

## JACKIE “Jack” STEVE WELCH, Ed. D.

**BIOGRAPHY:** Excellence in education is hard to achieve these days. Though the metrics for accountability in Texas keep changing, I pride myself as a leader who continues to excel and succeed no matter the circumstances. Starting my career back in 1980, I possess over three decades of experience in education with thirty-two years as an administrator, with twenty-six in public schools.

After twenty-four years at Copperas Cove ISD as Director of Athletics, I retired and became Program Manager for Region 8 Service Center and Field Representative for Texas Rural Education Association. This was a different direction but garnered the same results of success. After a full year of serving these entities, I was recruited to become an Executive Director at Texas A&M University-Commerce, along with being Special Teams Coordinator for the football program.

I am a master innovator of management, accountability, and morale and I am hungry for more.

### LIST OF ACHIEVEMENTS

- Directed a complete revitalization of a 6A program.
- Directed complete revitalization of a junior college program.
- Directed a complete revitalization of an NAIA (Collegiate) program.
- Achieved State Professional Award
- Achieved Nine District Professional Awards
- Founder and President of America’s Drug Free Productions 501(c)(3).
- Founder of Communities Helping Americans Mature, Progress and Succeed (CHAMPS), a program within ADFP.
- Founder and President of the Welch Foundation 501 (c)(3).
- Founder and Director CHAMPS Heart of Texas Bowl

### SUMMARY OF PROFESSIONAL WORK EXPERIENCE

Executive Director	Texas A&M-Commerce
2019-Present	
Program Manager	Region 8-TIPS
2018-2019	
Field Representative	TREA
2018-2019	Director of Athletics/Head Football Coach
Copperas Cove I.S.D.	1994-2018
Special Teams Coordinator	Louisiana Tech University
1993-1994	
Director of Athletics/Head Football Coach	Ft. Scott Community College
College Professor/Head Football Coach	Kansas Wesleyan University
College Professor/Assistant Football Coach	West Texas State University
Director of Athletics/Head Football Coach	Santo I.S.D.

### **EDUCATION**

**University of Mary-Hardin Baylor**

Educational Doctorate:  
Leadership  
2013

**West Texas A&M University**

Master of Education  
Educational  
Administration  
1983

**Taylor University**

Bachelor of Science  
1980

### **CERTIFICATION**

SUPERINTENDENT  
MID-MANAGEMENT  
SECONDARY  
HEALTH AND  
PHYSICAL  
EDUCATION 6-12

1987-1993

1985-1986

1982-1985

1980-1982

## **DETAILED SUMMARY OF PROFESSIONAL WORK EXPERIENCE**

Executive Director-Athletics Coaching Academy  
Special Teams Coordinator/Running Back Coach

**2019-Present**

### **Texas A&M University-Commerce**

- Currently developing and structuring coaching academy curriculum
- Initiated a two-tier system to meet the needs of students through teaching all aspects of coaching in education
- Supervise and direct all professors associated with program
- Initiated systems for the management of personnel through process and policy
- Developing an innovative vision, mission, and belief statements through extensive collaboration with community and university participants
- Supervise all special teams: First in eight LSC categories
- Running back received 1<sup>st</sup> team All-LSC
- Team went three rounds deep in the NCAA D2 playoffs (Elite Eight) 11-3 record in first year for staff

Director of Athletics and Head Football Coach

**1994-2018**

### **Copperas Cove Independent School District**

- Developed an innovative vision, mission, and belief statements for the district through an extensive collaboration with community and school participants
- Created an advisory committee comprised of teachers, administrators and community members
- Created a student advisory committee comprised of each sport participants and non-athletic students
- Created a stipend salary scale for consistency in pay for all athletic personnel
- Designed a comprehensive booster club to include all sports under one umbrella complete with by-laws and officers
- Assisted architects in designing multiple buildings including stadium renovation, new gymnasium, new annex
- Wrote and supervised Texas Parks and Wildlife grant (Champs)
- Supervised two junior high schools and high school athletic personnel, field maintenance and athletic janitorial staff (over ninety employees)
- Supervised multi-million-dollar budget
- Implemented a new evaluation process
- Implemented in-district food services for high school students after athletic period
- Implemented a bussing plan for after school workouts
- Formalized new protocol and procedures for department purchasing and procurement
- Created system for integrating technology in athletic meeting classroom
- Created a successful atmosphere for all programs: Only one playoff team (girls basketball) in previous thirty years
- Achieved most success with all programs in school history, producing two state championships

- Achieved eighteen state football playoffs: seven district, ten bi-district, five area, four regional, three quarterfinal, two semifinal championships
- Coached fourteen professional players selected to the NFL (12), XFL (1) and CFL (1)
- Coached a player that received the Heisman Trophy (RG3) and NFL Man of the Year (Charles Tillman)
- Selected as the State Coach of the Year 1998
- Selected as the District Coach of the Year 1998, 1999, 2000, 2001, 2004, 2005, 2006, 2008, 2011

Adjunct Professor

**1993-1994**

Special Teams Coordinator and Tight Ends Coach

### **Louisiana Tech University**

- Adjunct taught Independent Study Class-based on 7 Habits of Highly Effective People
- Coached an All-Conference kicker that later became an All-Pro (Chris Boniol)

Director of Athletics/Head Football Coach

**1987-1993**

### **Ft. Scott Community College**

- Supervised budget for all programs
- Supervised facility improvements: Gymnasium, rodeo arena, enlarged practice fields
- Purchased bus for transportation
- Implemented department travel regulations and procedures
- Developed and implemented department business procedures and procurement policy
- Designed a comprehensive booster club to include all sports under one umbrella complete with by-laws and officers
- Conducted thorough department strategic planning
- Created an advisory committee comprised of teachers, administrators and community members
- Created a student advisory committee comprised of each sport participants and non-athletic student members
- The football team had not had a winning record since 1979.
- Five consecutive winning seasons
- Three consecutive bowl appearances
- Regular season champions in 1992
- Led the KJCCC five times in offense.
- Designed and implemented an athletic “Hall of Fame”
- Designed and implemented softball and training programs
- Supervised construction of new rodeo stalls, gymnasium improvements, practice fields enlargement, new offices and stadium repairs

### **Kansas Wesleyan University**

**1985-1987**

College Professor/Head Football Coach

- Developed a comprehensive marketing campaign. The university increased enrollment from 350 students to 700 in one year. The university was almost bankrupt. I inherited “3” returning players and my first year, suited up 156 players.
- Designed and implemented a college dance team
- Marketed and increased cheerleader squads
- Designed class curriculum, Football 101
- Ended the nation’s longest NAIA losing streak in the first season.
- Had a winning record in the second season
- Finished 3<sup>rd</sup> nationally in offense
- Produced two All-Americans
- Produced 9-1 junior varsity record.

### **West Texas State University**

**1982-1985**

- Implemented a lettermen’s award system for athletic program
- Served as the offensive coordinator, recruiting coordinator and equipment coordinator
- In 1982, we had the number one passing offense in NCAA D1 (3,255 yards passing).
- Coached running backs-receivers (two draft choices)
- Coached punters and kickers (three consecutive NFL signees)
- Conducted a fund-raising campaign: personally raised \$50,000 for recruiting yearly, \$61,000 for the game magazine (one year), and assisted the head coach in raising \$100,000 (over three-year period) for an athletic endowment.

### **Santo Independent School District**

**1980-1982**

Director of Athletics/Head Football Coach/Professional Educator

- Revitalized program after being dropped and ended a 44-game losing streak
- Head Coach of four sports

## **ACADEMIC INSTRUCTION EXPERIENCE**

### **Texas A&M – Commerce**

**2019-Present**

Executive Director and Professor-Coaching Academy Class

### **Louisiana Tech University**

**1993**

Adjunct Professor-Independent Study

### **Ft. Scott Community College**

**1987-1993**

College Professor-Coaches Class

### **West Texas State University**

**1982-1985**

Strength and Conditioning

Football 101

### **Santo I.S.D.**

**1980-1982**

5th and 6<sup>th</sup> grade Social Studies

K-12 Physical Education

### **LIST OF PROFESSIONAL ASSOCIATIONS**

- ❖ Texas Association of School Administrators
- ❖ Texas Athletic Directors Association
- ❖ Texas High School Coaches Association
- ❖ American Football Coaches Association
- ❖ Who's Who Among College Students

### **COMMUNITY SERVICE**

- ❖ Former President Lions Club
- ❖ Leadership Ft. Scott
- ❖ Teacher of Adult Sunday School Class
- ❖ Serve in Church Band
- ❖ Commerce Lions Club
- ❖ Fellowship of Christian Athletes
- ❖ Outstanding Young Men of America

### **LIST OF COMMITTEES**

- ❖ Serve on the board of Lions Club
- ❖ Serve on the board of The Welch Foundation
- ❖ Serve on the board of America's Drug Free Productions