

# 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.

**ACADEMIC  
MEMBERSHIPS**

Academy of Management, Academy of Legal Studies in Business, International Leadership Association, European Group for Organizational Studies, Academy of International Business.

**PUBLICATIONS (Peer Reviewed Journals)**

Welch Jr., J. S. (2014) Profit Motive and Global Corporate Citizenship: A Case Study on the Spin-off of Philip Morris International. *International Journal of Business Ethics in Developing Economies*, 3 (2), 1-6.

Welch Jr., J. S. (2014) You Had Me At Hello: The Use of Narrative in Building a Charismatic Leader Reputation. *International Journal on Leadership*, 2 (2), 9-21.

Welch Jr., J. S. (2013) The Importance of Self-Efficacy in Ethics Education for Business Undergraduates. *The Southern Journal of Business and Ethics*, 5 (1), 214-223.

**PUBLICATIONS (Peer Reviewed Proceedings)**

Welch Jr., J. S. (2014) The Impact of Narrative on Charismatic Leader Reputation. *Proceedings of the Association of Business Communication 79<sup>th</sup> Annual International Conference*

Welch Jr., J. S. (2014) The Importance of Self-Efficacy in Ethics Education for Business Undergraduates. *Proceedings of the Academy of Legal Studies in Business 89<sup>th</sup> Annual Conference*

**PRESENTATIONS (Peer Reviewed)**

"Closing the Laches: A Split Decision in the "Raging Bull" Case Finally Brings Some Consistency to the Doctrine of Laches in Copyright Infringement Cases," Academy of Legal Studies in Business 90<sup>th</sup> Annual Conference, August 6-8, 2015, Philadelphia, PA

"Profit Motive and Global Corporate Citizenship," PDW – 04 Between Local and Global: Examining Tensions between Local Stakeholder Perspectives to Global Challenges, European Group for Organizational Studies 31<sup>st</sup> Annual Colloquium, July 1-4, 2015, Athens, Greece

"Closing the Laches: A Split Decision in the "Raging Bull" Case Finally Brings Some Consistency to the Doctrine of Laches in Copyright Infringement Cases," Southern Academy of Legal Studies in Business Annual Conference, March 26-28, 2015, San Antonio, TX

"Closing the Laches: A Split Decision in the "Raging Bull" Case Finally Brings Some Consistency to the Doctrine of Laches in Copyright Infringement Cases," Southeastern Academy of Legal Studies in Business Annual Conference, November 13-14, 2014, Savannah, GA

"The Impact of Narrative on Charismatic Leader Reputation," Association of Business Communication 79<sup>th</sup> Annual International Conference, October 23-25, 2014, Philadelphia, PA

"The Importance of Self-Efficacy in Ethics Education for Business Undergraduates," Academy of Legal Studies in Business 89<sup>th</sup> Annual Conference, August 4-7, 2014, Seattle, WA

"Dealing with Contemporary Challenges by Re-discovering Historic Roots: How can the military indoctrinate a Professional Army Ethic into personnel who come from an increasingly divergent ethical system?" Leavenworth Ethics Symposium: Professional Ethics and Personal Morality, May 5-8, 2014, Leavenworth, KS

"An Introduction to the Department of the Army Draft Publication 165-16 'Moral Leadership'" Leavenworth Ethics Symposium: Professional Ethics and Personal Morality, May 5-8, 2014, Leavenworth, KS

"Self-Efficacy and Ethical Decision Making," Southern Academy of Legal Studies in Business Annual Conference, April 3-5, 2014, San Antonio, TX

"Going Global Without a Leash: Ethical Concern or Just Good Business?" Southeastern Academy of Legal Studies in Business Annual Conference, November 7-8, 2013, Tampa, FL

"The Future of Military Ethics Education," Leavenworth Ethics Symposium: The Ethics of Vicarious Warfare, December 3-6, 2012, Leavenworth, KS

### **PRESENTATIONS (Other)**

"Corporate Ethics: Stockholder Theory vs. Stakeholder Theory," Academy for Senior Professionals at Eckerd College, February 5, 2014, St. Petersburg, FL

"Team Leadership Dynamics," Doctoral Leadership Fellow Forum – USF College of Engineering, University of South Florida, November 21, 2013, Tampa, FL

"Managing Tough Student Issues," All College Day, St Petersburg College, October 22, 2013, St. Petersburg, FL

### **ACADEMIC SERVICE**

Standing Working Group: The Changing Role of Business in Global Society, European Group for Organizational Studies, 2015-Present

Reviewer, Academy of International Business-Annual Conference, 2015

Session Facilitator, New Ideas in Corporate Governance, Southern Management Association Annual Conference, 2014

Reviewer, Academy of International Business-Southeast Chapter Conference, CSR Division, 2014

Reviewer, Southern Management Association Annual Conference, 2014

Reviewer, Academy of Management Annual Conference, Entrepreneurship Division, 2014

Reviewer, Academy of Management Annual Conference, Social Issues in Management Division, 2014

Reviewer, Academy of Management Teaching and Learning Conference, 2014

### **CONTINUING EDUCATION**

"Lessons for Aspiring Deans," AACSB International Seminar, June 8-9, 2013, Tampa, FL

"Teaching Effectiveness Seminar," AACSB International Seminar, March 21-22, 2013, Tampa, FL

"Strategies for Delivering Online/Hybrid Courses and Programs," AACSB International Seminar, March 11-12, 2013, Tampa, FL

### **COURSES TAUGHT**

#### *Eckerd College*

#### **MN 110S: Principles of Management and Leadership**

Introduction to interdisciplinary nature of management and leadership. Survey of historical development of management as a discipline, functional areas of management, comparison of management and leadership, contemporary issues in management and leadership.

#### **MN 242S: Ethics of Management: Theory and Practice**

Ethical theories as they relate to personal and organization policies and actions. Analyzing situations which require moral decisions in the organizational context.

#### **MN 411: Social Entrepreneurship**

Delineating common and distinguishing features of social purpose businesses and entrepreneurial non-profits, rationale and means for developing partnerships between for-profit, non-profit, and civic organizations to pursue social entrepreneurship initiatives.

**MN 351E: Technology, Society, and Environment**

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.

**WT 5S: Entrepreneurship: Theory and Application**

This course explores the dynamics of entrepreneurship and the importance of opportunity selection by examining economic sectors. Students will gain an understanding of how to identify specific opportunities and challenges for business expansion, and will apply those insights through a sector study in groups. These sectors will include but are not limited to biotechnology, computer technology, social networking, music industry, and financial services.

*Lake Forest Graduate School of Management***MBA 5807 Ethical Leadership & Decision Making**

Provides an understanding of how values shape individual ethical behaviors, and how these behaviors influence leadership and decision-making. The course provides practical knowledge and tools needed to effectively manage the everyday ethical conduct of employees. The course will also discuss how legal, philosophical, and corporate practices influence ethical behavior for individuals and companies. Students examine how social, environmental and stakeholder responsibilities, and different values impact ethical behavior in companies.

*St. Petersburg College***PHI 1600 Studies in Applied Ethics**

This course is a practical overview of key issues, questions and concepts in applied ethics. Special emphases are placed on the historical development of ethical thinking, a variety of ethical approaches and on multicultural aspects of ethics. Students will also examine a variety of personal, social, and professional ethical issues and problems and learn methods of resolving them through the use of critical thinking skills, sound ethical reasoning and legal and professional codes. Students are provided an active learning experience, increased student interaction and opportunities for independent research into ethical issues of personal interest.

**BUL 2241 Business Law I**

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.

**MUM 2707 Practical Music Business**

This course covers the business and promotion of music and its related professions. Included are discussions and projects for the creation, growing, and marketing of a musical specialty. Topics include: developing and branding talent, networking with others in the field of music to promote the profession, contract terms and negotiations, pricing, and the importance of maximizing opportunity.

*University of South Florida-St Petersburg***MAN 3025 Principles of Management**

This course is designed to introduce students to the field of management. The major goal of this course is to provide students with an introduction and overview of the most important aspects of management. Specifically this class will strive to introduce students to the major activities and functions of management; to acquaint students with the role of management as it relates to overall organizational effectiveness; and to illustrate the relationship of management to other business functions.

**MAN 4930 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.

### **BUL 3320 Business Law I**

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 the United States Army training programs from the US Army Infantry School to the US Army Special Warfare School.

◆ Training and Doctrine Command develops, educates and trains Soldiers, civilians, and leaders; supports unit training; and designs, builds and integrates a versatile mix of capabilities, formations, and equipment to strengthen the U.S. Army.

12/06 – 5/12

### **Instructor/Course Developer (Major/Lieutenant Colonel), US Army Chaplain Center and School, Fort Jackson, SC**

◆ Served as Instructor/Writer developing and instructing courses in Ethics, Homeland Security Operations, Organizational Behavior in Military Units.

◆ Served as Small Group Instructor for Officer Basic and Career Courses. Named Top Reserve Instructor and became Senior Small Group Instructor in 2010.

- 5/11 – 8/11                    **Command Chaplain (Lieutenant Colonel), ROTC Leadership Development and Assessment Course, JBLM, WA**  
 ♦ Mobilized to Active Duty. Served as Senior Chaplain leading a staff of 31 providing religious support, ethical leadership training and counseling services to nearly 10,000 cadets and staff members during three month exercise.
- 5/10 – 8/10  
 and  
 5/09 – 8/09                    **Deputy Command Chaplain (Lieutenant Colonel), ROTC Leadership Development and Assessment Course, JBLM, WA**  
 ♦ Mobilized to Active Duty. Served as Deputy Chaplain managing a staff of 26 providing religious support, ethical leadership training and counseling services to nearly 10,000 cadets and staff members during three month exercise.
- 5/05 – 12/06                    **USAR Chaplain (Major), US Army Garrison, Fort Bragg, NC**  
 ♦ Served as staff chaplain with the US Army Garrison at Fort Bragg, NC during reserve training.
- 8/04 – 5/05                    **Deputy Command Chaplain (Major), 1<sup>st</sup> Corps Support Command, Fort Bragg, NC**  
 ♦ Mobilized to Active Duty. Served as Deputy Chaplain for Rear Detachment Operations during 1st COSCOM (over 7,000 personnel) deployment to Iraq. Conducted Stress Management, Suicide Prevention briefings for personnel deploying and conducted family support operations for families of deployed service members.
- 12/03 – 8/04                    **Group Chaplain (Major), 507<sup>th</sup> Corps Support Group, Fort Bragg, NC**  
 ♦ Mobilized to Active Duty. Served as Group Chaplain supervising three battalion chaplains providing counseling, training, and religious support to 2,200 personnel (including one battalion deployed to Iraq).
- 4/03 – 12/03                    **Brigade Chaplain (Major), 525<sup>th</sup> Military Intelligence Brigade (Airborne), Fort Bragg, NC**  
 ♦ Mobilized to Active Duty. Served as Brigade Chaplain supervising three battalion chaplains providing counseling, training and religious support to 1,000 personnel (including one battalion deployed to Iraq).
- 8/95 – 12/03                    **USAR Chaplain (Captain/Major), Fort Bragg, NC**  
 ♦ Commander's special staff for a variety of units including: 82<sup>nd</sup> Airborne Division, 35<sup>th</sup> Signal Brigade, 20<sup>th</sup> Engineer Brigade, 18<sup>th</sup> Aviation Brigade and 1<sup>st</sup> Corps Support Command during reserve training.
- 4/91 – 8/95                    **USAR Chaplain (First Lieutenant/Captain), Fort Carson, CO and Fort Lewis, WA**  
 ♦ Served as staff chaplain for the US Army Garrison at Fort Carson, CO and as Regimental Chaplain at the ROTC Advanced Camp, Fort Lewis, WA during reserve training and special assignments.

## **MILITARY EDUCATION**

United States Air Force Air War College (Strategic Leadership), United States Army Small Group Instructor Course, United States Army Instructor Training Course, United States Army War College: Defense Strategy Course (Strategic Leadership), United States Army Command and General Staff College (Tactical Leadership), United States Army Chaplain Officer Advanced Course, United States Army Chaplain Officer Basic Course.

## **NON-PROFIT PROFESSIONAL EXPERIENCE**

- 6/01 – 12/12                    **Christ Presbyterian Church, Largo, Florida**  
*Senior Pastor/Head of Staff*  
 ♦ Completed over \$500,000 in renovations to church facilities; Erased \$109,000 budget deficit to balance annual budget; Established college scholarship program (\$500,000+ endowment); Led strategic planning and realignment of governing structure; Supported a health mission in Honduras.

- 10/08 – 12/10      **Keswick Christian High School, St. Petersburg, Florida**  
*Assistant Coach and Head Coach of Boys and Girls Swim Program (Part time Position)*  
 ♦ Responsible for Junior Varsity and Varsity Swim Teams (directing practice, meet scheduling, administrative duties, overall team leadership).
- 7/06 – 7/14      **Presbyterian Foundation, Jeffersonville, Indiana**  
*Board of Trustees (Volunteer Position)*  
 ♦ One of the nation's oldest (est. 1799) and largest (\$1.5B in assets) philanthropic foundations.  
 ♦ Service on the Investment, Audit/Compliance, and Asset Gathering Committee with responsibility for monitoring national fundraising goals.
- 2/96 – 6/01      **MacPherson Presbyterian Church, Fayetteville, North Carolina**  
*Senior Pastor/Head of Staff*  
 ♦ 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.
- 2/93 – 2/96      **Long Creek Presbyterian Church, Kings Mountain, North Carolina**  
*Pastor*  
 ♦ 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.
- 5/90 – 2/93      **Carlisle Presbyterian Church, Carlisle, Kentucky**  
*Pastor*  
 ♦ 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.
- 8/90 – 5/92      **Appalachian Research and Defense Fund, Lexington, KY**  
*Law Clerk (Part time Position)*  
 ♦ Provided legal research services for a non-profit legal aid organization.

**HONORS & AWARDS**

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

**COMMUNITY SERVICE**

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)  
 Citizens Academy, City of Largo, Florida (August 2001 – March 2002)  
 Chair, Healthy Communities/Healthy Youth, City of Largo (August 2001 – May 2003)  
 Various philanthropic trips interfacing with local community leaders in China, Russia, South Africa, Cuba and the Czech Republic (1996 – 2001)