

ABA '93 CONVENTION IN CHICAGO

Membership and Registration Continue to Climb!

ABA '93 in Chicago was a success! Both membership and registration numbers surpassed record levels from last year. The membership of ABA (as of July 20) stands at 2,400 (the previous record was 2,150 achieved in 1992). The 1993 convention attendance was 1,649, up by 144 from the record *high* attained in San Francisco.

Many successful events highlighted the '93 Convention program. This year's Special Theme was on the integration of applied, basic, and conceptual work in behavior analysis. The Opening Address was delivered by Allen Neuringer (Reed College-Portland, OR) entitled "The Variable Operant." Here he discussed basic research and its applications in education, alcoholism, aging and learning, and attention deficit hyperactivity disorder. Over 35 presentations on the exploration of the continuing interplay in behavior analysis involving research on basic behavioral processes, problem-centered (applied) research, and behavioral technology and engineering in natural settings were given—including the Closing Symposium. Those presentations were given by W. Frank Epling (University of Alberta-Canada), Sigrid S. Glenn (ABA's President), Dianne C. McCarthy (University of Auckland-New Zealand), W. David Pierce (University of Alberta-Canada), Lisa J. Shaw (Emory University-Atlanta, GA), and Paul E. Touchette (University of California-Irvine).

Other convention activities included the annual breakfast held by the Professional Development Committee, with a presentation by Ellen Reese (Mount Holyoke College) highlighting that event. The International Development Committee held a Symposium titled "International Diffusion of Behavior Analysis: Japan and Thailand." International representatives for that program included Anukul Jintarax (Khon Kaen University-Khon Kaen, Thailand), Masaya Sato and Naoko Sugiyama (both from Keio University-Tokyo, Japan). And once again, complimentary breakfasts for student members were sponsored by Aubrey Daniels & Associates, Inc. (Tucker, GA) and the Spectrum Center for Educational and Behavioral Development (Berkeley, CA) in conjunction with ABA's Student Committee. All of these ABA Committee-sponsored events were a success. Congratulations!

One other exciting event was a preconvention meeting held by the Society for Quantitative Analyses of Behavior (SQAB). Because many of the participant's of SQAB and the presenters at

its symposia are ABA members, a natural transition for SQAB was to become a Special Interest Group (SIG) of ABA and conduct an annual meeting immediately before the annual ABA meeting. We are pleased to welcome SQAB as one of ABA's newest SIG's.

Thanks to everyone for another successful convention! See you in Atlanta for ABA '94!

Susan Goeters

Business & Convention Manager, ABA

The Shannon Lee Hamm Memorial Scholarship

A fund has been established at the University of Manitoba in memory of Shannon Lee Hamm, BA (Hons) '85, by her husband Amir Hussain and her family, friends, and colleagues. Donations are being solicited to achieve a goal of \$25,000 which will be matched one to one by the University of Manitoba. The purpose of the fund is to provide a scholarship for first year graduate students in experimental analysis of behavior or behavior modification at the University of Manitoba. Shannon Lee Hamm was born in Winnipeg, Manitoba, on September 13, 1963. She died in Hamilton, Ontario of a bilateral pulmonary embolism, on July 7, 1992. Ms. Hamm received her M.A. from the University of Toronto in 1986. She and her husband founded the Center for Behavioral Rehabilitation (CBR) through the Acquired Brain Injury Program at Hamilton's Chedoke-McMaster Hospitals. The program became a model for brain-injury rehabilitation programs in Canada. At her death Shannon was the clinical manager of the CBR. Those wishing to contribute to the Shannon Lee Hamm Memorial Scholarship Fund may direct their gifts to the Department of Private Funding, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, (204) 474-9195.

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The ABA Newsletter is published 4 times/year by the Association for Behavior Analysis. The ABA Newsletter is ABA's primary means of communicating with its members about association activities and developments. Articles and announcements must be submitted to the Editor for consideration. ABA reserves the right to edit all copy. 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. 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. Editor: Peter A. Lamal, Psychology Department, University of North Carolina, Charlotte, NC 28223.

Articles and announcements must be received by December 2 for February 22 mailing, by March 2 for May 22 mailing, by June 15 for September 7 mailing, and by September 2 for November 22 mailing. Subscriptions: Institutions and nonmember subscription: \$20/year; Single issue: \$6. To order, send payment and volume number being ordered to ABA, 258 Wood Hall, Western Michigan University, Kalamazoo, MI 49008-5052. Telephone: 616-387-4494. FAX: 616-387-4457.

Advertisements must be received by January 2 for February 15 mailing, by April 2 for May 15 mailing, by August 2 for September 15 mailing, and by October 2 for November 15 mailing. Classified advertisements: \$25 for 25 lines or less and \$1/line for each line over 25. Classified advertisements must be submitted in writing with billing information. Sizes and rates for display advertisements are: full page (7-1/2" wide x 10" deep) \$250.00; half page (7-1/2" wide x 4-1/2" deep or 3-3/4" wide by 10" deep) \$175.00; quarter page (3-1/2" wide x 4-1/2" deep) \$100.00; camera-ready-copy required. Advertisers will be charged for any size modifications required on submitted copy. Contact Patty DeLoach, 616-387-4494. FAX: 616-387-4457.

Notes From the Editor

Was that a great convention, or what? I hope you enjoy visiting Chicago as much as I do. The architecture, for one thing, is fabulous. Some of us also enjoyed the Magritte exhibit at the Chicago Art Institute. Which reminds me of an area about which behavior analysts have been noticeably silent. B.F. Skinner once gave a lecture about the visual arts (in *On The Future of Art*, 1970, Viking). Although Skinner's view about the visual arts, including the notions that people are positively reinforced for producing and looking at certain pieces and that there is a process of variation and selection among works of art, was interesting, I have long believed that the fine arts are an area in which a behavior analytic approach is sorely lacking. Anybody have anything to contribute? Others have certainly not been hesitant. The field of art criticism is a long and contentious one. I find it intriguing that some art critics have such a penchant for reading into artwork their interpretation of what the artist "really" was "saying". This in spite of the fact that when one asks artists what their work "means", one is usually told that it means whatever the viewer thinks it means, or that the question is a dumb question. These days, however, there has been a noticeable shift. Much of contemporary visual art is explicitly designed to convey a message. The message, roughly, is that of political correctness (PC). My wife and I recently had dinner with an eminent American art critic and raised the issue of art as being a means of making sociopolitical statements. Interestingly, she said that artists tend to do work that is rewarded (Bingo!). This is not to say that there is anything inherently "wrong" with PC art, any more than there could be anything inherently wrong with any products of human behavior. It is singly fun to observe what is currently being positively reinforced and what is not.

Now for a few mundane items. One is that the likelihood of having a submission appear in the next issue of the *Newsletter* drops precipitously if I receive it after the deadline for submissions. Obviously, submissions received more than a day or two after the deadline will rarely make it into the upcoming issue. Also, if possible, send your submission on MacWrite disk. If that is not possible, do not worry about it. In any event, please double-space your submission throughout.

P.A. Lamal

Editor, ABA Newsletter

Moving?

Remember to send your new address and telephone number to ABA, 258 Wood Hall, Western Michigan University, Kalamazoo, MI

Message from the President

Those of you who attended the smashing 19th annual convention of the Association for Behavior Analysis know that there's a lot going on in ABA! For those who have been around long enough to remember the first several conventions, this was the "return to Chicago." It prompted some reflections on ABA then and ABA now.

ABA in its infancy was strikingly different from any other convention one attended. People were excited about their work, conversation was animated, there were a zillion interesting things to do at any one moment—it was intense! At the 19th convention people were excited about their work, conversation was animated, there were a zillion interesting things to do at any one moment—it was intense! I noted with satisfaction that ABA still seemed strikingly different from any other convention I attend.

But there were some differences between the 19th annual convention and the first few conventions in Chicago. Gone are the banquets where "the two Freds" clown and joked and gave us such a wonderful sense of being part of a large and very close intellectual family. I am sad that our newer members will never step into an elevator and find themselves standing next to B.F. Skinner. If it's any comfort, I'd like to assure them that they likely would have been unable to recall a single one of the questions they had always wanted to ask him. In fact, they probably would have exited the elevator without introducing themselves because they would not have recalled their name. I am sad that our newest members have not yet been charmed by the wisdom and wit of Fred Keller (who says he generally feels fit and sends his love).*

It's hard to know whether other things are the same or different, because being 19 years older myself means my own role has changed. As a new graduate, I was knocked out by accessibility of the people whose books and articles I had read. I was impressed to see those folks I thought knew everything attending paper and poster sessions and asking questions as if they were trying to learn some more. Now I am simply impressed by the questions asked and often don't notice who is asking them. Do newer members have the same opportunities to interact with people who have been around long enough to establish a reputation in our discipline? Does the sheer number of people at the convention make accessibility more difficult to achieve?

Other differences in ABA appear to result from its own maturation as an organization. In its earliest days, ABA and the convention were pretty much equivalent. Most of us believe the convention is still the "heart and soul" of the organization; it defines ABA's character. Because ABA members consider the convention ABA's most important activity (according to survey of the membership), I am led to believe that the convention provides reinforcers that are especially important to our members. For 18 years I have been among the many people who have left the convention exhausted but intellectually re-charged—with long lists of things I want to do, explore, pursue, read, or write. Why does ABA have this effect?

What makes the ABA convention different? Many of us have our own ideas regarding the reasons; but most of us seem to agree that ABA is special. And for that reason, most of us who applaud the changes that signify maturation of ABA take a conservative approach to making changes in the convention. Let us proceed with caution and careful deliberation and monitor closely the effects when we tinker with ABA's most vital organ—or less metaphorically, with ABA's most central cultural practice.

But what about those other differences? ABA's repertoire of cultural practices is growing rapidly. Evidence of that growth in practices during the past several years can be seen, in part, by 1) the range of activities of ABA's Special Interest Groups; 2) the change in organizational structure to include an executive director with 3) the concomitant development of a formal strategic plan and 4) a revitalization and restructuring of committees under several board coordinators; 5) the range of accomplishment of ABA's boards, committees, and Task Forces; 6) the range of activities carried out by ABA staff; 7) the entry of ABA into partnerships with various other organizations to advance common interests; and 8) the increase in number of chapter affiliates and the increasing breadth of their activities. In a later column, I hope to clarify how all of this fits together. For now, though, a few words regarding some of the activities listed above.

Special Interest Groups

Much important work is accomplished by ABA's Special Interest Groups (SIGs). At meetings of SIGs, members can locate people with common interests and work toward common goals having to do with those interests. Several SIGs regularly publish newsletters that have the important function of information sharing among members with common interests. They include preliminary research findings, discussion of issues relevant to the SIG, announcements of upcoming activities and opportunities, and other news of interest to SIG members. Although SIGs vary widely in the range of their activities and the level of their internal organization, they always provide opportunities for networking among people with shared interests. They also provide opportunities for active contribution to the cultural practices of the SIG (and therefore the cultural practices of ABA and of behavior analysis). The best way to get involved in a SIG is to attend its meeting at the convention and start getting to know the other members, and perhaps to volunteer to carry out some activity the members have decided is in keeping with their goals.

Executive Director, Strategic Plan, and ABA Staff

The function of governing bodies of professional organizations of scientists and practitioners (such as ABA) is to make policy decisions and to be responsible for the collection and disbursement of funds used to carry out the organization's activities. But the executive council members of organizations such as ABA are volunteers, and the membership of the council is

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constantly changing. So members of the council are not in a position to implement the policies they make, especially when implementation requires ongoing activity across administrations. During the 1988/89 presidency of Brian Iwata, the ABA Council proposed an Executive Director model of organization for ABA. The time was right and the right person was at hand to demonstrate the value of the Executive Director model. At the first council meeting I attended as At-Large Representative to the Executive Council (1989), ABA President Julie Vargas asked Secretary-Treasurer Bill Redmon to serve as part-time Executive Director of ABA. At the next meeting of the Council, Redmon presented the outline of a Strategic Plan he had formulated on the basis of implicit or explicit goals and objectives previous councils had adopted. The Strategic Plan became the basis for decisions regarding action to be taken. During the succeeding years, as goals and objectives have been met, new goals and objectives have been added to the Plan.

As Executive Director, Redmon has been responsible for helping the Council translate its policies into goals and objectives and for coordinating the carrying out of activities designed to meet those goals and objectives. As a result of having an executive director to coordinate and manage implementation of policy decisions, ABA has grown enormously in institutional effectiveness during the past several years. One of the most satisfying (at least to me) aspects of this arrangement is that ABA's executive director is a behavior analyst—someone who is committed to furthering behavior analysis *in principle* and not just because his "job" depends on it (a matter of reinforcers), as well as someone who uses behavior analytic principles in carrying out his responsibilities (a matter of stimulus control). It has been a great privilege to observe the transition to a smoothly functioning executive director model and to participate in making this work under the leadership of Presidents Julie Vargas, Phil Himeline, Ed Morris, and Judy Favell.

Very important to the success of the new arrangement has been the work of ABA staff. Most of the day-to-day operations of ABA have been carried out by, or under the supervision of, Shery Chamberlain. During the past several years she has served as Convention Manager and Business Manager of ABA. As a matter of fact, Shery has been with ABA for 14 years and much of its institutional memory resides in her behavioral repertoire. As most of you know, Shery is leaving ABA to explore other career opportunities. Although the absence of her repertoire will leave a large hole in ABA's cultural practices, her decision is understandable. She has probably learned just about everything she can learn in the setting, and new challenges will provide reinforcement opportunities and therefore new opportunities for behavioral growth. So we shall look forward to seeing Shery at future ABA conventions, where she can finally participate fully as a member.

Fortunately for ABA (and SABA), the office staff still includes Susan Goeters (Ph.D., Western Michigan University) whose experiences as Student Representative, in ABA Public Relations, and in SABA activities should prove extremely useful in insuring the ABA Staff can carry out the daily operation of the organization. Also on board is Patty DeLoach, who has proven to be a quick study in the complexities of ABA-life, and whose

competencies are multiple. We are also fortunate to have available for part-time work a pool of exceptionally talented students of Western Michigan.

Boards and Committees

As mentioned above, ABA's Executive Director supervises office operations, guides and assists Executive Council in translating its policies into goals and objectives, and coordinates activities of volunteers working to carry out those goals and objectives. But who are those volunteers? They are the people who serve on ABA's Committees and Task Forces and who are responsible for most of ABA's achievements. The committees are headed by chairs and are organized under 4 Boards, each of which has a Board Coordinator. The 4 boards are Program Board, (coordinated by President Elect—this year, Andy Lattal), which includes Program Committee (Mike Dougher and Greg Galbicka, co-chairs) and Continuing Education Committee; the Education, Public, and Professional Affairs Board (coordinated by Jack Marr), which includes the Legislative and Public Policy Committee (Jerry Shook, Chair) and the Public Relations Committee (Hank Schlinger, Chair); Professional Development Committee (Karin Lifter, Chair); and the Accreditation Board (Jay Moore, Chair). The Membership Board (coordinated by Janet Ellis) includes the Application Review Committee (Jack Michael, Chair), the International Development Committee (Yolanda Suarez, Chair), Membership Recruitment and Retention Committee (Carol Pilgrim, Chair); the Awards Committee (Michele Burnette, Chair); the Student Committee (April Miller, Chair); and the Affiliated Chapters Board (Ken Lloyd, Coordinator). Finally, the Management and Administration Board (chaired by Executive Director Redmon) is responsible for office operations and the interfacing among boards, committees, and council members.**

During Judy Favell's just completed term as ABA president, Council has worked hard under her leadership to clarify the roles and tasks of the various committees. As a result, and because of the enormous energy of committee members and chairs, as well as of the sophistication of their behavioral repertoires, objectives are being met and ABA's maturity is becoming more evident each time achievements are reviewed.

New Initiatives

During the past several years, a concerted effort has been made to take advantage of the opportunities ABA has to increase its visibility among disciplinary organizations. It is essential, of course, that ABA not merely be seen and heard from, but also that its contributions be seen and heard as productive, cooperative, valuable, and desirable. For that reason ABA has participated extensively under the leadership of Celia Gershenson in the Human Capital Initiative spearheaded by the American Psychological Society. Also during the past year ABA has had a trial membership in the Federation of Behavioral, Psychological, and Cognitive Sciences, a Washington-based organization that promotes scientific research. And ABA has 2-representatives (Judy Favell and Ray Romanczyk) on the board of the Accreditation Council for Disabilities, who have been working with that

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Board as it shifts from "process measures" to "outcome measures" in its standards for treatment.

Established during the past year, was a presidential advisory group who met to bring together information that pertains to the issue of ensuring that properly trained behavior analysts can practice their profession, whatever the academic department in which they obtained their degrees. Also established was a Task Force on Research and Public Policy (Travis Thompson, Chair) which met for the first time in Chicago to establish a plan for impacting public policy with respect to behavioral research.

Although space does not allow elaboration or enumeration of every item of ABA's business, I hope it is clear that activity is occurring to achieve ABA's goals and objectives.

Chapter Affiliates

ABA chapters continue to increase in number. There are currently 12 state chapters, 7 regional chapters, and 11 international affiliates of ABA. Because issues are different in different states and because ABA affiliates have different purposes and needs, ABA's role is likely to be policy-oriented rather than action-oriented with respect to state-level issues. An example of such an approach is the advisory group that met to integrate information and outline issues that are of current interest in some states and likely to be of importance to others later. As a result of Favell's leadership in organizing and chairing the meeting, and Redmon's integration of the information into a readable document, the information that came out of the meeting is available to assist ABA

members who are in a position to act through their state organization.

Bottom Line

ABA is the same and it is different. The commitment of its members is high as always. The convention is a giant cornucopia of intellectual stimulation as it has always been. But behavior analysis is maturing as a discipline and ABA is maturing as an organization. The future is bright indeed. We have come a long way by sharing a common discipline and working together toward common goals. We are learning that we can retain our identity by recognizing ourselves as a unique (but not the sole) contributor to the behavioral sciences and by working together with other contributors toward strengthening science at national and international levels.

Sigrid Glenn, President

* Fred Keller will speak at Southeastern Association for Behavior Analysis, October 14-16, in Chapel Hill, NC—his hometown. The topic of his address is "Did you know Aristotle?". If we play our cards right, we will see him in Atlanta at ABA '94.

** Elected council members for '93-'94 are Judy Favell, Past President; Andy Lattal, President-Elect; Laura Methot, Student Representative; Karen Budd and Ken Lloyd, At-Large Representatives; Richard Foxx, Applied Representative; and Marc Branch, Experimental Representative. Bill Redmon is the appointed Secretary-Treasurer.

CALL FOR PAPERS

American Psychological Association

Division 25 (Experimental Analysis of Behavior)

The Division 25 Program Committee solicits proposals for symposia, paper and poster presentations for its 1994 meeting to be held in Los Angeles, August 12-16, 1994.

This year we encourage submissions which show how Behavior Analysis is related to other conceptual and applied areas within and outside psychology. We wish to show the breadth of Behavior Analysts' contributions to theory and application. Submissions on other topics will be accepted.

The submission deadline is December 3, 1993. For more information contact (immediately!):

**David W. Schaal
Program Chair, Division 25
Psychology Department
P.O. Box 6040
West Virginia University
Morgantown, WV 26506-6040**

phone: (304) 293-2001, ext. 603; FAX: (304) 293-6606; INTERNET: DSCHAAL@WVNVM.WVNET.EDU

THE CONTINUING ABA INITIATIVE IN ELECTRONIC COMMUNICATION

It is becoming more and more evident that, widely-dispersed as we are, behavior analysts can use email and other modes of electronic communication to great advantage. This recognition was reflected in the attendance and enthusiastic discussion at a session on electronic communication at the recent ABA meeting. The discussion centered upon the things we should be doing to enhance the relevant repertoires of ABA members, and we are focusing on three of these. The first is to establish a "buddy system" whereby proficient electronic communicators can help others get started. The second is to collect and distribute brief descriptions of the various modes of electronic communication that are available, and of solutions to commonly-encountered problems in electronic communication. The third is to develop a bibliographic database that emphasizes little-known but good behavioral work.

Newsletter readers can help with each of these:

- a) If you are willing to help someone via the buddy system, please supply your name, address, phone number, and email address, along with indication of types of hardware and software you are familiar with.
- a') If you could use such help, please supply an address & phone number, as well as indications of the type of equipment you have or are interested in (e.g. Apple vs IBM; whether you already have a modem & communications software" etc.)
- b) If you have on hand any brief descriptions that are especially informative for electronic communication — e.g. routines for file transfers, advice on coping with mainframes, etc, please supply them.
- b') If you would like to receive a packet of such items, please supply your name & address.
- c) To help us develop a uniquely useful database, please supply the bibliographic listings of your favorite little-known behavioral articles, especially ones that would be unlikely to turn up in standard electronic searches.

Buddy system communications should be sent to:

Philip N. Himeline
Department of Psychology
Temple University
Philadelphia, PA 19122
or email: himeline@templevm.bitnet

Information for distribution, and references for the

database should be sent to:

Leslie Burkett
Center for Behavior Analysis
P. O. Box 13438
University of North Texas
Denton, Texas 76203
or email: BURKETT@SCS.UNT.EDU

We all enjoy the special fun of interacting with other behavior analysts from around the world; with electronic communication, that pleasure need not be confined to the last few days of May!

Self-Injury Publication Enters Second Year

Self-Injury Abstracts & Reviews is currently in its second year of publication. The periodical provides program reviews and descriptions, published abstracts, and other related information in the field of self-injury treatment. Subscription inquiries can be made to: *Walt Antonow, Oxford Publishing Group, P.O. Box 974, Oxford MS 38655.*

Books

Castalia Publishing Company

Castalia Publishing Company is a source of books and video-based programs dealing with parent education, conduct problems of children and youth, and adult and adolescent depression. Castalia Publishing Co., P. O. Box 1587, Eugene, Oregon 97440, Tel. (503)343-4433.

Context Press

Many psychologists do not realize how much development has occurred in a basic behavioral account of human behavior, especially due to research and theory in such areas as rule-governance and stimulus equivalence. Context Press is publishing books on the theory, philosophy, and technology of contextualistic behaviorism, and the contextualistic psychologies more generally. Available are: Leigland, S. (Ed.). *Radical behaviorism: Willard Day on psychology and philosophy.* (Paperback, ISBN 1-878978-02-0), \$29.95. Hayes, S.C. & Hayes, L.J. (Eds.). *Understanding verbal relations.* (Paperback, ISBN 1-878978-01-2), \$29.95. Hayes, L.J. & Chase, P.N. (Eds.). *Dialogues on verbal behavior.* (Paperback, ISBN 1-878978-00-4), \$34.95. Hayes, S.C. (Ed.). *Rule-governed behavior: Cognition, contingencies, and instructional control.* (Hardcover, ISBN 0-306-43172-6), \$55.00. Checks or money orders should be made out to Context Press, and mailed to Context Press, Box 50172, Reno, NV 89503. Purchase orders accepted.

The Analysis of Verbal Behavior

The Analysis of Verbal Behavior (AVB) is published by the Verbal Behavior Special Interest Group (VBSIG).

Previous issues have included. . .

- Bijou, S.W., et al. Psychological Linguistics: A Natural Science Approach to the Study of language Interactions
- Braam, C., & Malott, R. *I'll do it When the Snow Melts: The Effects of Deadlines and Delayed Outcomes on Rule-Governed Behavior*
- Braam, S. J., & Sundberg, M. L. The Effects of Specific Versus Nonspecific Reinforcement on Verbal Behavior
- Burns, G. L., & Staats, A. W. Rule-Governed Behavior: Unifying Radical and Paradigmatic Behaviorism
- Catania, A. C., Lowe, C. F., Horne, P. Nonverbal Behavior Correlated With the Shaped Verbal Behavior of Children
- Comunidad Los Horcones. A Poem for an Organism Alone
- Drash, P., & Tudor, R. A Standard Methodology for the Analysis, Recording, and Control of Verbal Behavior
- Eshleman, J. W. Quantified Trends in the History of Verbal Behavior Research
- Glenn, S. S. Rules as Environmental Events
- Greene, D. M., & Bry, B. A Descriptive Analysis of Family Discussions About Everyday Problems and Decisions
- Hall, G., & Sundberg, M. L. Teaching Mands by Manipulating Conditioned Establishing Operations
- Hall, G., Chase, P. N. The Relationship Between Stimulus Equivalence and Verbal Behavior
- Howard, J. S., & Rice, D. Establishing a Generalized Autoclitic Repertoire in Preschool Children
- Knapp, T. J. Verbal Behavior and the History of Linguistics
- Lee, V. L. & Sanderson, G. M. Some Contingencies of Spelling
- Leigland, S. On the Relationship Between Radical Behaviorism and the Science of Verbal Behavior
- Lowenkron, B. Joint Control and the Generalization of Selection-Based Verbal Behavior
- Michael, J. Establishing Operations and the Mand
- Moore, J. A Retrospective Appreciation of Willard Day's Contribution to Radical Behaviorism and the Analysis of Verbal Behavior
- Moxley, R. A. On the Relationship Between Speech and Writing with Implications for Behavioral Approaches to Teaching Literacy
- Newman, B., et. al. Maximization of Reinforcement by Two Autistic Students with Accurate and Inaccurate Instructions
- Oah, S., & Dickinson, A. M. A Review of Empirical Studies of Verbal Behavior
- Schlinger, H. D. Jr., et al. Defining Terms in Behavior Analysis: Reinforcer and Discriminative Stimulus
- Schoneberger, T. Verbal Understanding: Integrating the Conceptual Analysis of Skinner, Ryle, and Wittgenstein
- Shimoff, E. Post-Session Verbal and Experimental Analysis of Human Behavior
- Skinner, B. F. A Fable
- Spradlin, J. E. Studying the Effects of the Audience on Verbal Behavior
- Stikeleather, G., & Sidman, M. An Instance of Spurious Equivalence Relations
- Stoddard, L. T., Sidman, M., & Brady, J. P. Fixed-Interval and Fixed-Ratio Reinforcement Schedules with Human Subjects
- Sundberg, M. L. 301 Research Topics from Skinner's Book *Verbal Behavior*
- Vargas, E. A. Event-Governed and Verbally Governed Behavior
- Wraikat, R., Sundberg, C.T., & Michael, J. Topography-Based and Stimulus-Based Verbal Behavior: A Further Comparison

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Response to Malott

Karen Pryor

North Bend, Washington

Thank you for your delightful discussion of your self-management programs (*ABA Newsletter*, Spring '93). We all need self-management programs; very few of us have set such low standards for ourselves that we already meet them. We animal trainers, however, would go about your training program somewhat differently.

First, the problem of the missed dental appointment. I don't look at my computer calendar often enough, either — especially when there are aversive appointments on it. Well, we animal trainers believe you should never bother training the animal when you can "train" the environment. Tell your dentist to have his office call you up the day before every appointment, and remind you. My dentist does that. I don't know if he does it for his whole practice, or just for those of us who are known to have a high rate of failure to appear, but it works for me.

Now: swearing off junk food, overeating, and aspartame:

These are well-established behaviors which are self-reinforcing and therefore hard to extinguish. Also self-training is difficult because the animal always knows what the trainer is up to, namely your going over 2000 calories and excusing yourself.

The Shaping Program — a dolphin trainer's version:

You have set a very long schedule — a year — with a major jackpot at the end which can be cancelled by one slip. Would this work with a dolphin? Or a goldfish? I don't think so. Why tax your own behavior-acquisition system by asking so much of it?

What we animal shapers would do is choose one of the desired behaviors (avoiding junk food, say, though we would call the behavior "choosing good food") and set up a lot of little reinforcers — permission to sleep an extra half hour, or even a cookie at bedtime — for successful short periods — a day, say, during the learning phase. Then we would gradually raise one criterion: in this case the duration of the behavior. One might reinforce choosing non-junk food for one day, one weekend, then one week; and then randomize it a little — back to one day, on to two weeks. Of course some environmental modification might have to take place too, namely making non-junk-food easily available. (We don't want to add unnecessary amounts of hunger to the deprivation load, but in some places — hospitals, for instance! — junk food is often all there is, so to avoid it without starving yourself you have to carry good stuff with you.) In due course the behavior would be acquired. Once I decide that the behavior has become reliable, I would then just keep data on that behavior, and start using my constellation of reinforcers for the next behavior on the list (no aspartame, say.) If junk food began to creep back in, one could go back to reinforcing choosing-good-food again; sometimes several rounds of shaping are needed to truly establish a new piece of behavior.

The reinforcers:

As well as requiring deprivation, your shaping plan depends on negative reinforcers, that is fining yourself \$5 for slips. We would think it more effective to pay yourself for successes; dogs, dolphins, or academics, we all work much more happily for positive reinforcers than negative. If you reward the behavior you like, instead of punishing the behavior you don't like, the end is the same — the \$5 goes into the savings box for the new scanner or color printer — but I'll bet that the behavior increases and the dollars accumulate faster, and with a sharp reduction in guilt (which is highly punitive, and therefore dangerous to the whole self-management program.)

What do you do about slips? Ignore them; just reset the clock. If you have too many slips, all that means is that your duration period is too long for the present level of the behavior. A good rule of thumb is to set your criteria so that you give your animal (in this case, your body) at least a 50% chance of success in any given attempt. Also, it seems to me that your fining plan contains what corporate trainers call a "behavior trap:" the better your performance — that is, the less slips you make — the SLOWER you achieve your ultimate reinforcer of the new computer. If it were me, I would reinforce myself dramatically with the first month's earnings by buying something truly frivolous (though relatively cheap) for the computer, such as Tetris or After Dark, so you can have a few moments of fun every day. Having experienced (not just imagined) a reinforcer for one month of improvement (note: NOT perfection necessarily, just enough improvement so you earned real reinforcement) you can go on to a two or six month period of feeding the savings box, with more confidence. By doing this, in addition to shaping your goal behavior re: junk food, you have also strongly reinforced "saving for computer equipment" behavior. You may find yourself growing more and more eager to augment the contents of the savings box. It is quite all right, from a training standpoint, to toss a little extra money into the box now and then, without contingent behavior (not, however, when you have just done something "bad" of course.) We find that the occasional "free fish" heightens an animal's response rate and speed to no end. Also, buying, say, Tetris will reinforce other members of your household (if you let them play) for putting up with your management plan.

Note: Once you have learned Tetris, or played with After Dark, and it has become both a primary and a conditioned reinforcer, you can use five or ten or twenty minutes of play with these toys to reinforce truly arduous tasks such as writing. Tetris has gotten me through two books.

Difficult and long-duration behaviors:

The task you have set yourself of four hours of writing every day presents some different training problems. First, for a big, major task, we never start with the whole behavior; we work up to it gradually. We find we have to do this even if the animal is already able to do the whole behavior and has done it on occasion spontaneously. For example, a horse that can and does jump over its four-foot pasture fence now and then is still not a horse that can

Continued on page 9

reliably be expected to jump four-foot high obstacles time after time on command. To train it to do so, we start with one or two-foot obstacles it can practically step over. Thus it learns to enjoy the work, before the work gets hard.

I suggest therefore that for writing behavior, half an hour daily at the same time every day (early morning is fine) might be a good starting-point. I can vouch for this personally. A medical writer friend of mine, Diana Korte, learning that we were both working on difficult and boring book contracts, made a pact with me that no matter what, we would each write at least half an hour a day. I soon discovered that half an hour was easy to sit down to — especially with the mental picture of Diana sharing the misery out in Denver. Sometimes you got in the groove and wrote four hours, and sometimes you got up with little or no product at the end of half an hour — but with a sense of satisfaction anyway. And we both eventually finished our tasks.

Another fact of training long-duration or difficult behavior — and you don't need to be an operant conditioning trainer to know this — is that it is not effective to ask the animal to do the impossible on a regular basis. Some horses can jump six feet, at their best, and Olympic horses are asked to do so — but not every day. Race horses ditto.

Now: the behavior of writing for four hours every day (not to mention the sleep deprivation you have attached to it) is Olympic-level. Maybe James Michener writes this hard, this consistently, and I've met some romance novelists who do so; but that is their sole and entire occupation, as their families will testify grumpily. You might want to modify this goal if you have any other daily duties that also require energy or focus.

Difficult behavior also requires larger reinforcement to maintain the behavior. We had a whale at Sea Life Park that jumped 22 feet in the air five times a day. But she would not do it for her usual reinforcement of eight ounces of smelt; the big jump could only be maintained with a two pound mackerel. You might consider, therefore, using what we call jackpots — ten times the normal reinforcer — whenever a major stint of writing is completed. The writer's self-administered jackpot, traditionally, is alcohol — probably not your preference. One can, however, select normal life events — tickets to a play, new shoes, a ball game, an occasional great dessert — and make them contingent upon hard tasks, not by depriving for failure, but by adding extra for success; thus having your cake and using it too, so to speak. (By the by, since you have a sweet tooth, desserts should be a very good reinforcer for you, once every few days or weeks. You can even use sweets to reinforce the behavior of eating non-sweets — it works because this is not usually a chemical addiction; but don't try it with cigarettes!)

How long will it take?

You point out that you are making some progress in all your goals with a dream of a distant reinforcer, and that's certainly true. Eventually you will establish all these behaviors, I'm sure. In a year? Hmm. We animal trainers never try to predict how long it will take to get a certain behavior (even though Management is always demanding to know). Giving up aspartame, for example, proved to be relatively rapidly trained, in your case, but you never

know that till you try. So we don't like fixed time assignments, like a year; what if you got all these behaviors done, and got your new computer stuff, and then said "Yippee, I can go back to MacDonald's now any time I want?"

We prefer to describe the behavior we want, to use positive reinforcers for as long as it takes to develop the behavior, and forever thereafter to apply reinforcement sporadically, as needed, to maintain the desired performance level on that behavior.

Meanwhile the best trainers are always using reinforcers to shape new behaviors, so the animal always has available the joy and fun of discovering new ways to make its universe reinforcing.

And we trainers are also always on the lookout for events to reinforce, and for new kinds of reinforcers. My newest is After Dark, a screen-saving program. Having finished this letter, I am going to switch it on right now and have a look at Starry Night or maybe those flying toasters.

Thanks, again, Dr. Malott, for your thought-provoking piece!

Response to Response

Dear Karen:

I also wouldn't recommend the particular self-management techniques I was using. I described them, only because of the paradoxes their success occasioned. However, your critique raises a problem that may be more important than anything we've covered thus far—the difference between an analog and a homolog.

Beware All Analogs

As a biologist you're more conversant than I with the distinction between analog and homolog. This distinction is fundamental to understanding the crucial difference between direct-acting behavioral contingencies and rule-governed analogs to behavioral contingencies.

The bat's wing is *homologous* to our hand. In other words, it evolved up the same ancestral tree as did our hand. However, that wing now serves a different function.

But the bat's wing is only *analogous* to the bird's wing. In other words, it evolved up a different ancestral tree. The bat and the bird had no common ancestor that had a wing. However, the bat's and the bird's wing now serve the same function.

In the same way, your getting a bite of food after loading it on your fork is *homologous* to your dog's getting a bite of food after rolling over. In other words, both are direct-acting contingencies of reinforcement. And they serve the same function.

But your getting *Tetras* after a month's writing is only analogous to your dog's getting a bite of food after rolling over. In other words, the control your contingency exerts over your future writing is a rule-governed analog to reinforcement and requires language skills. Your dog's contingency is reinforcement and requires no language (regardless of whether you use vocal discriminative stimuli). These two contingencies are only

Continued on page 10

superficial analogs (not fundamentally related homologs), although both contingencies serve the same function—making future instances of that behavior more likely.

Beware the Mr. Rogers Syndrome

I'm sorry to see you lend your prestige as a world-class animal trainer to the behavior-analytic myth that it is desirable, let alone possible to base all performance management on reinforcement. There are two expert groups of animal trainers who work wonders solely with aversive control—Japanese monkey show trainers and Thai monkey-coconut-picker trainers. The results are impressively-skilled monkey repertoires and warm, loving heterospecies bonding.

There are two problems with Mr. Rogers' neighborhood. First, reinforcement requires deprivation—difficult to establish with many human beings. And second, the effective avoidance of procrastination (without deprivation) must involve deadlines and the avoidance of the high-probability loss of a sizable reinforcer—in other words, aversive control.

Don't Shoot the Dog Trainer

Now that we're sharing, let me share another concern. In your ABA address of 1992, you frequently implied language-based cognitive processes in nonverbal animals (the point of imitating animals talking to themselves). It is hard enough keeping our membership out of the quicksand of mentalism, without a brilliant, articulate speaker like you spicing your speech with animal cognitivisms, even if it is just show biz.

In sum, please help us avoid the error our animal-research heritage imposes on us—the error of ignoring the role verbal behavior plays in the contingency control of human beings. And please help us avoid the error our culture's mentalistic heritage imposes on us—the error of imputing verbal, cognitive processes in the contingency control of nonverbal animals.

Finally I look forward to discussing the many other concerns I have with your many concerns about my essay, perhaps over an aspartame-free, sugar-free, fat-free fruit smoothie at ABA '94.

Sincerely, Dick

Advances in Developmental Disabilities Symposium

The Children's Seashore House in conjunction with the Children's Hospital of Philadelphia announces a Symposium to address the definition and causes of LD/ADHD, range of associated complications, early identification, and treatment modalities. The program will be held at Sheraton University City Hotel, 36th & Chestnut Streets, Philadelphia, from September 20 through noon September 22, 1993. For further information, contact The Children's Hospital of Philadelphia Medical Education Office, 34th & Civic Center Blvd., Philadelphia, PA 19104 (800-TRY-CHOP).

AABT Convention

The Annual Convention of the Association for Advancement of Behavior Therapy (AABT) will be held November 18-21, 1993 at the Atlanta Marriott Marquis, Atlanta, GA. APA Category I credits are available for AABT workshops and seminars. Continuing Education credits for many disciplines can be arranged upon request. Topics covered will include: Community Involvement with AIDS Prevention, Treatment of Alcohol and Drug Abusers, Depression, Family Therapy, Fears & Phobias, PTSD, Anger Control, Treatment of Child and Adolescent Disorders, and more. For additional information contact: Program Chair, AABT, 305 Seventh Avenue, New York, NY 10001, (212)279-7970, Fax (212)239-8038.

HELENE J. KANTOR

July 19, 1919-January 13, 1993

Professor Helene J. Kantor died on January 13, 1993. She retired from the Department of Near Eastern Languages and Civilizations at The University of Chicago in October, 1989, after a long and productive career in teaching and scholarship.

20th Anniversary!
ABA '94
May 26-30
Atlanta Hilton and Towers

Social facilitation

Bernard Guerin

University of Waikato, New Zealand

This book reviews the many theories and data of social facilitation research, while also reviewing the state of social psychology through this topic area. Of special interest to behavior analysts are the development of a behavior analytic account of the social facilitation phenomena and a thorough review of the large animal literature on social facilitation. The book concludes that current social psychological theories are underdetermined by any data and that the social facilitation phenomena are in the setting and not in the behavior as previous theories have assumed. The book will be useful to behavior analysts teaching jointly with social psychology. Available from Cambridge University Press, *European Monographs in Social Psychology* series, ISBN 0 521 33358 X.



Reunions at ABA '94



Make plans now to have your university's reunion at the ABA '94 Convention. For more information, contact Susan Goeters in the ABA office at 616-387-4494.

Call for Nominations for ABA Awards

ABA has established three awards to recognize important contributions to behavior analysis. These include:

Award for the Effective Presentation of Behavior Analysis in the Mass Media—awarded to an individual who writes or produces audio or video information which informs the public about a scientific discovery or important application in behavior analysis and, in doing so, presents an accurate analysis of the principles involved and the effects achieved. The following conditions apply: (1) A single story or production could merit this award, or the award can be presented to an individual who demonstrates a consistently accurate portrayal of behavior analysis through multiple presentations. (2) The information imparted must be for general public consumption and, therefore, cannot be published in a professional journal or newsletter or any other media intended solely for consumption by professionals in the field. (3) The awardee does not have to be a member of ABA.

Award for Distinguished Service to Behavior Analysis. This award is to be given to an individual who has demonstrated a *sustained, valuable* contribution to behavior analysis over a period of years in teaching, research and/or practice. The awardee does not have to be a member of ABA.

Award for Excellence in Behavior Analysis in the Public Service. This award is given to an individual who works in the public or private sector who addresses a socially significant problem using methods directly linked to behavior analysis or which effectively incorporate behavioral principles. This award may be given regardless of the terminology employed or the explanation offered by the person responsible for the application. The awardee does not have to be a member of ABA.

Make nominations by submitting the following information: (1) Name of nominee. (2) Affiliation and address of nominee. (3) Telephone number of nominee. (4) Award for which person is nominated. (5) A rationale for the nomination including a description of the accomplishments of the nominee and an explanation of how these accomplishments meet the criteria for the award selected. (6) The names of persons who could be contacted by the awards committee for more information on the accomplishments of the nominee. (7) Any other information which would help the awards committee in making a decision.

Send nominating information to: M. Michele Burnette, Chairperson, ABA Awards Committee, Room 258 Wood Hall, Western Michigan University, Kalamazoo, MI 49008-5052. You may fax your nominations to (616) 387-4457.

NOMINATIONS ARE DUE NOVEMBER 15, 1993.

ABA Student News

Hello from your student committee. It was a great meeting of many of you during the convention. Student events again included the ever-popular student breakfasts, sponsored by the Spectrum Center and Aubrey Daniels & Associates. Appreciation is in order for both of our sponsors. If you didn't get a chance to thank these sponsors at the convention, consider dropping them a personal note. Also, a special thank you to all of the ABA members that contributed to the fund supporting students. Last year this fund paid the convention registration fees for 38 student presenters! Another event for students was a symposium on conducting a job search. Representatives from the academic and private sectors from within the field of psychology and education presented information. If you're currently in the job search arena and were not able to attend this presentation, contact April Miller for some of the information that was presented. The Student Committee Business Meeting was held during the convention. The purpose of this meeting was to inform students of the decisions and projects in ABA that affect student members. A summary of this meeting will be presented in the next ABA Newsletter issue.

Student representative Laura Methot has been working with the International Development Committee to facilitate the participation of international student members. International student members who are unable to attend the convention are invited to send examples of their work or programs of study in Behavior Analysis to the student committee (contact Laura at the address below if you are interested) for presentation at the convention during the International Poster Expo. It's not too early to begin planning for next year and international students should consider this option!

We are trying to increase student participation in ABA. There are several ways in which you can become more actively involved. First, student members who attended last year's student breakfasts, and expressed interest, have been asked to serve on standing ABA committees as voting members of those committees. This represents a big step in the way of representation and contributions by students. If you are interested in serving on a committee, please contact one of the representatives below, the appropriate committee chair, or William K. Redmon, Secretary-Treasurer, ABA: International, 258 Wood Hall, Western Michigan University, Kalamazoo, MI 49008-5052. Second, consider running for the office of Student Representative. One representative is elected each year and serves a three year term. If you need more information, please contact one of the representatives listed below. Third, an electronic mail system has been set up to facilitate communication between ABA student members. To get involved in this network, contact April Miller: april-miller@bull.cc.usm.edu.

The Student Committee is particularly interested in increasing participation in ABA at the undergraduate level. Word of mouth is a great way to recruit new members.

Consider speaking to the Psy Chi chapter or other psychology undergraduate student group on your campus to promote increased involvement in ABA. Also remember to include or facilitate work with undergraduate members on presentations and posters of their research for the next convention. The work of the past Student Representative (now April Miller) will emphasize undergraduate participation. If you have ideas or suggestions for growth in this area, please contact April.

Thinking about continuing your education? The Student Committee has recently prepared a new edition of the Directory of Graduate Training Programs in Behavior Analysis. This new version looks great thanks to Ken Alling, Shery Chamberlain, Patty DeLoach, and Susan Goeters. This manual can be ordered for \$10.00 plus \$2.00 shipping/handling from: Patty DeLoach, ABA: International, 258 Wood Hall, Western Michigan University, Kalamazoo, MI 49008-5252.

If you have any questions or concerns you would like addressed at the ABA Council meetings or otherwise, please contact one of the current student representatives. We would enjoy hearing from you and appreciate your input.

Congratulations to Ken Alling, the newly elected Student Representative! The current Student Representative can be contacted at:

Laura Methot, Western Michigan University (616)384-2819/387-4439 or 7-5460.474@Compuserve.com

April D. Miller, University of Southern Mississippi, (601)266-5237/584-1080 or april_miller@bull.cc.usm.edu(internet)

Ken Alling, Western Michigan University (616)387-4494.

Thanks for your participation in student affairs, and have a happy and productive summer!

Call for Papers

The Journal of Social Behavior and Personality, an interdisciplinary journal, announces a special issue devoted to psychosocial perspectives on disability. Theoretical, empirical, and review articles dealing with a broad range of topics are encouraged. Five copies of each paper (three prepared for anonymous review), formatted following American Psychological Association guidelines, should be submitted to the Special Issue Editor no later than February 1, 1994. For more information about this special issue or to submit papers, contact: Dr. Dana S. Dunn, Special Issue Editor, Department of Psychology, 1200 Main Street, Moravian College, Bethlehem, PA 18018-6650,

Tel: (215) 861-1562. E-Mail: dunn@moravian.edu.
(Editor's Note: before submitting a ms. I recommend finding out if this journal has page charges.)

News from the International Development Committee

These last couple of years have been very successful and productive for the International Development Committee. Records obtained from the main ABA office indicate an increasing trend in overall international membership registration and participation at the convention in posters, symposia and papers, particularly in the last three years. The largest membership comes from Canada followed by Japan, United Kingdom, Brazil, and New Zealand. Sharp increase in membership was noticed for Mexico, Netherlands, Norway, and Sweden. A total of about 30 countries are represented in the overall international ABA membership. At the 1993 convention in Chicago, behavior analysts from 16 different countries were represented in posters, symposia, paper sessions, and invited address. International presenters and newcomers are finding at ABA conventions opportunities to meet other behavior analysts, develop lasting international collaborative relationships, and a unique outlet to share their research participating in the convention in all the different modalities available.

The International Development Award

The recipient of the 1993 International Development Award was Dr. Ruben Ardila, from Bogota, Colombia, South America. Dr. Ardila, is a professor at the National University of Colombia. He was the founder and first president of the Latin American Association for the Analysis and Modification of Behavior. His research has included the areas of early learning, experimental analysis (matching law), and behavior therapy. Dr. Ardila was also the founder of the Revista Latino Americana de Psicologia and has continued as its managing editor since the inception of the journal in 1969. This is one of the best known journals in Latino America. Dr. Ardila is a very prolific writer with 24 books and over 150 scientific papers. Some of his best known books include: Investigaciones Psicológicas (1977), Los Origenes del Comportamiento Humano (1979), Walden Tres (1979), and La Psicologia en América Latina (1986). His books have been translated into several languages and disseminated in many countries throughout Latin America, Spain, and other parts of the world. Dr. Ardila has been a pioneer in the development of psychology and the experimental analysis of behavior in Colombia and Latino America. His wisdom, creativity, and passion for psychology has inspired many students and colleagues through his very successful career. Special congratulations from the International Development Committee to Dr. Ruben Ardila!

Yolanda Suarez-Balcaza, Chair,
International Development Committee

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ABA CONVENTION PROCEEDINGS

ORDER FORM

Catch up on the session you missed at the Convention! The Convention Proceedings is a publication of abstracts from ABA Convention presentations. This valuable reference is available from the Society for the Advancement of Behavior Analysis for only \$21.00 plus postage! Order your copy now! Just send the order form below to the Society for the Advancement of Behavior Analysis, 260 Wood Hall, Western Michigan University, Kalamazoo, MI 49008-5052. Make check payable (U.S. Funds only) to SABA.

Association for Behavior Analysis ~ International

17th Annual Convention ~ May 24-27, 1991 ~ Atlanta, Georgia

18th Annual Convention ~ May 25-28, 1992 ~ San Francisco, California

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The Society for the Advancement of Behavior Analysis

The International Journal of Organizational Analysis

This journal is soliciting original empirical and conceptual articles, case studies, simulations, and teaching notes in the areas of Business and society, Strategic management, Organization theory, Organizational behavior, and Human resource management. Topics in these areas may relate to both national and international issues. The *IJOA* is published in January, April, July, and October.

Manuscripts must be prepared according to the latest edition of the Publication Manual of the American Psychological Association and will be reviewed by double-blind review process. Four copies of the manuscripts and requests for other details should be addressed to the editor Dr. Afzal Rahim, 3109 Copperfield Ct., Bowling Green, KY 42104, USA, Phone & Fax: 502-782-2601. ■

1994 International Conference on Advances in Management

The second Biennial International Conference on *Advances in Management* will be held at Marlborough Inn, 1316-33 Street Northeast, Calgary, Alberta T2A 6B6, CANADA (Phone: 403-248-8888; FAX: 403-248-0749) On June 17-20, 1994. The Distinguished Speakers for the conference are: Professors Edwin M. Epstein, University of California at Berkeley; Robert T. Golembiewski, University of Georgia; Edwin A. Locke, University of Maryland; and Craig C. Lundberg, Cornell University.

Papers must be received by October 31, 1993 which will be reviewed by double-blind review process. Requests for further information should be addressed to the Conference President Dr. Afzal Rahim, 3109 Copperfield Ct., Bowling Green, KY 42104, USA, Phone & Fax: 502-782-2601. ■

ABA Member Gains Seat on APA Board

Kurt Salzinger, Ph.D., is now a member-at-large on the American Psychological Association's Board of Directors. Dr. Salzinger's main goals include ensuring the provision of adequate psychological services in the nation's health care programming, and prevent scientific psychology from further fragmentation. Congratulations, Dr. Salzinger! ■

Placement Notice

Performance Management Consultant wanted for international consulting and training company. The individual will be capable of implementing performance management (OBM) systems, conducting training and be familiar with team building and TQM concepts. Contact Martin Wikoff, Ph.D., Persona, P. O. Box 2706, 307A Bridgeway, Sausalito, CA. 94966, (415) 331-3900. ■

Interested in Day Care Services at the ABA Convention?

Read Below and Respond ASAP!!!

Members Ask for Services

The Association has been encouraged by some members in the past to consider arranging day-care services for convention attendees. These services can be offered through a private, licensed contractor which provides certified teachers, toys, materials and supplies in a special hotel room equipped for child care.

Costs

If a large number of members make use of child care services, the cost is well below that of baby-sitting services. The typical cost ranges from \$7 to \$11 per hour per child and minimum numbers of hours and children are required before services will be provided. ABA cannot pay for child care; thus, members must pay for services directly. This means we must determine if enrollment will be sufficient to pay for these services in advance.

Mail This Form to Indicate your Interest

If you are interested in purchasing child care at the ABA convention, please complete and return the form at the bottom of this page. You will be contacted by staff for further information.

Return this form by February 1, 1994 to:

Child Care, ABA '94
Room 258 Wood Hall
Western Michigan University
Kalamazoo, MI 49008-5052

You may fax the form to: (616) 387-4457

Name _____

Daytime Telephone _____

Address _____

I am interested in obtaining child care services at the 1994 ABA convention and would be willing to pay for these services.

Signature _____

Date _____

Say Ahhh!

Examine the special offer from Alamo. Association members can enjoy a **\$10 OFF ANY WEEKLY RENTAL OR FREE WEEKEND DAY** with Alamo's Association Program. You can expect *unlimited free mileage* on every rental in the U.S., U.K. and now Switzerland. In addition, you'll receive frequent flyer miles with Alaska, Delta, Hawaiian, United and USAir. Alamo features a fine fleet of General Motors cars and all locations are company-owned and operated to ensure a uniform standard of quality.

As a member, you'll receive other valuable coupons throughout the year that will save you money on each rental. You don't need a second opinion with Alamo. For member reservations call your Professional Travel Agent or Alamo's Membership line at 1-800-354-2322. Use Rate Code BY and ID# 242605 when making reservations.

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- Offer valid through 2/28/94, except 5/27/93-5/30/93, 7/1/93-7/4/93, 7/23/93-8/28/93, 11/24/93-11/27/93, 12/16/93-1/1/94 and 2/10/94-2/12/94.

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