

# CURRENT REPERTOIRE

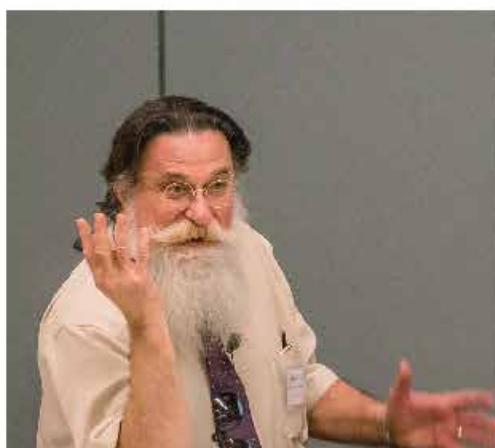
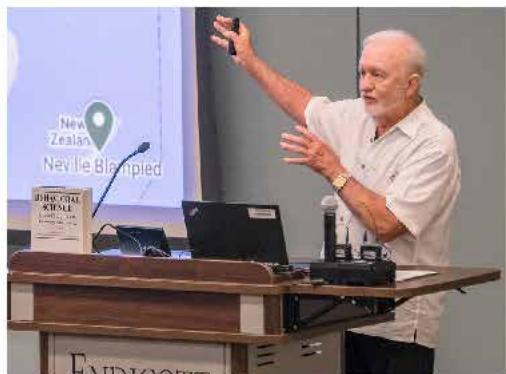


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A new recurring column curated by Janet S. Twyman describing some of her favorite free or low cost technology, tools, and tips that may be of interest to the CCBS community.				

## Tech, Tools, & Tips

# Scenes from Our 10th Annual ETHICS in Professional Practice Conference





# Featured New Advisors

## Abigail Blackman, PhD, BCBA

Director, Customer Success, Behavior Science Technology



Abigail Blackman, a Board Certified Behavior Analyst, is the Director of Customer Success at Behavior Science Technology. She earned her PhD in Behavioral Psychology at the University of Kansas, under the supervision of Dr. Florence DiGennaro Reed, PhD, BCBA-D. Her training is in Applied Behavior Analysis and Organizational Behavior Management. Her passion lies in improving clients' lives by

equipping staff and supervisors with the tools to carry out their job responsibilities successfully. She has several years of experience consulting with human-service organizations to assist with their training and systems-level initiatives. Abigail enjoys conducting research to evaluate effective procedures to improve the repertoires of staff and supervisors and the influence of staff integrity on consumer outcomes.

Dr. Blackman previously served the Cambridge Center as a Distinguished Scholar.

## Claudia L. Dozier, PhD, BCBA-D

Associate Professor, Department of Applied Behavioral Science at the University of Kansas



Dr. Claudia Dozier is a Professor in the Department of Applied Behavioral Science at the University of Kansas. Dr. Dozier received her bachelor's degree from Florida State University, master's degree from University of Nevada, Reno, and her doctoral degree from the University of Florida. Dr. Dozier's areas of research include assessment, treatment, and prevention of behavior

disorders, as well as schedules of reinforcement, and preference for and reinforcer efficacy of stimuli (e.g., social interaction). Dr. Dozier is Co-Director of the Edna A. Hill Child Development Center at the University of Kansas. In addition, she and her graduate students provide consultation services to a large residential program serving adults with intellectual and developmental disabilities where they also have a clinical research lab. She has served as an associate editor for the *Journal of Applied Behavior Analysis* and serves on the editorial boards of several other behavioral journals. In 2020, Dr. Dozier received the Steeples Service to Kansans Award for her service to the people of Kansas as a purposeful extension of her teaching and research. Recently, she and her colleagues received a \$2.5 million federal grant to provide telehealth services to families with children with autism who engage in disruptive repetitive behavior.

## Andressa Sleiman, PhD, BCBA-D

Faculty, Psychology Department Florida State University



Andressa Sleiman PhD, BCBA-D, holds a faculty appointment at Florida State University in the psychology department, where she manages an online master's degree program in organizational behavior management and communications (OMC) and teaches in-person psychology courses to undergraduates. Andressa has published over 20 articles and book chapters in scientific journals,

including an intervention package to increase doctor-patient bedside nurse communication while rounding to ultimately increase communication, patient adherence to treatment, and decrease medical errors. In 2021, she was awarded the Behavior Analysis Gerber Award, and in 2022 she was awarded the Pioneer award for her outstanding research contributions as a UF graduate student. Andressa's research interests include behavioral safety, healthcare procedural adherence and related outcomes, and conditions that promote feedback effectiveness. In addition to research, she has taught courses that support practitioners in applying behavioral science in their business to improve performance and outcomes and is passionate about applying the science of human behavior to create safer workplaces. Andressa has consulted in the refining industry and worked closely with their behavior-based safety team and conducted trainings site-wide to teach front-line leader techniques to engage their workforce.

Dr. Sleiman previously served the Cambridge Center as a Distinguished Scholar.

## News about Advisor

### Dr. Alexandra (Sasha) Protopopova



New canine lab seeks four-legged research participants

Read the article at <https://news.ubc.ca/2022/09/20/new-canine-lab-seeks-four-legged-research-participants/>

# CCBS Leaders at AARBAs 18th Conference



The Cambridge Center was well represented at the Association for the Advancement of Radical Analysis (AARBA)'s 18th Annual European Conference on Applied Behavior Analysis in Milan, Italy. Timothy Ludwig, Board of Director & Managing Commissioner of the Commission on Accreditation for Behavioral Safety with Trustee Lori Ludwig and Advisor Sigurdur (Siggi) Sigurdsson, also on the Commission, presented.

## and at the 40th Annual OBM Network Conference



4th ANNUAL BEHAVIORAL SCIENCE: APPLICATIONS in

# leadership & supervision

CONFERENCE

Friday, November 11, 2022

University of Kansas

KU Memorial Unions, Lawrence, Kansas



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## Invited Speakers

**Rob Holdsambeck, EdD, LCP, BCBA-D**

Executive Director, Cambridge Center for Behavioral Studies™ and Founder, Holdsambeck Behavioral Health  
Presents: "Intergenerational Leadership and Supervision"



Dr. Holdsambeck is a licensed psychologist with over 40 years of clinical experience delivering services to people with developmental disabilities, including those on the autism spectrum. He was one of the first to become board certified in behavior analysis (#0007). The company he founded, currently named Holdsambeck Behavioral Health, employs over 250 clinicians serving 1500+ individuals annually in California and Hawaii. Previously he served his country as a Captain in the Air Force and his community as a tenured professor of behavior analysis and human sexuality. He was selected as the 2010 distinguished colleague by the Chicago School of Professional Psychology's Department of Applied Behavior Analysis. In 2011, he received the outstanding service award from the Cambridge Center for Behavioral Studies for his work in bringing evidence-based practices to California. Dr. Holdsambeck is an author and frequent keynote speaker at national and state conferences. His most recent publications are the highly acclaimed books, *Behavior Science: Tales of Inspiration, Discovery, and Service* (Holdsambeck and Pennypacker Eds., 2017, Volumes I-3 and Omnibus). In addition to the activities mentioned above, Dr. Holdsambeck is currently serving, pro bono, as the Executive Director of the prestigious Cambridge Center for Behavioral Studies™.

This is a  
**HYBRID  
EVENT**

A in-person gathering with  
online/virtual options.

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**REGISTER on [behavior.org](http://behavior.org)**

# Invited Speakers *Continued*

## Regina A. Carroll, PhD, BCBA-D

Associate Director, the integrated Center for Autism Spectrum Disorders & Director, Autism Care for Toddlers Clinic

### Presents: "Advances in Improving Treatment Integrity Through Staff and Supervisor Training"



Dr. Carroll is the director at the Autism Care for Toddlers (ACT) Clinic that provides early intensive behavioral interventions to young children diagnosed with an autism spectrum disorder (ASD). She is also the Associate Director of the integrated Center for Autism Spectrum Disorders (iC ASD). Dr. Carroll received a Master's degree in Behavior analysis at St. Cloud State University under the supervision of Dr. John Rapp and she received her PhD in Applied Behavior Analysis from UNMC under the supervision of Drs. Tiffany Kodak and Wayne Fisher. Dr. Carroll was previously an Assistant Professor in the Psychology Department at West Virginia University. Her research and clinical interests include skill acquisition in children with ASD and related intellectual disabilities, verbal behavior, treatment integrity, and staff training. Dr. Carroll supervises Doctoral and Master's level students in both clinical and research settings. Dr. Carroll serves on the editorial boards for the *Journal of Applied Behavior Analysis*, the *Analysis of Verbal Behavior*, and *Behavior Modification*.

She is also an Associate Editor for the *Journal of Applied Behavior Analysis*. She was also the recipient of the APA (Division 25) B.F. Skinner New Applied Researcher Award.

## Michele Wallace, PhD, BCBA-D

Professor & ABA Program Coordinator, California State University, Los Angeles

### Presents: "Got Milk? What Does Milk Have to do with Supervision..."



Dr. Michele Wallace earned her doctorate from the University of Florida in 2000 in experimental analysis of behavior. She is a professor and the ABA program coordinator at California State University, Los Angeles.

Dr. Wallace has served on the board of editors for the *Journal of Applied Behavior Analysis* and is a current member of the Association for Behavior Analysis International and the California Association for Behavior Analysis. She has been a board-certified behavior analyst in Florida since 1993 and a national board-certified behavior analyst since 2000. She provides consultation locally, across the United States, and internationally.

Dr. Wallace is co-author of a premier textbook in behavior analysis, *Behavior Analysis for Lasting Change*, and is the first author of the RBT textbook *Principles of Applied Behavior Analysis for Behavior Technicians and Other Practitioners*. She has over 13 publications and 34 co-authored publications, and has presented

over 300 presentations. Her current research interests are related to the refinement of assessment and treatment methodologies with respect to behavior problems, parent and staff training, the acquisition of verbal behavior, and real-world application of applied behavior analysis.

## Dorothea Lerman, PhD, BCBA-D, LBA

Professor of Behavior Analysis and Director, Center for Autism & Developmental Disabilities

College of Human Sciences and Humanities, University of Houston, Clear Lake

### Presents: "Disseminating Behavior-Analytic Procedures to Non-Behavioral Professionals: Current Research at the University of Houston, Clear Lake"

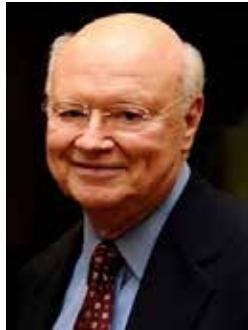


Dorothea Lerman is currently a Professor of Behavior Analysis at the University of Houston – Clear Lake, where she chairs the master's program in behavior analysis and serves as Director of the UHCL Center for Autism and Developmental Disabilities (CADD). She received her doctoral degree in Psychology from the University of Florida, specializing in behavior analysis. Her areas of expertise include autism, developmental disabilities, early intervention, functional analysis, teacher and parent training, and treatment of severe behavior disorders. She currently oversees several programs at CADD, including a focused intervention program for children with autism, a vocational program for adults with disabilities, a student support program for college students with autism, and a teacher training program for local school districts. Dr. Lerman has published more than 100 research articles and chapters, served as Editor-in-Chief for *The Journal of Applied Behavior Analysis* and *Behavior Analysis in Practice* and has secured more than \$2 million in grants and contracts to support her work. She was the recipient of the 2007 Distinguished Contribution to Applied Behavioral Research Award and the 2001 B.F. Skinner Award for New Researchers, awarded by Division 25 of the American Psychological Association. She also was named a Fellow of the Association for Behavior Analysis-International in 2008. Dr. Lerman is a Licensed Behavior Analyst and a Board Certified Behavior Analyst.

# Invited Speakers *Continued*

## Jon E. Krapfl, PhD

Retired Associate Dean & Chief Operating Officer, Mason School of Business, College of William & Mary  
**Presents: "Leading from Behind"**



Jon E. Krapfl has spent an entire career on the intersection of business and psychology. After operating a construction business in the 1960s, he obtained a Ph.D. in clinical psychology from the University of Missouri in 1967. By 1969, he began directing training programs first at Drake University, and then as chair at West Virginia University, and as director of the Systems Center at the University of Houston. He also developed a number of treatment centers for the states of Missouri, Iowa, and West Virginia. From 1980-1997, Dr. Krapfl was president of Corporate Behavior Analysts, Inc., a consulting firm of behavioral psychologists with a worldwide client base, headquartered in Chicago, IL. After retiring for several years, he became associate dean and chief operating officer of the Mason School of Business at the College of William & Mary, a position from which he retired in 2012. His primary interests have been in business strategy, business cultures, leadership, and instruction in higher education.

## Michele Wallace, PhD, BCBA-D

Professor & ABA Program Coordinator, California State University, Los Angeles

**Presents: "Got Milk? What Does Milk Have to do with Supervision..."**



Dr. Michele Wallace earned her doctorate from the University of Florida in 2000 in experimental analysis of behavior. She is a professor and the ABA program coordinator at California State University, Los Angeles.

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Board of Director Darnell Lattal with coauthor Carlos Zuluaga at the book signing at FABA.

*"To the best partner ever in writing a book about why using threat and fear do harm to humans, especially when doing so gives us what we want—and what to do instead."*

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# Tech, Tools, & Tips

Curated by Dr. Janet Twyman

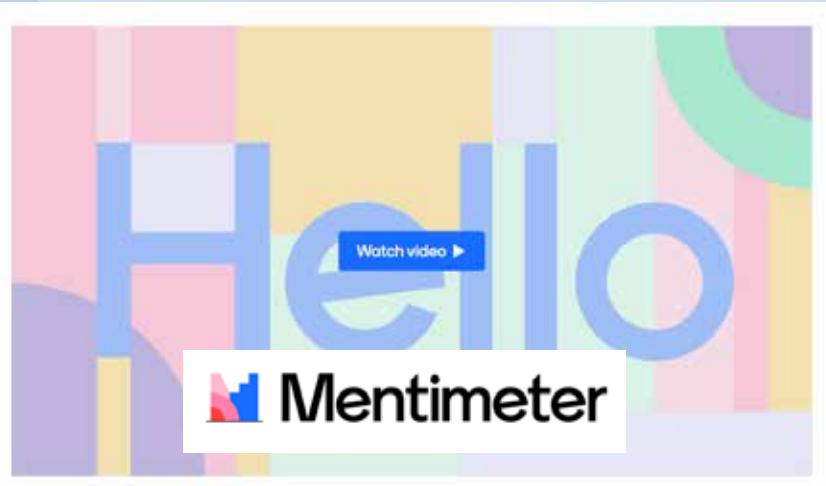
In this recurring column, Janet will describe some of her favorite free or low cost technology, tools, and tips that may be of interest to the CCBS community.

This month we'll start with one of my favorite categories, digital tools to support **Active Student Responding**. Many of us already know and use **Kahoot** ([kahoot.com](https://kahoot.com)) to increase learner engagement or poll audience responses. Two other tools to add to your digital ASR toolbox are:

## Mentimeter

[www.mentimeter.com](https://www.mentimeter.com)

Mentimeter is an audience response system that allows users to pose a question and get instant feedback on that question through any Internet-connected device (tablets, smartphones, desktop computers, etc). Question types include multiple choice, ratings, QR codes, and short text-based responses, which can be embedded into PowerPoint presentations. Teachers can allow a continuous flow of questions for students to vote at their own pace, or teachers can control when the group moves on to the next question. Free accounts support an unlimited number of questions and unlimited responses per question.



## Quizziz

[quizizz.com](https://quizizz.com)

Quizziz users can create multiplayer quiz games, for students to play live and or asynchronously from anywhere. Educators can use quizzes made by other teachers, or create their own, and students receive immediate feedback on their responses. The app supports avatars, leaderboards, and various themes, and even auto-grades multiple-choice, true/false, and other types of quiz questions. And importantly, educators have access to detailed class and student-level data at the end of each quiz.



## Easy Access Online Continuing Education

The Cambridge Center for Behavioral Studies has over 150 continuing education courses available online. Through collaboration with the University of West Florida, Center for Behavior Analysis, our Continuing Education course series is designed to provide instruction in a variety of areas of behavior analysis.

Available through [www.behavior.org](https://www.behavior.org) or [ufw.behavior.org](https://ufw.behavior.org)



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FREE videos & podcast

### Psychophysics, Computing, and Donald S. Blough

by Andy Lattal, PhD

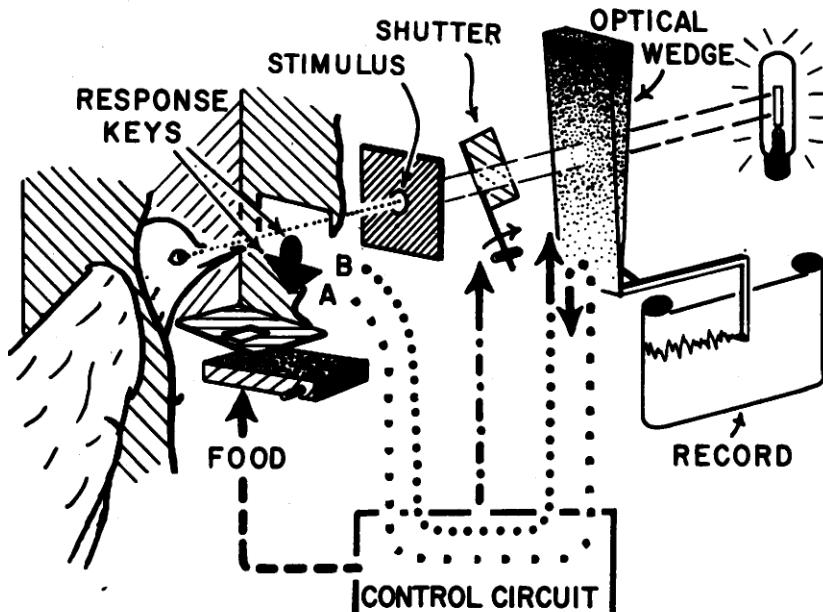


Figure 1. Apparatus for studying psychophysical thresholds with pigeons. For details see Blough (1958). (Copied from Blough, 1958)

One of the readings this week for my graduate course, “Reinforcement and Punishment,” was Green et al.’s (2014) useful chapter on “Delay and probability discounting.” In it, they mention the connection between the methods used in these reward-discounting procedures and psychophysical procedures that have been a part of psychology since its birth as a separate discipline in the late 1800s. They were developed and used by German physiologists to map humans’ responsiveness to stimuli as diverse as sounds and weights. Anyone familiar with the psychology of sensation and perception undoubtedly has learned of them *ad nauseum*. The psychophysical methods also were the starting point for much of what today is called psychometrics, which includes both measurement theory and psychological test construction.

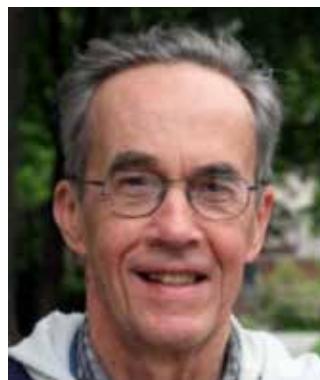
At least two different procedures of delay discounting have their roots in the psychophysical traditions of psychology. In one, across successive trials, the delay to the larger of two reinforcers is systematically increased. A point of subjective equality is reached when the subject/participant’s choices are indifferent between the two rewards. This technique descends from the

psychophysical method of limits. The other type was used by Mazur and his colleagues (e.g., Mazur 1988) and allows the behavior of the subject/participant to adjust the delay or reward amount. Green et al. (2014) noted that this is a variant of the psychophysical staircase procedure, a method of adjustment-type procedure.

There is a particular contemporary poignancy to the role of psychophysical methods in behavior analysis because on Sept 6, 2022 behavior analysis lost one of its founders and a prominent early student of animal psychophysics, Donald S. (Don) Blough (<https://www.golocalprov.com/obituaries/highly-regarded-brown-professor-donald-s-blough-dies>) at the age 93.

Blough’s doctoral dissertation at Harvard was published in the first issue of the first volume of the *Journal of the Experimental Analysis of Behavior (JEAB)* in 1958 under the title [“A method for obtaining psychophysical thresholds from the pigeon”](#) (pages 31- 43). Using pigeons in an operant conditioning chamber, Blough showed how the food-reinforced key pecking of a pigeon changed as a function of changes in the intensity of a visual stimulus. His method was adapted from that developed by Nobel-prize winning physiologist G. V. von Békésy (1947) to examine human auditory stimulus detection (the same one we use today for hearing tests). Even in 2022, this early application of behavior-analytic methods is impressive. Blough’s analysis was seminal not only as a study of animal psychophysics, but also in showing the utility of behavior-analytic methods in studying many “complex” psychological phenomena in both human and non-human animals.

Blough, along with Uber and Weiss, was the first to describe using a digital computer to control behavioral experiments. His article describing the use of a LINC computer for experiment control (Blough, 1966) appeared in the same issue of *JEAB* as one by Uber and Weiss (1966; see also Weiss et. al., 1966), also describing the control of experiments by a digital computer. Blough used his computer acumen to study the reinforcement of inter-response times (IRTs), work that is cited not only in that context but also in the context of research on behavioral



[golocalprov.com/obituaries/highly-regarded-brown-professor-donald-s-blough-dies](https://www.golocalprov.com/obituaries/highly-regarded-brown-professor-donald-s-blough-dies)) at the age 93.



Figure 2. Don Blough (dark shirt) in an undated photo working with an unidentified colleague in front of a LINC computer.

variability (e.g., Neuringer & Jensen, 2010). Those early adaptations of digital computing forever changed the face of behavioral research. Another member of Don's family also holds title to a significant first in behavior analysis. His life-mate, Patricia, who predeceased him, was the first female Associate editor of *JEAB* (1977-1979).

[References available in our Historian's Corner section on behavior.org.](#) (

## Costain CBM Programme Accredited at Platinum Status



Costain's Cultural Behavioural Management (CBM) Programme has retained its world-class Platinum Accreditation following the latest assessment by The Cambridge Center for Behavioral Studies.

Commissioners from the Center visited the business and several Costain projects across the UK in June of this year as part of the three-yearly cycle of assessment. Their review of CBM involved in-depth interviews and fact-finding with people at every level of the organisation and the supply chain.

The Commissioners commented that "Based on an extensive review of program documentation and

data reflecting exemplary program and safety performance, in addition to conversations with groups of managers and workers across multiple work sites, the review team of Dr. Lebbon, Dr. Sigurdsson, and Dr. Sleiman recommended that CBM be accredited at the Platinum Level. The Commission unanimously approved the recommendation."

Group Director of Behavioural Management, Claire Fryer, said: "this award is a testament to the understanding and application of behavioural science at multiple levels in our organisation and is a tremendous achievement." The CBM programme has seen an increase from seven out of ten standards achieving individual Platinum status (awarded in 2018) to 10 out of 10 standards being awarded Platinum this year.

Note-worthy strengths reported by the Commissioners include:

- Dedicated teams of professionals that apply behavioural science to safety and other areas of Costain's business in innovative ways that empirically contribute to the health and wellbeing of its workforce

- The Behavioural Management Team (BMTTeam) has a wide reach across the business and has established a positive reputation inside the organisation for its contribution to what can best be termed as an organisational 'culture of care'
- Significant progress was observed since the last review, most notably applying behavioural science principles across several organisational layers, from the executive level to project teams, frontline leadership, and frontline workers
- There is widespread knowledge of the CBM program, its operation and goals. Employees voiced strong support for the program, the BMTTeam and coaches





Trustee John A. Nerin, wife Nora, and Trustee Edward J. Feeney, at the Hyatt Regency.



## CCBS Trustee Edward J. Feeney

**1927 - 2022**

Edward J. Feeney was President, Board of Trustees (*Winter 1984/85 Current Repertoire*) and continued with the Center as a Trustee throughout our 41 years. [Learn more about his life online.](#)

"He was a delight to talk with whenever I had the chance - and that was too rare."

Dr. Andy Bondy



"Ed was a real gentleman and a treat to talk to. He pioneered the application of behavior analysis to business and possessed great insights into such applications. Dearest to his heart, however, was his program to teach golf. It was truly unique and built upon outstanding behavioral program design. As I have always been quite interested in behavioral programming, when we would meet at Cambridge Center meetings we would always find time to talk about his program. Likewise he was always interested in the programs I was developing. I will greatly miss our conversations."

Dr. T.V. Joe Layng

Links to videos of Ed and to his website "Apply Golf Lessons." Pick up his tips if you're a golfer.



# Featured New Distinguished Scholars

## Elaina Heard, MS, BCBA, LBA-MI



Elaina has spent a decade practicing in the field of applied behavior analysis (ABA). She is the founder and chief clinical officer of Watson's Way ABA Corp. She received her undergraduate degree in psychology from The University of Michigan (Ann Arbor) and her MS in applied behavior analysis (ABA) from The Chicago School of Professional Psychology. Currently, Elaina is completing her third year in the applied behavior analysis doctoral program studying under the supervision of Dr. Robyn Catagnus and Dr. Chrystal Jansz. She believes in helping the world through behavior analysis while finding cultural components to enhance science literacy. While practicing as a Board-Certified Behavior Analyst, she provides and develops verified international lectures and presentations coupled with ABA to students and parents with practitioners in the field. To date, she delivers courses and guest presentations in Latvia, Brazil, West Africa, and South Africa. As a researcher, her interests include video-modeling, play-based learning, audience response systems, training, inter-cultural competency in behavior analysis, and inclusive practice.

## Carla Lasagna Del Val, BS



Graduated at the University of Sussex, in Brighton, UK, with a degree in Psychology, since 2017 she has been working in the field of Behavior Analysis, experiencing the application of such a science in the field of Autism, and specifically within the Organizational Behavioral Management context. From 2020 she has been specifically working as a consultant, under the supervision of Professor Fabio Tosolin and Doctor Maria Gatti, with the implementation of Behavior-Based Safety processes in various national and international industrial settings. In 2020 she passed and achieved her certification as a Registered Behavior Technician, from the Board of BACB. In 2021 she took part at the Verified Course Sequence in Behavior Analysis, accredited by the ABA International entity and she is currently studying to achieve her accreditation as a BCBA. Since 2020 she has been collaborating with AARBA, the Italian scientific association that has the main to promote and disseminate the scientific methodological evidence-based applications of Behavior Analysis.

She participated at the Behavior-Based Safety course, achieving her qualification and certification and consequentially she is currently part of the registry of the qualified experts in BBS implementations.

**The CCBS Distinguished Scholars (DS) group has an exciting new collaboration with the Experimental Analysis of Human Behavior SIG. The CCBS DS group will be conducting interviews with some of the leaders of the experimental analysis of human behavior. These interviews will be published in a special series in the EAHB Bulletin and the CCBS website.**

## Tara Fahmie, PhD, BCBA-D

### Leader

Associate Professor &  
Associate Director

Severe Behavior Program

University of Nebraska Medical Center  
Munroe-Meyer Institute



# Meaningful Differences - Do you have one to share?

"Meaningful Differences" is a recurring newsletter section where CCBS leaders recommend an article, chapter, or book that had a meaningful impact on them. And now when shared, hopefully an impact on our readers. Thanks Directors Andy Bondy and Janet Twyman for the idea. If you have a recommendation for "Meaningful Differences," [contact the Center](#).



Introduction by  
Dr. Janet S. Twyman  
blast: A Learning  
Sciences Company &  
Cambridge Center for  
Behavioral Studies

# 16<sup>th</sup> Annual Conference on Autism: Research-Based Solutions

## Saturday, April 22, 2023

Corque Hotel, Solvang, California  
or Virtually

## A HYBRID EVENT

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## Invited Speakers

**Shahla Alai-Rosales, PhD, BCBA-D,  
LBA, CPBA-AP**

**Mary Jane Weiss, PhD, BCBA-D,  
LABA**

**Noor Y. Syed, PhD, BCBA-D, LBA/  
LBS**

**Lorri Unumb, Esq**

**Jennifer Posey, MA, BCBA**

**Robert C. Pennington, PhD, BCBA-D**

Presented by



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Dr. Timothy Ludwig announces the Dept of Psychology at Appalachian State University invites applications for 2 9-month tenure track faculty positions to start August 2023.

**Assistant Professor, with expertise in Learning and/or Cognition**

**Assistant Professor, with specialization in Biological Psychology/Behavioral Neuroscience**

Full details & application process at:

<https://appstate.peopleadmin.com/postings/34849>

<https://appstate.peopleadmin.com/postings/34829>

## The Department of Psychology APPALACHIAN STATE UNIVERSITY

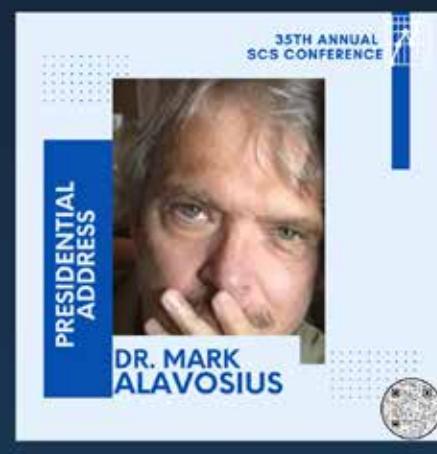
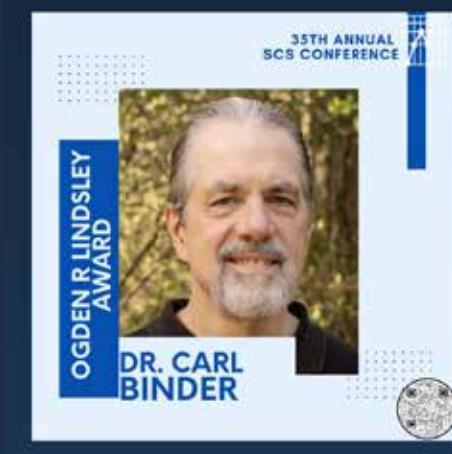


### ANNOUNCES

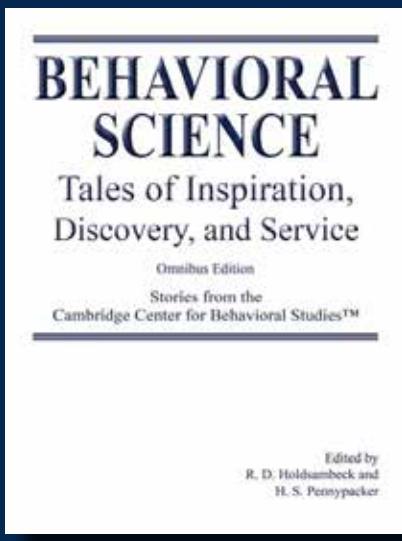
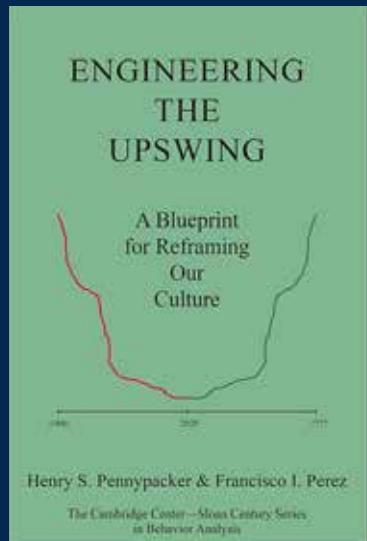
**Two 9-month tenure track faculty positions**



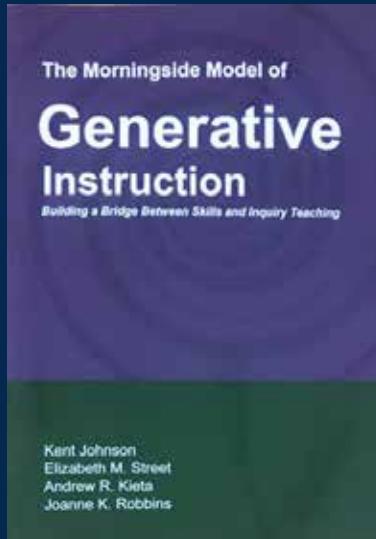
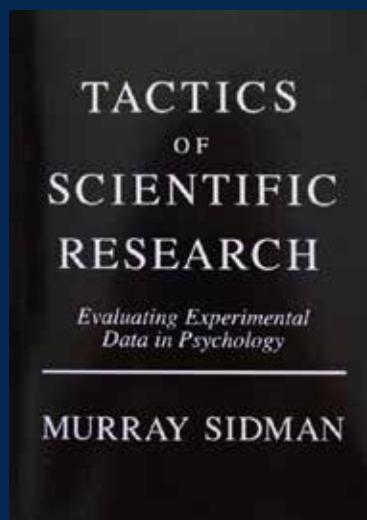
**Learn  
Network  
Celebrate  
Explore**



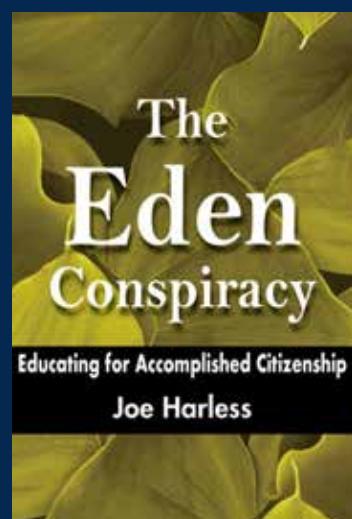
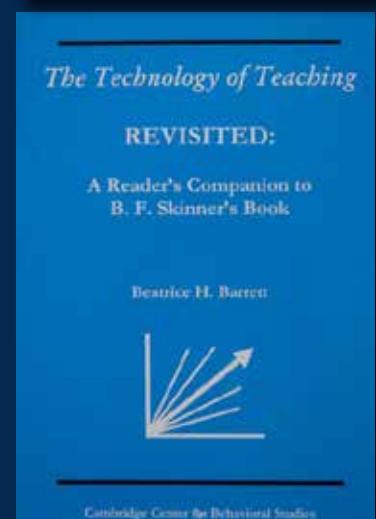
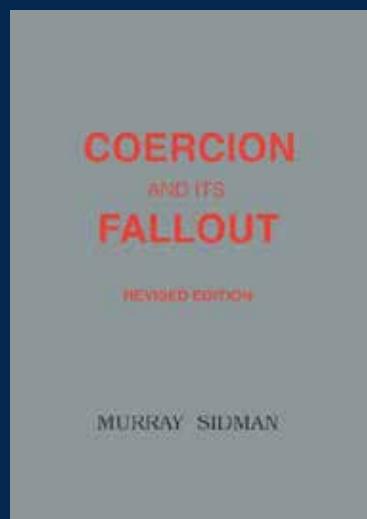
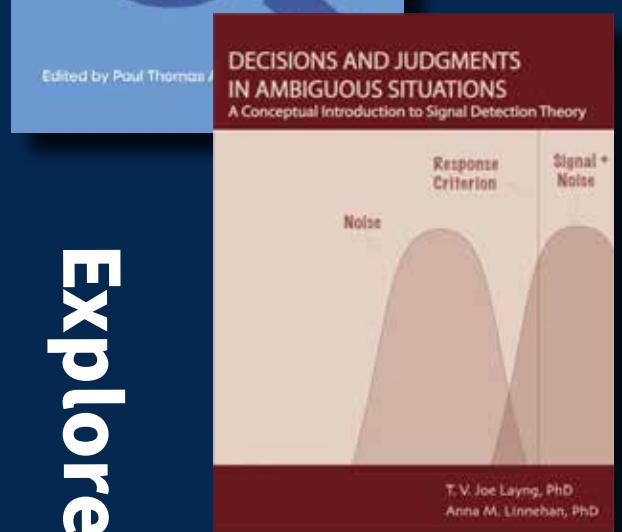
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