



Melvin and Joyce Welch

Melvin Welch came to Trevecca College as a student receiving his BA; MED from Middle Tennessee State University and PhD from Peabody of Vanderbilt University. He returned to Trevecca in 1980 serving as the first full-time director of alumni services, director of admissions, assistant to the president under Dr. Millard Reed, dean of the school of education and professor. Upon his retirement, Dr. Welch served as an educational consultant for several universities and consultant and director of the EdD program at Olivet Nazarene University. Prior to returning to his alma mater, he was a teacher in Davidson County Schools, director-dean at the University of Tennessee at Nashville. Dr. Welch's longevity at Trevecca with his wife, Joyce, and son, Todd, captures almost 100 years of employment as a family. The Welch family members view their Trevecca journey as a joyful treasure of memories. Pathways to Success is a gift of love to OUR Trevecca. The writing of this book was requested by Dr. Homer Adams, former president; the late Dr. Millard Reed, and by the current president, Dr. Dan Boone as a way to keep the Trevecca story on-going.

Cover design: Rick Hill and Melvin Welch

This carefully researched and well-written book is more than an historical recording of the School of Education at TNU. It is a reflection of what good leadership combined with perseverance and putting Christ in the center of it all can do. I was a student at TNU when the Masters of Education began. In fact, I was a student assistant to Dr. Welch during the launch of the Master's program, so I have a little firsthand knowledge. It is clear in this book what it takes to make something great happen. Dr. Welch focuses on the right ingredients for leadership: people, potential, purpose, and having a little fun along the way. If you're looking for a fascinating historical journey that encompasses challenges and leadership perspective, then you won't be disappointed by this work.

Dwayne Gunter, BS 1988; MBA Trevecca Nazarene College; MBA, 1989, Middle Tennessee State University; Doctorate in Business Administration, 1997, NOVA University; Group Vice President Technology Solutions at Parallon Technology Solutions

From the day University President Millard Reed assigned him to combine the various education programs together into a single division under one roof, Dr. Melvin Welch worked tirelessly to build a school of education of which Trevecca could be proud. He has continued until this day his support of the University in general, culminating in this expansive history of the development of workshop, teacher education, master's, doctoral and MLIS programs from 1954–2003.

At the insistence of former President Homer Adams, a scholarly historian himself, Dr. Welch began the arduous task of preparing this volume. Researching the university's archives to describe the early beginnings of these programs with assistance from a variety of individuals who were involved in the pathway to success. In his account, he has highlighted the success of teacher workshops and teacher education programs under Dr. G. L. Pennington who put the university "on the map".

In 1983-84 Dr. Homer Adams named Dr. Welch the Associate Dean of Graduate Studies and chairperson of the Graduate Studies Committee to write the first master's program design for Trevecca. In 1991-92 Dr. Millard Reed named Dr. Welch to lead the work of creating a Division of Education that brought together the separate departments within the education programs. He skillfully navigated the issues of turf, personnel assignments, and a common location to house these units in Bud Robinson. In 2001, his work with university administrators and the architects from Earl Swensson Associates culminated in a move to the newly renovated Mackey Building to house the renamed School of Education at which time he became the Dean.

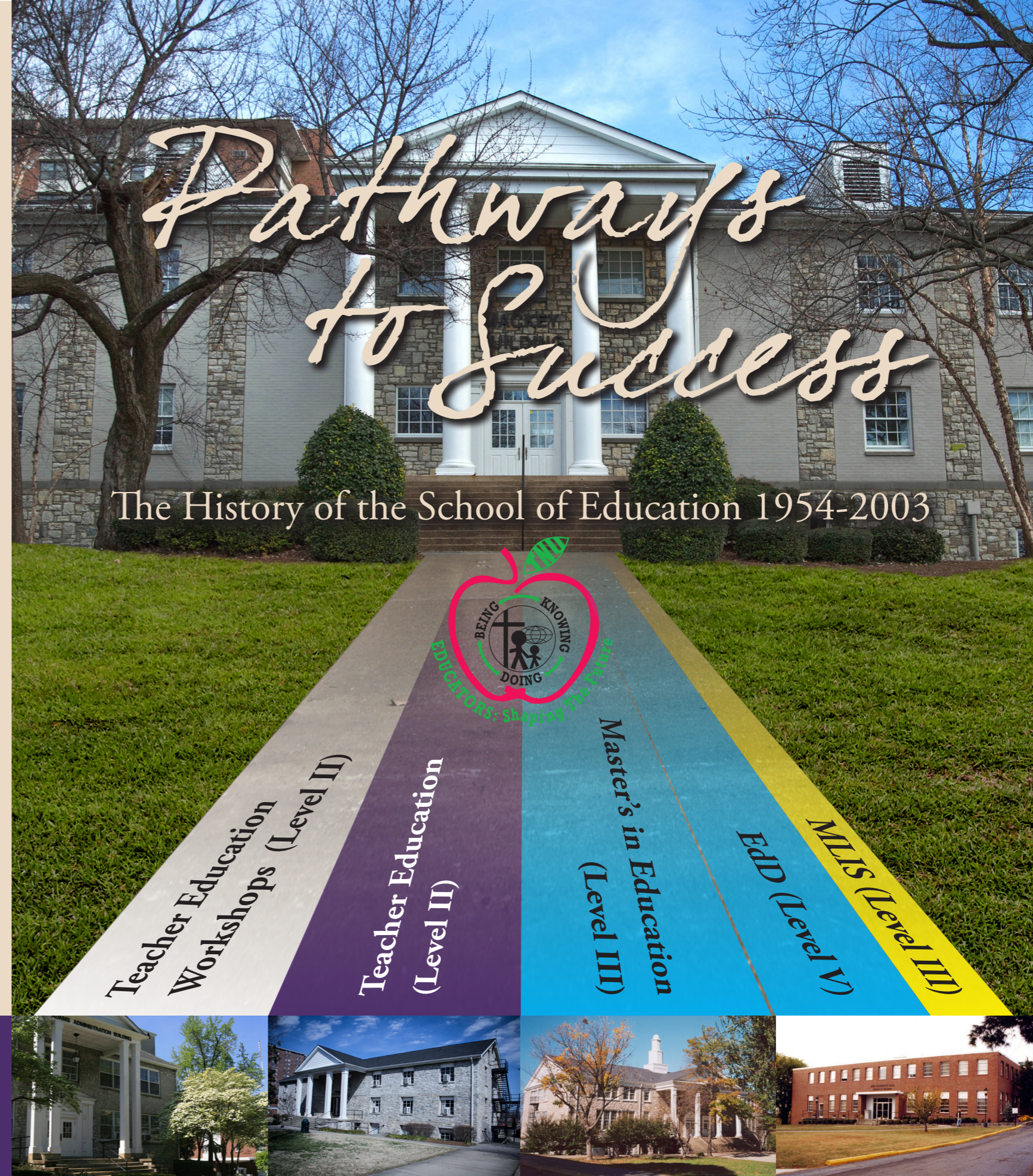
After navigating a rocky political terrain, the crowning achievement of Dr. Welch's administration was the development and implementation of moving Trevecca from Level III to Level V with the first doctoral level program in Nazarene Colleges/Universities in the United States in 1998. As an added dimension of his continued work, the Master's Library in Science Program was approved in 2001.

Dr. Welch has committed untold numbers of hours of work to this effort to update the history of the education programs at Trevecca. Lovers of history and of Trevecca's story, in particular, will find this volume, Pathway to Success, both informative and interesting with its intimate recounting of previously unknown details about the challenges, defeats, and victories in the development of the School of Education. As his legacy, upon semi-retirement in 2003, Dr. Welch handed off to the succeeding administration, faculty, and staff a strong, well-respected successful School of Education on which to build.

Esther Swink, Trevecca Nazarene University, BS 1969; George Peabody College for Teachers, MLIS, 1976; EdD, 1987; Vanderbilt University; Director of MLIS, former Dean of the School of Education at Trevecca.

Pathways to Success

Welch



This book chronicles the story of how Trevecca's School of Education developed from several distinct, yet related, units to become the one entity as it is today. Specifically, the book deals with the years from 1983–2003. However, the earlier years of 1954–1982 bring a perspective needed to show the full development of the programs and impact on the college/university. By examining all of these years, the reader catches a glimpse of one part of Trevecca's history.

To be a passionate leader, one has to appreciate strong leaders in love with their field and stirred by issues and challenges. Pathways tells of such leaders and of the partnerships that were developed and the obstacles confronted to forge connections that really worked. In addition, actual accounts of staff, faculty, and administrators who have brought their best in wisdom, experience, and real life situations make for an inspiring philosophy of leadership and practical ways to achieve the highest level of academic success. The reflections of faculty, students, and administrators add immense insights into how students' lives were shaped and what teaching and learning really entails.

As *Pathways* reflects, these years show a journey filled with surprises and changes, a journey still developing, at Trevecca Nazarene University, a name highly recognized as a faith-based institution and comprehensive research university. It is hoped that you, the reader, will enjoy this journey, the account of the many successes of your Trevecca.



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