

Department  
of Psychology

Fall 2015  
Third Annual

# Research Symposium

Co-sponsored by the  
Office of Undergraduate  
Research and Scholarship



**C**ollege of  
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December 8th  
4:00 - 7:00 pm  
Heth 022 & 043

# Psychology Research Symposium Fall 2015 Program

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## Session 1

### Oral Presentations

4:00-5:30 – Heth 022

-Molly Allen

*Locus of control predicting adolescents' Body Mass Index levels: When exercise and healthy eating are accounted for*

Faculty Mentor: Dr. Jayne E. Bucy, Ph.D.

-Kristina Edwards

*Testing the validity of standardized achievement tests based on grades*

Faculty Mentor: Dr. Jayne Bucy

-Raven Mason

*The effects of home language on students reading interest/competence and achievement*

Faculty Mentor: Dr. Jayne Bucy

-Kyle Maziarski

*Do males and females have different views? Associations between prediction of future schooling, self-concept, and locus of control*

Faculty Mentor: Dr. Jayne Bucy

-Jenna McCutchen

*The relationship between teacher satisfaction and LEP students in the classroom*

Faculty Mentor: Jayne Bucy

- Jasmine Sandozz, Sarah Kim, Cassondra Chadwell, Joshua Patterson, & Sierra Alexander

*The art of avoidance: Attachment and depletion of self-regulatory resources*

Faculty Mentor: Jeff Aspelmeier

-Abigail Vandivier

*Myth of predetermined failure: A meta-analysis of generational status and GPA*

Faculty Mentor: Jeffery Aspelmeier

## Session 2

## Poster Presentations

5:00-6:00 – Heth 043

-Marie Campbell, Kevin Leyh, & Tori Long

*The effects of a brief bout of exercise on positive and negative word recall*

Faculty Mentor: Jenessa Steele

-Sammie Carter & Isobel Forrest

*An investigation of job satisfaction as a mediator of the relationship between stress/ burnout and intent to quit.*

Faculty Mentor: Benjamin Biermeier-Hanson, Sara Falkowitz

- Bianca Contreras, Amanda Dixon, & James Pointer

*“One Tequila, Two Tequila, Three Tequila, floor” : A study on college students’ attitudes on alcohol*

Faculty Mentor: Dr. David A. Townsend

-Elizabeth V. Daidone, Laurel M. Zyvoloski, & Howard A. Camm

*An investigation of job satisfaction as a moderator of the relationship between organizational commitment and counterproductive work behavior*

Faculty Mentor: Benjamin Biermeier-Hanson, Sara Falkowitz

-Megan Dunton

*An investigation of resilience as a moderator of the relationship between stress and engagement*

Faculty Mentor: Nicole Petersen

-Marshall Eckert

*An investigation of job involvement as a moderator of the relationship between workaholism and organizational commitment*

Faculty Mentor: Nicole Petersen

-Kelci Falls

*An examination of occupational stress and distributive justice moderated by locus of control*

Faculty Mentor: Benjamin Biermeier-Hanson, Sara Falkowitz

-Meghan Fleshman & Haley Kitchen

*Examining the relationship between happiness and perceptions of body image*

Faculty Mentor: Jenessa Steele

-Kelly Frohnafel & Renee Jessee

*Determining meal size: Juvenile snakes use multiple sensory modes and spend more time measuring large prey*

Faculty Mentors: Matthew Close, Pamela Jackson

-Susan Gibbs

*An Investigation of engagement as a mediator of the relationship between creativity and job satisfaction*

Faculty Mentor: Nicole Petersen

-Caitlyn Godsey, Danayer Mann, & Emily Walters

*To roll or not to roll: Marijuana Usage*

Faculty Mentor: Dr. David A. Townsend, Doug J. Buchanan

-Haley Goodes, Caroline P. Parks, & Ashley Parks

*The role of optimism in perceptions of body image*

Faculty Mentor: Jenessa Steele

-Emily Hilton, Alyson Faires, & Sarah Heiney

*The relationship between sleepiness, memory, and distraction when studying*

Faculty Mentor: Pamela Jackson

-Shan Horsley, Amber Mallery, & Kelly Soloe

*An investigation of role overload as a mediator of the relationship between agreeableness and job stress*

Faculty Mentor: Nicole Petersen

-Sarah Kim, Thomas Vipperman, & Morgan Wood

*Opinions on alcohol consumption: Based on gender and ethnicity of university students*

Faculty Mentors: Dr. David A. Townsend, Danielle Gesmondi

- Erin Long, Ouida Noffsinger, & Bianca Mark- Okai

*Attitudes of alcohol on undergraduate students*

Faculty Mentor: David A. Townsend, Doug J. Buchanan

-Kayla Petzold, Elizabeth Daidone, Kyle Benjamin, Chais Hoyt, & Ashley Rigdon

*Adolescent cannabinoid exposure and novelty-seeking phenotype in female rats*

Faculty Mentor: Pamela Jackson

-Emily Norton & Michelle Maddy

*An investigation of workaholism as a mediator of the relationship between family satisfaction and job stress*

Faculty Mentor: Nicole Petersen

# Session 3

## Poster Presentations

6:00-7:00 – Heth 043

-Brittany Easter & Morgan Wood

*An investigation of workaholism as a mediator of the relationship between organizational commitment and work-family conflict*

Faculty Mentor: Nicole Petersen

-Angelina Fisher-Hewett & Laken Loving

*What effects your overall happiness in the workplace? The effects of stress/burnout, job satisfaction and work-family conflict*

Faculty Mentor: Benjamin Biermeier-Hanson, Sara Falkowitz

-Holly Hazelwood

*An investigation of work-family conflict as a mediator of the relationship between workaholism and job satisfaction*

Faculty Mentor: Nicole Petersen

-Cheyanne James, Courtney Hurley, & Brady Turner

*The levels of job satisfaction moderated by work-family conflict on job stress and burnout*

Faculty Mentor: Benjamin Biermeier-Hanson, Sara Falkowitz

-Nijeria Jones

*An investigation of self-efficacy as a moderator of the relationship between stress and job satisfaction*

Faculty Mentor: Nicole Petersen

-Courtney Kusterer & Briana Fields

*The role of narcissism in relational and physical aggression scenarios among Women*

Faculty Mentor: Dr. Jenessa Steele

-Abigail Lyman & Christopher Rock

*The role of affect in performance*

Faculty Mentor: Jenessa Steele

-Tess McCormick & Wilmer Angulo

*Examining the role of narcissism in willingness to forgive*

Faculty Mentor: Jenessa Steele

-Amanda Morgan

*Counterproductive work behavior and job stressors: The moderating role of negative affectivity*

Faculty Mentors: Benjamin Biermeier-Hanson, Sarah Falkowitz

-Daphne I. Morrison, Sarah J. Dennis, & Margie C. Clinger

*Undergraduate views on alcohol consumption*

Faculty Mentors: David A. Townsend, Danielle Gesmondi

-Alexandra Munsey

*Effect of perceived competence and interest in math on mathematics IRT achievement scores*

Faculty Mentor: Dr. Jayne Bucy

- Julianne O'Brien, Laticia Tucker, Jaylnn Best, & Heather Huggins

*Views on marijuana usage*



Faculty Mentors: David A. Townsend, Danielle Gesmondi

-Laurencia Porter & Katie Rexrode

*Opinions of Marijuana*

Faculty Mentor: David A. Townsend, Danielle Gesmondi

-Jordan Shell

*An investigation of risk taking as a mediator of the relationship between self-efficacy and job satisfaction*

Faculty Mentor: Nicole Petersen

-Joey Shoen

*The effect of marital quality on child internalizing behaviors*

Faculty Mentor: Dr. Jayne Bucy

-Tanner Short, Austin Judd, & Holly Phillips

*Drink, drank, alcohol abuse*

Faculty Mentor: David A. Townsend, Doug J. Buchanan

-Laticia Tucker & Lauren Henry

*Examining the role of gender in posttraumatic growth*

Faculty Mentor: Jenessa Steele

-Shanice Williams

*An investigation of organizational commitment as a moderator of the relationship between job satisfaction and citizenship behavior*

Faculty Mentor: Nicole Petersen

# Abstracts

## **Molly Allen**

*Locus of control predicting adolescents' Body Mass Index levels: When exercise and healthy eating are accounted for*

Faculty Mentor: Dr. Jayne E. Bucy, Ph.D.

Oral Presentation – Session 1

The present study utilized the data from the Early Childhood Longitudinal Study (ECLS) provided by the National Center for Education Statistics. The study conducted a multiple regression on 7,371 8th graders Body Mass Index (BMI) levels could be predicted by exercise, healthy eating, and internal and external locus of control. The researcher predicted that exercise and healthy eating would account for more variance in BMI than locus of control alone. The researcher also predicted that adolescents who reported higher levels of internal locus of control would have average or healthy BMI ranges and secondly, adolescents who reported lower levels external locus of control would have high, low, or unhealthy BMI ranges. The results indicated that locus of control predicted more variance in adolescents BMI than exercise and healthy eating combined. Results also showed adolescents who reported internal locus of control did have average or healthy BMI ranges and adolescents who demonstrated external locus of control had high, low, or unhealthy BMI ranges. Future studies should examine why locus of control accounted for more variance than exercise and healthy eating in adolescents.

## **Marie Campbell, Kevin Leyh, & Tori Long**

*The effects of a brief bout of exercise on positive and negative word recall*

Faculty Mentor: Jenessa Steele

Poster – Session 2

We hypothesized that participants randomly assigned to a brief bout of aerobic exercise would recall significantly more positive words than the no-exercise control group. There were 140 undergraduate Radford University students that participated in this study. Participants signed up for through an online participation system, or SONA, which then directed them to an online survey tool, Qualtrics, which delivered the study protocol. Participants first completed the Positive and Negative Affect Schedule to determine current mood states. Next, they were randomly assigned to an exercise or no-exercise condition. For the exercise condition, participants were instructed to complete as many jumping jacks as possible in the allotted 45 sec timespan. The no-exercise condition was taken directly to the word study list. Both groups were then asked to study a word list, containing positive and negative words, for 2 min. Next, they were given 2 min to recall as many words as possible. We found a significant difference between

exercise condition and number of positive words recalled. Specifically, the exercise condition recalled significantly more words than they no-exercise condition. Conclusions and future directions to be discussed.

**Sammie Carter & Isobel Forrest**

*An investigation of job satisfaction as a mediator of the relationship between stress/ burnout and intent to quit.*

Faculty Mentor: Benjamin Biermeier-Hanson, Sara Falkowitz

Poster – Session 2

The current study investigated the relationship between stress/ burnout, job satisfaction, and intent to quit. Specifically, this study was conducted to investigate whether job satisfaction served as a mediator of the relationship between stress/ burnout and intent to quit. In order to examine this relationship, a convenience sample of N (170) working adults employed in various occupations were surveyed using Qualtrics. Results indicated that stress/ burnout was related to intent to quit. Results also indicated that job satisfaction did mediate the relationship between stress/ burnout and intent to quit. Implications of these findings, directions for future research, and study limitations are discussed.

**Bianca Contreras, Amanda Dixon, & James Pointer**

*“One Tequila, Two Tequila, Three Tequila, floor” : A study on college students’ attitudes on alcohol*

Faculty Mentor: Dr. David A. Townsend

Poster – Session 2

The large number of studies conducted in recent years on undergraduate college students’ attitudes on alcohol indicate a problem in our current society: excessive drinking of both underage and of-age undergraduate students (Bonar et al., 2012; Gaher & Simons, 2007; Moeller & Crocker, 2009; Shorey et al., 2014). Guided by previous research, the current researchers investigated whether there are differences between genders in overall views, whether positive or negative, on alcohol. Furthermore, another goal of the current study was to discover whether there are differences in racial groups in regards to views on alcohol. The current study used data gathered from a web-administered self-report questionnaire. Over 200 undergraduate students at Radford University participated in the study. The researchers hypothesized that male participants would have more positive views while female participants would have more negative views on alcohol. Additionally, the researchers hypothesized Caucasians would have more negative views whereas African-Americans would have more positive views on alcohol. An ANOVA test suggested a significant difference between both gender and racial groups, which may align with the researchers’ hypotheses. Preliminary findings suggested that at Radford University, male participants and African-Americans may be more likely to drink alcohol because they have more positive views.

**Elizabeth V. Daidone, Laurel M. Zyvoloski, & Howard A. Camm**

*An investigation of job satisfaction as a moderator of the relationship between organizational commitment and counterproductive work behavior*

Faculty Mentor: Benjamin Biermeier-Hanson, Sara Falkowitz

Poster – Session 2

The current study was conducted to investigate if job satisfaction served as a moderator of the relationship between organizational commitment and counterproductive work behavior (CWB). To examine this relationship, a snowball sampling of 170 working adults employed in a variety of occupations were surveyed online using Qualtrics. Results indicated that the interaction between organizational commitment and CWBs was not significant. Multiple regression analyses were conducted as a follow up. The results of the regressions indicated that affective commitment was a significant predictor of CWB. This means that the more committed an employee is to their organization, then they are less likely to engage in CWBs. In the future, it would be interesting to find ways to foster affective commitment. The limitations for this study was that most participants were working college students, who have limited job experience.

**Megan Dunton**

*An investigation of resilience as a moderator of the relationship between stress and engagement*

Faculty Mentor: Nicole Petersen

Poster – Session 2

The current study was conducted to investigate whether resilience served as a moderator of the relationship between stress and engagement. In order to examine this relationship, a snowball sample of 167 working adults employed in various occupations were surveyed using Qualtrics. Results indicated that the interaction between stress and resilience was not significant. Multiple regression analyses were conducted as a follow up. Those results indicated that stress was not a significant predictor of engagement, and resilience was a significant predictor of engagement. Implications of these findings, directions for future research, and study limitations are discussed.

**Brittany Easter & Morgan Wood**

*An investigation of workaholism as a mediator of the relationship between organizational commitment and work-family conflict*

Faculty Mentor: Nicole Petersen

Poster – Session 2

The current study investigated the relationship between organizational commitment, workaholism, and work-family conflict. Specifically, this study was conducted to investigate whether workaholism served as a mediator of the relationship between organizational commitment and work-family conflict. In order to examine this relationship, a snowball sample of 167 working adults employed in various occupations were surveyed using Qualtrics. Results indicated that organizational commitment was related to work-family conflict. Results also indicated that workaholism did not mediate the relationship between organizational commitment and work-family conflict. Multiple regression analyses were conducted as a follow up. Those

results indicated that organizational commitment was a significant predictor of work-family conflict, and workaholism was a significant predictor of work-family conflict. Implications of these findings, directions for future research, and study limitations are discussed.

**Marshall Eckert**

*An investigation of job involvement as a moderator of the relationship between workaholism and organizational commitment*

Faculty Mentor: Nicole Petersen

Poster – Session 2

The current study was conducted to investigate whether job involvement served as a moderator of the relationship between workaholism and organizational commitment. In order to examine this relationship, a snowball sample of 167 working adults employed in various occupations were surveyed using Qualtrics. Results indicated that the interaction between workaholism and job involvement was not significant. A multiple regression analysis was conducted as a follow up. The results indicated that workaholism was a significant predictor of job commitment, and job involvement was a significant predictor of organizational commitment. Implications of these findings, directions for future research, and study limitations are discussed.

**Kristina Edwards**

*Testing the validity of standardized achievement tests based on grades*

Faculty Mentor: Dr. Jayne Bucy

Oral Presentation – Session 1

Standardized achievement tests are used in school systems in order to measure the amount a child has learned in the classroom. Several issues exist with using these tests in high stakes situations, such as the child not having preexisting skills to complete the test, absence of opportunities to learn necessary material, and a lack of correspondence to the curriculum. The present study predicts that there is no significant difference between groups of grades earned and mean test scores. Data was collected from the Early Childhood Longitudinal Study eighth grade sample. Results show an overall difference between groups, thus the null hypothesis could not be rejected. Students that earned higher grades also received higher test scores, on average. However, significant differences were not observed between mostly C's and D's, and mostly D's and F's students; therefore, considerations should be taken when evaluating these students. This study provides evidence to the validity of standardized achievement tests as a component of comprehensive evaluations.

**Kelci Falls**

*An examination of occupational stress and distributive justice moderated by locus of control*

Faculty Mentor: Benjamin Biermeier-Hanson, Sara Falkowitz

Poster – Session 2

The current study was conducted to investigate whether locus of control served as a moderator of the relationship between distributive justice and occupational stress. In order to examine this relationship, a convenience sample of 170 working adults employed in various occupations were surveyed using Qualtrics. Results indicated that the overall model with distributive justice and locus of control accounted for 22.72% of the variance in occupational stress. There was no interaction between locus of control and distributive justice on occupational stress, however the main effects of the individual variables locus of control and distributive justice were significant predictors of occupational stress. Implications of these findings, directions for future research, and study limitations are discussed.

**Angelina Fisher-Hewett & Laken Loving**

*What effects your overall happiness in the workplace? The effects of stress/burnout, job satisfaction and work-family conflict*

Faculty Mentor: Benjamin Biermeier-Hanson, Sara Falkowitz

Poster – Session 3

The current study explored the relationship between stress levels/burnout, job satisfaction, and work-family conflict. Specifically, this study was conducted to investigate whether job satisfaction served as a mediator of the relationship between stress levels/burnout and work-family conflict. In order to examine this relationship, a convenience sample of 240 working adults employed in various occupations were surveyed using Qualtrics. However, only 170 participants completed all of their answers for the survey. Results also indicated that job satisfaction did mediate the relationship between stress levels/burnout and work-family conflict. Results indicated that the model between stress levels/burnout and job satisfaction accounted for 69.4% of the variance in work-family conflict. Implications of these findings, directions for future research, and study limitations are discussed.

**Meghan Fleshman & Haley Kitchen**

*Examining the relationship between happiness and perceptions of body image*

Faculty Mentor: Jenessa Steele

Poster – Session 2

We investigated whether happiness was related to perceptions of body image. We hypothesized that people who are predominantly happy would recall more positive words than less happy individuals after viewing either a positive or negative body images. For our study we had 133 female, mostly freshman, undergraduate participants. We asked participants to take an online survey of the Authentic Happiness Inventory, and were then given a list of 30 positive and negative words. After viewing the words for a couple of minutes, they were then randomly assigned to either negative or positive body images. They were asked to view the photos for 2 min. After viewing assigned body images, they were asked to recall as many positive and

negative words as possible. Findings will be presented. Conclusions and future direction will be discussed.

**Kelly Frohnappel, Renee Jessee**

*Determining meal size: Juvenile snakes use multiple sensory modes and spend more time measuring large prey*

Faculty Mentors: Matthew Close, Pamela Jackson

Poster – Session 2

Because snakes are gape-limited predators, they serve as a unique model for studying factors affecting food intake. Studies of snakes indicate that through ontogeny, larger snakes consume larger prey relative to their own body size. However, how a snake knows the size limit of what it can swallow is unknown. In order to better understand the effects of increasing prey size, we examined the behaviors of 15 juvenile Texas rat snakes (*Pantherophis obsoleta linheimeri*) fed mice of varying sizes. We offered each snake a small, medium or large prey item bi-weekly, and recorded the behaviors associated with each feeding trial. A repeated measures analysis of variance (ANOVA) was then used to analyze the effect of prey size on each feeding behavior examined. We expected that as relative prey size increased, search time, rate of tongue flicking, contact time, swallowing time and jaw protractions would increase. We found that contact time, number of bites, and number of chin rubs were all significantly higher in large prey size classes compared to small or medium prey size classes, but these behaviors did not differ significantly between small and medium prey size classes. Swallowing time and number of jaw protractions were significantly higher in medium prey size classes than in small prey size classes. Our preliminary results indicate that snakes spend significantly more time investigating prey in close proximity using olfactory and tactile cues, but do not appear to discriminate prey size from farther distances using olfactory and/or visual cues.

**Susan Gibbs**

*An Investigation of engagement as a mediator of the relationship between creativity and job satisfaction*

Faculty Mentor: Nicole Petersen

Poster – Session 2

The current study investigated the relationship between creativity, work engagement, and job satisfaction. Specifically, this study was conducted to investigate whether work engagement served as a mediator of the relationship between creativity and job satisfaction. In order to examine this relationship, a convenience sample of 167 working adults employed in various occupations were surveyed using Qualtrics. Results indicated that creativity was not related to job satisfaction. Results also indicated that work engagement did mediate the relationship between creativity and job satisfaction. Implications of these findings, directions for future research, and study limitations are discussed.

**Caitlyn Godsey, Danayer Mann, & Emily Walters**

*To roll or not to roll: Marijuana Usage*

Faculty Mentor: Dr. David A. Townsend, Doug J. Buchanan

Poster – Session 2

Previous research shows that marijuana use may be viewed more negatively by female participants. The purpose of the current study is to examine the difference between males and females opinions about marijuana use. The study also examines the differences between ethnic groups (African Americans, Asian, Hispanics, or White) on their views of marijuana usage. The researchers hypothesized that females have a more negative (higher score) view on the usage of marijuana. The researchers also hypothesized that African Americans have a more positive (lower score) view on the usage of marijuana and that White individuals will have a more negative (lower score) view on marijuana usage. Data was collected by a survey accessed through SONA and hosted by the server Qualtrics. Participants first completed a set of demographic questions. The participants were then asked various questions concerning their views on marijuana usage. The researchers analyzed the collected data using a T-test and one-way ANOVA. The independent variable of the study is the gender and ethnicity of the participants. The dependent variable is the lower or higher scores. Results showed significant differences between men and women's views on marijuana usage.

**Haley Goodes, Caroline P. Parks, & Ashley Parks**

*The role of optimism in perceptions of body image*

Faculty Mentor: Jenessa Steele

Poster – Session 2

This study hypothesized that women who were more optimistic would rate perceptions of their body more positively after viewing positive body images than women who were less optimistic, and viewed negative body images, respectively. The total number of participants was 83 women. Female participants were asked questions about body image as well as questions to assess the participant's optimism levels. By the use of The Life Orientation Test-Revised (Bridges, Carver, & Scheier, 1994) and a questionnaire called The Body Image Survey (Herzig, Hammons, & Matson, 2013) to determine the how female participants viewed their own body image. Participants were shown two types of female body images, the first was a positive image and the second was a negative body image. After participants viewed these images, they began answering questions on body image. Participants were also asked their age range and their college standing level. After data collection, we found out that Qualtrics was not delivering the randomization correctly, so our between-subjects design became a within-subjects study design. Findings supported that participant optimism levels changed from viewing positive to negative body images. Specifically, levels of optimism decreased from time 1 (positive image) to time 2 (negative image). Conclusions and future direction will be discussed.



**Holly Hazelwood**

*An investigation of work-family conflict as a mediator of the relationship between workaholism and job satisfaction*

Faculty Mentor: Nicole Petersen

Poster – Session 3

The current study investigated the relationship between workaholism, work-family conflict, and job satisfaction. Specifically, this study was conducted to investigate whether work-family conflict served as a mediator of the relationship between workaholism and job satisfaction. In order to examine this relationship, a snowball sample of 158 working adults employed in various occupations were surveyed using Qualtrics. Results indicated that workaholism was related to job satisfaction. Results also indicated that workaholism did mediate the relationship between workaholism and job satisfaction. Implications of these findings, directions for future research, and study limitations are discussed.

**Emily Hilton, Alyson Faires, & Sarah Heiney**

*The relationship between sleepiness, memory, and distraction when studying*

Faculty Mentor: Pamela Jackson

Poster – Session 2

This study investigated the relationship between sleepiness, study habits, and memory performance. One of Radford University's Psychology 301 classes conducted a survey using the Qualtrics survey system that was administered to 245 students taking psychology classes. This survey included questions related to how much sleep students regularly received, and about their studying routines, as well as the Epworth Sleepiness Scale. A memory task was also implemented in this survey to look at possible relationships between sleep and memory. The memory task consisted of 5 images shown to the participants for 8 seconds, and each picture was immediately followed by three questions about that image. The Epworth Sleepiness Scale included a list of eight situations in which the participant rated their tendency of becoming sleepy on a scale of 0, no chance of dozing, to 3, high chance of dozing off. Scores could range between 0-24, with high numbers indicating higher levels of sleepiness. Those who reported being easily distracted while studying tended to have a higher Epworth Sleepiness Score, meaning they were sleepier than normal. It was also found that those who reported receiving less sleep on average performed significantly worse on the memory task, which may be due to cumulative low levels of sleep or poor sleep obtained the previous night before taking the survey.

**Shan Horsley, Amber Mallery, & Kelly Soloe**

*An investigation of role overload as a mediator of the relationship between agreeableness and job stress*

Faculty Mentor: Nicole Petersen

Poster – Session 3

The present study investigated the relationship between agreeableness, role overload, and

stress. Indicatively, this study was conducted to investigate whether role overload served as a mediator of the relationship between agreeableness and stress. In order to examine this relationship, a snowball sample of 158 working adults employed in various occupations was surveyed using Qualtrics. Results indicated that stress was not related to agreeableness. Results also indicated that role overload did mediate the relationship between agreeableness and stress. Multiple regression analyses were conducted as a follow up. Those results indicated that agreeableness was not a significant predictor of stress, and role overload was a significant predictor of stress. Implications of these findings, directions for future research, and study limitations are discussed.

**Cheyenne James, Courtney Hurley, & Brady Turner**

*The levels of job satisfaction moderated by work-family conflict on job stress and burnout*

Faculty Mentor: Benjamin Biermeier-Hanson, Sara Falkowitz

Poster – Session 3

The current study was conducted to investigate whether work-family conflict (WFC) served as a moderator of the relationship between job satisfaction (Job Sat) and job stress and burnout (JS). In order to examine this relationship, a convenience sample of 170 working adults employed in various occupations were surveyed using Qualtrics. The subjects were a result of snowball sampling and using resources from social media (e.g Facebook) and email. Results indicated that the interaction between job satisfaction and work family conflict accounted for 38.67% of the variance in job stress and burnout. The result of this study showed that a stronger relationship existed between job satisfaction and job stress and burnout when work-family conflict was high. Implications of these findings, directions for future research, and study limitations are discussed.

**Nijeria Jones**

*An investigation of self-efficacy as a moderator of the relationship between stress and job satisfaction*

Faculty Mentor: Nicole Petersen

Poster – Session 3

The current study was conducted to investigate whether self-efficacy served as a moderator of the relationship between stress and job satisfaction. In order to examine this relationship, a snowball sample of N 167 working adults employed in various occupations were surveyed using Qualtrics. Results indicated that the interaction between stress and self-efficacy was not significant. Multiple regression analyses were conducted as a follow up. Those results indicated that stress was significant predictor of job satisfaction, and self-efficacy was not a significant predictor of job satisfaction. Implications of these findings, directions for future research, and study limitations are discussed.

**Sarah Kim, Thomas Vipperman, & Morgan Wood**

*Opinions on alcohol consumption: Based on gender and ethnicity of university students*

Faculty Mentors: Dr. David A. Townsend, Danielle Gesmondi

Poster – Session 2

This study investigates undergraduate students at Radford University's view on alcohol consumption based on gender and ethnicity. We will determine the views of alcohol consumption between different genders and ethnicities by using an online survey consisting of 50 questions posted on SONA. Our participants consist of 150 undergraduate Radford University students. This online survey that is on SONA shows high scores meaning negative views and low scores meaning positive views on alcohol. We will be using a T-test for different genders and a one way ANOVA test for the different ethnicity views on alcohol consumption. Our independent variables are gender and ethnicity and our dependent variable is the score of the survey. We believe that females will have a more negative view on alcohol consumption and Asian Americans will have a more negative view on alcohol consumption. Preliminary results indicated that Caucasian males in general have a more positive view on alcohol consumption.

**Courtney Kusterer & Briana Fields**

*The role of narcissism in relational and physical aggression scenarios among Women*

Faculty Mentor: Dr. Jenessa Steele

Poster – Session 3

A growing body of evidence has highlighted the association between narcissism and aggression in interpersonal relationships. The current study purposed that women with high levels of narcissism were more likely to react aggressively, both physically and relationally, to interpersonal difficulties than individuals with low levels of narcissism. Participants included 140 female undergraduate students randomly assigned to either a relational or physical aggression scenario. After reading the assigned scenario, participants were asked the likely hood to act with physical aggression, relational aggression, and likelihood to forgive. Participants were then given the Narcissistic Personality Inventory (NPI) to assess their level of narcissism (high or low). We found partial support for our hypothesis with females who scored higher on narcissism significantly more likely to report reacting in a physically aggressive manner compared to females who scored low on narcissism. Conclusions and future directions forthcoming.

**Erin Long, Ouida Noffsinger, & Bianca Mark- Okai**

*Attitudes of alcohol on undergraduate students*

Faculty Mentor: David A. Townsend, Doug J. Buchanan

Poster – Session 2

College Students have different views on the usage of alcohol. Our study observes the attitudes and views on alcohol of undergraduate students in Radford University. Participants included approximately 200 undergraduate students of all races (Caucasians, African Americans,

Hispanics, Asian American, and Other), both male and females of the age ranging from 17 to 24 years. Our research was done through a survey on SONA with our independent variables as race and gender, and our dependent variables as the survey. The researchers hypothesized that African Americans will have negative views and higher scores in our findings, whereas Hispanics will have lower scores and positive views. In addition, we also hypothesized that females will score higher with negative views, and males with low scores and positive views. Based on preliminary results, our hypothesis was supported by the significance levels and effect sizes of pilot data. This research can be used to explain the attitudes of college students on alcohol usage.

**Abigail Lyman & Christopher Rock**

*The role of affect in performance*

Faculty Mentor: Jenessa Steele

Poster – Session 3

The problem under investigation was to better understand how work performance is influenced by positive affect. This experimental study design hypothesized that participants randomly assigned to the positive affect video would answer more math and anagram problems than participants in the neutral video condition. Participants in the study were undergraduate psychology students who attend Radford University. Our study methods were conducted as an online questionnaire where participants could maintain anonymity. The study procedure was to provide participants with a positive affect inducing video or a neutral video and we observed how well they completed language and mathematical tasks. The measurements we used for additional findings were the Big Five Inventory, Positive and Negative affect Schedule, and the Academic Motivation Scale. The main findings from our study revealed no significant differences in video condition on performance. Future research could explore in more depth other ways to increase positive affect at work.

**Raven Mason**

*The effects of home language on students reading interest/competence and achievement*

Faculty Mentor: Dr. Jayne Bucy

Oral Presentation – Session 3

There are approximately 4.4 million students in U.S. public schools that are English language learners (ELL). Research has shown that there is a notable gap in achievement for these students as their academic performance is well below that of their same age peers. Several factors influence the amount of academic success ELL students have including the students' motivation, environmental factors, and more importantly the levels of support the student receives. ELL students are being required to perform academic tasks such as reading in English when they have not mastered the language orally. Furthermore, research shows that reading competence heavily

predicts academic achievement. The present study tested the hypotheses that there would be a significant difference between students in homes where English was not the primary language being spoken and homes where English was the primary language being spoken, on (a) levels of perceived interest/competence in reading and (b) achievement. Results indicated a significant difference on reading achievement but no significant difference on interest/competence.

**Kyle Maziarski**

*Do males and females have different views? Associations between prediction of future schooling, self-concept, and locus of control*

Faculty Mentor: Dr. Jayne Bucy

Oral Presentation – Session 1

The purpose of this study was to examine whether students' prediction in how far they will go in school will be related to self-concept and locus of control. Participants were approximately 7131 eighth grade students whom were a part of a longitudinal study. Participants completed a questionnaire during their eighth grade year concerning various aspects of self-concept, locus of control, how far in school they believe they will go, and academics. The present study found a significant interaction between gender and prediction of how far in school students will go. The findings also indicated that men had higher self-concepts and locus of control than females in the sample. Future research should continue to examine the relationship between self-concept and locus of control on prediction of future schooling and gender.

**Tess McCormick & Wilmer Angulo**

*Examining the role of narcissism in willingness to forgive*

Faculty Mentor: Jenessa Steele

Poster – Session 3

The current study investigated the role of narcissism and willingness to forgive. The researchers hypothesized that the higher a person's narcissism level, the less willing they would be to forgive. The participants were all Radford University undergraduate students currently enrolled in an introductory psychology course. The study was posted online on the SONA website through the Qualtrics program. First, the participants took the Narcissism Personality Inventory (NPI) (Raskin & Terry, 1988) and then were randomly assigned to a group of scenarios for the Willingness to Forgive (WTF) scale (DeShea, 2003). We manipulated the WTF scale by having a separate set of scenarios that we reworded to be more intense than the other. The independent variables that the researchers outlined were the NPI (high v. low) and the intensity of the scenarios while the dependent variable was the person's willingness to forgive. We found a significant difference between narcissism levels and willingness to forgive, with participants representing higher levels of narcissism indicating a less likelihood to forgive. No differences were found for intensity of scenario and willingness to forgive. In the future, researchers who are

looking to study this relationship should look more at the different levels of narcissism. Researchers should look at characteristics that have an effect on a person's narcissism levels.

**Jenna McCutchen**

*The relationship between teacher satisfaction and LEP students in the classroom*

Faculty Mentor: Jayne Bucy

Oral Presentation – Session 1

Educating students has been a longstanding system set in place for many decades. Teachers are well trained in their profession, and hold a large responsibility for educating students. However, students today face many issues that years and years ago were never a challenge. Teacher training needs to be more encompassing, and focus on different challenges students are dealing with. Along with proper training, teacher satisfaction has been studied for decades. However, no real mechanism has been discovered to figure out what sustains teacher satisfaction. There are many different challenges teachers face on a daily basis, which affect their satisfaction. This study focused on the relationship between teacher satisfaction and the impact of having LEP (limited English proficiency) students in their classroom. The researchers used data from the Early Childhood Longitudinal Program (ECLS) to conduct this study. The researcher looked at the proportion of LEP students and teacher's perception of children learning in their classroom and how it impacts their overall satisfaction. The results were significant, reflecting a relationship between LEP students and teacher satisfaction.

**Amanda Morgan**

*Counterproductive work behavior and job stressors: The moderating role of negative affectivity*

Faculty Mentors: Benjamin Biermeier-Hanson, Sarah Falkowitz

Poster – Session 3

The current study was conducted to investigate whether negative affectivity served as a moderator of the relationship between job stress and counterproductive work behavior. In order to examine this relationship, convenience samples of 130 working adults employed in various occupations were surveyed using Qualtrics. Results indicated that the interaction between job stress and negative affectivity accounted for 29% of the variance in counterproductive work behavior. A stronger relationship existed between job stress and counterproductive work behavior when negative affectivity was high. Implications of these findings, directions for future research, and study limitations are discussed.

**Daphne I. Morrison, Sarah J. Dennis, & Margie C. Clinger**

*Undergraduate views on alcohol consumption*

Faculty Mentors: David A. Townsend, Danielle Gesmondi

Poster – Session 3

The goal of this study was to examine the differences, if any, that existed between views on alcohol between males and females as well as different ethnic groups. The researchers hypothesized that females had more negative view towards alcohol than males and Caucasians had a more positive view on alcohol compared to other ethnicities. Data was collected by using a survey that was administered online. The participants were 150 male and female undergraduate students from Radford University. The participants were first asked of their gender and ethnicity, then they continued on to answer questions regarding their views on alcohol consumption. The researchers analyzed the data using a one-way ANOVA. The independent variables in this study were the participant's gender and ethnicity. The dependent variable in this study was the participant's view on alcohol consumption. Preliminary results suggest that males have a more positive view towards alcohol consumption than females. It also suggests that Caucasians have a more positive view toward alcohol consumption than any other ethnic group.

**Alexandra Munsey**

*Effect of perceived competence and interest in math on mathematics IRT achievement scores*

Faculty Mentor: Dr. Jayne Bucy

Poster – Session 3

This study explores the effects of a student's perceived competence and interest in math on their math performance. Specifically, the study looks at the differences between students receiving Title I services and those that are not. Six hundred and twenty fifth grade students were selected to complete a Self-Descriptor Questionnaire assessing their attitudes and interest in math. They were also given a math achievement test to collect their IRT achievement scores. The participants were divided into groups based on their enrollment in Title I services. Results indicate that as a student's perceived competence and interest in math increases, their math IRT scores will also increase regardless of Title I services. This suggests that a student's attitude toward math has an effect on their performance no matter the ability level. Implications of these results and future research are discussed.

**Emily Norton & Michelle Maddy**

*An investigation of workaholism as a mediator of the relationship between family satisfaction and job stress*

Faculty Mentor: Nicole Petersen

Poster – Session 3

The current study investigated the relationship between family satisfaction, workaholism, and job stress. Specifically, this study was conducted to investigate whether workaholism served as a mediator of the relationship between family satisfaction and job stress. In order to examine this relationship, a snowball sample of 158 working adults employed in various occupations were surveyed using Qualtrics. Results indicated that family satisfaction was not related to job stress. Results also indicated that workaholism did not mediate the relationship between family

satisfaction and job stress. Multiple regression analyses were conducted as a follow up. Those results indicated that family satisfaction was a significant predictor of job stress and workaholism was a significant predictor of job stress. Implications of these findings, directions for future research, and study limitations are discussed.

**Julianne O'Brien, Laticia Tucker, Jalynn Best, & Heather Huggins**

*Views on marijuana usage*

Faculty Mentors: David A. Townsend, Danielle Gesmondi

Poster – Session 3

This study examined the opinions held by undergraduate students on the subject of marijuana. This survey was created with influence from previous research that investigated marijuana usage and views among undergraduate students. The goal was to find if differences exist in views of marijuana between genders as well as between ethnicities. One hundred and fifty Radford University students volunteered to take a survey that was conducted through Qualtrics, an online survey database. The questions were made to create both qualitative and quantitative data. The survey assessed students' beliefs and values on the marijuana. The informed hypothesis was that males would have more positive outlooks on marijuana use than would females. As well, it was hypothesized that race would have little to no influence on one's opinions of marijuana. The data appeared relatively equal among ethnicities, but not between genders. T-tests were utilized to assess the data collected. Based on our preliminary findings, we inferred that the hypothesis was supported. Women were found to have more negative views on marijuana use than were men. The second part of the hypothesis was also supported by the data, showing that there were no significant differences in opinions between ethnicities. The findings suggest that gender is a factor of marijuana use, while ethnicity is not.

**Kayla Petzold, Elizabeth Daidone, Kyle Benjamin, Chais Hoyt, & Ashley Rigdon**

*Adolescent cannabinoid exposure and novelty-seeking phenotype in female rats*

Faculty Mentor: Pamela Jackson

Poster – Session 2

Cannabinoids have been shown to cause long-term changes when administered to adolescent rats, but the specific changes vary from study to study (e.g., Schneider, Schömig, & Leweke, 2008; Abush & Akirav, 2012). Because of this variability, the current study focused on factors that might interact with marijuana in developing rats. We examined how early novelty-seeking behavior, estrous cycle and cannabinoids affect activity, anxiety, and memory in adult female rats. Cannabinoids have also been shown to negatively affect food intake and body weight in rats (Miller & Drew, 1974). Because malnutrition can impair cognitive capacities, it is important to understand how adolescent malnutrition and chronic cannabinoid exposure interact to affect activity and memory in adulthood. A second control group was used that received the same amount of food that drug animals consumed to account for the decreased food intake in drug



animals. All animals were tested in the object placement and object recognition tasks in order to analyze the long term effects of adolescent cannabinoid exposure in adult rats. All subjects used were female Long-Evans rats, and each were tested for estrous phase before data collection in order to understand estrous influences on behavior and memory. Data collection is still in progress.

**Laurencia Porter & Katie Rexrode**

*Opinions of Marijuana*

Faculty Mentor: David A. Townsend, Danielle Gesmondi

Poster – Session 3

The goal of the study was to determine if there was a difference in views of marijuana amongst gender and ethnic groups. The current study used categorical data taken from 150 undergraduate students at Radford University enrolled in a psychology course. The survey was conducted through Qualtrics and administered through Radford University's SONA system. The survey included questions regarding the view of marijuana compared to other substances such as alcohol and tobacco. The researchers hypothesized that females would have a more negative view on marijuana, indicated by a higher score on the survey and African Americans would have a more positive view on marijuana than Caucasians or Hispanics, indicated by lower scores on the survey. Results were calculated using a t-test for differences among males and females and a one-way ANOVA for differences among ethnic groups.

**Jasmine Sandozz, Sarah Kim, Cassandra Chadwell, Joshua Patterson, & Sierra Alexander**

*The art of avoidance: Attachment and depletion of self-regulatory resources*

Faculty Mentor: Jeff Aspelmeier

Oral Presentation – Session 1

This present study investigates whether people with certain types of attachment styles rely on self-regulatory resources to manage their thoughts and feelings about relationships (Muraven, Tice, & Baumeister, 1989, Kirkpatrick, 2005). Previous research shows that people with dismissing attachment styles inhibit their access to childhood memories involving negative emotions (Kohn, Rholes, & Schmeichel, 2015). The present study tests whether depleting self-regulatory resources increases access to childhood memories of negative emotional experiences among dismissing participants. In a mixed—experimental/quasi-experimental—design, approximately 200 undergraduates completed measures of adult romantic attachment (Bartholomew & Horowitz, 1991; Fralley, Waller, & Brennan, 2000; Brennan, Clark, & Shaver, 1998) and were randomly assigned to one of three writing conditions (five min. each). The first essay task activated the attachment system. The second essay task depleted self-regulatory resources. The third essay served as the control condition. A factorial ANOVA is used to test the hypothesis that the use of the deactivating strategy deployed by dismissing individuals depletes

self-regulatory resources. The results are expected to show that dismissing participants in the attachment essay condition had faster recall of negative emotional experiences than dismissing participants in the control condition. In contrast, among preoccupied participants the availability of emotional experiences is not expected to differ across the experimental conditions; negative emotions are expected to be recalled more quickly than positive emotions in all experimental conditions. Comparing dismissing and preoccupied individuals, dismissing individuals should show the same advantage for negative emotional memories as preoccupied participants, but only when self-regulatory resources are depleted.

**Jordan Shell**

*An investigation of risk taking as a mediator of the relationship between self-efficacy and job satisfaction*

Faculty Mentor: Nicole Petersen

Poster – Session 3

The current study investigated the relationship between self-efficacy, risk taking, and job satisfaction. Specifically, this study was conducted to investigate whether risk taking served as a mediator of the relationship between self-efficacy and job satisfaction. In order to examine this relationship, a snowball sample of 158 working adults employed in various occupations were surveyed using Qualtrics. Results indicated that self-efficacy was not related to job satisfaction. Results also indicated that risk taking did not mediate the relationship between self-efficacy and job satisfaction. Multiple regression analyses were conducted as a follow up. Those results indicated that self-efficacy was not a significant predictor of job satisfaction and risk taking was not a significant predictor of job satisfaction. Implications of these findings, directions for future research, and study limitations are discussed.

**Joey Shoen**

*The effect of marital quality on child internalizing behaviors*

Faculty Mentor: Dr. Jayne Bucy

Poster – Session 3

Objective: In this study, the researcher tested to see if a significant amount of variability in the internalizing behaviors of self-concept and locus of control scales in child questionnaires was accounted for by the relationship quality of their parents. Method: Participants included 5941 eighth graders who participated in the Early Childhood Longitudinal Study, Kindergarten Class of 1998-99 (ECLS-K). Eighth-grade participants completed student questionnaires that provided results on self-concept and locus of control scales. Parent interviews were conducted through the use of phone interview to collect data of marital quality. Results: Multiple regression analyses indicated statistical but not clinical significance in the amount of variability in self-concept and locus of control accounted for by marital quality. Conclusions: While results did indicate a significant amount of variability accounted for by predictor variables in the dependent variables, more research needs to be conducted in order to determine the amount of significant variability accounted for by parental marital quality in the self-concept and locus of control in children.

**Tanner Short, Austin Judd, & Holly Phillips**

*Drink, drank, alcohol abuse*

Faculty Mentor: David A. Townsend, Doug J. Buchanan

Poster – Session 3

Previous research suggests that Caucasian male college students, as compared to female college students, will have more positive attitudes on the ingestion of alcohol. The purpose of this study is to assess the gender and racial differences involving college students' attitudes towards alcohol abuse. The subjects used in this study were 250 Radford University Undergrad Students from the ages of 17 to 23 years old. The current study's data was taken from results of a self-report questionnaire that asked questions pertaining to students' attitudes and beliefs on the consumption of alcohol. The researchers hypothesized that females will score higher and have a more negative outlook on the consumption of alcohol. The researchers also think Asians will have higher scores, as compared to African Americans, indicating a negative outlook on the consumption of alcohol. Caucasians will have the lowest scores, indicating a positive outlook on the consumption of alcohol. The independent variables were nominal variables such as gender and race, and the dependent variable was the undergraduate students' views on the survey they were given.

**Laticia Tucker & Lauren Henry**

*Examining the role of gender in posttraumatic growth*

Faculty Mentor: Jenessa Steele

Poster – Session 3

Women have been found to be more resilient than men following experiencing a traumatic event. The current study examined the number and types of advice given after reading one of three randomly assigned traumatic scenario vignettes. The study included 219 females and males attending Radford University, with ages ranging from 17 to 25 and older. The participants were randomly assigned to one of three traumatic event scenarios in which they gave advice to their friend who is experiencing the traumatic event. The scenarios included the death, sudden illness, and sudden hospitalization of a parent. The number of advice each participant gave was used to determine resiliency and potential for posttraumatic growth. We found no gender differences, however, we were able to find a main effect for scenario. Conclusions and future directions to be discussed.

**Abigail Vandivier**

*Myth of predetermined failure: A meta-analysis of generational status and GPA*

Faculty Mentor: Jeffery Aspelmeier

Oral Presentation – Session 1

Research existing for nearly 50 years has indicated that First Generational College Students (FGCSs) tend to be far less successful than their continuing generation college student peers (CGCSs). However, these studies rely on statistics calculated from exorbitant sample sizes ranging from 500 to 10,000 participants while neglecting effect sizes. As such, these studies make the assumption that FGCSs perform poorly, without taking into consideration the actual size of the difference between FGCSs and their peers. To demonstrate the effect of the permeation this faulty body of literature has had, a meta-analysis consisting of 43 studies was conducted to compare FGCSs and CGCSs with GPA. With a combined sample size of  $N = 105,696$ , a fixed-effects meta-analytic model was used to determine that there was a small effect of generational status on GPA ( $r = -.0539$ ; 95% CI: LL =  $-.0599$ , UL =  $-.0479$ ). This indicates that, on average, CGCSs earn GPAs that are .09 higher than FGCS. As such, the conclusion is that generational effects on college GPA are much smaller than the current body of literature indicates. While small effect sizes may be meaningful (Prentice & Miller, 1992; Rosenthal & Rosnow, 2008), the effect size generational status exerts on GPA is marginal in comparison to other predictors such as high school GPA, SAT/ACT skills, and college adjustment.

**Shanice Williams**

*An investigation of organizational commitment as a moderator of the relationship between job satisfaction and citizenship*

Faculty Mentor: Nicole Petersen

Poster – Session 3

The current study was conducted to investigate whether organizational commitment served as a moderator of the relationship between job satisfaction and citizenship behavior. In order to examine this relationship, a snowball sample of 167 working adults employed in various occupations were surveyed using Qualtrics. Results indicated that the interaction between job satisfaction and organizational commitment was not significant. Multiple regression analyses were conducted as a follow up. Those results indicated that job satisfaction was not a significant predictor of citizenship behavior, and organizational commitment was not a significant predictor of citizenship behavior. Implications of these findings, directions for future research, and study limitations are discussed.