

The University of Southern Mississippi

College of Science and Technology
Department of Economic and Workforce Development



Human Capital Development Doctorate

Student Handbook

Oct. 5, 2006

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I. Introduction

What is Human Capital Development (HCD)?

The development of human capital will increasingly be the defining characteristic that determines the extent to which an economy can develop and exploit new technologies and compete in the global marketplace. The 21st-century labor market is expected to demand a workforce whose members are adaptable throughout their career course to changing technology, product demand and global competition, along with a lesser-skilled services-oriented workforce. As new technologies are developed, an increasing percentage of the workforce will develop or produce high-technology products and services, or interface with these new technologies as part of the tasks they perform. A key challenge for the public and private sectors will be developing human capital development solutions that respond to the needs of the 21st-century labor market.

HCD Program Summary

Human capital development, in the context of this program, consists of three elements – *technology*, *economic* and *workforce development* – that do not move independently of one another and can be expected to have important interactive effects. For example, technology development can be the catalyst to alter the composition of the U.S. workforce by enhancing the health and longevity of the population or by providing incentives for individuals to remain in the workforce or leave as job skill requirements change. In turn, the skills of the workforce can shape the future course of technology development through high-end knowledge in the sciences and engineering or through the ability to adapt to changing technologies in the workplace. Interactions also occur between the demographic composition of the workforce and economic globalization.



The Human Capital Development doctoral program provides advanced study and research of human capital development in high-growth, high technology industries. At the nexus of technology, economic and workforce development, one finds the high value development opportunities that will define the future of our state and nation. One such example of a high value development opportunity is the work done by Drs. Gaudet and Annulis in creating and implementing geospatial workforce development models. As this rapidly growing technology is deployed, the skills for a workforce to support the industry – from entry-level to post-doctorate researchers – must be defined and integrated into the education and training fabric of the country. As a better trained workforce is available to support the industry, more companies can become competitive in the geospatial marketplace. The NASA and Department of Labor sponsored research conducted by Gaudet and Annulis has brought numerous workforce development research awards,

including the most recent recognition by the DOL Employment and Training Administration in being named one of the top five leaders in the country for successful implementation of research based models in the category *Educating America's 21st Century Workforce*.

The Human Capital Development doctoral program supports discovery of new knowledge and its transfer and delivery for all industries in general and for high growth, high technology industries in particular. No other known degree program provides advanced study and research of human capital development in high-growth, high technology industries. Rapid technological change and increased international competition place the spotlight on the skills and preparation of the workforce as never before, particularly the ability to adapt to changing technologies and shifting product demand. Within this context, the Human Capital Development doctoral program will prepare leaders for organizations who have the capacity to respond to demographic trends, technological advances and globalization.

II. Program Information

Key Objectives

The Human Capital doctoral program has the following key objectives:

1. To provide advanced study and research of human capital development in high-growth, high technology industries.
2. To build cohorts of scholars capable of advancing the theoretical as well as empirical base of human capital development that supports discovery of new knowledge, and its transfer and delivery for all industries in general and for high growth, high technology industries in particular.
3. To prepare future leaders with the ability to integrate new technologies which demand a highly skilled workforce for increased economic globalization.

Course Format

The doctoral program in Human Capital Development is designed to be an ongoing program at Southern Miss. Cohorts of students will be admitted each fall semester. The program exemplifies a spirit of doctoral residency, while meeting the needs of mid-career, executive students as well as more traditional students who are actively engaged in research and economic and workforce development professional activities. As such, the program's curriculum emphasizes a blended delivery model mixing distance learning media, intensive in person sessions, and individual interaction between student and faculty member.

This program includes intensive courses, online courses, project-based courses and courses that combine electronic and weekend campus-based delivery on the Mississippi Gulf Coast. Students experience an executive format program to maximize interaction and learning not only during in-person, weekend-class sessions, but also between sessions via online communication among students and professors. While distance learning supports the doctoral program, face-to-face instruction is the primary delivery medium for the degree. The program is designed with more than sixty percent of instruction delivered face-to-face.

Double-click on the **WebCT Job Aid** to learn how to load and access courses, chat rooms, bulletin boards, syllabi, and course schedules.



WebCT Job Aid

Graduate Competencies

Graduates of the Human Capital doctoral program will have the ability to:

1. Critically review, analyze and summarize the literature in a specific development area;
2. Design, conduct and analyze original research that adds to the existing body of scientific knowledge;
3. Apply research findings in a way that improves methods or approaches to existing practice in human capital development;
4. Demonstrate proficiency in written, verbal and electronic modes of communication;
5. Publish research findings in peer-reviewed journals and conferences;
6. Successfully present and defend original research findings;
7. Establish interdisciplinary collaborations through education and research; and
8. Function in a leadership role in a public or private sector organization.

Degree Requirements

Foundation/core/general courses	15 SCH (semester credit hours)
Courses required of all students/research core	24 SCH
Research Concentration	15 SCH
Total Semester Credit Hours	54 SCH

Special Requirements

- a. Coursework includes completion of a general core (15 semester hours), Research core (12 semester hours in research design and methodology coursework, 12 hours of dissertation research), and 15 hours for the student's research concentration.
- b. Satisfactory completion of a written and oral comprehensive exam.

- c. Satisfactory completion and oral defense of an original research dissertation. See [www.usm.edu/graduatestudies/gradcouncil/ GuideLinePrintable.pdf](http://www.usm.edu/graduatestudies/gradcouncil/GuideLinePrintable.pdf) - Student Manual For Preparing Theses And Dissertations
- d. All other general degree requirements as set forth by The University of Southern Mississippi Office of Graduate Studies.

Curriculum Description

Research concentrations will be developed in consultation between the student and the advisor. Courses in the research concentration areas contain enough flexibility to accommodate a wide range of student interests, while still focusing on human capital development for high-growth, high demand industries. The resulting individualized concentrations will build on students' knowledge, experience and interests, and will draw from the strengths of the involved faculty. Courses from other academic disciplines defined by the CIP code for this degree that could be used to satisfy student's individual concentrations are speech communication, organizational behavior and adult education. This cross-disciplinary curricular approach appropriately reflects the emerging, complex nature of the field of human capital development.

The individualized concentration format has important scholarly and professional purposes. By constructing their concentration in consultation with faculty members, each student will have a meaningful opportunity to integrate disparate categories within the human capital development degree. The student's active involvement in shaping their course of study will help to cultivate effective decision-making abilities and the capacity for original thinking about technology, economic and workforce development concepts. Consequently, students will be encouraged to become adaptable, self-reliant and proficient in addressing research problems and unique challenges that ultimately will arise in their professional experience.

Curriculum Outline

Research Core = 24 semester hours

HCD Core = 15 semester hours

- WTD 640 Workforce Development Models
- WTD 725 Advanced Workforce Analysis
- WTD 680 Seminar in Grantsmanship
- ED 764 Economic Development Theory
- ED 730 Theory of Technology Development

Concentration = 15 semester hours

- Technology Development coursework
- Economic Development coursework
- Workforce Development coursework

Table 1. Curriculum for Human Capital Development Doctoral Program

Research Core (24 hrs)	<p><i>Required by all students in the Human Capital Development Doctoral Program</i></p> <p>HCD 745 Quantitative Research Methodologies (3 semester hrs) HCD 750 Qualitative Research Methodologies (3 semester hrs) HCD 755 Survey Design (3 semester hrs) HCD 760 Analysis, Interpretation and Reporting of Research Results (3 sem. hrs) HCD 898 Dissertation Research (12 semester hrs)</p> <p>24 Total Semester Hours Research Core</p>
General Core (15 hrs)	<p><i>Required by all students in the Human Capital Development Doctoral Program</i></p> <p>WTD 640 Workforce Development Models (3 semester hrs) WTD 725 Advanced Workforce Analysis (3 semester hrs) WTD 680 Seminar – Grantsmanship (3 semester hrs) ED 764 Economic Development Theory (3 semester hrs) ED 730 Theory of Technology Development (3 semester hrs)</p> <p>15 Total Semester Hours General Core</p>
Research Concentrations (15 hrs)	<p><i>Students will select courses for a research concentration from the following list of courses or from supporting university cognate areas approved by an advisor (i.e., Adult Education, Organizational Communication)</i></p> <p><i>Students Select 6 Semester Hrs from the following list</i></p> <p>ED 656 Rural Development (3 semester hrs) ED 665 ED and Tourism (3 semester hrs) ED 722 Research Methods in Economic Development (3 semester hrs) ED 724 Economic Development Finance (3 semester hrs) ED 731 Stages of Technology Development (3 semester hrs) ED 732 Fostering Creative Environments (3 semester hrs) ED 761 Contemporary Issues in Economic Development (3 semester hrs) ED 765 Economic Development Theory II (3 semester hrs) ED 789 Applied Problems in Economic Development (3 semester hrs) ED 791 Apprenticeship (3 semester hrs) WTD 643 Strategies for Technology Training (3 semester hrs) WTD 660 Advanced Performance Technology (3 semester hrs) WTD 665 Performance Technology II (3 semester hrs) WTD 675 Research in WTD (3 semester hrs) WTD 680 Seminar in WTD (3 semester hrs) WTD 692 Special Topics (1-6 semester hrs) WTD 720 Competency Models (3 semester hrs) WTD 740 Strategic Planning and Change Management (3 semester hrs)</p> <p>15 Total Semester Hours Research Concentration</p> <p>54 Total Semester Hours Doctoral Human Capital Development Program</p>

Schedule

Fall 2006 (tentative)

- Aug. 24-26
- Oct. 12-14
- Nov. 30 – Dec. 2

Spring 2007 (tentative)

- Jan. 18-20
- Mar. 8-10
- Apr. 26-28

III. Applications and Admissions

For graduate application information, visit: www.usm.edu/graduatestudies/

Applicants are required to submit the following materials:

- Application fee (\$25)
- Official GRE scores
- Official transcripts
- Three letters of recommendation
- Statement of qualifications and resume

For tuition, financial aid and graduate assistantship information, visit:

- www.usm.edu/graduatestudies/fees.php
- www.usm.edu/financialaid/
- www.usm.edu/wtd/ga.html

Table 2. Admission Standards

Applicants may be granted regular or conditional admission to the proposed program.

Regular Admissions. The minimum standards for regular admission are

1. The applicant must hold a master's degree from an institution approved by a recognized accrediting agency.
2. The applicant must be eligible to re-enter in good standing the last college or university attended.
3. The applicant must present evidence, by official transcript, of a grade point average equivalent of at least 3.5 (calculated on a 4.0 scale) on previous graduate coursework to Southern Miss.
4. Applicants must submit official transcripts from all college or universities attended. To be "official" the transcripts must be sent directly from the college/university to the Southern Miss Office of Graduate Admission found online at www.usm.edu/graduatestudies/.
5. Applicants must have current GRE or GMAT scores (< 10 years old). Submitted to Southern Miss.
6. Applicant must submit Proof of immunization for two MMR (Measles, Mumps, Rubella) vaccinations. Applicants must complete the immunization compliance form which can be found as a PDF at: www.usm.edu/healthservice/services/forms/immunization-compliance.pdf.
7. A \$25.00 graduate application fee in the form of a check or money order made payable The University of Southern Mississippi Graduate Admissions.
8. Applicant must submit current resume or curriculum vitae (CV) to the department.
9. Applicant must have at least three letters of recommendation from persons qualified to assess the applicant's readiness for doctoral work. Recommendation forms can be downloaded at www.usm.edu/graduatestudies/recommend_forms.php.
10. A statement of professional and scholarly accomplishments and a letter of intent specifying areas of interest and career goals. This should be approximately five pages in length single spaced. The purpose of this essay is to allow the departmental admissions committee to assess the applicant's research topic development to date, the applicant's purpose for seeking to earn a doctoral in this area, potential synergies in research topics or areas with existing faculty in the program, department, college and university, and the potential for success in the program.
11. International students should submit TOEFL scores. For non-U.S. resident prospects, contact the Office of International Admissions at 118 College Drive #5151, Hattiesburg MS 39406, or by telephone at 601.266.4841.

Conditional Admissions. A student who fails to qualify for regular admission may be admitted on a conditional basis; provided, however, such a student possesses a grade point average of at least a 3.25. Conditional admission can be given only upon the recommendation of the department chair and the college dean.

A doctoral student admitted conditionally must maintain a grade point average of at least 3.5 on the first nine (9) hours of coursework at or above the 600 level. If prior to satisfying the requirements to have the conditional status removed, the student attempts more than 9 hours of coursework at or above the 600 level, he or she must achieve a 3.5 overall grade point average. Lower-level coursework taken to remedy perceived deficiencies may not be counted toward the nine-hour requirement. All courses taken to remove conditional status must be taken on a campus of The University of Southern Mississippi.

IV. Faculty



Cyndi Gaudet is director of the WLPI and associate professor and coordinator for the HCD degree program. Her cutting-edge workforce development research has received awards from NASA, the Southern Growth Policies Board, and the New Orleans Chapter of the American Society for Training and Development. One of the high-growth, high technology research initiatives under Dr. Gaudet's direction was identified as a top five finalist for the U. S. Department of Labor's 2005 Recognition of Excellence Award, Educating America's 21st-Century Workforce. She has presented professional papers at over 100 regional, national and international conferences, and her research has been published in journals such as the HRD Quarterly, the International Journal of Instructional Media, the NABTE Review, the URISA Journal and the Delta Pi Epsilon Journal. Gaudet holds a bachelor of science degree and a master of science degree in education from Southern Miss and a doctorate in human resource education and workforce development from Louisiana State University.



Heather Annulis is the assistant director of the WLPI, an assistant professor of WTD and co-principal investigator for the U.S. Department of Labor's Geospatial Technology Apprenticeship Program (GTAP) grant to develop the geospatial workforce. Dr. Annulis blends her teaching and training management experience to coordinate the master of science program in workforce training and development at Southern Miss. She also directs the WLPI training and development certificate program offered for training and human resource development professionals as a systematic method for developing competencies. Her research has garnered numerous awards, and she was recently named one of Mississippi's Top 40 Under 40 by the Mississippi Business Journal. Annulis holds bachelor of science and masters degrees from The University of Louisiana at Lafayette and a doctorate in international development from Southern Miss.



Ken Malone chairs the department of economic and workplace development. His economic development practice and research is focused on technology-based economic development including technology transfer, research parks and technology commercialization management. He currently is implementing grants from the Lemelson Foundation and the National Science Foundation for providing entrepreneurial training to science and technology graduate students.

Dr. Malone served as the Chief Operating Officer for the University of Southern Mississippi's Gulf Coast campus. Prior to joining the university, he held leadership positions in finance, mergers and acquisitions, marketing, business management, research and manufacturing for the global chemical arm of TotalFina Elf and for the regional chemical operations of Georgia Gulf.

Judson Edwards is the director of the master of science program in economic development, assistant professor of economic and workplace development. Dr. Judson Edwards is an assistant professor and director of the economic development master's program at The University of Southern Mississippi. Before joining Southern Miss in 2004, he served as assistant professor of geography at the University of North Dakota, Grand Forks, N.D., from 2002-2004.

In addition to his academic appointments, he held the position of managing editor for the Economic Development Review-The Journal of the American Economic Development Council from 1999-2001. He received his bachelor of science in Economics from Troy State University, Troy, Ala., and his master of science and doctorate in Economic and International Development from The University of Southern Mississippi, Hattiesburg, Miss.

In addition to his academic qualifications, he is a Certified Economic Development Finance Professional (EDFP). Dr. Edwards is the president and CEO of Edwards Economics, LLC, an economic development consulting firm, and serves as vice-chair of Membership Development for the Southern Economic Development Council. His research foci are telecommunication-based rural economic development and economic transition policy.

He is the author numerous publications, including the forthcoming book from the University Press of America, "Digital Deliverance: Dragging Rural America, Kicking and Screaming, Into the Information Economy."



Brent D. Hales, Ph.D., serves as an assistant professor of Economic Development at The University of Southern Mississippi. Dr. Hales previously served as director of the Center for Business and Entrepreneurial Research and of the Center for Community and Economic at Delta State University. His primary area of research since 1996 has been the examination, promotion, and community adoption of telecommunication technologies into the community's economic development plans and practices. Dr. Hales has developed questionnaires; conducted needs assessments; held conferences and workshops and worked with service and application providers, community leaders and businesses to meet the needs of the communities at their levels. He also spearheaded the development of the Mississippi Delta Technology Council, a collaborative project between public and private entities actively using technology in their business, development or educational activities. He was named as one of the Mississippi Delta's top community leaders by the Delta Business Journal in 2005. He also received the 2004 New Professional Award from the Community Development Society and was also honored as a Distinguished Young Scholar by Trinity College of Hartford, Conn. He received a bachelor of science from Brigham Young University, an a master of arts from Middle Tennessee State University, and a doctorate from Iowa State University.



Bruce Waguespack is a visiting assistant professor at the WLPI and teaches graduate courses in the HCD and workforce training and development degree programs. Dr. Waguespack has served as an adjunct professor at The University Southern Mississippi and Louisiana State University for over ten years. He worked with WLPI in a part-time basis to help establish the Geospatial Technology Apprenticeship Program standards and industry partners. He is a facilitator in the Training and Development Certificate Program. His innovative teaching style is grounded by practical, real-life experience. Dr. Waguespack is an independent consultant through his company, Potential Unlimited Inc., where he designs and aligns performance improvement strategies that achieve key organizational objectives. Waguespack was, for seven years, the corporate manager for training and development at Georgia Gulf Corporation where he was responsible for employee performance improvement and organizational development. Dr. Waguespack was instrumental in establishing the industry-driven Process Technology Associate Degree program in Louisiana. He served two terms as president of the Baton Rouge chapter of the American Society for Training and Development (ASTD). Waguespack is a Certified Professional in Learning & Performance (CPLP) pioneer, as he is among the first in the industry to earn this certification. Waguespack now serves on the CPLP review team for ASTD. Waguespack holds a bachelor of science in agriculture business from Nicholls State University, a master of science degree in adult and extension education and a doctorate in human resource education and workforce development from Louisiana State University.

Adjunct Faculty



Jack J. Phillips, a world-renowned expert on measurement and evaluation, provides consulting services for Fortune 500 companies and workshops for major conference providers throughout the world. Phillips is the author or editor of more than 30 books and more than 100 articles. His global expertise is based on more than 27 years of corporate experience in five industries (aerospace, textiles, metals, construction materials and banking) practiced in more than 30 countries. The American Society of Training and Development named Phillips the recipient of the 2006 Award for Distinguished Contribution to Workplace Learning and Performance. Dr. Phillips has served as training and development manager at two Fortune 500 firms, senior HR officer at two firms, president of a regional federal savings bank and management professor at a major state university. Phillips has undergraduate degrees in electrical engineering, physics and mathematics from Southern Polytechnic State University and Oglethorpe University, a master's degree in decision sciences from Georgia State University and a doctorate in human resource management from the University of Alabama.



Patti P. Phillips, an internationally recognized author, consultant and researcher, is president and CEO of the ROI Institute, Inc., the leading source of ROI evaluation education, research and networking. Dr. Phillips works with corporations, government and academia to broaden the application of ROI evaluation to programs directly influencing the economic growth of communities around the world including South Africa, Singapore, Japan, New Zealand, Australia, Italy, Turkey, France Germany, and Canada as well as throughout the United States. Patti's academic accomplishments include a Master of Arts Degree in public and private management from Birmingham Southern and a doctorate in international development from The University of Southern Mississippi.

V. Contact Us

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