



An International Organization

The Association for Behavior Analysis Newsletter

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Society for the Advancement of Behavior Analysis A Message from the SABA President

The mission statement of the Society for the Advancement of Behavior Analysis specifies that SABA shall provide financial support for the advancement of behavior analysis, a noble goal indeed. While the operations of SABA have taken various forms in the past, this organization has evolved in recent years to become a more streamlined and focused effort. Currently, SABA stands as an enterprise dedicated to raising those funds necessary to attain SABA's goals, and disseminating funds in recognition of outstanding achievements and potential in behavior analysis.

In keeping with the latter of these strategic goals, SABA has had a banner year. The generous donations of many ABA members allowed our New Orleans meeting to play host to a wonderful celebration of both achievement and potential. Notably, SABA funded a record number of 73 student convention registrations. (We've averaged about 33 funded student registrations for the past 5 years.) The opening awards event for the 2001 Convention was a highlight, as always. This year we recognized the many contributions of Dr. Murray Sidman (Award for Distinguished Service to Behavior Analysis); Dr. Carolina Bori (Award for International Dissemination of Behavior Analysis); Dr. Kent Johnson (Award for Public Service in Behavior Analysis); Dr. Roger McIntire (Award for Effective Presentation of Behavior Analysis in the Mass Media); and the E.K. Shriver Center's Behavioral Technology Group (Award for Enduring Programmatic Contributions in Behavior Analysis).

For the second year in a row, SABA also provided three International Development Awards. These small grants of \$1,000 each were established in 1999 to promote the dissemination and growth of behavior analysis internationally.

Funding for these grants is donated by ABA. This year's 11 applicants represented outstanding projects from the world over. The winning proposals were submitted by Dr. Weihe Huang to conduct a workshop about behavior analysis and autism in Shanghai, China; by Dr. Gabriela Sigurdardottir to create a library of information for Icelandic students considering a career in behavior analysis; and by Drs. Gladys Williams and Luis Antonio Perez-Gonzalez to teach a course on behavior analysis to students participating in an educational program for children with autism in Mazatlan, Mexico.

The fourth annual Sidney W. and Janet R. Bijou Fellowship was awarded this year to Mr. Michael Mueller of the University of Southern Mississippi. This prestigious award was made possible by the Bijou's generous donation to establish a fellowship program for doctoral students studying child development from a behavior-analytic perspective. The Fellowship provides a one-year grant of \$5,000. Mr. Mueller's outstanding record to date made him a particularly deserving recipient of the Bijou Fellowship, even from a strong (and growing) set of candidates.

Indeed, the success of the Bijou Fellowship Program inspired the SABA Board to consider additional student-fellowship possibilities. In 2000, the Board dedicated funds for an Endowment that would provide for a second annual Fellowship – this time for a doctoral student conducting research in the experimental analysis of behavior. Modeled after the Bijou Fellowship program, an Endowment target of \$100,000 was set, such that SABA could use the return of the principal investment each year to provide a Fellowship grant in the amount of \$5,000.

Continued on page 1

Table of Contents

Message from the SABA President.....	Cover
2000 SABA Donors	2
ABA Job Placement Services.....	3
News from ABA Boards.....	4
News from ABA's Affiliated Chapters.....	8
News from ABA's Special Interest Groups	13
2001 SABA Grant Recipients	16
International Development Grant Application	17
Sidney W. and Janet R. Bijou Fellowship Application	18
SABA Experimental Fellowship Application	19
Venice International Conference.....	20
2001 Conference in Venice Registration Form	21
2001 Venice Workshop Registration Form.....	22
Opportunities for Behavior Analysts	23
2001 ABA Tutorial Video Abstracts.....	26
2001 ABA Tutorial Order Form	27
ABA Membership Information	28
2001 ABA Membership Forms	29

General Information

The ABA Newsletter is ABA's primary means of communicating with its members about association activities and developments, the activities of ABA chapters and special interest groups, upcoming events, job positions in behavior analysis, and other items of general interest to the behavioral community.

Diversity Statement

The Association for Behavior Analysis seeks to be an organization comprised of people of different ages, races, nationalities, ethnic groups, sexual orientations, health status, religions, abilities, and educational levels.

Submitting to *The ABA Newsletter*

The Association for Behavior Analysis publishes *The ABA Newsletter* three times per year. The newsletter Editor is Maria E. Malott. Publication dates and submission deadlines are as follows:

Mailing Date	Deadline for Submissions
January 2	December 15
June 30	April 15
October 1	September 15

Articles and Advertisements

All advertisements are accepted and published on the representation of the advertiser and its agency that they are authorized to publish the entire contents thereof and that, to the best of their knowledge and belief, all statements made therein are true. The advertiser and the agency agree to hold the publisher harmless from any and all claims arising out of advertising published. Publication of articles, announcements, or acceptance of advertisements in *The ABA Newsletter* does not imply endorsement by ABA. ABA reserves the right to reject any advertisement or copy that ABA, for any reason, deems unsuitable for publication in any association publication.

Articles and announcements must be submitted to the ABA office for consideration. Articles should consist of information of general interest to the behavioral community, and should not be reports of empirical research or conceptual developments, as such articles are more appropriate to refereed journals. Announcements and other advertisements must be relevant to behavior analysis science and/or practice.

Classified advertisements may be submitted in hard copy or faxed, and will be entered at the ABA office. The fee for classified is \$75 for the first 25 lines and \$3 for each additional line (approximately 35 characters/line). ABA reserves the right to edit all copy.

Display advertisements should be submitted on camera-ready, laser-quality copy. The following table shows the standard pricing structure for display advertisements.

Display size	Cost
Full page (7" wide x 10" deep).....	\$500
Half page (6½" wide x 4½" deep) or (3¼ wide x 9½" deep).....	\$350
Quarter page (3¼" wide x 4½" deep).....	\$200

Organizations with ten (10) or fewer employees receive a 10% discount on all advertisement prices.

Subscriptions

All members of the Association for Behavior Analysis receive *The ABA Newsletter* as a part of their membership benefits. Institution and nonmember subscriptions may be obtained at a cost of \$30/year. Single issues may be purchased for \$12

Questions?

Any questions, concerns, or submissions related to *The ABA Newsletter* may be addressed to the ABA office.

Association for Behavior Analysis
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Western Michigan University
Kalamazoo, MI 49008-5301

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Fax: 616-387-8354
E-mail: 76236.1312@compuserve.com

Continued from front cover

SABA is extremely proud to announce that the Endowment target has been met, thanks to many generous contributors (including ABA!), and the SABA Experimental Analysis of Behavior Fellowship Program is now a reality. Students and advisors should keep an eye out for upcoming announcements concerning application procedures. The submission deadline for both Fellowship Programs is March 1, 2002.

In sum, I think it safe to say that SABA has become quite accomplished at "fund dissemination in recognition of outstanding achievements and potential in behavior analysis." Of course, that leaves our remaining charge – to generate and maintain funds necessary to attain SABA's goals – and, as is probably clear, this is where your help is essential. The list of needs for behavior analysis is ever growing, both for short-term as well as longer-term goals. By way of example, under the guidance of Dr. Masaya Sato, a new SABA International Development Endowment Fund has been created. As with our fellowship funds, \$5,000 in grants supporting the international dissemination of behavior analysis will be awarded once the Fund target of \$100,000 has been met. Further, physical space for the ABA offices is becoming a very pressing issue, and even with the generous ongoing support of Western Michigan University, it is clear that significant financial resources will be required in the near future. SABA's greatest need is to develop the firm financial base that would provide for these and other programs aimed at ensuring the long-term vitality of behavior analysis.

The key to such a financial base lies in donations from ABA members – that is, from you. On this end, we're working hard to reduce the response cost of donating. Did you know that donations to SABA are tax deductible? Did you know that donations can now be made on-line? If you haven't done so, please visit our Web site at www.wmich.edu/aba. The SABA donation form is simple and all information is completely secure. You will receive a charitable-donation receipt for tax purposes in the mail. SABA has also recently established a planned giving program similar to those typical of university foundations. Donation options include bequests, charitable trusts, stock transfers, property transfers and insurance benefits that would allow you to make significant charitable contributions either now or in the future while offering tax-saving advantages. If you are interested in learning more about these sorts of options, please contact Dr. Maria Malott, SABA Secretary-Treasurer.

There are many advantages of giving to SABA beyond its tax benefits. In considering your donation, please remember that SABA is private and non-profit, existing solely for the benefit of behavior analysis. It is directly accountable to the behavior analysis community through its governance by ABA's Executive Council. SABA can allocate unrestricted gifts to help advance behavior analysis in areas that otherwise might not be funded, and its small size and low overhead ensure that gifts are directed to programs and not to administrative costs. I hope you will join me in working for the advancement of behavior analysis through a generous donation to SABA.

Carol Pilgrim, Ph.D.
SABA President

2002 ABA Convention
in Toronto, Canada

CALL FOR PAPERS

Deadline
October 10, 2001
Submit your proposals
on the ABA Website:

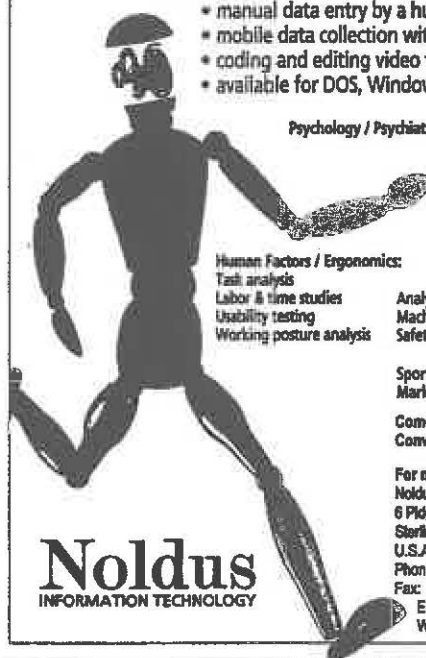
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2000 SABA Donors

We want to take this opportunity to thank all of the ABA members who contributed to Society for the Advancement of Behavior Analysis in 2000 to help build our funds.

\$10,000

AVB Fund:

John Mabry

\$5,000

SABA Endowment:

Osborne Cresson

\$1,000

Unrestricted Funds:

Aubrey Daniels

Student Presenters Fund:

Osborne Cresson

SABA Endowment:

Beth Sulzer-Azaroff

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Gina Green

Russian Chapter

Development:

Joe Morrow

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Michael Perone

Kurt Salzinger

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Glenn Latham

John Mabry

Edward Morris

David Palmer

Murray Sidman

Gabriela Sigurdardottir

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Fund:

Maria Malott

Student Presenters Fund:

William Abernathy

Aubrey Daniels

Janet Ellis

Peter Lamal

Richard Malott

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William Baum

Brenna Bry

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Curtis Hulteen

Kennon Lattal

Joe Lucyshyn

Lynn McClannagan

David Myers

Richard Saunders

Marcia Smith

Judith Stowe

Kazuko Tsukagoshi

Anne Vaccaro

International Endowment

Fund:

Philip Himeline

Koichi Ono

Student Presenters Fund:

Philip Bersh

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Dale Brethower

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Helen Burgess

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Christina Cogdill

James Cowardin

Kathy Culig

Elizabeth Diviney

Michael Dougher

William Eckenroth

Betty Fisher

Dinorah Frontera-de Jesus

Sigrid Glenn

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Christine Hughes

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WMU Psychology

Department

ABA Job Placement Services

2001 was a great year for ABA's Job Placement Service (JPS). Thanks to the reengineering efforts of Dr. Maria Malott and five students from Western Michigan University (WMU) (Kathy Culig, Kip Denhartig, Lori Miller, Jason Otto, and Joe Sasson) the JPS was run better than ever. To better serve the field of behavior analysis the JPS was revamped to take a more proactive approach in achieving its mission of matching employers and applicants in the field of behavior analysis. However, in addition to establishing employer/employee relationships, the JPS also expanded services to help suit the needs of graduate programs with a behavior analytic orientation by including both graduate programs and internship opportunities.

With this new broader focus in mind a marketing analysis was conducted and potential clients (both employers and applicants) were contacted as part of a marketing campaign. As a first step in a proactive approach to achieving the JPS mission, over 1000 students and 1000 employers were contacted to become a part of the JPS.

Once the volume of clients was addressed the JPS team decided on what services would be provided. This year the JPS focused on not only providing great customer service but also on being more proactive in creating matches between employers and applicants. This new focus translated into JPS team members recommending positions and applicants that appeared to be a match, assisting employers with interview scheduling, increasing client knowledge of the JPS process and how to succeed with the JPS, distributing interviewing tips to applicants, distributing jackets of new applicants and employers on a daily basis to provide an overview of the newest clients, and the addition of a system that allowed employers and applicants to know who was inquiring about their posting. After pinpointing the system's lack of proactive service as a potential for improvement, the students working for the service identified a few key process measures. Data forms were then created and added to the process to collect information about JPS client preferences.

With the addition of these new services the JPS had its most successful year ever. Job postings increased 31% over last year (90 to 118), applicant postings increased 224% over last year (21 to 68), and four internships were posted (an option that was not available last year).

Another enhancement this year was the JPS team's active solicitation for feedback on the system in an attempt to assess customer service. This year feedback forms were made available onsite earlier than usual and follow-up emails were sent post-conference to all JPS clients. Responses were obtained from 23 JPS clients. The survey indicated that 96% percent of this year's users would recommend the ABA JPS to a friend (22-23) (See figure one). The questionnaire also used a five-point scale to rate the JPS on other quality measures (See figure 2).

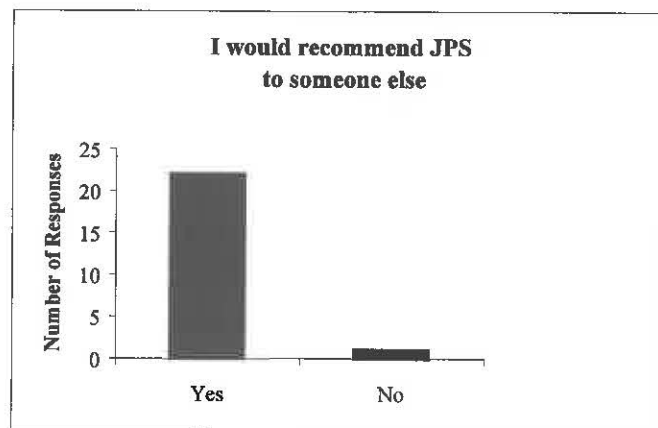


Figure One: Number of people who would recommend ABA JPS services to a friend.

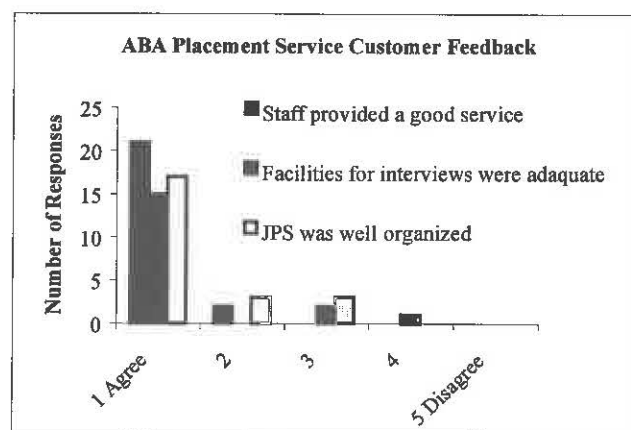


Figure Two: Feedback on JPS customer service, interview facilities, and organization.

With continuous improvement and support from the ABA membership the JPS will continue to help match applicants and employers in the field of behavior analysis and realize its mission of becoming the primary tool for job seekers and recruiters in the field.

Joseph R. Sasson (WMU)
Jason Otto (WMU)
Kathy Culig (WMU)
Kip DenHartig (WMU)
Lori Miller (WMU)
Maria Malott (Malott & Associates)
Alyce Dickinson (WMU)

Footnote

* The authors would like to thank Dr. Alyce Dickinson of Western Michigan University and Dr. Maria Malott for arranging the opportunity to assist with enhancing the JPS system.

News from ABA Boards

Affiliated Chapters Board

Sigrid S. Glenn, Ph.D.
Board Coordinator 1998-2001

The Affiliated Chapters Board of the Association for Behavior Analysis provides an organizational umbrella for ABA's 34 chapter affiliates. Each chapter comprises a group of individuals living in a particular locale and who share a commitment to advancing behavior analysis in their locale. ABA's chapters vary greatly in their member numbers, the range of their activities, their geographical size, and the effect of local socio-political contingencies on activities of their members. Chapters can and do include national organizations of many countries as well as regional, provincial, or state organizations of geographically large countries with enough behavior analysts to enable local groupings.

As an affiliate of ABA, each chapter names one of its members as the chapter's ABA representative and that chapter member serves as the contact point between the chapter and ABA. The ABA office staff has developed materials to assist in the formation of new chapters and to aid chapters in providing information to ABA on their activities or obtaining information from ABA needed by chapters. Majda Seuss is the ABA staff member in charge of chapter affiliate communications and materials. She is available to chapter representatives or other chapter members by email or by phone.

The Affiliated Chapters Board chair is a member of the Association for Behavior Analysis who has traditionally served as a spokesperson to the ABA Council regarding matters of concern to significant numbers of chapters. In the past six years, during the tenure of Gerald Shook (1995-1998) and myself (1998-2001), the topic that chapters have expressed most interest in has been certification of behavior analysts. Consequently, both Shook and I have devoted most of our chapter-related energies to gathering and disseminating information on certification, working on ABA committees related to the certification process, and meeting with chapter representatives regarding certification issues.

Each year at the annual convention of ABA, a meeting of the chapter representatives is scheduled and published in the convention program booklet. In the past three years, those representatives present at the meeting have an opportunity to discuss matters of importance to them. At the 2000 meeting in Washington, D. C., a representative suggested that it would be helpful to chapters to have a way to get advice and information from one another on matters of common interest. As a result, Ontario representative Gerald Bernicky developed a Web site, assisted by Joe Plaud of the Cambridge Center for Behavioral Studies, for chapter representatives. Upon receiving information about the Web site from Bernicky, I forwarded that information to chapter representatives. Because of Bernicky's demonstrated interest and willingness to work on behalf of ABA affiliate chapters, I recommended to the ABA Council that Bernicky be appointed as the next Board Coordinator of the Affiliated

Chapters Board. That appointment was made at the 2001 annual meeting in New Orleans.

At the meeting of affiliated chapter representatives in New Orleans, almost all representatives present were from international chapters. The strong participation of international chapters in the representatives' meeting suggests that the next major area of interest for affiliated chapters may have to do with strengthening relations between among ABA chapters and between the international chapters and ABA. Coincidentally, the new board coordinator as a member of Ontario ABA is in an ideal position to do that.

Readers who wish to contact Bernicky can do by emailing him at gbernicky@sympatico.ca and to contact with ABA office staff, including Majda Seuss; readers can send email the ABA office at 76236.1312@compuserve.com

Education Board Report

Linda J. Hayes, Ph.D.
Board Coordinator 1997-2001

The ABA Education Board pursued two major projects this past year, which are described below.

ABA Self-Study of Human Resources in Behavior Analysis

Preliminary results of the ABA Self-Study of Human Resources in Behavior Analysis, commissioned by the ABA Council, were presented to the Council in May of 2000, and were displayed at the ABA Expo. At the suggestion of the Council and the Self-Study Task Force, additional student data were collected, and additional analysis and recommendations were generated. The Final product was delivered to the Council in October of 2000.

Self-study relevant to Graduate training were presented to the Council of Directors of Graduate Programs in Behavior Analysis in January of 2001. Data relevant to training and employment in the organizational area were provided to the OBM Network, with permission of the ABA Executive Director, for use in a Leadership Meeting at ABA 2001. Data and analysis relevant to graduate training, including program curricular emphases, alumni and current students concerns about curricula, and employers' expectations of graduates at various levels, were presented at the ABA Expo and Education Board Meeting at ABA 2001.

Council of Directors of Graduate Programs in Behavior Analysis

An information meeting concerning the Council of Directors was held at ABA 2000, at which representatives from 31 programs were in attendance. Additionally, the Annual Business Meeting of the Council of Directors was held in Reno in January, 2001. Thirteen programs were represented including:

Eastern Michigan University
Florida International University
Florida State University, Panama City
Southern Illinois University
University of Florida
University of Kansas

University of Maryland, Baltimore County
University of Nevada, Reno
University of North Carolina, Wilmington
University of North Texas
University of South Florida
University of the Pacific
Western Michigan University

In addition, Carol Pilgrim and Maria Malott representing the ABA Council, and Kate Kellum, Student Representative, were in attendance.

Membership applications and meeting announcements were mailed to all Programs listed in the ABA Directors of Graduate Programs in Behavior Analysis. Additionally, The Council of Directors held an open information and recruitment meeting at ABA 2001. Members of the Council of Directors held a Business Meeting at ABA 2001. The aim and work of the Council of Directors were presented at the ABA Education Board meeting and ABA Expo, at ABA 2001.

Program Board Report

Frances McSweeney, Ph.D.
Program Committee Senior Co-Chair 1997-2004

The Program Board is comprised of the Program Board Coordinator, a role filled by the President of ABA, the ABA Executive Director, two Committee Co-Chairs and twelve area coordinators, with additional support of the ABA office staff.

Changes in the Program Committee

Jackson Marr replaced Carol Pilgrim as the Program Board Coordinator. Frances McSweeney and Martha Pelaez acted as Senior Program Co-Chair and Program Co-Chair, respectively. Martha Pelaez' term ended with the completion of the 2001 Program. The role of Co-Chair will next be filled by Ramona Houmanfar. Three new area coordinators joined the Committee at the beginning of the 2001 programming process. They are Ramona Houmanfar for OBM, Thomas Brigham for TBA, and Derek Blackman for TPC. We thank the outgoing Coordinators of these areas: Linda Hayes and John Austin (OBM), Roger Bass (TBA), and Michael Markham (TPC) for their service.

Preparation of the Program

The Call for Papers was mailed to the membership in August of 2000. The "received by" deadline was October 25, 2000. All proposals were submitted directly to the ABA office at Western Michigan University. Three percent of all submissions arrived by mail; 8% by fax; 11% by e-mail; and 78% by Web. These numbers continue the trends of increasing e-mail and Web submissions and decreasing mail and Fax submissions that have been observed in recent years. Probably because of an increasing reliance of electronic transmission, 94% of all submissions arrived by the deadline. This represents a substantial improvement over earlier years. For example, in 1996 and 1997, 75% and 78% of submissions arrived on time, respectively. Maria Malott (Executive Director), Fran McSweeney (Senior Program Co-Chair), and Jackson Marr (Program Board Coordinator) were responsible for quality control of the workshop submissions. All workshop proposals were reviewed in

terms of content and suitability for continuing education credit. No submitted proposals were rejected.

Submissions for 2001

There were a total of 1,147 submissions for the 2001 convention, and increase of 12% from the previous year. As in previous years, DDA (18.5%), EAB (18.4%), EDC (14.2%), and AUT (12.1%) were the largest areas and together accounted for approximately 63% of all area submissions. No areas experienced a large decline in submissions.

New Features of the Program

Three changes were made in the 2001 program. First, each Area Coordinator was allowed to schedule on invited tutorial. Second, four informal sessions were added (two in basic and two in applied) to give students the opportunity to meet each other and to present data that were collected too late for formal submissions for the program. Third, data-based presentations were formally identified in the program. Three years ago, we began requiring all data-based submissions for the program to provide a description of the data to be presented. This was done to improve the quality of the program by rejecting empirical papers that did not contain data. The Area Coordinators found this requirement to be too punitive and suggested that we recognize presenters who included data rather than punish those who did not.

This year, a conference will be held in Venice in November in addition to the regular May convention. The Program Committee for the annual convention helped set the program for this additional conference. The international conference has been enthusiastically received and 209 presentations have been scheduled (14 workshops, 6 panel discussions, 62 posters, 2 business meetings, 39 symposia, and 87 papers).

Publication Board Report

Mark L. Sundberg, Ph.D.
Publication Board Coordinator 1999-2002

Accomplishments during 2000-2001

During the past year two excellent issues of *The Behavior Analyst* (TBA) have been published thanks to the efforts of Phil Chase and Carol Pilgrim. Also, perhaps the best issue ever of *The Analysis of Verbal Behavior* (TAVB) was published thanks to the efforts of Hank Schlinger. Sam Leigland was appointed as the Editor for Volumes 18-20 of TAVB, and plans to have Volume 18 completed by the end of the year. This will be Phil Chase's last year as Editor of TBA and the Board will recommend a new Editor, as well as Associate Editors. There has also been a rotation in the membership of both Editorial Boards.

Phil Chase proposed that ABA create a Web site for the journals modeled after Vic Laties' Web sites for JEAB and JABA. ABA agreed to Phil's proposal and is in the final stages of development. All abstracts, titles, and authors for the two journals are on-line, and some full articles will be available in an electronic format.

Plans for 2001-2002

It is my goal to publish two issues of TBA and one issue of TAVB, complete the Web site, reduce the lag time for manuscripts submitted to TBA, and increase the number of subscriptions to TAVB

Other Comments.

I have a strong concern regarding the low subscription numbers for TAVB (around 170 total subscriptions), and resulting financial losses of the journal. In addition to the pending Web site, I would suggest several possible remedies for this situation:

- Council set a goal to double subscriptions by next year. There are several individuals and groups who can help council achieve this goal, as well as methods to increase subscriptions that have proven effective in the past. I will volunteer (along with the VBSIG) to coordinate this effort with the support of council.
- Mail out reminder forms to existing and past subscribers once a year as is the practice of JABA and JEAB.
- Develop a flyer for the journal that can be handed out at conferences and workshops. The flyer should contain a listing of the titles and authors for the current issues and several recent back issues (see the enclosed sample from my last year as Editor of TAVB).
- Conduct a one-time mailing to all ABA members and past TAVB subscribers (several of whom were not ABA members) that include the flyer and order forms (for personal and library use)
- Display the journal (and other ABA material) at all regional conferences and workshops on verbal behavior.
- Display, advertise, and promote the journal (as well as ABA) at autism conferences and in their related newsletters, list serves, and journals.

New Editor for TBA

Carol Pilgrim has been appointed as the new Editor of TBA. The Board would also like to appoint two new Associate Editors, but will wait until Carol takes over as Editor.

THE BEHAVIOR ANALYST

Annual Report for the 2000 Calendar Year

April 2001

Prepared by the Editor, Philip N. Chase, Ph.D.

The data provided below are reported in a format consistent with the report by the JEAB to the Society for the Experimental Analysis of Behavior in 1999. Different procedures for calculating how manuscripts were processed may result in some discrepancies between last year's and this year's report. For example, in last year's report the manuscripts that were reviewed included manuscripts submitted in 1998, but reviewed in 1999, whereas this year all the manuscripts reviewed were those submitted in 2000.

Papers Published During 2000

During 2000, Volume 23 of *The Behavior Analyst* (TBA) was published. It contained 22 papers, of which 12 were featured articles, 4 were part of a special section on private events, 3 were in response to previously published papers, 1 was an index for

Skinner's *Cumulative Record* (3rd Edition), and 2 were memorials. Volume 23 contained 279 pages.

The mean processing latency for articles accepted for publication was 14 months (median 14; range 1-31). This latency was defined as the number of months between the date a paper was received by the editor and the date the editor informed the author that the paper had been sent to the managing editor to be published. Shorter latencies were obtained for invited papers and shorter works (e.g. memorials). Longer latencies reflect the four papers in the special section delayed because of the transition between the previous editor and the current editor, one paper that had to be revised repeatedly, and another paper that the author took an unusually long time to resubmit.

Processing of Manuscripts Submitted in 2000

Between January 1, 2000 and December 31, 2000, 36 new manuscripts were submitted, 12 manuscripts were resubmitted, and 1 was invited. Of the new manuscripts, 1 was accepted, 10 were accepted pending revisions, 14 were categorized as revise and resubmit, 2 were rejected, and 9 still need to be reviewed. Of the resubmitted manuscripts, 5 were accepted, 4 were accepted pending revision, and 3 were again categorized as revise and resubmit. The total acceptance percentage was 41% (20/49). The mean processing latency of new manuscripts was 5.4 months (median: 5 months, range 1-9). Processing latency was defined as the number of months between the date a manuscript was received by the editor to the date the action letter was sent to the author. Of the 27 new manuscripts processed, there were 7 missing dates for when the action letter was sent. Other components of the processing times (e.g. the action editor's decision latency) were not reliably recorded for many manuscripts.

Board of Editors

The Board of Editors at the time of this report is shown in the Table below. Board members listed for 1999-2001 rotated off in January, 2001. I sent each a letter thanking them for their three years of service. The members of the board listed for 2001-2003 accepted my invitation to serve in January 2001 and began their term with the Spring Issue of Volume 24. Their term will last through the fall issue of 2003.

1999-2001	2000-2002	2001-2003
David G. Born	Thomas Critchfield	Keith Allen
Marc N. Branch	Sigrid S. Glenn	Cynthia Anderson
Carols Bruner	Bernard Guerin	Dermot Barnes-Holmes
Mecca Chiesa	William L. Heward	Marc N. Branch
William V. Dube	Christine Hughes	Carlos Bruner
Edmund Fantino	Gregory J. Madden	Brenna Hafer Bry
Cloyd Hyten	M. Jackson Marr	Judith E. Favell
Fran McSweeney	Paolo Moderato	Genae Hall
DavidSchaal	Roy Moxley	Peter A. Lamal
Stuart Vyse	David Palmer	Frances McSweeney
	Martha Pelaez	J. Grayson Osborne
	Raymond C. Pitts	Deborah Shanley
	Hayne W. Reese	Gerald Shook
	Hank Schlinger	
	Richard W. Serna	
	Wendy Williams	
	Edelgard Wulfert	

Other Accomplishments in 2000

The Spring issue of 2001 has been processed and was received by the membership before ABA's annual convention. This issue contains 4 regular articles, 1 in response article, and 2 book reviews. One of the articles is a very thorough meta-analytic review of the research on the effects of extrinsic reward on intrinsic motivation by Judy Cameron and her colleagues. It counters the conclusions of a recent meta-analysis published in *The Psychological Bulletin* by E. Deci, and points out some of the pitfalls of the using meta-analysis. This has the potential of being an important publication about this controversy.

Received approval for an additional associate editor for TBA. This position will be filled by the new editor in the fall 2001.

Completed the Spring and Fall 2000 issues on time. Kudos to Kathy Hill once again.

Proposed, and received permission from ABA Council to establish a more complete Web presence for the journal. I give special thanks to Steve Scherer (graduate student at WVU) and Vic Laties for their assistance with the proposal. It is my understanding from the ABA office that the new publications Web site is nearly completed. This is great news.

Finalized plans for nominating Editor elect.

Plans for 2001

Continue to improve turn around time for manuscripts submitted. This has been one of my major objectives since becoming editor (see Editorial, TBA 1999) but so far I have been less than impressed with the journal's performance. The report from JEAB to the Society for the Experimental Analysis of Behavior for 1999 provided by the ABA office, however, revealed some interesting data related to processing time. First, as I suspected, the average processing latency for manuscripts submitted to JEAB was substantially shorter than those submitted to TBA (2.4 versus 5.4 months). Second, this three month difference continues for accepted manuscripts in that it took 3 months less time for JEAB to process accepted manuscripts than TBA. Third, and unexpected, was the number of manuscripts managed by each action editor for JEAB versus TBA. With 8 action editors and 91 manuscripts submitted, the average number of manuscripts per action editor was approximately 11, whereas the 2 action editors for TBA handled 39 manuscripts. This difference will be alleviated by obtaining the services of another associate editor to work with the incoming editor. If ABA wants to better assure a shorter processing time, however, it might be best to add a third associate editor to the board.

I also believe that we will be able to improve processing time by managing more aspects of the process over the Internet. The improvements that have made to the journal's Web presence are a start in this direction. I propose that the Instructions to Contributors now be rewritten to encourage people to submit their manuscripts electronically as .pdf attachment files to the editor. In many cases these files could be transmitted to the board, reviewed, transmitted to the action editor, and back to the

author without processing a paper copy. This would be particularly beneficial for the manuscripts submitted from outside the U.S.A.

Another major objective that I proposed when I took over as editor was to improve the citation ratings of the journal. I plan to conduct a formal citation analysis for TBA in the coming year. Anecdotal reports indicate some improvements in the number of citations per article published in TBA (e-mail communication from David Reitman, December 6, 2000). I will conduct and report next year an analysis that includes comparisons over time to behavioral journals as well as other conceptual, interpretative journals that serve similar size societies.

I would like to provide the Board members whose terms were completed a small present in appreciation of their work. This year I investigated providing these board members with gift certificates for purchasing publications or audio cassettes from ABA, but was told that this was not possible. In addition to being a worthwhile and relevant token of appreciation for board members, it would be convenient if one could buy gift certificates from ABA. I request that ABA look into adding gift certificates to the order form now available on the ABA Web site.

The Analysis of Verbal Behavior

Annual Report for the 2000 Calendar Year

April 2001

Prepared by the Editor, Sam Leigland, Ph.D.

This report summarizes certain activities of TAVB during the 2000 calendar year. During this time the Editor was Henry D. Schlinger, Jr., after which Sam Leigland became the new Editor. As the duties of preparing the annual report fall upon the current editor of the journal, this report was prepared by Sam Leigland.

For Vol. 17 (2000), 20 manuscripts were submitted, including invited manuscripts. Of these, 15 were accepted (rejection rate of 25%). The mean time from manuscript submission to the initial editorial decision was two months (with a range from two weeks to several months). The mean time from manuscript submission to the final acceptance was six months.

Changes were made in the Editorial Board during the recent conclusion of Hank Schlinger's term as Editor. Those leaving the Editorial Board were Philip Chase, Sigrid Glenn, Sam Leigland (new Editor), James W. Partington, and E. A. Vargas. Additions to the Editorial Board were Jeffrey S. Danforth, Ted Schoneberger, Stephen Starin, Kenneth Stephens, Janet S. Twyman, and Stuart A. Vyse.

Several themes are currently under consideration for upcoming issues of TAVB. These include (a) methodological development and innovation in the functional analysis of verbal behavior, and (b) the relations between verbal behavior and current research in equivalence relations and derived relational phenomena.

News from ABA's Affiliated Chapters

Alabama ABA

ALABA completed its ninth year with a very successful annual convention in Birmingham. An expanded pre-convention workshop day garnered 79 registrants for workshops by Patrick McGreevy, Steve Starin, and Denny Reid. Convention registration on the two convention days was 162, and continued growth is expected as we broaden our mailing lists into mental health, special education, autism, and other areas. The core membership remains in the area of mental retardation. The convention is organized into three concurrent sessions over two days.

Earlier in the year, the Executive Committee made a major change in the governance of the organization by adding an Executive Director to the roster. The organization had gotten to the point that this position was needed to add continuity to annual activities and to systematically increase membership and the range of annual activities. For example, at some point, an annual conference will be held in the spring focusing on a different theme each year. The Executive Committee also made major revisions to the organization's bylaws, including use of a mail ballot for elections and bylaw changes.

James Johnston, Ph.D.
Auburn University

Behavior Analysis Association of Michigan

The 15th annual convention of the Behavior Analysis Association of Michigan (BAAM) was held on March 15-16, 2001 at the Eagle Crest Conference Center in Ypsilanti, Michigan (adjacent to the Ypsilanti Marriott). By all measures, BAAM 2001 was a success. Approximately 325 people attended or participated in sessions and workshops on basic, conceptual, historical, and applied issues. A major feature of the convention was dual Keynote addresses—one on basic issues given by James Woods of the University of Michigan and one on applied issues presented by Stephen C. Luce of the Sonia Shankman Orthogenic Institute at the University of Chicago. Workshops were concentrated in the area of autism treatment. The annual poster session and social hour featured a celebration of Jack Michael's 75th birthday, complete with tributes and photographs of his life and contributions to behavior analysis. A schedule of sessions and events at BAAM 2001 is available for viewing at the new, easy-to-remember BAAM Web address:

www.baam.emich.edu

The BAAM 2001 convention featured several firsts and program enhancements: (1) online program proposal submission (2) online convention registration, (3) a downloadable convention schedule for PDAs, (4) an expanded bookfair, (5) commercial exhibits, and (6) wireless internet access. BAAM 2002 will include these enhancements and more.

BAAM 2002 is scheduled for Thursday and Friday March 14-15 at the Eagle Crest Conference Center in Ypsilanti. Ron Leaf, (Autism Partnership) is tentatively scheduled to give a workshop

on autism treatment. Other program events will be announced. In keeping with BAAM's tradition of showcasing all aspects of behavior analysis, the convention will also include sessions and workshops on basic experimental, applied, historical, and conceptual issues. Please look at BAAM's Web site for a call for papers for BAAM 2002 and schedule updates.

The Behavior Analysis Association of Michigan has been organized to support and promote scientific research on the basic principles of behavior and the extension of those principles to create demonstrably effective and humane outcome-based therapies with the primary goal of establishing and enhancing functional independent living skills.

James Todd, Ph.D.
Eastern Michigan University

Berkshire Association for Behavior Analysis and Therapy

As we do every year, we held our annual conference on behavior analysis and therapy in October at the University of Massachusetts in Amherst. Approximately 200 people attended. Keynote addresses were given by Nirbhay Singh, "The Practice and Practitioners and ABA in Real Life;" Gerald Shook, "The Behavior Analysts Certification Board: Overview and Update;" John Hughes, "Possible Roles for Applied Behavior Analysts in the New Funding for Smoking Cessation;" and Gary Pace, "The Role of Behavior Analysis in Brain Injury Rehabilitation." Symposia were held on topics including use of restraint and protective holding, teaching language to children with developmental disabilities, school-based applications, parent training, and reinforcement systems. Other addresses and workshops focused upon internet Web sites, functional assessment, preference assessment, and emotion dysregulation. Finally, poster sessions were held on child and adult applications. Bill Ahearn of New England Center for Children was this year's program chair.

Alan Harchik, Ph.D.
The May Institute

California ABA

Cal-ABA continues to be a very healthy organization. We had a successful conference this year (February 3-5, 2001) and have increased our membership by about 200 during the past year. The current board of Directors of Cal-ABA are:

G. Roy Mayer	President
Mary Ann Powers	President Elect
Randy Keyworth	Past President
Joe Morrow	Program Co-Chair
Randy Campbell	Program Co-Chair
Greg Wagner	Treasurer
John LaChampagne	Secretary
Siri Ming	Certification Chair
Randy Keyworth	Legislative Chair
Mark Sundberg	ABA Liaison

Katie Endicott
Weihe Huang
Terry Tibits
William Frea
Bruce Hesse
Paul Stephaney

Newsletter Editor
Membership Chair
Southern California Representative
Southern California Representative
Northern California Representative
Northern California Representative

EABG UK and Wales

The Experimental Analysis of Behaviour Group (EABG) in the UK continues to thrive. Each year a 3-day meeting is held, usually around Easter, in London. Academics, postgraduate students and applied researchers, come from across Europe, North America and further afield to this venue to present their work to an audience that is constructively critical but supportive. Papers normally cover the full range of basic and applied behaviour analytic issues with human behaviour, particularly "emergent" behaviour and language, featuring strongly. In an exception to the usual pattern, last year the London meeting was waived so that additional support could be given to the Fourth European Meeting of the Experimental Analysis of Behaviour held in Amiens, France, in July (2000). The latter proved a very successful meeting which was attended by researchers from across the globe and, in particular, from the several European countries where behaviour analysis is now a growing influence. The topics covered in the meeting were many and various and included, for example, human operant behaviour, behavioural pharmacology, developmental disabilities and autism, behavioural therapies, verbal behaviour and categorisation. Numbered among the invited speakers were:

- William M. Baum, University of New Hampshire, USA
- Steven R. Hursh, Johns Hopkins University School of Medicine, USA
- Alex Kacelnik, University of Oxford, UK
- Marc Richelle, University of Liège, Belgium
- Terje Sagvolden, University of Oslo, Norway

At Amiens a decision was taken to establish formally a European Association for Behaviour Analysis (EABA) that would seek to develop and promote behaviour analysis throughout Europe and further afield. At the meeting Fergus Lowe was appointed Chair of the EABA.

EABA will be responsible for the coordination and support of future European meetings; it will also lend support to the newly established *European Journal of Behaviour Analysis*. On April 9th-10th 2001 our annual meeting was held in University College London. The meeting was attended by over 100 delegates from across the globe and proved to be one of the most successful ever. This year we were joined by three guest speakers from the US: Pat Friman talked on applied issues in behaviour analysis; Robert Stromer discussed the use of multimedia as a teaching tool in applied settings; and Lanny Fields talked on spontaneous categorisation in novel domains. We also hosted 53 other high quality talks and posters on both applied and basic issues including the usual strong representation of talks related to verbal behaviour. In addition, for the first time at an EABG meeting, we held a symposium detailing current research being conducted in the U.K. and Ireland on Precision Teaching and educational applications of behaviour analysis. We wish to thank all those delegates who attended and made the meeting a success.

The EABG 2001 programme and abstracts are available to view on our Web page. We have set provisional dates for the EABG 2002 meeting for 25th - 27th March. If you have not previously attended and given a paper at the annual meeting, now is the time

Next Year's Conference

Our 20th Annual conference will be held at the San Francisco Airport Marriott, February 1-3, 2002. Linda Hayes (University of Nevada, Reno) will be the conference coordinator. The Cal-ABA office can be reached by phone (916-447-7341), email-lobbyst@ns.net), or by Web site (www.calaba.org).

Legislation

The California State Department of Developmental Disabilities has now recognized Board Certified Behavior Analysts in their approved list of vendors (Title 17 regulations). This is a significant advancement in our attempt to get Behavior Analysts professionally recognized in the state. This development is mainly due to the efforts of Greg Wagner. Other legislative activities are ongoing by our lobbyist, Cathy Barankin (916-447-7341), who continues to monitor and respond to bills that may have an impact on the practice of behavior analysis in the State of California.

Finances

The organization had an income \$129,185 during the year and expenses of \$99,602, thus showed a net profit of \$30,123 for the year.

Mark L. Sundberg, Ph.D.
ABA Liaison

The Chicago Association for Behavior Analysis

CABA has enjoyed an active and productive year. Our monthly data-sharing meetings have been held at the Illinois Institute of Technology in Chicago and National-Lewis University in Wheaton, IL. Some quick highlights: we saw Sue Casson's chemotherapy data, bunches of literacy / numeracy data, and behavioral data enabled across the Web before they were shown at ABA! This year we had the CABA picnic at Walt Rucker's just after ABA, and had a great time. We also really enjoyed the party at Jeff Grip's place, with its reunion of friends from Izzy Goldiamond's lab.

We are now planning the meeting dates for 2001-2002, with a behavioral trip to the zoo as one more event for the summer, and our traditional CABA meeting at BASIL in October. We encourage ABA members who plan to visit Chicago to email Doreen Vieitez (dvieitez@accesschicago.net) for our meeting schedule, and make arrangements to join us at a meeting. You may also call Chuck Merbitz, 312-567-8862, or email cmerbitz@iit.edu for more information. See you in Chicago!

Charles Merbitz, Ph.D.
Illinois Institute of Technology

to consider spending a few days next year in enjoyable discussion with European colleagues in one of the world's most exciting cities. On the other hand, as to those who have previously presented here, we would certainly like to see you back again. Communication should be addressed to the conference coordinator:

Carl Hughes
School of Psychology
University of Wales Bangor
Brigantia Building
Penrallt Road
Bangor Gwynedd LL57 2AS

Telephone: 44 1248 383278

E-mail: c.hughes@bangor.ac.uk

Web Site: www.psychology.bangor.ac.uk/eabg/

In brief, behaviour analysis in the UK is faring well and we are continuing to build ever stronger links with our other European colleagues.

Professor Fergus Lowe
University of Wales, Bangor

Florida Association for Behavior Analysis

This past year [Sept. 20-22, 2000] FABA put on its 20th Annual Meeting drawing approximately 800 members to the Adam's Mark in Daytona Beach. Once again we were able to draw big names to this conference including Jim Partington, Sigrid Glenn, Glenn Latham and Jack Michael who gave the Keynote Address "Strokes of genius: Conceptual and practical breakthroughs in behavior analysis". FABA continues to press professional issues and had several sessions concerning the development of the Behavior Analysis Certification Board and it's implications for the field. Jerry Shook led these sessions and was actively supported by our lobbyist Eric Prutsman and Legislative Committee members Jim McGimsey and Gretchen Thwing. Our Board is reviewing our Constitution and Bylaws and hopes to have a draft for the members to vote on at the 2001 meeting.

In last year's legislative session we were able to once more fight back the forces of evil that would try to remove our exemption from the psychology licensing bill [this allows behavior analysts to perform their duties not under the watchful eye of licensed clinical psychologists who would love to supervise us and charge us dearly for the privilege].

On January 17-19, 2001 we again co-sponsored the bi-annual FABA/OBM conference which was held in Clearwater. We had over 100 attendees and presenters and were able, in a very comfortable setting by the beach, to discuss the cutting edge issues of the day in Performance Management and OBM.

On March 14, 2001 we sponsored our Third Annual FABA Day at the Legislature. This event, held within spitting distance [pardon the expression] of the Florida Capitol at Andrew's Capitol Bar & Grill, is a social that draws key leaders from both sides of the aisle and both the house and senate to discuss the FABA legislative agenda for this session. In addition to our standard issues of protection of the exemption and licensing for behavior analysts, we are also supporting an autism treatment bill

that would require insurance companies to pay for autism services provided by Certified Behavior Analysts.

Jon Bailey, Ph.D.
Florida State University

Japanese Association for Behavior Analysis

The Japanese Association for Behavior Analysis (J-ABA) was established in 1983 under the leadership of Dr. Kaoru Yamaguchi and has made great strides. We now have 524 members in total, including 430 full members and 94 student members, as of June 30, 2001. J-ABA holds an annual convention, publishes an official journal (*Japanese Journal of Behavior Analysis*) twice a year, publishes a newsletter (J-ABA News) 4 times a year, gives symposia and/or workshops for both members and non-members, and maintains a Web site (<http://marine.nime.ac.jp/~behavior/index.html>) where one can find conference announcements, the membership directory, and a directory of graduate/undergraduate training programs.

In 2001, J-ABA will hold its 19th annual convention at Seinan Jo Gakuin Daigaku in Kyushu on August 23-24. The convention offers 55 presentations with approximately 250 participants. Presentations include 2 invited addresses (one of them will be given by Dr. Janet S. Twyman of the Fred S. Keller School), 5 symposia, 11 paper sessions, and 37 posters. Also, 3 pre-convention workshops will be offered.

During August of 2002, we will have a special Asian meeting at Nihon University to celebrate our 20th annual convention. We will invite Asian behavior analysts in Korea, Taiwan, and Indonesia and have a symposium to plan to establish the Asian league of Behavior Analysis.

Naoko Sugiyama
Yamawaki Gakuen College

Kansas Association for Behavior Analysis

Over the past year, the Kansas Association of Behavior Analysis (KANSABA) has updated and extended its Web site (www.kansaba.org); submitted its bylaws to an attorney in pursuit of tax-exempt status; and prepared its first newsletter and a membership form for distribution. In addition, our Legislative Watch Contact Person, David Born, worked with State Representative Judy Morrison (Rep. Overland Park) to secure a legislative Medicaid Waiver for applied behavior analysis (ABA) services to persons with developmental disabilities. Their bill was submitted too late for consideration; however, the state Rehabilitative and Social Services (SRS) is moving, independently, to secure such a waiver. Dave Born has also maintained contact with several of the State's parent groups interested in autism treatment.

This fall, KANSABA plans to have a membership drive and publish its first newsletter; update and extend its Web site services to members; and again assist in legislative action on behalf of ABA services to citizens of the State of Kansas. KANSABA will hold its first annual convention in March, 2003.

Edward K. Morris, Ph.D.
KANSAS ABA President

Maryland Association for Behavior Analysis

The Maryland Association for Behavior Analysis (MABA) held its third annual conference in Baltimore on October 5-6, 2000. Following a welcome address given by our past president, Andrew Egei, our outstanding speakers included: Judy Blumenthal (Associates for Behavior Change), Roger McIntire (University of Maryland), Donald Pumroy (University of Maryland), Michelle Tuten (The Johns Hopkins University School of Medicine), Marguerite Laban (The Johns Hopkins University School of Medicine), Michael Cataldo (The Kennedy Krieger Institute), Eliot Shimoff (University of Maryland), A. Charles Catania (University of Maryland), Jane Barbin (The Ivymount Autism Program), Robert Provine (University of Maryland), Lisa Greisman (University of Maryland), Tina Runyan (University of Maryland), Kenneth Fischer (University of Maryland), and Joseph Brady (The Johns Hopkins University School of Medicine). We were very pleased to also have two keynote speakers, Gerald Shook (Shook & Associates and the Behavior Analyst Certification Board) and Brian Iwata (The University of Florida). In addition, a poster session was held on the second day of the conference.

Iser DeLeon is our current president and we are currently in the process of electing new officers for the executive committee. Our goals for this year include a 4th annual conference on October 4-5, 2001, as well as to support and encourage the certification of behavior analysts in the state of Maryland. We have spoken to the Behavior Analyst Certification Board to schedule a group of individuals to sit for the certification exam in Baltimore this November.

For further information regarding MABA, please contact Lynn Bowman; MABA Secretary/Treasurer; The Kennedy Krieger Institute; 707 N. Broadway; Baltimore, MD 21205; (410) 502-9414.

Lynn Bowman
The Kennedy Krieger Institute

New York State Association for Behavior Analysis

The New York State Association for Behavior Analysis has had an active year. The main priority has been to gain official state recognition for the Board Certified Behavior Analyst title. We have undertaken this effort through direct contact with state officials, as well as promoting the practice of behavior analysis within New York State as detailed below.

Our newsletter has been published quarterly and goes to a mailing list that includes not only our 352 paid members, but other key decision makers within the state.

In the past year NYSABA has run one highly successful state-wide conference, as well as sponsored several smaller "regional" conferences. Because New York is such a large state, we find it helpful to run smaller conferences in several parts of the state during the year so as to make sure to encourage participation and development from members all over the state.

NYSABA maintains a Web site at www.nysaba.org. At the Web site, visitors can also find out about upcoming events of interest to behavior analysts within New York and the surrounding area, find links to other ABA sites, post job announcements and communicate directly with the NYSABA office.

During the past year, NYSABA aggressively restarted its awards process. Awards were given to student members, direct care workers, individuals who accurately portrayed ABA in the mass media, as well as professionals being recognized for individual achievements and service to NYSABA.

Although not specifically sponsored by NYSABA, Executive Council members also participated in several activities meant to promote ABA with New York. This included participating in several governmental task forces, providing training for the C.B.A. exams, publishing books aimed at the parent/direct care worker market, providing fee lectures on topics in ABA around the state, and even hosting a weekly radio program dealing with issues within Applied Behavior Analysis.

Bobby Newman, Ph.D.
Room to Grow

North Carolina Association for Behavior Analysis

NCABA had an outstanding conference at the Blockade Runner Hotel in Wrightsville Beach, North Carolina on February 21-23, 2001. While attendance was down slightly this year due to a state budget freeze, we still had a good representation of professionals, paraprofessionals, parents and students from North Carolina and surrounding states. We are especially pleased to see our parent involvement growing; one of the highlights of the program was a Discussion Panel of parents of autistic children discussing their need for behavior analytic services. While offering their support to our association, they also provided strong motivation for us to offer additional resources for families across our state. Other highlights of the conference included pre- and post-conference workshops by Vickie Harper and other associates of Jim Bodfish, and Keynote Addresses by Carol Pilgrim and Jon Bailey. Adding to the enjoyment of the conference was a poster session, silent auction and reception.

Three individuals received recognition for their work in applied behavior analysis. Aleck Myers, Ph.D., received the Fred Keller Award for Excellence in Behavior Analysis, Jeannia Rollyson received the Technical Utilization Award and Debbie Strickland received the Student Scholarship Award.

Jeff Holden has been active as the Chair of the Committee on Public and Professional Relations and Chapter Liaison to ABA. This has been a busy year in North Carolina and nationally as legislators grapple with issues surrounding restrictive interventions. NCABA continues to promote our citizens' right to effective and safe treatment. We continue to work closely and effectively with allied groups such as NCAAMR and the NC Psychological Association.

NCABA has set its 2002 annual conference for February in Asheville, NC. Thanks to a fantastic conference this past February. NCABA has a strong financial base for future work

and conference planning. In large part, this success is due to the commitment and hard work of several members of the board who have served NCABA for the past several years. We look forward to prospering further under the able guidance of our newly elected board members: Duke Schell, Past-President, Anne La Force, President Bill Helsel, President-Elect, Maureen Schepis, Secretary-Treasurer, Jeff Holden and Jeannia Rollyson, At-Large Members, and Jamie Hawkins, Student Representative.

In addition to our usual objectives, we are hoping in the next year to increase recruitment and behavior analysis support for students, parents and advocates of individuals with disabilities, and direct care professional. We are especially hopeful that we can increase our support for parents and advocates of persons with autism and traumatic brain injury, as needs for behavior analytic supports seem to be growing for these disability groups.

Please come visit NCABA at our Website at www.uncc.edu/fhspoone/NCABA

Aleck Myers, Ph.D.
Murdoch Center

Russian ABA

The Russian Chapter of the Association for Behavior Analysis was established on 21 December 2000 with the support of the Division of Behavior and Prevention of Abnormal Behavior of the Psychology Department of St. Petersburg State University, the oldest university in Russia. Several faculty members and graduates of the university formed the nucleus of the Chapter. Some faculty from other universities in St. Petersburg and professionals from different areas of psychology have become involved in the Chapter, as well.

In recent years, we began studying behavior analysis and incorporated its ideas and approaches in our graduate work, practice, and teaching of general, political, developmental psychology courses and psychotherapy for emotional and behavior disorders in children. We have united in an attempt to facilitate the long-term development of basic and applied behavior analysis in Russia. Our co-operative efforts are aimed at working out a development plan and making information about the discipline available in Russia. There is limited knowledge of behavior analysis and it is not widely used in Russia, in spite of great traditions of the Pavlovian reflexology in psychology. Moreover, most professionals do not appear to welcome its ideas. During the Soviet era, only the forms of psychology that were consistent with the Pavlovian studies were developed, so psychologists do not have a high regard for Pavlov today.

We provide for distributing behavior analysis literature. In particular, the translation of Richard Malott, Maria Malott, and Elizabeth Trojan's *Elementary Principles of Behavior* (4th edition) to Russian is in active preparation. It will be a first book on this subject, and we expect to continue this project in the future. Also, a course of behavior analysis is being developed in the Psychology Department. We believe these projects are a great opportunity to increase the knowledge of the science of behavior and the number of people interested in becoming behavior analysts in Russia.

Julia Milanich
Alexander Milanich

Tennessee Association for Behavior Analysis

In addition to planning for our annual conference in October, TABA's various committees have been working on a number of initiatives to improve and promote behavior analysis in the state of Tennessee. The following is a brief description of some of those activities.

Our Continuing Education Committee has been working in conjunction with the Professional Standards Committee to obtain BCBA CEUs for our conference and related workshops. The Professional Standards Committee is in the process of developing guidelines for presentations to meet both BCBA and TABA standards.

Our membership committee has been sending out TABA brochures to universities, parents and guardians and community provider agencies.

Our Publication Committee has written and distributed Consumer Guide brochures to providers and TABA members throughout the state.

Our Continuing Education Committee has been exploring the viability of providing a pre-conference workshop. Potential topics include: Stimulus preference assessments, antecedent modification strategies, teaching communication skills using a verbal behavior approach, behavior relaxation training, picture exchange communication systems (PECS), and autism.

The Executive Committee has begun putting together a biannual newsletter to update members on events and issues related to behavior analysis in Tennessee.

Bridget Shore
Columbus Medical Services

Texas Association for Behavior Analysis

TxABA held its annual conference March 2-3, 2001 in Houston, TX. Approximately 380 people attended the concurrent workshops on March 2. This is the largest attendance TxABA has ever had. 280 attendees came to hear Sundberg's autism workshop and that content area continues to be of great public interest. TxABA has approximately 50-60 full members, 50-60 student members, and about 250 affiliate members. Speakers Mark Sundberg and Dennis Reid both gave 6-hour workshops on training verbal behavior with autistic clients (Sundberg) and person-centered planning (Reid). The next day's conference featured a series of speakers discussing various topics, including Mark Sundberg, Janet Ellis, Christie Enzinna, Tom Mann and Betty Armstrong.

TxABA will hold its next conference in March, 2002 in Houston, TX. See our Web site for more information:
www.scs.unt.edu/depts/behv/txaba

Cloyd Hyter, Ph.D.
University of North Texas

News from ABA Special Interest Groups

Animal Trainers Forum

SIG activities have historically revolved around presentations, symposia, and special programs offered at ABA each year such as zoo and aquarium tours. These have always been popular events and will definitely continue to be offered as well as an increasing number of experimental and research studies. We feel, however, that the SIG has the potential to offer more to behavior analysis than "how to train your puppy." Behavioral language and principles are trickling into the general culture through broader and broader applications of our technology and animal training is no exception. Additionally, as the SIG has grown, numerous animal training subspecialties have developed at several behavior analysis undergraduate programs. The SIG has actively supported these and with its growing network through the Cambridge Center, ARF, and others, is helping to provide students with applied opportunities for advanced study and specialization. Students are now getting practicum experience in animal settings where true professional opportunities exist for them after graduation. We feel this and a movement toward more applied research within the SIG will significantly contribute to the long range mission of ABA to bring behavior analysis into the culture.

In summary, key points for the future of the Animal Trainers Forum include:

- Continue to offer formal presentations, symposia, and special programs at ABA conferences.
- Promote and support undergraduate applied behavior analysis programs in animal specialties by helping to create practicum and special study opportunities for students.
- Support and expand the internet-based network of professionals. Solicit applied animal research for ABA presentations and encourage publication in animal training literature to promote behavior analysis in the culture at large.

Individuals interested in joining the Animal Trainers Forum SIG can contact Dr. Judith Stowe at (940) 382-2317 or by e-mail at JStowe1@compuserve.com

Judith Stowe, Ph.D.
Quality Safety Edge

Autism Special Interest Group

David Celiberti called the SIG meeting to order at 7pm on May 26th. The minutes from the 2000 SIG meeting were accepted.

David turned the meeting over to Jerry Shook, who presented an update on the status of the certification process sponsored by the Behavior Analyst Certification Board. He reported that a total of 429 Behavior Analysts had been certified nationally to date, with an additional 16 having provisional status. 199 Behavior Analysts have been certified at the Associate level, with an additional 7 having provisional status. In addition, he provided information about the distribution of certificants by state. He reported that the BACB was currently focusing its energy on two major initiatives. First, the Board has been working to establish field testing sites for graduate course sequences that are designed to meet the academic/coursework requirements for the BACB

exam. Currently, 15 sites have been approved. Information about these sites and instructions about applying for site approval can be found on the BACB Web site (www.BACB.com). The board's second endeavor described by Dr. Shook is an update to the task list and exam content. This update is being addressed through a preliminary pilot survey to be followed by a main survey. The main survey will be distributed to 1,500 behavior analysts who will be able to rate the importance of task list areas. Dr. Shook reported that future areas of focus for the board would be establishing an international certification process and refining the systems to establish CEU's.

Lara Delmolino, SIG Secretary, then gave a treasury report. At the 2000 SIG meeting in Washington, a total of \$287.00 was collected and deposited in its entirety to the Research and Training Division of the Douglass Developmental Disabilities Center (DDDC) at Rutgers University. The DDDC funds the cost of creation, printing, and mailing the newsletter, at a cost of approximately \$10 per person each year. At this meeting, \$317.00 was collected and again deposited to the DDDC for newsletter expenses.

In additional business, Alena Carter, current SIG Newsletter Editor, described the newsletter and encouraged members to make sure they were on the mailing list. Alena described the current newsletter format and contents and solicited ideas for future topics and submissions. Current and recent features include: Student poster award winners, research article synopses, publishing pipeline, abstracts, book or conference announcements, help wanted ads, program descriptions, conference previews and updates, book reviews, innovative clinical interventions, and featured articles. She also introduced her successor as Editor, Heather Jennett. Future newsletter correspondence can be directed to Heather.

David Celiberti also requested volunteers from the membership to serve as judges for the research award or the assist with other SIG projects as they occur. Volunteers were asked to submit their preferences and contact information.

The winners of the 3rd annual 2000 Student Research Award, Nicole Ciotti Gardenier and Maria G. Valdovinos, were recognized and presented with certificates. All students and judges were thanked for their participation.

David Celiberti was elected to serve an additional 2-year term in the SIG presidency. There were no other nominations, and he was reappointed until May 2003. Lara Delmolino's 2-year term as secretary will expire in one year, in May 2002.

In the remainder of the meeting, David Celiberti, Bridget Taylor and Marissa Bennett presented a number of issues related to current challenges for consumers of ABA. The primary theme of these challenges was the difficulty differentiating between treatments *within* ABA and what we can learn about these challenges by observing consumer behavior. A discussion followed, focusing on steps that ABA professionals can take to improve the experience of consumers in this regard.

Lara Delmolino, Ph.D., BCBA
Rutgers, the State University of New Jersey

Behaviorists for Social Responsibility

The major change for BFSR this year is that we are now publishing *Behavior and Social Issues* (BSI). BSI is a peer-reviewed, interdisciplinary journal which serves as a primary scholarly outlet for articles that advance the analysis of human social behavior, particularly with regard to understanding and influencing important social problems. The journal is particularly interested in publishing work related to issues with social justice and human rights implications, but all significant social issues are of interest. The journal serves as a nexus for the development of an intellectual community interested in these areas, which receive only modest attention in most behavioral outlets despite their potential importance for society. BSI was previously published by the Cambridge Center for Behavioral Studies, and before that (under other names) by Behaviorists for Social Action, the forerunner of BFSR. In other words, BSI has come home!

The editorial board has exciting plans for the future of BSI, and all behavior analysts are strongly encouraged to participate in this development. While submissions are now steady, we encourage more.... For information on BSI and submitting your work, please see our Web site (www.bfsr.org/BSI.html). In addition, those of you who have not yet subscribed to Volume 11 still have time to do so without missing the fall issue (vol.11, no. 1). To subscribe, please call 800.877.2693 (major credit cards accepted).

In addition to the journal, BFSR has during the past year maintained and gradually expanded its Web site (www.bfsr.org). Additional material and links for the site are always encouraged. We average close to 4000 page views per month (higher during the school year), so the site offers some significant visibility, and of course world-wide access. We are particularly interested in linking to current behavioral research and scholarship with social justice and human rights implications.

Mark Mattaini, Ph.D.;
Chair, Behaviorists for Social Responsibility

EAHB SIG 2001

The EAHB SIG is dedicated to promoting and supporting basic behavior analytic research with humans. The SIG's primary activity over the past year has been the publishing of the electronic EAHB Bulletin (www.eahb.org), a research journal for the dissemination of research findings relevant to our mission. The electronic Bulletin went online December 9, 1999. An important feature of the electronic Bulletin is that, once an "issue" is published, it is updated continuously throughout the calendar year as manuscripts are accepted for publication and other member-generated items are posted. Research articles can either be read online or downloaded for printing in the traditional print version of the Bulletin. The 2000 issue featured four excellent Brief Reports, four Research-In-Progress articles, one technical article, and a commentary, as well and many other items submitted by members. At present the ongoing 2001 issues has six articles, with more to come.

In other EAHB SIG news, two students were named winners of the 2000 EAHB SIG Student Paper Competition. Andrew Harris, University of Wisconsin-Eau Claire (sponsor: Gregory Madden) and Bryan K. Saville, Auburn University (sponsor: Bill Buskist) were honored at this year's ABA convention in New Orleans. In

addition, summaries of the winner's papers can now be seen in the 2001 issue of the Bulletin. Gregory Madden (University of Wisconsin-Eau Claire) organized the 2000 competition, and was re-appointed to that position for 2001.

For information on the SIG, membership, or the EAHB Bulletin, visit our Web site at www.eahb.org, or email info@eahb.org.

Richard W. Serna, Ph.D.

University of Massachusetts Medical School – Shriver Center

Interbehavioral SIG

The Interbehavioral SIG's main activity revolves around the IB-L mailing list where members address various issues. IB-L has participants from all over the world and serves as one indicator of the durability of the field-system outlook among those who seek to understand behavior. Interbehavioral thinking continues to reveal how behavior analysis has underutilized allies in areas such as ecological psychology, behavior cybernetics and perceptual control theory, phenomenology, transactional psychology, and developmental systems. The IB-L mailing list can be subscribed to from:

<http://list.emich.edu/mailman/listinfo/ib-l>. Posts to the list are archived and are readily accessible to subscribers.

Dennis Delprato, Ph.D.

Eastern Michigan University

Sports, Health and Fitness SIG

The ABA Special Interest Group for Sports, Health and Fitness (SHAF) has continued to grow and attract new professional and student members. The goal for this year is to expand opportunities for professional growth for our members. We are preparing presentations for next year's conference and are expanding research opportunities for new members. Many members are currently involved in quality research projects (to be presented at ABA in 2002). One of our biggest goals is to provide support to members who want to expand their career paths to include employment (or other professional activity) in sports, health and fitness. Several SIG members have opened small businesses in health and fitness consulting and others are active in coaching and training. Career opportunities do exist and the American society of 2001 is open to and in need of effective techniques for improving health.

The SIG is proud of a new, improved Web site that will provide useful information on a number of topics. Our thanks to Gordon Henry who continues to manage the site for us. The Web site will provide journal references for many topics, information on who's doing what research, and links to contact others in the group with similar interests. Our first newsletter of the 2001-2002 year is currently being distributed. Kevin Norr continues to act as the editor. These professional publications are filled with articles written by members and friends of the SIG group on a variety of topics. We expect to continue growth, both in membership size, and in the quantity and quality of professional contributions. To join our group, please contact Amanda Nicolson via email: amanda@eliteperformance.org or visit our Web site. You can access our Web site through the ABA home page. Go to SIG groups, click on the box for Health, Sports and Fitness.

Amanda Nicolson, Ph.D., B.C.B.A.
Applied Behavior Consultants, Inc.

A Message from the OBM Network Director

The Organizational Behavior Management (OBM) Network is a special interest group of the Association for Behavior Analysis. The Network serves ABA members studying or working at the organizational level in public and private sectors. The Network provides opportunities for training, research, information dissemination, networking, and problem solving as they relate to systems analysis and performance management. Members of the Network receive *three* OBM Network newsletters each year, all issues of the *Journal of Organizational Behavior Management* published within that membership year (including any special issues), and the OBM Network Membership Directory, which contains contact information about all current OBM Network members. Student members are eligible to apply for small grants to support organizational research. In addition, the Network holds a biannual conference featuring outstanding researchers and practitioners in the field of OBM. The most recent gathering was held in February 2001 at Clearwater Beach, FL. Through its marketing efforts, the Network has recruited 100 members this year and is looking forward to expanding its membership pool to include scholars, practitioners, and students from behavior analysis and other related fields (e.g., performance improvement, industrial psychology, business management, etc.)

The Network recognizes intellectual and applied contributions of its members by rewarding outstanding participations. In addition, guest speakers are recruited for attendance at ABA. For instance, at ABA 2001 Terry McSweeney (Quality Safety Edge) was the recipient of the OBM Lifetime Achievement/Outstanding Contribution Award, Peter Dean (University of Pennsylvania, University of Tennessee, and Pennsylvania State University) was OBM Network invited speaker, and Aubrey Daniels (Aubrey Daniels International) was an invited speaker for a tutorial.

Other activities of the Network include the coordination of an annual meeting and hospitality suite at ABA conventions. The meetings are arranged to promote the participation of members in the governance of the Network and provide opportunities for them to interact with others in the field. Network members have socially rewarded the arrangement and implementation of these meetings. Recent meetings at ABA 2001 were extremely successful and well received by many members.

One of the recent initiatives of the OBM Network has entailed the development and implement of a strategy that would promote the role of the OBM Network as a facilitating forum and/or the communication bridge between the leaders in the field of OBM and their audience and critics. On May 26, 2001 the OBM Network held its first "OBM Leadership Meeting" at the ABA convention. A list of the attendees included: William Abernathy, Mark Alavosius, John Austin, Aubrey Daniels, Alyce Dickinsen, Scott Geller, Rick Fleming, Linda Hayes, Cloyd Hyten, Joe Laipple, Maria Malott, Grainne Matthews, William Redmon, and Beth Sulzer Azaroff. The agenda items addressed at this meeting targeted some of the issues associated with the collaborative interaction between practitioners and academicians in areas of training and professionals placements of students who seek out applied positions in OBM. The meeting was extremely

successful and it lead to the establishment of a few task forces whose goals are the examination of the market place for students and the analysis of training practices in programs that provide training in OBM. The details of this information will be included in the upcoming OBM Network Newsletter.

In short, we have had a very busy year at the OBM Network and we look forward to having another productive year. For further information regarding Network activities and membership, contact Kristen Maglieri, Chair of the Membership Committee at (775) 784-4998 or at the following e-mail address:

Ramona Houmanfar, Ph.D., Director
OBM Network

Standard Celeration Society

The Standard Celeration Chart SIG met at the New Orleans ABA and elected new officers. They are: Abigail B. Calkin, President; Ken Kerr, Vice-President; Brad Frieswyk, Treasurer; and Sandy MacLeod, Secretary. Chuck Merbitz remains on the executive board as the immediate Past President. The goals of the Standard Celeration Chart SIG for this year include:

- Put new by-laws in place.
- Develop a mission statement
- Increase Standard Celeration Charting publicity.
- Have a tutorial session on charting at the 2002 ABA.
- Expand the Chart Share at the 2002 ABA.
- Continue to publish Journal of Precision Teaching & Celeration.
- Increase the publication of charted behaviors in journals other than the Journal of Precision Teaching & Celeration.
- Begin a Standard Celeration Charting newsletter, published twice a year.

Rick Kubina, recently appointed new editor of the Journal of Precision Teaching & Celeration, has Clay Starlin for the Associate Editor. The organization's deepest thanks go to Claudia McDade and John Brown, journal editor and associate editor, for their great contributions to the journal these past 10 years.

I am pleased to announce that three of our SIG members have a recent publication of inner behavior data (private events) in a journal co-founded by Leo Reyna and Joseph Wolpe: the Journal of Behavior Therapy and Experimental Psychiatry. Its citation is Kostewicz, D. E., Kubina, R. M., & Cooper, J. O. (2000). Managing aggressive thoughts and feelings with daily counts of non-aggressive thoughts and feelings: A self-experiment. *Journal of Behavior Therapy and Experimental Psychiatry*, 31 (3-4), 177-187. We thank Doug Kostewicz, Rick Kubina, and John Cooper for their fine work.

Abigail B. Calkin
President, Standard Celeration Society

2001 SABA Grant Recipients

Applied Behavior Analysis in Shanghai

I was honored to receive one of the 2001 International Development Grants from the Society for the Advancement of Behavior Analysis. With this support, I went to Shanghai, China to conduct a workshop on Autism and Behavior Interventions from May 19 to June 2. I was originally scheduled to present this workshop three times to the Luwan Special Education School, the Department of Psychology of Shanghai Teacher's University, and the Department of Special Education of East China Normal University. As requested, however, I added another presentation to this list and ran a workshop for those attending the 2001 Shanghai Welfare Worker Training Seminar on the same day that I left Shanghai for the States. Additionally, an article partially based on the content of the workshop has been submitted to, and accepted by, the Chinese Journal of Behavioral Medicine.

In addition to discussing clinical issues related to autism and behavioral interventions with local parents and professionals, one of the objectives of this trip was to get some initial data on my audience to assess their knowledge level of, and attitude towards, autism and behavior analysis, and to explore possible effectiveness of dissemination activities conducted by behavior analysts. To achieve this objective, I developed a Workshop Evaluation and Information Sheet. This feedback sheet included such questions as "How well did you know autism prior to (and after) this presentation?" (on a 5 point scale); "How well did you know behavior intervention prior to (and after) this presentation" (on a 5 point scale); and "What would you be interested in knowing more about?" (choices: a. autism; b. behavior intervention; c. both; d. neither). This "then and now" evaluation method is useful in assessing the effectiveness of training activities within a limited amount of time. Each participant was asked to complete this sheet at the end of the workshop.

A total of 122 Workshop Evaluation and Information Sheets were completed by workshop attendees. Of the respondents, 10 were parents of a child with a developmental disability, 26 were special education teachers, 41 were undergraduate students, 23 were graduate students, seven were university faculty members, and 15 were others (e.g., child welfare workers). The mean score on the level of the audience's knowledge of autism before the presentation/discussion was 3.5 on the 5.0 scale. The mean score on the level of the audience's knowledge of autism after the presentation/discussion was 4.2. The mean score on the level of the audience's knowledge of behavior intervention before the presentation was 3.4 on the 5.0 scale. The mean score on the level of the audience's knowledge of behavior intervention after the presentation was 4.1. The majority of responding individuals from the audience wanted to know more about both autism and behavioral intervention (72%). This was followed by those who were only interested in knowing more about behavior intervention (21%). Few respondents expressed an interest in more information on autism only (7%). No one chose "Neither" to the question about interest in further knowledge and information in these two areas.

Although the initial data presented above is not from a controlled study, it entails some useful information for the behavior analyst community. More knowledge on behavioral analysis and its

application in autism is desired in Shanghai and probably in other areas of China, as indicated by the fact that a total of 93% of questionnaire respondents expressed an interest in knowing more about behavior analysis, and 79 % wanted to know more about autism. Behavior analysts can make a difference by disseminating this knowledge and information, as suggested by the favorable results from the "then and now" evaluation method. Most of my audience in Shanghai were open-minded and well educated. I have learned lot from them as well. This sample, however, may not be perfectly representative of the general public in China.

Weihe Huang, Ph.D.

Regional Center of the East Bay, CA

2001 Bijou Fellowship Awardee

I was born in Florida and raised in Minneapolis, Minnesota. After high school I joined the Army and served as an infantryman in the gulf war with the 2/11th Armored Cavalry Regiment stationed in Bad Kissingen, Germany. Following my time in the Army, I received my B.A. in psychology from West Virginia University. I was honored as a two-time Academic All-American while serving as the captain of the West Virginia University ice hockey team in addition to completing an honor's thesis in behavior analysis with Drs. David Schaal and Michael Perone.

After WVU, I served as a research assistant for Drs. Kathryn Saunders and Dean Williams at the Parsons Research Center at the University of Kansas. My formal graduate training began in 1997 at the University of Southern Mississippi's School Psychology Program in Hattiesburg, Mississippi. Each faculty member in the school psychology program at USM, Drs. Ron Edwards, Joe Olmi, Daniel Tingstrom, Susan Wilczynski, and Heather Sterling-Turner, have provided wonderful support, mentoring, and guidance over the past four years.

At USM my research interests have included stimulus control, recombinate generalization as a method for teaching pre-reading children basic reading skills, classroom management strategies, functional assessment and analysis of problem behavior in classroom and clinical settings, problem behaviors maintained by negative reinforcement, generalization of behavioral interventions from clinic to classroom settings, and behavioral consultation in school settings to improve teachers' implementation of behavioral interventions. From this research, I have been fortunate to have articles published in the *Journal of Applied Behavior Analysis*, the *Journal of Organizational Behavior Management*, and *Proven Practice: Prevention and Remediation Solutions for Schools*.

I am beginning a pre-doctoral internship at the Marcus Behavior Center in Atlanta, Georgia through the Johns Hopkins University School of Medicine, Kennedy Krieger Institute. During internship, Drs. Wayne Fisher and Cathleen Piazza will supervise me in the treatment of severe problem behavior and feeding problems in children. My future goals are to continue to conduct behavior analytic and applied behavior analytic research with both typically developing and developmentally delayed children with severe behavior problems.

Michael Mueller

University of Southern Mississippi

International Development Grant Application

Deadline: October 1, 2001

Mission

To promote the development and dissemination of behavior analysis internationally.

Grant Description

The Association for Behavior Analysis (ABA) recognizes academic excellence internationally. In order to promote behavior analysis on a worldwide scale, we hope to increase opportunities for people and organizations that do not have the necessary resources to expand important information and knowledge. Therefore, three \$1,000 grants will be distributed annually to people and organizations interested in developing behavior analysis internationally.

Review Committee

The international chapters of ABA are asked to recruit potential recipients. Also, a peer review board should examine the applications before they are submitted to ABA.

Recipient Recognition

Grant recipients will be announced at the opening event of the annual ABA convention. They will also be recognized at the ABA convention international breakfast, the International Committee business meeting, as well as in the ABA Newsletter.

Application

Organization/University: _____

Contact Person: _____

Address: _____

City: _____

State: _____ Postal Code: _____

Country: _____

Home Phone: _____ Office Phone: _____

Email Address: _____

The following is a list of people/organizations that qualify for the grant. Please check the category that applies to you:

- ☐ Behavior analysts conducting a workshop and/or teaching at a particular university.
- ☐ International universities or other organizations hosting a symposium or other event with speakers or developing a behavior analysis academic program.
- ☐ International affiliated chapters that wish to host a behavior analysis conference.
- ☐ Students who are senior presenters on a behavior analysis topic at an international event.
- ☐ Potential members that support the formation of a new international chapter of ABA.

Attach a 2-4 page description of the project you will be engaging in. Please include the following information:

- ◆ A detailed description of the project
- ◆ What persons will be responsible for developing the project and the vitae of those participants
- ◆ Specifically, how the grant will be used to implement the project
- ◆ The value the project will add in disseminating behavior analysis internationally
- ◆ The value the project will add in achieving the professional goals of the potential recipient.
- ◆ Any relevant experience you have in behavior analysis (work experience, academic experience, conventions attended, etc.)

The deadline for receiving the application is: **OCTOBER 1, 2001**

Signature: _____

Date: _____



Sidney W. and Janet R. Bijou Fellowship Application Society for the Advancement of Behavior Analysis

Deadline: March 1, 2002

Origin

In December 1996, Dr. Sidney W. and Janet R. Bijou donated a substantial amount of money to SABA to establish the *Sidney W. and Janet R. Bijou Fellowship Program*.

Fellowship Objective

The objective of the Sidney W. and Janet R. Bijou Fellowship Program is to enable doctoral students to study child development from a behavior-analytic perspective.

The Fellowship provides a grant for one student per year in a doctoral program in psychology or education, in which it is possible to conduct research in behavioral child development. For the academic year of 2001-2002 the Fellowship will provide a grant of \$6,000. The recipient may apply for renewal of the Fellowship for one additional year.

Criteria for Applicants

GPA and Letters of Recommendation

Applicants must have a high Grade Point Average (GPA) or equivalent and must obtain at least two letters of recommendation in support of their application.

Professional Commitment

Applicants must be committed to the study and research of child development from a behavior-analytic perspective.

Academic Level

Applicants must be enrolled or have been accepted as a first or second year student in a doctoral program in a department of psychology or education, in which there are a sufficient number of behaviorally oriented faculty members to sponsor and supervise research in child development.

Applicants may not apply for the Bijou Fellowship and the SABA Experimental Fellowship in the same year.

Geographical Constraints

There are no constraints on the recipient's nationality or on the country in which the university is located.

Selection Procedure

The SABA Board of Directors constitutes the Fellowship Selection Committee. The SABA Board consists of the full members of the ABA Executive Council and SABA's Executive Director & Secretary-Treasurer.

The Fellowship Selection Committee will select the applicant at the spring Board Meeting. The Fellowship recipient will be announced during the SABA Awards Ceremony at the opening event of the ABA Convention, and the recipient's name will be published in *The ABA Newsletter*.

Application Procedure

Application Documents

Those students who are interested in applying for the *Sidney W. and Janet R. Bijou Fellowship Program* should submit the following documents to the SABA office:

- ☐ A résumé or curriculum vitae.
- ☐ A one-page, typed description of professional objectives.
- ☐ A description of the doctoral program in which the applicant is enrolled, including a list of courses in child psychology with instructors' names, and a list of topics in child psychology being currently investigated, if any.
- ☐ A transcript or other record of GPA.
- ☐ Two letters of recommendation.

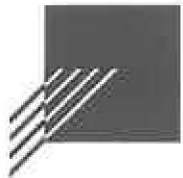
Deadline for Submissions

Fellowship applications for the 2001-2002 academic year must be received at the SABA office by March 1, 2002.

For More Information Contact

Sidney W. and Janet R. Bijou Fellowship Program
Society for Advancement of Behavior Analysis
213 West Hall
Western Michigan University
1903 West Michigan Avenue
Kalamazoo, MI 49008-5301

Telephone: (616) 387-8341/8342/8344
Fax: (616) 387-8354
E-mail: 76236.1312@compuserve.com



Experimental Analysis of Behavior Fellowship Application Society for the Advancement of Behavior Analysis

Deadline: March 1, 2002

Origin

In 2000, the Board of the Society for the Advancement of Behavior Analysis created a fellowship from its Endowment to encourage study in the experimental analysis of behavior. The SABA endowment is funded from many generous donations from members of the Association for Behavior Analysis.

Fellowship Objective

The SABA Experimental Analysis of Behavior Fellowship provides a grant for one student per year in a doctoral program in psychology or behavior analysis, in which it is possible to conduct research in the experimental analysis of behavior. For the academic year of 2002-2003 the Fellowship will provide a grant of \$5,000. The recipient may apply for renewal of the Fellowship for one additional year.

Criteria for Applicants

GPA and Letters of Recommendation

Applicants must have a high Grade Point Average (GPA) or equivalent, and must obtain at least two letters of recommendation in support of their application.

Professional Commitment

Applicants must be committed to the study and research of the experimental analysis of behavior.

Academic Level

Applicants must be enrolled or have been accepted as a first or second year student in a doctoral program in a department of psychology or behavior analysis, in which there are a sufficient number of behaviorally oriented faculty members to sponsor and supervise research.

Applicants may not apply for the Bijou Fellowship and the SABA Experimental Fellowship in the same year.

Geographical Constraints

There are no constraints on the recipient's nationality or on the country in which the university is located.

Selection Procedure

The SABA Board of Directors constitutes the Fellowship Selection Committee. The SABA Board consists of the full members of the ABA Executive Council and SABA's Executive Director & Secretary-Treasurer.

The Fellowship Selection Committee will select the applicant at the spring Board Meeting. The Fellowship recipient will be announced during the SABA Awards Ceremony at the opening event of the ABA Convention, and the recipient's name will be published in The ABA Newsletter.

Application Procedure

Application Documents

Those students who are interested in applying for the SABA Experimental Analysis of Behavior Fellowship Program should submit the following documents to the SABA office:

- ☐ A résumé or curriculum vitae.
- ☐ A one-page, typed description of professional objectives.
- ☐ A description of the doctoral program in which the applicant is enrolled, including a list of courses in the experimental analysis of behavior with instructors' names, and a list of topics currently being investigated, if any.
- ☐ A transcript or other record of GPA or grades.
- ☐ Two letters of recommendation.

Deadline for Submissions

Fellowship applications for the 2002-2003 academic year must be received at the SABA office by March 1, 2002.

For More Information Contact

SABA Experimental Analysis of Behavior Fellowship
Society for Advancement of Behavior Analysis
213 West Hall
Western Michigan University
1903 West Michigan Avenue
Kalamazoo, MI 49008-5031

Telephone: (616) 387-8341/8342/8344
Fax: (616) 387-8354
E-mail: 76236.1312@compuserve.com

First International Conference in Venice, Italy

We are excited to invite you to participate in ABA's first international conference on November 28 – 30, 2001. If you have not yet registered for the conference, you may do so using the registration form on the following page. The conference will be held in Venice, one of the best known and most loved cities in the world. Venice has a great deal of history, art, and fascinating architecture, including churches and palaces scattered around side-channels and dozens of islands.

The Venice program is a very rich one, with 106 events featuring 460 authors from 27 countries, including

Australia	Holland	Netherlands	Singapore
Brazil	Iceland	New Zealand	Spain
Canada	Indonesia	N. Ireland	Sweden
England	Israel	Norway	United States
Finland	Italy	Portugal	Venezuela
Germany	Japan	Russia	Wales
Guam	Mexico	S. Korea	

The full conference program can be viewed on the ABA Web site at <http://www.wmich.edu/aba/venice/index.htm>.

Conference attendees will enjoy the pleasure of visiting Piazza San Marco, and have an opportunity to visit the splendid tower of Campanile of San Marco, a classic of Renaissance architecture, Sansovino's Loggetta, the clock tower, and the Basilica of San Marco. And this is just a start.



Venetian Gondolier

The Giorgio Cini Foundation

The conference will take place in a Benedictine monastery, founded in 982 A.D. on the Island of San Giorgio Maggiore. The island is located five minutes by gondola directly across from the Piazza San Marco.

San Giorgio Maggiore is thought to have been a port or shelter for ships arriving from the open sea during the Roman era. The original church was named in honor of St. George, and dates from about 790 A.D.

The Giorgio Cini Foundation was created by Count Vittorio Cini in memory of his son after his death. In 1951, with the assistance of the Italian government, the Cini Foundation obtained the concession of the island to restore the historic buildings and found social, cultural and artistic institutions. Today the Cini Foundation is dedicated to the advanced study of history, art, and music. Their library archives documents of great historical value, including the original libretti of Vivaldi. The Foundation also hosts meetings of scientific and cultural institutions. It has served as a site for high profile international events, including the 1980 and 1987 summits of world heads of state.



Library of the Giorgio Cini Foundation

Venice's strategic location allows visitors easy access to other historical cities such as Rome, Florence or even a train/boat visit to Greece.

The Association for Behavior Analysis has worked in collaboration with the Italian Association of the Analysis and Modification of Behavior (represented by Dr. Paolo Moderato, President), the Experimental Analysis of Behaviour Group, UK (represented by Dr. Charles Fergus Lowe) the German Society for Behavioral Medicine and Behavior Modification (represented by Dr. Hans Ruddel), and Behavior Analysis in Ireland (represented by Dr. Geraldine Leader) and other organizations and behavior analysts in Europe.

We hope the conference will become a great venue for the collaboration of behavior analysts around the world. This conference will offer a unique opportunity for behavior analysts from Italy, the rest of Europe, and the rest of the world to share their research, applications and conceptual developments.

Maria E. Malott, Ph.D.
Executive Director/Secretary Treasurer

2001 Conference in Venice Registration Form

Mail form and payment to:
ABA Venice Conference Registration; 213 West Hall; Western Michigan University;
1903 West Michigan Avenue; Kalamazoo, MI 49008-5301
Telephone: (616) 387-8342/8341/8344. Fax: (616) 387-8354

Personal Information

NAME (Last, first, middle)

PREFERRED MAILING ADDRESS

ADDRESS 2

CITY, STATE, COUNTRY, POSTAL/ZIP CODE

WORK TELEPHONE # (please include area/country codes)

HOME TELEPHONE # (please include area/country codes)

FAX # (please include area/country codes)

E-MAIL

Convention Name Badge

Print your name as you would like it on your badge:

Print your affiliation (where you work or go to school):

Method of Payment

Make checks payable, in US dollars through a US bank,
to ABA, or charge to your:

☐ American Express ☐ Discover ☐ MasterCard ☐ Visa

If paying by credit card, please include:

Name as it appears on you card

Card Number

Expiration Date

Signature

Convention Registration

Registration Fees**:US\$ 400.00

Workshop Fees (from pg. 22)US\$

Donation to Support

Student Presenters:US\$

Total Registration

Payment Enclosed:US\$

*****Registration is US 400.00 for all attendees.
Registration includes lunch for the three days of the
conference.***

Travel Arrangements by

Oltrex Viaggi Travel Agency

Nella Bertelli, Convention Representative

Telephone: 39-041-524-2840 or

39-041-524-2828

Fax: 39-041-522-1986

E-mail: Enrica.Oltrex@VeniceSystem.com

Venice 2001 Workshop Registration Form

Select workshops. Enter the total fee at the bottom of this page and on the reverse of this form. Receipts and registration materials can be picked up at the pre-registration desk at the conference. You will not receive a receipt by mail. All workshops are subject to cancellation due to insufficient enrollment.

Wednesday Nov 28th 9:00 AM - 4:00 PM

1. Behavior Management for Hyperactive Children with Oppositional Behavior at Home and School Cost: \$125

Wednesday Nov 28th 9:00 AM - 12:00 PM

2. Fluency-Based Instruction for Learners with Autism Cost: \$110
3. Hands-On Application of the BEST System: Applied and Experimental Data Collection and Analysis Strategies Using Computer Technology Cost: \$90
4. Intensive Behavioral Intervention for Young Children with Autism Cost: \$70
5. Organizational Behavior Management/Performance Management: Definition, Purposes, and Basic Methods Cost: \$90
6. Recreating Environments to Accelerate Learning (Real) with Children Diagnosed on the Autism Spectrum Cost: \$85
7. Social Skills Training for Students with Asperger's Disorder Cost: \$85
8. The Competent Learner Model: Formulating Programming for Special Education Students Cost: \$75
- 8a. Using Pivotal Response Training: Improving Verbal Communication in Children with Autism Cost: \$66

Wednesday Nov 28th 1:00 PM - 4:00 PM

9. Behind the Schoolhouse Door: 8 Skills Every Teacher Should Have Cost: \$60
10. Ethical Considerations for Behavior Analysts: Understanding the Relationship Between APA and CBA Ethics Cost: \$65
11. From School to Real Life: Applying Behavioral Teaching Techniques in Natural Settings Cost: \$125
12. Improve Your Oral Presentations Cost: \$70
13. Inclusion Programming for Students with Autism/AS: Components Necessary to Ensure Success in General Education Classes Cost: \$70
14. Organizational Behavior Management/Performance Management: Behavioral and Systems Methods for Large-Scale, Complex Organizational Change Cost: \$90
15. Treatment of Aggression - Enhanced Aggression Replacement Training in Individuals with Autism and Asperger Syndrome Cost: \$70

Enter workshop #s and fees here and add total on reverse side of this form.

Your Name: _____

Workshop # _____ \$ _____

Workshop # _____ \$ _____

Total for Workshops..... \$ _____

Opportunities for Behavior Analysts

Applied Behavior Analysis (ABA) Therapy Consultant(s) for Children with Autism (Part-time and full time, immediate and future positions). There are immediate part to full time opportunities for ABA therapy consultants in the Province of Manitoba. One or more part-time consultants are required immediately within a government funded ABA demonstration project conducted by St. Amant Centre and the Manitoba Families for Effective Autism Treatment. The successful candidate(s) will be employees of St. Amant Centre – a major, multi-program residential and resource centre for Manitoba children and adults with mental disabilities. The major responsibility of consultants is to direct ABA therapy programs for specific children in home, day-care and school settings. Important activities include assessing children's abilities and progress, developing and monitoring each child's program, training and supervising therapists who work directly with the children and ensuring effective communication between families, tutors, schools, child care centers and other important team members. Consultants also share information and their expertise with a project working-committee and an independent external evaluation team.

These positions require a Master's or Doctoral degree (Doctoral degree preferred) in psychology, with a specialization in applied behavior analysis and experience in its application to the treatment of children with autism. In addition, successful candidates will have excellent inter-personal and communication skills, a strong interest in teamwork and effective partnerships and must be registerable with the Psychological Association of Manitoba.

Additional full-time Centre consultant positions are anticipated within the year. Opportunities exist now to combine part-time positions at St. Amant Centre with private ABA consultation outside the demonstration project.

Salary will be commensurate with qualifications. The Centre offers a comprehensive benefits package. Please direct resumes and inquiries to:

Vice President Client Services
St. Amant Centre
440 River Road
Winnipeg, Manitoba
R2M 3Z9

Phone: (204) 256-4301 ext. 275
Fax: (204) 257- 4349

Provide services to adults and children with developmental disabilities in variety of community settings. FL Dept. of Children and Families, Developmental Disabilities Program seeks behavior analysts to enroll as Medicaid Waiver providers to serve growing Jacksonville, FL area. Must be FL or Board CBA/CABA or FL licensed psychologist. LCSW, LMHC, or LMFT. Competitive fee-for-service rates. Individuals or agencies welcome to apply. Contact Dr. Sarah Robinson at: (904) 992-2440 or e-mail Sarah_Robinson@dcf.state.fl.us

Children and Psychology Associates, a fast growing provider of psychological and behavioral services is recruiting Doctoral level candidates with a strong academic and experimental background. Candidates must have a Ph.D. or Ed.D. in psychology, education or in a related field with primary study in the experimental analysis of behavior. In addition, candidates should preferably have experience in clinical applications of behavior analysis with young children to address the following:

- Reduction of maladaptive behavior and
- acquisition of specific developmental skills utilizing discrete trial procedures

Interested candidates should contact Yvette Santana at (954) 745-1112 ext 206 or fax resume to (954) 745-1120.

Hawaiian Intervention Program (HIP) Job opportunity for behavior analysts in Hawaii.

- Perform behavioral assessments
- Develop intervention plans
- Follow-up on implementation
- Instruct others in functional analysis

Services provided to developmentally disabled, autistic and emotionally disturbed children and adolescents in home, school, and community settings. Work with committed fellow behavioral professionals.

Experience and creativity in the development of solutions to behavior problems and teaching replacement skills is crucial.

Masters preferred, but graduate students are encouraged to inquire. Relocation best, but some long-distance commuting or contract work may be an option. Work is available in all of the Hawaiian Islands.

Extremely competitive salary plus benefits, retirement plan, ample vacation, laptop and cellular use, paid inter-island travel, partial relocation assistance and mainland travel subsidy.

Contact: Mark
Email: emel@netwiz.net
Phone: (808) 349-0874
Fax: (808) 254-6655

The Department of Psychology at Western Michigan University seeks applications for two tenure-track positions at the assistant professor level in industrial/organizational psychology to begin Fall 2002, pending budgetary approval. A Ph.D. in psychology or related discipline is required. Preferred requirements for one position include: a behavioral orientation with emphasis in instructional systems design, programmed instruction, computer- and Web-based training. Preferred requirements for the second position include: background in behavioral systems analysis and performance management in business and industry. The development of externally funded research is expected. Western Michigan University, a student centered research university, encourages applications from underrepresented groups. Send letter of application, vita,

statement of research plans and teaching philosophy, official transcripts of graduate education, and three letters of reference to: R. Wayne Fuqua, Chair, Department of Psychology, 1903 W. Michigan Avenue, Western Michigan University, Kalamazoo, MI 49008-5439. FAX: 616-387-4550; EMAIL: r.wayne.fuqua@wmich.edu. Review of applications will begin November 1, 2001 and continue until the position is filled.

Doctoral Assistantships! The Social Work Ph.D. program at the University of Georgia welcomes MSWs with an interest in applied behavior analysis to apply for admission. We offer ten research assistantships for first year students that pay an annual stipend of over \$10,300, plus a tuition waiver. Other financial aid is available. See our Web site at www.ssw.uga.edu or contact Bruce A. Thyer, Ph.D., LCSW, Director, Ph.D. Program, School of Social Work, University of Georgia, Athens, GA 30602. Phone (706) 542-5440 or e-mail at bthyer@arches.uga.edu.

Executive Director Regional Autism Alliance

The Regional Autism Alliance, a partnership of West Virginia University, The Ohio State University Department of Pediatrics and Children's Hospital Autism Center, Marshall University and The Pressley Ridge Schools, seeks an Executive Director with commitment toward clinical care, professional training, advocacy and research who will lead us toward our goal of becoming a nationally recognized leader in the field of Autism Spectrum Disorder. The Executive Director, an established expert in the field, will provide program leadership, vision, management and fund development. Specific responsibilities will include staff guidance and oversight, Executive Committee Chair, budget creation and financial management, clinical, research and training oversight, and the fostering of regional collaborations. Interested candidates should forward vita to: Richard W. Reed, Jr., Director of The Pressley Ridge Schools Foundation, 530 Marshall Avenue, Pittsburgh, PA 15214. rr02@mail.pressleyridge.org



ABA Program Director Required Edmonton, Alberta, Canada

Family Linkages Foundation of Alberta (FLFA) is a non-profit registered society providing Applied Behavioral Analysis (ABA) services to children with Autism Spectrum Disorder.

Program Director responsibilities include: Development and review of clinical programs and services, Initial assessments of children, Directing the educational and research goals of FLFA, Supervision of all clinical staff, Collaborate with various community agencies.

Qualifications: Doctoral degree in Psychology, Rehabilitation, Special Education, or equivalency and a minimum of 5 years experience, Broad background in designing and implementing programs using a variety of behavior analytic principles, Experience in reducing problem behaviors in home and community settings, Exceptional oral and written communication skills, Chartered psychologist an asset.

Interested applicants should send resume to: Family Linkages Foundation of Alberta, Attention: Shelley Chen, #200, 18216 - 102 Avenue, Edmonton, AB, Canada, T5S 1S7. Phone: 488-6600 ext. 229, fax: 488-6664, email: schen@familylinkages.ca

Position will remain open until a suitable candidate is found.

If a fully qualified candidate cannot be identified, individuals with lesser qualifications will be considered.

Boca Raton, Florida
Full Time Position

ABA Therapist Home Program

For Our 4 ½ Year Old Mildly Autistic Son

REQUIREMENTS:

- Minimum BA in Psychology, Speech, or Special Education
- Excellent English
- Minimum 3 Years Experience with ABA Discrete Trial Therapy
- Assist or Supervise Other Therapists
- Computer and Craft Skills
- Self-Starter, Attention to Detail
- Athletic: Love Swimming, Etc.
- Assist with Daily Living Skills
- Some Travel in Private Jet
- Non-Smoker
- Background Checked
- Must Be Fun Loving and Upbeat

35—40 HOURS/WEEK, INCLUDING SOME EVENINGS

FAX COPY OF DRIVERS LICENSE AND RESUME TO 1-561-479-4744

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in the
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Berkeley, CA 94705**

Order 2001 Video Tutorials

ABA offers eight 50-minute videotapes of distinguished scholars presenting lecture on experimental and applied topics of behavior analysis. Abstracts of the lectures are provided below. An order form may be found on page 27.

The Highs and Lows of Drug Self-Administration

DR. STEVE I. DWORKIN (UNC Wilmington)

This tutorial provides an overview of basic methodological procedures and issues involved in assessing the reinforcing effects of drugs using rodent self-administration procedures. Basic aspects of aseptic surgical techniques, methods of drug deliveries, selection of behavioral procedures, maintenance of catheter patency, and additional aspects of experimental design are addressed. Also addressed are methodological considerations in using self-administration to determine abuse liability and the effectiveness of pharmacotherapies for diminishing reinforcing effects and relapse.

Cognitive Phenomena That Behaviorists Can Deal With, But Haven't

DR. HAYNE W. REESE (West Virginia University)

Cognitivists have done extensive research on several phenomena in cognitive development that behavior analysts could study but have not. Salient phenomena, described in this tutorial, are: a sex difference in spatial mapping such that males tend to use directional coordinates and females tend to use landmarks; early emergence of the ability to "average" perceptual inputs in a way that yields abstract, idealized prototypes or templates, but with late emergence of the ability to think abstractly; a change from mediational deficiency in young children to mediational sufficiency in older children; a shift from thinking mainly in nonverbal images to mainly verbal thinking; a rule, used by young children in language development, that each object or phenomenon has only one name; and an increase during childhood in genotype-environment correlation, or "niche picking," in intellectual development.

Avoidance Behavior Provides Its Own Reinforcing Stimuli

DR. JAMES DINSMOOR (Indiana University)

The traditional two-factor explanation of avoidance learning rests on the observation that behavior a) that turns off stimuli b) previously or currently paired with electric shock—warning signals as conditioned aversive stimuli—is thereby reinforced. An extension of the traditional two-factor explanation notes that behavior that produces stimuli negatively or inversely correlated with the shock—safety signals as conditioned reinforcers—is likewise reinforced. Because the stimulation inherently generated by any response that prevents, postpones, or reduces the severity of impending shocks is thereby paired with the absence of shock, this feedback automatically becomes a safety signal and reinforces that response.

The Birth, Evolution and Current Practice of Performance Management

DR. AUBREY C. DANIELS (Aubrey Daniels International)

Performance management is the use of applications derived from the principles of behavior to improving the work behavior of individuals and the functioning of the organizations in which they work. Aubrey Daniels began developing, using and teaching about performance management in the early nineteen-seventies and, since then, has been a regular and major contributor to the development of performance management and organizational behavior management. He has developed and/or popularized a number of methods and concepts that have become central to this field including ABC analyses and discretionary behavior. This address will recount the history of performance management and provide a characterization of its contemporary form and function.

A Tutorial in Behavioral Research Methods

DR. JAMES M. JOHNSTON (Auburn University)

The experimental methods of behavior analysis are one of the hallmarks of this field. The ways that behavior analysts ask experimental questions, measure behavior, create experimental comparisons, analyze data, and draw conclusions are often strikingly different from those exemplified in most psychological research. The rationale for these methods lies in particular views of the nature of behavior as a natural phenomenon (radical behaviorism) and the effectiveness of natural science methodological traditions on which behavioral research methods are based. This tutorial summarizes the methodological principles and practices of behavior analytic research. In addition to considering the primary features of measurement, design, and interpretive methodological traditions, the tutorial reviews some contemporary issues concerning interpretation of behavioral data.

The Elementary Verbal Operants

DR. JACK MICHAEL (Western Michigan University)

Skinner (1957) described a way to categorize verbal behavior which has been useful for research and application purposes. This tutorial provides an overview of Skinner's elementary verbal operants (as well as some refinements) for those unfamiliar with the area or interested in a refresher.

Presidential Scholars Address: A Behaviorist Revisits Visual Perception

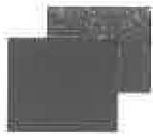
DR. WILLIAM R. UTTAL (Arizona State University and University of Michigan)

Dr. Uttal describes being lured from the field of physics by the excitement of a classic psychological question: How do we see? Over the next 40 years, Dr. Uttal's work established his international reputation as a preeminent scientist, teacher, and scholar of the study of human visual perception. As Dr. Uttal's integrative work on perception and action continued, he became less convinced of the utility, or even the validity, of standard cognitive approaches. Dr. Uttal argues against "the reductionist zeitgeist of contemporary perceptual science", and the "use of psychological studies to determine the organization of internal thought processes". His intellectual journey led him to behaviorism, and he makes a powerful case for the importance of perceptual science returning to operational, positivist, behaviorist traditions.

Presidential Address: The Stitching and the Unstitching: What Can Behavior Analysis Have to say About Creativity?

DR. M. JACKSON MARR (Georgia Institute of Technology)

Traditional critics of behaviorism and behavior analysis have emphasized that these approaches cannot deal with creative achievements in the arts or sciences, or even in ordinary speech. This address explores several lines of research and conceptual issues from different sources in an effort to refute this claim. The emphasis is on scientific and mathematical creativity. Some of the topics considered include the role of special practice and manipulation, conditions for development of automaticity, the interplay of contingency-controlled and rule-governed behavior, modeling, abstraction, intuition, the blending of response units, and emergent behavior. Limitations of a behavioral account are also considered.



ABA Video Tutorial Order Form

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		\$35.00		
		\$35.00		
	Entire Set of Videos	\$250.00		

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ABA Membership Information

Membership Fees for International Members

We are excited to offer discounted fees for international members who live in countries that have per capita incomes of less than 75% of the United States'. Fees have been divided into four groups:

Category A fees are for members in countries with income per capita within 75-100% of the US'

Category B fees are for members in countries with income per capita between 50% and 75% of the US'. (France, Korea, Saudi Arabia, Singapore, & Spain)

Category C fees are for members in countries with income per capita between 25% and 50% of the US'. (Argentina, Brazil, & Greece)

Category D fees are for members in countries with income per capita <25% of the US'. (Bolivia, Colombia, Costa Rica, Mexico, Peru, Turkey, & Venezuela)

Membership fees have not changed in Category A. Members in Category B will receive a 25% discount; in Category C, a 40% discount; and in Category D, a 60% discount. Income per capita information was obtained from the US Department of Commerce, International Trade Administration, 1998. Source data is available on the Web at <http://ia.ita.doc.gov/wages/> or by calling ABA.

Your membership fee category is based on your permanent residency as determined by ABA and your mailing address. If you are a resident of a country in Categories B through D, use the membership form on page 19. These countries are: **Argentina, Bolivia, Brazil, Colombia, Costa Rica, France, Greece, Korea, Mexico, New Zealand, Peru, Russia, Saudi Arabia, Singapore, Spain, Turkey and Venezuela.** If you are a resident of the U.S. or any country not listed in Categories B through D, use the membership form on page 17. If your resident country is not listed above, but you feel that you qualify for reduced membership based on the income per capita of your country of residency, contact the ABA office at 76236.1312@compuserve.com or by fax at (616) 387-8354.

Sustaining and Supporting Members

Sustaining and supporting members are eligible to vote on ABA business matters and to participate in the nomination and election of officers. Through their contributions, sustaining and supporting members support the involvement of undergraduate and graduate students in the science and practice of behavior analysis. Benefits: Citation in *The ABA Newsletter* and the *Convention Program Book*, subscriptions to *The ABA Newsletter* and *The Behavior Analyst*, and reduced convention registration fees. Requirements: Same as Full Members.

Full Members

Full members are eligible to vote on ABA business matters and to participate in the nominations and election of officers. Full member dues help support the involvement of undergraduate and graduate students in behavior analysis science and practice. Benefits: Subscriptions to *The ABA Newsletter* and *The Behavior Analyst*, and reduced convention registration fees. Requirement: A master's degree in experimental or applied behavior analysis or contributions to the field of behavior analysis; Send vita and course records when requesting this status for the first time (fill out the check list on this page).

Affiliate Members

Affiliate status is designed for persons who have an interest in behavior analysis or have completed undergraduate credit, but do not meet the full member requirements. Affiliate member dues help support the involvement of undergraduate and graduate students in the science and practice of behavior analysis. Benefits: Subscriptions to *The ABA Newsletter* and *The Behavior Analyst* and reduced convention registration fees. Requirement: Send a letter of recommendation from a voting member of ABA.

Emeritus Members

Emeritus status is designed for persons who are over the age of 65 or retired. Benefits: Subscriptions to *The ABA Newsletter* and *The Behavior Analyst*, and reduced convention registration fees. Requirement: Send verification of retirement or age when requesting this status for the first time.

Chapter/Adjunct Member

Chapter/adjunct members are members of an ABA-affiliated chapter. Benefits: Subscriptions to *The ABA Newsletter* and special membership dues and convention registration fees. Requirement: A letter from the chapter confirming chapter membership must be sent annually at the time of membership renewal.

Student Members

Student Members are full-time undergraduate or graduate students, residents, or interns. Benefits: Subscriptions to *The ABA Newsletter* and *The Behavior Analyst*, and special membership dues and convention registration fees. Requirement: Send verification of full-time student, intern, or resident status with your application.

How to Become a Member

To become a member of the Association for Behavior Analysis, fill out the ABA 2002 Membership Form, include payment and all supporting documentation, and mail to the ABA office. If you are paying by credit card, you may fax your Membership Form with all supporting documentation to the ABA office at (616) 387-8354. **Please fill out and send both sides of the form.** To receive a Membership Form, you may contact the ABA office or visit the ABA Web site at: <http://www.wmich.edu/aba>

Voting Member Status Determination

If you are applying for the first time as a full, supporting, or sustaining membership, you must show evidence of at least a Master's degree in psychology or a related discipline. Send your vita and complete the following checklist:

- ☐ My training included a minimum of one year's supervised experience in behavior analysis, and my graduate project, thesis, or dissertation was in experimental or applied behavior analysis.
- ☐ I have had two or more years of supervised experience in experimental or applied behavior analysis.
- ☐ I have made significant contributions to the knowledge in behavior analysis evidenced by research publications, presentations at professional conventions, or by other comparable means (your vita should reflect such contributions).

Name: _____

Affiliation: _____

ABA 2002 Membership Form

Membership Fee Category A
Association for Behavior Analysis: An International Organization
<http://www.umich.edu/aba>

Mail form and payment to: 213 West Hall, WMU, 1903 West Michigan Avenue, Kalamazoo, MI 49008-5301
Telephone: (616) 387-8341/8342/9344 Fax: (616) 387-8354

PERSONAL INFORMATION

TITLE: ☐ Dr. ☐ Prof. ☐ Ms. ☐ Mrs. ☐ Mr.

LAST NAME: _____

FIRST NAME & M.I.: _____

AFFILIATION: _____

GENDER: ☐ Male ☐ Female

AGE: ☐ <25 ☐ 25-34 ☐ 35-49 ☐ 50-64 ☐ >65

ADDRESS (for all ABA mailings): _____

CITY: _____

STATE/PROVINCE: _____

COUNTRY: _____

POSTAL ZIP CODE: _____

WORK TELEPHONE # (please include area and/or country codes): _____

HOME TELEPHONE # (please include area and/or country codes): _____

FAX # (please include area and/or country codes): _____

E-MAIL: _____

WEBSITE: _____

STUDENT MEMBER INFORMATION

STUDENT TYPE: ☐ HIGH SCHOOL ☐ UNDERGRAD ☐ DOCTORAL ☐ MASTERS ☐ POST DOC

NAME OF SCHOOL YOU ATTEND: _____

PROGRAM NAME: _____

EXPECTED GRADUATION DATE: _____

VERIFICATION OF STUDENT STATUS

I, _____, certify that _____ is a full-time student, intern, or resident at (insert name of institution) _____.

Faculty Signature: _____ Date: _____

For all renewing members, if payment is received in the ABA office by December 11, 2001 you may deduct \$20 for Affiliate, Full, Supporting, and Sustaining Members, or \$10 for Emeritus, Student, and Chapter-Adjunct Members.

***Personal information such as age and annual income will be kept confidential. This information is collected for the purpose of membership data analysis only.**

MEMBERSHIP RENEWAL DUES

Dues for all Membership Categories include subscriptions to *The ABA Newsletter* and *The Behavior Analyst*, except chapter/adjunct dues, which do not include *The Behavior Analyst*.

If you have been a member of ABA in a previous year, check one of the following and enter the amount due here: \$ _____

Category	One Year	Three Years
SUSTAINING	<input type="checkbox"/> \$254.00	<input type="checkbox"/> \$717.00
SUPPORTING	<input type="checkbox"/> \$138.00	<input type="checkbox"/> \$370.00
FULL	<input type="checkbox"/> \$104.00	<input type="checkbox"/> \$245.00
AFFILIATE	<input type="checkbox"/> \$104.00	<input type="checkbox"/> \$245.00
EMERITUS	<input type="checkbox"/> \$41.00	<input type="checkbox"/> \$89.00
STUDENT	<input type="checkbox"/> \$41.00	
CHAPTER-ADJUNCT	<input type="checkbox"/> \$36.00	<input type="checkbox"/> \$72.00
STUDENT TRANSITION*	<input type="checkbox"/> \$59.00	<input type="checkbox"/> \$200.00

*If you were a student member last year and have received a graduate degree, you may apply for Full-member voting status at the student transition rate. Send vita and an official transcript (or letter from advisor) with this form and the information from page 28 under "Voting Member Status Determination." You may take advantage of this special rate once.

NEW MEMBERSHIP DUES

If you are joining ABA for the first time, check one of the following and enter the amount due here: \$ _____

Category	One Year	Three Years
SUSTAINING	<input type="checkbox"/> \$127.00	<input type="checkbox"/> \$590.00
SUPPORTING	<input type="checkbox"/> \$78.00	<input type="checkbox"/> \$309.00
FULL	<input type="checkbox"/> \$60.00	<input type="checkbox"/> \$201.00
AFFILIATE	<input type="checkbox"/> \$60.00	<input type="checkbox"/> \$201.00
EMERITUS	<input type="checkbox"/> \$28.00	<input type="checkbox"/> \$78.00
STUDENT	<input type="checkbox"/> \$28.00	
CHAPTER-ADJUNCT	<input type="checkbox"/> \$23.00	<input type="checkbox"/> \$63.00

METHOD OF PAYMENT

Make checks payable, in US dollars, through a US bank, to ABA or charge to your:

☐ American Express ☐ MasterCard ☐ Visa ☐ Discover

If paying by credit card, please fill in the following:

Name on card: _____

Card Number: _____

Expiration Date: _____

Signature: _____

Payment of dues is subject to current federal, state, and local tax regulations. To determine the tax-exempt status of your payment, contact your local office of federal, state, or local tax information. All funds are in U.S. dollars. Overpayments and discounts not taken by the applicant will be considered donations to ABA unless a request for a refund is received by the ABA office in writing.

New Members

Reason for becoming a new member:

- ☐ Encouraged by University Program
- ☐ Family members exposed to behavioral treatment
- ☐ Maintain certification status
- ☐ Obtain *The Behavior Analyst* journal
- ☐ General interest in behavior analysis
- ☐ Required by employer

Renewing Members

Reason for renewing your ABA Membership:

- ☐ Encouraged by University Program
- ☐ Family members exposed to behavioral treatment
- ☐ Maintain certification status
- ☐ Obtain *The Behavior Analyst* journal
- ☐ General interest in behavior analysis
- ☐ Required by employer

Degree Held

Most recent degree received: _____

Year Received: _____

Conferring Institution: _____

Certification

Are you a certified behavior analyst?

- ☐ Yes ☐ No

If yes, by whom? _____

Position Title

Please check the one box that most closely describes your job title:

- ☐ 01 Administrator
- ☐ 02 Student
- ☐ 03 Consultant / Staff Trainer
- ☐ 04 Professor / Academic
- ☐ 05 Psychologist / Therapist
- ☐ 06 Researcher
- ☐ 07 Social Worker
- ☐ 08 Speech / Language Pathologist
- ☐ 09 School Teacher
- ☐ 10 Parent
- ☐ 00 Other: _____

Primary Activity

Please check the one box that most closely describes how you spend the majority of your time at work:

- ☐ 01 Administration
- ☐ 02 Clinical
- ☐ 03 Consulting / Staff Training
- ☐ 04 Research
- ☐ 05 Student
- ☐ 06 Teaching
- ☐ 07 Retired
- ☐ 00 Other: _____

Primary Discipline

Please check the one box that most closely describes your field of study:

- ☐ 01 Behavior Analysis
- ☐ 02 Behaviorology
- ☐ 03 Communication Disorders
- ☐ 04 Education
- ☐ 05 Medicine
- ☐ 06 Organizational Management
- ☐ 07 Pharmacology
- ☐ 08 Psychology
- ☐ 09 Social Work
- ☐ 00 Other: _____

Annual Income Range

- ☐ <\$15,000
- ☐ \$15,000-\$34,000
- ☐ \$35,000-\$54,000
- ☐ \$55,000-\$74,000
- ☐ \$75,000-\$99,000
- ☐ \$100,000-\$149,000
- ☐ >\$150,000

Mark the ABA SIGs of which you are a member (M) or about which you would like information (I).

- ☐ Animal Trainer's Forum
- ☐ Autism
- ☐ BALANCE
- ☐ Behavioral Gerontology
- ☐ Behavioral Safety Network
- ☐ Behaviorists for Social Responsibility
- ☐ Clinical Behavior Analysis
- ☐ Crime and Delinquency
- ☐ Development & Behavior Analysis
- ☐ Direct Instruction
- ☐ Experimental Analysis of Human Behavior (EAHB)
- ☐ Health, Sports and Fitness
- ☐ Interbehaviorists in ABA
- ☐ OBM Network
- ☐ Rehabilitation & Independent Living
- ☐ Society for the Quantitative Analysis of Behavior (SQAB)
- ☐ Standard Celeration Charters
- ☐ Teaching Behavior Analysis
- ☐ Verbal Behavior

Check any affiliated chapter(s) of which you are a member:

- ☐ Alabama ABA
- ☐ Argentina ABA
- ☐ Asociacion Latinoamericana de Analisis y Modificacion del Comportamiento (ALAMOC)
- ☐ ALAMOC-Colombia
- ☐ Australian Association for Cognitive Behaviour Therapy
- ☐ Behavior Analysis Association of Michigan

- ☐ Behavior Analysis Society of Illinois
- ☐ Behaviour Analysis in Ireland
- ☐ Berkshire Association for Behavior Analysis and Therapy
- ☐ California ABA
- ☐ Chicago ABA
- ☐ Delaware Valley ABA
- ☐ Experimental Analysis of Behaviour Group, UK and Europe
- ☐ Florida ABA
- ☐ German Society for Behavioral Medicine and Behavior Modification
- ☐ Italian Association for the Analysis and Modification of Behavior
- ☐ Japanese ABA
- ☐ Kansas ABA
- ☐ Maryland ABA
- ☐ Midwestern Association of Behavior Analysis & Therapy
- ☐ Mississippi ABA
- ☐ Missouri ABA
- ☐ New England Society of Behavior Analysis & Therapy
- ☐ New York State ABA
- ☐ North Carolina ABA
- ☐ Northwestern ABA
- ☐ Ontario ABA
- ☐ Pennsylvania ABA
- ☐ Russian ABA
- ☐ Sociedad Mexicana de Analisis de la Conducta
- ☐ Southeastern ABA
- ☐ Swedish ABA
- ☐ Texas ABA
- ☐ Venezuelan ABA

During the past 12 months have you served as a member of a grant review committee?

- ☐ Yes ☐ No

Participation is needed on ABA Boards & Committees. Please indicate where you would be willing to volunteer:

- ☐ Affiliated Chapters
- ☐ Education – Student Resources
- ☐ Education – Employment
- ☐ Membership – International Development
- ☐ Membership – Recruitment & Retention
- ☐ Program – Program Committee
- ☐ Science Policy & Research
- ☐ Standards, Accreditation & Professional Affairs
- ☐ Publications
- ☐ Not interested in volunteering at this time

ABA 2002 Membership Form

Membership Fee Categories B, C & D**
Association for Behavior Analysis: An International Organization
<http://www.wmich.edu/aba>

PERSONAL INFORMATION

TITLE: ☐ Dr. ☐ Prof. ☐ Ms. ☐ Mrs. ☐ Mr.

LAST NAME: _____

FIRST NAME & M.I.: _____

AFFILIATION: _____

GENDER: ☐ Male ☐ Female

AGE: ☐ <25 ☐ 25-34 ☐ 35-49 ☐ 50-64 ☐ >65

ADDRESS (for all ABA mailings): _____

CITY: _____

STATE/PROVINCE: _____

COUNTRY: _____

POSTAL ZIP CODE: _____

WORK TELEPHONE # (please include area and/or country codes): _____

HOME TELEPHONE # (please include area and/or country codes): _____

FAX # (please include area and/or country codes): _____

E-MAIL: _____

WEBSITE: _____

STUDENT MEMBER INFORMATION

STUDENT TYPE: ☐ High School ☐ Undergrad ☐ Masters ☐ Doctoral ☐ Post Doc

NAME OF SCHOOL YOU ATTEND: _____

PROGRAM NAME: _____

EXPECTED GRADUATION DATE: _____

Verification Of Student Status: I, _____, certify that _____ is a full-time student, intern, or resident at (insert name of institution) _____.

FACULTY SIGNATURE: _____ DATE: _____

METHOD OF PAYMENT

Make checks payable, in US dollars, through a US bank, to ABA or charge to your:

☐ American Express ☐ MasterCard ☐ Visa ☐ Discover

If paying by credit card, please fill in the following:

NAME ON CARD: _____

CARD NUMBER: _____

EXPIRATION DATE: _____

SIGNATURE: _____

Overpayments and discounts not taken by the applicant will be considered donations to ABA unless a request for a refund is received by the ABA office in writing.

***Income per capita data was obtained from the US Department of Commerce, International Trade Administration, 1998.*

INTERNATIONAL MEMBERSHIP FEE CHARTS**

PLEASE CIRCLE YOUR FEE IN THE APPROPRIATE CHART BELOW.

Category B: For countries with income per capita (in 1998) of 50%-75% of the US, including France Italy, New Zealand, Saudi Arabia, Singapore, Spain

Membership Type:	New Members		Renewing Members			
	1-Yr	3-Yr	1-Yr	1-Yr Early*	3-Yr	3-Yr Early*
Sustaining	\$96	\$443	\$193	\$175	\$538	\$523
Supporting	\$59	\$232	\$104	\$87	\$277	\$261
Full	\$45	\$150	\$79	\$62	\$184	\$168
Affiliate	\$45	\$150	\$79	\$62	\$184	\$168
Emeritus	\$28	\$59	\$37	\$30	\$64	\$56
Student	\$28	NA	\$37	\$30	NA	NA
Chapter/Adjunct	\$23	\$47	\$36	\$25	\$55	\$46
Student Transition	NA	NA	\$44	NA	\$148	NA

Category C: For countries with income per capita (in 1998) of 25%-50% of the US, including Argentina, Greece, Korea

Membership Type:	New Members		Renewing Members			
	1-Yr	3-Yr	1-Yr	1-Yr Early*	3-Yr	3-Yr Early*
Sustaining	\$77	\$354	\$154	\$140	\$431	\$418
Supporting	\$46	\$185	\$83	\$70	\$222	\$209
Full	\$37	\$121	\$63	\$49	\$147	\$134
Affiliate	\$37	\$121	\$63	\$49	\$147	\$134
Emeritus	\$28	\$46	\$37	\$30	\$51	\$45
Student	\$28	NA	\$37	\$30	NA	NA
Chapter/Adjunct	\$23	\$38	\$36	\$25	\$43	\$37
Student Transition	NA	NA	\$37	NA	\$119	NA

Category D: For countries with income per capita of <25% of the US, including Bolivia, Brazil, Colombia, Costa Rica, Mexico, Peru, Russia, Turkey, Venezuela

Membership Type:	New Members		Renewing Members			
	1-Yr	3-Yr	1-Yr	1-Yr Early*	3-Yr	3-Yr Early*
Sustaining	\$51	\$236	\$103	\$93	\$287	\$278
Supporting	\$37	\$124	\$56	\$46	\$148	\$140
Full	\$37	\$80	\$42	\$37	\$98	\$89
Affiliate	\$37	\$80	\$42	\$37	\$98	\$89
Emeritus	\$28	\$37	\$37	\$30	\$37	\$37
Student	\$28	NA	\$37	\$30	NA	NA
Chapter/Adjunct	\$23	\$37	\$36	\$25	\$37	\$37
Student Transition	NA	NA	\$37	NA	\$79	NA

*Early membership prices are for renewing members whose payment is received in the ABA office by December 11, 2001.

New Members

Reason for becoming a new member:

- ☐ Encouraged by University Program
- ☐ Family members exposed to behavioral treatment
- ☐ Maintain certification status
- ☐ Obtain *The Behavior Analyst* journal
- ☐ General interest in behavior analysis
- ☐ Required by employer

Renewing Members

Reason for renewing your ABA

Membership:

- ☐ Encouraged by University Program
- ☐ Family members exposed to behavioral treatment
- ☐ Maintain certification status
- ☐ Obtain *The Behavior Analyst* journal
- ☐ General interest in behavior analysis
- ☐ Required by employer

Degree Held

Most recent degree received: _____

Year Received: _____

Conferring Institution: _____

Certification

Are you a certified behavior analyst?

- ☐ Yes ☐ No

If yes, by whom? _____

Position Title

Please check the one box that most closely describes your job title:

- ☐ 01 Administrator
- ☐ 02 Student
- ☐ 03 Consultant / Staff Trainer
- ☐ 04 Professor / Academic
- ☐ 05 Psychologist / Therapist
- ☐ 06 Researcher
- ☐ 07 Social Worker
- ☐ 08 Speech / Language Pathologist
- ☐ 09 School Teacher
- ☐ 10 Parent
- ☐ 00 Other: _____

Primary Activity

Please check the one box that most closely describes how you spend the majority of your time at work:

- ☐ 01 Administration
- ☐ 02 Clinical
- ☐ 03 Consulting / Staff Training
- ☐ 04 Research
- ☐ 05 Student
- ☐ 06 Teaching
- ☐ 07 Retired
- ☐ 00 Other: _____

Primary Discipline

Please check the one box that most closely describes your field of study:

- ☐ 01 Behavior Analysis
- ☐ 02 Behaviorology
- ☐ 03 Communication Disorders
- ☐ 04 Education
- ☐ 05 Medicine
- ☐ 06 Organizational Management
- ☐ 07 Pharmacology
- ☐ 08 Psychology
- ☐ 09 Social Work
- ☐ 00 Other: _____

Annual Income Range

- ☐ <\$15,000
- ☐ \$15,000-\$34,000
- ☐ \$35,000-\$54,000
- ☐ \$55,000-\$74,000
- ☐ \$75,000-\$99,000
- ☐ \$100,000-\$149,000
- ☐ >\$150,000

Mark the ABA SIGs of which you are a member (M) or about which you would like information (I).

- ☐ Animal Trainer's Forum
- ☐ Autism
- ☐ BALANCE
- ☐ Behavioral Gerontology
- ☐ Behavioral Safety Network
- ☐ Behaviorists for Social Responsibility
- ☐ Clinical Behavior Analysis
- ☐ Crime and Delinquency
- ☐ Development & Behavior Analysis
- ☐ Direct Instruction
- ☐ Experimental Analysis of Human Behavior (EAHB)
- ☐ Health, Sports and Fitness
- ☐ Interbehaviorists in ABA
- ☐ OBM Network
- ☐ Rehabilitation & Independent Living
- ☐ Society for the Quantitative Analysis of Behavior (SQAB)
- ☐ Standard Celeration Charters
- ☐ Teaching Behavior Analysis
- ☐ Verbal Behavior

Check any affiliated chapter(s) of which you are a member:

- ☐ Alabama ABA
- ☐ Argentina ABA
- ☐ Asociacion Latinoamericana de Analisis y Modificacion del Comportamiento (ALAMOC)
- ☐ ALAMOC-Colombia
- ☐ Australian Association for Cognitive Behaviour Therapy
- ☐ Behavior Analysis Association of Michigan
- ☐ Behavior Analysis Society of Illinois

- ☐ Behaviour Analysis in Ireland
- ☐ Berkshire Association for Behavior Analysis and Therapy
- ☐ California ABA
- ☐ Chicago ABA
- ☐ Delaware Valley ABA
- ☐ Experimental Analysis of Behaviour Group, UK and Europe
- ☐ Florida ABA
- ☐ German Society for Behavioral Medicine and Behavior Modification
- ☐ Italian Association for the Analysis and Modification of Behavior
- ☐ Japanese ABA
- ☐ Kansas ABA
- ☐ Maryland ABA
- ☐ Midwestern Association of Behavior Analysis & Therapy
- ☐ Mississippi ABA
- ☐ Missouri ABA
- ☐ New England Society of Behavior Analysis & Therapy
- ☐ New York State ABA
- ☐ North Carolina ABA
- ☐ Northwestern ABA
- ☐ Ontario ABA
- ☐ Pennsylvania ABA
- ☐ Russian ABA
- ☐ Sociedad Mexicana de Analisis de la Conducta
- ☐ Southeastern ABA
- ☐ Swedish ABA
- ☐ Texas ABA
- ☐ Venezuelan ABA

During the past 12 months have you served as a member of a grant review committee?

- ☐ Yes ☐ No

Participation is needed on ABA Boards & Committees. Please indicate where you would be willing to volunteer:

- ☐ Affiliated Chapters
- ☐ Education - Student Resources
- ☐ Education - Employment
- ☐ Membership - International Development
- ☐ Membership - Recruitment & Retention
- ☐ Program - Program Committee
- ☐ Science Policy & Research
- ☐ Standards, Accreditation & Professional Affairs
- ☐ Publications
- ☐ Not interested in volunteering at this time

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