

# CURRENT REPERTOIRE



Photo by [Tim Mossholder](#) on [Unsplash](#)

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## SAVE THE DATES

### OUR 2021 CONFERENCES

#### Friday, April 30

14th Annual Conference on Autism & Related Disorders: Research-Based Solutions

#### Friday, August 6

9th Annual Ethics in Professional Practice Conference

#### Friday, November 12

3rd Annual Behavioral Science: Applications in Leadership & Supervision Conference

## YOUR OPINION COUNTS

The new look of the *Current Repertoire*

Your opinion counts! Take a few moments to let us know what you think of our new format.



Take the survey on [ConstantContact](#)

# Messages from our Board

## From the Vice Chair:



Welcome to the 2021 Current Repertoire! 2020 was certainly an interesting year, filled with stress but also hope. In systems highly

influenced by consequences, whether evolutionary or behavioral, new stresses in the environment are central to the selection of new variations. Many behavior analysts have had to adjust how to provide training and support in a broad array of settings. The Cambridge Center successfully provided virtual conferences and more are in the works. A new slate of presenters for the Autism Conference in April can be found within this newsletter. There also is information on recognition of achievements within the Behavior Safety field as well as seeking nominations for Distinguished Scholars. And as the future is dependent upon the past, please read the wonderful article by Andy Lattal about some of our history.

The Cambridge Center for Behavioral Studies seeks to continue its role in providing excellence regarding resources for anyone looking to instill a behavioral orientation to the many challenges within our society on a global scale. Please join us in learning together how to improve lives around the world and don't forget to look into how to help the Center with donations of time, effort or finance!

Thanks and we hope that 2021 will lead to many and varied reinforcers for each of you.



Andy Bondy, PhD  
Vice Chair, Board of Directors

## From the Chair:



"...in these challenging times" is a line we hear often in TV commercials and other appeals for our attention. Usually,

they accompany a qualifying statement concerning some change in product or service as a result of Covid 19. CCBS could engage in this rhetoric, but we don't. We continue to carry out our commitments to our mission statement, making whatever adjustments are necessary because of the pandemic. For example, the **14th Annual Conference on Autism and Related Disorders** will occur on Friday, April 30 as scheduled. It will be virtual again, we hope for the last time.

..."these challenging times" are a unique opportunity for the behavioral sciences to make an important contribution to the survival

of our culture. The degree of divisiveness in our national life cries out for the kind of unifying intervention that guided our nation through the Great Depression and World War II. As one of the main loci of the wisdom of the behavioral sciences, The Cambridge Center can play a significant role in designing and mobilizing such an intervention.

These are truly "challenging times." They are also exciting times!



H.S. (Hank) Pennypacker, PhD  
Chair, Board of Directors

## Meet One of our Newest Advisors

### Kent A. Corso, PsyD, BCBA-D, Principal, NCR Behavioral Health, LLC



Dr. Kent A. Corso is a licensed clinical psychologist and board-certified behavior analyst. His career in suicidology began almost two decades ago, while serving as an officer in the U.S. Air Force. Dr. Corso has researched, developed programs and trained others to implement evidence-based methods of suicide prevention and intervention nationally and internationally. He has published numerous peer-reviewed research papers and with his expertise in behavior analysis, is a leading expert in novel scientific methods and digital technologies for analyzing variables and patterns associated with suicide.

Dr. Corso has already been busy helping us advance our mission. He presented "Broadening the Reach of Behavioral Science" during our 2020 Annual Meeting of the Trustees and is collaborating with Abigail Calkin, Rob Holdsambeck and others on a Military and Veteran Help Center for behavior.org. Watch for announcement news coming soon.

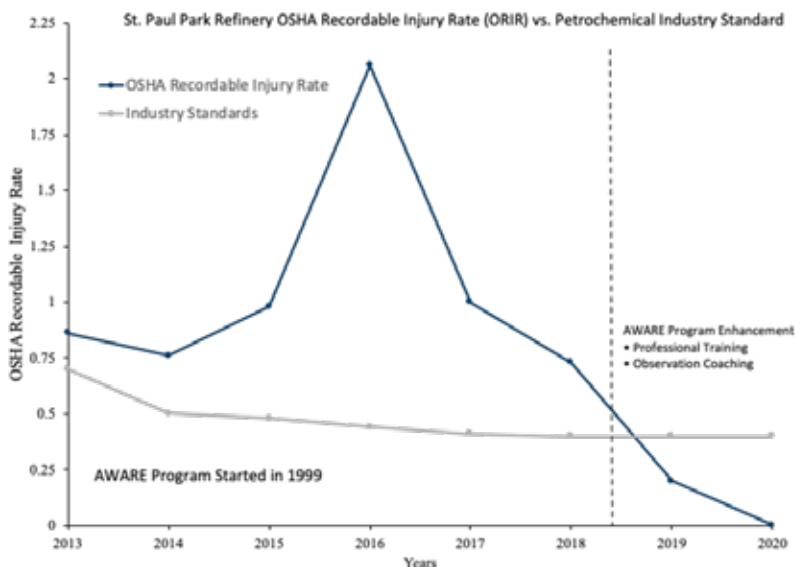
# Our Latest Accreditation

The CCBS Commission on Behavioral Safety voted to welcome the AWARE Behavioral Safety Program in the St. Paul Park Refinery of Marathon Petroleum Company as an Accredited Program.

The CCBS formed the [Commission on Behavioral Safety](#) in 2005 to recognize the best-in practice behavioral safety programs in the world and disseminate their methods and results. The Commission on Behavioral Safety Programs accredits these programs as based on the foundations of behavior science and associated with significant reductions in injuries.

The AWARE (*All Work At Risk Eliminated*) program has been operating in the refinery for 20 years and engaged in a significant

enhancement in 2018 where they delivered new behavioral training to their workforce and instituted a behavioral coaching process to shape reinforcing interactions as workers provide each other observations and feedback. This enhancement of their behavioral safety program was associated with substantial decreases in injuries below their industry standard in the following years. [The AWARE Program Description can be found at behavior.org for dissemination worldwide.](#)



## News from a Strategic Partner

# +60%

2020 had over a 60% increase in continuing education courses sold from 2019

In 2020, CCBS, in collaboration with the [University of West Florida, Center for Behavior Analysis](#), saw over a 60% increase in use of our online CEU platform from 2019, increasing from 1,574 courses sold in 2019 to 2,513 courses sold in 2020. Currently 150 CEU courses are available on demand with several in draft stages from the recent Standard Celeration Society and Leadership & Supervision conferences. We look forward to continued growth of our library of CEU offerings.

The courses offered were donated by the Center's Advisors, Trustees & Friends.

[Take one today!](#)



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Behavior Analysis  
UNIVERSITY of WEST FLORIDA

## Congratulations Dr. Fitzer!



On January 14, 2021, almost 21 years after she was accepted into her graduate program, Adrienne Fitzer, CEO of ABAC, LLC, a company specializing in the production of live instructional continuing education and professional development workshops for behavioral and mental health professionals, successfully defended her dissertation "An Evaluation of an Application Designed for the iPad® to Measure Stimulus Overselectivity for Future

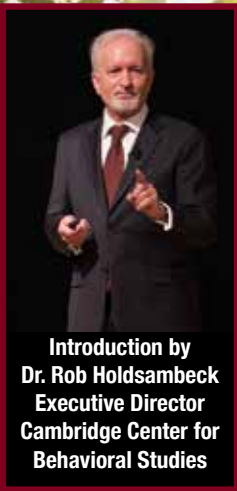
Use in Autism Research." Dr. Fitzer intends to continue to collaborate on this line of research while scaling ABAC over the next few years.

ABAC is our strategic partner presenting our [14th Annual Conference on Autism & Related Disorders through their Learning Management System and Webinar Platform on Friday, April 30.](#)

14<sup>th</sup> Annual Conference on

# Autism & Related Disorders: Research-Based Solutions

Friday, April 30, 2021



Introduction by  
**Dr. Rob Holdsambeck**  
Executive Director  
Cambridge Center for  
Behavioral Studies

**REGISTER**



A one-day conference featuring leading experts in fields of Science, Special Education,  
and Autism Spectrum Disorders.

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## Invited Speakers



**Eric V. Larsson, PhD, LP, BCBA-D**

Executive Director, Clinical Services  
Lovaas Institute Midwest



**Alice Shillingsburg, PhD, BCBA-D**

Senior Vice President  
Children's Clinical Services and Training  
May Institute



**Lori A. Frost, MS, CCC/SLP**

Vice President & Co-Founder, Pyramid Educational  
Consultants (PECS)



**Alexandra "Sasha" Protopopova, PhD**

Assistant Professor, Animal Welfare Program  
NSERC/BC SPCA Industrial Research Chair in Animal  
Welfare  
The University of British Columbia



**Kerri Milyko, PhD, BCBA-D, LBA (NV)**

Director of Clinical Programming  
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**Robert C. Pennington, PhD, BCBA-D**

Lake and Edward J Snyder, Jr. Distinguished  
Professor in Special Education  
University of North Carolina, Charlotte

*Presented by*

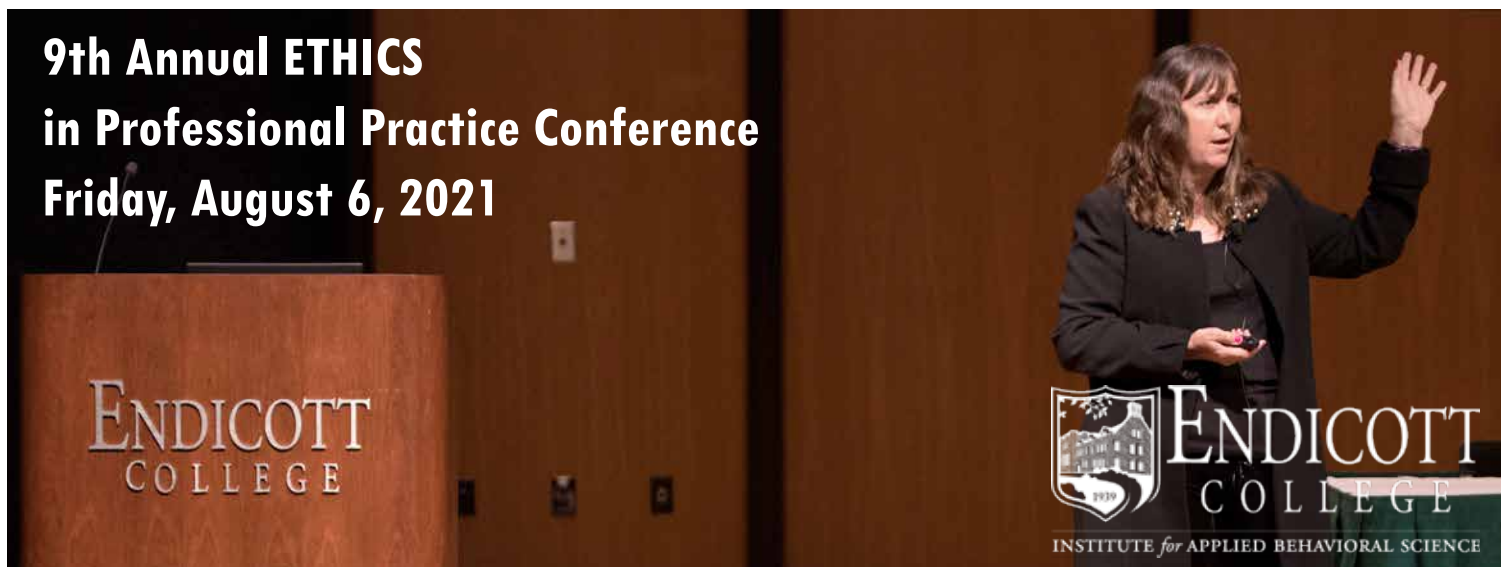
**Cambridge Center for Behavioral Studies™**  
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\*Powered by: ABAC's  
Learning Management  
System &  
Webinar Platform

# Save the Dates for Our 2021 Conferences

**9th Annual ETHICS  
in Professional Practice Conference  
Friday, August 6, 2021**



**3rd Annual Behavioral Science:  
Applications in LEADERSHIP & SUPERVISION Conference  
Friday, November 12, 2021**



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# Recommended Journal Articles



Trustee Dr. Erik Arntzen

## JEAB Special Issue - Murray Sidman Retrospective

"Recently a special issue in *JEAB* was published: **Murray Sidman: A Retrospective Appreciation of a Distinguished Scientist** (Volume 115, Issue 1). In 1982 when I was a psychology student at University of Oslo, Norway, a professor at the department, Carl-Erik Grenness, introduced me to Sidman's two papers on emergent relations published that year in *JEAB*. These papers and Sidman's publications on issues within stimulus control have been essential for my professional career. One paper in this special issue is "**An overview of key papers preceding Sidman equivalence.**" The article is an overview of Sidman and colleagues's work prior to the two 1982 papers and the conceptualization of stimulus equivalence." *Dr. Erik Arntzen*

[Available through the Wiley Online Library](#)



Advisor Dr. Bridget Taylor

## Compassionate Care in Behavior Analytic Treatment

Published in the *Behavior Analysis in Practice* journal of the Association for Behavior Analysis International, "Compassionate Care in Behavior Analytic Treatment: Can Outcomes be Enhanced by Attending to Relationships with Caregivers" is a recommended read. This discussion and review paper is authored by Bridget A. Taylor, Linda A. LeBlanc and Melissa Nosik.

"If you haven't read this paper, I highly recommend. If you have read it, I strongly recommend giving it another read through." *Dr. Amanda N. Kelly aka BehaviorBabe*

[Available through the National Center for Biotechnology Information \(NCBI\), U.S. National Library of Medicine](#)

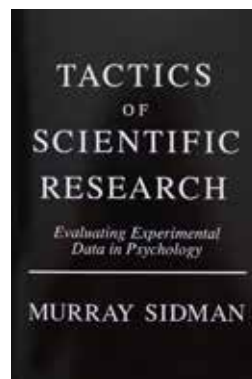


**Submit an Article** If you have a peer-reviewed article for consideration for this recommended reading area, please submit abstract/link, description and permissions to [Rebekah Pavlik](#).



Dr. Murray Sidman  
Long-time Trustee,  
Senior Fellow & Supporter of CCBS

## Dr. Sidman's Publications Available



Online Through the CCBS Store

## HISTORIANS' CORNER

### Busy as a Bee

By Andy Lattal, Board of Directors

apparatus; it was attached at the point marked by Arrow "A" in Figure 2. It protruded above the opaque floor in Figure 3 through a slot that appears as a straight line perpendicular to the lower edge of the apparatus at the point marked by arrow "A" in that figure. The lever operation activated the small electric motor (red in actual color), shown in Figure 2 at the arrow marked "B." This motor in turn raised from a tray containing a sugar-water mix (Figure 2, arrow marked "C") a (very) small dipper (Figure 2, arrow marked "D"). By inserting its proboscis into a small aperture (arrow marked "B" in Figure 3) above the raised dipper, the bee then could retract a small amount of sugar water before the motor deactivated and the dipper fell back into the tray, below the level it could be reached with the proboscis (identical to the way that liquid dispensers operate when such liquids serve as reinforcers for rats' lever presses in more conventional operant chambers). The sugar in the dipper then replenished, requiring another response for its re-appearance at the proboscis hole.

The first report of reinforcement-schedule-controlled responding with bees to appear in *JEAB* was one by Klaus Grossmann (*JEAB*, 1980, 20, pp. 105-109). He reported sustained responding on fixed-interval schedules with inter-reinforcement intervals as long as 90 s. Unlike the lever in Figure 2, Grossmann's apparatus defined the operant response as the interruption of an infrared photocell beam. He observed that "after entering the chamber [containing the sugar water dispenser], a subject had to withdraw from the chamber and then re-enter it for another response to be counted" (p. 105).

An alternative version of the popular saying that comprises the title of this comment is "busy as a beaver." To my knowledge, however, no one in behavior analysis has ever studied beavers in the operant lab; however, when Nate Azrin was studying pain-elicited aggression in the 1960s, he demonstrated such an effect when two nutria (a relative of the beaver) were so studied.

See Figures 1, 2, 3 & 4 on [behavior.org](http://behavior.org)  
Historians' Corner.



Photo by Kris Mikael Krister on Unsplash

In 1984, not too long after his return from a Fulbright Fellowship in Brazil, Murray Sidman told me about the work of a Brazilian scientist, Isaías Pessotti, who had been doing research on stimulus equivalence in honey bees. Pessotti's work was published only in Portuguese (e.g., *Rev. Brasil. Biol.*, 41(4), 681-693), so I have only Sidman's report of that work. A decade later during a trip to Brazil I met at the University of Belo Horizonte, through my colleague Sergio Cirino, Ana Maria Lé Sénéchal-Machado. As part of her continuing research on honey bees in the tradition of Professor Pessotti, she showed me the apparatus she was using, which I understood to be modeled after Pessotti's apparatus.

The honey bees lived, free-roaming, outside the laboratory building and had been trained to pass through a special entry attached to

a window that allowed them into a space located inside the building housing the apparatus shown in Figures 1, 2, and 3. Figure 1 shows a side view of the apparatus (it is about 2.25 inches high). Figure 2 shows, looking down on the apparatus from above it, respectively, the mechanical devices described below. Figure 3 shows from the same vantage the device as would appear to the bee, that is, with an opaque cover over the mechanical devices shown in Figure 2. A ruler has been placed at the lower edge of Figures 2 and 3 to place the size of the apparatus (about 6.25 inches long by 3.25 inches wide) in perspective (it is very small).

Only one bee was allowed into the space containing the chamber at a time. Once inside, they could press the small lever (about .5 in long, with a spoon like shape at its top) shown in Figure 4 (it has broken off of the

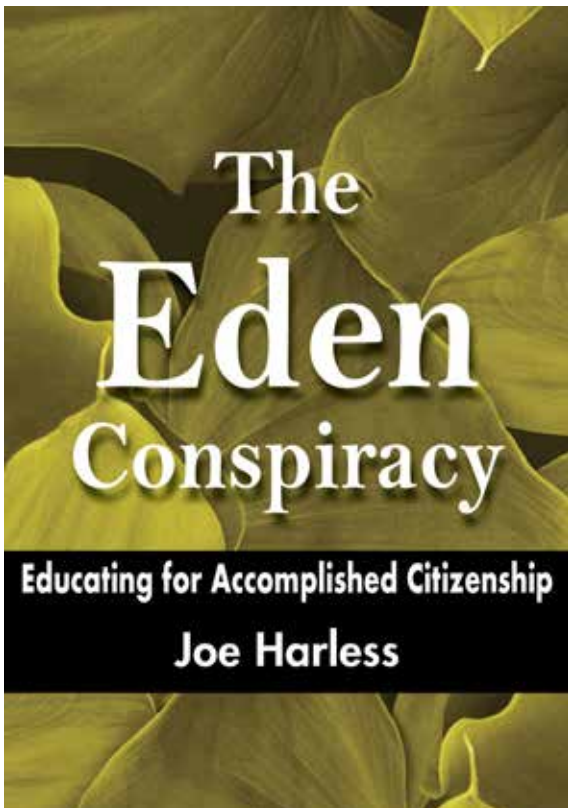


**Figure 1. Side view of the operant apparatus for bees with the opaque cover in place.**

# The Eden Conspiracy

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Author, Joe Harless, thought leader and master practitioner in the field of organizational performance improvement and learning, brings thirty years of pioneering experience to the challenge of improving our schools. His Accomplishment-Based Curriculum Development approach represents a paradigm shift from organizing curriculum by categories of subject matter to designing curriculum to enable students to achieve specific accomplishments needed for successful personal life and top-paying employment. He advocates a "conspiracy" among all the

stakeholders in a community and the school system to define what their educational programs need to produce.

This new edition includes a summary of what has occurred since the first printing in 1998: a showcase program in Coweta County, Georgia, replicated in 36 other locations, exported to other nations, and enabling students to achieve nearly twice the average salary range for American workers upon graduation while drawing tens of millions of dollars of investment to communities where schools prepare their students for 21st century jobs and 21st century citizenship.

[\*\(Learn more through "Georgia Vision Final Project, Central Education Center" on YouTube.\)\*](#)

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[www.EdenConspiracy.com](http://www.EdenConspiracy.com)**

Joe Harless is the author of the acclaimed *Accomplishment-Based Curriculum Development System* and numerous works concerning application of behavioral science to the improvement of performance.





Photograph of our Distinguished Scholars during our last "in-person" (pre-Covid) Annual Meeting of the Trustees 2019

LR: Matthew Laske, MA; Alyssa McElroy, MA, BCBA; Abigail Blackman, MS, BCBA; Sandhya Rajagopal, MS, BCBA; Catherine Williams, MS, BCBA; Andressa Sleiman, MS, BCBA; Alyssa Rojas, BS; Maya Fallon, MA

Not Pictured: Tyler Erath, MA, Nicholas Matey, MS and Valeria Squatrito, MA

# nominate your DISTINGUISHED SCHOLAR

The mission of the Distinguished Scholars is to support the advancement of elite graduate students on their journeys toward becoming leaders in behavioral science. In service of the mission of the Center, Distinguished Scholar volunteers collaboratively identify, explore, and execute projects under the guidance of established leaders, the Center Advisors and Trustees. The group was formed in response to the one of the Center's primary goals: to improve the future of behavioral science by education and development of the next wave of behavioral scientists and practitioners. Student-initiated projects align with the Center's other main goals: to create and deliver trustworthy information

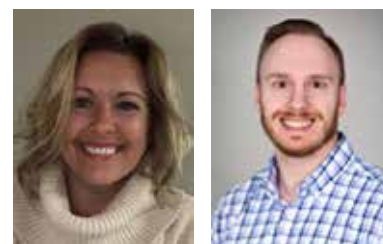
on high quality behavioral services and science around the world, and to promote global collaboration among behavioral organizations.

Master and doctoral level graduate students are nominated by their advisors for consideration of induction as Distinguished Scholars.

Nominations will be accepted now through April 1, 2021.

If you would like to nominate an distinguished scholar, please complete the [nomination survey linked here](#).

Please contact us with any questions.



Mary Sawyer, PhD, BCBA-D  
[drmary@fitlearningatl.com](mailto:drmary@fitlearningatl.com)  
Distinguished Scholars Chair

Michael P. Kranak, PhD, BCBA-D  
[kranak@oakland.edu](mailto:kranak@oakland.edu)  
Distinguished Scholars Co-Chair

**One of the benefits Distinguished Scholars receive is to meet and get to know our Trustees! If you missed them, find interviews by past Scholars from the homepage of [behavior.org](http://behavior.org).**

Interview with Francis Mechner, PhD

"If you want to make advances in your field, don't stay in the safe and fashionable middle, go for the edges."

[Read More](#)

Interview with Ramona Houtanfar, PhD

"I tutored 40 kids when I was 9-12 years old. In college, I became passionate about...catering to children who could do better if we taught them better. Behavior analysis was the vehicle for me to make gains in education."

[Read More](#)

Interview with Janet S. Twyman, PhD, BCBA, LBA

...my approach is the same: make sure the behavior is doable, ensure there's motivation and environmental support; reduce or eliminate coercion; always look to the contingencies.

[Read More](#)

Interview with Ronnie Detrich

"Behavior analysts should work on speaking to a broader audience in ways that the audience is receptive to and finding ways to disseminate and tell our story more effectively."

[Read More](#)

Interview with Philip Heline, PhD

"While Skinner was a very nice guy he was often demonized. Many people only accept behavior analysis after they see the practical applications."

[Read More](#)

# Familiar Faces in New Places



**Dr. Tara Fahmie**, Advisor to the Cambridge Center of Behavioral Studies, recently assumed a position as the Associate Director of the Severe Behavior Program at the University of Nebraska Medical Center's Munroe-Meyer Institute (MMI). The Severe Behavior Program clinics provide assessment and treatment services to children with severe problem behaviors. The aim of services is to provide evidence-based behavioral assessment, intervention, and training to individuals

and their caregivers, focusing on decreasing problematic and maladaptive behaviors and teaching functional, alternative behaviors using the principles of Applied Behavior Analysis.

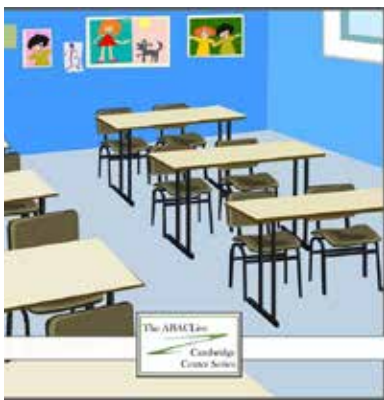


After 33 years of teaching and writing, **Dr. Stephen Ledoux** retired as Emeritus Professor of Behaviorology at the State University of New York in Canton. He now lives and writes in Los Alamos, NM.

We are pleased to share news of transitions of our center supporters. If you are in a new place, literally or figuratively, and want to make that announcement, please submit your information to [Rebekah Pavlik](#). Please be aware that CCBS does not endorse private companies, publications, products or programs in this section.



## Robert Pennington, PhD, BCBA-D, Presents Wednesday, February 10, 2021 ~ 12:00 pm to 2:00 pm eastern (NY) Behaving Behavior Analytic in the Provision of School Supports



**ABSTRACT:** Serving educational professionals and their students in school contexts is a challenging but meaningful endeavor. In this session, Dr. Pennington will draw on his over 25 years working in schools to discuss functional contingencies related to teacher behavior change and provide an approach for assessing and then supporting teachers in the improvement of classroom programming. Dr. Pennington will demonstrate the use of the program evaluation tools, model the development of behavioral objectives for addressing teacher behavior, and describe several strategies for improving teacher engagement (peer to peer coaching, training students, behavior skills training).

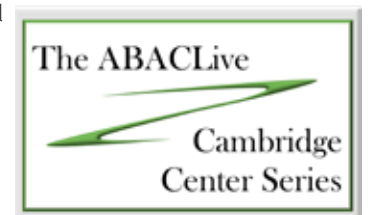
**PRESENTER BIO:** Robert Pennington PhD BCBA-D is the Lake and Edward J Snyder, Jr. Distinguished Professor in Special Education. He has over 30 years of experience working with individuals with disabilities, their families, and teachers. He graduated from the University of Kentucky in 2010 and since has published over 60 articles, book chapters, and books related to working with persons with ASD and intellectual disability. Robert is passionate about the dissemination of research-based practice and has provided hundreds of refereed

and invited presentations to researchers, practitioners, and families. He also values service to the field and his local communities through membership on numerous advisory and editorial boards, leadership in professional organizations, and consultation. His current interests involve behavior analytic communication instruction, expanding students' repertoires in written expression, and improving educational programming for students with severe disabilities.

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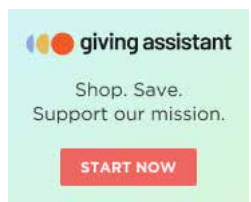
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