

Human Capital Development Dissertations

Student	Year	Faculty Chair	Research Topic
Dr. 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>
Dr. Holly Burkett	2010	Cyndi Gaudet	<u>Change Capacity as a Determinant of Sustainable ROI Implementation in Human Resource Development Practice</u>
Dr. 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>
Dr. Madonna Adams	2011	Heather Annulis	<u>Recovering From Hurricane Katrina, Small Business Owners Conquer Katrina: A Mixed Methodology Study</u>
Dr. 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>
Dr. 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>
Dr. Dwuena Wyre	2011	Cyndi Gaudet	<u>Set Up For Success: An Examination Of The Ronald E. McNair Post Baccalaureate Achievement Program's</u>
Dr. 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>
Dr. Dionne Davis-Green	2012	Cyndi Gaudet	<u>Examining the Relationship Between Social Capital and Career Success Among Welfare to Work Participants in Louisiana</u>
Dr. Evelyn Green	2012	Cyndi Gaudet	<u>Employee Volunteer and Employer Benefits from Business – Education Partnerships as Perceived by Employee Volunteers</u>
Dr. 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>
Dr. Cheryl Zipay Kirby	2012	Heather Annulis	<u>Assessing a Culture of Innovation Leadership on the Human Capital in Healthcare</u>

Dr. Steve Miller	2012	Brent Hales	<u>Leading Through Crisis: Competencies for Effective Sport Security Professionals</u>
Dr. 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>
Dr. 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>
Dr. Rich Stewart	2012	Cyndi Gaudet	<u>A Study of the Leadership Code and Employee Engagement</u>
Dr. 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>
Dr. Tomeka Harbin	2013	Heather Annulis	<u>Workplace Health Promotion Programs: An Assessment of Factors Influencing Participation</u>
Dr. 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>
Dr. Christopher Fox	2013	Cyndi Gaudet	<u>Emotional Intelligence and Community Healthcare Productivity</u>
Dr. Jim Black, Jr.	2014	Cyndi Gaudet	<u>Online Communities of Practice in the Contact Center Environment: Factors that Influence Participation</u>
Dr. Gary Burrus	2014	Cyndi Gaudet	<u>Strategic Human Resources in Casino Operations: Revealing the Perceptions of Casino Operators and Human Resource Leaders</u>
Dr. Sharon Cureton	2014	Heather Annulis	<u>The Role of Exchange Ideology in Coworker Social Support and Work Engagement</u>
Dr. Ker Ferguson	2014	Chad Miller	<u>A Policy Framed Analysis of the Valley of Death in U.S. University Technology Transfer</u>
Dr. Dianna Perkins	2014	Heather Annulis	<u>Building Change Readiness Practices for Information Technology Support Staff</u>
Dr. Katie Wallace	2014	Heather Annulis	<u>Development of Workforce Skills: Student Perceptions of Mentoring in First Robotics</u>
Dr. Mary Funk	2015	Heather Annulis	<u>Assessing Nontraditional Student Dropouts on a Commuter Campus</u>

Dr. 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>
Dr. 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>
Dr. Tammy Means	2015	Heather Annulis	<u>A Study Identifying Information Technology Development Strategies for Nursing Professional Development Specialists Practicing in Healthcare Settings</u>
Dr. 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>
Dr. 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>
Dr. Brock Stout	2015	Heather Annulis	<u>What Will the Neighbors Think? Perceptions of Failure Intolerance on Individual Entrepreneurial Intention in Harthe Rural Midwest</u>
Dr. Richard Ayers	2016	Cyndi Gaudet	<u>Optimizing Workforce Performance: Perceived Differences of Army Officer Critical Thinking Talent Across Level of Education.</u>
Dr. 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>
Dr. 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>
Dr. 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>
Dr. Burdette Fullerton	2017	Chad Miller	<u>The Effects of Tax Increment Financing on Assessed Land Values</u>
Dr. John Hubbard	2017	Chad Miller	<u>Is Human Capital Development the Missing Component of the Aerotropolis Model?</u>
Dr. Sharon Johnson	2017	Cyndi Gaudet	<u>Local Workforce Development Boards: Alignment with Operational Indicators and Behavioral Characteristics</u>

Dr. William Markopoulos	2017	Cyndi Gaudet	<u>Perceived Influence of the Ferguson Effect on Law Enforcement Officer Turnover Intentions</u>
Dr. Gwendolyn Meador	2017	Heather Annulis	<u>Ethical Decision-Making Accounting Competencies: Practitioners' Perspectives</u>
Dr. Angela Walker	2017	Heather Annulis	<u>Strategies for Increasing Female Navy Officer Retention: Deploying Mothers' Perspectives</u>
Dr. Richard Walker	2017	Cyndi Gaudet	<u>Examining the Perceived Influence of a Comprehensive Youth Development Program for Promoting Black Male High School Persistence</u>
Dr. Timla Washington	2017	Chad Miller	<u>Self-Perceptions of Black Entrepreneurship in a Black Majority Rural Context – The Mississippi Delta</u>
Dr. Charles Childress	2018	Quincy Brown	<u>The Influence of an Electronic Attendance Monitoring System on Undergraduate Academic Success</u>
Dr. Catherine Cole	2018	Heather Annulis	<u>Exploring Retention and Environmental Alignment as Perceived by Professional Truck Drivers</u>
Dr. 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>
Dr. Laura Haley	2018	Heather Annulis	<u>What Makes Employees Stay? Examining Social Exchange Relationships, Organizational Commitment, and Intent to Leave Among Casino Employees</u>
Dr. Lisa Sandifer	2018	Dale Lunsford	<u>Knowledge, Technical Skills, and Employability Skills Required of Accounting Graduates: Perceptions of Certified Public Accountants in Mississippi</u>
Dr. 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>
Dr. 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>
Dr. Mitch Tarver	2019		<u>Promoting Workplace Health Using Wearable Technology: A Mixed Methods Study in a Non-Profit Organization</u>
Dr. Courtney Taylor	2019	Heather Annulis	<u>Influence of Career Services on Time to Undergraduate Degree Completion</u>

Dr. 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>
Dr. Larry Webster	2019	Quincy Brown	<u>Enablers and Barriers Influencing African American Administrators' Career Advancement at Predominantly White Institutions of Higher Learning</u>
Dr. John Sherk	2019	Cyndi Gaudet	<u>The Relationship Between Organizational Commitment, Discretionary Effort, and Turnover Intent</u>
Dr. Mark McLean	2019	Heather Annulis	<u>Essential Leadership Competencies for College Presidents in a Metrics-Driven Community College System</u>
Dr. Garry Thompson	2019	Cyndi Gaudet	<u>Relationship Between Self-Development, Mentorship, and Senior Military Officer Moral Judgment</u>
Dr. Kady Pietz	2019	Cyndi Gaudet	<u>Change Effort Organizational Communication Effectiveness and Work Locus of Control Influence on Change Fatigue in the Workplace</u>
Dr. David Mooneyhan	2019	Cyndi Gaudet	<u>Strategic Hiring and Research Productivity at U.S. Research Universities</u>
Dr. Jeffrey Coggin	2020	Quincy Brown	<u>Self-Regulated Learning Instruction's Relationships with Teacher Subject Area, Teacher Beliefs, and Teacher Efficacy</u>
Dr. Wynde Jones	2020	Heather Annulis	<u>The Influence of Emotional Intelligence Training on College Student Employee Workforce Readiness</u>
Dr. Christian Lagarde	2020	Cyndi Gaudet	<u>Work-Life Balance: Perceived Differences of Teleworkers and Non-Teleworkers</u>
Dr. Wendy Wells	2020	Heather Annulis	<u>The Relationship Between the Perceived Value of Professional Development, Job Satisfaction, and Intent to Leave</u>
Dr. Kristen Albritton	2020	Heather Annulis	<u>Organizational Stressors as Predictors of Burnout</u>
Dr. Shanda Barrett	2021	Heather Annulis	<u>Barriers and Enablers to Building Entrepreneurial Ecosystems as Perceived by Change Agents in the Workplace</u>
Dr. Chiquila Dolison	2021	Heather Annulis	<u>An Exploration of the Two-Generation Approach for Single Mother Degree or Certificate Attainment</u>
Dr. Katherine Lynch-Holmes	2021	Dale Lunsford	<u>Higher Education Business and Technology Leaders' Behaviors that Drive Outcome Alignment</u>

Dr. Hannah Harrison	2021	Dale Lunsford	<u>Boosting Degree Attainment: A Mixed Methods Examination of an Adult Degree Completion Initiative</u>
Dr. Justin Chandler	2021	Heather Annulis	<u>Personal and Organizational Characteristics Impacting Employee Self-Efficacy</u>
Dr. Anesa Davis	2021	Heather Annulis	<u>Barriers, Enablers, and Strategies Influencing Female Leaders' Career Advancement in the Nuclear Industry</u>
Dr. Vashae Dixon	2021	Quincy Brown	<u>Exploring Emotional Labor, Emotional Dissonance, and Job Satisfaction Among African American Student Affairs Professionals at Predominantly White Institutions</u>
Dr. Candace Johnson	2021	Quincy Brown	<u>Employees' Expectations of Leadership Development Programs and Their Effects on Anticipated Voluntary Employee Turnover and Organizational Commitment</u>
Dr. Marcie Overstreet	2021	Heather Annulis	<u>The Relationship Between the Protean Career Attitude and Feedback After the Employee Promotion Process</u>
Dr. Taheesha Quarells	2021	Dale Lunsford	<u>An Exploration of Black Church Leaders' Intentions to Develop Critical Consciousness among African-American Students</u>
Dr. Donna Valestro	2021	Heather Annulis	<u>Employee Engagement and the Role of Time Perspective</u>
Dr. Kristy Williams	2021	Quincy Brown	<u>The Relationship Between Social Isolation, Telecommuting Intensity Levels, Autonomy, and Job Satisfaction During the COVID-19 Pandemic</u>
Dr. Davd Akanbi	2022	Quincy Brown	<u>Examining Workplace eLearning Programs Using Persuasive Learning Design: A Hermeneutic Phenomenological Study</u>
Dr. Keith Boyd	2022	Quincy Brown	<u>Examining and Exploring Social Constructs, Conflict Management Style, and Workplace Conflict Among Workers in the United States</u>
Dr. Phillip Sandifer	2022	Quincy Brown	<u>Exploring Perceptions About American Theological Institutions in Preparing Worship Pastors for Services</u>
Dr. Gregory Sansone	2022	Quincy Brown	<u>Comparing Top Industry Demands for Talent to General Studies Curriculum for Competitive Job Acquisition</u>
Dr. Cory Wicker	2022	Quincy Brown	<u>The Value of Internships in Developing Social Capital for Improving Employment Outcomes: A Mixed Methods Approach</u>
Dr. Gizzatta Cook	2022	Heather Annulis	<u>Strategic Human Resource Management Practice Integration and Organizational Ambidexterity in VUCA Times</u>

Dr. Tundra Gatewood	2022	Heather Annulis	<u>Psychological Capital and Perceived Employability: Exploring Women Veterans' Military to Civilian Career Transition</u>
Dr. Daniel Harrison	2022	Quincy Brown	<u>Barriers to Implementing a Work-Based Learning Program: A Health Science Educator Perspective</u>
Dr. Courtney Lange	2022	Heather Annulis	<u>An Asset Model: Identifying Institutional Characteristics and Behaviors that Close Community College Completion Gaps Between Black and White Students</u>
Dr. Mindy McDearmon	2022	Dale Lunsford	<u>Social Class and Employability: Equalizing Perceived Competence and Warmth to Control Biased Decision-Making During Resume Screening</u>
Dr. Wendi Lord	2023	Quincy Brown	<u>Flourishing in a Non-Traditional Workplace Using Technology-Assisted Imagery</u>
Dr. Brian Sajdak	2023	Quincy Brown	<u>Using Imagery Practice to Improve Airline Pilot Situational Awareness</u>
Dr. Cherica Buckner	2023	Heather Annulis	<u>Exploring Employees' Perceived Fairness and Effectiveness of the Performance Appraisal Process and the Influence On Employee Retention</u>
Dr. Steven Puryear	2023	Chad Miller	<u>Transportation Managers' Perceptions of the Diffusion of Innovation Within Logistics Clusters</u>
Dr. Angela Daniels	2023	Quincy Brown	<u>The Mediating Influence of Organizational Trust on the Relationship Between Transformational Leadership and Job Satisfaction in the Virtual Workplace</u>
Dr. Keiasha Hypolite	2023	Quincy Brown	<u>Affective Commitment, Mentoring, and Anticipated Turnover Among Millennials</u>