2014

RESEARCH SYMPOSIUM

PROGRAM

NATIONAL HARBOR, MARYLAND
Friday, July 11, 2014 • 10:30 a.m.–Noon

WALDEN UNIVERSITY

A higher degree. A higher purpose.

Contents

Introduction

Welcome to the 2014 Walden University Research Symposium.

National Harbor may be a new location for the research symposium this year, but we are still excited to be able to showcase research projects from our academic community, including work by our recent graduates. The presentations at this symposium appear in two different formats. **Poster presentations** provide an opportunity for researchers to engage with all individuals attending the symposium and potentially to network with other interested researchers. Within the **roundtable presentation** format, a select group of researchers will be available for interactive discussions of their work, with handouts and visual materials available to support the discussion. This year's roundtable presenters are particularly interested in getting feedback on their in-progress projects.

For this symposium, we continue to see the diversity of research being conducted at the university. What is particularly striking for this group of presenters is the range of their populations of interests—from women studying robotics to same-sex parents, from the Amish community to members of the military, from cancer survivors to users of mobile banking, and so many more! The theme that ties them together, however, is their focus on positive social change.

Be sure to note that editors from each of the four research journals that are supported by Walden University are in attendance. If you are interested in these publication venues, you can get any questions answered.

The "magic" of a research symposium can be found in the interactions between presenters and audience. So, please don't be shy—step up, ask questions, make comments, and enjoy the experience.

Best,

Daniel W. Salter, Ph.D.
Director, Strategic Research Initiatives, Center for Research Quality
and Faculty, The Richard W. Riley College of Education and Leadership

Symposium Program Committee

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Marydee Spillett, Ed.D., Center for Research Quality

Kelley Walters, Ph.D., The Richard W. Riley College of Education
and Leadership

Poster Presentations

1. Barriers to Microenterprise Initialization, Growth, and Success

Marie Bakari, D.B.A., Graduate, College of Management and Technology

Entrepreneurs are vital to the economic stability of any community. This applied business research was an exploration the coping strategies of African American microentrepreneurs to the barriers that impede business initialization, growth, and success. Participants' narratives were the sources of data. Findings revealed ways to change the business support dynamic for this group. *Capstone Research*

2. A Case Study of the United States Veterans' Disability Compensation Policy Subsystem

Tanya R. Brinkley, Ph.D., Graduate, College of Social and Behavioral Sciences

In public policy literature, there is a lack of research that integrates social construction theory within the advocacy coalition framework. Far less is known about how these theories address policy change and processes related to programs for disabled veterans. *Capstone Research*

3. Dr. Condoleezza Rice's Leadership Strategies While Overcoming the Glass Ceiling

Erica J. Butler, D.B.A., Graduate, College of Management and Technology

A qualitative case study delineates the leadership strategies used by Dr. Rice to overcome the glass ceiling. Transformational leadership and glass ceiling conceptual frameworks informed the study. Primary and secondary archival data revealed three emergent themes that are characteristic of African American women and indicate a need for implementation of diversity among business practices to facilitate the appointment and promotion of African American women to higher levels of leadership. *Capstone Research*

4. Effects of Positive Behavior Intervention and Supports on Teacher Self-Efficacy and Teaching Anxiety

Jill V. P. Couet, Ph.D., Graduate, College of Social and Behavioral Sciences

Positive Behavior Intervention and Supports (PBIS) for improving behavior and achievement is well established. The impact PBIS has on teaching anxiety and self-efficacy levels is unknown. Research indicates that both attributes affect students' performance. This study examined how the implementation of PBIS affects teachers' levels of teaching anxiety and self-efficacy. *Capstone Research*

5. How Robotics Programs Influence Young Women's Career Choices: A Grounded Theory Model

Cecilia D. Craig, Ph.D., Graduate, The Richard W. Riley College of Education and Leadership

Women in college, alumnae of a well-known high school robotics program, shared how it influenced their career choices and who they have become in this qualitative study. A general system theory model was developed using grounded theory practices, after conducting online focus groups and interviews. *Capstone Research*

6. Self-Regulation Efforts and Cognitive Load Concerns within a Developmental Learning Environment

Caroline M. Crawford, Ed.D., Faculty, The Richard W. Riley College of Education and Leadership

Richard A. Smith, Ph.D., Faculty, The Richard W. Riley College of Education and Leadership

People new to the higher education learning environment, and without the abilities described as "learning how to learn," delve into either gateway courses or developmental courses. In this case study, a developmental course instructor integrated self-regulation tools and cognitive load sensitivity into her developmental course, with positive outcomes. *Completed Research*

7. Examining the Effect of Nurse Manager Leadership on Employee Behavior

Cheryl Cullen, D.H.A., Faculty, College of Health Sciences

The qualitative, correlational research study identified a moderately positive correlation ($r = .35$ and $p < .001$) between the leadership and communication behavior of the nurse manager and the organizational citizenship behavior of the registered nurses and nursing assistants who worked on the medical-surgical nursing units studied. *Completed Research*

8. Factors Affecting Mobile Banking Adoption in the United States

Michel N. Engwanda, Ph.D., Graduate, College of Management and Technology

Mobile banking penetration has been relatively low in the United States. Although most U.S. consumers owned mobile phones, only 21% adopted mobile banking in 2011. The structural equation modeling analysis of data collected found perceived compatibility, credibility, and costs as the significant predictors of mobile banking adoption in the United States. *Capstone Research*

9. Ethnicity, Emotional Intelligence and Leadership Styles of Law Enforcement Executives

B. Bernard Ferguson, Ph.D., Graduate, College of Management & Technology

This study examined correlations between ethnicity, emotional intelligence (EI), and leadership styles of African American law enforcement executives. Hypotheses were tested using data collected from 130 members of the National Organization of Black Law Enforcement Executives, and comparing results to data from a prior similar study using Caucasian law enforcement executives. Results indicated that ethnicity impacted the relationship between EI and leadership style factors. *Capstone Research*

10. Anxiety and the Imposter Phenomenon Among Graduate Students in Online Versus Traditional Programs

Christy B. Fraenza, Ph.D., Graduate, College of Social and Behavioral Sciences

This study compared online and traditional students on measures of imposter phenomenon (IP), anxiety, and perfectionism. Traditional students had significantly higher IP scores. Perfectionism was the strongest predictor of IP scores. Because the scale for perfectionism explored socially prescribed perfectionism, results seem to suggest an underlying social component to IP. *Capstone Research*

11. Evaluation of National Institute of Learning Development (NILD) and Discovery Educational Therapy Program

Prince Christopher Frimpong, Ed.D., Graduate, The Richard W. Riley College of Education and Leadership

This qualitative study evaluated the NILD and Discovery Therapy Educational Program at one Christian school, for effectiveness and academic progress of students with learning disabilities (LD) who receive the therapy. This study leads to positive social change as leaders of Christian schools and parents see the need and provide interventional programs for LD students. *Capstone Research*

12. Stress: The Development and Influence on Self-Identity

Earl Grey, Ph.D., Faculty, College of Social and Behavioral Sciences

Using a grounded theory methodology and constant-comparative analysis, the investigator sought to develop an empirical understanding of the experience of stress and its influence on identity development. The 23 participants, who did not meet criteria for a DSM-IV-TR diagnoses, received 10 - 60 minutes sessions of eye movement desensitization and reprocessing treatment (EMDR). EMDR treatment targets stressful memories and elicits recall of thoughts, imagery, emotions, and physical body sensations related

to the stressful experience. The data from video recorded sessions provided holistic information regarding each participant's experience and recall of stressful events. The results yielded thematic developmental patterns of thoughts, emotional experiences, and physical body sensations. These thematic patterns provide improved understanding of the influence of stress on holistic identity development. The findings have implications to manage stress, compassion fatigue, burnout, and anxiety. *Completed Research*

13. Effect of Aerobic Activities on Promoting Healthy Fitness Standards of Freshman Students

Monica N. Hudson, Ed.D., Graduate, The Richard W. Riley College of Education and Leadership

Obesity is one of the greatest threats to child and adult health in the United States. Adolescents are engaging in sedentary behaviors, and their body fat composition is directly affected by a lack of exercise. Direct instruction was used as the framework to compare the results. *Capstone Research*

14. The Positive Deviance of Leading Successful Strategic Change

Gail Johnson Morris, D.B.A., Graduate, College of Management and Technology

The focus of this phenomenological study was to explore how the positive deviance phenomenon and strategies manifest through the lived experience of successful Canadian financial services strategic change leaders. The four leadership dimensions culminate in the *Leading Successful Strategic Change: The 4 Factor Formula*. *Capstone Research*

15. Understanding Violent Adolescent Males: Implications for Post-Release Recidivism

Michael O. Johnston, Ph.D., Graduate, College of Social and Behavioral Sciences

Simple assault is common among mid-adolescent males in Iowa and throughout the United States. The barriers and supports that exist for mid-adolescents when choosing nonviolence are well documented in past research. Little is known about the choice of nonviolence for mid-adolescent males who have been labeled delinquent by juvenile courts. *Capstone Research*

16. Employees' Perceptions of Supervisor Communication and Job Stress in the Work Environment

Ee'a A. Jones, Ph.D.,
Graduate, College of Social
and Behavioral Sciences

Employees experience supervisor communication problems potentially resulting in job stress in the work environment. Person-environment fit theory was the framework for the study, which included six questions used to examine participants' real life experiences. Findings indicated participants' stress levels were affected but not fit in the work environment. *Capstone Research*

17. The Influence of Problem-Based Learning on Drawing Ability

John Krenik, Ph.D., Graduate,
The Richard W. Riley College of
Education and Leadership

Learning skills in visual arts has been positively associated with problem-based learning (PBL). Although researchers theorize that PBL engages students to increase learning, many visual arts instructors continue to use skill-based learning in their classrooms. The results of this study were inconclusive due to resentful demoralization as a reactivity threat to construct validity. *Capstone Research*

18. Second-Parent Adoption: North Carolina Same-Sex Couples and Foster Care Adoptions

Mark Edward Maxwell, Ph.D.,
Graduate, College of Social and
Behavioral Sciences

There are over 400,000 children in foster care in the United States, according to the Department of Health and Human Services. There has been an increased presence of gay, lesbian, bisexual, and transgender individuals willing to adopt children out of foster care, but in some states both parents are not given legal parental rights. Second-parent adoption is the adoption of a child by a second parent in the home who is not married to the legal parent (first parent) of the child. This type of adoption allows the first parent to retain his or her parental rights while giving the second parent the same legal rights as biological parents. *Capstone Research*

19. Organizational Climate and the Theory of Human Caring in Hospitals

Vivienne C. Meanger, Ph.D., Graduate, College of Social and Behavioral Sciences

Patient care in hospitals has become perfunctory, task focused, and void of a personalized human connection which has become an area of concern among scholars since the 1970s. This experimental, post-test only, control-group study with a purposive patient and clinical staff sample explored the relationship between human caring and patient satisfaction; and the role of leadership in transforming the organizational culture in a long-term acute care hospital setting.
Capstone Research

20. The Fatigue Experience of African American Women with Breast Cancer

Phyllis D. Morgan, Ph.D., Faculty, College of Health Sciences

Fatigue is one of the most debilitating symptoms experienced by women undergoing breast cancer treatment. Few studies have focused on the fatigue experience of African American women with breast cancer. The purpose of this qualitative exploratory study was to gain more insight about fatigue related to breast cancer among African American women. Some common real-talk descriptors of fatigue were feeling tired, weak, lethargic, and depressed; lacking energy; and feelings of being helpless, burned out, washed out, and of being in a black hole. African American women discussed pharmacologic and non-pharmacologic measures to manage cancer related fatigue such as eating healthy, exercising, and taking herbal supplements and vitamins. Participants also described how they relied on prayer for their spiritual strength to deal with the overwhelming effects of fatigue on their daily lives. African American women provided vivid accounts of their fatigue symptoms, which can be used to assist health-care practitioners to understand how to care for African American women through culturally appropriate interventions. *Completed Research National Institute of Health*

21. Cybersecurity in Developing Nations: A Jamaica Case Study

Kevin P. Newmeyer, Ph.D., Graduate, College of Social and Behavioral Sciences

Developing nations have been slow to develop and implement cybersecurity strategies despite a growing threat to governance and public security. This qualitative case study examined how the government and private sector in Jamaica viewed the state of cybersecurity in the country, and how the country was developing policy to respond to cyber threats.

22. Testing the Waters: Are Health Education Specialists Willing to Conduct Rapid HIV Testing?

Angela Witt Prehn, Ph.D., Faculty, College of Health Sciences

Jacquie Fraser, Ph.D., Faculty, College of Health Sciences

Anthony J. Santella, Dr.P.H., Faculty, College of Health Sciences

Approximately one in five people with HIV are not aware of their infection; access to testing is an important part of public health. In a national study, Health Education Specialists with high HIV knowledge and favorable attitudes toward persons with HIV/AIDS were more willing to be trained to conduct rapid HIV testing. *Completed Research Faculty Research Initiative Grant*

23. Implementing Student Information Systems in High Schools: An Embedded Single Case Study

Tamyra Rhodes-O'Neill, Ph.D., Graduate, The Richard W. Riley College of Education and Leadership

This study explores perceptions and alignment of a student information system implementation in two urban public high schools with Roger's theory of diffusion. Stakeholders included principals, deans, teachers, counselors, clerical personnel, and parents. Findings aligned with Roger's stages of organizational change and stakeholders noted issues that helped and hindered implementation. *Capstone Research*

24. Employee Engagement in an Animal Research Facility

Joni L. Scott, D.B.A., Graduate, College of Management and Technology

Disengaged employees can compromise organizational growth. Luthans's theory of psychological capital, derived from the theory of positive organizational behavior, framed the study. The understanding of negative organizational and social effects of employee disengagement may lead to improvements in employee satisfaction, business growth, integrity, and animal welfare. *Graduate Research*

25. Counseling Canadian Aboriginal Peoples: Alliance, Outcome, and Counselor Training Level

Sidney L. Shaw, Ed.D., Faculty, College of Social and Behavioral Sciences

This study evaluated predictors of outcome in counseling with Canadian Aboriginal peoples. Participants in the study included 279 clients receiving outpatient counseling. Results indicated that the clients' ratings of the therapeutic alliance at the second and third session were correlated with outcome (r = -.222 and -.246) and that there was no difference in outcome across counselor training level. *Completed Research*

26. Domestic Violence Prevention in Gauteng, South Africa

Christina Spoons, Ph.D., Faculty, College of Social and Behavioral Sciences

Mark Gordon, Ph.D., Faculty, College of Social and Behavioral Sciences

A review of literature revealed a gap in research on effective ways to promote domestic violence prevention strategies in the region of Gauteng, South Africa, where unofficial settlements are being built near established communities and contributing to the problem. This case study used purposeful sampling of eight key informants in a prevention program designed to both implement strategies to prevent domestic violence and assist those who have experienced violent acts.
Completed Research

27. Reliability/Validity of the Self-Stigma of Mental Illness Scale (SSMIS)

Amy E. Sickel, Ph.D., Faculty, College of Social and Behavioral Sciences

Jason D. Seacat, Ph.D., Faculty, College of Social and Behavioral Sciences

Nina A. Nabors, Ph.D., Faculty, College of Social and Behavioral Sciences

The SSMIS is used to assess dimensions of mental illness stigma in clinical/severely mentally ill populations. Most diagnosed individuals are mild-moderate in severity so research is needed on the SSMIS with more general populations. This study assessed the reliability/validity of the SSMIS scores using adults recruited through an online participant pool.
Completed Research
Presidential Research Fellowship

28. The Online Faculty Work Environment

Lee M. Stadtlander, Ph.D., Faculty, College of Social and Behavioral Science

Amy Sickel, Ph.D., Faculty, College of Social and Behavioral Science

Martha Giles, Ph.D., Faculty, College of Social and Behavioral Science

There is a considerable literature on faculty working at in-person institutions and their work environment. However, there is very little research on the online faculty home work environment. The present study, consisting of 236 survey respondents from 38 online institutions, examined how online faculty structure their home work environment. *Completed Research*

29. Pedagogy: The Online Dissertation

Lee M. Stadtlander, Ph.D., Faculty, College of Social and Behavioral Science

Lynde Paule, Ph.D., College of Social and Behavioral Science

This preliminary study examined dissertation mentoring practices reported by 80 Walden faculty. Comments related to orienting students to instructor expectations and the dissertation process, motivating students, and expectations of frequency of student drafts are reported. Findings indicated that there are currently few consistencies in the pedagogical practices of mentors. *Completed Research Presidential Research Fellowship*

30. The Influence of Online and Classroom Multi-Modal Instruction on Academic Achievement

Valerie L. Trollinger, D.M.E., Associate Professor, Kutztown University

John W. Flohr, Ed.D., Faculty, The Richard W. Riley College of Education and Leadership

The purpose of the study was to investigate the extent to which multi-modal instruction influences academic achievement of undergraduate students. Longitudinal effectiveness in aural and visual skills learning and connections among increased aural and visual skills and overall GPA are examined. *Completed Research*

31. Impact of The Writing Readiness Initiative on Retention, Persistence, and Academic Success

Kelley Walters, Ph.D., Faculty, The Richard W. Riley College of Education and Leadership

Patricia Henry, Ph.D., Faculty, The Richard W. Riley College of Education and Leadership

Fran Reed, Ph.D., Faculty, The Richard W. Riley College of Education and Leadership

Doctoral students in Walden's Riley College complete a writing assessment during their foundations course in order to determine their graduate-level writing readiness. Student essays are scored using an automated essay scoring system that helps administration determine which students require writing support to complete their doctoral program successfully. Students who do not meet the minimum requirements on the writing assessment are required to complete graduate writing courses to continue in their program. Throughout the doctoral program, students complete benchmark assessments that are scored using rubrics to determine both their content knowledge and writing effectiveness. This study examined whether patterns of interconnectivity existed between the writing readiness score, the major assessment rubric scores, and GPA across doctoral students' program enrollment from September 2010 to the present. In addition, students' persistence in completing their program was examined. Findings indicate that the writing readiness project has significant impact on the academic success of doctoral students. *Completed Research* *Presidential Research Fellowship*

32. International Internet Access Levels and Student Implications

Eric Youn, Ph.D., Faculty, College of Social and Behavioral Sciences

International students may face challenges in performance and in participation if Internet access levels in their country of residence are low. Using the viewpoint of the Internet as a utility, the study reviewed historical utility provisions to developing countries. This information will be further analyzed to create proposals to increase Internet access for international students and their communities. *Completed Research*

33. Coding Analysis Tool for Asynchronous Online Classroom Discussion

Lisa Weltzer-Ward, Ph.D., Graduate, The Richard W. Riley College of Education and Leadership

This project developed a coding tool for characterization of online, asynchronous classroom discussion. The tool is designed to be efficiently and reliably employed by researchers to analyze discussion. Consistent application will also facilitate comparison and meta-analysis of studies. Such analysis and comparison supports refinement of educational best practices in this medium. *Capstone Research*

34. The Human-Animal Bond and Combat-Related Posttraumatic Stress

Melissa White, Ph.D., Graduate, College of Social and Behavioral Sciences

This study explored the lived experiences of Operational Enduring Freedom (OEF) and Operation Iraqi Freedom (OIF) service members with combat-related posttraumatic stress disorder symptoms who had a companion animal post-deployment. Twelve OEF and OIF veterans participated in semi-structured interviews analyzed using Moustakas' phenomenological approach *Capstone Research*

35. A Q-Methodology Study Evaluating the Emergence of Complex Adaptive Systems in Organizations.

Scott Willette, Ph.D., Graduate, College of Management and Technology.

The purpose of this study was to explore whether conditions within military organizations create a level of adaptive tension that leads to self-organization and the emergence of complex adaptive systems. The study's findings suggest that there is a considerable amount of tension between the requirements and acquisition systems. *Capstone Research*

36. Big Five Personality Traits and Environmental Attitudes and Behaviors

Tara Wuertz, Ph.D., Student, College of Social and Behavioral Sciences

The big five is the most widely used model of individual personality trait differences. This quantitative research study is being completed to discern if the big five personality traits of openness, conscientiousness, extraversion, agreeableness, and neuroticism are correlated with proenvironmental attitudes and behaviors. *Capstone Research.*

Roundtable Sessions

1. Faculty and Student Perceptions of Mentoring in the Online Environment: A Mixed Methods Approach

Sandra M. Harris, Ph.D., Faculty, College of Social and Behavioral Sciences

Shari Jorissen, Ph.D., Ed.D., Faculty, College of Social and Behavioral Sciences

Wittney Jones, Student, College of Health Sciences

Alice Walters, Student, College of Social and Behavioral Sciences

The traditional approach to mentoring is not effective in the virtual environment. Few studies have assessed faculty and student perceptions of the importance, benefits, and challenges of mentoring in the online environment. This study will investigate and compare faculty and student perceptions of mentoring in the online environment. *Faculty Research Initiative Grant*

2. Weighing in on the Body Knowledge Questionnaire

David A. Hernandez, Ph.D., Ed.D., Faculty, The Richard W. Riley College of Education and Leadership

Cheri A. Hernandez, Ph.D., Faculty, University of Windsor

Preliminary evidence related to the psychometric properties of the Body Knowledge Questionnaire (BKQ), an instrument which measures an individual's attitudes, preferences, and behaviors associated with weight management, suggests a valid and reliable instrument. The BKQ has potential for use in weight management practice areas to ameliorate the global obesity problem. *Faculty Research Initiative Grant*

3. Sexual Aggression Against Young Women in India: The Impact on Psychological Well-being

Sreeroopa Sarkar, Ph.D., Faculty, College of Social and Behavioral Sciences

Rachel Moore, Ph.D., Faculty, College of Social and Behavioral Sciences

Robin Friedman, Ph.D., Faculty, College of Social and Behavioral Sciences

Sexual aggression against women in India has increased. Research is needed on how sexual aggression affects the psychological well-being of young women, the victims or potential victims. Findings from this ethnographic study will generate culture-specific definitions of sexual aggression and describe the experiences of the women of Kolkata, India.
Faculty Research Initiative Grant

4. Knowledge, Attitudes, Beliefs and Behaviors Surrounding Breast Cancer Among Amish Women

Melissa K. Thomas, Ph.D., Faculty, College of Health Sciences

Home to the world's largest Amish settlement, Ohio also houses dozens of Amish and Mennonite communities found in rural and Appalachian sections of the state. The purpose of the study was to explore knowledge, beliefs, and behaviors surrounding breast cancer and to explore the impact of a breast cancer intervention.

Publication Opportunities at Walden University

Positive social change requires the timely and effective communication of information and best practices. Accordingly, Walden University supports a collection of peer-reviewed journals designed to advance change and share the scholarly contributions of our students, faculty, and professional partners. All members of the Walden community are encouraged to submit manuscripts on their completed research to a Walden journal that fits with the topic. Currently, four options are available on the Walden University Publishing site:

These options include:

• *The Journal of Social Change (JSC)* is Walden's flagship journal dedicated to advancing the core mission of the university.

• *The International Journal of Applied Management and Technology (IJAMT)* serves to advance knowledge and applied practices within the fields of management and technology on an international scale.

• *The Journal of Social, Behavioral, and Health Sciences (JSBHS)* advances positive change across a variety of professional disciplines that contribute to improving the quality of daily life.

• *The Journal of Educational Research and Practice (JERAP)* provides a forum for studies and dialogue that allows readers to better develop social change in the field of education and learning.

http://researchcenter.waldenu.edu/