)
Program Evaluator for Accreditation Board of Engineering and Technology (2004 – 2015)
Site Coordinator and Test Proctor for National Institute for Certification in Engineering Technology (2010 – 2015)
South Carolina Skills USA Professional Member and State Board Member (2009 – 2015)
Board Member for Community Colleges of Appalachia (2015)
Chair for Program Sub-Committee for Community Colleges of Appalachia (2017 Conference)
South Carolina Technical Education Association (2000 – 2015)
The American Society of Civil Engineers (2004 – 2015)
Registered Professional Engineer in South Carolina (1994 – Present)

SELECTED PROFESSIONAL DEVELOPMENT:

Leadership Winston-Salem (2016-2017)
Center for Creative Leadership - Leadership Development Program (2017)
The Chair Academy Leadership Academy (2011-2012)
American Association of Community Colleges Future Leaders Institute (2008)
The Inaugural South Carolina Technical College Leadership Academy (2004)

ORGANIZATIONS/MEMBERSHIPS/COMMUNITY ACTIVITIES:

Leadership Winston Salem Action Learning Team Coach (2017 – Present)
Smith Reynolds Airport Aerotropolis Task Force Member (2018)
Certified Work Ready Community Team (2018)
Kernersville Rotary Club (2017 – Present, Sergeant at Arms, 2018)
Board Member for Center for Design Innovation (2017 – Present)
Piedmont Triad Citadel Club (2016 – Present)
Board Member (2010-2013 member and 2012-2013 treasurer) for Greer Middle College Charter High School
Past-President, and member of Rotary Club of Pleasantburg (2001 – 2016)
Greenville Technical College Team Chair for Upstate Heart Walk – American Heart Association (2006)
Grant Proposal Reviewer for National Science Foundation (2002 – 2004, 2016)
Peer Reviewer for American Society of Engineering Educators Annual Conference (2000 - 2003)
Youth Sponsor and Drama Coach for Local Kernersville, NC Church (2016 – Present)
Board Member for Local Greenville, SC Church (2002 – 2015)
Director of Youth Drama Team (1999 – 2013)
Youth Staff for Local Greenville, SC Church (1999 – 2015)