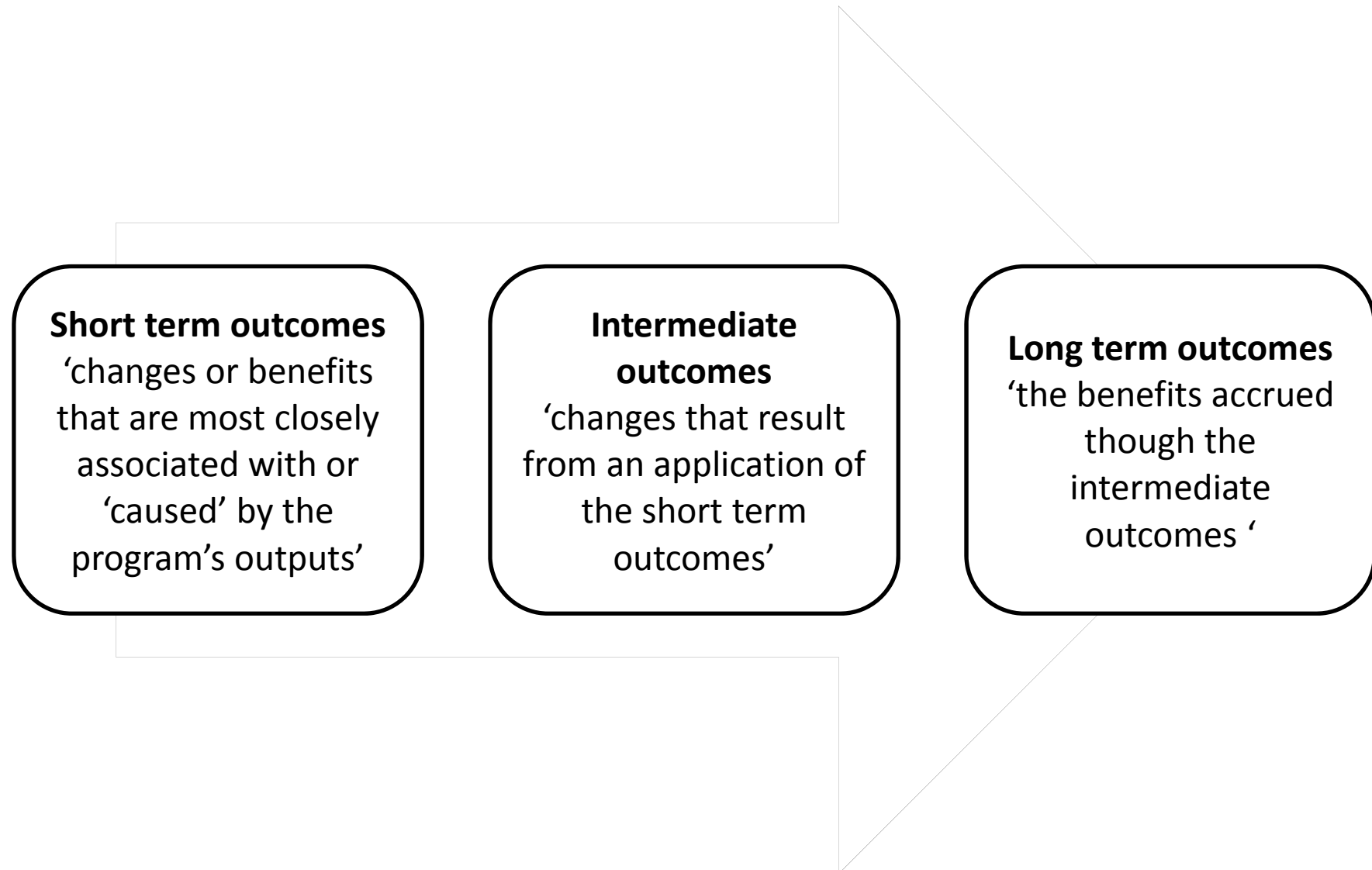


Timing (McLaughlin & Jordan, 1999, p. 66)



Types of Outcomes (Cummings & Kiesler, 2007)

