

## Human Capital Development Dissertations

Student	Year	Faculty Chair	Research Topic
Dr. Scott Alsobrooks	2010	Cyndi Gaudet	<a href="#"><u>The Quality of Student Experiences in Traditionally Scheduled Courses Versus Block Scheduled Courses at Pearl River Community College</u></a>
Dr. Holly Burkett	2010	Cyndi Gaudet	<a href="#"><u>Change Capacity as a Determinant of Sustainable ROI Implementation in Human Resource Development Practice</u></a>
Dr. John Kmiec, Jr.	2010	Cyndi Gaudet	<a href="#"><u>A Study of the Effectiveness of a Pilot Training Program in an Organizational Setting: An intervention for work engagement</u></a>
Dr. Madonna Adams	2011	Heather Annulis	<a href="#"><u>Recovering From Hurricane Katrina, Small Business Owners Conquer Katrina: A Mixed Methodology Study</u></a>
Dr. Lindsey Lewis	2011	Heather Annulis	<a href="#"><u>The Computer Ate My Classroom: Assessing Student Interactions, Perceived Learning, and Satisfaction in Online Community College Career Technical Education Courses</u></a>
Dr. Sidney Mitchell	2011	Cyndi Gaudet	<a href="#"><u>Factors That Contribute to Persistence and Retention of Underrepresented Minority Undergraduate Students in Science, Technology, Engineering, and Mathematics (STEM)</u></a>
Dr. Dwuena Wyre	2011	Cyndi Gaudet	<a href="#"><u>Set Up For Success: An Examination Of The Ronald E. McNair Post Baccalaureate Achievement Program's</u></a>
Dr. Rich Jeffries	2011	Heather Annulis	<a href="#"><u>Investments in Leadership and Management Succession Planning at a Department of Defense Organization in the Southeastern United States: A Review of Strategic</u></a>
Dr. Dionne Davis-Green	2012	Cyndi Gaudet	<a href="#"><u>Examining the Relationship Between Social Capital and Career Success Among Welfare to Work Participants in Louisiana</u></a>
Dr. Evelyn Green	2012	Cyndi Gaudet	<a href="#"><u>Employee Volunteer and Employer Benefits from Business – Education Partnerships as Perceived by Employee Volunteers</u></a>
Dr. Mamie Griffin	2012	Heather Annulis	<a href="#"><u>Manufacturing Mississippi's Workforce: An Assessment of Employability Skills as Perceived by Faculty &amp; Senior Students of Four Year Manufacturing Related Degree Program</u></a>
Dr. Cheryl Zipay Kirby	2012	Heather Annulis	<a href="#"><u>Assessing a Culture of Innovation Leadership on the Human Capital in Healthcare</u></a>

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

Dr. Jason Golden	2015	Dale Lunsford	<a href="#"><u>An Examination of the Volunteer Coordinator's Influence on Church Volunteers' Intent-to-Continue at the Largest Protestant Churches</u></a>
Dr. Alan Martinez	2015	Cyndi Gaudet	<a href="#"><u>The Role of Shared Mental Models in Team Coordination Crew Resource Management Skills of Mutual Performance Monitoring and Backup Behaviors</u></a>
Dr. Tammy Means	2015	Heather Annulis	<a href="#"><u>A Study Identifying Information Technology Development Strategies for Nursing Professional Development Specialists Practicing in Healthcare Settings</u></a>
Dr. Janea McDonald	2015	Heather Annulis	<a href="#"><u>The Relationship Between University Employees' Work Engagement and the Perception of their Influence on Student Integration and Retention</u></a>
Dr. Christy Riddle	2015	Heather Annulis	<a href="#"><u>How Did the Students Cross the Stage? The Relationship of Demographic Factors on Early Selection of College Major</u></a>
Dr. Brock Stout	2015	Heather Annulis	<a href="#"><u>What Will the Neighbors Think? Perceptions of Failure Intolerance on Individual Entrepreneurial Intention in Harthe Rural Midwest</u></a>
Dr. Richard Ayers	2016	Cyndi Gaudet	<a href="#"><u>Optimizing Workforce Performance: Perceived Differences of Army Officer Critical Thinking Talent Across Level of Education.</u></a>
Dr. Robert Thompson	2016	Cyndi Gaudet	<a href="#"><u>An Investigation of Work Environment Characteristics and Work Engagement of Limited- and Full-Service Hotel Property Front-Line Employees.</u></a>
Dr. William Burge	2017	Cyndi Gaudet	<a href="#"><u>The Relationship Between the Human and Social Capital Characteristics of Nascent Entrepreneurs and Expected Job Growth in the United States</u></a>
Dr. Steve Ellis	2017	Quincy Brown	<a href="#"><u>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</u></a>
Dr. Burdette Fullerton	2017	Chad Miller	<a href="#"><u>The Effects of Tax Increment Financing on Assessed Land Values</u></a>
Dr. John Hubbard	2017	Chad Miller	<a href="#"><u>Is Human Capital Development the Missing Component of the Aerotropolis Model?</u></a>
Dr. Sharon Johnson	2017	Cyndi Gaudet	<a href="#"><u>Local Workforce Development Boards: Alignment with Operational Indicators and Behavioral Characteristics</u></a>

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Dr. Richard Walker	2017	Cyndi Gaudet	<a href="#"><u>Examining the Perceived Influence of a Comprehensive Youth Development Program for Promoting Black Male High School Persistence</u></a>
Dr. Timla Washington	2017	Chad Miller	<a href="#"><u>Self-Perceptions of Black Entrepreneurship in a Black Majority Rural Context – The Mississippi Delta</u></a>
Dr. Charles Childress	2018	Quincy Brown	<a href="#"><u>The Influence of an Electronic Attendance Monitoring System on Undergraduate Academic Success</u></a>
Dr. Catherine Cole	2018	Heather Annulis	<a href="#"><u>Exploring Retention and Environmental Alignment as Perceived by Professional Truck Drivers</u></a>
Dr. Gregory Micheal Cole	2018	Dale Lunsford	<a href="#"><u>The Influence of Manual and Hydraulic Stretchers on Recruitment, Retention, and Turnover on the Emergency Medical Services Workforce</u></a>
Dr. Saurabh Gupta	2018	Quincy Brown	<a href="#"><u>Mechanism for Leadership Development and Effectiveness: The Relationship between Followership, Leadership, and Psychological Capital</u></a>
Dr. Laura Haley	2018	Heather Annulis	<a href="#"><u>What Makes Employees Stay? Examining Social Exchange Relationships, Organizational Commitment, and Intent to Leave Among Casino Employees</u></a>
Dr. Lisa Sandifer	2018	Dale Lunsford	<a href="#"><u>Knowledge, Technical Skills, and Employability Skills Required of Accounting Graduates: Perceptions of Certified Public Accountants in Mississippi</u></a>
Dr. Ashley Scales	2018	Quincy Brown	<a href="#"><u>The Effects of Organizational Commitment and Harmonious Passion on Voluntary Turnover among Social Workers: A Mixed Methods Study</u></a>
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