



The Current Repertoire

Newsletter of the Cambridge Center for Behavioral Studies

Volume 21 Number 1

Winter, 2005

The 2004 Annual Meeting

Thanks – to the record number of Trustees and friends who met for the 2004 Annual Meeting of the Trustees in New York City. The city was exciting, and our meeting topped the city.

Thanks – to Trustees, Advisors and Members for your high quality volunteer efforts in innovation and program development.

Thanks – to Trustee Deborah Shanley and Gloria Frank at Brooklyn College for their energetic efforts in making local arrangements for the Annual Meeting.

In addition to honoring Joe Brady and John Staddon, we had stimulating discussions of the Center's mission and programs – past, present and future. Many of these are mentioned in a separate article.

We now have three key programs in development, programs that promise to advance the CCBS mission in important ways.

1. Accreditation

In behavioral safety in 2004, the Center made its first award to AFD, Eastman Chemical Company. At the time of this writing, three additional corporations have begun the process of application for Accreditation.

In addition, we plan to expand Accreditation into the arena of behavior-based clinical services. Meetings to initiate this process will be held in early February, 2005.

2. Continuing Education

The Center is in the process of developing a technology infrastructure that will equip us to reliably deliver Internet-based CEU material, initially to board certified behavior analysts.

3. Behavioral Technology

The Center is piloting a program to find applied behavioral technology products. Once reviewed and selected, we'll work with the developers of the technologies to bring their products to bear on important problems.

Thanks – to Trustees attending the meeting for a lively discussion about how to expand operations in support of the CCBS mission; how to build program-based revenue to support this expansion. I look forward to our work together to build those programs and successfully advance the CCBS mission.

Dwight Harshbarger, Ph.D.
Executive Director

New at www.behavior.org



What Is the Role of Behavioral Systems Analytic Approach in the Advancement of a Science of Human Behavior and Its Contribution to the Vitality of OBM?
by Jon E. Krapfl

Web Section: **Performance Systems Analysis**



Revised Guidelines for Consumers of Applied Behavior Analysis Services to Individuals with Autism and Related Disorders
Updated by the Autism Special Interest Group (SIG)
Association for Behavior Analysis

Web Section: **Autism and ABA**

Submit your research, article, or paper for online publication

(978) 369-2227 / webmaster@behavior.org

The Cambridge Center Behavioral Events Calendar

February 17-19, 2005	23rd Western Regional Conference on Behavior Analysis, California Association for Behavior Analysis (CALABA), Dana Point, CA
February 23-25, 2005	2005 North Carolina Association for Behavior Analysis Conference (NCABA), Wrightsville Beach, NC
February 24-25, 2005	2005 Convention of the Behavior Analysis Association of Michigan (BAAM), Ypsilanti, MI
March 4-5, 2005	Texas ABA, Houston, Texas
April 1-2, 2005	Kansas ABA-Advancing Applied Behavioral Science in Psychology (KANSABA), Lawrence, KS
May 27-31, 2005	Association for Behavior Analysis (ABA) 31st Annual Convention, Chicago, IL
September 30 - October 2, 2005 (tentative)	Cambridge Center for Behavioral Studies, Annual Meeting of the Trustees, New York, NY
October 14-15, 2005	Mid-American Association for Behavior Analysis, Location, Madison, Wisconsin
Ongoing	Greater Boston ABA - Every third Tuesday of the month

**List your event. Contact us!
Let your colleagues know about your event.**
(978) 369-2227 / pavlik@behavior.org

From the Chair

I recently attended the movie *Kinsey*, starring Liam Neeson and Laura Linney. The film is a fictional account of the life and work of Dr. Alfred C. Kinsey, an entomologist who drifted into research on human sexual matters when he became aware of how misinformed the students at Indiana University were.

Kinsey's first major work, *Sexual Behavior in the Human Male*, was published in 1948 and was the result of over 5000 interviews of white males, mostly of college age. The interviews were extensive, intense and a good part of the film deals with their conduct and content.

There is one scene in the movie which particularly caught my attention. Kinsey has announced to his colleagues and some university personnel his decision to proceed with similar work on the human female. He also announces his intention to use film instead of the interview wherever possible. This is greeted with cries of outrage, as one might expect in the late '40's or early '50's. Kinsey then states that "good science is based on direct observation of the phenomena, not on reports" or words to that effect.

As a biologist, Kinsey was uncomfortable with the methods of the social sciences but was forced to use them in his early work. The success of his first book apparently emboldened him to try direct observation in the subsequent work. The reaction to this proposal leads to some dramatic reversals in his career which is the stuff of the remainder of the movie.

Why am I mentioning this in a column for *The Current Repertoire*? As my wife and I were driving home from the movie, I mentioned that scene to her as being pivotal, at least for me. I wondered aloud if Kinsey came up with that on his own, or was he perhaps influenced by someone more familiar with direct observation and measurement of behavior? She said, "Wasn't Skinner at Indiana at about the same time?" I told her I thought so, but I wasn't sure. When I got home, I went to my library and sure enough, B.F. Skinner was at

Indiana University from 1945 to 1948. Could it be that they were acquaintances? Friends, perhaps? Fred would certainly have shared his opinion of indirect measurement, given the opportunity. These are questions to which we may never know the answers, but they are worth asking in our current context.

Direct observation and measurement of human behavior was certainly a volatile subject in that era and not just at Indiana University. Og Lindsley often told of the furor he ignited when he placed his first born daughter in a baby tender (to use Skinner's term for his invention) and then hooked up a cumulative recorder!

Even today, we see encroachment by the legions of indirect measurement on the turf we have so valiantly struggled to secure in the last 50 years. We are now witness to functional analysis being done by interview! Direct observation and measurement are admittedly more difficult and time consuming than various indirect short cuts such as questionnaires and interviews, but the scientific benefits are indisputable.

H.S. (Hank) Pennypacker, Ph.D.
Chair, Board of Directors

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Dwight Harshbarger, Ph.D. ~ Executive Director

Rebekah Pavlik ~ Business Manager

Editor, *The Current Repertoire*

Kenneth Stephens, Ph.D., Operant Systems ~ Webmaster

The Cambridge Center for Behavioral Studies was founded in 1981. The founder, Robert Epstein, was joined by a distinguished group of behavior scientists, philanthropists, and corporations: Edward L. Anderson, Donald A. Cook, Gerbrands Corporation, J.M. Harrison, Kenneth J. Keller, Anne Kupfer, Jeffrey Kupfer, Hugh G. Loebner, Norman Baxley Associates, Pfizer Corporation, Research Press, Leo J. Reyna, and Upjohn Company.

BSN 2004

by John Batchelor and
Terry McSween

For the second year running, the Behavioral Safety Now Conference was held in October at the Reno Hilton. The event was received with enthusiasm and the general flavor of the feedback from those who attended indicated that the program and overall organization of the Conference was the best ever.

Over 370 people attended the conference, ranging from Steering Committee members up to and including senior management of corporations and government institutions who are in various stages of implementing and maintaining a BSN process.

Over 150 of those attending (40%) also participated in one or more of the 6 ever-popular pre-conference Workshops held on the Tuesday immediately prior to the Conference.

Some 50% of over 40 breakout sessions were case studies, presented mainly by Steering Committee members and similar groups who are working with behavioral safety processes. A mix of levels from within companies, together with the strong presentation from consulting groups provided an excellent opportunity for networking, which was very much appreciated.

Well-received keynote addresses were presented on each of the two mornings of the conference. Presenters included Aubrey Daniels, Scott Geller, Jack Kester with Fred Manuele, Don Little, Terry McSween & Jim Spigener as well as Rixio Medina from CITGO Petroleum Corporation. During the opening session, the Acetate Fibers Division of Eastman Chemical Company was presented with the very first CCBS Accreditation.

For the second year, the conference also included a track of 5 sessions on the wider aspects of Organizational Behavior Management. These sessions were well-attended again and will become a regular feature of future conferences. A further innovation, new for 2004, and also extremely popular (playing to a packed house to which spouses were also invited) was a breakout session presented by Wanda Myers titled "Behavior Management - A Positive Approach for Parents et al!"

The 2005 conference will be held in Jacksonville on Oct. 5-6 and will include keynotes from: Aubrey Daniels, Aubrey Daniels International, Pat Cook, Corporate Director of HSE, Halliburton Corporation, Scott Geller, Safety Performance Solutions, Chuck Greco, CEO Linbeck Construction, Bill Redmon, VP of Leadership, Bechtel Corp, and other leaders in the field of behavioral safety!

The pre-conference Workshops will be held on Tuesday, October 4, 2005.

FIND A JOB

POST A JOB

Some of the listings online at the CCBS Electronic Job Fair

Minnesota Autism Center, MN

Psychologist, Ph.D. or Psy.D.
Postdoctoral Training Opportunities

Kent County Arc, J. Arthur Trudeau Memorial Center, RI
Behavior Analyst
Director

Liberty Healthcare Corporation, NJ
Lead Board Certified Behavior Analyst Coordinator
Behavior Analysts

Judge Rotenberg Educational Center (JRC), MA
Psychologist (Doctoral or Masters Level)

St. Lawrence College, Kingston, Ontario, Canada
Professor, Behavioural Psychology

Brady honored at CCBS Annual Meeting

On Friday, October 1, the Board and Trustees of the Cambridge Center honored former Trustee and long-term member Dr. Joseph Brady for his distinguished contributions to the Center and advancement of its mission.

Joe is Professor of Behavioral Biology and Neurosciences at The Johns Hopkins University School of Medicine, and Chairman of the Board for the Institutes for Behavior Resources, Inc. He was recently appointed Associate Team Leader for the Neurobehavioral and Psychosocial Factors Teams of the National Space Biomedical Research Institute.

In his presentation on "Behavior Analysis and the Space Age", Joe discussed behavioral concerns in space travel, past, present, and future. Joe recounted personal experiences over the course of his decades of work with NASA, including his work with Werner von Braun in the early days of space flight.

The importance of behavior – in the early flights the behavior of animals, then humans – continues to be the most complex component of the plans and designs for more extended long-duration space exploration missions beyond Earth orbit, Joe noted. Although the opportunities for in-flight behavioral experiments were limited or virtually nonexistent from the 1970's thru the 1990's, ground-based studies in basic laboratory, simulation, and analogue settings have provided important data to guide flight design.

Of primary concern in current research is the organization of work and living conditions in considering the essential operational requirements for such bold endeavors. Critical features of these planning arrangements must as well focus upon the Earth-bound support and recovery systems involved and the important role of screening, selection, and training of the candidate participants.

The full text of Dr. Brady's talk, "Behavior Analysis in the Space Age", will be available in February on www.behavior.org.

Annual Meeting Highlights

The Annual Meeting of the Trustees of the Cambridge Center was held October 1 – 3, 2004 in New York filled our meeting rooms.

On Friday and Saturday evenings, two long-term Trustees, Drs. Joseph Brady and John Staddon, were honored for their distinguished contributions to the Cambridge Center and the advancement of the Center's mission (see related articles, this issue of CR).

During the Annual Meeting the Trustees reviewed the programs and finances of the Center. The Center's financial performance for the year was "in the black."

Some highlights of the program review included:

- Publication of *The Blue Books: Goldiamond & Thompson's Functional Analysis of Behavior*, Paul Andronis, Editor, and *The Morningside Model of Generative Instruction: What It Means to Leave No Child Behind* by Kent Johnson and Elizabeth Street.
- The first Accreditation Award for workplace safety programs based on behavioral principles to the Acetate Fibers Division, Vordian Division, Eastman Chemical Company.
- The approval of CCBS as a CEU Provider by the Behavior Analyst Certification Board.
- Over one-half million visitors to www.behavior.org during the year.
- New material and sections on the web site.
- Successful meetings and conferences, including the 2003 and 2004 Behavioral Safety Now led by Trustee Terry McSween, and the 2004 Behavioral Economics Conference co-hosted with Temple University and CCBS Trustee Don Hantula.

Plans for new programs focused on:

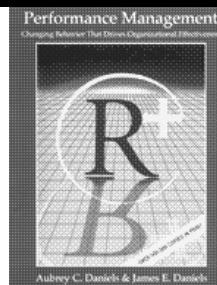
- The Accreditation of behavioral safety programs in additional companies.
- Expansion of Accreditation into behavior-based clinical services.
- The development and initial operation of an online, Internet based program of Continuing Education offerings designed to meet the needs of behavior analysts certified by the Behavior Analyst Certification Board.
- The development and distribution of behavioral technology; applications that will enhance solutions to behavior-based problems in society.

New 4th Edition !

Performance Management:
Changing Behavior that Drives Organizational Effectiveness

Aubrey C. Daniels & James E. Daniels

Available at: www.aubreydaniels.com



Staddon honored

John Staddon, retiring Editor of *Behavior and Philosophy* and long-term Trustee of the Cambridge Center, was honored on Saturday evening of the Annual Meeting for his contributions to the Cambridge Center and its mission.

John serves as the James B. Duke Professor of Psychology, Department of Psychological and Brain Sciences, Duke University. During his eight years (1996 – 2004) as editor, the journal has continued its tradition of scholarly inquiry into issues that join the fields of behavior analysis and philosophy. We are honored by John's tenure as editor, and appreciate the many contributions to CCBS that have come from his keen intellect, warm humor, and mature editorial perspective.

Behavior and Philosophy was founded by its first editor, the late Willard Day at the University of Nevada, Reno, in 1972. The original journal was titled *Behaviorism*.

In the late 1980s there were dual editors, George Graham (University of Alabama at Birmingham) for philosophy and Peter Killeen (Arizona State University) for psychology.

Richard Rakos, Cleveland State University was editor (now titled *Behavior and Philosophy*) in the early 1990s, followed by Max Hocutt, University of Alabama, then John Staddon.

The Cambridge Center is honored and pleased that Professor Armando Machado, University of Minho, Portugal, accepted his appointment as editor effective July 1, 2004.

Changes

The Center would like to keep web site information current, and the recent membership drive brought many changes to light. Affiliation changes and bio changes (Who's Who at the Center) may be emailed to pavlik@behavior.org.

Trustees Elected

Elected as Trustees for three-year terms:

Patrick C. Friman, Ph.D., ABPP, *Girls and Boys Town*
 Donald Hantula, Ph.D., *Temple University*
 Ramona Houmanfar, Ph.D., *University of Nevada, Reno*
 Steven Hursh, Ph.D., *Scientific Applications International Corp. & Johns Hopkins University School of Medicine*
 A. Darnell Lattal, Ph.D., *Aubrey Daniels International*
 Armando Machado, Ph.D., *Universidade do Minho, Portugal*
 Gerald Shook, Ph.D., *Behavior Analyst Certification Board*

Reelected as Trustees for three-year terms:

A. Charles Catania, Ph.D., *University of Maryland*
 Philip Chase, Ph.D., *West Virginia University*
 Betsy Constantine, Ph.D., *Context Systems*
 Janet Ellis, Ph.D., *University of North Texas*
 Jeff Kupfer, Ph.D., *Behavioral Consultation & Forensic Services*
 Robert Littleton, Jr., Ed.D., *The Evergreen Center*
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 Roger McIntire, Ph.D., *Shepherd University*
 Francis Mechner, Ph.D., *Behavioral Science Applications, Inc.*
 Carol Pilgrim, Ph.D., *University of North Carolina, Wilmington*
 Deborah Shanley, Ed.D., *Brooklyn College, CUNY*
 Murray Sidman, Ph.D., *Sarasota, Florida*
 Howard Sloane, Ph.D., *Cambridge Center for Behavioral Studies and the California Association for Behavior Analysis*

A complete list of Trustees & Officers is posted on www.behavior.org.

Gambling Web Section

In the Works

Mark R. Dixon, Ph.D., BCBA, Action Editor of a new gambling web section, is an associate Professor at the Rehabilitation Institute, Southern Illinois University, Carbondale, IL. Mark has published widely on impulsivity, self-control, and experimental study of gambling and is the author of the forthcoming book *Gambling: Behavior theory, research, and application*.



To date, the gambling web section plans include:

- General statistics about the current gambling climate in America*
- ABA membership interested in gambling and gambling research
- Upcoming ABA paper and poster presentations
- Published behavioral research
- Non-behavioral bibliography
- Funding links and Requests for Proposals
- Recourses (where to buy slot machines, downloads for simulations, etc.)
- Research in progress
- Behaviorally-based treatment clinics

To submit data, you may contact Mark through email at mdixon@siu.edu. *International statistics most welcome!

In the News

Kent Johnson, Ph.D. co-author of *The Morning-side Model of Generative Instruction* was featured on The Forum, a daily program on **South Dakota Public Broadcasting**.

The program originally aired Thursday, October 28, 2004.

The archived audio file of the program is available on www.sdpb.org. Call the Center or email pavlik@behavior.org for instructions or for a CD with a copy of the audio file. (*Soon to be available through www.behavior.org*.)

Leaving No Child Behind - How Behavioral Science Can Help

"...guests will discuss a unique learning model and school and how it has impacted schools in South Dakota and helped to achieve the goals of No Child Left Behind."

...and coming soon



Behavioral safety solutions to be featured in February on the website of the **National Safety Council**.
<http://nsc.org/>

Lee McConnell - Division Superintendent, Acetate Fibers Division (AFD), Voridian, Eastman Chemical Company was interviewed for the upcoming article, "CEOs Who Get It".

AFD Voridian recently achieved Behavioral Safety Accreditation from the Cambridge Center.

Contact the Center with behavioral news to share in the next edition of *The Current Repertoire* and/or our web site.

Bumper Stickers Now Available in the CCBS Store

Find out how to...
www.behavior.org
 change your behavior

Help spread the word!

\$ 2.50
+ shipping

Great to give as a reinforcer!

St. Lawrence College

Gary Bernfeld, Ph.D., CCBS member, is excited to announce the new **Bachelor of Applied Arts Degree in Behavioural Psychology** that began at St. Lawrence College, Kingston, Ontario, Canada in September 2004.

The program is the first of its kind in Canada! This comprehensive four-year undergraduate degree offers both classroom instruction, as well as 1,100 hours of supervised placements in three different community agencies. Students will acquire the knowledge and skills in behavioural psychology to be employed in a variety of social service settings (e.g., addictions, correctional services, developmental disabilities, autism) or to pursue additional post-secondary education (e.g. graduate school in this area, teaching, social work, etc.).

This new program builds on the proven 30-year track record of the three-year diploma in Behavioural Science Technology offered by the College. Graduates in the new degree program have the best of both worlds – a traditional university degree plus the “hands-on” focus of a college, which provides students with a new educational pathway. They will be “career ready” after graduation, like those in Bachelor’s programs in nursing, occupational and physical therapy, teaching, and social work.

For more information on the program, see <http://www.sl.on.ca/fulltime/bachelor/index.htm>. Several handouts on the program can be downloaded at the *Description* page of the web site.

CCBS Textbook recommendation

The Blue Books: Goldiamond & Thompson's Functional Analysis of Behavior - CD Format

Edited and revised by Paul Thomas Andronis, Northern Michigan University

Book Features:

- 1011 pages of fully searchable text
- Hyperlinked glossary
- Hyperlinked Table of Contents
- Probe Questions Hyperlinked to the Text
- Print any number of pages

His former students proudly say that Israel Goldiamond's University of Chicago two-quarter sequence in Behavior Analysis & Programs was equivalent to a Ph.D. program elsewhere. While perhaps somewhat exaggerated, the effect of the courses was indeed profound.

One reader says, “Goldiamond was ahead of his time. In *The Blue Books* he teaches us how to bring behavior analysis alive, how to use it in society.”

This text is on CD Format. [ISBN: 1-881317-16-1]

A 25% discount offered for deskcopies.

Call the Center to place your order (978) 369-2227 or order online through www.behavior.org. Enter DESKCOPY as the Code on the online order form to obtain the discount.

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BEHAVIORAL STUDIES

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