

Julia Browning Welch

welchjb10@gmail.com • Oxford, Mississippi • (662) 236-6490 (home) • (662) 832-3417 (cell)

EDUCATION:

- 1994 Ed.D. Higher Education Administration, University of Arkansas (Fayetteville)
Dissertation: *Medical Application of Science for Health: Participant Perceptions of the Arkansas Area Health Education Centers' High School Enrichment Program*
- 1989 M.H.S.A. Health Services Administration, University of Arkansas at Little Rock
- 1988-1989 Administrative Resident, St. Michael Hospital, Texarkana, Arkansas
- 1986 Bachelor of Science, Medical Records Administration, University of Mississippi at the Medical Center
- 1982-1984 The University of Mississippi

PROFESSIONAL EXPERIENCE:

The University of Mississippi Adjunct Instructor

January 2015 to Present

Courses Taught:

- Spring 2017 Business Communication, Section 6
Business Communication, Section 17
Principles of Management, Section 6
- Fall 2016 Business Communication, Section 8
Business Communication, Section 13
Business Communication, Section 17
International Business, Section 2
- Summer 2016 Business Communication, Section 1
- Spring 2016 Business Communication, Section 6
Business Communication, Section 17
International Business, Section 1
- Fall 2015 Business Communication, Section 5
Business Communication, Section 11
Business Communication, Section 13
- Spring 2015 Business Communication, Section 13

FNC, Inc., Oxford, MS. Director of Training

November 2011 – March 2014

Major Accomplishments:

FNC University

- Co-planned and developed an internal training program with University of Mississippi faculty to teach non-credit courses covering topics such as Real Estate, Banking & Finance, Macroeconomics, Statistics, and Introduction to MIS.

Training Coordinator for all Internal Classes and designed Training Calendar

- Met with Directors and Managers to identify training needs for staff
- Identified and worked with FNC subject matter experts to offer classes to employees to address training needs

Immigration Coordinator

- Worked with non-resident employees and outside legal counsel to meet all documentation requirements in compliance with federal requirements.

Baptist Memorial Health Care Corporation (BMHCC), Memphis, Tennessee, May 1998 – November 2011

The following outlines a variety of roles held at BMHCC:

Corporate Director, Center for Education & Organizational Development (January 2002-November 2011)

Human Resources Director, Women's Hospital (January 2001-December 2001)

Human Resources Manager, Shared Services (February 2000-December 2000)

Project Specialist, Corporate Human Resources (May 1998-January 2000)

Major Accomplishments:

Baptist Leadership Institute – May 2001-November 2011

- Co-planned and developed an Executive /Administrative succession plan to address future shortages due to retirement and organizational changes. This plan methodically addressed selection, preparation, and evaluation for the next generation of leaders.

Grand Opening of Women's Hospital – May 2001

- Developed Human Resources plan that included planning manpower needs, hiring over 550 employees, conducting orientation/policy training, and successfully completing JCAHO survey requirements.

Metro 2000 Project

- Developed a Corporate Health Manpower Plan which projected a five-year staffing assessment for 17 facilities by position to be used for strategic planning purposes.

Rural Health Policy Coordinator, Mississippi State University, October 1997- April 1998

Cooperative Extension Service

Major Accomplishments:

Rural Medical Scholars Project

- Planned and coordinated a five-week residential summer program for thirty high school students to learn more about careers as Family Practice physicians.

Mississippi Rural Health Corps (RHC) Project

- Administered the RHC project, a joint endeavor between the Mississippi Community Colleges and MSU-Extension Service that addresses the shortage of medical professionals in rural areas by providing scholarships to students pursuing health-related careers.

Coordinator of Educational Programs, Division of Educational Affairs, November 1994 - August 1996

Arkansas Department of Higher Education

Associate Director, Area Health Education Center-Southwest, July 1992 - October 1994

University of Arkansas for Medical Sciences

Projects Coordinator, Area Health Education Center-Central Office, January 1991- June 1992

University of Arkansas for Medical Sciences (UAMS)

Projects Coordinator, Area Health Education Center-Southwest, October 1989 - December 1990
University of Arkansas for Medical Sciences

Administrator, Texarkana Kidney Disease & Hypertension Center, May 1989- September 1989

Graduate Assistant, Office of Primary Care, May 1987 - May 1988
Arkansas State Department of Health

FACULTY APPOINTMENTS:

| | |
|-----------|---|
| Present | Adjunct Professor, University of Memphis |
| Present | Adjunct Professor, Baptist College of Health Sciences |
| 1993-1994 | Adjunct Instructor, UAMS |
| 1990-1991 | Adjunct Instructor, University of Central Arkansas |

PROFESSIONAL MEMBERSHIPS & ASSOCIATIONS HELD:

American Society for Training & Development
National Rural Health Association
Board of Directors, Pinewood Hospital and Hospice of Texarkana
American & Mississippi Health Information Management Association