

**VOL 33
NO 2
2023**

GROWTH IN THE FIELD OF OBM AND THE NETWORK

ABAI

OBM Events &
Presentations

SPOTLIGHT

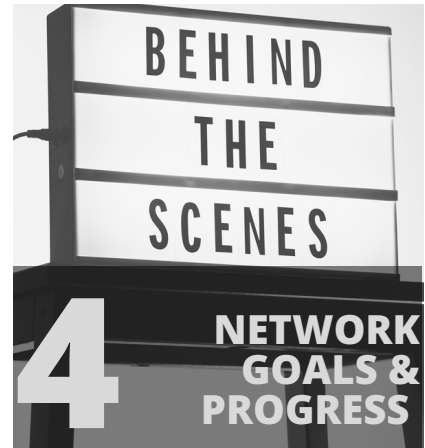
OBM Research
KU, UF, UNR

EDUCATION

OBM Graduate
Training

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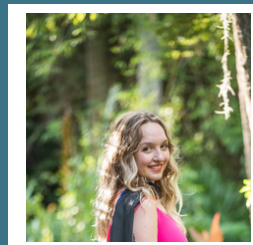


OBM NETWORK NEWSLETTER TEAM



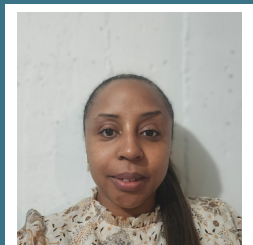
GRACE BARTLE

Grace Bartle is a third-year graduate student in the Performance Management Laboratory at the University of Kansas. While completing her bachelor's degree in Applied Behavioral Science, she completed the Organizational Behavior Management Research and Practice specialty area under the supervision of Dr. Florence D. DiGennaro Reed. As part of her degree requirements, she worked as a student consultant helping a nonprofit company improve aspects of its performance management systems. While pursuing doctoral studies at KU, she has supervised teachers in an inclusive preschool classroom, managed an online RBT training and certification course, and worked as a behavioral consultant for two human service agencies. Grace presently serves as the Director of Outreach for the the OBM Network.



ELIZA GOBLEN

Eliza is a first-year doctoral student in the Performance Management Laboratory at the University of Kansas. Previously, she earned a Master of Science in Organizational Behavior Management at the Florida Institute of Technology and a Bachelor of Science in Psychology: Behavior Analysis from Northern Michigan University. Eliza is a Board Certified Behavior Analyst. During her time at Florida Tech, Eliza interned with multiple human service organizations and aided in assessing and intervening on concerns in the workplace, including developing effective onboarding processes and staff incentive programs. During her time at KU, she has worked as a behavioral consultant for a human service organization and provided supervision to undergraduate practicum students. Eliza serves as a student ambassador for the OBM Network.



NATASHA W. MILLER

Natasha W. Miller is a first-year doctoral student in the Industrial Organizational Behavior Management program at Western Michigan University studying under Dr. Sharlet Rafacz, she holds Master of Arts in Psychology, a graduate certificate in Applied Behavior Analysis from Arizona State University, and a Bachelor of Arts in Business Administration. Her goal is to apply behavioral science to positively influence, empower, and unite communities. She plans to use the principles of behavior analytics to create a platform for promoting health and wellness, accountability and positive influences within various community hubs such as small businesses, schools, churches, and other essential components of neighborhoods. Ultimately, she hopes to build healthy, more cohesive and resilient communities.



DANIEL CYMBAL

Daniel lives in the Orlando area with his wife and two young children. He enjoys spending time outdoors, travel, and ice hockey. In his spare time, he attends the Florida Institute of Technology under the supervision of Dr. David Wilder. In the future, he'd like to continue a career in academia, as he enjoys teaching and research. He hopes work on the OBMN Newsletter will help direct folks to the variety of resources and networking opportunities afforded by membership.

Want to join the team?
Contact: outreach@obmnetwork.com

BEHIND THE SCENES AT THE OBM NETWORK

As the demand for OBM continues to grow, it is our priority as the OBM Network to ensure the high quality of OBM research, education, and application. But this vision is broader than what the OBM Network can do alone; it also requires the involvement of universities and businesses who are teaching and practicing OBM. We all need to work together to ensure the quality of OBM research and practice.



DR. LORI LUDWIG
EXECUTIVE DIRECTOR

There is a lot of work to be done to ensure quality growth in our field. The OBM Network is the perfect place to be the hub for valuable OBM resources and connections, for both new and experienced OBMers. *Our mission: To develop, enhance, and support the growth and vitality of OBM through research, education, practice, and collaboration.* And we're getting it done, one step at a time. I want to take this opportunity to highlight the strategic goals developed last year for the OBM Network and share the progress we're making.

OBM NETWORK STRATEGIC GOALS

1. Serve as the main hub for OBM resources, learning, and collaboration.
3. Build relationships with other ABAI SIGs, ABAI chapters, universities, businesses, and others so the OBM Network is recognized as the place to go for OBM needs/questions/quality criteria.
3. Retain members to help keep OBMers connected to one another and the field over time.

OBM NETWORK STRATEGIC GOALS

Goal 1: Serve as the main hub for OBM resources, learning, and collaboration to ensure quality.

We are focused on creating value adding content for our members, including:

- Interviews with top experts in our field (check out first release [here](#), many more to come soon with CEUs offered!)
- **OBM Network Newsletters**
- Curated resources for OBM instructors (see Dr. Sharlet's Rafacz's article on page 6 to learn more about the OBM Research & Education Committee's goals)
- OBM Network Conference **invited presenter videos**
- Social media highlighting monthly themes and suggested JOBM articles
- Continuous development of our website
- Enhanced membership search criteria In the **Member Directory**
- Development of the OBM **Career Center**

Goal 2: Build relationships with other ABAI SIGs, ABAI chapters, universities, businesses, and others so the OBM Network is recognized as the place to go for OBM needs/questions/quality criteria.

We created some new partnerships this year, including:

- Black Applied Behavior Analysts (BABA): The OBM Network is partnering with BABA for their OBM track line up during their conference this June in Detroit, Michigan.
- University partnerships: The OBM Network thrives when students help to serve the mission of the network. We currently we have student volunteers from Florida Institute of Technology, University of Kansas, and Western Michigan University.

Goal 3: Retain members to help keep OBMers connected over time.

We are continuing to build a strong foundation to grow from, including:

- Membership Portal: The goals of the portal are to 1) serve as a site to enhance the collaboration in our field, 2) Build institutional memory, and 3) give members a way to share and connect virtually in a specialized focused site. We need to continue envisioning, building, and maintaining valuable resources that members need and want and make the portal the main hub people go to for OBM resources and connections.
- Revised By-Laws: The OBM Network Board revised the organization's by-laws and will be asking membership to vote on them in June. The changes in the by-laws will help plan board member transitions to ensure stability and continuity of the organization's mission and goals.

Thank you for supporting the OBM Network!

I hope to see you at the ABAI business meeting in Denver and in the membership portal. If you would like to join the movement and get more involved in advancing the mission of the Network, please reach out to me at director@obmnetwork.com

RESEARCH & EDUCATION COMMITTEE

The Research and Education (R&E) Committee was established by the OBM Network in 2022. The mission of the committee is to support quality education and research in organizational behavior management (OBM). The formation of this committee was primarily in response to the growing interest in OBM that the board and other members of the OBM Network have seen in recent years. One example of this is within clinical ABA, where more and more people are recognizing the importance of OBM in providing high-quality supervision. The OBM Network has taken several steps to meet this need, including forming the R&E Committee.

The R&E Committee is comprised primarily of faculty who teach courses and conduct research in OBM, but also includes representatives from the applied realm and at least one member of the OBM Network board of directors. The committee formed approximately one year ago and began work on a strategic plan, specifically identifying priority areas for the coming year. In our first year, the committee determined that our first objective was to increase the quality of instruction in OBM. To that end, we developed a suggested curriculum for a graduate-level course in OBM and recently submitted it for publication in the Journal of Organizational Behavior Management. We expect that this will be published in the coming year and hope that it will provide a strong foundation for individuals teaching OBM, whether that is in master's level applied behavior analysis program, business program, or other graduate training. We have also begun work on developing other supports for instructors of OBM classes, including a course material repository and professional development opportunities. As we look ahead to the second and third years of this committee, we have additional plans to support faculty as they prepare students for careers in OBM, further enhance OBM research, and encourage student and faculty involvement in the OBM Network.



DR. SHARLET RAFACZ
PAST- PRESIDENT &
COMMITTEE CHAIR



Thank you to...



DR. SHARLET RAFACZ
PRESIDENT
(2019-2023)



SHANNON BIAGI
DIRECTOR OF OPERATIONS
(2018-2023)

**THANK YOU TO OUR OUTGOING BOARD
MEMBERS FOR THEIR INVALUABLE SERVICE
TO THE OBM NETWORK!**



Please welcome...



KELLY THERRIEN PRESIDENT-ELECT

As the Senior Manager of Talent Development for ALULA, Kelly Therrien is dedicated to improving workplaces through Organizational Behavior Management. Kelly oversees talent development to ensure colleagues achieve their professional goals and career growth, while simultaneously ensuring client outcomes.

Before returning to ALULA in her current role in Talent Development, Kelly applied her talents as Product Manager for Professional Development with ABA Technologies, Inc., overseeing various professional development products to aid in dissemination of human behavioral science. Most notably, Kelly worked with the team in designing and developing the all new OBM Specialist program to improve student learning outcomes and profitability of the program.

Kelly developed her subject matter expertise by working up the ranks from delivery consultant to Senior Consultant, to Project Manager with ALULA during the course of her career after earning her graduate degree. Kelly was also a member of the Operations Team, playing a vital role in the Consultant Readiness and Delivery function.

Kelly earned her MS in Applied Behavior Analysis with an emphasis in Organizational Behavior Management from the Florida Institute of Technology. She earned her BCBA certification and has maintained it in good standing since 2004. Kelly also holds a BS in Psychology with a minor in Business from Florida State University, having completed the Performance Management track. She has published articles in both the Journal of Applied Behavior Analysis and Journal of Organizational Behavior Management.



ANDRESSA SLEIMAN DIRECTOR OF OPERATIONS

Andressa earned her Ph.D. in Psychology at the University of Florida. She received her B.A. in Psychology from Florida International University and her M.S. in Applied Behavior Analysis (ABA) and Organizational Behavior Management (OBM) from the Florida Institute of Technology.

Andressa specializes in Organizational Behavior Management (OBM), which applies the science of behavior to organizations to increase productivity, safety, and staff satisfaction. Andressa has published over 20 articles and book chapters in scientific journals.

Her primary research interests include behavioral safety, healthcare procedural adherence and related outcomes, and conditions that promote feedback effectiveness. In addition to research, she is passionate about teaching undergraduates and graduate students about organizational behavior management and behavior analysis.

By Eliza J. Goben

STATE OF OBM RESEARCH

Meet the Performance System Technology Lab

Faculty Advisor:

Ramona A. Houmanfar, PhD

Students:

Theo Fuentes, BS, BA

Alison Szarko, MA, BCBA*

Angela Engbrecht, BA

Donna West, BA

Rita Olla, MA*

Changzhi Wu, MA

Kian Assemi, MA, BCBA

The Performance System Technology (PST) Lab at the University of Nevada, Reno (UNR) is led by Dr. Houmanfar. Her expertise in behavioral systems analysis, cultural behavior analysis, and verbal behavior have guided the development of lines of research associated with rule and values-based governance, leadership communication, implicit bias, cooperation, and well-being of consumers and members of organized groups.

Students in the PST lab have also had the opportunity to conduct research in instructional design and values-based governance in Dr. Houmanfar's Self-Paced, Personalized, Interactive, and Networked (SPIN) system of instruction for Psychology. This system of instruction utilizes a variation of Fred Keller's Personalized System of Instruction (PSI).



Additionally, PST lab members are currently working alongside Dr. Houmanfar on grant-funded research with Computer Science and Cybersecurity faculty in the College of Engineering at UNR. The research on this grant is aimed at understanding ways artificial intelligence (AI) and humans cooperate, as well as biases that may exist in AI. This research comes as a result of collaboration between Dr. Houmanfar and the College of Engineering.

PST has a history of collaborating with other university-affiliated and community organizations, as well. Most notably, they have spent more than a decade working with the leadership team at the University of Nevada School of Medicine to assess various behaviors and develop an Acceptance and Commitment Training curriculum to address several topics such as student well-being, burnout management, and cultural humility.

Highlighted Publications

Szarko, A.J., Houmanfar, R.A., Smith, G.S., Jacobs, N.N., Smith, B.M., Assemi, K., Piasecki, M., & Baker, T.K. (2022). Impact of Acceptance and Commitment Training on Resilience and Burnout in Medical Education. *Journal of Contextual Behavioral Science*, 23, 190-199

Smith, G. S., Houmanfar, R. A., Jacobs, N. N., Froehlich, M., Szarko, A. J., Smith, B. M., Kimmelmeier, M., Baker, T. K., Piasecki, M. P., & Schwenk, T. (2022). Assessment of medical student burnout: Toward an implicit measure to address current issues. *Advances in Health Sciences Education*.

Houmanfar, R. A., Szarko, A. (2021). Utilizing values-based governance to promote well-being in organizations and beyond. In Houmanfar R. A., Fryling M., Alavosius M. P. (Eds.) *Applied Behavior Science in Organizations: Consilience of Historical and Emerging Trends in Organizational Behavior Management*, (pp. 291-315).

Esquiedo-Leal, J. L., Houmanfar, R. A. (2021). Creating inclusive and equitable cultural practices by linking leadership to systemic change. *Behavior Analysis & Practice*.

*denotes student graduating in 2023

By Eliza J. Goblen

STATE OF OBM RESEARCH

Meet the Gravina Lab

Faculty Advisor:

Nicole Gravina, PhD

Students:

Williams A. Espericueta Luna, MS

Jessica Nastasi, MA, BCBA*

Davis Simmons, BGS

Dr. Nicole Gravina leads a lab at the University of Florida (UF), where she and her students conduct research in three main areas of organizational behavior management: workplace safety, employee performance in human service settings, and workplace communication. Most recently, the lab is investigating the effects of feedback reactivity, burnout in human service settings, using technology to measure safety and performance, workplace injury analysis, and adherence to best practices in healthcare.

The Gravina Lab is currently working on several grant-funded research projects. Two projects funded by the National Institute of Health/National Institute on

Aging (NIH/NIA) seek to analyze a mobile health application in its monitoring of health-related needs in a variety of patients. With seed money from GatorCare, UF's health insurance program, Dr. Gravina and her students are working on a collaborative research project to measure and improve ergonomics through AI. Lastly, the lab is seeking to understand the behavior therapist shortage that the state of Florida is currently facing with funding through the Florida Developmental Disabilities Council.

Additionally, the Gravina lab collaborates with local and university-affiliated healthcare organizations and organizations outside of human service settings, such as manufacturing companies. These collaborations are often a blend of consultation and research that seeks to address concerns for the organization and add to the depth of research in the field of OBM.

Click [here](#) to visit the Gravina Lab website

Highlighted Publications

Gravina, N., Sleiman, A., Southwick, F., Matey, N., Harlan, E., Lukose, K., Hack, G., & Radakrishnan, N. (2021). Increasing adherence to a standardized rounding procedure in two hospital in-patient units. *Journal of Applied Behavior Analysis*, 54(4), 1514-1525.

Matey, N., Sleiman, A., Nastasi, J., Richard, E., & Gravina, N. (2021). Varying reactions to feedback and their effects on observer accuracy and attrition. *Journal of Applied Behavior Analysis*, 54(3), 1188-1198.

Sleiman, A. A., Portillo, D., & Gravina, N. (2023). An evaluation of teach-back method for training new skills. *Journal of Applied Behavior Analysis*, 56(1), 117-130.

Sleiman, A., Sigurjonsdottir, S., Kieland, A., Gage, N., & Gravina, N. (2020). A quantitative review of performance feedback in organizational settings (1998-2018). *Journal of Organizational Behavior Management*, 40(3-4), 303-332.

*denotes student graduating in 2023

By Eliza J. Goben

STATE OF OBM RESEARCH



Meet the Performance Management Lab

Faculty Advisor:

Florence DiGennaro Reed, PhD, BCBA-D, LBA-KS

Students:

Sandra Ruby, MA*

Matthew Laske, MS

Grace Bartle, BGS

J Turner B. Braren, MA, BCBA

Hanna Vance, MA, BCBA

Eliza Goben, MS, BCBA

At the University of Kansas, Dr. Florence DiGennaro Reed operates the Performance Management Lab (PML). The lab conducts applied and translational research with employees and volunteers to develop

empirically supported training and support systems for those working within human service organizations and vulnerable populations. Members of PML are currently exploring research areas in difficult conversations with staff and supervisors, public speaking skills, feedback modality, and reactions to feedback.

Outside of research, lab members work as a part of the Performance Management Center, where they follow the behavioral consultation model with community organizations to develop training and process-level solutions. Dr. DiGennaro Reed and lab graduate students work alongside undergraduate student consultants to conduct assessments and create training programs, along with other interventions to appropriately address organizational concerns.

Additionally, lab members engage in professional service opportunities with local, national, and university-affiliated groups to improve the dissemination of behavior analysis.



Click [here](#) to visit the Performance Management Lab website

Highlighted Publications

Laske, M. M., & DiGennaro Reed, F. D. (2022). The efficacy of remote video-based training on public speaking. *Journal of Applied Behavior Analysis*, 55 (4), 1124-1143.

Erath, T. G., & DiGennaro Reed, F. D. (2022). Technology-based contingency management for walking to prevent prolonged periods of workday sitting. *Journal of Applied Behavior Analysis*, 55(3), 746-762

Blackman, A. L., Ruby, S. A., Bartle, G., DiGennaro Reed, F. D., Strouse, M., Erath, T. G., & Leon-Barajas, M. (2022). Effects of a systems level intervention to improve trainer integrity. *Advances in Neurodevelopmental Disabilities*, 6, 304-314.

Ruby, S. A., & DiGennaro Reed, F. D. (2022). Evaluating the effects of technology-based self-monitoring on positive staff-consumer interactions in group homes. *Behavior Analysis in Practice*, 15.

*denotes student graduating in 2023

OBM GRADUATE TRAINING PROGRAMS

Click on the check box to learn more about each program!

SCHOOL	MASTER'S	PHD	OBM FACULTY
 Appalachian State University	☒		Dr. Timothy Ludwig, Ph.D.
 California State University Northridge	☒		Dr. Ellie Kazemi, Ph.D., BCBA-D
 California State University, Fresno	☒		Dr. Marianne Jackson, Ph.D.
 California State University, Sacramento	☒		Dr. Denys Brand., Ph.D.
 Florida Institute of Technology	☒	☒	Dr. David Wilder, PhD, BCBA-D
 Florida State University*	☒		Dr. Nikki Dickens, EdD, BCBA Dr. Amy Polick, Ph.D., BCBA-D Dr. Andressa Sleiman, Ph.D., BCBA-D
 Missouri State University	☒		Dr. Michael Clayton, Ph.D.
 Queens College of CUNY	☒		Dr. Alicia Alvero, Ph.D. Dr. Peter Sturmey, Ph.D.
 University of Florida	☒	☒	Dr. Nicole Gravina, Ph.D.
 University of Kansas	☒	☒	Dr. Florence DiGennaro Reed, Ph.D., BCBA-D
 University of Minnesota Duluth	☒		Dr. Julie Slowiak, Ph.D., BCBA-D
 University of Nevada, Reno	☒	☒	Dr. Ramona Houmanfar, Ph.D.
 Western Michigan University	☒	☒	Dr. Heather McGee, Ph.D. Dr. Sharlet Rafacz, Ph.D., BCBA-D Dr. Ron Van Houten, Ph.D.

*Online program

FACULTY WITH OBM INTERESTS

[Dr. Mark Dixon](#)
[University of Illinois Chicago](#)

[Dr. Don Hantula](#)
[Temple University](#)

[Dr. Ray Miltenberger](#)
[University of South Florida](#)

[Dr. Ryan Olsen](#)
[Portland State University](#)

[Dr. Claire St. Peter](#)
[West Virginia University](#)

[Dr. E. Scott Geller](#)
[Virginia Tech](#)



ABAI's CBS Concentration focuses on Behavioral Systems Analysis to address complex cultural issues affecting people and society. There are 7 verified CBS concentrations at 6 institutions worldwide that prepare students to work on areas that affect public policy or engage in interdisciplinary work.

Click here to learn more about graduate programs in OBM

A BRIEF HISTORY OF BEHAVIORAL SYSTEMS ANALYSIS



DR. HEATHER MCGEE
PROFESSOR, WESTERN MICHIGAN
UNIVERSITY

Behavioral Systems Analysis (BSA) has a rich history that predates many of the professional systems and publications we associate with Organizational Behavior Management (OBM). In 1962, Geary Rummler and Dr. George Odiorne created the Center for Programmed Learning for Business (CPLB within the University of Michigan's Graduate School of Business (Dickinson, 2000; Rummler, 2007). There they began running the monthly, weeklong "Performance Learning Workshop," joined by Dale Brethower. Prior to joining the University of Michigan, Brethower had earned his M.A. with Dr. B.F. Skinner at Harvard, and his B.A. at University of Kansas, where he was first introduced to behavior analysis by Dr. Jack Michael (Dickinson, 2000).

Over the next few years, the CPLB faculty would expand their workshop offerings, adding expert staff (e.g., Karen Brethower, David Markle) and guest speakers (e.g., Tom Gilbert, Joe Harless, Roger Kaufman). These experts, along with workshop graduates (e.g., Ed Feeney), would go on to disseminate the workshops at conferences and in books, journal articles, and other publication outlets, thereby broadening the reach and impact of BSA. Brethower and Rummler continued to collaborate with other systems thinkers, including Richard "Dick" Malott, who, by 1969, had begun incorporating OBM and BSA into the undergraduate and graduate curriculum at WMU (Dickinson, 2000; Malott, 2016).

Throughout the 70s, several articles and books were written on BSA (Dickinson, 2000; Rummler, 2007). In 1973, Dick Malott and Dwight Harshbarger first introduced the term "behavioral systems analysis" to describe the systems approach (Brethower, 2002). The late 70s saw the birth of formal OBM graduate training. Up to this point, individual faculty had already been teaching OBM courses at several universities, but there were no cohesive OBM programs (Dickinson, 2000). By the end of the 1970s, the behavioral systems analysis approach to performance analysis and improvement could be found not only in formal graduate training programs, but in books, articles, and among the services provided by consulting firms.

A BRIEF HISTORY OF BEHAVIORAL SYSTEMS ANALYSIS

In 1977, the first issue of *JOBM* was published, though the first BSA article would not appear until Krapfl's (1982) Behavior management in state mental health systems (Johnson et al., 2014). Then, in 1982, the Organizational Behavior Network (now the OBM Network) became an official special interest group of the Association for Behavior Analysis, though it had been meeting annually, informally, since 1979 (Dickinson, 2000). Also that year, Rummier formed The Rummier Group, which operated 1982-1986. During that time, Rummier worked with such companies as Motorola and GTE, teaching the three levels of performance view to executives of these organizations. Of particular importance is Rummier's work with Motorola.

Throughout 1984-85, Rummier and Alan Ramias, a Motorola training manager and internal consultant for the Semiconductor Products business groups, did extensive process analysis and improvement work (Rummier et al., 2009). Motorola eventually rolled out Rummier and Ramias' methodology to most major business units; eventually integrating it into their existing Total Quality Management (TQM) system and rolling it out in the late 1980s as Six Sigma.

Throughout the 1980s and 1990s, the field of OBM, along with its subfields of BSA and Performance Management (PM) would continue to develop. Since that time, the field has continued to grow and adapt. The field's firm foundation in behavior analysis might explain why the PM framework is seemingly so much more popular than the BSA framework, even though the BSA framework was as integral to the development of the field as the PM framework. Still, BSA continues to be a powerful approach to understanding performance within organizations. Practitioners of BSA enjoy positions in continuous improvement, quality, operations, and process effectiveness across many major organizations.

This brief historical account is by no means all-encompassing of BSA. Readers are encouraged to read Rummier's (2007) *The past is prologue: An eyewitness account of HPT*; Tosti and Kaufman's (2007) *Who is the "real" father of HPT?*; Dickinson's (2000) *The historical roots of Organizational Behavior Management in the private sector*; R. W. Malott's (2016) *Why is Dick so weird?*; and McGee and Crowley-Koch's (2022) *Behavioral Systems Analysis in Organizations* for more detailed accounts, from varying perspectives. The rich and fascinating history of BSA cannot easily be distilled into a couple of pages!

A Few References

McGee, H. M. & Crowley-Koch, B. J. (2022). Behavioral systems analysis in organizations. In R. A. Houmanfar, M. Fryling, & M. P. Alavosius (Eds.) *Applied behavior science in organizations: Consilience of historical and emerging trends in organizational behavior management* (pp. 99-127)

Brethower, D. M. (2002). Behavioral systems analysis: Fundamental concepts and cutting edge applications. <https://behavior.org/wp-content/uploads/2018/05/BSA-Brethower-PartV.pdf>

Dickinson, A. M. (2000). The historical roots of organizational behavior management in the private sector: The 1950s-1980s. *Journal of Organizational Behavior Management*, 20(3-4), 9-58.

Johnson, D. A., Casella, S. E., McGee, H., & Lee, S. C. (2014). The use and validation of preintervention diagnostic tools in organizational behavior management. *Journal of Organizational Behavior Management*, 34(2), 104-121.

A | B | A | I

If you're coming to the Association for Behavior Analysis International Convention in Denver, here is a quick reference to all the OBM events you should check out!

OBM ABAI Workshops

Thursday, May 25

#W21 Workshop:

Become the Applied Behavior Analysis Leader Your Team Deserves:
7 Organizational Behavior Management Strategies That Can Immediately
Level-Up Your Leadership

4:00 – 7:00pm Convention Center 401/402

John Austin (Reaching Results)

Jonathon Mueller (Ascend Behavior Partners)

Friday, May 26

#W32 Workshop:

Sowing Seeds of Encouragement:

A Behavioral Approach to Leadership (Supervision)

8:00 – 11:00am Hyatt Regency, Centennial Ballroom C

Danielle Micera (Compass ABA)

Maya Olivia (Compass ABA)

#W54 Workshop:

Beyond Performance Management: How Anyone Can Navigate a Flawed
System Through Process Improvement (Supervision)

12:00 – 3:00pm Hyatt Regency, Centennial Ballroom B

Andressa Sleiman (FSU)

Allison King (ABA Technologies)

OBM ABAI Presentations

Saturday, May 27

#16 Symposium – Novel Applications of Behavioral Skills Training
10:00 – 11:50am

Butler Braren (KU)

Sandra Ruby (KU)

Jessica Day-Watkins (Drexel University)

MaryKate McKenna (Hunter College)

#19 Paper Session Behavior Based Safety Implementation in a
Construction Site Reality

10:30 – 10:55am Hyatt Regency, Mineral Hall A-C

Fabio Tosolin (AARBA)

Maria Gatti (AARBA)

Guglielmo Monnecchi (AARBA)

Carla Lasagna Del Val (AARBA)

#25 Paper Session – Supervision: Identifying and Enhancing Its Role in
Applied Behavior Analysis Services

11:00-11:50am Hyatt Regency, Mineral Hall D-G

Kerri Milyko (CentralReach)

Heather McGee (WMU)

#32 Symposium – Optimizing Employee Performance at Multiple
Organizational Levels

11:00 – 12:50am Hyatt Regency, Mineral Hall A-C

Lea Jones (CSUS)

Abigail Blackman (Behavior Science Tech)

Sean Borboa (Fresno State)

Nicole Gravina (UF)

#83 Panel Discussion – Values, Quality & Systems Design; Scaling Autism
Service Delivery that Makes a Meaningful Difference

4:00 – 4:50pm Convention Center Mile High Ballroom 4C/D

Emily Callahan (Centria Healthcare)

Hillary Laney (Centria Healthcare)

Kayza Maye Coats (Centria Healthcare)

**#122 Business Meeting Organizational Behavior Management
Network and Journal of Organizational Behavior Management
Annual Meeting**

7:00-9:00 PM Convention Center Mile High Ballroom 2B

OBM ABAI Presentations

Sunday, May 28

#142 Symposium - Staff Training Approaches to Improve Procedural Fidelity

8:00 – 9:50am Convention Center 406/407

Marisel Aguilar (WVU)

Karen Lionello-Denolf (Assumption University)

Ray Lai (UNT)

Grace Bartle (KU)

Tiffany Kodack (Marquette University)

#157 Symposium - Applied Behavior Analysis (ABA) Interventions to Enhance Dance: What Works Best?

10:00-10:50am Hyatt Regency, Capitol Ballroom 5-7

Shreeya Deshmuh (USF)

Eliza Gobin (KU)

Jennifer Cook (University of Manitoba)

#218 Panel Discussion PDS: Tips from OBM Experts on Building Your OBM Competency

3:00 – 3:50pm Hyatt Regency, Mineral Hall A-C

Nicole Gravina (UF)

Shannon Biagi (Chief Motivating Officers)

Abigail Blackman (Behavior Science Tech)

#226 Symposium - Improving Supervision Practices with Observational Learning: Lessons Learned from Behavior Analysis and Related Fields

3:00-4:50 pm Convention Center 406/407

Amber Valentino (Trumpet Behavioral Health)

Eliana Aljadeff (Kinneret College on the Sea of Galilee)

Natalie Rolider (Kinneret Academic College)

Avner Fraidlin (Kinneret College)

Lisa Britton (Britton Behavioral Consulting)

OBM ABAI Presentations

Sunday, May 28 (cont.)

#235 Panel Discussion - Building a Practice of Compassionate Care
Through Mission-Driven Organizational Behavior Management Strategies

4:00 – 4:50pm Hyatt Regency, Mineral Hall A-C

Molly Ann McGinnis (Butterfly Effects)

Leah Bean (Butterfly Effects)

Kimberli Santa Maria (Butterfly Effects)

#244 Symposium - Recent Advancements in Behavioral Safety Programs
in the Industry

5:00 – 5:50pm Hyatt Regency, Mineral Hall A-C

Timothy Ludwig (Appalachian State University)

Andressa Sleiman (FSU)

Davis Simmons (UF)

#256 Paper Session –
Digital Applications of Organizational Behavior Management

5:00-6:50pm Hyatt Regency, Mineral Hall D-G

Donald Hantula (Temple University)

Victoria German (FIT)

Eddie Amezquita (John Deere)

Christopher Herbin (Behaviorship LLC)

OBM ABAI Presentations

Monday, May 29th

#300 Symposium -

Considerations for Administering and Analyzing the Performance
Diagnostic Checklist - Human Services

8:00-8:50am Hyatt Regency, Mineral Hall A-C

Sebastian Jimenez (ABA Technologies)

Hanna Vance (KU)

Florence DiGennaro Reed (KU)

#359 Symposium -

Enhancing Staff Training and Performance with Technology and
Organizational Behavior Management Practices

8:00-9:50am Hyatt Regency, Centennial Ballroom E

Mary Lewis (FIT)

Gloria Fanning (May Institute)

Amber Paden (UNMC Munroe-Meyer Institute)

Eunju Choi (St. Cloud State University)

Ivy Chong (Little Leaves Behavioral Services)

#337 Panel Discussion -

Practical Strategies to Implement the Performance
Management Process

10:00 - 10:50am Hyatt Regency, Mineral Hall A-C

Breanne Hartley (LittleStar ABA Therapy)

Deterrence Allen (BAAMS)

Cortney Keene (Keene Perspectives)

**#367 Invited Presenter: Creating an Environment for Organizational
Behavioral Management Solutions to Succeed**

12:00 - 12:50pm Hyatt Regency, Mineral Hall D-G

John Austin (Reaching Results)

OBM ABAI Poster Sessions

Saturday, May 27 Poster Session 1:00 - 3:00 PM

#47K(141) Poster -
Setting Intention: Diversity and
Inclusion Accountability Practices
for Early Career Applied Behavior
Analysis (ABA) Professionals
Lori Ann Dotson

#47K(142) Poster -
A Pilot Study of the Effectiveness
and Feasibility of a Brief, Online,
and Self-Guided Acceptance and
Commitment Therapy Intervention
for Intellectual and Developmental
Disability Support Staff
Kristina Axenova

#47K(143) Poster -
Board Certified Behavior Analyst
(BCBA) Workplace Preferences
Daniel Almedia

Applied Behavior Analysis (ABA)
Approach to Organizational
Resilience: A Single-Case Study
Sara Mulholland

#47K(145) Poster -
Workplace Reinforcement,
Burnout, and Job Satisfaction of
Behavior Analysts
James Diller

#47K(146) Poster -
Workplace Violence in Applied
Behavior Analysis: Victimization
Response Training
Molly Malone

#47K(147) Poster -
Behavioral Skill Training to
Establish Discrete Trial Teaching
Performances
Heidi Skorge Olaff

Sunday, May 28th Poster Session 1:00 - 3:00 PM

#206A(137) Poster -
Reported Variables Contributing to
Board Certified Behavior Analyst
Turnover
Sandra A. Ruby

#206IK(138) Poster -
Staff Development Model Through
Behavioral Skills TRaining:
Preventative Behavioral Skills
Focused
Chris Delap

#206I(139) Poster -
An Evaluation of Feedback
Selection on Performance
Ruairi Laurence Devereux

#206I(140) Poster -
Evaluating the Effects of Feedback
Timing on Performance
Brooklin Davis

#206I(141) Poster -
Evaluation of Clicker Feedback in
Context of Behavioral Skills
Training
Michelle Buhrman

#206I(142) Poster -
Acting to Enhance Registered
Behavior Technicians' Job
Performance in Center-Based
Applied Behavior Analysis
Julie Crochet

#206(143) Poster -
The Use of Metaphor to Teach
Group Home Staff about
Motivating Operations to Improve
Reinforcer Delivery
Shai Maor

Monday, May 29th Poster Session 1:00 - 3:00 PM

#370I(135) Poster -
Feasibility of Immediate Feedback
Procedure in a Human Service
Setting
Elizabeth Parthum

#370I(136) Poster -
The Effect of Remote Behavioral
Skills Training on Praise
Statements of Staff
Jamila M. Bhatti

#370I(137) Poster -
Evaluating the Effects of Goal-
Setting, Task Clarification, and
Graphic and Written Feedback on
Task Completion by Direct Support
Professionals
Zachary Einhorn

#370I(138) Poster -
The Use of Behavioral Skills
training to Increase Employee
Positive Communication and
Engagement with Clients in
Geriatric Care
Johanna Gilsdottir

#370I(139) Poster -
Graphing and Monitoring Staff
Injuries: Insights from the
Neurobehavioral Unit
Christopher Dillon

#370I(140) Poster -
The Effect of Behavioral Skills
Training on Praise Statements of
Staff in a Day-Habilitation Center
Inga McKay

#370I(141) Poster -
Increasing Accurate Use of
Personal Protective Equipment and
Reducing Injuries in the Workplace
Using a Computer-Based
Behavioral Skills Training Package
Wladimir Dorelien

OBM NETWORK & JOBM ANNUAL BUSINESS MEETING!



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**Saturday, May 27th, 2023
7:00 PM - 9:00 PM
Convention Center Mile High
Ballroom 2B**



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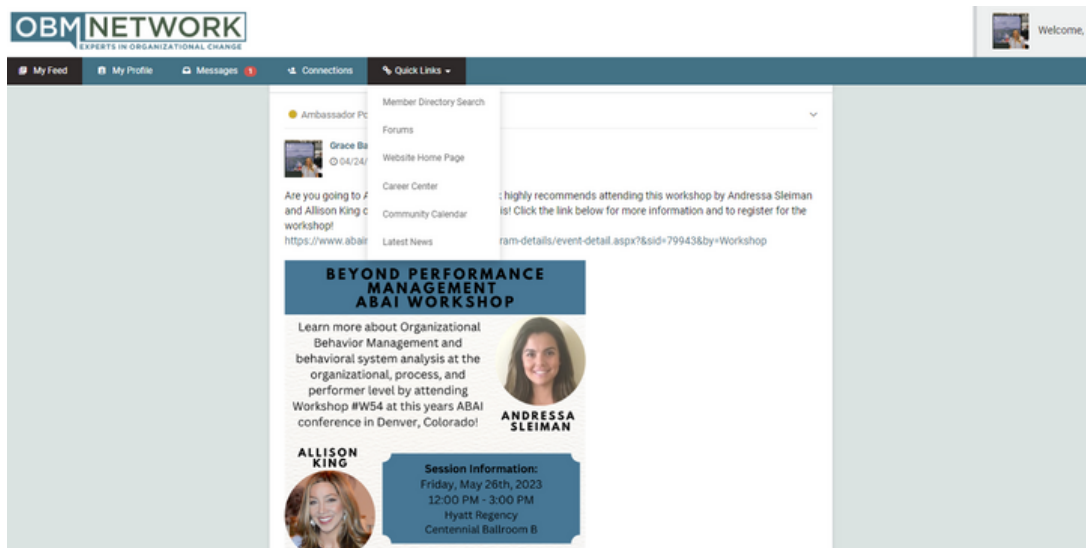
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