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College of Business – BLB 358A
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Education

MBA – ORGANIZATIONAL BEHAVIOR AND HUMAN RESOURCES, UNIVERSITY OF NORTH TEXAS, 2013

- 2013: Outstanding Student in OBHR Award Recipient
- 2013: DFW Risk Management Society Student Annual Conference Award Recipient
- 2012-2013: UNT Women in Business Student Chapter Founding President
- 2012-2013: Gamma Iota Sigma – Insurance and Actuarial Science Collegiate Fraternity Member
- 2012-2013: UNT SHRM Member
- 2012: UNT College of Business Graduate Scholarship Recipient

BBA – RISK MANAGEMENT AND INSURANCE, UNIVERSITY OF NORTH TEXAS, 2006

- 2006: Outstanding Student in Risk Management and Insurance Award Recipient
- 2006: Recipient of Anita Benedetti Involvement Program
- 2005-2006: UNT Insurance Club President

BBA – ENTREPRENEURSHIP, UNIVERSITY OF NORTH TEXAS, 2006

- 2005: Outstanding Student in Entrepreneurship Award Recipient
- 2005: Beta Gamma Sigma – International Honor Society Member

Academic Appointments

BEGIN/END	POSITION	ORGANIZATION	LOCATION
2019-Present	Senior Lecturer	University of North Texas	Denton, TX
2015-2019	Lecturer	University of North Texas	Denton, TX
2014-2015	Adjunct Instructor	University of North Texas	Denton, TX

Professional Certifications

SHRM-SCP – Society for Human Resource Management Senior Certified Professional

This certification is designed for HR professionals at a senior level who operate in a strategic role developing policies and strategies, overseeing the execution of HR operations, analyzing performance metrics, and/or contributing to the alignment of HR strategies to organizational goals. To maintain the certification, one must complete 60 hours of continuing education every three years.

Teaching Experience

MGMT 3720: ORGANIZATIONAL BEHAVIOR (UNT: In-Person, Online and Hybrid)

A junior level course that examines the behavior of people in organizations. Cases, lectures, and realistic exercises in organizational culture, motivation, leadership, power, perception, communication, decision making, and DEI.

MGMT 3820: MANAGEMENT CONCEPTS (UNT: Online)

A junior level course that introduces students to management theory, the different functions of management and how managers interact with internal/external environments. Introduces students to important topics such as ethical issues, managing information, global management, managing change, innovation, and teams.

MGMT 3850: ENTREPRENEURSHIP (UNT: In-Person)

Entrepreneurship is a junior level, team-based course focusing on the initiation of new ventures and approaches to growth of existing firms through opportunity recognition, innovation, and change. The course emphasizes developing effective entrepreneurial skills and behaviors and includes the preparation of a comprehensive business plan.

MGMT 3860: HUMAN RESOURCE MANAGEMENT (UNT: Online)

A course designed to introduce students to the major concepts, practices, and techniques involved in managing people-related business issues in an environment that is increasingly global. By the end of the course, students should be able to understand the legal framework within which the management of people takes place.

MGMT 4180: WORKPLACE HEALTH AND SAFETY (UNT: In-Person, Online, and Hybrid)

A senior level course that prepares students to establish safe and healthy work practices on the job. We review roles and professional certifications for safety and health professionals, workers' compensation, accident investigation and reporting, product safety and liability, ergonomic hazards, stress and safety, safety and health training, violence in the workplace, risk management, and occupational safety and health (OSHA). Students are given the opportunity to develop and demonstrate their understanding and managerial awareness of the prevention, diagnosis, and evaluation of safety and health hazards and safety programs.

MGMT 4210: E-MANAGEMENT (UNT: Online)

This senior level course highlights emerging issues associated with managing traditional business given the increase in electronic commerce activity. It also explores how online business activity can support a business and lead to competitive advantage, and it reviews traditional management issues such as strategy, supply chain management, organizational functions, and leadership considering the digital economy.

MGMT 4300: Talent Acquisition and Management (UNT: In-Person, Online, and Hybrid)

A senior level course that examines the talent acquisition process. Students examine test validation and recruitment and selection techniques relative to EEO, ADA, and AAP laws. They identify talent acquisition and management strategies necessary to attract, develop, and retain top talent. In addition, they learn how to align the talent acquisition strategy with the overall business strategy.

MGMT 4660: INTERNATIONAL MANAGEMENT PERSPECTIVES (UNT: Online)

A senior level course used to study the management of multinational operations in cross-cultural environments with a focus on the decisions that managers must make. Topics include strategic planning, organization, human resources, operations management, entrepreneurship, and ethics.

MGMT 4860: ORGANIZATIONAL DESIGN AND CHANGE (UNT: Online)

A senior level course that explains the advantages of organizing business processes and developing organizational competencies and capabilities for competing in today's dynamic environment. Students examine organizational structures, the basic work patterns of organizations, and managerial roles.

MGMT 4890: LEGAL ASPECTS OF EMPLOYMENT PRACTICES (UNT: In-Person and Online)

A senior level course that introduces students to the legal aspects of employment practices. Students review current legislation and its impact on human resources policy and practices. Students become familiar with the myriad of laws and regulations that guide management and employee actions in the workplace, and the students relate case study evidence to the interpretation of these laws.

RMIN 2500: PRINCIPLES OF RISK MANAGEMENT AND INSURANCE (UNT: In-Person)

The course provides an overview of risk identification, analysis, control, and financing for both commercial and personal risks. Insurance company operations examined along with discussion of ethical standards for the risk management and insurance industry.

Teaching and Service Recognition

- 2023 – Received UNT Thank a Teacher Notes
- 2023 – Received UNT 10 Year Service Award
- 2022 – Received UNT Thank a Teacher Note
- 2020 – Chapter Advisor of the Year, Delta Sigma Pi – Southwestern Region
- 2020 – Faculty Member Who Played an Integral Role in Student Athletes' Academic Success, UNT
- 2019 – UNT Department of Management Teacher of the Year
- 2019 – Faculty Member Who Played an Integral Role in Student Athletes' Academic Success, UNT
- 2018 – UNT Department of Management Teacher of the Year
- 2018 – Chapter Advisor of the Year, Delta Sigma Pi – Southwestern Region
- 2018 – UNT Mean Green Faculty Spotlight Award for supporting and advocating for UNT student athletes
- 2018 – Eagle Awards Faculty Advisor of the Year Nominee
- 2018 – 'Fessor Graham Award Nominee
- 2017 – UNT Department of Management Teacher of the Year
- 2016 – UNT Department of Management Teacher of the Year
- 2015 – UNT Department of Management Teacher of the Year

Teaching Interests

Human Resource Management, Workplace Safety, Talent Acquisition, Organizational Behavior, Management Concepts, and Risk Management and Insurance Principles.

Directed Student Learning

COACHED HONORS COLLEGE STUDENTS ON RESEARCH PAPERS – FALL 2017, SPRING 2018, SPRING 2020, SPRING 2023

Mentored undergraduate students who wrote research papers for Honors College Credit. Topics included Organizational Culture, Agricultural Safety, Food and Alcohol Safety, The Use of Social Media in Recruiting, and Healthcare Industry Safety Hazards. The projects required me to assist the students with developing suitable topics, to confer with the students throughout the semester, and to grade the additional assignments.

ASSISTED DOCTORAL STUDENTS TEACHING MGMT 3820: MANAGEMENT CONCEPTS – 2015-2020

Co-coordinated MGMT 3820 course and mentored doctoral students who taught sections of the course. The project required me to assist with designing and updating course materials in Canvas, coaching the doctoral students on how to respond to and assist their students, completing audit rolls, and helping to ensure objective grading criteria.

UNDERGRADUATE HONORS COLLEGE THESIS COMMITTEE MEMBER – SPRING 2019

Mentored undergraduate student, Logan Storms – Finance Major, along with committee members Dr. Ma and Dr. Pope. Student's thesis entitled *Cooperating, Decision-Making, and Leading on a Multi-generational Scale*.

University Service Activities

BEGIN/END

ACTIVITY

Fall 2023-Present

UNT Delight Ministries Student Chapter Faculty Advisor

Fall 2021-Spring 2023

UNT DSI CLEAR Advisory Committee and Committee Secretary

Fall 2020-Spring 2023

UNT Faculty Salary Study Committee

Spring 2019-Fall 2021

UNT Foster Care Alumni/PUSH Program Champion and Student Mentor

College Service Activities

BEGIN/END

ACTIVITY

Fall 2017-Fall 2021

Faculty Advisor, Delta Sigma Pi Professional Business Fraternity

Fall 2018-Spring 2021

College of Business Freshman Mentor

Fall 2016-Spring 2021

Faculty Co-Sponsor, Beta Gamma Sigma Honor Society

August 2019	Led Delta Epsilon Chapter Student Trip to Grand Chapter Congress in Atlanta, Georgia. 5 students attended the conference.
Spring 2015-Fall 2015	Faculty Co-Advisor, Women in Business

Department Service Activities

BEGIN/END	ACTIVITY
Summer 2022-Present	UNT The People Center – HR Internship Lead
Spring 2022-Present	UNT SHRM (Society for Human Resource Management) Co-Advisor
Spring 2019-Present	Member, Department of Management Scholarship Committee (OBHR)
Fall 2015-Spring 2023	Member, Department of Management Course Scheduling Committee
July 2020	Member, Department of Management Grade Appeal Committee
Fall 2019	Member, Search Committee for Clinical Professor in OBHR
Fall 2019	Teaching Tips from the Experts Panelist, Teaching Enhancement Seminar for Doctoral Students
Spring 2019	Judge, Business Case Competition
Fall 2016-Spring 2019	Department Faculty Secretary
Fall 2016-Fall 2018	Member, OBHR Planning Committee – Alumni and Collaborative Events
Spring 2018	Co-led UNT SHRM Student Trip (9 students) to Managing HR Conference in New York City, NY.
Fall 2016	Member, Search Committee for Assistant Professor in OBHR
Spring 2016	Judge, Fidelity Business Case Competition

Professional Memberships

NORTH TEXAS SOCIETY FOR HUMAN RESOURCE MANAGEMENT (NTSHRM)

SEPTEMBER 2020 - PRESENT

- Serve on College Relations Committee/UNT Liaison (2023 – Present)
- Served as 2022 College Relations Director
- Served on 2021 North Texas SHRM Conference Committee (in-person conference).

DELTA SIGMA PI PROFESSIONAL BUSINESS FRATERNITY

AUGUST 2017 - PRESENT

SOCIETY FOR HUMAN RESOURCE MANAGEMENT (SHRM)

MAY 2015 - PRESENT

About Me:

- Professional work experience and extensive teaching experience. MBA and SHRM-SCP.
- Industry experience in property claims, catastrophe claims, claim reviews, property underwriting, learning and development, and administrative HR roles.
- Computer savvy; proficient in using Microsoft outlook, Word, and Internet along with excellent Excel and PowerPoint skills.
- Experience working in a demanding environment and able to adjust communication approach to audience.
- Excellent written and verbal communication skills. Able to communicate effectively with all levels.
- Outstanding organization, prioritization, and time management skills.
- Motivated – proactive, self-starter.
- Enthusiastic, dedicated, hardworking, and committed to meeting deadlines.