

Charles L. Welch
1057 Henderson Street
Arkadelphia, AR 71923

October 28, 2010

Ms. Florine Tousant Milligan
Search Committee Chair
P.O. Box 10
State University, AR 72467

Dear Ms. Milligan,

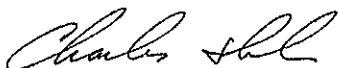
I am writing to submit application materials for the position of President of the Arkansas State University System. I would be honored to be considered for this position, and I believe that my service as the chief executive officer of both an Arkansas university and community college makes me well qualified for this position.

I currently serve as President of Henderson State University. Previously, I served as Chancellor of the University of Arkansas Community College at Hope. I strongly feel that these experiences have prepared me to take this step in my professional life, and the knowledge gained as a university president and community college chancellor have provided me with a unique perspective on higher education in our state. I further feel that these experiences would prove invaluable in forging collaborative partnerships between the campuses of Arkansas State University and other educational institutions, community organizations, local, state and federal policymakers, and private entities.

I believe I possess the skill sets commonly sought in the chief executive officer of a higher education system. My strong experience in the governmental affairs arena has prepared me well for the role a system president must perform in dealing with the state legislature and funding issues. I believe my strong understanding of our state's governmental process would benefit the Arkansas State University System and its campuses in this time of tight budgetary constraints. I also have significant experience in private giving and foundation development, having worked with foundations in four Arkansas institutions of higher education. Additionally, I have extensive experience in strategic planning, institutional finance and governance, public speaking, community relations, and managing complex institutions and issues. Perhaps my greatest strengths are my interpersonal communication skills and my boundless energy level. I am a progressive and optimistic leader, and I believe strongly in being a participatory leader who fosters an environment of openness and teamwork.

I believe that my energy, experience, and enthusiasm would serve me well in leading the Arkansas State University System, and I look forward to proving my abilities to you. Thank you in advance for your consideration of my qualifications.

Sincerely,



Dr. Charles L. Welch

Enclosures

Charles L. Welch

1057 Henderson Street
Arkadelphia, AR 71923
(870) 245-2534
(870) 210-1250 (cell)

HSU P.O. Box 7532
Arkadelphia, AR 71999
(870) 230-5091
cwelch@hsu.edu

EDUCATION

Doctor of Education in Higher Education Administration, June 2003

University of Arkansas at Little Rock, Little Rock, AR

Dissertation Topic: Attitudes of Administrators of Public Four-Year Institutions in Arkansas
Toward Two-Year College Education

Master of Arts in Political Management, May 1997

The George Washington University, Washington, D.C.

Bachelor of Arts in Political Science, May 1995

University of Arkansas, Fayetteville, AR

Minor: Communication

Harvard Seminar for First-Year Presidents, July 2005

Harvard University, Cambridge, MA

HIGHER EDUCATION EXPERIENCE

Henderson State University

Arkadelphia, AR

Professor of Education and President of the University, 2008-Present

- Chief Executive Officer of the University, reporting directly to a seven-member Board of Trustees
- Responsible for overall direction of the University, including planning, budgeting, personnel and external relations
- Oversee annual institutional budget of approximately \$55 million
- Tenured Professor of Education
- Affiliate Graduate Faculty Member, University of Arkansas at Little Rock

University of Arkansas Community College at Hope

Hope, AR

Chancellor, 2005-2008

- Chief Executive Officer of the College, directly responsible to the President of the University of Arkansas System and the Board of Trustees
- Acted as the chief professional advisor to the President and the local Board of Visitors in all matters pertaining to the organization, operation, and management of the College
- Supervised all educational and business matters of the College and all persons employed therein
- Oversaw annual institutional budget of approximately \$12 million

Arkansas State University-Beebe

Beebe, AR

Vice Chancellor for Academic Affairs, 2003-2005

- Chief Academic Officer responsible for supervising and coordinating academic services of four campuses

- Responsible for the development, coordination, and implementation of the total instructional program including faculty and staff recruitment, evaluation, and retention
- Oversaw academic budgets totaling approximately \$4 million
- Oversaw faculty tenure and promotion process, including responsibility for recommending tenure and academic promotion
- Responsible for the academic schedule, curriculum, and philosophy of academic programs
- Supervised University Library services and personnel
- Supervised University Registrar and all student record/registration activities
- Supervised University Learning Center and all student tutorial activities
- Coordinated all academic functions of off-site campuses at ASU-Heber Springs, ASU-Searcy, and the Little Rock Air Force Base Education Center
- Instructor of Political Science

Pulaski Technical College

North Little Rock, AR

Dean of University Studies, 2000-2003

- Supervised largest College instructional division of approximately 3,850 students
- Supervised 35 full-time and 146 part-time faculty members
- Supervised five departmental chairs
- Managed over 500 sections of courses, including all university-transfer courses, developmental education courses, and distance education courses
- Managed all general education course offerings at the Baptist Schools of Nursing and Allied Health and supervised facility site director
- Instructor of Education (taught multiple sections each semester)
- Coordinated the recruitment, selection, hiring, and evaluation of all full-time and part-time faculty members in the division
- Supervised scheduling of all daytime, evening, weekend, and distance education course sections

Pulaski Technical College

North Little Rock, AR

Enrollment Coordinator, 2000

- Oversaw all aspects of enrollment management and prospective student recruitment
- Developed specific enrollment goals and strategies for target populations and worked with each department to set specific program recruitment goals
- Coordinated all recruitment activities and hosted information sessions for prospective students
- Organized new student orientation sessions
- Served as advisor to Student Government Association and other registered student organizations

University of Arkansas at Little Rock

Little Rock, AR

Instructor of Political Science, 1997-2003

- Adjunct instructor of university-level courses in:
 - American National Government
 - Introduction to Political Science
 - Elections and Public Opinion
 - Legislative Process and Behavior

Doctoral Student/Graduate Assistant, 1999-2000

- Served as research assistant in the office of the Vice Chancellor for Educational and Student Services
- Provided research, administered surveys, analyzed data, and prepared reports for Freshman Year Experience course assessment program
- Oversaw course portfolio assessment process, worked with faculty members to implement assessment analysis, and coordinated all research finding publications

Hendrix College

Conway, AR

Instructor of Political Science, 2000

Adjunct instructor of course in Introduction to Politics

OTHER EMPLOYMENT EXPERIENCE

Democratic Party of Arkansas

Little Rock, AR

Director of Field Operations, 1998-1999

Arkansas State Treasury

Little Rock, AR

Assistant to the Treasurer, 1997-1998

U.S. Senator David Pryor

Washington, DC

Legislative Assistant, 1996-1997

U.S. Representative Blanche Lincoln

Washington, DC

Intern Coordinator, 1995-1996

U.S. Senator David Pryor

Washington, DC

Intern, 1995

The White House

Washington, DC

Intern, Office of Cabinet Affairs, 1995

HIGHER EDUCATION ACTIVITIES

- Secretary/Treasurer, Arkansas Association of Public Universities Executive Committee, 2009-Present
- State Representative, American Association of State Colleges and Universities Council of State Representatives, 2010-Present
- Consultant-Evaluator, Peer Review Corps of The Higher Learning Commission of the North Central Association of Colleges and Schools, 2004-2010
- Member, Arkansas Campus Safety Statewide Taskforce, 2009-Present
- Past President, Arkansas Association of Two-Year Colleges, 2008
- President, Arkansas Association of Two-Year Colleges, 2007
- President-Elect, Arkansas Association of Two-Year Colleges, 2006
- Vice President, Arkansas Association of Two-Year Colleges, 2005
- Member, Two-Year College Funding Formula Committee, 2006-2008
- Member, Two-Year College Graduation/Retention Committee, 2006-2008
- Arkansas Department of Higher Education State Certification Review Team, 2002-2004
- Serve as committee member on multiple doctoral dissertation committees (UALR)
- Member, University of Arkansas Task Force for Enhancing Student Governance, 2004
- University of Arkansas Student Body President, 1994-95

COMMUNITY ACTIVITIES AND HONORS

- Selected to “40 Under 40” by *Arkansas Business*, “profiling 40 intriguing business and political leaders under age 40”, June 2005
- Inductee, Arkansas Boys State Hall of Fame, 2010
- Arkadelphia Regional Economic Development Alliance Board of Directors, 2008-Present
- Arkansas Sheriffs’ Youth Ranches Board of Directors, 2010-Present
- Economics Arkansas Board of Directors, 2008-Present
- Arkadelphia Rotary Club, 2009-Present
- Hope-Hempstead County Chamber of Commerce Board of Directors, 2007-2008
- Vice Chair, Medical Park Hospital Board of Trustees, 2007-2008
- Hope Travel and Tourism Commission, 2007-2008
- Southwest Arkansas Workforce Investment Board, 2005-2008
- Southwest Arkansas Developmental Housing, Inc. Board of Directors, 2005-2008
- Hope Rotary Club, 2005-2008
- Community Bank Board of Advisors, Beebe, Arkansas, 2004-2005
- Leadership Beebe, Beebe Chamber of Commerce, 2004-2005
- Fellow, Leadership Greater Little Rock Class XVIII, Little Rock Regional Chamber of Commerce, 2002-2003
- Lions Club of Beebe, 2003-2004
- Beebe Chamber of Commerce, 2003-2004
- Cabot Chamber of Commerce, 2003-2004