Human Capital Development Dissertations

Student	Year	Faculty Chair	Research Topic
Dr. Scott Alsobrooks	2010	Cyndi Gaudet	The Quality of Student Experiences in Traditionally Scheduled Courses Versus Block Scheduled Courses at Pearl River Community College
Dr. Holly Burkett	2010	Cyndi Gaudet	Change Capacity as a Determinant of Sustainable ROI Implementation in Human Resource Development Practice
Dr. 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
Dr. Madonna Adams	2011	Heather Annulis	Recovering From Hurricane Katrina, Small Business Owners Conquer Katrina: A Mixed Methodology Study
Dr. 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
Dr. Sidney Mitchell	2011	Cyndi Gaudet	Factors That Contribute to Persistence and Retention of Underrepresented Minority Undergraduate Students in Science, Technology, Engineering, and Mathematics (STEM)
Dr. Dwuena Wyre	2011	Cyndi Gaudet	Set Up For Success: An Examination Of The Ronald E. McNair Post Baccalaureate Achievement Program's
Dr. 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
Dr. Dionne Davis-Green	2012	Cyndi Gaudet	Examining the Relationship Between Social Capital and Career Success Among Welfare to Work Participants in Louisiana
Dr. Evelyn Green	2012	Cyndi Gaudet	Employee Volunteer and Employer Benefits from Business – Education Partnerships as Perceived by Employee Volunteers
Dr. 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
Dr. Cheryl Zipay Kirby	2012	Heather Annulis	Assessing a Culture of Innovation Leadership on the Human Capital in Healthcare

Dr. Steve Miller	2012	Brent Hales	Leading Through Crisis: Competencies for Effective Sport Security Professionals
Dr. 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
Dr. Ginger Robbins	2012	Heather Annulis	A Study of the Effect of Appreciative Inquiry on Student – Course Engagement and Attendance in the Community College
Dr. Rich Stewart	2012	Cyndi Gaudet	A Study of the Leadership Code and Employee Engagement
Dr. Josh Duplantis	2013	Chad Miller	Developing Social Capital: The Effect of an Academic Service-Learning Component on the Civic Attitudes of College Students
Dr. Tomeka Harbin	2013	Heather Annulis	Workplace Health Promotion Programs: An Assessment of Factors Influencing Participation
Dr. Yolanda Clark	2013	Heather Annulis	Project-Based Section 8 Housing Participants' Perception of Cultural and Structural Factors to Explain Barriers to Economic Self-Sufficiency
Dr. Christopher Fox	2013	Cyndi Gaudet	Emotional Intelligence and Community Healthcare Productivity
Dr. Jim Black, Jr.	2014	Cyndi Gaudet	Online Communities of Practice in the Contact Center Environment: Factors that Influence Participation
Dr. Gary Burrus	2014	Cyndi Gaudet	Strategic Human Resources in Casino Operations: Revealing the Perceptions of Casino Operators and Human Resource Leaders
Dr. Sharon Cureton	2014	Heather Annulis	The Role of Exchange Ideology in Coworker Social Support and Work Engagement
Dr. Ker Ferguson	2014	Chad Miller	A Policy Framed Analysis of the Valley of Death in U.S. University Technology Transfer
Dr. Dianna Perkins	2014	Heather Annulis	Building Change Readiness Practices for Information Technology Support Staff
Dr. Katie Wallace	2014	Heather Annulis	Development of Workforce Skills: Student Perceptions of Mentoring in First Robotics
Dr. Mary Funk	2015	Heather Annulis	Assessing Nontraditional Student Dropouts on a Commuter Campus

Dr. Jason Golden	2015	Dale Lunsford	An Examination of the Volunteer Coordinator's Influence on Church Volunteers' Intent-to-Continue at the Largest Protestant Churches
Dr. 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
Dr. Tammy Means	2015	Heather Annulis	A Study Identifying Information Technology Development Strategies for Nursing Professional Development Specialists Practicing in Healthcare Settings
Dr. Janea McDonald	2015	Heather Annulis	The Relationship Between University Employees' Work Engagement and the Perception of their Influence on Student Integration and Retention
Dr. Christy Riddle	2015	Heather Annulis	How Did the Students Cross the Stage? The Relationship of Demographic Factors on Early Selection of College Major
Dr. Brock Stout	2015	Heather Annulis	What Will the Neighbors Think? Perceptions of Failure Intolerance on Individual Entrepreneurial Intention in Harthe Rural Midwest
Dr. Richard Ayers	2016	Cyndi Gaudet	Optimizing Workforce Performance: Perceived Differences of Army Officer Critical Thinking Talent Across Level of Education.
Dr. Robert Thompson	2016	Cyndi Gaudet	An Investigation of Work Environment Characteristics and Work Engagement of Limited- and Full-Service Hotel Property Front-Line Employees.
Dr. 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
Dr. 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
Dr. Burdette Fullerton	2017	Chad Miller	The Effects of Tax Increment Financing on Assessed Land Values
Dr. John Hubbard	2017	Chad Miller	Is Human Capital Development the Missing Component of the Aerotropolis Model?
Dr. Sharon Johnson	2017	Cyndi Gaudet	Local Workforce Development Boards: Alignment with Operational Indicators and Behavioral Characteristics

Dr. William Markopoulos	2017	Cyndi Gaudet	Perceived Influence of the Ferguson Effect on Law Enforcement Officer Turnover Intentions
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Dr. Angela Walker	2017	Heather Annulis	Strategies for Increasing Female Navy Officer Retention: Deploying Mothers' Perspectives
Dr. Richard Walker	2017	Cyndi Gaudet	Examining the Perceived Influence of a Comprehensive Youth Development Program for Promoting Black Male High School Persistence
Dr. Timla Washington	2017	Chad Miller	Self-Perceptions of Black Entrepreneurship in a Black Majority Rural Context - The Mississippi Delta
Dr. Charles Childress	2018	Quincy Brown	The Influence of an Electronic Attendance Monitoring System on Undergraduate Academic Success
Dr. Catherine Cole	2018	Heather Annulis	Exploring Retention and Environmental Alignment as Perceived by Professional Truck Drivers
Dr. Gregory Micheal Cole	2018	Dale Lunsford	The Influence of Manual and Hydraulic Stretchers on Recruitment, Retention, and Turnover on the Emergency Medical Services Workforce
Dr. Saurabh Gupta	2018	Quincy Brown	Mechanism for Leadership Development and Effectiveness: The Relationship between Followership, Leadership, and Psychological Capital
Dr. Laura Haley	2018	Heather Annulis	What Makes Employees Stay? Examining Social Exchange Relationships, Organizational Commitment, and Intent to Leave Among Casino Employees
Dr. Lisa Sandifer	2018	Dale Lunsford	Knowledge, Technical Skills, and Employability Skills Required of Accounting Graduates: Perceptions of Certified Public Accountants in Mississippi
Dr. Ashley Scales	2018	Quincy Brown	The Effects of Organizational Commitment and Harmonious Passion on Voluntary Turnover among Social Workers: A Mixed Methods Study
Dr. Bianca York-Crockett	2018	Quincy Brown	Barriers and Enablers to Native American Persistence in Higher Education Programs: Narratives from Mississippi Band of Choctaw Indians
Dr. Gregory E. Higgins	2019	Dale Lunsford	Screening the Managerial Applicant: A Descriptive Phenomenological Study of Résumé Review and Evaluation

Dr. Mitch Tarver	2019	Quincy Brown	Promoting Workplace Health Using Wearable Technology: A Mixed Methods Study in a Non-Profit Organization
Dr. Courtney Taylor	2019	Heather Annulis	Influence of Career Services on Time to Undergraduate Degree Completion
Dr. 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
Dr. Larry Webster	2019	Quincy Brown	Enablers and Barriers Influencing African American Administrators' Career Advancement at Predominantly White Institutions of Higher Learning
Dr. John Sherk	2019	Cyndi Gaudet	The Relationship Between Organizational Commitment, Discretionary Effort, and Turnover Intent
Dr. Mark McLean	2019	Heather Annulis	Essential Leadership Competencies for College Presidents in a Metrics-Driven Community College System
Dr. Garry Thompson	2019	Cyndi Gaudet	Relationship Between Self-Development, Mentorship, and Senior Military Officer Moral Judgment
Dr. Kady Pietz	2019	Cyndi Gaudet	Change Effort Organizational Communication Effectiveness and Work Locus of Control Influence on Change Fatigue in the Workplace
Dr. David Mooneyhan	2019	Cyndi Gaudet	Strategic Hiring and Research Productivity at U.S. Research Universities
Dr. Jeffrey Coggin	2020	Quincy Brown	Self-Regulated Learning Instruction's Relationships with Teacher Subject Area, Teacher Beliefs, and Teacher Efficacy
Dr. Wynde Jones	2020	Heather Annulis	The Influence of Emotional Intelligence Training on College Student Employee Workforce Readiness
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Dr. Wendy Wells	2020	Heather Annulis	The Relationship Between the Perceived Value of Professional Development, Job Satisfaction, and Intent to Leave
Dr. Kristen Albritton	2020	Heather Annulis	Organizational Stressors as Predictors of Burnout
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