Human Capital Development Dissertations

Student	Year	Faculty Chair	Research Topic
John Kmiec, Jr.	2010	Cyndi Gaudet	[A Study of the Effectiveness of a Pilot Training Program in an Organizational Setting: An intervention for work engagement](#)
Scott Alsobrooks	2010	Cyndi Gaudet	[The quality of student experiences in traditionally scheduled courses versus block scheduled courses at Pearl River Community College](#)
Holly Burkett	2010	Cyndi Gaudet	[Change Capacity as a Determinant of Sustainable ROI Implementation in Human Resource Development Practice](#)
Penny Madonna Adams	2011	Heather Annulis	[Recovering from Hurricane Katrina, Small Business Owners Conquer Katrina: A Mixed Methodology Study](#)
Lindsey Lewis	2011	Heather Annulis	[The Computer Ate my Classroom: Assessing Student Interactions, Perceived Learning, and Satisfaction in Online Community College Career Technical Education Courses](#)
Sidney Mitchell	2011	Cyndi Gaudet	[Factors that Contribute to Persistence and Retention of Underrepresented Minority Undergraduate Students in Science, Technology, Engineering, and Mathematics (STEM)](#)
Dwuena Wyre	2011	Cyndi Gaudet	[Set Up for Success: An Examination of the Ronald E. McNair Post Baccalaureate Achievement Program's](#)
Rich Jeffries	2011	Heather Annulis	[Investments in Leadership and Management Succession Planning at a Department of Defense Organization in the Southeastern United States: A Review of Strategic](#)
Susan Bush	2012	Cyndi Gaudet	[Determining the Individual, Organizational, and Community Level Outcomes of a Community Leadership Development Program as Perceived by the Program Alumni](#)
Dionne Davis-Green	2012	Cyndi Gaudet	[Examining the Relationship Between Social Capital and Career Success Among Welfare to Work Participants in Louisiana](#)
Evelyn Green	2012	Cyndi Gaudet	[Employee Volunteer and Employer Benefits from Business – Education Partnerships as Perceived by Employee Volunteers](#)

Mamie Griffin	2012	Heather Annulis	Manufacturing Mississippi's Workforce: An Assessment of Employability Skills as Perceived by Faculty & Senior Students of Four Year Manufacturing Related Degree Program
Cheryl Zipay Kirby	2012	Heather Annulis	Assessing a Culture of Innovation Leadership on the Human Capital in Healthcare
Steve Miller	2012	Brent Hales	Leading Through Crisis: Competencies for Effective Sport Security Professionals
Deborah Moore	2012	Cyndi Gaudet	America Reads – Mississippi Future Teacher Corps: A Study of Program Completers' Perception of Factors Influencing the Decision to Become and Remain Classroom Teachers
Ginger Robbins	2012	Heather Annulis	A Study of the Effect of Appreciative Inquiry on Student – Course Engagement and Attendance in the Community College
Rich Stewart	2012	Cyndi Gaudet	A Study of the Leadership Code and Employee Engagement
Josh Duplantis	2013	Chad Miller	Developing Social Capital: The Effect of an Academic Service–Learning Component on the Civic Attitudes of College Students
Tomeka Harbin	2013	Heather Annulis	Workplace Health Promotion Programs: An Assessment of Factors Influencing Participation
Yolanda Clark	2013	Heather Annulis	Project–Based Section 8 Housing Participants' Perception of Cultural and Structural Factors to Explain Barriers to Economic Self–Sufficiency
Christopher Fox	2013	Cyndi Gaudet	Emotional Intelligence and Community Healthcare Productivity
Jim Black, Jr.	2014	Cyndi Gaudet	Online Communities of Practice in the Contact Center Environment: Factors that Influence Participation
Gary Burrus	2014	Cyndi Gaudet	Strategic Human Resources in Casino Operations: Revealing the Perceptions of Casino Operators and Human Resource Leaders
Sharon Cureton	2014	Heather Annulis	The Role of Exchange Ideology in Coworker Social Support and Work Engagement

Ker Ferguson	2014	Chad Miller	A Policy Framed Analysis of the Valley of Death in U.S. University Technology Transfer
Dianna Perkins	2014	Heather Annulis	Building Change Readiness Practices for Information Technology Support Staff
Katie Wallace	2014	Heather Annulis	Development of Workforce Skills: Student Perceptions of Mentoring in First Robotics
Mary Funk	2015	Heather Annulis	Assessing Nontraditional Student Dropouts on a Commuter Campus
Jason Golden	2015	Dale Lunsford	An Examination of the Volunteer Coordinator's Influence on Church Volunteers' Intent-to-Continue at the Largest Protestant Churches
Alan Martinez	2015	Cyndi Gaudet	The Role of Shared Mental Models in Team Coordination Crew Resource Management Skills of Mutual Performance Monitoring and Backup Behaviors
Tammy Means	2015	Heather Annulis	A Study Identifying Information Technology Development Strategies for Nursing Professional Development Specialists Practicing in Healthcare Settings
Janea McDonald	2015	Heather Annulis	The Relationship Between University Employees' Work Engagement and the Perception of their Influence on Student Integration and Retention
Christy Riddle	2015	Heather Annulis	How did the Students Cross the Stage? The Relationship of Demographic Factors on Early Selection of College Major
Brock Stout	2015	Heather Annulis	What will the Neighbors Think? Perceptions of Failure Intolerance on Individual Entrepreneurial Intention in Harthe Rural Midwest
Richard Ayers	2016	Cyndi Gaudet	Optimizing Workforce Performance: Perceived Differences of Army Officer Critical Thinking Talent Across Level of Education.
Robert Thompson	2016	Cyndi Gaudet	An Investigation of Work Environment Characteristics and Work Engagement of Limited- and Full-Service Hotel Property Front-Line Employees.
William Burge	2017	Cyndi Gaudet	The Relationship Between the Human and Social Capital Characteristics of Nascent Entrepreneurs and Expected Job Growth in the United States

Steve Ellis	2017	Quincy Brown	[Applying Affective Engagement to Change Organizational Culture: A Secondary Analysis of Sexual Assault Prevention and Reporting Curriculum Outcomes on U.S. Air Force Technical Training Campuses](#)
Burdette Fullerton	2017	Chad Miller	[The Effects of Tax Increment Financing on Assessed Land Values](#)
John Hubbard	2017	Chad Miller	[Is Human Capital Development the Missing Component of the Aerotropolis Model?](#)
Sharon Johnson	2017	Cyndi Gaudet	[Local Workforce Development Boards: Alignment with Operational Indicators and Behavioral Characteristics](#)
William Markopoulos	2017	Cyndi Gaudet	[Perceived Influence of the Ferguson Effect on Law Enforcement Officer Turnover Intentions](#)
Gwendolyn Meador	2017	Heather Annulis	[Ethical Decision-Making Accounting Competencies: Practitioners' Perspectives](#)
Angela Walker	2017	Heather Annulis	[Strategies for Increasing Female Navy Officer Retention: Deploying Mothers' Perspectives](#)
Richard Walker	2017	Cyndi Gaudet	[Examining the Perceived Influence of a Comprehensive Youth Development Program for Promoting Black Male High School Persistence](#)
Timla Washington	2017	Chad Miller	[Self-Perceptions of Black Entrepreneurship in a Black Majority Rural Context – The Mississippi Delta](#)
Charles Childress	2018	Quincy Brown	[The Influence of an Electronic Attendance Monitoring System on Undergraduate Academic Success](#)
Catherine Cole	2018	Heather Annulis	[Exploring Retention and Environmental Alignment as Perceived by Professional Truck Drivers](#)
Laura Haley	2018	Heather Annulis	[What Makes Employees Stay? Examining Social Exchange Relationships, Organizational Commitment, and Intent to Leave Among Casino Employees](#)
Gregory Micheal Cole	2018	Dale Lunsford	[The Influence of Manual and Hydraulic Stretchers on Recruitment, Retention, and Turnover on the Emergency Medical Services Workforce](#)
Saurabh Gupta	2018	Quincy Brown	[Mechanism for Leadership Development and Effectiveness: The Relationship between Followership, Leadership, and Psychological Capital](#)
Lisa Sandifer	2018	Dale Lunsford	[Knowledge, Technical Skills, and Employability Skills Required of Accounting Graduates: Perceptions of Certified Public Accountants in Mississippi](#)

Ashley Scales	2018	Quincy Brown	The Effects of Organizational Commitment and Harmonious Passion on Voluntary Turnover among Social Workers: A Mixed Methods Study
Bianca York–Crockett	2018	Quincy Brown	Barriers and Enablers to Native American Persistence in Higher Education Programs: Narratives from Mississippi Band of Choctaw Indians
Mitch Tarver	2019	Quincy Brown	Promoting Workplace Health Using Wearable Technology: A Mixed Methods Study in a Nonprofit Organization
Gregory Higgins	2019	Dale Lunsford	Screening the Managerial Applicant: A Descriptive Phenomenological Study of Résumé Review and Evaluation
Mark McLean	2019	Heather Annulis	Essential Leadership Competencies for College Presidents in a Metrics–Driven Community College System
Courtney Taylor	2019	Heather Annulis	Influence of Career Services on Time to Undergraduate Degree Completion
Valeria Williams	2019	Heather Annulis	Female Student Perceptions of Factors that Influence Persistence in Male–Dominated Community College Career and Technical Education Science, Technology, Engineering, and Math Programs
Larry Webster	2019	Quincy Brown	Enablers and Barriers Influencing African American Administrators' Career Advancement at Predominantly White Institutions of Higher Learning
John Sherk	2019	Cyndi Gaudet	The Relationship Between Organizational Commitment, Discretionary Effort, and Turnover Intent
Garry Thompson	2019	Cyndi Gaudet	Relationship Between Self–Development, Mentorship, and Senior Military Officer Moral Judgment
Kady Pietz	2019	Cyndi Gaudet	Change Effort Organizational Communication Effectiveness and Work Locus of Control Influence on Change Fatigue in the Workplace
Jeffrey Coggin	2020	Quincy Brown	Self–Regulated Learning Instruction's Relationships with Teacher Subject Area, Teacher Beliefs, and Teacher Efficacy
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Kristen Albritton	2020	Heather Annulis	[Organizational Stressors as Predictors of Burnout](#)
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