

Department of  
Psychology

# Research Symposium

Fall 2013

December 3rd  
4:00 pm - 6:30 pm  
Heth 22 & 14

Co-sponsored  
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# Psychology Research Symposium Fall 2013 Program

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## Session 1

### Oral Presentations

4:00-5:30 – Heth 022

- Kasey Campbell, Brittany Hillesheim, Phillip James, & Arielle Pollack. *Effects of housing conditions on rats' use of place and response strategies.*

Faculty Mentor: Jeff Willner

- Crystal Hank, Savannah LeBarre, Sarah Rimmer, & Sarah Abercrombie. *Instrument development: Traditional and cyber bullying from a current and retrospective lens.*

Faculty Mentor: Jay Caughron

- Jennifer Hartzler, Shannon Mullen, Daniel Babin, & Stephen Dorsey. *Development of a cyber sexual harassment measure.*

Faculty Mentor: Jay Caughron

- Travis Andrus, Brian Drivas, Andrea Alvarez, & Meghan Dembrosky. *Development and validation of the Personnel Goal Orientation Measure (P-GOM).*

Faculty Mentor: Jay Caughron

- Hannah Shepherd, Christin Watts, & Ashley Glover. *Psychological collectivism in virtual teams*

Faculty Mentor: Jay Caughron

- Kirsten Bjornson, Christopher Hartless, & Amber McGetrick. *Contrasting perceptions of animal use in laboratory research: Laboratory-bred versus wild-born*

Faculty Mentor: Jay Caughron

## Session 2

## Poster Presentations

5:00-6:30 – Heth 014

- Jessica Arneson, Krystal Carver, & Unequa Helton. *Resilience of college students.*

Faculty Mentor: Jeff Aspelmeier

- Doug Buchanan, Chelsa Bradley, & Ashley Light. *Keeping it under control: Boundary conditions of the stress-exercise Relationship.*

Faculty Mentor: P. Niels Christensen

- Shannon Coffman, Natalie Dinkins, & Alyssa Jackson. *Attitudes toward transgendered individuals.*

Faculty Mentor: Jeff Aspelmeier

- Shannon Coffman, Shirley Guetio, & Kelsey Geary.  
*Romantic Relationships in the Workplace.*

Faculty Mentor: Jessica Doll

- Lauren Ebberts, Mariah Whitcomb, Jennifer Hartzler, & Christin Watts. *Narcissism, perceived task difficulty, and preference to work alone when cyber sexually harassed.*

Faculty Mentor: Jessica Doll

- Alejandro J. Garcia Jr. *Quantity vs. quality: An analysis of the relationship between Facebook and depression.*

Faculty Mentor: Dayna Hayes

- Jacquetta Gosier, Caitlyn Foley, Amber Waller, & Ian Carlow. *Money to spend? Regulatory focus and impulse buying.*

Faculty Mentor: P. Niels Christensen

- Sandra Hernandez & Adrian Johnson. *Feminist attitude perspectives.*

Faculty Mentor: Jeff Aspelmeier

- Maggie Maust & Kate Patterson. *Are you up to the challenge? The development of a measure of resilience.*

Faculty Mentor: Jeff Aspelmeier

- Jenna McChesney, Brooke Saylor, Heather Paris, & Jayna Browder. *Mood over matter: The effect of present emotion on self-regulatory depletion patterns.*

Faculty Mentor P. Niels Christensen

- Sarah Rimmer, Savannah LeBarre, Crystal Hank, & Sarah Abercrombie. *Self-Compassion and behavioral health intervention strategies.*

Faculty Mentor: Sarah Hastings

- Analise Roccaforte, Shannon McGrath, Shirley Guetio, & Marc Gohlke. *Will self-regulation or temptation win your heart? The association between self-control and relationship satisfaction.*

Faculty Mentor: P. Niels Christensen

- Lori Witt & Ryan Lingg. *The relationship between class time, participation, and subjective well-being of Radford University students.*

Faculty Mentor: Pam Jackson

- Garrett Deligne, Jeremy Herring, & Megan Turner. *ADD: Attitudes toward decriminalizing drugs.*

Faculty Mentor: Jeff Aspelmeier

- Amber Cress, Haley Dietz, & Lauren English. *Attitudes toward gender roles in the workplace.*

Faculty Mentor: Jeff Aspelmeier

# Abstracts

**Travis Andrus, Brian Drivas, Andrea Alvarez, & Meghan Dembrosky.**

*Development and validation of the Personnel Goal Orientation Measure (P-GOM).*

Faculty Mentor: Jay Caughron

Oral Presentation

Achievement motivation, or the motivation individuals have to achieve goals, is one of the key factors to consider when understanding an individual's motivation to learn and perform tasks. Achievement goal theory describes the different orientations individuals have to achieve their goals. This theory has been widely discussed and researched in educational settings, but it has not been explored in the workplace. Considering both the classical and contemporary branches of achievement goal theory, we can conceptualize achievement motivation into mastery vs. performance. Mastery, also known as learning goal orientation, involves the motivation to learn for the primary purpose of learning and developing self-competence, while performance orientation is focused on the performance of a given task and demonstrating competence relative to others. In accordance with the classical branch of the theory, performance orientation can be further subdivided into two facets: approach and avoidance. Performance-approach orientation involves a desire to demonstrate one's competence and achieve a high level of performance in comparison with others, while performance-avoidance involves a desire to avoid situations or tasks that could result in low performance in comparison with others.

Based on an achievement goal theory measure created by Elliot and Church (1997), the present instrument aims to fill a gap in the literature by measuring goal orientation in a workplace setting. Specifically, it assesses mastery, performance-approach, and performance-avoidance goal orientations. The findings from this research have implications for practice in the workplace, especially when selecting employees and creating work groups or teams.

**Jessica Arneson, Krystal Carver, & Unequa Helton.**

*Resilience of college students.*

Faculty Mentor: Jeff Aspelmeier

Poster

This study reports the development and validation of a new measure of resilience, The Resilience of College Students (ROCS). Resilience is an aspect of an individual's personality with which he/she shows positive adjustment to circumstances despite significant trauma (Luthar, 2000). Very few researchers have explored resilience within the realm of university students, thus the current study will aim to determine resilience among this specific population. Resilience is a multi-faceted construct with various subsets. The ROCS measure includes various facets of resilience and thus will aim to determine relationships between resilience and different factors. This is a self-report measure and measures four different facets through 50

survey questions. The four facets included in this scale are: Self-esteem and Positive Social Orientation, Negative External Locus of Control, Emotional Stability and Internal Locus of Control. A total of 233 participants took this survey through an online survey system.

**Doug Buchanan, Chelsa Bradley, & Ashley Light.**

*Keeping it under control: Boundary conditions of the stress-exercise Relationship.*

Faculty Mentor: P. Niels Christensen

Poster

Past research suggests that greater stress is associated with lower stress. Yet it is unclear if boundary conditions might exist for this effect. Given that self-regulation is often required to engage in healthy behaviors like exercise, the present research examined whether depleted self-regulation might reduce the stress-exercise relationship. Sixty participants completed a measure of stress, an inhibition task or a control task to manipulate self-regulation, and then a measure of future exercise intent. The present research found that in the control condition, less stressed individuals intended to exercise more. However, when self-control was depleted, there was no evidence of a relationship between stress and intent to exercise. Results from the study indicated that stress is unrelated to a person's intent to exercise when self-control is depleted. The results are discussed in terms of their implications for exercise recommendations.

**Kirsten Bjornson, Christopher Hartless, & Amber McGetrick.**

*Contrasting perceptions of animal use in laboratory research: Laboratory-bred versus wild-born*

Faculty Mentor: Jay Caughron

Oral Presentation

The purpose of the present study is to analyze individual perceptions and opinions regarding animal research. Previous research has identified the general population's beliefs as context-dependent upon individual experiences (Knight et al, 2010). Furthermore, perceptions about research are dependent upon the type of research being conducted (Knight et al, 2004). If the understanding of animal research is as context-dependent as has been demonstrated, individual opinions and experiences regarding the research environment, animal rights, ethical guidelines, costs-benefit ratio, and anthropomorphic beliefs may influence these perceptions. In addition, this assessment explores the potential perceptual differences between animals collected from their natural environments and those bred in laboratory settings. Determining the differences, or lack thereof, is important in identifying what influences the public understanding of scientific endeavors. Additionally, by supplying information about these groups, participants will be primed to associate the implications of the sample source with a subjective belief system, improving the accuracy of the measure. During the assessment, participants were provided a description of wild-born and laboratory-bred subjects, followed by similar assessments of the two sample groups. Assessment items evaluated the potential differences between laboratory-bred and wild-born research subjects, as well as the participant's interpretation of the significance behind scientific importance. Preliminary findings suggest validation for the

Perceptions Inventory of Animal Samples in Research (PIASR) designed for this investigation. Furthermore some variation between perceptions of lab-bred vs. wild-born supports perceptual differences, however further investigation is required to accurately identify a complete understanding of the current observations.

**Kasey Campbell, Brittany Hillesheim, Phillip James, & Arielle Pollack.**

*Effects of housing conditions on rats' use of place and response strategies.*

Faculty Mentor: Jeff Willner

Oral Presentation

Studies of animals often house them in isolation and use food rewards to motivate task learning. Most mammals are social, however, and it has been argued that isolation housing is stressful and may distort animals' behavior. To study this, female rats were housed either in isolation or in a group cage with a barrier for 3 weeks prior to training. The barrier allowed them to see, hear, and have some interaction with another rat in the cage. Rats were then trained on a food-reinforced T-maze task that could be solved using either a place strategy or a response strategy. Following training, rats received a probe trial to determine which strategy they were using to perform the task. Results from the study will be presented at the forum.

**Shannon Coffman, Natalie Dinkins, & Alyssa Jackson**

*Attitudes toward transgendered individuals.*

Faculty Mentor: Jeff Aspelmeier

Poster

This class project was designed to create a new measure of transgendered prejudice called the Transgendered Negativity Scale (TRANS). The purpose of this new measure is to focus on transgendered individuals instead of Lesbians, Gays, Bisexuals, and Transgendered individuals (LGBT) as a whole. The TRANS can be used to evaluate programs that increase awareness of transgendered issues and decrease transgendered prejudice. A Known Groups Method was used to predict a person's level of prejudice against transgendered individuals based on the area they grew up in. Participants (N = 210) completed an online survey that was created through Qualtrics and put on SONA for students at Radford University who were currently enrolled in psychology courses. A Factor Analysis of the TRANS extracted a single factor which represents prejudice against transgendered individuals. The Cronbach's Alpha for the final scale was .89. A One-Way ANOVA was conducted for the Known Groups; results suggested that people from rural areas have significantly higher prejudice against transgendered individuals compared to individuals who were from either urban or suburban areas.

**Shannon Coffman, Shirley Guetio, & Kelsey Geary.**

*Romantic relationships in the workplace.*

Faculty Mentor: Jessica Doll

Poster

Employees attitudes about workplace romances have not been extensively studied. The current study examines an employee's willingness to engage in a workplace romance based on the culture of an organization. Participants (N=172) completed an online questionnaire. A One-Way ANOVA was examining the employee's willingness to engage in a workplace romance based on the organization's culture regarding workplace romance. The analysis yielded no significant results between the employee's willingness to engage in a workplace romance and the culture of an organization regarding workplace romances.

**Amber Cress, Haley Dietz, & Lauren English.**

*Attitudes toward gender roles in the workplace.*

Faculty Mentor: Jeff Aspelmeier

Poster

The goal of this study was to develop and validate a new measure of Attitudes Toward Gender Roles in the Workplace (ATGRW). The ATGRW was used to gather information about gender consistent and inconsistent affect, behavior, and cognition. The two convergent measures in this study were religion and gender roles, while the two divergent measures were depression and self-esteem. There were 207 participants that completed the study using the Duke University Religion Index, Bem Sex Role Inventory, Self-Rating Depression Scale, and Self-Esteem Scale. The study resulted in three defining factors: Inconsistent Affect/Behavior, Consistent Affect/Behavior, and Consistent Cognition. The original hypotheses were not supported for the two convergent measures; however, the original hypotheses for the two divergent measures were supported, but only for the inconsistent affect/behavior and consistent cognitions.

**Garrett Deligne, Jeremy Herring, & Megan Turner.**

*ADD: Attitudes toward decriminalizing drugs.*

Faculty Mentor: Jeff Aspelmeier

Poster

The current study developed and evaluated a new measure of attitudes toward the decriminalization of marijuana, ecstasy, cocaine, and methamphetamine: Attitudes toward Decriminalizing Drugs (ADD). The 149 item measure was distributed through an online survey. The sample consisted of 236 Radford University students currently enrolled in psychology courses who also completed measures of authoritarianism, dogmatism, social desirability, and Big Five personality dimensions. Factor analysis extracted one factor for each drug. The ADD scales are more weakly correlated with convergent scales (authoritarianism and dogmatism) than expected and more strongly correlated with divergent scales (social desirability, conscientiousness, neuroticism, and openness) than expected.

**Lauren Ebberts, Mariah Whitcomb, Jennifer Hartzler, & Christin Watts.**

*Narcissism, perceived task difficulty, and preference to work alone when cyber sexually harassed.*

Faculty Mentor: Jessica Doll

Poster

The present study examined if narcissism and sexual harassment predicted changes in perceptions of task difficulty and whether participants wanted to work alone after receiving sexually harassing emails from a supervisor in a simulated work environment. We found that narcissism predicted differences in perceived task difficulty and the preference to work alone across cyber sexual harassment and neutral conditions.

**Alejandro J. Garcia Jr.**

*Quantity vs. quality: An analysis of the relationship between Facebook and depression.*

Faculty Mentor: Dayna Hayes

Poster

This study investigates the correlation that exist between Facebook and an individual's level of depression using both literary review of previously published research as well as employing the use of surveys collected from undergraduate students at Radford University (N=111).

Network Quality: Is defined for this study as how well an individual knows their friends on Facebook, this can be through length of time knowing each other to past shared memories and interests. Scores were placed into three separate categories, the lowest category (1) is the best possible category "Good Network Quality" to the worst possible category (3) "Very Poor Network Quality". Network Size: Is determined by how many friends an individual has on their Facebook account which was categorized into three separate Categories (1-3)

The scale used to determine quality of network was comprised of 9 questions which ranged from "Have you ever met anyone on Facebook before meeting them in person" to "Do you add friends on Facebook just to have more friends". The (CES-D) scale which is commonly employed by health professionals was used for this study due to its reliability and ease of use. Hypothesis 1: Stated that the higher an individual's network is, the lower the quality of that network would be. Hypothesis 2: Stated that the lower the quality of an individual's network, the more depressed that individual would be.

**Jacquetta Gosier, Caitlyn Foley, Amber Waller, & Ian Carlow.**

*Money to spend? Regulatory focus and impulse buying.*

Faculty Mentor: P. Niels Christensen

Poster

Consumer impulse buying accounts for 80 percent of all purchases in certain categories throughout the United States (Kacen & Lee, 2002). Given that past research displays that impulse buying is common a common form of spending, the current research examines if individual differences in goals (promotion- and prevention-focus) predict spending behaviors. Furthermore, the study was designed to test whether self-regulatory depletion – reducing one's ability to resist temptation – is a moderator of the goal-spending relationship. Seventy undergraduates first completed a measure of personality differences regulatory focus (RFQ), followed by an

experimental manipulation of self-control. The manipulation asked the control participants to write down their thoughts, whereas the depletion participants were required to write their thoughts while inhibiting thoughts of “a white bear.” Finally, participants completed a spending simulation in which they could spend zero to ten dollars on typical items from the campus bookstore. Results revealed that promotion-focused individuals impulsively spend more, but there was no interaction between the regulatory focus and the experimental manipulation. There was no main effect nor interaction for prevention-focus. The study suggests that individual differences in goal (i.e., being promotion-focused) accounts for some aspects of impulse buying. Keywords: impulse buying; promotion focus; prevention focus, self-regulation

**Crystal Hank, Savannah LeBarre, Sarah Rimmer, & Sarah Abercrombie.**

*Instrument development: Traditional and cyber bullying from a current and retrospective lens.*

Faculty Mentor: Jay Caughron

Oral Presentation

The purpose of the current study is to create a scale that measures experiences of being bullied from both a current and retrospective point of view, and a scale that is appropriate to use with a college age sample. Another key purpose of this study is to examine cyberbullying within these same parameters. The reason why bullying is such a concern is not specifically tied to the immediate emotional effects it can have on the victim, but rather the long lasting effects that occur as a result of these experiences. Another important issue related to bullying is the notion that those who experience bullying may also be at risk for experiencing other and multiple forms of victimization. It is evident that bullying is not just a concern within primary, secondary, or even high school. Rather, it is a form of victimization that occurs across age ranges, even into higher education. While traditional bullying has been the focus of attention in empirical studies in previous years, it is evident that there is a need for researchers to examine the correlates of cyberbullying as well. In addition to validating the scale, two other scales the Rosenberg Self-Esteem Scale and The Multidimensional Scale of Perceived Social Support were added to look at the convergent validity regarding adjustment and social support for the current scale. Results of Reliability and Factor Analyses will be discussed.

**Jennifer Hartzler, Shannon Mullen, Daniel Babin, & Stephen Dorsey.**

*Development of a cyber sexual harassment measure.*

Faculty Mentor: Jay Caughron

Oral Presentation

Sexual Harassment in the workplace is a hot research topic; however, since companies are beginning to use more technology, the traditional sexual harassment scales are becoming outdated. Thus, the purpose of this study is to develop a survey examining how frequently sexual harassment occurs via electronic or online communications, which is referred to as cyber sexual harassment. The current research provides evidence for the first measure of cyber sexual harassment. Although past research has provided surveys of sexual harassment, this survey is novel because it is the first to look at cyber sexual harassment. The survey created in the current

study was adapted from the sexual harassment literature. Fitzgerald, Gelfand, and Drasgow (1995) identified sexual harassment as a behavioral construct consisting of gender harassment, unwanted sexual attention, and sexual cohesion. They state that gender harassment can be broken down into two pieces: sexist hostility and sexual hostility. Therefore, the survey proposed by the current research has the following four facets: sexist hostility, sexual hostility, unwanted sexual attention, and sexual cohesion. The current research provides evidence of reliability and validity while comparing it to an existing survey called the Sexual Experiences Questionnaire (SEQ). The results from a confirmatory factor analysis reveal that the items loaded on to the four factors we hypothesized. We also found evidence for convergent validity between the two measures of sexual harassment.

**Sandra Hernandez & Adrian Johnson.**

*Feminist attitude perspectives.*

Faculty Mentor: Jeff Aspelmeier

Poster

This study reports development and validation of a new study of feminism, or feminist attitude perspectives, (FAP), which is a set of attitudes related to women's rights in the areas of political, social, and economic equality to men. This new measure studies three subsets of the feminist identity (liberal, critical, and postmodern), how it develops and how it relates to other attitude spectrums. Validation measures consisted of the BEM sex role inventory (BSRI), Social Desirability, TIPI five item personality scale, and Political/Religious Dogmatism. Traditional sex roles were expected to be negatively correlated with feminist values. Social desirability and TIPI were expected to have no correlation with feminist values. Item selection was conducted using an iterative procedure based on corrected item-total correlations, and a Principle-Components Factor Analysis with a Varimax rotation was conducted to evaluate the structure of selected item pool. The final scale consisted of four factors (workplace feminism, social feminism, governmental feminism, stereotypical feminism). Convergent validity showed workplace feminism was negatively correlated with dogmatism. No other type of feminism was significantly correlated with dogmatism. Traditional gender roles were significantly negatively correlated with stereotypical feminism. The BSRI was not significantly correlated with any of the FAP measures. For the most part, the TIPI was significantly uncorrelated with the feminism scales. Conscientiousness and openness, however, were positively correlated with workplace feminism. Consistent with predictions, there was no significant correlation between social desirability and the feminism scales. Future research should be validated for other samples and further establish convergent validity with other constructs.

**Maggie Maust & Kate Patterson.**

*Are you up to the challenge? The development of a measure of resilience.*

Faculty Mentor: Jeff Aspelmeier

Poster

The current study reports the development and validation of a new resilience measure: the Maust-Patterson Measure of Resilience (MPMR). Participants were 207 undergraduate students recruited from Radford University. All participants completed the MPMR as well as measures of the Big Five personality traits, depression, and social desirability in order to establish convergent and divergent validity. It was initially hypothesized that the construct of interest consisted of three subscales. After reliability testing and factor analysis, five subscales were found. The final version of the MPMR consists of twenty-eight items forming five factors: View of Self, Social Ties and Relationships, Confidence and Flexibility, Reaction to Challenges, and Emotional Control. While reliability for the five subscales ranged from moderate to high, validation of the measure was unable to be established.

**Jenna McChesney, Brooke Saylor, Heather Paris, & Jayna Browder.**

*Mood over matter: The effect of present emotion on self-regulatory depletion patterns.*

Faculty Mentor P. Niels Christensen

Poster

Past research has shown that the ability to resist temptation (self-regulation) is limited and will become depleted with use (Muraven & Baumeister, 2000). The present research investigated whether mood moderated the depletion of self-regulation. It was hypothesized that participants with positive mood would experience less self-regulatory depletion than those with negative mood. Fifty-five participants watched a video with either positive or negative content and then completed the Positive Affect and Negative Affect Schedule or PANAS (Watson, Clark, & Tellegen, 1988). Participants were divided into two groups, one performed a task in which they wrote about a previous vacation, or another depletion task in which participants wrote about a previous vacation without using the letters 'e' or 'n'. Finally, participants worked on an impossible word search. The amount of time spent on the word search was used to measure self-regulation. A two-way analysis of variance (ANOVA) was used to evaluate the effect of depletion condition and mood on word search persistence. The results revealed that there was no main effect for mood, no main effect for self-regulation, and there was not a significant relationship between mood and levels of self-regulation. The results are discussed in terms of methodological problems and theoretical implications.

**Sarah Rimmer, Savannah LeBarre, Crystal Hank, & Sarah Abercrombie.**

*Self-Compassion and behavioral health intervention strategies.*

Faculty Mentor: Sarah Hastings

Poster

Counseling psychologists increasingly are working as part of integrated care teams, contributing their expertise in behavioral health intervention strategies. Health is impacted, in part, by patients' ability to cope with stress and to adhere to medical recommendations. One construct that has demonstrated promise in helping people accept their health limitations yet continue along their path toward personal goals is self-compassion. Self-compassion has proven relevant

in treating conditions such as depression and anxiety in part, by helping people regulate emotions. To date, however, most research on self-compassion has been limited to its contributions in mental health. The goal of this study is to consolidate research findings available to date related to the role of self-compassion in behavioral health including disease management and medical adherence. Implications for practice, and recommendations for future research directions are presented.

**Analise Roccaforte, Shannon McGrath, Shirley Guetio, & Marc Gohlke.**

*Will self-regulation or temptation win your heart? The association between self-control and relationship satisfaction.*

Faculty Mentor: P. Niels Christensen

Relationship satisfaction is a problem in the United States, where forty to fifty percent of marriages end in divorce (Kazdin, 2000). The present research investigated whether self-control moderates the effect of exposure to attractive members of the opposite sex on relationship satisfaction. It was hypothesized that people with higher self-control will have higher relationship satisfaction even after exposure to pictures of attractive others, whereas people with low self-control will show lower relationship satisfaction after exposure to attractive others. After measuring the participant's trait self-control via questionnaire, the 76 participants were randomly assigned rate the persuasiveness of either gender neutral ads or ads with pictures of the opposite sex. Finally, the participants then responded to a relationship satisfaction questionnaire. Surprisingly, results showed that the participants with higher self-control had lower relationship satisfaction, which did not support the researchers' hypothesis. Also, the results did not show a main effect for exposure to attractive others on an interaction between the two predictors. Results are discussed in terms of a faulty participant sample.

**Hannah Shepherd, Christin Watts, & Ashley Glover.**

*Psychological collectivism in virtual teams*

Faculty Mentor: Jay Caughron

Oral Presentation

The purpose of this test is to measure individual levels of collectivism in virtual team contexts in order to contribute to research of team composition. Team composition refers to the formation of attributes of members on a team (Bell, 2007). Research suggests that psychological collectivism affects team composition such that the degree of the attribute represented among team members is positively related to team performance (Dierdorff, Bell, & Belohav, 2011; Jackson, Colquitt, Wesson, & Zapata-Phelan, 2006). Hofstede (1980) first construed collectivism as a cultural concept, but it has since been established on an individual level (Triandis, Bontempo, Villareal, Asai, and Lucca, 1998). Like with traditional teams, team performance can be affected by composition of virtual teams (Turel & Zhang, 2010). Given that global teams are being used more often, assessing individual levels of this attribute can be used to draw conclusions about the effect of team composition on team performance (Turel &

Connolley, 2012). Turel and Connolley (2012) studied the influence of team composition of individual levels of collectivism, according to the facets defined by Jackson et al. (2006) on virtual teams and found similar results, that psychological collectivism had a positive effect on virtual teams. This test is designed to measure individual levels of psychological collectivism in order to contribute to the literature on virtual team composition. Individual attitudes toward each dimension will be measured, averaged, and aggregated representing an overall score the construct of psychological collectivism.

**Lori Witt & Ryan Lingg.**

*The relationship between class time, participation, and subjective well-being of Radford University students.*

Faculty Mentor: Pam Jackson

Poster

Howell, Digdon, Buro , and Scheptycki (2011) have suggested that those who choose later bedtimes, as well as later rise times, have more overall problems with behavioral self-regulation. Additionally, those who have an evening time preference tend to have personality traits such as poor self-regulation, low-stability, and high procrastination. Róiste et al. (2010) suggested that participation in school directly corresponded to liking school and a higher academic performance. For the present study, a survey was created by the authors that consisted of 75 questions addressing aspects of student life, which included Komza and Stones' (1980) MUNSH scale of happiness. It was hypothesized that those students who prefer class times before noon will be more likely to feel a greater sense of subjective well-being than those students who prefer to have class after noon. It was also hypothesized that the amount of class participation students' report would correlate with their subjective well-being using the MUNSH scale as well. The results were consistent with the researcher's hypothesis, demonstrating an association between undergraduate college students' preference for class time and their subjective sense of happiness. Additionally, the amount of class participation students exhibited was shown to be important as well, with those with a preference for being actively involved during class showing higher levels of subjective well-being than individuals who refrain from class participation.