

JOSHUA L. WELCH

EDUCATION

Doctoral Student, College Student Affairs Administration Ph.D.
University of Georgia, Athens, GA

Anticipated May 2027

Master of Education, College Student Personnel
Western Carolina University, Cullowhee, NC

May 2008

Bachelor of Science Business Administration, Marketing
Western Carolina University, Cullowhee, NC

May 2006

FRATERNITY & SORORITY LIFE EXPERIENCE

Director, Greek Life Office
University of Georgia, Athens, GA

2020 – Present

- Create, communicate and implement the vision and future direction of the Greek Life Office supporting nearly 10,000 members across 66 organizations.
- Conduct assessments of student development needs to create and implement programs and services to meet those needs.
- Update, inform and consult with University administration and offices, as appropriate, regarding student behavioral cases and issues.
- Provide leadership to enhance the understanding of and appreciation for diverse membership in all fraternities and sororities and improve the relationships between those organizations.
- Manage and facilitate crisis and conflict situations.
- Conduct periodic review of national standards and best practices, processes and procedures and make recommendations for revisions. Stay abreast of emerging trends and compliance issues.
- Participate in bi-weekly one-on-one meetings with supervisor. Attend monthly Student Affairs Leadership Team Meetings (LT) and other Division meetings as appropriate.
- Assist with division and Greek related fundraising and development initiatives.
- Supervise and evaluate full-time staff including an Associate Director, two Assistant Directors, two Coordinators, and a Program Support Specialist.
- Oversee the advisement of the Interfraternity Council, Multicultural Greek Council, National Pan-Hellenic Council, Panhellenic Council and ensure that training, continuing education, and the facilitation of chapters/members are in line with national standards and best practices.
- Oversee the advisement of UGA Miracle and ensure that student leaders are
- Provide functional supervision to and consultation with University Housing staff members responsible for administration of the Greek Park.
- Support departmental, divisional, and university strategic goals and initiatives through service on various committees or task forces such as Public Safety Engagement, Week of Welcome, Well-being & Success, and Student Affairs Learning Collaborative.

Associate Director, Department of Fraternity and Sorority Life
North Carolina State University, Raleigh, NC

2014 – 2020

Living & Learning Community: “Greek Village”

- Provide community oversight and engagement to 15 fraternity/sorority properties: 9 university-owned and 6 privately-owned
- Manage university-owned properties, including coordination of maintenance work orders, housekeeping services, grounds management, facility improvements, and approval of related expenditures
- Administer the university lease process, including renewals, addendums, and letters of agreement for current and new tenants
- Oversee the housing application, assignments, cancellation, and student billing processes for all properties
- Manage billing receivables, expenditures, and distribution of funds to house corporations as prescribed by the lease agreement; fees from these transactions account for 2 million dollars of the department operating budget
- Provide 24 hour on-call response to deliver guidance and support to live-in staff members

- Select, supervise, train, and evaluate 7 Chapter Resident Directors (graduate students) and 4 House Directors (full-time professionals)
- Enhance communication among live-in staff members, alumni advisors, and house corporation officers
- Develop publications including the Greek Village Guide to Living and the House Directors' Manual
- Co-coordinate the Greek Village Redevelopment Project, including design of future lots and phasing, project coordination, and selection of finishes
- Participate in the design, construction, fundraising for, and management of common area amenities, including the Community Center
- Work with organizations who wish to build in the Greek Village, including declaration of intent, lease, preparation of lots, and architectural review

Student Development & Coaching

- Conduct regular meetings with student leaders to assist them with goal setting, evaluation, and strategic planning as it pertains to operational success and compliance with university and department expectations
- Develop and advise the fraternity/sorority prevention peer educators to provide ongoing training for members of the community, including securing necessary funding to support initiatives
- Oversee event management process and organization of risk reduction and social host training
- Design and facilitate presentations on health, safety, and harm reduction topics for chapter leaders of IFC, MGC, NPHC, and Panhellenic
- Support Panhellenic formal recruitment efforts by co-coordinating logistics and staffing as well as Campus Director entry and scheduling
- Coached a portfolio of chapters from multiple councils, serving as a liaison for growth and development

Department Responsibilities

- Prepare annual budget requests, bi-weekly staff reports, and end of year documentation
- Serve on department leadership team to create, communicate, and implement the vision and future direction of the Department of Fraternity and Sorority Life.
- Support departmental, divisional, and university strategic goals and initiatives through service on various committees or task forces.

Lead Facilitator and Consultant

2014 – 2021

NovakTalks! Montgomery, TX

- Design curriculum to meet client needs around topics of alcohol use, hazing prevention, risk management, accountability and harm reduction initiatives
- Co-advise a student Board of Directors for the Purdue University Fraternity, Sorority, and Cooperative Life Health & Safety Initiatives.
- Provide coaching support after the conclusion of campus consulting visits
- Keynote presentations for audiences up to 750 undergraduate students, including Alpha Tau Omega's Presidents' Academy (2016), Sigma Tau Gamma's Webb Leadership Academy (2015) and Rollins College's Emerging Leaders Institute (2014)
- Serve as the team lead for all NovakTalks! facilitators, including onboarding and training of new team members

Regional Director – Patton Region

2012 – 2014

Sigma Alpha Epsilon Fraternity, Evanston, IL

- Served as the primary contact for 32 fraternity chapters across 5 states in the Southern and Mid-Atlantic areas
- Coached active members and alumni on organizational change management strategies to influence success
- Completed annual evaluations and strategic improvements of each chapter to ensure a quality membership experience in alignment with the ritual and brand of Sigma Alpha Epsilon Fraternity
- Developed and executed chapter and regional educational workshops on alcohol awareness, recruitment, risk management, financial management, and leadership for chapter officers and members
- Assisted in the conceptualization, coordination, and implementation of national educational programs
- Aided in the implementation of comprehensive prevention initiatives to address alcohol, hazing and other high risk behaviors
- Represented the organization to various constituent groups, including university campus administrators, inter/national fraternal organizations, and professional partners
- Provided support and guidance to 4 regional, volunteer governing boards

Assistant Director of Greek Life

June – October, 2012

Elon University, Burlington, NC

- Assisted in the administration and coordination of a comprehensive Greek Life program
- Served as primary advisor to the Interfraternity Council, which included 8 inter/national organizations
- Developed the Chapter Development & Performance Program for all 23 fraternities and sororities
- Served as a member of the Administrator On-Call crisis/emergency response system
- Supervised two Programming Assistants in the development and implementation of LOY Center programming initiatives
- Served as the Office of Greek Life liaison to the Kernodle Center for Service Learning and Community
- Provided resources and support to fraternity and sorority faculty and alumni advisors
- Traveled with the ELONTHON Dance Marathon Delegation to DMLC 2012.

Assistant Director of Residence & Greek Life

2008 – 2012

University of Central Missouri, Warrensburg, MO

- Advised, supported and advocated for 24 Greek lettered organizations
- Hired, trained, supervised and evaluated 2 graduate assistants, 8 student staff members, and a full time office professional
- Advised the recruitment and intake processes for 24 Greek letter organizations on campus
- Provided guidance and mentoring to the IFC, NPHC, and Panhellenic Council executive boards
- Oversaw the recruitment and intake practices of the IFC, NPHC, and Panhellenic Councils
- Developed and execute council executive board transition sessions and officer trainings
- Conceptualized, developed, and implemented the Compass Program; an initiative to provide standards and expectations to Greek-lettered organizations
- Developed evidenced-based sanctions to align organizations with campus policies and standards
- Collaborated with campus and community constituents on the award winning U.S. Department of Education grant for Greek Life on Alcohol Prevention and Bystander Intervention Training within the E.P.I.C Program
- Partnered with the Greek Life Marketing Manager to develop Greek Life marketing initiatives
- Planned, implemented, and encouraged educational, cultural, social, recreational, and leadership programs
- Assisted with the administration and evaluation of the AFA/EBI assessment and oversaw the development, coordination, and implementation of action plans based on assessment results
- Assisted in reporting and record keeping of membership data, GPAs and chapter performance records
- Expended and monitored budget of Greek-letter student organizations
- Advised honor organizations, including Order of Omega, Rho Lambda, and Greek Week
- Developed relationships with fraternity/sorority alumni to build support and advisory boards for chapters
- Provided consultation and support to Graduate Residence Hall Directors for an on-call rotation serving 11 residence halls to address issues of suicide prevention, alcohol abuse, and hospital transport
- Served as appellate officer for conduct and breach of contract cases for University Housing
- Developed and facilitated annual training programs for approximately 100 Community Advisors and Chapter Assistants
- Represented the department of Residence & Greek Life to campus constituents, committees, and task forces

FACILITATION & TEACHING EXPERIENCE

- Interfraternity Institute Faculty, *Fraternity Executives Association* 2022-2024
- Chapter Consultant Training Professionals Panel Moderator, *Pi Kappa Alpha Fraternity* 2016-2024
- Interfraternity Institute Fellow, *Fraternity Executives Association* 2018
- Alcohol Skills Training Program, Facilitator, *Alpha Chi Omega Sorority* 2011 - 2017
- Undergraduate Interfraternity Institute, Lead Facilitator, *North-American Interfraternity Conference* 2016, 2018
- Emerging Leaders' Institute Lead Facilitator, *Kappa Alpha Theta Fraternity for Women* 2015, 2019
- IMPACT Lead Facilitator, Duke University, *North-American Interfraternity Conference* 2015
- Greek Leadership Summit, Facilitator, *Florida State University* 2014
- Greek Leaders' Retreat, Facilitator, *North Carolina State University* 2014
- Undergraduate Interfraternity Institute, Facilitator, *North-American Interfraternity Conference* 2010 - 2013
- Regional Leadership Conference, Facilitator, *Sigma Kappa Sorority* 2013
- John and Nellie Wooden Institute for Men of Principle, Facilitator, *Beta Theta Pi Fraternity* 2013
- IMPACT Facilitator, University of Oregon, *North-American Interfraternity Conference* 2011

PRESENTATIONS & PUBLICATIONS

Dobek, S. & Welch, J. (2023). House Party: Discovering the Dynamic Realms of Fraternity and Sorority Housing, Presented at the Association of Fraternity/Sorority Advisors Annual Meeting, Tampa, FL.

Lopez, F. & Welch, J. (2018, September). *Reshaping Fraternity Tailgating*. Retrieved from www.afa1976.org/Essentials.

Welch, J. (2017, 2018). There is a Map for That: Leading Strategic Change Conversations. Presented at the Northeast Greek Leadership Association Annual Conference, Hartford, CT and Coalition for Collegiate Women's Leadership Annual Conference, Atlanta, GA.

Welch, J. (2017) Leading Through Change, Advanced Leadership Summit. Presented at the Northeast Greek Leadership Association Annual Conference, Hartford, CT.

Welch, J. (2015) Creating an Epic Fraternity Experience: Reframing Thoughts of Risk Management. Presented at the IFC New Member Institute, North Carolina State University.

Welch, J. (2015). Pick a seat, not a side: A conversation around the transition between campus and headquarters positions. Presented at the Association of Fraternity/Sorority Advisors Annual Meeting, Fort Worth, TX.

Novak, K. & Welch, J. (2015). Engaging Students in Change Initiatives. Presented at the Northeast Greek Leadership Association Annual Conference, Hartford, CT.

Novak, K. & Welch, J. (2014). Student Voices. Presented at the Carolinas Fraternity/Sorority Life Summit Annual Conference, Charlotte, NC.

Carlson Welch, A. & Welch, J. (2013, 2015). A logical approach to making difficult decisions. Presented at the Leadership Development Series, North Carolina State University and the Association of Fraternity/Sorority Advisors Annual Meeting, Orlando, FL.

PROFESSIONAL AFFILIATIONS & CERTIFICATIONS

- Association of Fraternity/Sorority Advisors 2007 – Present
 - Board of Directors (2022 – Present)
 - Professional Development Committee (2018-2020)
 - Nominations & Elections Committee Region II Alternate (2013)
 - Membership Marketing and Recruitment Team Region IV (2010-2011)
 - First 90 Days Coach (2011)
 - Volunteer Engagement Committee (2009-2010)
 - Membership Marketing and Recruitment Team Region IV (2008-2009)
- Director of Fundraising & Sponsorship, *Southeast Greek Leadership Association* 2020-2022
- NC State University Equal Opportunity Institute Graduate, *Office of Institutional Equity & Diversity* 2018
- NASPA BACCHUS Certified Peer Educator Trainer, *NASPA* 2017
- Introduction to the Incident Command System for Higher Education, *FEMA* 2017
- Not Anymore Sexual Assault Prevention and Response Training, *StudentSuccess* 2017
- Chapter Advisor, *Sigma Alpha Epsilon Fraternity, Western Carolina University* 2015 – 2016
- Regional Leadership Conference Curriculum Committee, *Sigma Kappa Sorority* 2014 – 2015
- Risk Management Advisor, *Beta Theta Pi Fraternity, High Point University Colony* 2013 – 2014
- Education Advisory Committee, *Sigma Alpha Epsilon Fraternity* 2012 – 2013
- Johnson County C.L.I.M.B Community Leadership Program 2010 – 2012

HONORS, AWARDS & CERTIFICATIONS

- 2022 UGA Division of Student Affairs – Lifelong Learner Award
- 2020 Association of Fraternity and Sorority Advisors – Sue Kraft Fussell Distinguished Service Award
- 2018 NC State University Division of Academic and Student Affairs – Pride of the Wolfpack Award
- 2018 Outstanding Change Initiative Award - Hazing Prevention, Association of Fraternity/Sorority Advisors
- 2017 Outstanding Change Initiative Award - Tailgate Reform, Association of Fraternity/Sorority Advisors
- 2010 Co-HESAP Award for Outstanding Alcohol/Drug Prevention Program, Association of Fraternity/Sorority Advisors