

CURRENT REPERTOIRE



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A Year-End Message from Rob Holdsambeck, Executive Director



As 2024 comes to a close, we are excited to share the milestones and innovations made possible by you, our supporters. The Cambridge Center for Behavioral Studies continues to thrive because of your generosity, expertise, and commitment to advancing behavioral science.

This year, we've launched several transformative initiatives:

- **From Home to Habitat:** A new conference to teach animal lovers made possible by the legacy of Hank Pennypacker and Trustee Claire St. Peter, in collaboration with West Virginia University.
- **Expert Perspectives Series:** A video-on-demand library of past live events, curated by Trustee Dr. Adrienne Fitzner, extending continuing education accessible globally.
- **Digital Publications:** Thanks to Business Manager Tara Kasey, a variety of our key publications are now available in e-format for broader dissemination.

Your support empowers us to sustain these innovations and more. Our mission remains steadfast: ***To advance the scientific study of behavior and its humane application to solving practical problems and alleviating human suffering.***

We are proud that all speakers at our conferences, webinars, and educational programs volunteer their time and expertise, as do our Trustees and Advisors. The Distinguished Scholars group, led by Trustee Dr. Tara Fahmie, also actively volunteers at our conferences and beyond. This collaborative spirit underscores the values of the Cambridge Center.

If you've been following this "Current Repertoire" newsletter, you've seen the impact of your contributions.

We invite you to join us in shaping the future with a year-end contribution. Your financial support allows us to continue providing accessible, high-quality

education and resources. From direct donations to contributions of appreciated assets*, every gift propels our mission forward.

Donate today at behavior.org/donate. Every dollar you give is tax-deductible and directly funds our programs and outreach, including offering tuition assistance to our conferences for our Distinguished Scholars and other future behavioral leaders. Together, we can expand the reach of behavioral science and continue building a brighter future for generations to come.

Thank you for standing with us. Best wishes for a prosperous 2025!

On behalf of the Board of Directors,



Rob Holdsambeck, EdD, LCP, BCBA-D
Executive Director

Thank you! Ron Allen, Andy Bondy, Steve Eversole, Phil Hinline, Amanda Laprime, Andy Lattal, Darnell Lattal, Lori Ludwig, Tim Ludwig, Terry McSween, Janet Twyman, and Tom Zane, our H.S. Pennypacker Chair of the Board.

*If you would like to arrange a donation through appreciated assets, contact Tara Kasey, Business Manager, at kasey@behavior.org or (978) 369-2227 Ext 2. ([See Page 11](#))

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H.S. Pennypacker Chair of the Board



Ronald Allen
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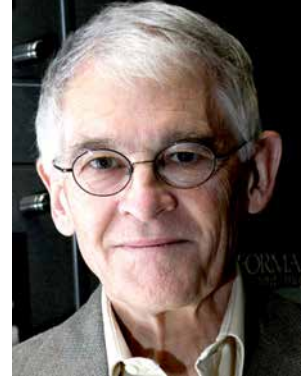
Stephen Eversole



Philip N. Hinline



A. Darrell Lattal



Kennon (Andy) Lattal



Lori Ludwig



Timothy Ludwig



Terry McSween



Janet S. Twyman

Future Fellows of the Association for Behavior Analysis International



We heard that our H.S. Pennypacker Chair of the Board **Dr. Thomas Zane** and Trustee **Dr. Mary Jane Weiss** will become Fellows of the Association for Behavior Analysis International during the 51st Annual Convention in May.

Congratulations on this recognition and honor!

ABAI Fellows

The purpose of the ABAI Fellow designation is to recognize the most outstanding contributors to behavior analysis in one or more of the primary areas of (a) research and scholarship, (b) professional practice, or (c) teaching/administration/service. Potential Fellows are nominated by current Fellows, and nominations are accepted only for Full members of ABAI who have clearly documented records of sustained and excellent contributions in any of these three primary areas. An aggregate of contributions across areas may also make an individual eligible.



Thomas L. Zane



Mary Jane Weiss

Thank You to Our Distinguished Scholars



LEADER

Tara Fahmie, PhD, BCBA-D
*Associate Professor and Associate
Director, Severe Behavior Program
University of Nebraska Medical
Center's Munroe-Meyer Institute*

Awab Abdel-Jalil, MS, BCBA, Endicott College
Marisela Aguilar, MS, West Virginia University
Kaitlin Brunt, BA, University of Kansas
Abbie Cooper, BS, West Virginia University
Jasmeen Kaur, MA, BCBA, University of Nebraska Medical Center
Kelly Krukowski, MA, BCBA, LBA-MI, The Chicago School of Professional Psychology
Carla Lasagna Del Val, BS, BCaBA, IBA, aAdC, University of West Florida
Stacha C. Leslie, MEd, MSc, BCBA, University of Kansas

Mentor Our Future Leaders



We thank several CCBS supporters for preparing **mini-workshops** for the Distinguished Scholars group on topics related to their unique areas of expertise. Dr. Fahmie kicked off the series with a presentation on navigating the academic job market. Next, Dr. Adrienne Fitzer presented on navigating social media and online platforms, and Dr. Judah Axe presented research on problem solving. Our next two presenters will be Dr. Amanda Laprime and Dr. Janet Twyman, who will speak on the integration of behavior analysis in hospitals and educational centers, respectively. If you are interested in connecting with the Distinguish Scholars group and offering professional development on a topic of your choice, please email tfahmie@unmc.edu!

Tara Fahmie



Adrienne Fitzer

Judah Axe

Amanda Laprime

Janet Twyman

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Dr. H.S. "Hank" Pennypacker with wife Susanne and family*



Michelle "Misha" Holdsambeck



Sponsoring Over 200 Scholarships



Tech, Tools, & Tips

Curated by Trustee and Board of Director 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.

Podcast Your Papers: Introducing NotebookLM

Do you listen to podcasts, whether for professional growth or just for fun? I'll admit, I was late to the podcast bandwagon—an industry that, in 2024, boasts over 546 million listeners and an estimated 4.36 million shows worldwide, with a staggering \$4.02 billion spent on podcast ads. While I don't quite match the average listener's 7-hour weekly commitment, I do count myself among the 47% of U.S. adults aged 12 and older who tune in to a podcast at least once a month (all data from Singh, 2024). But with the rise of AI tools that simplify so many aspects of the podcast experience, I just might be listening—and creating—more podcasts very soon.

I'm going to give a quick summary of various podcast tools before homing in on one in more detail. On the production side, free and paid tools like *ChatGPT* assist with scripting and brainstorming, while platforms such as *Descript* and *Adobe Audition* clean audio and improve sound quality. Need a voice? *ElevenLabs* can clone voices for quick touch-ups or *Podcastle* can create full-length audio. For accessibility, tools like *Otter.ai* and *Riverside* automate transcription and captioning, (see a helpful rundown of these tools and links for access at [Best AI Podcasting Tools](#) or [AI Tools for Podcasters: The Ultimate List for 2024](#)).



For help with listening and learning (which I confess, I sometimes need help with), AI-powered apps summarize episodes, highlight key moments, and recommend tailored content. These tools can help us get more out of podcast content in less time, though they may miss some of the nuances or carefully crafted details intended by podcasters. *Snipd* stands out by saving key insights, generating summaries, and even allowing you to “chat” with episodes. *ListenNotes* serves as a podcast search engine, helping you find episodes on specific topics. For personalized recommendations, tools such as *Podysey* curate content based on your listening habits. Free tools such as *Restream* or *Clipto.AI* offer transcription features, making it easy to scan for specific moments. Whether you're listening to learn, work, or unwind—or even brainstorming and repurposing content—these AI tools ensure you get the most out of your podcast time.

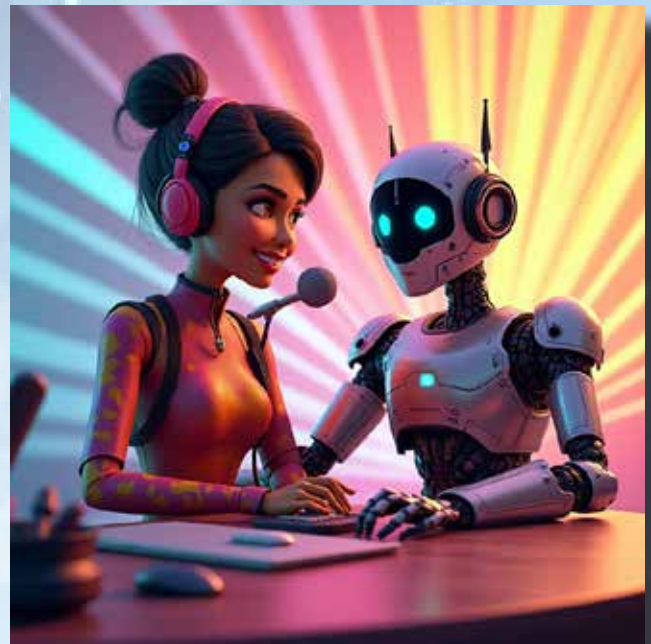
Now on to a tool I'm really excited to share with you: *NotebookLM*. This experimental product from Google feels like a smart grad student or research assistant (or personalized AI assistant) that understands your research, publications, documents, and notes. It pretty accurately summarizes lengthy material into concise takeaways. You can ask questions about your content and *NotebookLM* will provide targeted answers based on your work. It supports idea generation by making connections between your notes, suggesting avenues for further thought (or potential research???). It also helps with organization, identifying key themes, creating outlines, and structuring information effectively. But all that is not why I'm covering it today.


What really sets *NotebookLM* apart—and the reason I'm highlighting it—is its exciting podcast creation capability. This isn't just a standard text-to-speech tool; it generates a conversational podcast based on your work—whether it's a publication, presentation text, or notes on a topic. Using two AI voices (often a male and female host), it creates a natural, engaging dialogue that discusses, elaborates on, and highlights the

key points of your document. Instead of simply reading or summarizing your notes, the AI produces a scripted conversation that makes the content more engaging and dynamic, and perhaps even easier to remember (now that would be an interesting a research question).

Yeah, but... How good is it really? Longtime CCBS Trustee Dr. T. V. Joe Layng called it “quite remarkable, [NotebookLM](#) [is a] study guide and podcast generator that can be used with articles, outlines, PowerPoints, videos, etc. Simply drop in a file and it creates an entire study guide for it, including a podcast” (personal communication). To showcase its capabilities, Joe shared [a link to a podcast](#) about a (“very challenging”) Alternative Sets article (Goldiamond, 1975), completely created by AI in only a few minutes.

Of course I had to try it for myself. Thinking about how much we all miss Dr. Henry S. Pennypacker, "Hank" the former Chair of our Board of Directors, it occurred to me that a podcast of Hank's omnibus chapter, “*Reinforcement in the Key of C*” might be just the thing many of us want to hear. So, I combined Hank's chapter and his and Executive Director Dr. Rob Holdsambeck's Preface “*Up from the Ashes*” and started the process. I...



1. Logged into Google's [NotebookLM](https://notebooklm.google.com/) (<https://notebooklm.google.com/>)
2. Created a new notebook (clicked the + sign)
3. Uploaded the PDF file (of the Preface and Hank's chapter)
4. Marveled at the almost instantaneous text summary (see inset box below)
5. Clicked the  Audio Overview button to create the podcast.
6. Waited while “Generating conversation...This may take a few minutes.” (3 minutes 17 seconds to be exact)
7. Played a few minutes of the podcast beginning then downloaded the file.
8. Listened to the entire file (with delight) during my next car drive (@ 24 min).

Curious about what the podcast says?

Click the button to play or download the .wav file to listen using your favorite media player.

Behavioral Science_Tales HSPennypacker.wav

In the podcast a male and a female moderator discuss Hank's contributions in an engaging, surprisingly natural way. Perhaps some of you won't immediately download the file and give it a listen, so I thought I'd entice you with a transcript* from a couple minutes at the end.

Male moderator: *And, you know, I think Pennypacker's story is really a testament to the potential of behavioral science to address so many of the challenges we face.*

Female moderator: *Right, from education to health care.*

M: *Yeah. He had this remarkable ability to combine scientific rigor with a deep compassion for helping others.*

F: *Yeah. He was able to connect those two things.*

M: *And it's a legacy that continues to inspire.*

F: *So, what does this all mean for us, the listeners? You know, what can we take away from Pennypacker's journey?*

M: *Well, I think his story shows us that, you know, a deep understanding of behavior combined*

with a willingness to challenge conventions can unlock solutions to problems that might seem really daunting.

F: It's like he's saying, you know, don't be afraid to think outside the box, to question assumptions, to look for those hidden patterns that connect seemingly unrelated things.

M: Exactly. And it encourages us to think about how we might apply a behavioral approach to our own lives.

F: Like how...so give me an example.

M: Well, maybe it's improving productivity, learning a new skill, or even tackling a health challenge.

F: Yeah.

M: You know, the tools and principles are there for anyone to explore.

F: Wow. This has been really eye-opening, I think. You know, this deep dive into the life of H. S. Pennypacker.

F: It's a reminder that, you know, science isn't just about abstract theories.

M: Right.

F: It's about using knowledge to make a real difference in the world.

F: And who knows? Maybe some of you listening will be inspired to apply a little behavioral science to your own lives.

M: That'd be great.

F: Thanks for joining us.

I think Hank would agree, **“...It's about using knowledge to make a real difference in the world.”**

The possibilities with this pretty amazing, free-to-use AI technology (available with a Google account) are almost endless. From creating audio files and listening offline or on the go to summarizing, reviewing information, and generating study guides, timelines, FAQs, and more, it's a tool with wide-ranging applications. And it's worth remembering—these are just the capabilities we have access to *today*. Many of these tools continue to advance, so the future likely holds even more exciting developments, perhaps even innovations we can't yet imagine. I encourage you to dive in and experiment with these tools—you might be surprised at how much they can simplify your work, help you learn new things, spark creativity, or even open up new possibilities for research, teaching, training, writing, and...podcasting.

*In case you're curious, I used the free online tool, [Restream](#), to convert the audio file to text. Although it did not identify the two different speakers, it was quite accurate and quick.

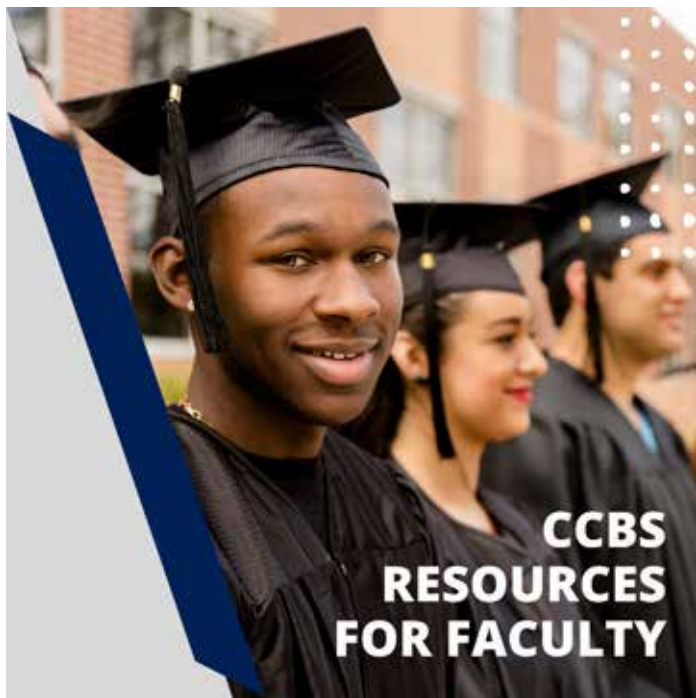
All images were created by the author using [NightCafe](#).

References:

- Goldiamond, I. (1975). Alternative sets as a framework for behavioral formulations and research. *Behaviorism*, 3(1), 49–86. <https://psycnet.apa.org/record/1976-03457-001>
- Singh, S. (2024, December 11). *Podcast statistics 2024 → Number of listeners & trends*. DemandSage. <https://www.demandsage.com/podcast-statistics/>

Text Summary from [NotebookLM](#)

Behavioral Science: Tales of Inspiration, Discovery, and Service is a collection of personal accounts from behavioral scientists affiliated with the Cambridge Center for Behavioral Studies. The preface explains the book's origin and its focus on how these individuals came to the field and how they applied behavioral science to diverse challenges. The excerpt features an account by H.S. Pennypacker. It describes his career journey, highlighting his contributions to precision teaching and the development of MammaCare, a system for improving breast self-examination techniques. The narratives illustrate the impact of behavioral science across various sectors, emphasizing its practical applications and the persistent efforts of its pioneers. The overall tone is celebratory, showcasing the field's successes and inspiring future generations of researchers.



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Behavioral Crossroads: Navigating a Changing Landscape



Dr. Francisco I. Perez

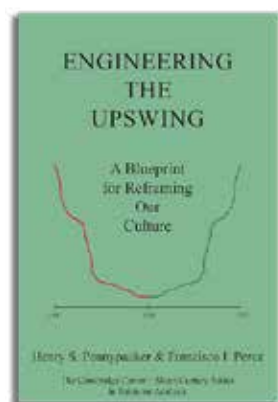


Dr. Faris R. Kronfli



Dr. H.S. Pennypacker

“We propose that, together, we can ignite a commitment to initiate a behavior-based, guided by science, cultural evolutionary process to gradually create the cultural and behavioral changes that will reframe our culture.”



ABACLive - Our Latest Volunteer Speakers

From Left Top: Alison M. Betz, PhD, BCBA-D; Abigail Blackman, PhD, BCBA; Tara Fahmie, PhD, BCBA-D; Eduardo J. Fernandez, PhD; Peter F. Gerhardt, EdD; Sarah C. Mead Jasperse, PhD, BCBA-D; Chunying S. Jin, PhD, BCBA-D; Faris R. Kronfli, PhD, BCBA-D; Anna M. Linnehan, PhD, BCBA-D, LABA; Terry McSween, PhD; Kerri Milyko, PhD, BCBA-D, LBA; Andressa Sleiman, PhD, BCBA-D; and Amber Valentino, PsyD, BCBA-D



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Tara Kasey

Unlock tax-effective giving and consider options to support your charitable plans in the years to come.

When you have long-term appreciated assets—assets held for longer than one year—you can donate those assets to charity to minimize any capital gains taxes that come with appreciation. Many charitable donors take advantage of this approach to boost their generosity, giving more at the same effective cost to themselves. See the graphic below to understand why.

A contribution now can set you up to meet your giving goals in the year to come and beyond.

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\$150,000 Appreciated Securities	
Sell securities and donate proceeds of sale to charity.	Donate securities directly to charity.
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Deduct \$120,000 from taxable income and save \$44,400 in income tax. ³	Deduct \$150,000 from taxable income and save \$55,500 in income tax. ³
Charity receives: \$120,000	Charity receives: \$150,000
Net tax savings: \$14,400⁴	Net tax savings: \$55,500

Donating the appreciated assets directly to charity means an additional \$31,100 more in tax savings for the donor and results in the charity receiving \$30,000 more from the donation.

Why assets matter

Let's say you're looking to make a meaningful gift to charity and want to know what to give.

You have appreciated securities with a market value of \$150,000.

The securities have appreciated by \$126,050 since the purchase date, which was more than a year ago. Now long-term capital gains taxes apply.

On the left, see two options for donating these appreciated securities.¹

¹This is a simplified hypothetical situation for illustration purposes only. Please consult a tax advisor before donating appreciated securities or complex assets.

²The capital gains tax is calculated by multiplying the \$126,050 gain by 23.8%. This figure represents the combined 20% capital gains rate for earners in the top tax bracket and the 3.8% Net Income Investment tax (NIIT).

³This taxpayer is subject to a 37% marginal tax rate due to his or her AGI.

⁴Net tax savings is calculated by subtracting capital gains tax (\$30,000) from charitable tax deduction (\$44,400).

The figures were calculated by Vanguard Investments. CCBS does not provide legal or tax advice. We recommend you consult a tax or financial advisor about your individual situation before making any charitable contribution.

Contact Tara Kasey, Business Manager • kasey@behavior.org • (978) 369-2227 Ext. 2

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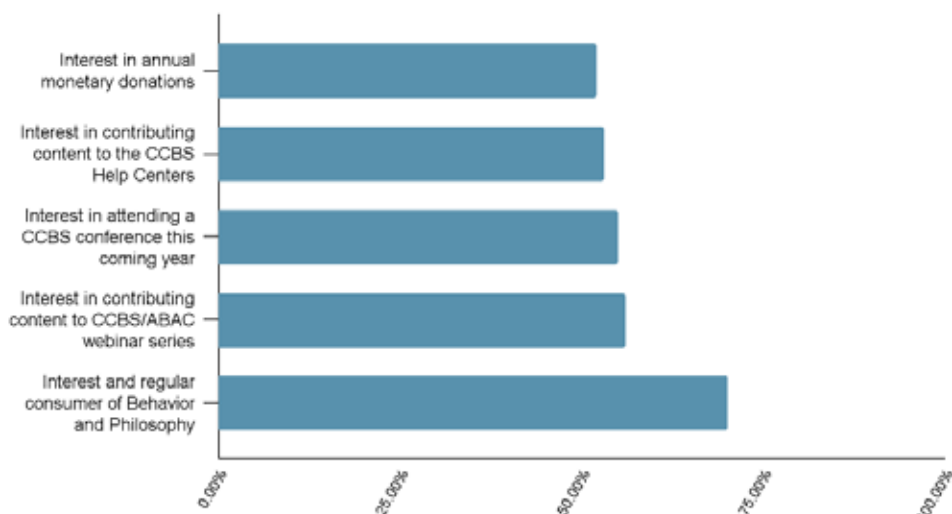


Contact Britany Melton
 bmelton@endicott.edu

Involvement & Investments Survey of Advisors & Trustees

In 2024, Drs. Marissa Kamlowsky, Rob Holdsambeck, and Tom Zane disseminated a survey to the Cambridge Center for Behavioral Studies' Advisors and Trustees. The purpose of this survey was to assess Advisors' and Trustees' past levels of involvement and gauge their interest in participating in projects in the coming year. We had a total of **60 survey respondents** who provided their input with respect to past and future involvement. Many respondents expressed interest in **continued or increased participation** with The Cambridge Center for Behavioral Studies. See below for some highlights of the survey responses, and watch for more information in the New Year highlighting opportunities for involvement & investments!

% of Survey Respondents



Advisor Dr. Marissa Kamlowsky
former Distinguished Scholar

Thank you to everyone who completed this survey & provided input to support the continuous improvement of CCBS! If you missed our email announcement and are interested in completing the survey, [click this link](#). (For Advisors & Trustees)

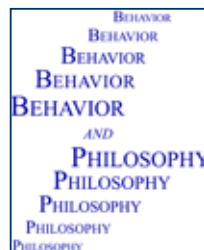
Behavior & Philosophy Volume 52 New Articles on behavior.org

How Thoughts Survive

Geir Overskeid, Department of Psychology
University of Oslo

About "About Behaviorism"

Emilio Ribes Iñesta
University of Veracruz



Diego Zilio, PhD
Editor



Sorah Stein, PhD,
BCBA-D, CSE, CSES
Copyeditor

Behavior and Philosophy publishes articles dedicated to theoretical issues concerning behavior analysis as well as allied behavior sciences (e.g., conceptual analysis; methodological discussions; reflections on epistemology and ontology; ethical and political investigations).

All manuscripts in accordance with *Behavior and Philosophy's* scope will be considered for publication after a double-blind review process by two anonymous reviewers invited by the Editor for the task.

Behavior and Philosophy adopts the continuous publishing model of publication. Finished the copy-editing process, articles accepted for publication will be published [online on Behavior and Philosophy site](#) in a continuous flow. The journal volumes will be closed by the end of each year with the papers published during this period. The continuous publication process promotes speed and agility in the process of availability of research. In case of manuscripts accepted for publication, it takes 3 months on average between submission and the publication online.

Contact Editor Dr. Diego Zilio to submit your article.

Instructions for Submission of Manuscripts



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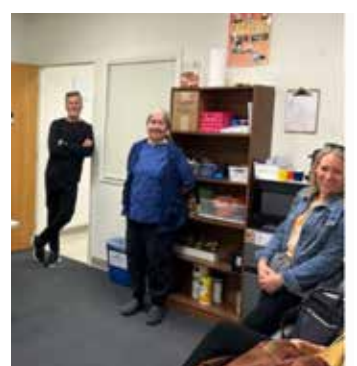
17th Annual Conference on Autism: Research-Based Solutions



12th Annual ETHICS in Professional Practice Conference



1st Annual From Home to Habitat: Conference on Understanding Animal Behavior



6th Annual Behavioral Science: Applications in Leadership & Supervision Conference



Invited Speakers



Bridget A. Taylor, PsyD, BCBA-D

Co-founder & CEO, Alpine Learning Group
Senior Clinical Advisor, Rethink



Robert H. LaRue, PhD, BCBA-D

Clinical Professor, Director of Behavioral Services
Graduate School of Applied and Professional Psychology
Rutgers



Kimberly A. Schreck, PhD, BCBA-D

Professor of Psychology
School of Behavioral Sciences and Education
Penn State Harrisburg



Paul Waga, MPP, MEd, BCBA

Senior Director of Adult Services, Melmark, PA

with **Ashley Benedetto, MS Ed, BCBA**



Helena Maguire, MS, LABA, BCBA, CDE®

Vice President and Chief Clinical Officer
Melmark New England at Melmark Inc.

with **Melissa Baxter, MS**

Katie Salvatore, MEd, BCBA, LABA

Freddie Scibelli, MEd, BCBA, LABA

Brad Stevenson, PhD, BCBA-D



Pamela Peterson, PhD, BCBA-D, LABA

Director of Early Intervention, Melmark New England

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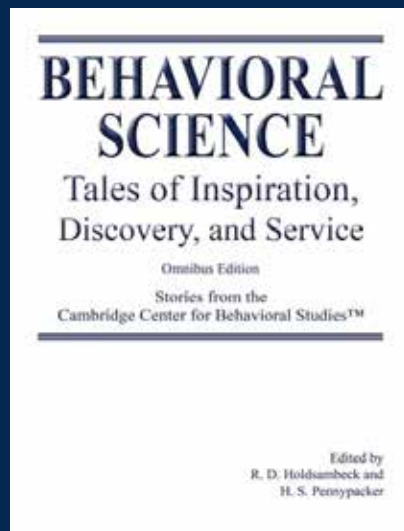
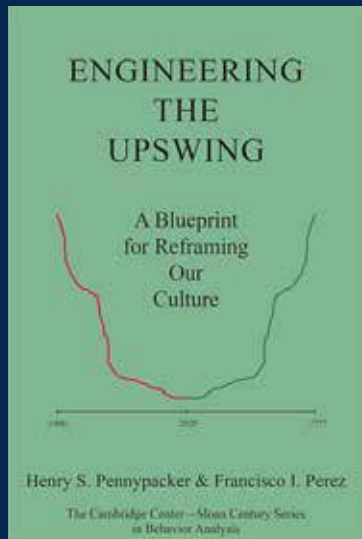
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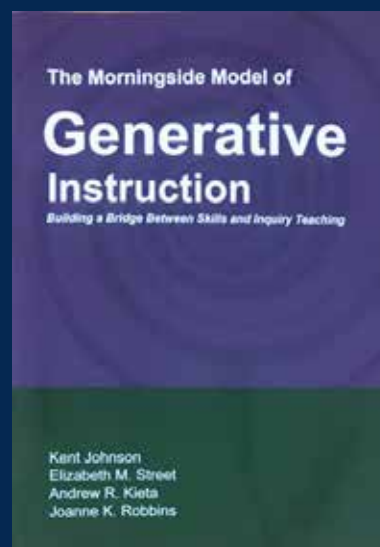
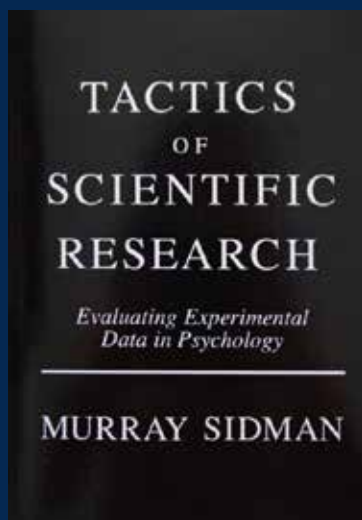


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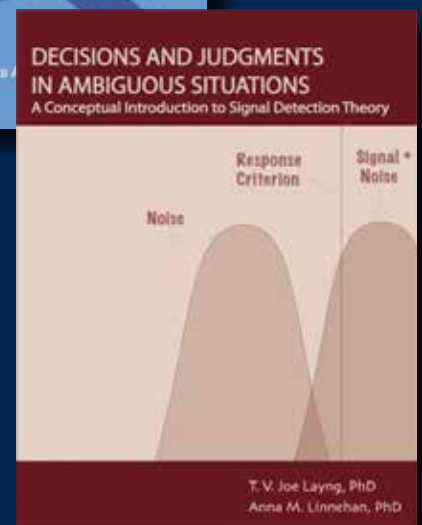
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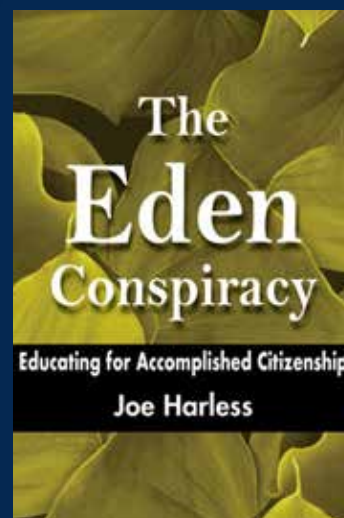
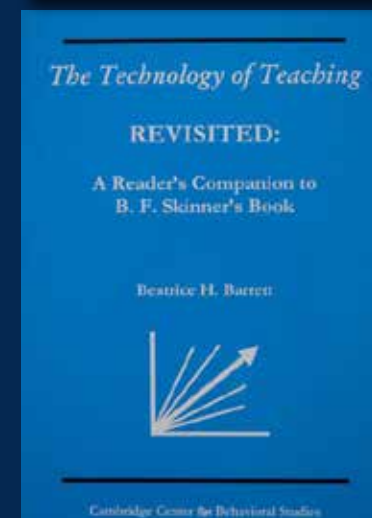
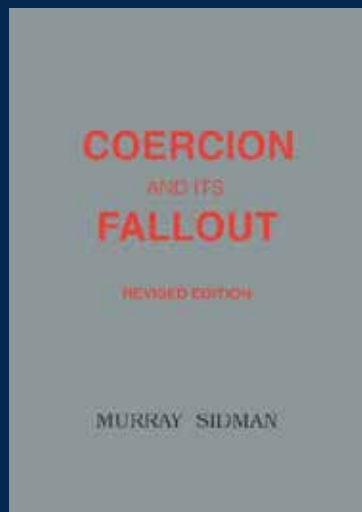
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