

# • K U D O S •

Noun: Acclaim or praise for exceptional achievement.

SCHOOL OF INTERDISCIPLINARY STUDIES  
AND PROFESSIONAL DEVELOPMENT

WORKPLACE LEARNING AND PERFORMANCE INSTITUTE



## **HAPPY RETIREMENT TO DR. CYNDI GAUDET!**

***She leaves a legacy of learning, laughter, passion, and purpose at Southern Miss***



### **A Note from Dr. Gaudet:**

*Professor*

*Co-Director, School of Interdisciplinary Studies and Professional  
Development*

*Director, Workplace Learning and Performance Institute*

## **G-raduate A-nd U-ndergraduate D-egrees in E-mployee T-raining**

Not many people have their name as an acronym for their career. 😊 As I prepare to turn the page on my career in higher education and start a new adventure in retirement, I am most grateful for the opportunity to work with so many wonderful students through the years. YOU are the reason I love what I do. Having the honor to watch students grow and develop throughout their academic programs – and subsequent professional and career development – is like watching your children grow and prosper. *I'm a proud Mama!* My wish for each of you is to follow your passion and purpose and always pay forward what you have learned in our programs at Southern Miss. Surrounding myself with a competent, caring team created a learning community that makes it FUN to come to work. You all have enriched my life in so many ways, and I am blessed beyond measure with the extraordinary experiences you have provided me.

***Work Hard – Have Fun – Make a Difference!***

***Dr. G***

**Congratulations to our newest graduates!**  
**Graduates from Spring & Summer 2019 Semesters:**

**Spring 2019:**

Greg Higgins	HCD PhD	<i>Screening the Managerial Applicant: A Descriptive Phenomenological Study of Résumé Review and Evaluation</i>
Mark McLean	HCD PhD	<i>Essential Leadership Competencies for College Presidents in a Metrics-Driven Community College System</i>
Mitch Tarver	HCD PhD	<i>Promoting Workplace Health Using Wearable Technology: A Mixed Methods Study in a Nonprofit Organization</i>
Callie Martin	MS ITD	
Adrienne McPhaul	MS ITD	
Rebecca Whittet	MS ITD	

**Summer 2019:**

John Sherk	HCD PhD	<i>The Relationship Between Organizational Commitment, Discretionary Effort, and Turnover Intent</i>
Courtney Taylor	HCD PhD	<i>Influence of Career Services on Time to Undergraduate Degree Completion</i>
Larry Webster	HCD PhD	<i>Enablers and Barriers Influencing African American Administrators' Career Advancement at Predominantly White Institutions of Higher Learning</i>
Tracy Barnhill	MS HCD	
Courtney Isgett	MS ITD	
Tian Meng	MS ITD	
Shane Seal	MS ITD	

## PROMOTIONS/NEW POSITIONS

- ★ **Dr. Holly Burkett**, HCD PhD Alumna, began serving as an Associate with the ROI Institute in August 2019.
  - **Dr. Holly Burkett** was invited to serve as an Advisory Board member for the Human Resource Management Certificate program sponsored by University of California Davis Continuing and Professional Education, August 2019.
- ★ **Sara Luther**, MSHCD Alumna, accepted a promotion to Lead Nurse Engagement Specialist at GIFTED Healthcare in Metairie, LA.
- ★ **Dr. Alan Martinez**, HCD PhD Alumni, and FAA Certified Flight Instructor (CFI/CFII), accepted a new position as Director of Aviation Research and Competency-based Education in the Aviation Program at Southeastern University in Lakeland, Florida. In this role, he will explore the International Civil Aviation Organization (ICAO) pilot licensing and rating competency framework for university-based aviation programs in the United States.
- ★ **Ty McCearley**, MSHCD Alumni, now serves as the Vice President of Learning & Development at Kestra Financial, Inc, a leading independent advisor platform for financial professionals based in Austin, TX.
- ★ **Dr. Ashley Scales**, HCD PhD Alumna, now serves as the Project Manager over multi-center clinical research trials at the Veteran's Affairs Cooperative Studies Program Coordinating Center, Palo Alto, CA.

## PUBLICATIONS/PRESENTATIONS

- ★ **Dr. Holly Burkett**, HCD PhD Alumna was invited to join luminaries such as Dave Ulrich as a featured HR leader for a podcast series "Inevitable: The Future of Work" sponsored by the Human Resource Certification Institute (HRCI): <https://inevitablefutureofwork.com>.
  - **Dr. Holly Burkett** presented an Executive Track session for government leaders on "Building Organizational Resilience: There's A Gap for That" during the Tennessee HR19 Conference held at Lipscomb University, Nashville, TN (July 17-18, 2019).
- ★ **Alberta Green**, Current HCD PhD student, presented "The Power of Designing Your Future as a Leader" at the Northwestern State University and Louisiana GEAR-Up Initiative Leadership Summit in Natchitoches, LA (October 2019).
- ★ **Courtney Isgett**, MS ITD alumna and current HCD PhD student, presented "Challenges of Online Learning: A Student's Perspective" at the 2019 Eighth International Conference on Educational Innovation Through Technology (EITT) in Biloxi, MS (October 2019).

- ★ **Dr. Mark McLean**, HCD PhD Alumni, and **Dr. Heather Annulis**, presented “Leading Transformation in Higher Education: One Competency at a Time” at the Louisiana Community and Technical College Annual Conference in New Orleans, LA (September 2019).
- ★ **Tammy Rutland**, Current HCD PhD student, presented "Using Data and Evaluation to Inform Decision Making" at the Hinds County Human Resource Agency (HCHRA) Head Start employee Pre-service training in Jackson, MS (July 30, 2019).
  - **Tammy Rutland** presented "Excellence in Leadership" at the North East Mississippi Early Childhood Association, Professionals Advocating for Children, 2019 Annual Conference at the Itawamba Community College, Belden, MS (August 24, 2019).
- ★ **Dr. Valeria Williams**, HCD PhD Alumna, and **Dr. Heather Annulis**, presented “Strong Talented, Empowered WoMen: Experiences of Women in STEM Postsecondary CTE Programs” at the National Career Pathways Network Conference Orlando, FL (October 2019).
- ★ **Dr. Dwuena Wyre**, HCD PhD Alumni, co-authored a publication with colleagues from Indiana State University. Muhamad, A. J., Waite, A. M., & Wyre, D. C. (2019). Informal sector retail start-ups in a Caribbean context. *Journal of Developmental Entrepreneurship*, 24(2).

#### AWARDS/ACCOMPLISHMENTS

- ★ **Donnie Bond**, MSWTD Alumni, received the Senior Professional in Human Resources (SPHR) Certification. The SPHR is the senior-most human resources certification for those in the HR profession who have demonstrated mastery of the strategic and policy-making aspects of HR management.
- ★ In August 2019, **Dr. Janea McDonald** completed certification as a FourSight Mindset Facilitator.
  - In September 2019, **Dr. Janea McDonald** completed a certification in Effective Teaching Practices from the Association of College and University Educators.
- ★ **Dr. Ashley Scales**, HCD PhD Alumna, completed the ROI Certification and is now an ROI Certified Professional.

#### GREETINGS FROM DR. CATHERINE COLE, HCD PhD ALUMNA:

**Visiting Fulbright Scholar,  
ISM University of Management and Economics in  
Vilnius, Lithuania**

During her time in Lithuania, Dr. Cole will offer lecture seminars and guest lecture in graduate courses. In addition, she will serve as a research consultant for faculty and visiting faculty.

We are proud of Dr. Cole’s representation of USM’s HCD Ph.D. program and the School of Interdisciplinary Studies and Professional



**Fall 2019 In Person Session #1**



**The School of ISPD  
Monthly Potluck Lunch**



**Networking Event at the  
Great Southern Club**





**Courtney Isgett, Current HCD PhD student, at SICET in Biloxi, MS (October 2019)**

**Jason Cantu, Current PhD student, and Dr. Diedre Minor repping Southern Miss!**

**REMINDERS:**

- The School of ISPD is partnering with the School of Social Work during the annual “Golden Basket” Thanksgiving Family Adoption event! All donations are greatly appreciated! Please contact Joyce Powell at 228-214-3297 if you have any questions! **Donations are due in the ISPD office no later than Nov. 20<sup>th</sup>!** To see our family’s Amazon wish list, please visit: <http://a.co/2GaQaNN>
- Share your good news for an upcoming issue of Kudos by emailing Leigha Malone at Leigha.Malone@usm.edu.
- You are our best recruiters! Tell a friend or colleague about the School of Interdisciplinary Studies and Professional Development academic programs!
- Share your Plus Three! <http://bit.ly/dhcd-plus3> That is, three colleagues, friends, or family members you think would be a great new addition to the HCD family and who would benefit from the program just as you have.



**GET SOCIAL WITH ISPD!**



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The University of Southern  
Mississippi ISPD



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**WORK HARD. HAVE FUN. MAKE A DIFFERENCE.**