



The Association for Behavior Analysis Newsletter

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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, 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 ABA Newsletter is published by the Association for Behavior Analysis three times per year. The publication dates and submission deadlines are as follows:

Mailing Date	Deadline for submissions
January 2	November 1
May 1	March 15
September 15	August 1

Subscriptions

All members of the Association for Behavior Analysis receive *The ABA Newsletter* as 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/each.

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 classifieds is \$50 for the first 25 lines and \$2 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 (6-1/2" wide x 4-1/2" deep) or (3-1/4" wide x 9-1/2" deep)	\$350
Quarter Page (3-1/4" wide x 4-1/2" deep)	\$200

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

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

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A Message from the ABA President

"The State of ABA is Good"

By, Marc N. Branch, ABA President

To paraphrase a message delivered each January by the president of a somewhat larger entity, "The State of ABA is good." As those of you who attended know, the 1996 meeting in San Francisco was a great success. That meeting continued the now long-standing trend of an ever-improving program. In terms of content, there is no doubt that the program was the strongest ever (a claim that I am confident will be laid to rest upon completion of next year's annual meeting in Chicago). Not only was the meeting the best, it was the biggest, too. More than 1800 people registered for the meeting and the number of presentations and events also set all-time records. Another encouraging development was that there were more jobs available at the Job Placement Service than there were applicants. That certainly is a sign of health, and it also suggests that job seekers should take advantage of the Job Placement Service.

Of course, the quality of a scientific meeting is a direct reflection of the contributions of the membership, so it is you, the members of the association, who deserve major credit for such an outstanding program at the annual meeting. To organize a meeting, however, takes more than just excellent submissions, and there are several who played important roles. Major credit for organizing and arranging the outstanding program goes to the Program co-chairs, Edelgard Wulfert and Alan Poling, who did a marvelous job. They were ably assisted by the following area coordinators:

- ☐ Experimental Analysis of Behavior: William Palya
- ☐ Verbal Behavior: Tom Critchfield
- ☐ Human Development and Gerontology: Jacob L. Gewirtz
- ☐ Theoretical, Philosophical, and Conceptual Issues: Sam Leigland
- ☐ Clinical & Behavioral Medicine: Robert D. Zettle
- ☐ Developmental Disabilities and Autism: Kent R. Johnson
- ☐ Ethical, Legal, and Social Issues: Richard F. Rakos
- ☐ Community Corrections: Anthony Biglan
- ☐ Education: Dan Hursh
- ☐ Performance Management and Training: Richard Fleming
- ☐ Pharmacology and Toxicology: Steven I. Dworkin

Improvements in the arrangement of the program were facilitated by the introduction of a "received by" deadline for submissions. In previous years, submissions needed only to be postmarked by the deadline, with the result that somehow some submissions arrived months after the deadline. As you can imagine, that process led to many difficulties in assembling and organizing the program. Although there were a few "wrinkles" in implementing the new procedure, overall it was very much a success, so we shall continue to enforce a deadline for submissions that targets the date of receipt. In addition to content, there are also the "nuts and bolts" of the meeting that need attention so that the meeting can proceed smoothly. Major credit in that domain goes to Maria Malott, who served as Program and Convention Manager and Continuing Education Coordinator. Maria did her usual superb job in keeping the meeting efficient and "user-friendly." She organized a fine team that included the following roles and people:

- ☐ Student Scheduling Support: Michael C. Soung and Lori Deiner
- ☐ Scheduling System Development: Jose Garcia
- ☐ Graphic Design: Mayra I. Rivera (Design), Tricia Hennessey and Keith Jones (Art Direction)
- ☐ Layout: Matthew Miller
- ☐ Convention Assistance: Mary Jane Filarski and Jim Harmon, Conferon, Inc. Tim Castañón, Corina Groeger, Wendy Jaehrig, and Pam Vunovich.

I believe it is customary for the President, in this message, to inform the membership of actions taken by the Executive Council on behalf of the membership. The Executive Council met in conjunction with the annual meeting in San Francisco. Sites of Future Meetings: Following the meeting in Chicago in 1997, the 1998 Meeting will be held at the Sheraton Dolphin on the Grounds of Epcot near Orlando, Florida. Room rates will be \$110 per night, and that rate will be available to conference attendees during both the three days before and the three days after the convention. The 25th anniversary meeting will be held at the Hilton and Towers, Chicago, in 1999. Chicago seems fitting because it was the site of the first meeting of the organization. To ring in the new millennium, the meeting in 2000 will be held at the Sheraton Washington in Washington, DC. The Sheraton is one of Washington's grandest hotels, and it should provide a wonderful site for a meeting. Negotiations are currently under way for the meetings in 2001 and 2002. Under consideration for 2001 are New Orleans and Dallas, and for 2002 we are considering offers from San Diego, San Francisco, and Seattle.

An item of importance to ABA members that was discussed concerned dues. ABA's history with respect to dues is an unusual one. Dues increases have been infrequent, and typically large. The large increases usually have been in response to financial emergencies. The Association's accounting firm has recommended that we consider dues changes more frequently so that any increases will be smaller, and the firm also recommended a dues increase for the coming year. After considerable discussion, the following dues levels for 1997 were approved by a unanimous vote of the Council. Sustaining Members: \$230 (up \$10), Supporting Members: \$130 (Up \$5); Full and Affiliate Members: \$94 (up \$4), Emeritus Members: \$37 (up \$2), Student Members: \$37 (up \$2), Chapter-Adjunct Members: \$32 (up \$2). Members can be assured that the Executive Council (which is comprised of members) is very sensitive to the prospect of "dues creep." We shall be considering dues increases more frequently, but that does not imply that dues will increase without good reason. ABA, thanks to innovations implemented by Maria Malott, is now making revenue projections rather than just reacting to the balance sheet. How the Association's finances fare with respect to projections will play an important role in deciding if revenue increases are needed.

Another issue discussed by council was "Customer Service" at the ABA office. It was decided this is a high priority item. Members should expect and receive prompt and courteous service from the ABA office. A program has been implemented to improve customer service, so I hope that those of you who need assistance or information from the ABA office will be pleased.

About the Association for Behavior Analysis: Structure and Implementation of the Strategic Plan

by Maria E. Malott, Executive Director/Secretary-Treasurer

ABA's Organizational Structure

The Association for Behavior Analysis is organized by the Executive Council, Administration and seven Boards: Affiliated Chapters, Education, Membership, Convention Program, Public Policy & External Relations, Publications, and Standards & Accreditation. Most Boards coordinate committees. ABA has 24 committees. The organizational chart on page 6 outlines ABA's structure.

The ABA Executive Council

The Executive Council consists of elected members and the Secretary-Treasurer. Elected positions include the Presidents (Elect, Present and Past), two At-Large Representatives, one Experimental Representative, one Applied Representative and three Student Representatives (Elect, Present and Past). The elected members of the ABA Council serve for a three-year term.

In May 1996, three new members were elected: James M. Johnston (President-Elect), Gina Green (Applied Representative) and Mark Dixon (Student Representative-Elect). They will serve on the ABA Council from May 1996 to May 1999. The following were the results of the 1996 elections:

Position	Candidate Name	# of Votes
President	James M. Johnston	241
	Masaya Sato	239
Experimental Rep.	Gina Green	267
	Michael Perone.....	210
Student Rep.	Mark R. Dixon.....	45
	Kevin Munson	9

Administration

Maria Malott serves as the Executive Director and Secretary-Treasurer of ABA and coordinates the administrative functions of the organization. The mission of ABA's administration is to implement the directions of the Executive Council, maintain financial integrity and manage all administrative processes of the organization, such as membership services, the annual convention, Executive Council meetings, publications, continuing education and employment services.

ABA has two full-time employees: Tim Castañón, Financial Clerk, whose background is in accounting and finance, and Pete Blowers, LAN Administrator, whose background is in math, computer science and software development. Tim handles all the bookkeeping and database management such as membership and convention registration. Pete joined ABA in the summer of 1996 and is in charge of electronic communications, software developments and hardware maintenance.

ABA also depends on student support from Western Michigan University. These students benefit from the working experience in the organization while they are completing their degrees. Currently, three students from the Psychology Department at WMU help with ABA's functions: Matthew Miller is in charge of the layout of ABA's administrative publications, such as *The ABA Newsletter*, the *Convention Program*, and the *Membership Directory*. Corina Groeger coordinates the administrative tasks of ABA's continuing education efforts. Lori Diener assists with administrative functions of the organization. A WMU, Industrial Engineering student, Michael Soung, has also provided administrative support.

During the last three years, ABA has provided a practical settings for research and class projects for students in Psychology, Industrial Engineering, Computer Science, and Graphic Arts. At the same time, ABA has benefited from their contributions.

To manage the ABA convention, the Office coordinates the work of about 30 students in behavior analysis from all over the country, who serve as staff and volunteers for the convention. These students support membership and convention registration functions. They also assist in providing convention services such as employment, book sales and information.

It is noteworthy that during the 1996 convention ABA helped 42 organizations to find qualified candidates and 32 graduating students to find jobs in behavior analysis.

Affiliated Chapters Board

Gerald L. Shook serves as the Board Coordinator. The mission of the Affiliated Chapters Board is to foster behavior analysis world wide through ABA affiliated chapters and their coordination with the parent organization. The following are the affiliated chapters of ABA:

Affiliated Chapters in the United States

- ☐ Alabama ABA
- ☐ Behavior Analysis Association of Michigan
- ☐ Behavior Analysis Society of Illinois
- ☐ Berkshire Association for Behavior Analysis and Therapy
- ☐ Chicago ABA
- ☐ Delaware Valley ABA
- ☐ Florida ABA
- ☐ Midwestern Association of Behavior Analysis & Therapy
- ☐ Mississippi Association for Behavior Analysis
- ☐ New England Society of Behavior Analysis & Therapy
- ☐ New York State ABA
- ☐ North Carolina ABA
- ☐ Northern California ABA
- ☐ Northwestern ABA
- ☐ Southeastern ABA
- ☐ Southern California ABA
- ☐ Texas ABA
- ☐ TriState ABA

Affiliated Chapters Outside the United States

- ☐ Association Scientifique pour la Modification du Comportement, Canada
- ☐ Australian Behavior Modification Association
- ☐ Behaviour Analysis in Ireland
- ☐ Belgium Association for the Study of Behavior Modification & Therapy
- ☐ Experimental Analysis of Behaviour, Wales
- ☐ Colombia, South America
- ☐ German Society for Behavioral Medicine and Behavior Modification
- ☐ Italian Association for the Analysis and Modification of Behavior
- ☐ Japanese ABA
- ☐ Asociacion Latinoamericana de Analisis y Modificacion del Comportamiento (ALAMOC)
- ☐ Norsk Atferdsanalytisk Forening (Norwegian ABA)
- ☐ Ontario ABA
- ☐ Sociedad Mexicana de Analisis de la Conducta
- ☐ Sociedad Peruana de Analisis y Modificacion del Comportamiento (Peru)
- ☐ Sociedad Uruguaya de Analisis y Terapia de Comportamiento (Uruguay)

Education Board

Richard W. Malott serves as Board Coordinator. The mission of the Education Board is to recruit students into behavior analysis, train them, place the resulting professional behavior analysts, and maintain their behavior-analytic efforts to improve the well-being of humanity. The Education Board currently coordinates 13 committees.

Membership Board

Janet Ellis serves as Board Coordinator. The mission of the Membership Board is to devise and implement strategies to increase national and international membership of qualified behavior analysts, maintain current membership, support professional development efforts of current members, and encourage student participation.

Program Board

The President-Elect of ABA serves as Board Coordinator with the assistance of two Co-Chairs: Edelgard Wulfert and Alan Poling. The mission of the Convention Program Board is to study and recommend policy to Council for the preparation of the annual convention program of research reports, symposia, institutes, seminars and other scholarly offerings.

Public Policy and External Relations Board

Howard Sloane serves as Board Coordinator. The mission of the Public Policy and External Relations Board is to facilitate the promotion of behavior analysis by coordinating efforts directed to increase support for behavior analysis with its own constituents, other professionals, and with the public and agencies that represent public interests. Currently this Board coordinates four committees.

Publication Board

Michael Perone serves as Board Coordinator. The mission of the Publication Board is to support the publication of the Association's two journals, *The Behavior Analyst* (TBA) and *the Analysis of Verbal Behavior* (AVB) by (a) recommending to Council the persons to be appointed as editors of the journals, (b) assisting editors with such matters of editorial policy and procedure as may be raised in conducting the journals' business, (c) overseeing the operation of the journals, and (d) communicating with the journals' editors – as the journals' primary stewards – and the Executive Council.

Standards and Accreditation Board

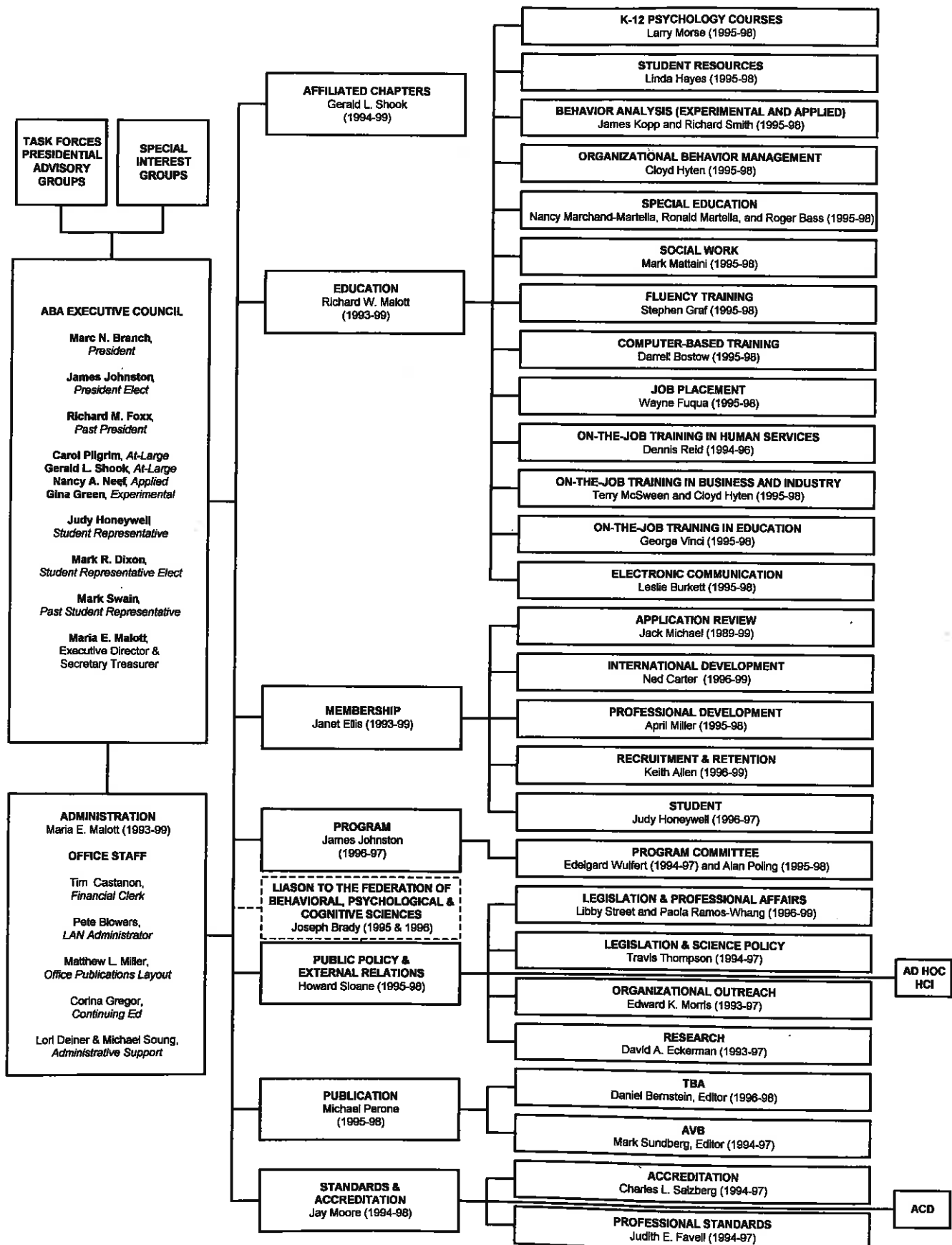
Jay Moore serves as Board Coordinator. The mission of the Standards and Accreditation Board is to oversee the accreditation of graduate programs in behavior analysis and the development of science-based standards of scientific and professional training. The Board identifies the skills required to perform effectively as a teacher, practitioner, or researcher in behavior analysis. The Board also oversees the collection of data to establish the curricula, instructional techniques and repertoires that predict effective performance of trainees. Currently the Board coordinates two committees.

Special Interest Groups

ABA has 23 Special Interest Groups. These groups offer network and professional opportunities to people interested in a variety of areas within behavior analysis. ABA's Special Interest Groups are the following:

- ☐ Animal Trainer's Forum
- ☐ Autism
- ☐ Behavior Analysis and Cultural Design
- ☐ Behavior Analysis in Corrections
- ☐ Behavior Analysis in Education
- ☐ Behavior Analysis League for Accuracy in News, Commentary and Education (BALANCE)
- ☐ Behaviorists for Social Action
- ☐ Clinical
- ☐ Computer Users
- ☐ Development and Behavior Analysis
- ☐ Direct Instruction
- ☐ Experimental Analysis of Human Behavior (EAHB)
- ☐ Experimental Analysis of Nonhuman Behavior (EANB)
- ☐ Gerontology
- ☐ Interbehaviorists
- ☐ JABA Users
- ☐ Legal and Ethical Issues
- ☐ OBM Network
- ☐ Rehabilitation and Independent Living
- ☐ Society for Quantitative Analysis of Behavior (SQAB)
- ☐ Standard Celeration Charting
- ☐ Teaching of Behavior Analysis (TBA)
- ☐ Verbal Behavior

Organizational Chart of ABA



ABA's Strategic Plan

Marc N. Branch, Sigrid Glenn, Richard Foxx, Kennon A. Lattal, and Maria E. Malott thoroughly revised ABA's strategic plan in the Fall of 1994. A revised version of the plan was approved by the Executive Council in the Fall of 1995. This section includes a description of the strategic plan and an assessment of how ABA is meeting the goals of the plan. In addition to ABA's mission statement, the plan includes objectives and measures in the following categories: Convention, Professional & Scientific Development, Membership, Professional & Scientific Issues, Outreach, Leadership and Management, Financial Management and Publications.

Mission

To develop, enhance, and support the growth and vitality of behavior analysis through research, education, and practice.

Convention

Objective: Provide a forum for behavior analysts to gather and exchange scientific and professional advancements that feature experimental, applied and conceptual interests in behavior analysis.

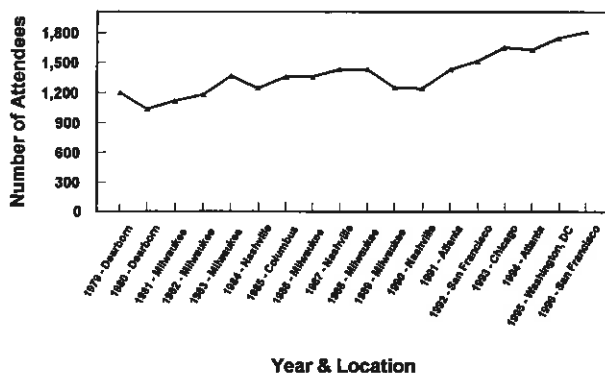
Measures:

a) Attendance

- Convention attendance was 1,811 for the 1996 convention in San Francisco. This was the highest attendance in ABA's history. Figure 1 shows the convention attendance by year and convention site.

Figure 1

Convention Attendance

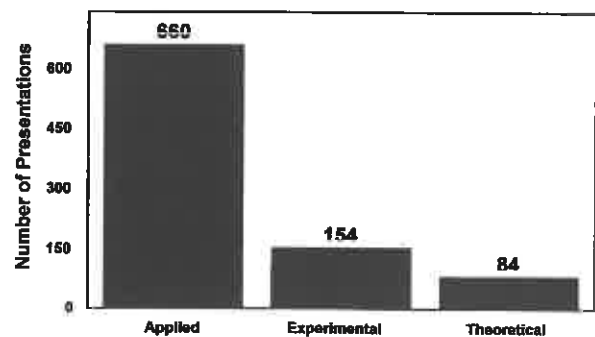


b) Program composition

- In the 1996 Convention included 898 events: 660 (74%) were applied, 154 experimental (17%) and 84 theoretical (9%). Figure 2 shows the 1996 program composition by Category.

Figure 2

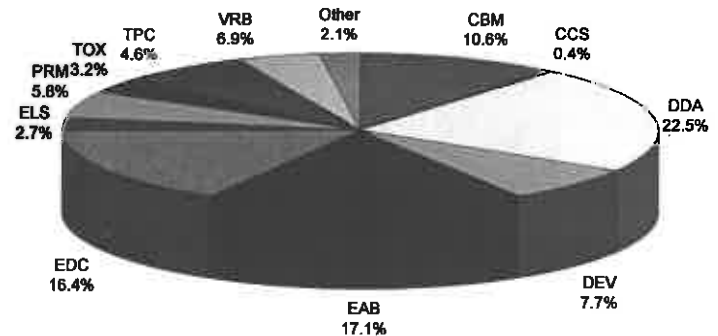
1996 Convention Sessions by Category



- Figure 3 shows the percent of program composition by Specialty Area. The largest submission areas are Developmental Disabilities and Autism, Experimental Analysis of Behavior, and Education.

Figure 3

1996 Convention Sessions by Specialty Area



Notes:

- CBM: Clinical and Behavioral Medicine
- CCS: Community and Corrections
- DDA: Developmental Disabilities and Autism
- DEV: Human Development and Gerontology
- EAB: Experimental Analysis of Behavior
- EDC: Education
- ELS: Ethical, Legal, and Social Issues
- PRM: Performance Management
- TOX: Toxicology and Pharmacology
- VRB: Verbal Behavior
- TPC: Theoretical, Philosophical, and Conceptual

Professional and Scientific Development

Objective: Provide for professional and scientific development.

Measures:

a) Number of accredited programs: 3

ABA has accredited four behavioral programs in three universities thus far:

- ❑ Ohio State University, MA and PhD Programs in Applied Behavior Analysis from the Department of Education Services and Research (1995-2000)
- ❑ California State University, Los Angeles, MA Program of the Department of Psychology (1994-1999)
- ❑ University of North Texas, MA Program in Behavior Analysis from the Center for Behavior Analysis (1993-1998)

b) Number of advanced degrees granted.

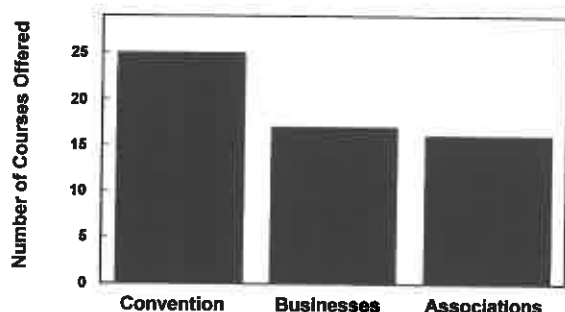
c) Number and quality of educational opportunities provided.

Mark Dixon and Mark Swain from the University of Reno, Nevada are currently gathering data to assist points b and c as part of their work on the Student Resource Committee of the Education Board of ABA.

ABA's continuing education is increasing considerably. Figure 4 shows the number of courses sponsored at the ABA Convention and the number of courses sponsored in conjunction with Private Businesses and Associations, during a one year period.

Figure 4

Continuing Ed. Courses Offered: August '95 - August '96

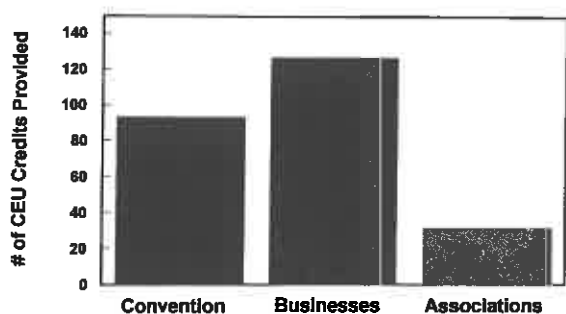


d) CEU credits generated.

Figure 5 shows the number of Continuing Education Credits provided in one year through co-sponsored events.

Figure 5

Continuing Ed. Credits Provided: August '95 - August '96



Membership

Objective: Recruit and maintain membership sufficient to support the actions and goals of the organization and further the development of behavior analysis. Facilitate the establishment and maintenance of affiliated chapters.

Measures:

a) Composition and number of members.

- ❑ ABA had 2,490 members as of October 1, 1996

Figure 6 shows membership for the last 20 years.

Figure 6

Annual Membership

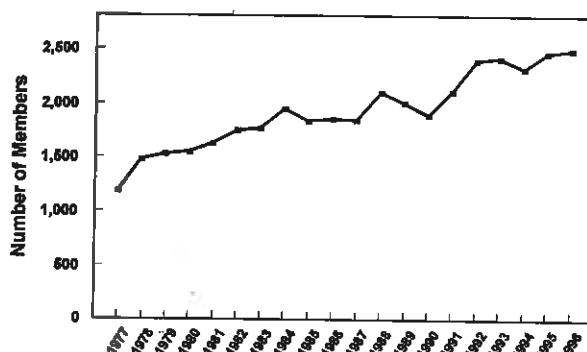
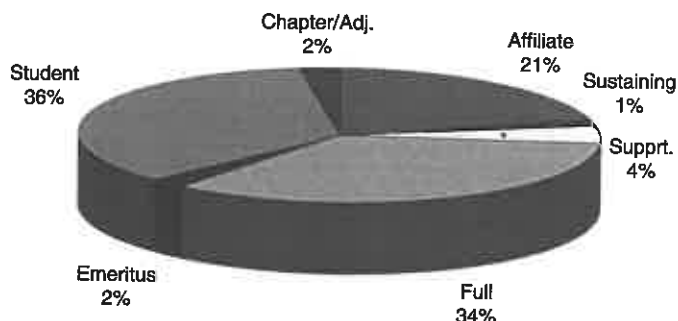


Figure 7 shows the membership composition in 1996. Currently student members is the largest membership category of ABA, followed by Full and Affiliate members.

Figure 7

1996 Membership by Category



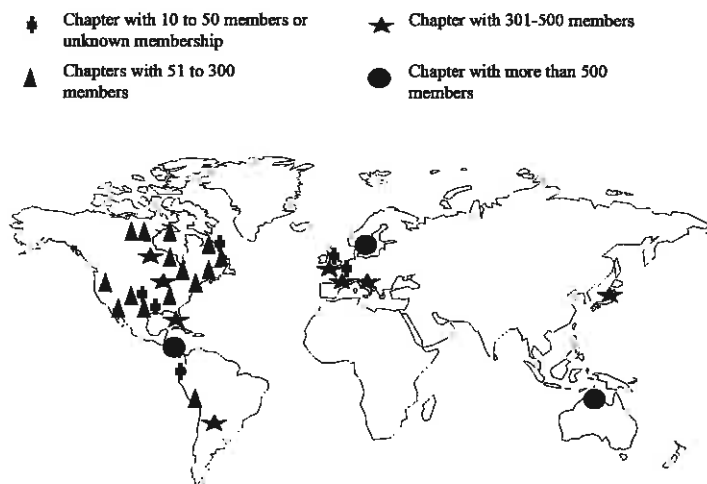
b) Growth, stability and viability of affiliated chapters.

ABA has 33 Affiliated chapters; 15 of them are located outside of the United States. Throughout the summer ABA received requests from members interested in creating new chapters in Manitoba, Singapore, and Israel.

ABA has 3 chapters with 10 to 50 members, 15 chapters with 51 to 300 members, 8 chapters with 301 to 400 member, and 3 chapters with more than 500 members. ABA is gathering data from 4 chapters whose membership is unknown at the present

time. It is worth noting that on average about 75% of the chapter members are not members of ABA. This means that in addition of the 2,490 ABA members, there are over 4,000 people interested in behavior analysis who are members of affiliated chapters and not members of ABA. Figure 8 presents an overview of the chapter sites and size of their membership.

Figure 8



Professional and Scientific Issues

Objective: Identify and monitor issues that affect or potentially affect behavior analysis and provide a forum to address them.

Measure: Actions taken.

□ 1995 - ABA resolution of facilitated communication.

In 1995 the Executive Council of ABA unanimously approved that Facilitated Communication (FC) is a discredited technique. Because of the absence of ample objective, scientific evidence that FC is beneficial and that identifies the specific conditions under which it may be used with benefit, its use was considered unwarranted and unethical. (ABA Newsletter, Volume 18, 2)

Outreach

Objective: Acceptance and use of behavior analysis by others.

Measure: Positive representations and uses of behavior analysis by professionals and the general public.

□ 1995 - Catherine Maurice, *Let Me Hear Your Voice*.

Let Me Hear Your Voice is a dramatic account of the author's (Catherine Maurice) discovery and use of behavioral techniques in teaching her two autistic children. Maurice received an award from ABA at the 1996 Convention for Effective Presentation of Behavior Analysis in the Mass Media.

Leadership and Management

Objective: The mission and strategic objectives of the organization are achieved.

Measure: Objectives met.

After every Executive Council meeting, the Executive Director makes a list of all the tasks that should be accomplished to im-

plement the directions of the Executive Council. The ABA staff get together in a strategic plan implementation session in which all tasks are evaluated and responsibilities distributed. In 1995, 100% of the tasks identified were completed.

Financial Management

Objectives:

a) Maintain a financially successful organization that has funds sufficient to meet the goals of the strategic plan.

b) Have sufficient funds to guarantee the long-term stability of the organization by having reserve funds equal to one year's operating budget.

Measures:

Significant improvements in the financial system have been made in ABA during the last three years. ABA uses a financial software packet called QuickBooks to maintain the financial data. The database is kept up to date on an ongoing basis that allows evaluation on a weekly basis of Profit and Loss, the Balance Sheet and Budget Performance.

a) Balanced budget

During the Fall Council Meeting, ABA budgets for the upcoming year are revised by the Executive Council. In addition, revisions of last year budget versus actual performance are compared and discrepancies analyzed when applicable. Appropriate adjustments to the budget are made based on Council decisions. ABA budgets are conservative and in the last three years ABA exceeded the budgeted net income.

In 1995, ABA's gross income was \$381,120 and expenses were \$326,427. Figures 9 and 10 shows the distribution of income and expenses for the 1995 calendar year.

Figure 9

1995 Income

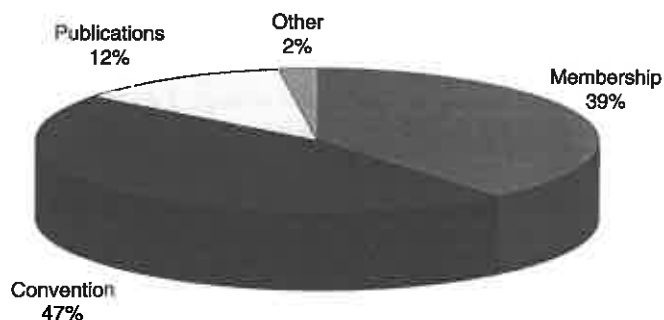
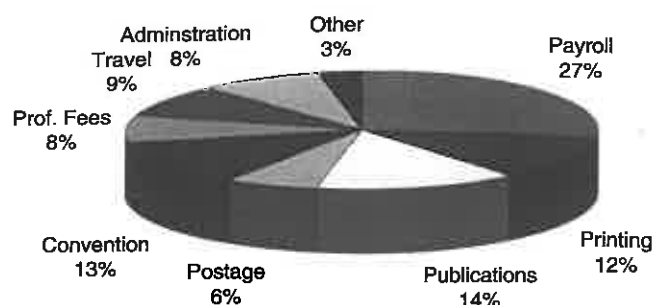


Figure 10

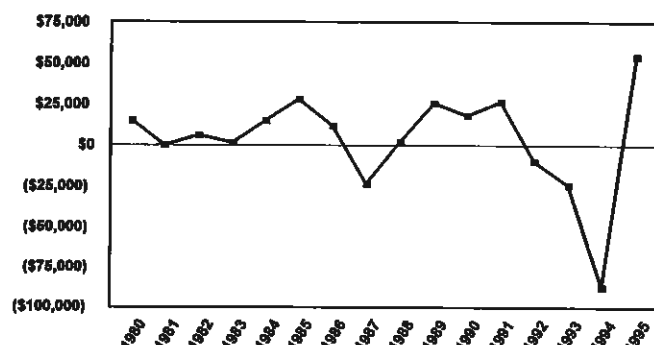
1995 Expenses



b) Net worth (income - expenses). In 1996 ABA's net income was \$54,693. Figure 11 shows the net income by year end from 1980 to 1995. ABA was in the red from 1992 to 1994. However, ABA's new financial system has allowed for better financial control. ABA will have another financially successful year in 1996.

Figure 11

Cash Flow by Year

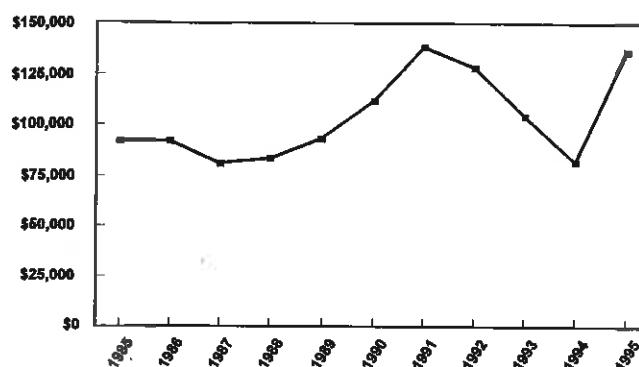


c) Investment performance. ABA made 6% return on its investment in 1995. Because of the limited funds in reserve, ABA has used a very conservative investment strategy. Edward Anderson has assisted ABA as consultant on investments, during the last two years.

d) Amount of funds in reserve. ABA had a total of \$137,037 by the end of 1995. Figure 12 shows funds in reserve since 1985 to 1995. As recommended by ABA's accountants and financial advisors, the organization is building a reserve that can ensure ABA's financial stability during difficult years.

Figure 12

Cash at Year End



Publications

Objective: Publish or facilitate the publication and/or distribution of scholarly materials relevant to behavior analysis.

Measures:

a) Quality.

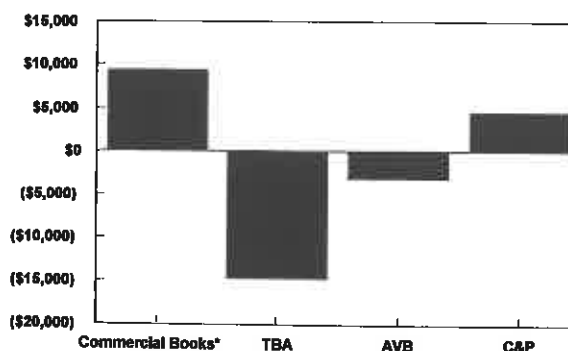
Publications quality can be assessed by the peer review systems of both TBA and AVB.

b) Subscription and sales.

Figure 12 shows the 1995 net income that resulted from selling of commercial book, Michael's *Concepts and Principles of Behavior Analysis*, *The Behavior Analyst* and the *Analysis of Verbal Behavior*. The total number of commercial books sold was 473. The average number of commercial books sold was 37.

Figure 13

1995 Profit & Loss for Publications



The ABA office is periodically revising actual performance in relation to the goals and objectives of the strategic plan. Based on the data presented here, all of us at the ABA Office work as a team on programs and systems to continuously improve performance. During the Fall, the Executive Council of ABA reviewed the data and suggestions and further guided the development of the organization.

Society for the Advancement of Behavior Analysis

Acknowledgment of Contributors

By Richard M. Foxx, SABA's President, and Maria E. Malott, SABA's Executive Director/Secretary-Treasurer

We would like to thank the many contributors to SABA for their donations, received during 1995-1996. SABA's mission is to provide financial support for the advancement of behavior analysis. SABA has five categories of donations: SABA Endowment, Restricted Funds, Temporarily Restricted Funds, Unrestricted Funds, and Special Donations.

SABA Endowment

SABA currently has an endowment which totaled \$35,246 on October 1, 1996. The principal in the endowment will be invested and the interest will be used for causes directly relevant to the advancement of behavior analysis. In 1996, several donations, totaling \$595, were made to the endowment in honor of Thomas Gilbert.

<input type="checkbox"/> GVSP	\$100
<input type="checkbox"/> I.S.P.I.	\$100
<input type="checkbox"/> John McKee	\$100
<input type="checkbox"/> New Jersey ISPI	\$100
<input type="checkbox"/> Performance Edge, Inc.	\$100
<input type="checkbox"/> ISPI, Wine Country	\$50
<input type="checkbox"/> Peacham Pedagogics	\$45

Restricted Funds

These are well established funds for which SABA receives specific donations. Currently SABA has two restricted funds. The Organization Behavior Management Fund and the Student Fund.

Organizational Behavior Management (OBM) Fund

In 1989, the OBM Network, a special interest group of ABA, began a competitive grants program to support promising OBM research. Aubrey Daniels, a pioneer in the field of OBM and CEO of Aubrey Daniels and Associates, contributed \$11,000 to jump start the program.

Special Thanks to Aubrey Daniels for contributing \$11,000 for the OBM Fund

We also want to thank Bill Redmon and Thomas Mawhinney, who had also contributed to the OBM Fund. Since its beginnings, Awards of up to \$1,000 have thus far been given to 12 students. The amount of the grants given have been between \$250 and \$1,000.

The OBM Network has coordinated the process of grant review. Richard Fleming, OBM Network Coordinator described the OBM grant process as follows:

Grant submissions are peer reviewed by a volunteer panel of OBM experts. Proposals are often revised and resubmitted,

based on the feedback the applicants receive, providing students experience with real-world professional contingencies.

Below are listed some of the projects granted through the OBM Fund. A number of these projects have been published in professional journals or presented at ABA meetings.

- ☐ Matthew Mason, Department of Psychology, Western Michigan University -- *Effects of feedback delay and signal density on error detection accuracy*
- ☐ Julie Glasser, Department of Psychology, Western Michigan University -- *The differential effects of performance monitoring and performance contingent consequences in a laboratory setting*
- ☐ Rhonda Flaspohler, Department of Psychology, Western Michigan University -- *Effects of training method on inspection accuracy in a simulated quality control task*
- ☐ Satoru Shimamune, Department of Psychology, Western Michigan University -- *Pay for quality: Quality control in computer programming*
- ☐ Joel Gruenberg and Cloyd Hyten, Center for Behavior Analysis, University of North Texas -- *The effects of different percentages of incentive pay to base pay on work productivity*
- ☐ Daniel Baker, Specialized Training Program, University of Oregon -- *An evaluation of staff support strategies designed to promote participation of persons with disabilities in regular activities*
- ☐ Tracy Thurkow, Auburn University -- *An investigation into the possibility that feedback is a stimulus rather than a principle of behavior*
- ☐ Janet Ellis, Center for Behavior Analysis, University of North Texas -- *Effects of physiological and environmental conditions on maintenance of previously-learned discriminations by older adults*
- ☐ Marsha Parsons and Dennis Reid, Western Carolina Center -- *Enhancing staff acceptance of performance monitoring: Effects of familiarity with monitoring content and process*
- ☐ Laura Methot, Department of Psychology, Western Michigan University -- *The effects of artificial signal injection on vigilance decrement*
- ☐ Keith Young, Department of Psychology, Auburn University -- *The effects of feedback schedules on simulated work performance*

Unfortunately, the Fund has recently exhausted its resources. On behalf of the OBM Network, Richard Fleming, asks ABA members to consider a financial contribution to the OBM Small Grants Fund which will allow us to facilitate further inquiry into the diverse areas that OBM researchers address. Given the large size of ABA's membership, including the growing number of members of the OBM Network, even moderate gifts from members will create a substantial pool to share.

Student Fund

Each year members of ABA donated money to help ABA cover the convention registration for student presenters. Student members of ABA, who are senior presenters on a poster or a presentation, may apply for waived convention registration fees. SABA sponsored the convention registrations of 16 students in 1995 and 30 students in 1996. We want to thank the following contributors to this fund:

Over \$100 donation:

- ☐ Janet Ellis \$150

\$51 to \$100 donations:

- ☐ Tom Donaldson ☐ Masaya Sato
☐ Walter Stanley ☐ Greg Stikeleather

\$5 to \$50 donations:

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| <input type="checkbox"/> Edward Anderson | <input type="checkbox"/> Teodoro Ayllon |
| <input type="checkbox"/> Thomas Brigham | <input type="checkbox"/> Max Brill |
| <input type="checkbox"/> Rodney Cavanaugh | <input type="checkbox"/> Edward Cervenka |
| <input type="checkbox"/> Osborne Cresson | <input type="checkbox"/> Ana Christina Cunha |
| <input type="checkbox"/> Chris Cullen | <input type="checkbox"/> Jean-Claude d'Archeville |
| <input type="checkbox"/> Corrine Donley | <input type="checkbox"/> George Dupaul |
| <input type="checkbox"/> Richard Fleming | <input type="checkbox"/> Christopher Fox |
| <input type="checkbox"/> Celia Wolk Gershenson | <input type="checkbox"/> Sigrid Glenn |
| <input type="checkbox"/> Howard Goldstein | <input type="checkbox"/> Sonia Goltz |
| <input type="checkbox"/> Douglas Greer | <input type="checkbox"/> Deborah Grossett |
| <input type="checkbox"/> Robert Hawkins | <input type="checkbox"/> Philip Hineline |
| <input type="checkbox"/> Sally Hobson | <input type="checkbox"/> Vikki Howard |
| <input type="checkbox"/> Naohiro Kaneko | <input type="checkbox"/> Yoshito Kawahara |
| <input type="checkbox"/> Lee Kern | <input type="checkbox"/> Victor Laties |
| <input type="checkbox"/> Frank Laux | <input type="checkbox"/> Karin Lifter |
| <input type="checkbox"/> Ogden Lindsley | <input type="checkbox"/> Richard Mascolo |
| <input type="checkbox"/> William McIlvane | <input type="checkbox"/> Jay Moore |
| <input type="checkbox"/> Edward K. Morris | <input type="checkbox"/> Joseph Morrow |
| <input type="checkbox"/> Andrea Mrazek | <input type="checkbox"/> Allen Neuringer |
| <input type="checkbox"/> Anne O'Reilly | <input type="checkbox"/> Michael Perone |
| <input type="checkbox"/> Susan Phelan | <input type="checkbox"/> Joseph Plaud |
| <input type="checkbox"/> Roderick Pugh | <input type="checkbox"/> William Redmon |
| <input type="checkbox"/> Ellen Reese | <input type="checkbox"/> Leo Reyna |
| <input type="checkbox"/> Maria Ruiz | <input type="checkbox"/> David Schaal |
| <input type="checkbox"/> Hank Schlenger | <input type="checkbox"/> Joseph Scotti |
| <input type="checkbox"/> Kathleen Spracklen | <input type="checkbox"/> Joseph Spradlin |
| <input type="checkbox"/> Thomas Stampfl | <input type="checkbox"/> Kenneth Stephens |
| <input type="checkbox"/> Libby Street | <input type="checkbox"/> Warren Street |
| <input type="checkbox"/> Beth Sulzer-Azaroff | <input type="checkbox"/> Mark Sundberg |
| <input type="checkbox"/> Douglas Taylor | <input type="checkbox"/> David Wesch |

Temporarily Restricted Funds

These funds provide a mechanism for people to make donations to SABA for specific purposes. For example, ABA's Special Interest Groups have advocated donations to sponsor particular events at the ABA convention. In this case, SABA receives the money and supports that event, serving as a clearinghouse: SABA uses the funds as indicated from the donors and the donors get tax benefits from their contributions.

In 1995-1996 donations were received to sponsor events in behavioral pharmacology/toxicology at the ABA Convention, and to sponsor travel expenses for Marilyn Gilbert to attend the ABA Convention for an event in honor of her husband, Thomas Gilbert.

Should you be interested in specifically earmarking money for a particular purpose in the 1997 Convention, please contact Maria E. Malott at the ABA office for information on how to proceed.

We wish to thank all who have contributed to these funds:

Behavioral Pharmacology/Toxicology:

- ☐ Bryn Mawr \$1000
☐ Coulbourn Instruments \$350
☐ David Hill, Noyes \$250

Marilyn Gilbert Travel:

- ☐ David Cook \$150
☐ Learning Technology Associates \$100
☐ Barbara Sobel \$100

Jack Stack Travel (1997 Convention):

- ☐ Linda Hayes \$100
☐ Maria E. Malott \$100

Unrestricted Funds

SABA also receives unrestricted donations. These donations can be used for any purpose that serves the advancement of behavior analysis. The SABA Board evaluates and approves all requests for expenditures.

We wish to thank all of the people who contributed to unrestricted funds in 1995-1996:

Over \$100 donations:

- ☐ Edward Anderson \$1,000
☐ Edward K. Morris \$250
☐ Phillip Chase \$200
☐ Judith Crandall-Sloan \$200
☐ Benjamin Gillis \$200
☐ Bruce Hesse \$200
☐ Martha Nogueras \$151
☐ Victor Laties \$150

\$51 to \$100 donations:

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| <input type="checkbox"/> Paul Brandon | <input type="checkbox"/> James Dinsmoor |
| <input type="checkbox"/> Janet Ellis | <input type="checkbox"/> Judith Favell |
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| <input type="checkbox"/> Celia Wolk Gershenson | <input type="checkbox"/> Sigrid Glenn |
| <input type="checkbox"/> R. E. Guild | <input type="checkbox"/> Robert Hawkins |
| <input type="checkbox"/> H. McIlvaine Parsons | <input type="checkbox"/> Bill Matthew |
| <input type="checkbox"/> Kurt Salzinger | <input type="checkbox"/> Leo Reyna |
| <input type="checkbox"/> Joseph Spradlin | <input type="checkbox"/> Masaomi Shito |

\$10 to \$50 donations:

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| <input type="checkbox"/> Larry Alferink | <input type="checkbox"/> Saul Axelrod |
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| <input type="checkbox"/> Darrel Bostow | <input type="checkbox"/> Ed Cervenka |
| <input type="checkbox"/> Jean-Claude d'Archeville | <input type="checkbox"/> Samuel Deitz |
| <input type="checkbox"/> John Downs | <input type="checkbox"/> Suzanne Fitch |
| <input type="checkbox"/> Lori-Ann Forzano | <input type="checkbox"/> Deborah Grossett |
| <input type="checkbox"/> Joseph Honor | <input type="checkbox"/> Curtis Hulteen |
| <input type="checkbox"/> James Johnston | <input type="checkbox"/> Edward Kusek |
| <input type="checkbox"/> Mark Larson | <input type="checkbox"/> Lewis Lipsitt |
| <input type="checkbox"/> William McCuller | <input type="checkbox"/> Richard Meisch |
| <input type="checkbox"/> Raymond Miltenberger | <input type="checkbox"/> Joseph Notterman |
| <input type="checkbox"/> Luis Perez-Gonzalez | <input type="checkbox"/> Brady Phelps |
| <input type="checkbox"/> Sara Shockey | <input type="checkbox"/> Fred Smith |
| <input type="checkbox"/> Robert Thompson | <input type="checkbox"/> Betty Fry Williams |
| <input type="checkbox"/> Dean Williams | |

Special Donations

The Society for the Advancement of Behavior Analysis would like to take this opportunity to extend a special thanks to Jack Michael for his donation of the net income generated from sales of *Concepts and Principles of Behavior Analysis*.

Special Thanks to Jack Michael for donating \$7,045 to SABA.

Jack Michael agreed that the net income generated from the sales of the book be donated to SABA to help with the purchase of the *Analysis of Verbal Behavior*, a journal previously published by Mark Sundberg and the Verbal Behavior SIG. SABA makes five dollars from the sale of each book. Since October, 1993, ABA has sold 1,409 copies of *Concepts and Principles of Behavior Analysis*, generating \$7,045.

We wish to thank Jack Michael for donating his royalties to SABA. Dr. Michael is currently revising *Concepts and Principles of Behavior Analysis*. A Second edition will be available by the 1997 ABA Convention in Chicago.

SABA will continue acknowledging contributors in the ABA Newsletter every year as well in other publications.

Chapter Update: BASIL 9th Annual Conference

by David Pyles, WA Howe Development Center

The Behavior Analysis Society of Illinois held its 9th annual conference and pre-conference workshops September 11, 12, & 13, 1996 in the southern Chicago suburb of Matteson, IL. Attendees came from Illinois, Missouri, Wisconsin, Ohio, and Michigan. David P. Wacker, PhD was the Keynote Speaker and gave an address entitled: *Extending Concurrent Operants Research to an Applied Situation: Evaluating and Treating Life-Threatening Behavior in a Pediatric Unit*. This presentation focused on applications of the Matching Law, manipulating the quantity and quality of attention for appropriate toy play compared to that resulting from pulling out naso-gastric and abdominal feeding tubes in young, nonhandicapped children. Dr. Wacker called for closer ties between basic and applied behavior analytic research in the analysis and treatment of aberrant behavior.

The conference had a strong lineup of speakers and topics, including several nationally and internationally recognized speakers in behavior analysis and in developmental disabilities. Approximately 45 speakers talked on a wide range of topics relevant to behavior analysts. Presentations included behavior-analytic contributions to prevention of HIV by R. Wayne Fuqua, and development of stereotyped behavior by Gershon Berkson. Brandon F. Greene illustrated the use of behavior analysis to keep families together. Robert L. Sprague presented on technological advances in assessment of abnormal movements using kinematic measures. Arnie Zencius gave the Presidential Address entitled: *Achieving Outcomes by Integrating Behavior Analytic Methodologies across Clinical Disciplines*.

BASIL introduced a new "How To..." series at the conference to provide brief, introductory information on topics ranging from how to collect data, how to diagnose causes of aberrant behavior, how to set up token economies, how to write behavior programs, how to teach self-management skills to people with developmental disabilities, and how to do competency-based staff training. It should be noted that this was just a sample of the topics for the "How To..." series. Additionally, talks were presented on the new Outcome Standards by surveyors from ACD, JCHO, and CARF, how outcome standards and managed care affect behavior analysts, direct instruction, and neuropsychological assessment. An update on the Behavior Analyst Job Series, a civil service position with the State of Illinois was presented. Unfortunately, space constraints do not permit a listing of all presenters and topics. Our apologies to those who were not mentioned specifically.

Pat McGuire was voted President-Elect for BASIL during the election of officers. Dennis Munk succeeds Arnie Zencius as President of BASIL for 1996 to 1997. Brandon Greene, Don Thomas, and Gerry Faw were elected as Members-at-Large. Other offices in the organization were not up for election this year.

During the business meeting, the members decided to have next year's conference in early November, to accommodate the schedules of school teachers and university faculty who are starting the school year in early September, so that they can attend the conference next year without substantially disrupting their schedules.

BASIL and Chicago Association for Behavior Analysis (CABA) eagerly look forward to the return of ABA International to Chicago for the 1997 Annual Conference, May 22 through 26 at the Sheraton Chicago. We think many exciting things are happening in behavior analysis in Illinois, and hope to show that Illinois is a place where behavior analysts can thrive and flourish.

If you would like information about BASIL, or the 10th Annual BASIL Conference in November, 1997, please contact us at:

BASIL
P.O. Box 1184
Homewood, IL 60430-0184
or call 708-922-0792

NIH Consensus Panel Issues Report: Consensus Development Conference on Physical Activity and Cardiovascular Health

A National Institutes of Health (NIH) consensus development statement on Physical Activity and Cardiovascular Health may be obtained from the NIH Office of Medical Applications of Research (OMAR).

The report was prepared by a panel of experts who considered scientific evidence presented at a Consensus Development Conference at NIH. It contains recommendations and conclusions concerning Physical Activity and Cardiovascular Health.

NIH consensus conferences bring together researchers, practicing physicians, representatives of public interest groups, consumers, and others to carry out scientific assessments of drugs, devices, and procedures in an effort to evaluate their safety and effectiveness.

Free, single copies of the consensus statement on Physical Activity and Cardiovascular Health may be obtained from:

NIH Consensus Program Information Service
P.O. Box 2577
Kensington, MD 20891
1-888-NIH-CONS (644-2667)

The Behavioral Gerontology SIG

by David Born, University of Kansas

The Behavioral Gerontology SIG exists to promote application of the methods and principles of behavior analysis to the study of human aging. The behavioral study of aging can make unique contributions to gerontology precisely because we have a different conceptual view of aging than does mainstream gerontology and because we have a methodology that will allow us to study problems that are very difficult, and sometimes nearly impossible, to study with the currently popular large-group statistical methodologies.

Unfortunately, over the past few years membership in the SIG had diminished sharply until a couple of years ago when it hit bottom. That year, the person who had been elected to chair the SIG not only failed to attend the ABA meetings, but he also neglected to arrange for SIG business meetings. Without even business meetings, SIG membership all but disappeared. After that disastrous year, several of us discussed whether we should try to continue the SIG or simply let it close. We decided to try resuscitation.

The questions we have been asking recently have to do with what the Behavioral Gerontology SIG could do that would give individuals a reason for joining. Currently we are working on developing an e-mail net so that each of us can easily and quickly connect with any other member(s) of the SIG. This will make it easy for developments that are noted by one SIG member to be communicated to other members. With such a communication net we will be able to exchange information about references and the availability of publications, ask research questions of each other, pass on information about research opportunities, announce the availability of jobs in gerontology, or inform each other that we are seeking new jobs. Those of us in academia will be able to exchange information about textbooks, a course syllabus, and classroom exercises and demonstrations. Such a network would even provide a way for us to announce postdoctoral opportunities or to establish a dialogue with potential graduate students. In short, we would like to make the SIG a hub for the exchange of information related to behavioral gerontology, and we would like to see it become a source for enhancing collegiality among members. Regardless of your SIG membership, if you have suggestions for other things a SIG might do that would enhance its usefulness to members please pass your ideas on to us. We're currently in a mood to discover ways that will allow us to become more useful to our membership, and we can use all the fresh ideas we can get. Send your suggestions to BORN@UKANS.EDU. If you are interested in joining the Behavioral Gerontology SIG, contact our Treasurer, Michelle Bourgeois, at MBOURGEO@GARNET.ACNS.FSU.EDU, or send snail mail to Michelle S. Bourgeois, PhD, 412 Regional Rehab. Center, The Florida State University, Tallahassee, FL 32306-2007. Michelle's telephone number is (904) 644-6639, and her Fax number is (904) 644-8994.

The Status of Behavior Analysis in Iceland

by Adda Ragnarsdóttir, no affiliation,
Ragnar S. Ragnarsson, Office for School Affairs - South Iceland,
Salomé Þórisdóttir, University Hospital,
Thorlakur Karlsson, University of Iceland, and
Z. Gabriela Sigurðardóttir, Reykjavik's Regional Office for the
Affairs of the Disabled and University of Iceland

An historical advertisement for an assistant professorship in which behavior analysis is mentioned was promulgated at the University of Iceland (UI) in 1994. This caused us to wonder whether it signified the beginning of a new era for behavior analysts in Iceland.

General Background

Iceland has about 270,000 residents, and 5,500 students are currently registered at the University. UI was founded in 1911, and the Department of Psychology in 1971. The Department offers a BA degree and is at present attended by approximately 400 students. Since 1974 an introduction to behavior analysis has been presented within three obligatory courses. First, theories of learning is briefed along with an introduction to other schools of psychology. Second, an elementary but comprehensive description of behavior principles is offered. Third, and presumably of greatest importance for breeding prospective behavior analysts, is the course on the history of psychology. It distinguishes between the philosophy and methodology of empirically obtained data and those based upon subjective judgments. In addition, since 1985 the department has offered, biannually, an optional course on behavior analysis and single subject design. In 1987 a Skinner box linked to a computer interface became available for the first time for laboratory training and research purposes. However, permanent housing for the laboratory facilities does not yet exist, and the course is no longer taught with animal subjects.

The initial publication in Icelandic involving a behavior analytic subject was a newspaper article on programmed instruction which appeared in the sixties. More recent publications by Icelandic behavior analysts are to be found in JEAB, JABA, JOBM, Behavior Processes/Behavior Analysis Letters and The Scandinavian Journal of Psychology. They have also given papers at ABA, and various other conferences in the US, UK, and Europe.

Elementary Groundwork

Textbooks on behavior analysis have not yet been written or translated into Icelandic, and several behavioral terms need to be matched with suitable Icelandic concepts. The typical working conditions experienced by scientists in Iceland are two-sided. On one hand they involve the search for knowledge in technical English, and its presentation to professionals. On the other hand, the working conditions involve the transcription of this knowledge into everyday language, illustrating its utility to the public. Due to a State policy, all foreign words must either be translated into Icelandic, or new Icelandic terms created.

Research Activities

Due to low salaries with consequently large and diverse workloads, it is uncommon for behavior analysts living in Iceland to receive opportunities to conduct research. An experiment on reducing driving speed with stripes on the road, was a rare exception. On highways going through towns in Iceland, the speed limit changes from 90 down to 50 km/hour. Due to this sudden change, drivers frequently do not sufficiently reduce their driving speed at town limits. During baseline the driving speed of 13,712 cars was measured for seven days, 24 hours a day. Then an independent variable, stripes across a main highway was added and the driving speed of 11,993 cars was measured in the same way as before. The results showed that the average speed was 67.8 km per hour without the stripes and 62.7 km/hour with the stripes on the road. In addition, without the stripes 72.3% of the cars were driven at a speed above 50 km/hour which is the speed limit, but only 59.7% of the cars violated the speed limit when the stripes were on the road. This experimental manipulation demonstrated to Iceland's Department of Road Construction how behavior analysis can be applied to help solving problems of traffic control. Follow up measures conducted two months later, showed the effect of reduced driving was maintained.

Behavior Analysis in Applied Settings

The Educational Sector

Within the general educational sector in Iceland, professional use of behavior analysis in designing school environments is not widespread. Introduction to behavior principles has not systematically been included in teacher training programs, except for one course taught at the University College of Education in 1985, and a course taught at the College of Early Education in 1988. Furthermore, a one year graduate program in school-counseling at UI attended by many teachers offers a required course which includes an introduction to behavior analysis. Promoting behavior analysis in the Icelandic school system is a behavior that, as of yet, is on a very thin schedule of reinforcement.

The University Hospital's Residential Center

The most favorable ground for behavioral application seems to be in work with the disabled. The University Hospital is the largest medical service system in Iceland, providing a variety of services including a residential center for people with developmental disabilities. The center was founded in 1952 and designed, both in terms of facilities and caring methods, in accordance with similar residential centers in the neighboring countries. This entailed large comprehensive facilities built in rather remote areas. All the residents of the center have developmental disabilities and many have additional handicaps, such as mental illness, epilepsy, physical disabilities, and behavior disorders. Behavior modification techniques had been practiced intermittently as a therapeutic form in the center since the late 1970's but did not receive full recognition. In 1986 two of the sixteen residential units were reorganized and were intended to be specially equipped to provide services for people with challenging behaviors. This reorganization was in part an answer to increased occurrences of aggression and self-injury. Data on this project are

not available. Based on written and verbal reports however, many factors were inadequate, such as poorly defined objectives, unqualified staff, and crowded residential units. This produced little or no behavioral changes, erroneous use of punishment and high staff turnover. In 1992 these same units were reorganized with the participation of a behavior analyst (BA). This time special attention was applied to staff training, behavioral interventions, and spatial arrangements. For example, the staff was trained to systematically use behavior analytical methods, with special emphasis on the effectiveness of positive reinforcement and stimulus control. The outcome showed reduction in challenging behaviors, such as aggression and self-injury, staff turnover and sick leaves. The positive outcome of this intervention has indeed provided an opportunity to promote the use of behavior analytic methods in residential settings.

Reykjavik's Regional Office

Reykjavik's Regional Office for the Affairs of the Disabled (ROAD) is the government institution that provides special services to people with disabilities that live in the city. Almost four thousand individuals, i.e. over 52% of Iceland's population with disabilities, reside in Reykjavik. ROAD provides services for approximately thirteen hundred clients. The biggest and most costly project of ROAD is the provision of housing and residential services. Staff in one hundred and twenty full-time positions provide residential services to seventy individuals who reside in fourteen group-homes built in the last thirteen years. Another seventy clients live independently in apartments that are serviced by ten full-time staff. A behavior analyst (BA) has directed the development of those independent living services since 1992 with good results. Positive aspects of those services resulted in the management of ROAD adopting a general policy that included goal setting, evaluation of service outcome, and staff training. In contrast, services in group-homes were inefficient and lacking general policy in terms of instruction residents and staff training. Behavior problems among residents and staff developed and sometimes remained unsolved. Staff complaints were numerous and ROAD's management was criticized for lack of policy. Besides this, considerable budget cuts were foreseeable and legal mandates for increased accountability called for changes. The efficiency of the independent-living services directed by the BA motivated ROAD's executive manager (EM) to apply elements of the latter services to other areas. A rationale for adopting an outcome oriented policy was presented to directors of the group homes. The BA provided consultation to each home as needed, and planned and provided staff training. The EM verbally praised all staff regularly for instances of behavior that showed they were actively working towards the stated goals. In addition, directors of group homes were given

monthly written feedback on the financial status of the home they directed. A quality management system was installed. Instruction and motivation techniques were also addressed.

Global measures of outcome, i.e., number of group home directors that expressed positive verbal statements about the new policy, increased from 3/12 (25%) to 12/14 (86%) in three years. Also, growing number of staff engaged in overt behaviors that increase accountability, i.e. behavioral training is ongoing in six out of fourteen group-homes and in the designing of a quality control handbook. Over 75% of staff have attended formal training and seminars. An increasing number of clients is being served with a lower staff-to-client ratio but with no decreases in quality. An increasing number of directors stay within the planned budget limit. Staff express satisfaction with the policy encouraging further behavioral changes towards accountability and efficiency.

Epilogue

In spite of these attempts described above in advancing behavior analysis in Iceland, there is a considerable confusion and dogmatic misunderstanding of the field in this country. However, administrators and managers are now calling for a systematic, effective and an accountable task approach. Their acceptance of our techniques may be the key for behavior analysts to demonstrate and pursue their professional credentials. By continuously knocking on their doors we are slowly making headway. In this context, our attention is called back to the advertisement mentioned in the beginning of this article. Although at a possible turning point, we nevertheless realize that for the advancement of behavior analysis in Iceland, it is vital that we who present this discipline keep our spirits high through contacts with colleagues in other countries and by actively participating in ongoing international proceedings. While we continue to spread the word locally we must also support each other and ensure a regular exchange of information and discussion in behavioral terms of professional ideas, questions and problems of interest. In other words, set the condition for reinforcing our cumulative competence, a perpetual but worthwhile endeavor.

POSITION AVAILABLE

Assistant Superintendent / Program Director

Fircrest, a Seattle area Residential Habilitation Center for persons with developmental disabilities, is seeking a professional with a background in behavioral analysis and experience with developmental disabilities for the position of Assistant Superintendent / Program Director.

Primary responsibility is to organize management accountability systems to ensure consistent implementation of Active Treatment and Positive Behavioral Support Plans. Minimal administrative duties. The salary range is \$46,800 to \$58,584 (based on qualifications and experience) plus an attractive benefits / retirement package.

QUALIFICATIONS: A Ph.D. in Psychology with a focus on applied behavior analysis and expertise in program management, staff training and data analysis.

Please send resume to: Superintendent, Fircrest, 15230 15th Ave. N.E., Shoreline, WA 98155-7196 Phone: (206) 364-0300 FAX: (206) 365-4359

The Northern California Association for Behavior Analysis (NCABA)

presents the

15th Annual Conference February 20-22nd, 1997

at the

Claremont Resort and Spa Oakland, CA

NCABA is proud to announce the 15th annual conference with a keynote address by Julie Vargas, "The Life and Works of B. F. Skinner." Some of this year's invited presentations (confirmed to date) are by Sid Bijou, Judy Cameron, Ennio Cipani, Frank Epling, Edmund Fantino, Linda Hayes, Kent Johnson, Gary LaVinga, John Lutzker, Ron Leaf, Ray Miltenberger, Ernst Moerk, Grayson Osborne, Dave Pierce, Ron Schusterman, Gerald Shook, Mark Sundberg, and Paul Touchette.

The conference will offer workshops, symposia, invited addresses, poster sessions, special events, and exhibits in the areas of education, special education, autism, mental health, staff training and family interventions, as well as experimental and theoretical presentations, and issues related to professional practice. This conference will be held at the beautiful Claremont Resort and Spa, set in the hills overlooking the San Francisco Bay just minutes from the UC Berkeley Campus. A great place to be this winter!

Hotel rates for NCABA conference attendees is \$84 single or double per night and is available from February 18 to 23, 1997. Conference registration rates vary for students and professionals. Continuing Education Credits and Academic Credits are available. To receive conference registration information call or write Cindy Sundberg after November 15th.

**NCABA
783 Rio Del Mar Blvd. Suite #61
Aptos, CA 95003**

Phone: (510) 825-1933

E-mail: 74404.1610@compuserve.com

Outcome Measures in Employment Services

Towson, MD – The Accreditation Council on Services for People with Disabilities announces the publication of *A Guide to Using Outcome Based Performance Measures in Employment Services*.

This guide for using outcomes in employment services was designed to assist service providers to use an outcome based approach for people with disabilities who receive employment support. People receiving employment services and their families, friends and service providers participated in interviews and discussions that led to the development of this manual.

Outcomes offer a framework for understanding the unique desires, skills and characteristics of each person. Linking the person's non-work priorities to his or her work and employment is a means to greater understanding of the whole person and contributes to positive service relationships. Outcomes assist employment support staff in identifying the full range of variables that are most likely to impact the individual's success in the workforce. Discussions with the person around the meaning and role of work identify the characteristics of a work situation that are best suited to the person.

This guide serves as a companion to The Accreditation Council's *Outcome Based Performance Measures*. It will assist providers of employment services and supports in the application of outcomes to service delivery and quality improvement.

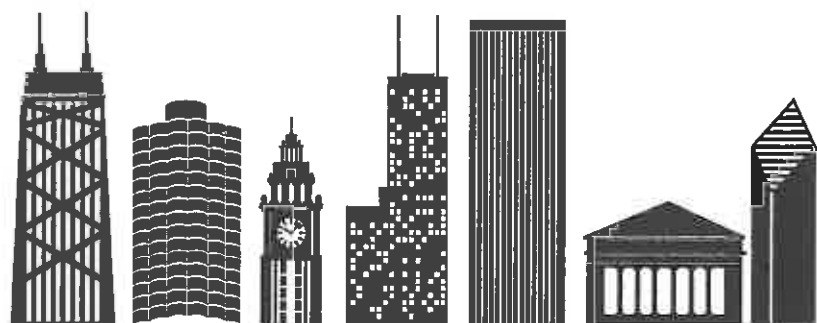
Building on a twenty-five year foundation of developing and measuring standards that emphasize values-based services and supports, individualized planning, and person-centered outcomes, The Accreditation Council is proud to introduce this latest resource manual for employment service providers and professionals.

The Accreditation Council offers a full range of services to assist organizations and individuals in their quality improvement efforts. Customizing training, consultation and technical assistance are available. Independent quality reviews using the Outcome Measures are conducted by The Council's staff for organizations wishing to pursue accreditation.

A Guide to Using Outcome Based Performance Measures in Employment Services is now available for purchase through The Accreditation Council at a cost of \$25.00 per copy, plus shipping and handling. To order your copy or to learn more about the independent quality reviews, training or other services, please contact The Accreditation Council, 100 West Road, Suite 406, Towson, MD 21204, or call 410-583-0060.

ASSOCIATION FOR BEHAVIOR ANALYSIS

An International Organization



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Student Committee News

by Judy Honeywell, Western Michigan University

The ABA '96 Convention in San Francisco was extremely well attended by student members. Of the 859 current student members, 699 (81%) were present at the convention. This year, student members make up 35% of the total ABA membership (2443 members). I would like to welcome the 408 new student members to ABA.

On behalf of the student committee, I would like to thank all ABA members who contributed to the fund supporting student presenters (see page 5 for a list of contributors). This fund covered 1996 convention registration for 30 student presenters.

A very special thanks is due to two organizations that sponsored student breakfasts: Aubrey Daniels & Associates of Tucker, GA; and Spectrum Center for Educational and Behavioral Development of Berkeley, CA. These organizations donated their time and funds to ensure that students began their day energized. Both breakfasts were extremely well attended.

The symposium sponsored by the student committee, "Future Directions in the Analysis of Verbal Behavior," was the first symposium developed to provide an opportunity for students to gain experience presenting at ABA. Thanks to Bryan Roche, Mark Swain, and Kelly Wilson for presenting, as well as Nelson Rodriguez and Larry Williams for participating as Chair and Discussant in that symposium.

Also, at the convention, we began an electronic mail directory of student members. This directory will allow the student committee to share the latest ABA information, and allow those on the di-

rectory to share information from their schools. If you are interested in joining the e-mail directory, or would like further information about the student committee, please contact Judy Honeywell.

ABA Student Committee Chair
Department of Psychology
Western Michigan University
Kalamazoo, MI 49008

Phone: 616-372-1057
E-mail: x90honeywell@wmich.edu

Kansas Autism Society of America

The Triumph of Science: Autism Education for the 21st Century

ASA of Kansas is sponsoring a conference titled, *The Triumph of Science: Autism Education for the 21st Century*, November 8 - 9 at the Embassy Suites Hotel, KCI Airport. There will be presentations by the leading national experts in the treatment of autism: from Princeton Childhood Institute, New England Center for Autism, UCLA Clinic for Behavioral Treatment, Alpine Learning Center, and others.

This conference will provide the latest medical, educational, and legal information in the field of autism, including presentations of successful home-based and public school models. Brochures are available. For information call: 913-865-0915 or 913-842-9345.

Position Announcements

West Chester University -

anticipates hiring two tenure-track faculty members at the assistant professor level. (1) Developmental psychology, focusing on infants, children, or adolescents. The successful applicant will teach developmental psychology courses and introductory psychology. The application deadline for the developmental position is November 15, 1996. (2) Biological psychology (broadly defined), with teaching interests in behavioral neuroscience, animal learning, comparative psychology, or sensation and perception, and a research program focusing on problems of importance to psychology. Applicants who can contribute to the development and instruction of teaching laboratories will be especially attractive. The application deadline for the biological position is January 6, 1997.

Each successful applicant will be expected to involve undergraduate students in research as a part of our university's expanded definition of high-quality teaching. Interests that encompass issues of gender, ethnic, racial, and cultural diversity, will be seen as a plus. Completion of the PhD is required before the start of the Fall, 1997 semester. The department is especially interested in recruiting faculty from under-represented groups, including women and ethnic minorities. West Chester University, part of the State System of Higher Education of Pennsylvania, is situated in suburban Chester County at the western edge of the Philadelphia metropolitan area. The department of psychology is comprised of 19 FTE faculty and serves 600 undergraduate majors and 140 master's degree students in four programs.

Salary and benefits are competitive. Applicants should send a letter clearly identifying the courses they are prepared to teach, a current curriculum vitae, 3 letters of reference, and representative reprints or preprints. Address applications to: Michael J. Renner, Search Committee Chair, Department of Psychology, West Chester University, West Chester, PA 19383. West Chester University is an Affirmative Action/Equal Opportunity Employer.

Western Michigan University - seeks applications for three tenure-track faculty positions beginning fall 1997, pending budgetary approval. The development of externally funded research in the department's doctoral programs is expected. **Applied Behavior Analysis -** Assistant/Associate: PhD in psychology or

related discipline required. Research interests in developmental disabilities preferred. **Child Clinical Psychology** - Assistant: PhD in psychology, graduation from an APA accredited program and completion of an APA approved internship required. Research interests in child/adolescent populations preferred. **Industrial/ Organizational Psychology** - Assistant: PhD in psychology required. Research interests in performance management, consultation or systems analysis preferred. Western Michigan University, a Carnegie Classification Doctoral I Institution and equal opportunity employer, has an affirmative action program which encourages applications from underrepresented groups. Send letter of application, vita, statement of research plans, academic transcripts, and three letters of recommendation to: Howard E. Farris, Chair, Department of Psychology, Western Michigan University, Kalamazoo, MI 49008. FAX (616) 387-8330, INTERNET howard.farris@wmich.edu. Review of applications will begin November 1, 1996 and will continue until the position(s) is filled.

Expert in Applied Behavior Analysis - needed for Center-Based Program. Parent group of autistic children starting a community-based behavioral school in Rockland County, New York. FCDD, in conjunction with Rockland ARC, is looking for a Director of ABA Educational Programming. PhD or Masters with experience in applied behavioral analysis is essential. Candidates must have experience working with autistic children and be familiar with discrete trial and incidental teaching curriculum and instruction. Staff and parent training is an essential component of the position. Salary commensurate with training and experience. Send resume

to Foundation for Children with Developmental Disabilities (FCDD), P.O. Box 757, Pearl River, NY 10965. Contact us a 914-634-5152 or via FAX 914-359-0764.

Behavior Analyst -

Bancroft, a leader in programs for people with special needs, has a full-time position available for a Behavior Analyst to work at our Haddonfield Campus Neuro-Behavioral Stabilization Unit. As part of a professional interdisciplinary team, the selected candidate will supervise clinical cases, develop and implement assessment and treatment procedures for severe behavior disorders, and participate in ongoing research projects. Masters Degree required, PhD preferred. We offer a competitive salary and benefits package, including tuition reimbursement. Qualified candidates submit a resume to: Human Resources, BANCROFT, INC., Haddonfield Lane, P.O. Box 20, Haddonfield, NJ 08033-0018. Equal Opportunity Employer. M/F.

Clinical Coordinator -

Bancroft, a private, non-profit corporation dedicated to providing the highest quality of life for people with developmental disabilities and brain trauma, is seeking a creative, hands-on PhD Clinician to expand our service continuum in scenic mid-coast Maine. The successful candidate will develop, coordinate and supervise clinical services, establish systems for collecting clinical data and analyze/recommend treatment plans. Additional responsibilities include case management of medical, behavioral and psychiatric programs, coordination of service delivery and supervision/training of staff to ensure total program quality. Quality candidates will possess a PhD in Clinical Psychology, license of eligibility for Maine licensure and prior experience with behaviorally challenged and psychiatrically

involved children and adults. Experience in the area of applied behavior analysis is essential with exposure to neuropsychological testing/methods preferred. The position requires a flexible schedule with some travel. This is an exceptional opportunity to build/develop new programs and establish a clinical network. Bancroft supports career development through job specific training, tuition reimbursement, research, a university affiliation program and a comprehensive benefits package. Interested candidates please forward curriculum vitae to Human Resources Dept., BANCROFT, INC., Lighthouse Road, P.O. Box 257, Owl's Head, ME 04854. EOE M/F/D/V.

Staff Psychologist -

Alta California Regional Center, a community based agency working with the developmentally disabled, has an opening for a clinical or counseling psychologist. Requires PhD, two years experience in the area of developmental disabilities and nonaversive behavioral management techniques. Must be eligible for licensure in California. Duties will include psychological evaluations, consultation and monitoring of behavioral programs. Skills in multicultural assessment desirable. Full-time position available now. Position open until filled. Requires valid CA driver's license, reliable transportation and liability insurance. Salary range \$3358-4286 per month with excellent fringe benefits. To request ACRC employment application call (916) 924-0050, Ext. 242 or write to Alta California Regional Center, Attn: V. Larzelere, 2031 Howe Avenue, Ste 100, Sacramento CA 95825. Only completed ACRC applications will be considered. Application must include salary history. EOE.

Place your ad in The ABA Newsletter!

Classified advertisements (Position Announcements) may be submitted in hard copy, faxed, or e-mailed, and will be entered at the ABA office. The fee for classifieds is \$50 for the first 25 lines and \$2 for each additional line (approximately 35 characters/line). ABA reserves the right to edit all copy.

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