

Department of Psychology

Fall 2014

Second Annual

Research Symposium



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Heth 022 & 014
December 2nd
4:00 pm - 7:00 pm

C College of
Humanities &
Behavioral
Sciences

Psychology Research Symposium Fall 2014 Program

Session 1 Oral Presentations

4:00-5:30 – Heth 022

- Amanda Lessard, Bryan Healy, Abigail Vandivier, Jessica Compton, Shameka Hylton, & Rachel Marble
Cost of avoidance: Attachment and depletion of self-regulatory resources.

Faculty Mentor: Jeff Aspelmeier

- Shivali Viswanath, Thomas Kwiatkowski, Erik Nyholm, Matt McGrady, & Katarina Mandiola
Organizational Commitment for the college Student Survey.

Faculty Mentor: Jared Caughron

- Boglarka Vizy, Brian Carle, & Amanda Lessard
Thinking about it: Self-esteem in university students.

Faculty Mentor: Jared Caughron

- Lara Barbir, Stephen Casazza, Emily Ludwig, & Anna Vandevender

The assessment of attitudes, beliefs, and behaviors scale (AABBS).

Faculty Mentor: Jay Caughron

- Matthew Ostrander, Ryan Lingg, & Ivan Zuidhoek

The dimensions of social pleasure.

Faculty Mentor: Jared Caughron

Session 2

Poster Presentations

5:00-6:30 – Heth 014

- Barron, C., Dye, L., & Lindsay, K

Birds of a feather, friends flock together: a study on personality and happiness within friendship dyads.

Faculty Mentors: David A. Townsend & Ms. Hannah Hardin

- William Bracken, Shea Fyffe, & Christopher Williams

How much do you need your coworkers?

Faculty Mentor: Jared Caughron

- Gaby Brown, Frank Griffey, Marco Pomposini, & Kelsey Weddle

No pain, no gain: Does regulatory focus moderate the relationship between social comparison and exercise intentions?

Faculty Mentor: Adrienne Means-Christensen

- MaCauly Cacioppo & M. Ian Ostrander

Sex differences in adolescent cannabinoid exposure in rats (Part III): Spatial learning and strategies.

Faculty Mentor: Pamela Jackson

- Hannah Conway, Alyssa Foresheets, Amanda Houchens, & Chelsea LaVoun

Anxiety, sleep, and headaches: What keeps you up at night?

Faculty Mentor: Adrienne Means-Christensen

- Paige Deane & M. Ian Ostrander

Sex differences in adolescent cannabinoid exposure in rats (Part I): Food consumption and anxiety.

Faculty Mentor: Pamela Jackson

- Bryan Healy, Madeleine Reda, Adrienne Rodrigues, & Stephanie White

The true cost of anxiety: The effects of general health and anxiety on missing classes.

Faculty Mentor: Adrienne Means-Christensen

- Ashley Henry

Cognitive behavioral therapy treatment of posttraumatic stress disorder.

Faculty Mentors: Emily Dove & Jennifer Mabry

- Maggie Lamb, Danielle Price, Abbey Shepherd, & Julia Summers

Keep calm and sleep on: Does self-disclosure affect sleep behavior?

Faculty Mentor: Adrienne Means-Christensen

- K. Landreth, C. Persaud, & K. Ward

The influence of introversion and extraversion on depression.

Faculty Mentor: D. A. Townsend & H. Hardin

- Rose Mahler, Stephen Garratt, & Jesus Martinez
No new friends: A study on personality and relationships

Faculty Mentor: Dayna Hayes

- K. M. Morgan

How extraversion and other mediating factors interact with depression.

Faculty Mentors: David A. Townsend & Hannah Hardin

- Sadie Morgan, Kayla Newton, Katie Conrad, & Christopher Stefano

Personality change after loss, divorce, or emotional trauma.

Faculty Mentor: David Townsend & Hannah Hardin

- Nick Pavlosky, David Green, Monique Strand, & Roger Kidd

Personality and satisfaction in the workplace.

Faculty Mentor: David A. Townsend & Hanna Hardin

- Joseph A. Reser

Clinical evaluation of co-morbid Autism Spectrum, Tourette's, and Attention Deficit Hyperactivity Disorders.

Faculty Mentors: Emily Dove & Jennifer Mabry

- Paula J. Traugh, Garrett E. Holloway, Kelsey Jones, Paul Bresnan, & Gregory Krause

Measuring individual resilience on teams: Developing the IROT.

Faculty Mentor: Jay Caughron

- Jamie Turner & M. Ian Ostrander

Sex differences in adolescent cannabinoid exposure in rats (Part II): Activity, anxiety, and spatial recognition.

Faculty Mentor: Pamela Jackson

Abstracts

Lara Barbir, Stephen Casazza, Emily Ludwig, & Anna Vandevender

The assessment of attitudes, beliefs, and behaviors scale (AABBS).

Faculty Mentor: Jay Caughron

Oral Presentation

Sexual and gender minorities continue to face social stigma, heterosexism, discrimination, and violence (APA, 2012). The purpose of the current study is to create a scale that measures heterosexist and homopositive attitudes and behavioral intentions as they relate to each of three sexual minority groups: gay men, lesbian, bisexual. Additionally, the instrument assesses for both positive and negative attitudes and behavioral intentions toward transgender individuals. Research (e.g., Worthen, 2012; Norton & Herek, 2012) has pointed out the need to further separate and examine these subpopulations; not only do heterosexuals' show differing attitudes towards each of the subpopulations, but the nature of the stigma experienced by each group is also different. Furthermore, there has been research that supports self-reported attitudes may differ significantly from one's intentions in certain situations (Fishbein & Ajzen, 2005). Therefore, this measure intends to assess incongruences between attitudes and behavioral intentions in each of the groups identified. A survey was developed and distributed to 342 college students at a mid-sized public university in Southwest Virginia. Exploratory factor analysis was conducted using a varimax rotation technique to determine appropriate factors associated with attitudes and behavioral intentions toward lesbian, gay, bisexual, and transgender groups independently. It was expected four factors would emerge from the analysis: homopositive attitudes, heterosexist attitudes, homopositive intentions, and heterosexist intentions. Development of a psychometrically sound instrument to examine differing attitudes and behaviors towards each of the groups has important implications for addressing discrimination and experiences of respective group members on college campuses.

Barron, C., Dye, L., & Lindsay, K

Birds of a feather, friends flock together: a study on personality and happiness within friendship dyads.

Faculty Mentors: David A. Townsend & Hannah Hardin

Poster

In previous research, scientists observed that high companionship quality was a factor of happiness in friendships (Demir, Ozdemir, & Weitekamp, 2007). Early evidence also supported the fact that mutual personality characteristics were a key factor to stronger friendships (Austin & Thompson, 1948). Influenced by previous research, the current researchers aimed to observe a relationship between personality types, specifically introversion and extroversion, affected happiness levels in friendship pairs (dyads). The current study used qualitative and quantitative data, taken from results of a self-report questionnaire, of 150 undergraduate students at Radford University. The self-report questionnaire contained questions regarding individual personality type, individual happiness levels, and happiness levels within his/her friendship dyad.

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The researchers hypothesized that extroverts were more likely to record higher happiness levels within his/her friendship dyad than introverts would record. An independent samples t-test indicated no significant difference between personality type and happiness in friendship dyads. The findings suggested that personality type may not always be a key characteristic to a happier friendship.

William Bracken, Shea Fyffe, & Christopher Williams

How much do you need your coworkers?

Faculty Mentor: Jared Caughron

Poster

With the recent influx of literature focusing on team dynamics, a deeper understanding of the underlying factors contributing to effective teamwork is absolutely critical. This study investigated the relationship between perceived position interdependence in the workplace and potential variables that might influence perceptions of positional interdependence. Through examination of organizational citizenship behaviors, likeability and task interdependence, the study attempted to determine the strength in which measured factors might influence an individual's perceptions of how much one employee might rely on another employee. Additionally, this study sought to control for personality dimensions by examining measures of self-efficacy and emotional stability, both of which have a potential to skew individual perception of actual position interdependence. Being such a novel construct, the development of an inventory for positional interdependence was needed- psychometric properties will be discussed. A logistic regression was conducted to explore the level of perceived position interdependence desired to discern between a coworker that has a high dependence in the workplace and one that has a low dependence in the workplace. Results will be presented.

Gaby Brown, Frank Griffey, Marco Pomposini, & Kelsey Weddle

No pain, no gain: Does regulatory focus moderate the relationship between social comparison and exercise intentions?

Faculty Mentor: Adrienne Means-Christensen

Poster

Objective: This poster describes a survey that was designed to investigate the effects of social comparisons and health benefits on intentions to work out. It was hypothesized that this effect was moderated by regulatory focus. **Method:** Three hundred and fifteen students from Radford University completed the Regulatory Focus questionnaire and, based on their scores, were divided into a prevention group or a promotion group. The participants were randomly assigned to one of three different reading groups: a social comparison group which read an article that attempted to prime a social comparison, a health benefit group which read an article that showed the health benefits of exercise, and a control group that did not read an article. Next, participants completed the Exercise Intention questionnaire to measure the number of days per week they intended to exercise, and for how long at an intense rate. **Results:** There was not a statistically

significant main effect for the article read and exercise intentions ($p > .05$). However, there was a main effect for regulatory focus and exercise intentions ($p < .01$). There was not a statistically significant interaction between the article read and regulatory focus on exercise intentions.

Conclusion: Participants who were scored into the promotion group were more likely to show higher intentions to exercise. Future research on the topic may want to look at an experiment using an exercise regimen that participants can be physically primed with a social comparison.

MaCauly Cacioppo & M. Ian Ostrander

Sex differences in adolescent cannabinoid exposure in rats (Part III): Spatial learning and strategies.

Faculty Mentor: Pamela Jackson

Poster

This study investigated exposure to CP55,940, as well as mild food deprivation, during adolescence on the Morris Water Maze, which measures spatial learning and memory. This study focuses on the use of the drug over an extended period of time during the adolescent period, and how it affects the behavior of the individual at a later point in the development. The Morris Water Maze, a large white tub, filled with water, non-toxic and an escape platform, allows us to measure spatial learning and memory by placing a rat into the large tub of water and measuring the time it takes them to find the submerged escape platform. It was found that there was little significant effect on the spatial learning task after exposure to the drug, as well as a mild food deprivation. The female rats were just fine over the five day learning period, but the male rats were much less consistent. The male rats did however have issues switching gears when it came to search strategy on the sixth day, when the escape platform was removed.

Hannah Conway, Alyssa Foresheets, Amanda Houchens, & Chelsea LaVoun

Anxiety, sleep, and headaches: What keeps you up at night?

Faculty Mentor: Adrienne Means-Christensen

Poster

Objective: To see if there is a relationship between anxiety, sleep, and headaches. **Method:** Participants completed a the State Trait Anxiety Inventory, used a smartphone sleep application to track the amount of time they slept and reported on the frequency of headaches. **Results:** Sleep time was examined as a mediator for the relationship between average anxiety and average headache occurrence. The direct effect relationship of mean state anxiety for day three to predict headache sum for day three was statistically significant. The predictor-mediator effect of mean state anxiety for day three and average sleep length for day three was not significant. The indirect effect of state anxiety and average sleep length on headaches was also not significant. This being the case, sleep efficiency is not a mediator for the relationship between anxiety and headaches. **Conclusion:** There was a significant relationship between levels of anxiety and the occurrence of headaches. However; state anxiety was not a significant predictor for sleep time. Contrary to expected results, sleep efficiency was not a mediator between anxiety and headaches.

Paige Deane & M. Ian Ostrander

Sex differences in adolescent cannabinoid exposure in rats (Part I): Food consumption and anxiety.

Faculty Mentor: Pamela Jackson

Poster

This research aimed to distinguish if food deprivation or cannabinoid exposure in adolescent rats has an effect on anxiety and spatial memory tasks. Prior research indicates that cannabinoid exposure in adolescent rats causes lower-quality performance on such tasks. The current study compares the performance differences in Drug, Yoked, and Control rats. Each day, the yoked rats were given the amount of food the corresponding drug rat consumed. The purpose of the yoked group was to identify if it was the food deprivation or the drug that caused worse performance. Synthetic cannabinoid CP 55, 940 was the injected drug. Control and yoked rats were injected with a saline mixture. For a period, each rat was placed in a hanging metal cage to ensure accurate food administration per rat. Additionally, food was weighed and given at the same time each day. Injections were given for a period of time, and afterwards the rats were returned to group housing. Each day every rat was weighed until data collection began. Data collection was performed using the Elevated Plus Maze on each rat. Drug and Yoked rats weighed less than the Control rats during the injection and maze-running periods. In the end, it was not indicated that the groups performed significantly differently on the Elevated Plus Maze.

Bryan Healy, Madeleine Reda, Adrienne Rodrigues, & Stephanie White

The true cost of anxiety: The effects of general health and anxiety on missing classes.

Faculty Mentor: Adrienne Means-Christensen

Poster

Objective. The purpose of this study was to determine whether or not health and anxiety are related and if they determine the amount of classes that students miss. **Method.** In order to measure state and trait anxiety, the researchers used the State-Trait Anxiety Inventory. To measure general health, participants were asked to rate their health on a scale of 1 (extremely ill) to 10 (extremely healthy). Participants were also asked to report whether or not they missed class. **Results.** In this study, the researchers found that the relationship between average health and missed classes was mediated by average state anxiety scores. **Discussion.** The researchers found that missing class was associated with both 24-hour health and state anxiety. This means that 24-hour health predicted the levels of state anxiety, which predicted missing classes.

Ashley Henry

Cognitive behavioral therapy treatment of posttraumatic stress disorder.

Faculty Mentors: Emily Dove & Jennifer Mabry

Poster

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This retrospective case study examined the use of individual cognitive-behavioral therapy (CBT) to address anxious symptoms associated with posttraumatic stress disorder (PTSD) in a ten year old female. The results of a comprehensive psychological evaluation indicated average cognitive and academic development. The individual met diagnostic criteria for PTSD with delayed expression, which presented as significant anxiety, worrying, and maladaptive behaviors. The child participated in 16 weeks of individual CBT, using both manual (Coping Cat) and computerized approaches (Cape Cope-a-Lot) to treatment. Clinical symptoms of anxiety and PTSD decreased as evidenced by reduction in scores from baseline to post-treatment on measures of social anxiety, as well as by parent and child interviews. Generalization of symptom improvement and reduction of maladaptive behaviors were also reported outside the clinical setting. A blend of manual based and computerized CBT was successful at reducing anxiety. The computerized component of the CBT method used may increase feasibility in school settings.

Maggie Lamb, Danielle Price, Abbey Shepherd, & Julia Summers

Keep calm and sleep on: Does self-disclosure affect sleep behavior?

Faculty Mentor: Adrienne Means-Christensen

Poster

Objective: Sleep plays a vital role in both mental and physical health. The goal of this study was to determine whether self-disclosure to a friend has an effect on the sleep quality of the following night and whether gender or relationship quality moderate these effects. **Method:** This study was comprised of 160 undergraduate students, 112 of whom were female and 48 were male. These participants were assigned to one of three conditions. Condition A wrote a self-disclosure letter, Condition B wrote a descriptive letter, and Condition C was the control. All three groups completed a survey the first day that included friendship quality questions. The following day each group completed a survey questioning sleep quality and time. **Results:** The study found that relationship quality mediated the effects of self-disclosure on sleep such that individuals who were very close to their friend slept longer after self-disclosing than others who did not self-disclose. Individuals with very close friends showed no effects of self-disclosure. **Discussion:** Individuals who self-disclose to their friends sleep longer than individuals who do not self-disclose. Gender does not mediate this relationship. Participants who reported having a higher friendship quality were not affected by self-disclosure, whereas individuals with a lower quality friendship slept longer after a self-disclosure task than their non-self-disclosing counterparts.

K. Landreth, C. Persaud, & K. Ward

The influence of introversion and extraversion on depression.

Faculty Mentor: D. A. Townsend & H. Hardin

Poster

Extraversion is usually characterized by the individual being out-going, open to new experiences, going to social gatherings often, and wanting to be around others frequently. Introversion is

depicted by being reserved, having a preference of doing things in solitary while still socializing with a small group of friends (The Myers & Briggs Foundation, n.d.). Due to similar traits of introverts, previous research has suggested that there is a relationship between reserved emotionality and depression (Naragon-Gainey, Watson, & Markon, 2009). Depression is defined by symptoms such as withdrawal, loss of interest, and motivation (Beck, Haigh, & Baber, 2012). The current study was conducted in order to further evaluate the influence that introversion and extroversion has on depression. A sample of 19 students ($N=19$) from Radford University were asked to respond to an online survey consisting of 47 questions measuring levels of introversion, extraversion, and level of depression. The researchers also examined potential mediating variables by measuring relationship status, mental health history and demographic information. As predicted by our hypothesis, results from an independent samples t-test indicated that participants who were more introverted ($M = 17.2$, $SD = 16.05$, $N = 15$) scored higher on the Beck Depression Inventory than participants who were more extroverted ($M = .00$, $SD = .00$, $N = 4$), $t(17) = 2.10$, $p < .05$, two tailed. Further research must be conducted to better understand the relationship between introversion, extraversion, and depression.

**Amanda Lessard, Bryan Healy, Abigail Vandivier,
Jessica Compton, Shameka Hylton, & Rachel Marble**

Cost of avoidance: attachment and depletion of self-regulatory resources.

Faculty Mentor: Jeff Aspelmeier

Oral Presentation

This present study investigated underlying self-control in the deactivating strategy of individuals with dismissing-avoidant attachment (Muraven, Tice, Baumeister, 1989, & Mikulincer, 2002). Avoidant strategies can break down under cognitive load (Shaver & Mikulincer, 2002) or extreme emotions (e.g., major trauma; Shaver & Mikulincer, 2012). The present study's goal was to demonstrate dismissing individuals' use of self-control to manage relationship information and emotions. In a mixed-experimental/quasi-experimental design, 264 undergraduates completed adult romantic attachment measures (Bartholomew & Horowitz, 1991; Fralley, Waller, & Brennan, 2000; Brennan, Clark, and 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. The depletion of self-regulatory resources was indicated by reduced persistence on an unsolvable anagram task. A factorial ANOVA was used to test the hypothesis that dismissing individuals who completed the attachment or the self-regulation depletion essays would quit the anagram task sooner compared to other attachment styles. The results indicate that dismissing participants in the attachment essay condition gave up on the anagram task sooner than dismissing participants in the control condition. In the attachment essay condition, dismissing participants gave up sooner than secure and fearful participants. Fearful participants in the depletion essay condition showed elevated levels of persistence on the anagram task. Overall,

these results suggest the use of the deactivating strategy deployed by dismissing individuals depletes self-regulatory resources.

Rose Mahler, Stephen Garratt, & Jesus Martinez

No new friends: A study on personality and relationships

Faculty Mentor: Dayna Hayes

Poster

College is a time where all interpersonal relationships are thriving. Because there are so many different backgrounds and experiences that college students portray of themselves, there is an interest of reports of their well-being and how socially supported they may feel. The following study looked at relationships between five personality types, social support, subjective well-being, number of reported friends, and romantic relationship status by correlational and multiple regression analyses of participant reporting by 186 college students ranging from the ages of 18 to 24. Expectedly, results from this survey showed that participants with high levels of subjective well-being also reported high levels of social support. It can be a common assumption that extraverts report being happier and having a higher level of social support. The results of the present study indicated significant relationships between four out of the five personality types included in the Big Five Inventory. This showed that it is not solely extroversion that indicates happiness or social support, but other factors. In another hypothesis, it was predicted that there was a strong negative relationship between neuroticism and subjective well-being as well as a weak negative relationship between neuroticism and social support levels. This suggested that subjective well-being and social support may be lower because of the anxiety, fear, and moods involved in neuroticism. However, conscientiousness indicated a weak positive relationship between both social support and subjective well-being. This disproved the hypothesis that there would be a negative affect which suggests being meticulous and careful actually makes for higher levels of subjective well-being and social support.

K. M. Morgan

How extraversion and other mediating factors interact with depression.

Faculty Mentors: David A. Townsend & Hannah Hardin

Poster

Extraversion is a personality factor that is characterized by being sensation seeking, venturesome, active, carefree, sociable, lively, and assertive. It has been demonstrated that low extraversion is associated with depression (Grav, Stordal, Romild, & Hellzen, 2012). It is also known that on average, women are twice as likely as men to experience depression (Nolen-Hoeksema, 2001). What is less understood is how extraversion interacts with mediating variables such as previous mental health conditions and the quality of romantic relationships. The present study replicates and extends the current knowledge of the relationship between the independent variable of extraversion and the dependent variable of depression. Extraversion was operationalized using the Extraversion-Introversion Scale of the Jung Typology Test

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(HumanMetrics, 2013), depression was operationalized using the Beck Depression Inventory (Beck, 1996). Previous mental health and gender was evaluated using survey questions that the researchers created for this study. The researchers hypothesized that lower extraversion scores were associated with higher depression scores and that having previous mental health conditions would be associated with higher depression scores for participants that both score high and low on extraversion. Participants were 15 undergraduates from Radford University. A 49-item questionnaire was completed by the participants. A Pearson's r correlation was computed to assess the relationship between extraversion scores and depression scores. There was a significant correlation between the two variables, $r(13) = -.56, p = .03$. A factorial ANOVA was used to assess depression scores with extraversion scores and previous diagnosis as predictor variables. This test was not statistically significant. These results suggest that previous diagnosis does not affect depression scores for participants' who score low or high on extraversion, but this study is limited by a small sample size.

Sadie Morgan, Kayla Newton, Katie Conrad, & Christopher Stefano.

Personality change after loss, divorce, or emotional trauma.

Faculty Mentor: David Townsend & Hannah Hardin

Poster

There is research providing support that emotional reaction changes depending on the introverted or extraverted tendencies of the individual. Wilt, Noftle, Fleeson, and Spain (2012) wrote in their study that feelings of depression could be reduced by the individual merely acting extraverted. Using this study and similar research we will test whether or not there is a change in a person's locus of control after experiencing a traumatic event such as loss of a loved one or divorce. In order to sort participants into introverted or extraverted groups we used the scale developed by McCroskey. Participants answered questions to report whether or not they consciously experienced a change in personality type. In total 150 participants took the survey. Participants were mostly undergraduate college aged students. A Repeated Measures Analysis of Variance (ANOVA) was used to assess the difference between extraverted individuals and introverted individuals and whether or not they felt their personality changed after the emotional trauma. There was no significant effect between groups. We did not have enough participants to conclude there was any significance.

Matthew Ostrander, Ryan Lingg, & Ivan Zuidhoek

The dimensions of social pleasure.

Faculty Mentor: Jared Caughron

Oral Presentation

The derivation of enjoyment from social interactions is an important component of healthy psychological functioning, and individuals who fall on the low end of this hedonic capacity may be particularly at risk for the development of psychopathology, including depression and schizophrenia. Psychologists interested in studying this deficit, referred to as social anhedonia, have developed pen and paper measures to assess this construct, such as the Revised Social Anhedonia Scale. These scales have characterized social pleasure as a unitary construct. The purpose of this study is to determine if social pleasure can be better characterized as a construct

with three different dimensions, and to develop a scale that does so. The three proposed dimensions are Passive Social Pleasure (PSP), Active Social Pleasure (ASP), and Status Based Social Pleasure (SBSP). PSP is pleasure derived merely from the real or implied presence of others. An example of a passive social pleasure would be listening to talk radio. An ASP is one in which the individual must be actively engaged with those that they are socializing with, such as a conversation or group game. Lastly, in SBSP an individual derives pleasure from either increasing their social status or demonstrating their existing high status. It is predicted that, while moderately correlated, these dimensions of social pleasure are independent of each other. It is also predicted that PSP will have the weakest negative correlation with scores on the Revised Social Anhedonia Scale, and ASP will have the strongest negative correlation.

Nick Pavlosky, David Green, Monique Strand, & Roger Kidd

Personality and satisfaction in the workplace.

Faculty Mentor: David A. Townsend & Hanna Hardin

Poster

Research conducted in previous studies shows differing relationships between personality and occupational success. The present study aimed to examine the relationship between introversion and extroversion in relation to success in the workplace. The researchers of the current study hypothesized that extroverts would be more satisfied with their occupation, leading to more success in their respected occupations. Participants completed a survey online to measure personality, success and satisfaction. Research was conducted at a university in southwestern Virginia for a class project to obtain data about personality in the workplace in relation to satisfaction. Participants were mostly females. There were 15 participants (27% males & 73% female). There were 80% Caucasians, 13% answered other and 7% Asian American with a total of 15 participants ($N=15$). The survey questions were obtained from previous surveys. Using the Guilford Inventory of Factors (Guilford, 1940), participants were asked 3 questions about their views on introversion and extroversion base on a scale of 1-5. A small part of the Meyers-Brigg Personality Inventory (MBPI) was also used base on a scale of 1-7. 3 questions were taken from the Career Satisfaction Scale (Seibert, Kraimer, Holtom & Pierotti, 2013) based on a scale of 1-10. 5 questions were taken from the Job Responses Measure Scale (Cheng, Yang, Wan & Chu, 2013), based on a yes/no scaled response, as well as current self-made questions. Questions were reported in Qualtrics (Qualtrics Inc., Provo, UT) and downloaded into IBM SPSS Statistics Version 22 (IBM Corp. Released 2013. IBM SPSS Statistics for Windows, Version 22.0 (Armonk, NY: IBM Corp.). Preliminary results from an independent samples t-test showed that introverts tend to be more satisfied with their occupations in comparison to extroverts in the workplace. This was the opposite of what our hypothesis assumed. According to a correlational analysis run there is no correlation between personality type and job satisfaction. We believe we got the results we did because most of the people who were tested in the sample size tested more introverted than extroverted.

Joseph A. Reser

Clinical evaluation of co-morbid Autism Spectrum, Tourette's, and Attention Deficit Hyperactivity Disorders.

Faculty Mentors: Emily Dove & Jennifer Mabry

Poster

The purpose of this case study is to examine the neurocognitive profile of a clinical client who was diagnosed with Autism Spectrum Disorder (ASD), Tourette's Disorder (TD), and Attention Deficit Hyperactivity Disorder, Combined Type (ADHD-C). The participant is a thirteen year old male currently in the eighth grade. He was referred to the Radford University Center for Assessment and Psychological Services (CAPS) by his mother due to concerns with emotional self-control, homework completion, and inattention. He presented with frequent verbal tics that resembled a dry, unproductive cough and motor tics that included eye blinking, facial grimacing and shrugging of shoulders. He had an interesting pattern of cognitive strengths and weaknesses, with a significant strength in fluid reasoning abilities, and weaknesses in processing speed, executive function and sustained attention. His executive functioning profile was similar to one with High Functioning ASD, with stereotyped interests and difficulty with social cognition, initiation and emotional self-control. These executive dysfunction symptoms also overlap with neurobiological and psychological theories underlying ADHD and TD. Overall, the most significant challenge of this case was to provide an evaluation comprehensive enough to differentiate between ASD, ADHD and TD. Clinical implications for diagnostic assessment are provided.

Paula J. Traugh, Garrett E. Holloway, Kelsey Jones, Paul Bresnan, & Gregory Krause

Measuring individual resilience on teams: developing the IROT.

Faculty Mentor: Jay Caughron

Poster

In today's challenging economic climate, organizations are continuously taking steps to improve workplace productivity and efficiency in order to remain competitive. Traditional operating styles are constantly being changed, refined, and updated with the hope of reaching or exceeding organizational goals. One change that has come to many organizations is a shift from individual-level work to team-based work. Rather than working individually to reach goals, organizations are increasingly dividing employees into work teams, and requiring them to work together towards organizational goals. As a result of such organizational change initiatives, it is possible that some employees could experience negative stress responses. Thus, individuals' resilience, or ability to cope during fluid, risky, or otherwise stressful situations, is an important variable to consider when examining organizational issues. While previous resilience scales have focused on measuring individual resilience in a general sense, few scales examine the resilience levels of individuals when working in a team setting. Thus, this research attempts to validate the Test of Individual Resilience on Teams (IROT)--a new measure of individual resilience within team settings. Data will be collected from undergraduate students at Radford University and analyzed

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using Factor Analysis. It is expected that the items included within the measure will load into five factors: perceived organizational support, self-esteem, tolerance for ambiguity, positive affect, and belongingness. If support is found, the test will provide organizations with a way to assess the likelihood that changes will be achieved successfully and identify and assist individuals who may have difficulty adapting to change.

Jamie Turner & M. Ian Ostrander

Sex differences in adolescent cannabinoid exposure in rats (Part II): Activity, anxiety, and spatial recognition.

Faculty Mentor: Pamela Jackson

Poster

Cannabis and synthetic cannabinoids are the most and second most commonly abused drugs in America. This study is investigating multiple factors involved in adolescent rat cannabinoid research, such as: diminished spatial memory, hindered location memory, increased levels of anxiety. The current poster examines these effects on the open-field, which is a widely used tool measuring activity levels and anxiety. To account for the possibility that the changes in behavior from marijuana exposure during puberty are actually caused by decreased food intake, a yoked rat was only fed the amount of food consumed by the same-cohort drug rat. Cohorts of six rats, 3 male, 3 female, were injected with CP 55,940 (drug) or with vehicle (control or yoked) daily for 14 days starting on PND 35. Behavioral testing began on PND 50. In an open-field apparatus two habituation sessions were run on day one and two object recognition sessions on day two. At this preliminary point, there is little to suggest that exposure to a cannabinoid, or mild food deprivation, during puberty will result in significant long-term changes in anxiety or activity measures on the open-field. However, the data do suggest that definitely male, and maybe female animals, in the Drug condition will be more likely to recognize that one of the objects changed spatial location after the 10-min ITI.

Shivali Viswanath, Thomas Kwiatkowski, Erik Nyholm, Matt McGrady, & Katarina Mandiola

Organizational Commitment for the college Student Survey.

Faculty Mentor: Jared Caughron

Oral Presentation

Organizational commitment for the college student intends to link the freshman students to their commitment to Radford University. Examining student commitment to their school may provide insight for institutions suffering from high attrition rates and struggling with retention. In developing the OCCSS, multiple iterations of item development occurred. First, a sampling of items was created with the goal of satisfying each content domain area. In this instance, the researchers compiled a list of items based on previous organizational commitment literature that targeted every aspect of the construct. Second, wording was taken into consideration to cater to the college student specifically attending Radford University. Researchers also evaluated the

relevance and conciseness of the items to ensure comprehension, which involved removing and editing the necessary items. Third, the items were reviewed, once more, based on the theories discussed previously and psychometric properties. Each factor contained 10 items each resulting in a 30 item measure assessing the construct of organizational commitment for college students at Radford University. The OCCSS is intended specifically for the use of Radford University, but can be easily adapted to pertain to any other college institution. Providing a measure that is psychometrically sound will help institutions make proper adjustments to address the retention issue, and create a solid empirical foundation for higher level decision-making.

Boglarka Vizy, Brian Carle, & Amanda Lessard

Thinking about it: Self-esteem in university students.

Faculty Mentor: Jared Caughron

Oral Presentation

The Radford Self-Esteem Scale (RSES) is a measure of individuals' global self-esteem. Self-esteem has been conceptualized as a stable trait, which is subject to momentary changes at the state level, based on situational factors (Heatherton & Polivy, 1991). Measures of state self-esteem may be necessarily sensitive to temporary fluctuations, while also reflecting a consistent baseline level (Heatherton & Polivy, 1991). Measurement of changes in state self-esteem is particularly valuable in that the stability of an individual's self-esteem over time, and not just their level of self-esteem, may predict their reactions (Kernis, Cornell, Sun, Berry, & Harlow, 1993). Based on these observations, the RSES has been carefully developed to be sensitive to individuals' current state with regards to self-esteem. For development of the RSES, the State Self-Esteem Scale (Heatherton & Polivy, 1991) was utilized as a parallel measure for validation purposes. The RSES is a self-report questionnaire used to measure self-esteem at a given point in time using a 46-item Likert-type scale. The 46 items are subdivided into four components of self-esteem: social, appearance, intellectual performance, and skills performance. We theorize that this division will allow us to capture the dichotomy of our college student subjects' experiences both in and outside of school. The RSES is appropriate for use in personality and social psychology research. With regards to clinical practice, the RSES is not designed to aid in diagnosis of psychological conditions, but could be employed to gain additional insight into a patient's state of mind, in terms of their self-esteem.