

Human Capital Development Dissertations

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

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

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

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

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

Christian Lagarde	2020	Cyndi Gaudet	<u>Work–Life Balance: Perceived Differences of Teleworkers and Non–Teleworkers</u>
Wendy Wells	2020	Heather Annulis	<u>The Relationship Between the Perceived Value of Professional Development, Job Satisfaction, and Intent to Leave</u>
Kristen Albritton	2020	Heather Annulis	<u>Organizational Stressors as Predictors of Burnout</u>
Shanda Barrett	2021	Heather Annulis	<u>Barriers and enablers to building entrepreneurial ecosystems as perceived by change agents in the workplace</u>
Chiquila Dolison	2021	Heather Annulis	<u>An Exploration of the Two–Generation Approach for Single Mother Degree or Certificate Attainment</u>
Katherine Lynch–Holmes	2021	Dale Lunsford	<u>Higher Education Business and Technology Leaders: Behaviors that Drive Outcome Alignment</u>
Donna Valestro	2021	Heather Annulis	<u>Employee Engagement and the Role of Time Perspective</u>
Marcie Overstreet	2021	Heather Annulis	<u>The Relationship Between the Protean Career Attitude and Feedback After the Employee Promotion Process</u>
Justin Chandler	2021	Heather Annulis	<u>Personal and Organizational Characteristics Impacting Employee Self–Efficacy</u>
Kristy Williams	2021	Quincy Brown	<u>The Relationship Between Social Isolation, Telecommuting Intensity Levels, Autonomy, and Job Satisfaction During the Covid–19 Pandemic</u>
Candace Johnson	2021	Quincy Brown	<u>Employees’ Expectations of Leadership Development Programs and Their Effects on Anticipated Voluntary Employee Turnover and Organizational Commitment</u>
Anesa Davis	2021	Heather Annulis	<u>Barriers, Enablers, and Strategies Influencing Female Leaders' Career Advancement in the Nuclear Industry</u>
Taheesha Quarells	2021	Dale Lunsford	<u>An Exploration of Black Church Leaders' Intentions to Develop Critical Consciousness among African–American Students</u>
Vashae Dixon	2021	Quincy Brown	<u>Exploring Emotional Labor, Emotional Dissonance, and Job Satisfaction Among African American Student Affairs Professionals at Predominately White Institutions</u>