

# *Save the Date*

**Fall 2023**

**Graduate Research Symposium**

Campus Center Event Room

December 4, 2023

**Graduate Student Summer BBQ Social**

Housing IV Quad

June 28, 2023

# *Thank You*

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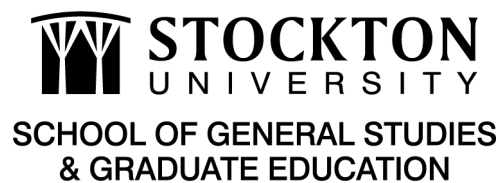
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# *Graduate Research Symposium*



**April 25, 2023**

*Showcasing graduate students' research, capstone projects and scholarship.*

**Sponsored by the School of General Studies & Graduate Education and the Graduate Student Council**

## Dean's Welcome

Welcome to the Graduate Research Symposium at Stockton University. Tonight, we celebrate the journey and accomplishments of our graduate students who have engaged in research within the past year. Designing and conducting research can be a challenging and rewarding part of this academic journey and tonight signifies the culmination of each person's thesis or other capstone experience. This quest that our graduate students have undertaken could not have been possible without the dedicated assistance of faculty mentors who have shared their own passion, curiosity, and knowledge with these distinguished scholars.

This Spring 2023 Symposium is the largest ever such event and the presenters include students from eleven distinct programs: American Studies, Business Administration, Coastal Zone Management, Counseling, Criminal Justice, Environmental Science, Holocaust and Genocide Studies, Nursing, Occupational Therapy, Physical Therapy, and Social Work. Their projects signify their commitments to academic excellence, either through practitioner-based research or archival research, and are achieved through the oral and poster presentations listed within this booklet. We celebrate the diversity and innovativeness of the research presented this evening and promote interdisciplinary research conversations among the campus community. We honor Stockton University's commitment to the research projects presented here tonight.

We are proud of the presenters. We are grateful to all who contributed to the success of this event: our graduate student presenters, dedicated alumni, faculty advisors, program directors, program faculty, deans, staff, friends, family, and all of our special guests. We encourage you to attend the sessions, view the posters, and ask these remarkable scholars about their personal journeys.

**Dr. Robert Gregg**

Dean, School of General Studies & Graduate Education

# Graduate Research Symposium

**C/D Wing Atrium, April 25, 2023**

## -AGENDA-

4:30 p.m.	Capstone Presentations* <i>Master of Arts in Holocaust &amp; Genocide Studies</i>	C - 135
5:45 p.m.	Welcoming Remarks <i>Refreshments Served</i>	C/D Atrium
6:00 p.m.	Poster & Presentation Session <i>Doctor of Nursing Practice</i> <i>Doctor of Physical Therapy</i> <i>Master of Arts in American Studies</i> <i>Master of Business Administration</i> <i>Master of Science in Coastal Zone Management</i> <i>Master of Arts in Counseling</i> <i>Master of Arts in Criminal Justice</i> <i>Professional Science Master's in Environmental Science</i> <i>Master of Science in Occupational Therapy</i> <i>Master of Social Work</i>	C/D Atrium           C - 134
8:00 p.m.	Closing Presentation <i>"Make America Again" by Langston Hughes</i>	Independence Plaza

*\*Capstone Presentations for the M.A. in Holocaust & Genocide Studies are scheduled between 4:30pm – 8:00pm. Please refer to student abstracts for individual presentation times.*

*The names in this program are those of graduate student presenters as of April 16, 2023.*

## **-Presentations-**

### **Doctor of Nursing Practice**

**Elizabeth Humphreys DNP, APN, FNP-BC, CCRN**

**Advisor:** Dr. Lia Ludan | **Table Presentation 25**

**Title:** Utilizing “Sleep 101” to Improve Sleep Quality in College Students

College students often report that they feel compelled to sleep less to meet the demands of student life. Compared to other students, nursing students frequently report needing more sleep than they attain. This can predispose them for things such as poor academic performance, sleep related accidents, and clinician burnout. There is evidence that internet-based sleep education programs improve sleep quality in college students. The purpose of this project was to measure the sleep outcomes of nursing students following the use of Sleep 101, an internet-based sleep educational module, which was designed specifically to combat the issue of sleep, in college students. The design of this project was that of a one group pre- and post-survey design, which measured participant sleep quality over a one-month timeframe, prior to and after the implementation of Sleep 101. Participant sleep was measured utilizing the Pittsburgh Sleep Quality Index. The setting for this project was online and occurred following the completion of an informed consent. A total of 204 prelicensure nursing students were invited to participate in this project. However, only ten participants completed all aspects of the project. Following data analysis, it was determined that the average post-intervention PSQI decreased from 8.1 to 7.4, with the average time to fall asleep decreasing by 7.5 minutes. While the scale of this project was minor, the results indicate that all colleges and universities should consider implementing Sleep 101, as there is evidence it is beneficial to the well-being of the student.

### **Doctor of Physical Therapy**

**Castaño-Lopez, C., France, H., Herman, K., Hogan, C., Shustyk, C., & Galantino, ML.**

**Advisor:** Dr. Mary Lou Galantino | **Poster 7**

**Title:** The Effect of Yoga Therapy Compared to Traditional Physical Therapy Methods on Balance in Patients with Parkinson’s Disease: A Literature Review

Purpose: Parkinson’s Disease (PD) is a progressive neurodegenerative disease in which slow movements impact functional mobility, balance, and gait increasing fall risk. A rigorous literature review was undertaken to determine the effectiveness of yoga therapy compared to traditional physical therapy (PT) exercises on balance for PD patients. Methods: Databases included PubMed, EBSCOHost, Cochrane, and MedLine, accessed through Stockton’s Library. Keywords included: yoga therapy, Parkinson’s Disease, Parkinson’s, PD, balance confidence, balance, physical therapy, and quality of life. Authors excluded articles not written in the last ten years, not written in English, not accessible through Stockton’s library, and level of evidence below a 2b. The remaining articles considered for inclusion resulted in 9 articles between 2014 and 2022. Results: Results yielded 3 MAs (1a), 2 SRs (1a), 2 RCTs (1b), 1 cohort study (2b), and 1 qualitative design. There is strong evidence indicating yoga improves balance in individuals with PD through social support, increased body awareness and acceptance of PD, improved participation in leisure activities, and overall management of PD. No clear evidence proves superiority of yoga or PT in the effectiveness of improving balance for patients with PD as similar results were found from both throughout studies. Conclusion: Yoga addresses balance and gait similar to traditional PT. Limitations include lack of longitudinal follow-up to ascertain long-term benefits, heterogeneity in disease staging, possible bias, and confounding variables. Yoga can be used in conjunction with PT clinically, as home exercise programs, or community classes to enhance postural stability, balance, and quality of life.

**Jacqueline Godwin, SPT; Josephine Rundall, SPT; Kaleigh Nolan, SPT; Zainab Shuja, SPT; & Mary Lou Galantino, PT, PhD**

**Advisor:** Dr. Mary Lou Galantino | **Poster 8**

**Title:** Horses and Hands: Rehabilitation for Children With Cerebral Palsy

Purpose: Hippotherapy is the therapeutic utilization of horses to relax spastic muscles, stabilize and strengthen trunk musculature, and improve balance. The purpose of this study was to determine the effects of hippotherapy combined with conventional physical therapy (PT) to treat children under the age of 16 with cerebral palsy (CP) compared to conventional PT alone. Methods: A comprehensive database search of the literature was completed using PubMed, Google Scholar, and CINAHL and keywords included hippotherapy, equine assisted therapy, cerebral palsy, children, psychometrics, and conventional physical therapy. Articles beyond 10 years ago or not translated into English were excluded. Results: Nine articles were retrieved and analyzed in the review. Four systematic reviews (2 level 1A and 2 level 2A), four randomized controlled trials (1 level 1B and the remaining 3 were 2B) and one qualitative study were reviewed. There is moderate evidence that hippotherapy combined with conventional PT has the potential to be more effective than using conventional PT alone to treat children with CP. The evidence exhibited the combination improved the quality of life, balance, muscle relaxation and stabilization. Limitations included varied types of conventional PT, small sample sizes, cost, and extraneous treatments beyond these two interventions. Conclusion: Hippotherapy is a beneficial treatment to include as part of the plan of care for children with cerebral palsy. Future research is needed with larger sample sizes and longitudinal studies to determine long term efficacy of combined hippotherapy and conventional PT.

**Julia Quick, SPT, Danielle Lynch, SPT, Jodi Cook, SPT, Rachel Follman, SPT, Tia Evangelista, SPT, & Mary Lou Galantino, PT, PhD**

**Advisor:** Dr. Mary Lou Galantino | **Poster 9**

**Title:** Virtual Reality: The Future of Upper Extremity Stroke Rehabilitation

Purpose: Interactive video gaming through virtual reality (VR) have emerged as a new treatment in stroke rehabilitation. The purpose of this study was to determine whether virtual reality interventions for the upper extremity (UE) improves motor function greater than physical therapy (PT) interventions for acute and subacute post-stroke populations. Methods: A database search of the literature was performed using MEDLINE (EBSCO), CINAHL, and PubMed that explored the comparable effects of VR training to PT in patients post stroke. We used the following keywords: UE, stroke, VR, and stroke rehabilitation. Articles not written in English or accessible through Stockton’s library were excluded. Results: One systematic review (SR) of randomized clinical trials (RCT), 3 SRs with Meta-Analysis, 4 RCTs, and 1 qualitative study were analyzed. Studies showed that using VR facilitated improvements in UE gross motor function and independence with ADLs during therapy. Patient satisfaction and increased motivation was noted in the qualitative study. Three articles showed positive results with VR therapy over PT. Five articles reported that VR alone is no better than conventional therapy for UE function. Limitations of this review include: small sample sizes, limited access to VR systems, and patients’ comprehension of VR. Conclusion: Evidence yields mixed results regarding the effectiveness of VR in UE coordination post-stroke compared to PT interventions during rehabilitation. Based on the evidence, VR is a useful intervention when used in conjunction with PT for patients post-stroke. Future longitudinal studies are needed to determine appropriate VR parameters to impact significant improvements in stroke rehabilitation.

**Bakhat, A., Elias, H., Lim, A., Ortiz, A., Notaro, R., Wiemken, J., & Galantino, ML.**

**Advisor:** Dr. Mary Lou Galantino | **Poster 10**

**Title:** The Effect of Exercise on Mental Function in Chemo Fog: A Literature Review

Background: Chemotherapy related cognitive impairment (CRCI), also known as “chemo fog” involves subtle to moderate impairments in various cognitive domains. This may include executive functioning, working memory and processing speed. CRCI has been reported in up to 75% of people treated with chemotherapy, with a significant subset experiencing persistent cognitive decline. It is important to understand the best strategies when treating cancer survivors with CRCI. Purpose: The purpose of this literature review was to analyze various exercises and dosage of physical activity to determine effects it had on patients with CRCI. Methodology: Database acquisition from the Stockton Library included PubMed, and MEDLINE with keywords of cancer, aerobic, cognition,

and exercise guidelines. Articles older than 2010 and articles in a different language were excluded from this research. Results: The review yielded four systematic reviews (level 1A), one randomized controlled trial (level 2B), one expert opinion (level 5) and one qualitative study. Based on these studies, aerobic and resistance exercises help to overcome CRCI in persons undergoing treatment. Recommendations include 150 minutes of moderate intensity exercises, 3-5 days a week for over 18 weeks showed improvement in QOL. Limitations include small sample size, lack of consistency in the type and dose of exercise and lack of follow-up analyses. Conclusion: There are consistent benefits for the use of aerobic exercises, strength training, and group therapy sessions to enhance cognitive functions for cancer survivors. Evidence supports exercise throughout the continuum of treatment to mitigate CRCI.

**James Bockin, SPT; Dominic Cenci, SPT; Edwin Hernandez, SPT; & North Runk, SPT**

**Advisor:** Dr. Mary Lou Galantino | **Poster 11**

**Title:** Blood Flow Restriction Therapy: Prehabilitation or Rehabilitation?

Purpose: Osteoarthritis (OA) is one of the most prevalent public health concerns worldwide. The exponential growth of OA and total knee arthroplasties (TKAs), both in the US and worldwide, demonstrates the need for an effective treatment option. Blood flow restriction training (BFRT) has been shown to effectively increase strength and function and may be an effective treatment for OA. The purpose of this literature review was to determine if BFRT, when compared to standard PT treatment, decreases time to discharge. Methods: Our search included PubMed, Journal of Clinical Medicine, National Library of Medicine, Journal of Orthopedic and Sports Physical Therapy databases using the following keywords: blood flow restriction therapy, total knee arthroplasty, physical therapy and osteoarthritis. Inclusion criteria consisted of articles studying patients aged 40-65 and published within the last ten years with a level of evidence of 2B or higher (according to Sackett et. al, 1995). Results: The analysis yielded a total of 6 articles and examined data from 2 systematic reviews (1a) and 4 randomized control trials (2b). Findings revealed BFRT as an intervention in the recovery process, when implemented as a post-operative intervention, produced no significant change compared to that of the control groups. Only when introduced as a pre-operative measure were noticeable changes documented in muscle mass growth and recovery leading to optimal health outcomes. Conclusion: Further research is needed to obtain a definitive conclusion regarding the “most effective” treatment approach when treating patients with OA after a TKA. In addition, BFRT reimbursement and cost effectiveness analytics need to be further studied to determine optimal quality of care for this population at all stages of treatment.

**Johnny K. Fabbiani, Steve Hill, Hunter Clayton, & Jarred Tolley**

**Advisor:** Dr. Mary Lou Galantino | **Poster 12**

**Title:** The Impact of Physical Therapy and Corticosteroid Injections on Quality of Life for Patients with Adhesive Capsulitis

Background - Adhesive capsulitis (AC), also known as frozen shoulder, affects 2%-5% of the population per year and presents as inflammation of the capsuloligamentous complex, which leads to decreased shoulder strength and motion. Treatment can last up to 2 years and cause activity limitations and participation restrictions such as decreased quality of life (QoL) and difficulty with activities of daily living (ADLs). Purpose - Determine the most effective management plan for AC and if corticosteroid injections or physical therapy (PT) or both, are significant treatments separately or in conjunction with each other in an individual's plan of rehabilitation. Methods - PubMed, CINAHL, MEDLINE (EBSCO), and NCBI databases were accessed and included the following keywords: adhesive capsulitis, frozen shoulder, physical therapy, corticosteroid injections, post-operative surgery, training, and stretching. We considered articles that possessed a level of evidence of at least 3A or higher. Results - Our research yielded 12 articles; 2 qualitative studies, 2 RCTs (both 1b), 7 systematic reviews and meta-analyses (six 1a and one 2a), and a clinical practice guideline (1a). Based on a high strength of Sackett's evidence, intra-articular (IA) corticosteroid injections accompanied with PT interventions (stretching, strengthening, biophysical agents) results in: reduction in pain, increase in range of motion, strength, and flexibility, and a greater QoL. Conclusions - IA corticosteroid injections in conjunction with skilled PT treatment is shown to lead to greater patient outcomes short-term and improved QoL when compared with either treatment alone. Further evidence is required to solidify the effects of corticosteroids and PT administration to improve long term shoulder mobility and function.

**Zachary Bille, Nicholas Sisto, Sean Taylor, Matthew Thermann, & Mary Lou Galantino**

**Advisor:** Dr. Mary Lou Galantino | **Poster 13**

**Title:** Does Blood Flow Restriction Therapy Improve Post-Operative Rotator Cuff Outcomes?

Background: Blood flow restriction (BFR) training involves the application of a pneumatic tourniquet to slow arterial and occlude venous blood flow to the targeted muscles during the performance of low-load exercise. Evidence regarding strength gains using BFR training in the post-operative population is limited. Purpose: Our research aimed to determine whether using blood flow restriction in addition to physical therapy interventions improves the strength of the rotator cuff muscles postoperatively compared to PT interventions alone. Methodology: We reviewed the following databases: PubMed, Cinahl, EBSCO, and SAGE Premiere with the following keywords: rotator cuff, rotator cuff repair, physical therapy, blood flow restriction, and strength. Articles were dismissed if their level of evidence was lower than 2B or not conducted within the last 10 years. Results: The search yielded 6 studies, which included 1 systematic review (level 1A), and 4 randomized controlled trials (level 2B). The systematic review and one RCT compared post-operative outcomes between BFR and control groups. 2 studies found that BFR may yield greater increases in shoulder muscle mass, strength, muscular endurance, and post-op AROM by six weeks. 2 studies found no difference between BFR training and control. Conclusion: The literature shows no definitive results when adding BFR to physical therapy interventions to augment postoperative rotator cuff strength gains. Further research should include standardized populations, methods of implementation, and normalized outcome measures. Once long-term effects are determined, this research will guide future clinical practices.

## Master of Arts in American Studies

**Summer Hill Seven**

**Advisor:** Dr. Deb Gussman | **Independence Plaza, 8:00pm**

**Title:** "Make America Again" by Langston Hughes

"Make America Again" is a cinematic poem about America written by Langston Hughes and directed by Ian Weir/R. Akbar performed by Summer Hill Seven. Plot: An American debates with himself in the Capitol City of Florida, whether America has ever and can ever achieve its own lofty ideals. By adapting words from a bygone era penned in protest by Langston Hughes to a contemporary question of ‘what makes a country great’ - in the end he concludes, as does the great poet, it takes the will of the people recommitting themselves regularly to the uplifting of the least of our countrymen before we can lay claim to greatness. The film is designed to celebrate America and the tremendous strides we have made while simultaneously inspiring us to not become weary because the task of being a great country is a daily task. This film is designed for patriotic remembrances, including, Independence Day, Memorial Day, Flag Day, etc., and to showcase more than pride in our past, rather pride in our always present task as Americans.

**Students in AMST 5024: Red Summer**

**Advisor:** Wendel White | **C-134**

**Title:** Red Summer Virtual Exhibitions

Our projects are concerned with the series of race riots during 1919, labeled as "Red Summer" by James Weldon Johnson. These events were part of a larger convulsion of American efforts to define citizenship and agency. Attacks against Black communities were connected to the influx of European immigrants, the return of African American veterans from World War I, and the transition of Black labor from enslaved to paid workers and entrepreneurs. Each student is creating a virtual curated exhibition of one of the locations of racial conflict. The final research project will be submitted in the form of a virtual exhibition using the Artsteps application.

Projects:

Houston (1917) - Summer Hill Seven  
East ST. Louis (1917) - Tyneka Boggs  
Omaha (1919) - Chelsea Dubois  
Longview (1919) - Taylor Ketcham

Knoxville (1919) - Sarah Messina  
Elaine (1919) - Christina Noble  
Chicago (1919) - Jennifer Rios  
Charleston (1919) - Daniel Tidcombe  
Washington DC (1919) - Heather Watkins

## Master of Business Administration

### Kelly Mollahan

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 3**

**Title:** Consulting Keller Williams

Keller Williams, the #1 Real Estate franchise in the world, is a privately held corporation in the real estate industry that is home to over 190,000 associates. Through consulting with Keller Williams Jersey Shore Realty (KWJS), located in Ocean City, NJ, the consultant uncovered overlooked issues within the company. Based on a cultural audit and initial interviews with key members of the organization, the consultant offered solutions to these problems. In interviewing Heather Mancini, Team Leader at KWJS, the consultant was given the opportunity to get a deeper look inside the organization to possible necessary improvements. In order for Keller Williams to knock out competition and monopolize the market in this area, they need to internally improve the organization. For the introductory part of the assessment, the consultant established a partnership with the team leader and began an organizational culture analysis. In this section, interviews were conducted with the client to learn about the organizational culture, work climate, history, challenges, restrictions, and any evident issues of the organization. In the second part of consulting, the consultant directed my focus on a few key problems within the organization which currently exist that were brought to attention many times in this process. Through the gathering of this information, the consultant established that creating more opportunities and experiences for the employees was necessary to improve. For the analysis of Keller Williams Jersey Shore, a mixed-method approach was used. A survey (quantitative) was administered to other employees, via Google Forms, for more accurate data in addition to the interview (qualitative) with Heather Mancini that was conducted. There was a mix of questions that relate to the workplace and the problems under examination. Finally, a conclusion and recommendation section were provided to the client in which the consultant suggested recommendations to create more opportunities for real estate agents to succeed at Keller Williams Jersey Shore and how KWJS can ultimately improve to maintain the standard they have set for the organization.

### Brandon Biegan

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 4**

**Title:** BLVD Pizza

This consultancy project was undertaken to assist the owner of BLVD Pizza, a newly opened pizzeria in Long Beach Island, New Jersey, in developing a plan to increase sales and promote the business. This project involved designing a survey to gather information from the target audience about their pizza preferences, purchasing habits, and awareness of the pizza shop. The survey questions will be designed to elicit both multiple-choice and open-ended responses, and will be administered both online and in-person to ensure a representative sample of data. This data collection and analysis plan will provide valuable insights into the preferences and habits of the target audience, which can then be used to develop a marketing strategy to increase sales and promote the pizza shop. The research project is expected to help BLVD Pizza take the next step in becoming a successful pizzeria by identifying areas for improvement and development of an effective marketing strategy to meet the needs of its customers.

### Cooper Knorr

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 5**

**Title:** Cultural Audit of EMCOR Facilities Services

This project was conducted from the perspective of a management consultant working with EMCOR Facilities Services. EMCOR Facilities Services (EFS) is a subsidiary of EMCOR Group, with its headquarters located in Cincinnati, Ohio. EFS is a client-based company providing custom facilities programs to client properties, helping clients operate their facilities at an optimal level. Specific services provided include integrated facilities management, water conservation and irrigation efficiency, energy solutions, snow and ice management, etc. To start my consultation, I formed a relationship with a project specialist of EFS and conducted an organizational culture analysis. In this analysis, I gained knowledge on how EFS operates on a daily basis, its history and challenges, and the developed culture. I identified a problem in the organization, in that its work order management system was a primary issue. My recommendation is to collect data in order to understand the issue further; I recommend using a

qualitative method of research and interview key employees of EFS. It is recommended to conduct the interview via Zoom video call with open-ended questions regarding the work order management system. Lastly, a reflection and recommendation section was provided to EFS where recommendations were made to develop solutions for a cost-effective and optimized work order management system.

### Michael Kemp

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Poster 14**

**Title:** Nonprofit Consulting Project

This project was conducted from the perspective of a management consultant working with an animal farm rescue. Muddy Paws Farm is a non-profit organization located in Southampton, New Jersey. The core values include teamwork, family, kindness and attentiveness. It is home to over 100 rescue farm animals. Based on a cultural audit and initial interviews with key members of the organization, the consultant provided recommendations to the client to solve a problem with attracting new volunteers. For the introductory part of consulting, the consultant established a partnership with a client and began my organizational culture analysis to identify key problems the client recognized in the organization. In this section, the consultant conducted a face to face interview with my client to learn about the workplace, history, challenges, culture and identified problems. In the second part of consulting, the consultant focused on one key problem within the organization that currently exists. Upon gathering information, the focus was on attracting new volunteers as the problem the organization is faced with. To better identify volunteer acquisition, the consultant chose a qualitative method of research. The interviews were conducted face to face with open-ended questions regarding volunteering. There was a mix of questions that relate to the workplace and the problem under study. Finally, a conclusion and recommendation section were provided to the client in which the consultant made recommendations to develop new marketing strategies and techniques to attract new volunteers for the organization.

### Brian Rinaldi

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 15**

**Title:** Cultural Audit of Small Business

In this project the consultant conducted a cultural audit of a small business in South Jersey. The goal was to identify a problem plaguing the firm and develop solutions based on the organizational culture of the company. The problem identified was the lack of utilization of marketing tools by the company, causing the business to have untapped growth potential. To develop a solution to this problem, the consultant began by observing the daily operations, reviewing the firm's marketing material and online presence, and speaking with the owner and other employees. The consultant used qualitative research to better understand the issue by developing an interview with open-ended questions where the employees and owner could elaborate on their experiences and opinions. After doing this and observing more, the consultant developed recommendations for the business which will aid in the organizational culture of the company and work to correct the issue.

### Grant Mock

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Poster 24**

**Title:** Employee Empowerment at Burlington

The ability to develop employees into positions of management can be imperative to a company's success. High turnover and the constant need to train new employees can be expensive for a business as well as a burden on customers and longstanding employees. This consultancy project looks at the methods Burlington uses to retain, empower and build up their employees from the perspective of employees and higher-level management. The data collected will consist of a voluntary survey for employees for Burlington to give an idea of their feelings towards employee empowerment and job satisfaction as well as an interview with a Regional Manager who started as a part-time cashier before climbing the ladder.



## **Benjamin Goddard**

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 26**

**Title:** Resorts Casino

In order to make observations about major decisions within the company of Resorts, the consultant conducted open question interviews with multiple departments within the casino. They identified a major theme, which was the lack of a night club. The major problem with this is that younger people typically don't frequent Resorts casinos. This provides a lack of diversity among customers, only appealing to the older market. As a casino, you want everyone gambling. The cocktail waitresses for example listed different problems than the dealers. Cocktail waitresses mentioned the need for more staff because average drink times were over ten minutes. The dealers mentioned how management is overbearing, constantly having to stop games to randomly count cards. The dealers mentioned this irritates guests while they are playing.

To have a form of quantitative research or measured data collection, the consultant asked to see the revenue, income statements, and balance sheets of the casino. The consultant noticed the casino's profits took off after Covid due to a major influx of gamblers eager to play after one year of lockdown. Another noticeable observation was the drop in income for slots and table games, but overall major increase in online gaming. New Jersey legalized online gaming and is outperforming table game revenue within a few years. A major downside is the loss of hotel revenue which is down 45% since last year. The consultant recommends job role ambiguity as a quantitative research plan. This allows the consultant to determine how well employees know their roles and responsibilities. Without this rule, there is no efficiency on the job and there will be wasted manpower to deal with the shortcomings.

To implement the changes mentioned above it is recommended to have change on an organizational level. Upper management would need to approve of money being spent on a night club, changes to policy, and hiring more staff. These are major decisions that employees can not make. Individual employees will need to be retrained and make small calls when dealing with customers on the spot though. The changes start at the top but must be implemented on the ground level.

## **Christina Lau**

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 27**

**Title:** Cultural Audit of The Cape May Zoo

The intent of this project was to provide a cultural audit of The Cape May Zoo from the perspective of a management consultant. The Cape May County Zoo is a non-profit organization that is located in Cape May County in New Jersey. The mission of the organization is to professionally exhibit specific species of animals and provide a comprehensive program of recreation, education, and conservation for citizens of the State of New Jersey and the County of Cape May. For the introductory part of the consultation, the parks director was contacted to obtain more information about the history, problems, work climate, restrictions, and identified problems within the organization. The main problems identified are budget and staffing issues which may lead to employee burnout and stress. After receiving the information, a mixed-method survey was created to get a better sense of the company's culture. The survey included both qualitative and Likert scale-based quantitative questions to get the most optimal data. Finally, a conclusion and recommendation were provided to the client to help improve their organization. Based on the results, the recommendation would be to establish a plan that evenly distributes work among the employees and build an incentive program that is not monetary since there is a lack of budget.

## **Tyler Oster**

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 28**

**Title:** Cultural Audit of Legacy Treatment Services

This project was developed from the perspective of a management consultant working with the Legacy Treatment Services. Legacy Treatment services is a non-profit organization located in New Jersey Marlton, New Jersey. Legacy offers a wide range of services pertaining to treatment services for children and adults that may help with crisis, mental health, addiction, disability, etc. The mission of the company is to provide services of wellness and recovery to those in need. The consultant conducted an interview with a client from Legacy Treatment Services in person to have an overview of the organization's culture and to identify any key problems that stood out regarding the cultural audit where the consultant was able to establish a key issue. Within the second part of the consulting, after gathering information, it was very apparent that employees felt frustration with how their contracts were specific based on completion of amounts of service hours. In order to collect specific information the consultant surveyed employees and the Director. The interview was conducted in person with a list of questions for both the CEO and the lower management employees regarding the compensation contracts on how many service hours needed to be completed. After speaking with the clients a recommendation that would be able to solve this problem would be to take on a bigger workforce, or specify employees to specific services rather than every service being conducted by each employee. This will allow for all services to be provided to those in need but not overworking workers for compensation contracts that require overtime for an unfair price.

## **Victoria Shapiro**

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 34**

**Title:** Precision Tech Home Services consulting plan

Precision Tech Home Services is a full service plumbing, electrical, heating and air conditioning company founded by Mario Lalima in 1989. The company is ready to service people 24 hours a day, 365 days a year. The company has expanded to doing work all over the state of New Jersey after many years of quality service. Based on a cultural audit and initial interviews with key members of the company, the consultant has provided the recommendations to the owner, Mario, to help solve the issues they have been experiencing. One of these main issues was a lack of communication between the company and consumers at times. For the initial part of consulting, the consultant established a partnership with Mario and the rest of the other employees. The conducted an interview with some simple questions to help learn more about the work environment, the different departments, challenges, daily tasks, and organizational culture to help identify the problems that existed within the company. Then the consultant focused on one key issue within the company that was discovered while interviewing the CEO and employees. After gathering the information, the consultant focused on the issue of lack of communication between the employees and consumers. To help better identify and collect information on the issue, the consultant used the qualitative method of research to help identify the best ways possible to solve the issue. In the end, the consultant provided them with a conclusion and recommendations to the company based on what the consultant thought would be a good solution to the issue of lack of communication.

## **Anna Serra**

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 35**

**Title:** Remodeling the Organizational Culture of Claremont Development

What challenges the employees of Claremont Development is the key to figuring out how to recreate the workplace that they are used to. Focusing on the struggles of each individual employee and what does or does not motivate them within the company is what we are interested in finding out. Acknowledging all of these issues and concerns is how we will be able to implement a healthier working environment for this very small company. What we are most concerned about solving is the lack of balance between work life and personal life that these employees have been dealing with. We want to be able to find a way to make sure that not every single employee has to be on call all hours and days of the week. We are also concerned with fighting burn out which is something that could be solved with the establishment of a fair workplace. We are using a mixed-method approach due to the fact that we are dealing with such a small company. First, we will administer questionnaires to all employees and analyze those answers, making note of the overall feel of the company's environment. We will then speak individually with those who are willing to participate. These interviews will be short as to not disrupt the workday and will

follow certain questions. At this time, if there are any other issues that these employees want to speak about, they will be able to do so. Having a one on one with these employees will help get us closer to understanding the root problem at Claremont Development. Once we understand the main problem that these employees have to face, we will be able to prepare our recommendations for how we believe the company could be assisted in leadership. We look forward to assisting our client and designing the best course of action.

### **Caitlin Hargrave**

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 36**

**Title:** Supply Chain in Concessions

This is a consultation plan for Citizens Bank Park. The objective of this research is to focus on the main issue, study it, and find a possible solution. Citizens Bank Park is most well known for being the home stadium for the Philadelphia Phillies. Mass crowds come to enjoy the exciting game of baseball. But what else do people look forward to when they visit the stadium? Some may say the Phillies Fanatic or simply the experience. But everyone knows it is the typical stadium food. The consultant had the pleasure of speaking firsthand with the Concessions Manager at the Citizen Bank Park stadium. Questions were asked on staffing, morale, history, and the guest experience. Many of the employees are part of a union. With this information, the consultant initially believed many issues were going to be morale and the struggles of working with a union. But the main issue that was brought into focus is the Supply Chain. Due to Covid-19, many large companies struggle to find a supplier with the right prices and that are dependable. It is imperative that in concessions, the best products are available and there is enough supply, in order not to run out of product in the middle of a game. Therefore, the consultant will conduct a series of questions to the concessions manager to find the best possible solution to the Supply Chain issue.

### **Rebecca O’Kane**

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 37**

**Title:** Effective Small Business Operations

How can such a peculiar business excel while others fail? Small businesses often fail through insignificant yet frequent mistakes. M&G Automotive Detailing has excelled these past few years and has been learning and growing each day. Qualitative research was conducted on M&G Automotive Detailing with the hopes to find specific reasonings, examples, and answers to this question. Through an interview process of four significant employees, it has become clear that M&G thrives from marketing efforts, community relations, and quality of work. With the trends and demands changing everyday, it is significant to keep up to date with what the consumers want. M&G employees attend frequent classes to keep up with the demands. This also allows them to offer a larger variety of services, allowing them to be a “one stop shop”.

### **Theodora Eaton**

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 38**

**Title:** The Impacts of Funding Structure Within Non-Profit Organizations

How can positive change occur when financial barriers are in place that subsequently prevent organizational growth? Love Blue, Inc. is a non-profit organization headquartered in Wildwood, New Jersey that is negatively impacted by this challenge. Organizational leader and founder, AJ Caruso, established Love Blue that strives to conserve oceans and spread awareness about the pollution crisis through beach clean-ups, community outreach, and education. As an 501(c)(3), Love Blue relies on volunteers who receive participation-based satisfaction rather than monetary compensation. An overarching problem impacting the organization is a severe lack of funding which hinders the ability for volunteers to become employees. Both internal and external factors of the organization have the potential to be negatively impacted due to this issue. To better understand the areas affected by funding as well as its overall influence on Love Blue, a mixed-method data collection plan will be utilized. In order to capture the true financial impact on multiple facets of the organization, the methods will include both qualitative and quantitative research. Love Blue volunteers will be invited to participate in a survey which will be electronically administered through the organization’s community platform. Six preliminary questions as well as the Pay Satisfaction Questionnaire, developed by Heneman and Schwab (1985) will be utilized. Conclusions and recommendations will be provided upon completion of data collection and analysis.

### **Tyler Sevean**

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 39**

**Title:** Small Gyms, Large Problems Consulting Report

This project is a Consulting analysis of franchise fitness center; Retro Fitness located in Egg Harbor Township New Jersey. Owned and operated by Atlantic County residents with strong ties to the community, Retro Fitness was once a thriving gym in the area but now faces difficulty gaining new members. Post Covid-19 fitness centers have struggled with gaining new members as people have decided to avoid fitness centers or exercise at home. The first purpose of this consulting report is to identify the problems that Retro Fitness faces regarding membership numbers, new sign-ups, cancellations, competition, and alternatives. The second purpose of the report is to identify solutions that Retro Fitness could incorporate to assist with the daily operations. Fellow classmates, teammates, fraternity brothers, were questioned about their local fitness center of choice to better understand the options in the area. Research was conducted on other local gyms, comparing size, amenities, equipment, machines, and prices. The goal of the report is to offer consulting assistance to the ownership and management team at Retro Fitness with the intentions of increasing new sign-ups and monthly revenue. With limited assistance from corporate, Retro Fitness Egg Harbor must work solely from within the location to attract new members.

### **Drew Liszewski**

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 40**

**Title:** Cultural Audit

The consultancy project was conducted within a health care facility in South Jersey. The core values of this company include community, honesty/integrity, accountability, stepping up, and commitment to excellence. Following locating the partner the consultant conducted an interview with management to identify key problems within the organization. Through conversations the problem of expansion was identified. In order to dive deeper into the problem a qualitative method of research was used. The offices follow a franchisee structure so there are multiple owners throughout the company and some have bought stake in the whole company. Using some of these owners, they could be interviewed to gain data into the idea of expansion. Some topics discussed were moving to different regions, financial problems and the overall goals of the company to name a few. Finally, a conclusion and recommendation section were provided to the client.

### **Gabriella Figueroa**

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 41**

**Title:** Client Consulting: Lamppost Bar & Bistro

This project was conducted from the perspective of a management consultant working with a small business called Lamppost Bar & Bistro. Lamppost Bar & Bistro is a well-established Kosher restaurant located in Beachwood, New Jersey. Based on multiple interviews with key members of the organization, it is clear that the small business is struggling with a high turnover rate. This problem negatively impacts the company because it does not allow the restaurant to fully meet the high standards that the establishment is promising. After in-depth interviews with the employees, the consultant provided recommendations to the owner and management on how to solve their turnover rate problem. In the first part of consulting, the consultant created a client and consultant relationship with the owner to identify the main issue that the company was struggling with. In the second part of the research, the consultant created a questionnaire to gather qualitative information about how employees feel about working conditions, work-life balance, and employee benefits. A qualitative method of research was chosen due to the small number of employees in the business. Lastly, the consultant created a recommendation section to provide the owner with multiple ways to lower their turnover rate. Ultimately, the recommendations provided benefit the company and ensure employee satisfaction.

### **Jacob Nevarez**

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 42**

**Title:** Consulting With AA Digital

The project was conducted from the perspective of a management consultant working with AA Digital located in Galloway, New Jersey. It is a small digital marketing agency that works with other small business around the area and manages some of the clients marketing. The owner, Aimee Perry, and co-owner, Ariana Nguyen, work on their own time and have generated close relations with their clients. They help with social media management, content creation, web design, ad management (socials & Google Ads), creative designs, and the clients overall brand discovery. For the introductory part of the consulting the owner and company were interviewed to find the key problem that they are facing. A Zoom meeting was conducted to find out the work climate, the history, and the challenges of the company. The major problem that the marketing agency was facing was their sales pitch to future clients. They also had a problem with getting more clients to work with as with any small business it is hard to advertise their business with those not in the area or state. To identify and collect data on the sales pitch, the consultant chose the qualitative method of research to interview the agency's clients to get their perspective of marketing agencies they've worked with. Furthermore, the consultant recommends the interview be conducted either by email or by a Zoom meeting. Finally, the conclusion and recommendations a better sales pitch that would be provided to the marketing agency.

### **Christina Varela-Dunne**

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Pre-recorded Presentation 43**

**Title:** Consulting Project for Animal Boarding Facility

This project was prepared from the perspective of a business analyst looking to define the issues plaguing an animal boarding facility due to staff and or management negligence. The boarding facility wished to remain anonymous to protect their reputation however most research was done via in person interviews between the consultant, management and key employees. This facility houses several different spaces for keeping several different types of animals ranging from dogs and cats to exotic birds and reptiles. After touring the property in person and speaking with key staff members the issue of improper training was becoming a major topic of repetition amongst each staff member. The consultant decided to use a qualitative research method to better analyze the issues amongst the entire staff and to see just how far this specific issue was spreading. After concluding the research a final report was submitted to the facility with recommendations regarding different implementations of training for both new and senior staff members as well as how management could include themselves into the process. It was important to reiterate that this was a company wide issue that needed to be addressed from all angles and every staff member including management, reception and animal care needed to make it a priority to consider all options of new training methods and be open to changes within their routine to better the performance of the business as a whole.

### **Anh Phan**

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 44**

**Title:** Mitigating High Turnover Rates in the Accounting Profession: Strategies for Implementation

The objective of this project was to investigate the problem of high turnover rates in accounting firms and suggest recommendations to tackle it. Interviews with a partner and a senior accountant at a mid-size firm highlighted that even with a positive organizational culture, high turnover rates were still prevalent in the accounting profession. The study provides recommendations to address this issue, including the importance of accounting firms taking proactive measures to retain their employees. These recommendations will be discussed in depth.

### **Abdul Sesay**

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 45**

**Title:** The Struggle of being a non-profit in a competitive field

The purpose of this project is to examine the leadership team of Henry J Austin of their knowledge of utilizing grant funds and understanding employees of HJA. HJA is non-profit medical facility located in the city of Trenton, NJ. The core values that represent them are respect, compassion integrity, cultural sensitivity and quality. Currently, HJA is going through an employee turnover with not being able increase the salaries for the long time HJA's employees and focusing most of their time of conducting proposals to apply for more grant funds to the government. The first phase was reconnecting with the current director of human resources by learning about the history, employees, the current challenges they face and possible solutions for them overcome. Then, transitioning into data mining side of the phase was to focus more on the leadership team and the employees of HJA by completing an in depth open-end questions in regards profits on leadership roles and conducting quick survey base questions about the core experience of working at HJA for the employees. The recommendations the consultant suggests to the leadership team is to implement a funding model to create multiple pathways for them to gain more funds than to just solely focus on the grants. Also, the report revolves around the employees as well as for what is it like to work in an industry so reliant on funds from the government and their experience at working at HJA. In conclusion, this consultancy report is meant to highlight HJA current struggles with gaining more employees, not acquiring enough funds as a non – profit, examine the current employees outlook of how they feel. Also, the funding model is meant as first step for the leadership team to looking for more paths to gain more profits without sacrificing their time for applying for grant funds.

### **Symphony Pomaes**

**Advisor:** Dr. Joy A. Jones-Carmack and Dr. Diane Holtzman | **Table Presentation 46**

**Title:** The Consulting Project

I have consulted for a for-profit company that specializes in heating, ventilation, and air conditioning located in Pleasantville, NJ. As the consultant I provided recommendations to the client to solve a problem with growth/change. For the first part of my consulting project, I conducted a culture audit to learn about the client's organization's culture and to identify a problem within the organization. In this section, I conducted an in-person interview with the vice president of operations and learned about the company's mission, history, values, and problems they were currently facing. In the second part of my consulting project, the consultant concluded that my client's company is struggling to keep up with growth and its effects on its employees. To identify the root of the problem the consultant chose to conduct a qualitative research method to survey different employees in the organization. The consultant used an open-ended, semi-structured, interview approach conducted in person. The questions focused on the culture of the organization and regarding change/growth. Finally, a conclusion and recommendation section were provided to the client in which recommendations were made to test changes before fully implementing them and being more transparent with employees.

## **Master of Arts in Counseling**

### **Gianna Williams**

**Advisor:** Dr. Erin Sappio | **Poster 16**

**Title:** Self Care Habits of Graduate Level Counseling Students

Graduate students in healthcare professions are susceptible to high levels of stress and burnout due to the emotionally demanding nature of this field. This study examined the effect of synchronous and asynchronous self care activities on the wellbeing of graduate counseling students. First and second year counseling students were provided access to these self-care resources at the beginning of each semester during the 2022-2023 academic year. A self-care questionnaire was administered at the end of the spring 2023 semester to assess use of resources and subsequent effect on wellbeing. We hypothesized that engagement in self-care activities would be positively associated with wellbeing. Descriptive statistics and qualitative analysis were used to interpret results. Recommendations for graduate student self care resources and practices are made.



## Master of Science in Coastal Zone Management

### Justin Garrison

**Advisor:** Dr. Shah Khan | **Table Presentation 1**

**Title:** Effectiveness of Detached Breakwaters for American Horseshoe Crab (*Limulus polyphemus*) Habitat Restoration in the Delaware Bay region of New Jersey

Each year horseshoe crabs deposit thousands of eggs across estuarine beaches. These eggs are a main food source for migratory shorebirds. With recent declines in populations, migratory shorebirds have had lower survival rates during their migration. Conservation efforts have recently shifted to focus on nature-based solutions such as beach replenishment. However, nature-based solutions are not always practical due to site conditions and therefore other alternatives are sometimes required. This study analyzes a hybrid beach restoration approach at Money Island in Downe Township New Jersey. This project uses beach nourishment alongside detached breakwaters to create suitable habitat for horseshoe crabs. By examining wave attenuation, sediment characteristics, and horseshoe crab egg density I will assess how this mixed approach benefits ecosystem resiliency. Furthermore, prior conservation efforts have been met with public criticism due to improper communication. This research uses stakeholder engagement to answer how stakeholders view coastal solutions and sustainability. Stakeholder perceptions on beach restoration and ecosystem resiliency will be analyzed through, focus group workshops and the Mental Modeler software. Mental Modeler is an open-source software that allows users to create maps of their perceptions of different systems. These workshops allow stakeholders to draw correlations between various factors related to the Delaware Bay beach ecosystems and coastal structures. Using the maps created, it is possible to determine how different stakeholders view interactions between coastal ecosystems and their local community. This research will help future project managers aiming to increase habitat conservation while meeting the needs of local communities.

### Rory Hogan

**Advisor:** Dr. Shah Khan | **Table Presentation 2**

**Title:** Combining structural and non-structural coastal solutions to increase ecosystem resiliency: Measuring project success among stakeholders and through ecosystem sustainability

Each year horseshoe crabs deposit thousands of eggs across estuarine beaches. These eggs are a main food source for migratory shorebirds. With recent declines in populations, migratory shorebirds have had lower survival rates during their migration. Conservation efforts have recently shifted to focus on nature-based solutions such as beach replenishment. However, nature-based solutions are not always practical due to site conditions and therefore other alternatives are sometimes required. This study analyzes a hybrid beach restoration approach at Money Island in Downe Township New Jersey. This project uses beach nourishment alongside detached breakwaters to create suitable habitat for horseshoe crabs. By examining wave attenuation, sediment characteristics, and horseshoe crab egg density I will assess how this mixed approach benefits ecosystem resiliency. Furthermore, prior conservation efforts have been met with public criticism due to improper communication. This research uses stakeholder engagement to answer how stakeholders view coastal solutions and sustainability. Stakeholder perceptions on beach restoration and ecosystem resiliency will be analyzed through, focus group workshops and the Mental Modeler software. Mental Modeler is an open-source software that allows users to create maps of their perceptions of different systems. These workshops allow stakeholders to draw correlations between various factors related to the Delaware Bay beach ecosystems and coastal structures. Using the maps created, it is possible to determine how different stakeholders view interactions between coastal ecosystems and their local community. This research will help future project managers aiming to increase habitat conservation while meeting the needs of local communities.

## Master of Arts in Criminal Justice

### Samantha Holder

**Advisor:** Dr. Kimberley Schanz | **Poster 17**

**Title:** Perceptions of Blame for Nontraditional Victims and Offenders of Sexual Assault

The goal of this study is to identify whether watching crime television, victim and offender gender, and perceptions of blame have a statistically significant relationship. Sexual assault is traditionally portrayed as having a male offender and female victim; however, sexual assault can occur to and be perpetrated by any individual regardless of sexual orientation or gender identity. Watching crime television may create a CSI Effect, a phenomenon where individuals' perceptions of crime and the justice system are influenced by watching shows such as *CSI: Crime Scene Investigation*. The CSI Effect may influence expectations of traditional victims and offenders, as well as perceptions of blame based on the gender of the victim and offender. In this study, participants read scenarios of sixteen different sexual assault conditions and provided survey responses regarding perceptions of blame for the victim and offender, where the victim or offender is non-traditional. It is hypothesized that both television watching, through the CSI effect, and gender of the victim and offender will affect perceptions of blame. Results indicate that television watching differentially impacts victim and offender blame, but condition does not. These findings are impactful as television watching is pervasive in modern society, and can impact perceptions of blame, and therefore treatment of victims of crime.

### Emily Noemi Alas

**Advisor:** Dr. Christine Tartaro | **Poster 18**

**Title:** Elements of State and Federal Prison Suicide Prevention Policies

There are no mandatory national standards for custodial suicide prevention and response programs in the United States. While some professional organizations do offer accreditation, those programs are optional. Recent research on jails found that most facilities have formal suicide prevention policies, but they differ in their comprehensiveness. Little is known about the elements of state and federal custodial suicide prevention policies. The current study involves an analysis of state and federal-level department of corrections suicide prevention and response policies. Elements of each jurisdiction's policies were compared against a list of best practices for suicide prevention and response. Results revealed that, on average, department policies contain about half of the recommended practices, and that some best practices, including those that could impact the institutions' culture are not included in most departmental policy documents.

### Sabrina Szatmari

**Advisor:** Dr. Nusret Sahin | **Poster 19**

**Title:** Ghost Guns Research Project

Gun violence in the United States has been a growing concern for decades. With increasing notice of firearm regulations, offenders have discovered a new weapon to conduct their violence. Ghost guns are firearms that are not traceable and can be obtained throughout the nation. Offenders with a criminal history are able to buy these weapons and are putting the safety of civilians at risk. This research project aimed to study the impact of ghost guns throughout New Jersey and measure how much these firearms contribute to violent crimes. By interviewing police officers in different New Jersey police departments, the goal was to gather information about ghost guns and use this knowledge for future firearm crime prevention.

### Geldy Nunez

**Advisor:** Dr. Kimberley Schanz | **Poster 20**

**Title:** The Effect of Victim-Offender Relationship on Perceptions of Sexual Assault

Sexual violence is an increasing issue affecting individuals worldwide. However, rape myths have promoted the acceptance of rape culture at the societal level. Research has shown that the increase of media consumption has also increased the awareness of sexual assault but has led to the acceptance of rape myths. The purpose of this current study is to examine whether the relationship type between the victim and offender plays a role in an individual's view of their definition of the crime and how media may influence these perceptions.

## **Geldy Nunez**

**Advisor:** Dr. Christine Tartaro | **Poster 21**

**Title:** An analysis of federal custodial suicide litigation cases in the wake of Kingsley v. Hendrickson

For decades, federal courts have used the subjective standard of deliberate indifference when hearing cases involving suicides inside correctional facilities. This standard requires plaintiffs to demonstrate that the correctional personnel not only knew that the inmate was in danger, but then they intentionally failed to respond to that threat. The subjective standard had also been used for cases involving other types of harm to inmates, but Kingsley v. Hendrickson signaled a potential shift. Kingsley involved use-of-force against a pretrial detainee, and the Supreme Court determined that an objective standard was more appropriate when considering correctional staff members' actions towards pretrial detainees. The court's willingness to apply the more plaintiff-friendly objective standard prompted inmates' rights advocates to wonder if the Kingsley decision would result in the lower courts changing their approach to other cases involving inmate harm, including custodial suicide. This current study is an analysis of federal District Court of Appeals rulings pertaining to suicide of pretrial detainees post-Kingsley. The findings indicate that the twelve federal district appeals courts differ in their application of the objective and subjective standards to suicide cases.

## **Professional Science Master's in Environmental Science**

### **Elizabeth DeCicco**

**Advisor:** Dr. Seyler | **Poster 22**

**Title:** Bog Iron Microbial Communities in the NJ Pine Barrens

*\*Funding for this project was provided by Dr. Seyler's Pine Barrens Microbial Ecology Lab. Stockton undergraduate students Kayla Figueroa ('22) and Sarah Recalde ('23) worked with Elizabeth on completing this research.*

Bog iron, or Limonite, forms in riverside savannas throughout the NJ Pine Barrens. Microbial communities adapted to the acidic, anaerobic waters produce an orangey-brown flocculant material that slowly forms iron. When the iron precipitated by bacteria settles into layers of quartz sand, the aggregate known as Limonite is formed. Previous studies of bog iron in the NJ Pine Barrens have been narrowly focused on one species of bacteria. The presence of iron-forming bacteria in natural savannas and man-made lakes was studied using field data, microscopy, and DNA analysis. This project reviews bog iron microbial community research conducted in Dr. Seyler's lab from May 2022-April 2023.

### **Elizabeth DeCicco**

**Advisor:** Dr. Seyler & Dr. Chirenje | **Poster 23**

**Title:** *Entoloma indigoferum*: A Rare Species in the NJ Pine Barrens

*\*Funding for this project was provided by Stockton's Distinguished Research Fellowship for Graduate Students.*

*Entoloma indigoferum* is a rare blue mushroom first described in the NJ Pine Barrens. After being lost from the herbarium records for nearly a century, new populations were located by surveying older-growth *Chamaecyparis thyooides* habitats. This project seeks to combine field observations with DNA analysis for a comprehensive habitat study. Data was collected from three populations of *Entoloma indigoferum* to establish trends in the distribution and morphological variation. DNA extraction and sequencing of mushroom tissue, mycelium, and root material was funded through a Stockton University Distinguished Research Fellowship. DNA analysis compares specimens from each location and defines the plant-fungal-microbial community associated with this species.

## **Master of Arts in Holocaust & Genocide Studies**

**[Presentation Zoom Link](#)**

**Password: 931525**

### **Rose Vermette**

**Advisor:** Dr. Christina Morus | **C-135, 4:30pm**

**Title:** Shifting the Perception of the Rohingya Genocide: How Narratives of Democratization in Burma have Crafted and Impacted Violence Against the Rohingya

Stripped of their national identity, citizenship removed, and thrust onto the international stage as "the most persecuted minority group" the Rohingya Muslims of Burma have faced almost a century of sporadic violence and persecution. Labeled as "Bengali," a derogatory name to mark them as a foreign 'other', the leaders of Burma have used this term to dehumanize the Rohingya and wipe their presence from public record. Though these periods of violence and persecution have occurred for decades, the most recent beginning in 2017 sparked international attention and outrage. Many in the international community called for the de facto head of the country Aung San Suu Kyi and top military generals to be indicted for crimes against humanity and genocide. These calls changed after the military coup in February of 2021 ousted the democratically elected government, subjecting all of Burma to the Tatmadaw's violent tyranny. Citing their own victimization, the democratic government in exile released a statement in June 2021 acknowledging the Rohingya by name, their persecution, and the genocide. This drastic change marked a shift in narrative portrayal of the Rohingya and tied the need to end the genocide with the need to reinstate the democratic government of Burma. My research looks at the creation and changes to narratives about the Rohingya that facilitated their genocide, as well as investigating the close narrative ties to democratization that I have found to exist much longer than this statement in 2021. I conclude by questioning whether these deliberate changes in narratives have created any progress in the rehabilitation of the Rohingya people or how they are perceived, as well as any indication that there could be a foreseeable end to violence against the Rohingya.

### **Melanie Diorio**

**Advisor:** Dr. Mary Johnson | **C-135, 5:00pm**

**Title:** Conceptual Curriculum Framework for a High School Holocaust/Genocide Elective Course in North Carolina

Currently, I am a high school English teacher in North Carolina, and I have been teaching for 12 years. For my MAHG capstone project here at Stockton, I am creating a curriculum framework for a conceptual elective course for high school students in North Carolina. This state recently passed a law (Holocaust Education Act) which mandates that the Holocaust be taught in English Language Arts as well as Social Studies classes in NC in grades 6-12 starting in the 2023-2024 school year. Another facet of the law allows these schools to offer a Holocaust elective course starting in the 2024-2025 school year, hence the purpose of my capstone. Since New Jersey was the first state to enact a Holocaust education mandate, I am researching these standards and materials already in place, as well as the resources that I have studied during my coursework in the MAHG program. Moreover, I am utilizing training that I received regarding Holocaust pedagogy in order to complete my capstone, as well as materials that I have accrued during my time being a member of the NC Council on the Holocaust. My hope is to use this curriculum framework (complete with sample lesson plans, pacing guides, aligned standards, objectives, essential questions, etc.) to teach a Holocaust/Genocide elective class in my high school one day. I hope that other educators can utilize/alter this capstone in ways that could fit their Holocaust teaching needs--both in North Carolina and in other US states.

**Dominic Pellegrini**

**Advisor:** Dr. Raz Segal | **C-135, 6:15pm**

**Title:** Unnoticed Memory at Philadelphia's Marconi Plaza: Immigration and Fascism in a White Settler State

Many statues and monuments representing legacies of racism and colonialism became sites of contention during the wave of protests that spread across the US and around the world in the wake of the police killing of George Floyd on May 25, 2020. One of them was a statue of Christopher Columbus in Philadelphia, where weeks-long confrontations began on June 13, followed by protracted public and legal controversy. Yet while some monuments were confronted, others remained unnoticed. One such statue dedicated to Italian Fascist inventor Guglielmo Marconi stands in the eponymously named Marconi Plaza, directly across the street from the Columbus statue. This thesis examines the lack of attention the Marconi statue received from all groups present at the 2020 encounters in Marconi Plaza between antiracist protesters and white settler vigilantes. It positions the Marconi statue as an unnoticed problem, proceeding to investigate it through a historical assessment of the Marconi and Columbus monuments, the plaza itself, and the summer 2020 events. The framework of Marconi's unnoticed problem opens a window unto the ways in which the mnemonic disavowal of the figure's fascism supports the narrative white settler hegemony that characterizes the US nation-state. In doing so, the role of Italian immigration, assimilation, and fascism --- all present in the Marconi monument --- is examined in relation to the ongoing structures and processes of settler colonialism, and its continued relevance in US politics and society.

**Perscilla Bartley**

**Advisor:** Dr. Michael Hayse | **C-135, 6:45pm**

**Title:** Gender-Based Violence and Hidden Female Holocaust Survivors

This capstone project aims to uncover the hidden histories and victimization of Jewish women who went into hiding during the Holocaust. Perscilla explores the experiences of female Holocaust survivors who were subjected to gender-based violence while in hiding, and examines how these victims have remembered and emotionally processed their experiences. Drawing on oral histories and memoirs, she analyzes themes of betrayal, vulnerability, and power relations, and critically evaluates interview techniques used to elicit survivors' experiences. Through this analysis, she aims to challenge and improve the ways in which interviewers ask survivors of mass atrocity about their experiences of gendered violence, and to promote a more impactful and respectful approach to this sensitive topic.

## **Master of Science in Occupational Therapy**

**Ashley Berenato, Lara Goodwin, Bri Pagnani, Gabby Pressley, & Jessica Sievers**

**Advisor:** Dr. Rebecca Mannel | **Table Presentation 29**

**Title:** The Effectiveness of Using the COPM in a Supported Education Environment to Promote Client-Centered Care

The Canadian Occupational Performance Measure (COPM) identifies areas in which clients have difficulties completing the task, and rating themselves based on their ability and satisfaction of the completion of the task. Occupational therapists record the client's progress throughout treatment sessions. Within this poster, 11 mentees and their mentors used a pre-test and post-test method to identify those areas of difficulties and determine changes in their satisfaction and performance over the course of a semester. Our findings demonstrate that supported education does not have a positive impact on client-centered care using the COPM.

**Megan Brutko, Alissa Levance, Megan Lord, Kathleen McLaney, Addison Meeker, & Skyler Simon**

**Advisor:** Dr. Rebecca Mannel | **Table Presentation 30**

**Title:** The Effectiveness of a Mentoring Program in Increasing Occupational Therapy Student Comfort Working with the Mental Health Population

Previous research supports early exposure to individuals with psychosocial diagnoses in university-based fieldwork experiences as it decreases fear of social behaviors, improves skills in building therapeutic relationships, and elicits positive attitudes. While several studies report the benefits of a mental health fieldwork experience for occupational therapy (OT) students, the positive effects of one-on-one mentorship with undergraduate students remains to be assessed. As the role of OT increases in working with this population, it is critical for OT students to be exposed to these opportunities to increase comfort and confidence in working with individuals with various psychosocial diagnoses. This poster assesses the impact of a mentoring program on the skills and attitudes of 13 OT students. Pretest-posttest data was obtained at the initiation and conclusion of the 13-week program using the OT Student Comfort with Mental Health Population Scale. Our findings indicate that a mental health mentoring program is effective in improving skills such as therapeutic use of self, communication, psychosocial competence, and student confidence working with this population.

**Anna Filoramo, Alexis Fagotti, Nicole Barsocchi, Madison Gerencser, & Jane Ryzhik**

**Advisor:** Dr. Rebecca Mannel | **Table Presentation 31**

**Title:** The Effect of Cultural Track vs. Mentoring on the Work-Life Balance of Graduate Students

This research studied the stress levels in a sample size of 26 graduate students split into a 40+ hour mentoring track and an asynchronous online cultural track. The research design was pretest-posttest using the Life Balance Inventory (LBI) questionnaire and expanded questions. Qualitative and quantitative data were curated and analyzed for prevalent themes on student stress levels. The mentoring track involved the research participants mentoring undergraduate students with disabilities. The cultural track involved the participants completing asynchronous assignments and learning about cultural competence within healthcare. The qualitative data from the LBI questionnaire identified the impact graduate school has on students' life balance, and studies found that students believe school related responsibilities are obstacles in their way of having a good life balance and that their life balance will improve post graduation. A literature review was conducted to understand the background of various stress levels that students experience. Previous research did not compare the perceived stress levels of students while in graduate programs with varying workloads, which our research addressed. The data provides graduate students with information regarding the demands of graduate programs which can assist them in developing strategies to avoid burnout and mental fatigue.

**Megan Amerman, Trevor Noon, Joanna Pitera, Summer Roche, & Danyelle Waller**

**Advisor:** Dr. Rebecca Mannel | **Table Presentation 32**

**Title:** The Effectiveness of Stockton University's GOAL Program on Interpersonal and Task Skills in College-Aged Students who Participated in a Mentoring Program

Current research indicates that supported education (SEd) programs are important in providing added support to students with disabilities in order to promote success as they navigate their college careers. The purpose of this research poster is to assess the impact of a supported education mentoring program (Stockton GOAL Program) on interpersonal and task skills for college-aged students with a DSM-5 diagnosis and/or difficulty with executive functioning. This study employed a single group, pretest-posttest design. Participants included a convenience sample of 10 undergraduate college students aged 19-23 years old. The Wilcoxon signed-rank test was utilized to analyze collected data on task skills and interpersonal skills. Results indicate no statistically significant difference found in either task or interpersonal skills. Further research is needed to explore relationships between SEd programs and academic and social skills.

**Julia Barr, Jessica Cacoso, Lauryn Flynn, Cailey McGloin, & Alex Weiler**

**Advisor:** Dr. Rebecca Mannel | **Table Presentation 33**

**Title:** What is the Effect of a Cultural Competency Course on Graduate Student's Cultural Awareness?

The purpose of this study is to determine if cultural awareness improved among graduate level occupational therapy students after completing culturally competent care modules. This study gives an indication if medical professionals are well prepared to enter the workforce and treat a wide variety of patients. The study evaluated graduate students in Stockton University's Master of Science in Occupational Therapy program's level of cultural awareness. The student's cultural competence was assessed pre and post course to determine their initial level of cultural awareness and post level of cultural awareness after completion of a cultural competence course. After completion of the course, the goal was for students to have an increased level of cultural awareness in comparison to when they began the course. Cultural competency is not only important within the healthcare field, but for individuals across all professional levels. An effective understanding of cultural competence allows individuals to avoid stereotyping and help to empathize with various cultural norms. This study is important for individuals to be able to recognize cultural differences and similarities that may exist between individuals and how to respect that these areas may influence how someone navigates the world. Results determined there was an 11.7 point increase from pre to post cultural track surveys, indicating significant benefit of a cultural competency course on cultural awareness in graduate students.

## Master of Social Work

**Calli Votta**

**Advisor:** Loretta Mooney, PhD, LSW | **Table Presentation 6**

**Title:** Training Resident Advisors on the Suicide Gatekeeper Training 'QPR' (Question, Persuade, Refer)

Suicide is the 3rd leading cause of death for young adults between the ages of 18 and 24, the typical age range for college students. 25% of college students report seriously considering suicide and 64% felt overwhelming anxiety and pressure. Students report wanting more mental health resources to cope with the pressures of college. The mission of QPR is to save lives, reduce suicidal behaviors and train participants to be suicide gatekeepers. QPR stands for question, persuade, and refer. The training helps participants to recognize a crisis and refer peers to supportive services. The purpose of this poster presentation is to examine the effectiveness of QPR on college resident advisors using a pre-posttest design. The resident advisors were offered the training through Stockton University's Residential Life program. Data was analyzed using descriptive statistics and a paired samples t-test. The findings support previous research on QPR which found participants increased their knowledge of suicide, warning signs, and risk factors as well as felt more comfortable and confident in persuading someone to get help. Recommendations include further QPR trainings as well as additional funding for suicide prevention efforts on college campuses.

**Michael Pizzolongo and Alyssa Ricketts**

**Advisor:** Dr. Guia Calicdan-Apostle | **Poster 47**

**Title:** The Impact of Patient Brokering and its Effects in Mental Health Service Delivery

Patient brokering is the process where a marketer or clinician is compensated for referring a client to another treatment provider. Patient brokering and kickback schemes are unethical in the field of mental health and substance abuse treatment because they interfere with the client's treatment outcomes. Policies and ethics in patient brokering are explored to unpack this type of practice that is affecting mental health service delivery. Advocacy is a suitable intervention that will bring attention to the practice of patient brokering. An advocacy intervention will be able to promote policy reform and protect vulnerable communities. The Patient Brokering Prevention Initiative will target social work students and clinicians who are actively working in the field of mental health and substance use treatment. The goal of this advocacy project will be to bring awareness to patient brokering and equip individuals with information that can directly prevent patient brokering.

**Liliana Morales and Taylor Overton**

**Advisor:** Dr. Guia Calicdan-Apostle | **Poster 48**

**Title:** The Effects of Burnout Among Social Workers and Healthcare Workers in a Healthcare System

The impact of burnout on social workers and healthcare workers in the healthcare system is a serious challenge. Research shows that burnout is prevalent among healthcare social workers and other healthcare workers and can have negative consequences on staff retainment, client engagement and workplace motivation. Mindfulness interventions have been shown to reduce the symptoms of burnout among healthcare workers and lead to positive impacts on the healthcare system. Creating a mindfulness retreat for other healthcare organizations could potentially impact levels of job satisfaction, less job turnover rates, and overall better quality of services to clients. Mindfulness retreats can lead to an increase in practice of mindfulness and positive coping mechanisms, and teach employees self-care strategies that they can use in response to stress they encounter in the workplace. By using advocacy to promote the importance of mindfulness, the authors can spread awareness on evidence-based interventions that have proven to be effective in reducing burnout and shed light on the ongoing issue facing social work practice and healthcare programs.

**Stephanie Carangi and Jason Keil**

**Advisor:** Dr. Guia Calicdan-Apostle | **Poster 49**

**Title:** COVID-19 Pandemic Lockdown and its Effects on the Social and Emotional Development and Interaction of High School Students

COVID-19 lockdowns have caused high school students to experience elevated levels of anxiety. This has delayed their social and emotional development and has led to negative outcomes. The COVID-19 lockdown negatively impacted the high school students' social interactions resulting in many developing symptoms of anxiety and/or depression. The limited methodology, due to the rapid onset nature of the COVID-19 pandemic, became challenging among high school students who needed learning accommodations. An advocacy project, CBT4CBT (Cognitive Behavioral Therapy for the Covid Battered Teen) is offered to high school students as a solution to share their experiences of Covid-19, pre and post lockdown, and learn how to oversee their new onset anxiety without much reliance on medical interventions. CBT4CBT will be a program available to schools that request the program and will provide an inclusive and safe environment for anxious students to receive help for their anxiety.

**Christine Mayer and Timothy Perkins**

**Advisor:** Dr. Guia Calicdan-Apostle | **Poster 50**

**Title:** Addressing Burnout Among Mental Health Social Workers in a Behavioral Health Workplace

Burnout has a negative impact on the effectiveness and ability of social workers to provide support to individuals who seek mental health assistance. Several studies highlight the burnout rate as high as "21-67% of mental health workers [...] experiencing high levels of burnout" (Morse et al., 2011, p. 343). To combat the problem of burnout among social workers, we hope to advocate through our program while educating and instilling additional support for mental health workers through the installation of a seasonal R&R (relaxation and recreation). Social workers require better support in their roles so that clients and the larger community have healthier outcomes. Outcomes of this advocacy project include improved living situations, access to helpful and relevant resources, improved quality of life, and becoming an active part of the community.

**Kelsey Hammer and Sephoko Stokes**

**Advisor:** Dr. Guia Calicdan-Apostle | **Poster 51**

**Title:** Stigma and Its Effects on Women Who Use Drugs

Women who use drugs (WWUD) experience discriminating levels of stigma due to their overlapping identities as women and persons who use drugs (PWUD). These intersectional identities can lead women who use drugs to experience double stigma, negatively impacting their well-being, and leading to social isolation. The absence of an aimed focus on women who use drugs through prevention/treatment services and harm reduction programs increases women's vulnerability to various health-related harms (Iversen et al., 2015). Substance use practitioners must shift their utilized method from traditional, individually focused treatment to comprehensive, family-centered care (NCSACW, 2021). The proposed advocacy project is harm reduction which involves policies, programs, services, and strategies created to reduce negative social, health, and legal costs for individuals and communities associated with stigmatized behaviors such as substance use (Yale Law School, 2022).