

KUDOS

Noun: Acclaim or praise for exceptional achievement

Jack and Patti Phillips Workplace Learning and Performance Institute

Volume 9, Issue 2, May 2016

CONGRATULATIONS TO OUR MAY 2016 GRADUATES

Dr. Rich Ayers	PhD	<i>Optimizing Workforce Performance: Perceived Differences of Army Officer Critical Thinking Talent Across Level of Education</i>
Luke Hammonds	MS	<i>2020 Onward: Efficiency Initiative Program</i>
Amanda Price	MS	<i>Improving the NREMT Passing Rate at Southwest Mississippi Community College</i>
Dr. Robert Thompson	PhD	<i>An Investigation of Work Environment Characteristics and Work Engagement of Limited And Full-Service Hotel Property Front-Line Employees</i>

PROMOTIONS/NEW POSITIONS

- ★ **Tenesha Batiste**, current HCD PhD student, promoted to Dean of Business Services at Mississippi Gulf Coast Community College, Jackson County Campus, April 2016.
- ★ **Catherine Cole**, current HCD PhD student, selected as a Presidential Management Council Fellow, Office of Personnel Management, March 2016.
- ★ **Courtney Lange**, current HCD PhD student, promoted to Director of Philanthropy at Grants and Strategic Partnerships at Phi Theta Kappa Honor Society, March 2016.

PUBLICATIONS/PRESENTATIONS

- ★ **Dr. Jim Black**, alumnus of the HCD PhD program, presented at the Predictive Analytics World for Workforce Conference. His presentation was titled *Breaking the Curve: Using Predictive Analytics to Boost Call Center Retention*, San Francisco, CA, April 2016.
- ★ **Dr. Holly Burkett**, alumna of the HCD PhD program, presented a webinar for the Association for Talent Development. Her presentation was titled, *Building Change Leadership: There's a Gap for That*, February 2016.
- ★ **Steve Ellis**, current HCD PhD student, presented at the International Society for Performance Improvement (ISPI) Conference. His presentation was titled *Performance Improvement in the Affective Domain*, Philadelphia, PA, April 2016.
- ★ **Dr. Janea McDonald**, alumna of the MSHCD and PhD programs, presented at the Association of Talent Development Baton Rouge Chapter. Her presentation was titled *Tips for Making Training Facilitation Engaging and Effective*, Baton Rouge, LA, February 2016.
- ★ **Dr. Dwuena C. Wyre**, alumna of the HCD PhD program; **Dr. Cyndi Gaudet**, Chair and Professor of the Department of Human Capital Development; and **Dr. Mary McNeese**, Professor, Mercer University, published in the *Mentoring & Tutoring: Partnership In Learning Journal*. The article was titled, *So You Want to Be a Mentor? An Analysis of Mentor Competencies*, April 2016.

USM Graduate School Symposium, Hattiesburg, MS, March 24, 2016

Name	Presentation/Poster	Title
Rich Ayers (1st place)	Presentation	<i>Optimizing Workforce Performance: Perceived Differences of Army Officer Critical Thinking Talent across Level of Education</i>
William Burge	Presentation	<i>The Relationship Between the Human and Social Capital Characteristics of Nascent Entrepreneurs and Expected Job Growth in the United States</i>
Charles Childress	Presentation	<i>Student ID Card Swiping for Attendance; A Human Performance Intervention Focused on Human Capital Development and Student Success</i>
Chiquila Dolison	Poster	<i>Get Comfortable with Being Uncomfortable: Change Management Practices Influence on Community Oriented Policing</i>
Taheesha Quarells (3rd place)	Presentation	<i>Developing Impacts and Returns for Investments in Military – Sponsored Prior Learning Assessment Programs</i>
Ashley Scales	Poster	<i>A Mixed Methods Study Examining the High Turnover Rate of Direct Care Employees in a Healthcare Setting</i>
Courtney Taylor (3rd place)	Presentation	<i>The Effect of University Career Services on Labor Market Driven Student Major Selection</i>
Robert Thompson (2nd place)	Presentation	<i>Investigating Employee Work Engagement within the Hospitality Workplace: Do Specific Industry Work Environment Characteristics Influence Front-Line Workforces within Limited and Full-Service Hotel Properties Differently?</i>
Elizabeth Voorhees	Presentation	<i>The Use of Performance Standards in Sport Security: A Mixed Methods Study</i>
Wendy Wells	Presentation	<i>Keys to Successfully Leading Change in a Company</i>



AWARDS/ACCOMPLISHMENTS

- ★ **Dr. Rich Ayers**, alumnus of the HCD PhD program, received the Outstanding Doctoral Student Award, from the College of Science and Technology, Long Beach, MS, April 2016.
- ★ **John Hubbard**, current HCD PhD student, was inducted into Who's Who Among Students in American Universities and Colleges, Long Beach, MS, April 2016.



SPECIAL CONGRATULATIONS to Dr. Cyndi Gaudet,
Chair and Professor, Department of Human Capital Development, received --

- ★ 2016 USM Gulf Park Student's Choice Award.
- ★ 2016 USM Gulf Coast Legacy Professor of the Year Award.
- ★ 2016 USM Grand Marshal, this award is bestowed on one faculty member each year for career achievement in teaching, research and service. Dr. Gaudet will lead processions at commencement ceremonies.

**THIRD ANNUAL DEPARTMENT OF HUMAN CAPITAL
DEVELOPMENT AWARDS CEREMONY**

On April 29, 2016, the Department of Human Capital Development students were recognized with the following awards:

- ★ **Rich Ayers**, HCD PhD student, Human Capital Development Outstanding Research Award.
- ★ **Dr. Shannon Campbell**, Distinguished Alumni Award.
- ★ **Catherine Cole**, HCD PhD student, Dr. David Powe Learning Leader Award.
- ★ **Christian Lagarde**, HCD PhD student, Outstanding Human Capital Development PhD Student Award.
- ★ **Eric Lindell** and **Ruth Mazara**, MSHCD students, Outstanding Human Capital Development Master's Student Award.
- ★ **Taheesha Quarells**, HCD PhD student, Drs. Jack and Pattie Phillips Human Capital Analytics Award.

Work Hard. Have Fun. Make a difference.

Reminders...

- Complete the RCR training and email your certificate of completion to s.robinson@usm.edu
- Share your good news by emailing s.robinson@usm.edu