



John Kmiec, Ph.D.

HCD Ph.D. Alumni - Class of 2010

DISSERTATION TITLE:

A Study of the Effectiveness of a Pilot Training Program in an Organizational Setting: An Intervention for Work Engagement

Chair: Dr. Cyndi Gaudet

EDUCATIONAL EXPERIENCE:

Bachelor's Degree

Human Resource Management
Faulkner University, 1999

Master's Degree

Workforce Training and Development
The University of Southern Mississippi, 2006

Doctoral Degree

Human Capital Development
The University of Southern Mississippi, 2010

RESEARCH INTERESTS:

- Performance Improvement
- ROI Methodology
- Competency Modeling
- Change Leadership
- Workforce Development
- Leadership Development
- Instructional Systems Design
- Training and Development
- Talent Management
- Management of Organizational Behavior
- Consulting
- Contracting
- Human Capital Development

Dr. Kmiec is an Instructional Systems Design Chief in the Science Applications International Corporation (SAIC) Training & Simulation Service Line, and Visiting Professor of Practice for The University of Southern Mississippi. He is an academic-practitioner and consultant of Human Capital Development, particularly in the areas of workplace learning and performance, workforce development, talent management, and organizational development.

AWARDS, PUBLICATIONS, AND RECOGNITION:

- John has made professional and academic webinar, meeting and symposium presentations for The National Science Foundation Advanced Technological Education Program, The Training Magazine Network, The University of Southern Mississippi, The Academy of Human Resource Development, and The American Society for Training and Development.
- John co-authored book chapters for The American Society for Training and Development's Measuring ROI in Learning and Development: Case Studies from Global Organizations and in Measuring the Success of Coaching.
- John has also published articles for the Performance Improvement Journal. John's performance improvement accolades include the United States Air Force Chief of Staff Team Quality Award, Recipient, 1993
- Rochester Institute of Technology/USA-Today Quality Cup, Recipient, 1995
- ROI Institute, Best Published Case Study Award, Recipient, 2011