Linda LeBlanc, Ph.D., BCBA-D

Abstract:
The Role of Mentoring in Career Blazing in Behavior Analysis

Each professional is a product of their history and their current environment. By conducting an analysis of your professional and personal influences, you can prepare yourself to identify your unique strengths and your remaining professional development needs. This talk presents a series of questions that may assist women in behavior analysis in reflecting on their core influences and preparing to actively create the opportunities for new core influences. Strategies are provided for identifying a mentor, charting your professional development path and purposefully advancing your career while maintaining happiness in both career and personal life.

Frances McSweeney, Ph.D.

Abstract:
Building on the Past, Moving Forward Together

Conditions for women have improved over the course of my career, but the playing field is not yet level. Although nepotism rules have weakened and blatant discrimination has declined (perhaps to be revived), more subtle discrimination still occurs. Unequal support and opportunities, sexism and misogyny, unequal workloads, micro aggressions, sexual harassment, sexual assaults and domestic violence remain and impede women’s progress. I will argue that everyone is better off in a society that provides equal opportunity for all. I will also urge all of us to take positive actions to improve our own careers as well as the conditions for other women. Each woman should take the initiative, use available resources, get a mentor, assemble a network for support, and learn the rules of the game. Positive actions for all women include defending past gains, fighting stereotypes, forming a mentoring network, nominating women for awards, editing Wikipedia, starting an experts web site, supporting policies that help women, speaking up about unfairness and remaining vigilant. I hope the talk will encourage discussion of further constructive actions.

Barbara Esch, Ph.D., BCBA-D, CCC-SLP

Abstract:
Living a Behavior Analytic Life: Lessons from My Mentors

We all need mentors. They can help us develop our “best selves” repertoires, both personally and professionally. Many individuals have been invaluable to me by modeling and supporting more effective decision-making on my part. They are behavior analytic exemplars who have guided me throughout, from making changes that are obvious in their significance, like career moves, to those that seem not-so-important-but-are, like engaging in small, but
cumulatively impactful, daily activities. Collectively, these people have modeled how to better analyze controlling variables and to arrange contingencies in ways that engender “happiness.” In this talk, I will share particular lessons from my mentors that I think have been key to behaving more effectively, both verbally and non-verbally.

Melissa Nosik, Ph.D., BCBA-D

Abstract:
Representation of Women in Behavior Analysis: An Empirical Investigation

As in other disciplines and society at large, women were underrepresented in behavior analysis in its early decades. Over the years, multiple articles have documented increasing trends in women’s representation in behavior analysis in a number of areas such as publications, association membership, and editorial appointments. These articles have documented modest progress toward gender parity, but there still remains, perhaps justifiably, a perception that women are underrepresented in some areas and that the “glass ceiling” may still exist. In my presentation, I will share contemporary data that depict notable increases in women’s representation, including some exciting trends that foreshadow a female-led discipline.

Linda Hayes, Ph.D.

Abstract:
Ticking Clocks

Junior academics are often watching their biological and their tenure clocks at the same time. The difficulties they are likely to face in this situation, coupled with the cultural and personal circumstances that exacerbate them, are discussed. Proposals aimed at shoring up the “having it all” myth are considered and dismissed as exploitative. Some advice from personal experience as an academic and a mother is offered.

Emily Sandoz, Ph.D.

Abstract:
Using our Words: Clinical Behavior Analysis and the Challenge of Private Events

For over six decades, behavior analysts have aspired to apply behavioral principles to understanding and intervening on difficulties categorized by the mainstream as psychopathology. How is it that humans come to be tormented by our own private events? How might talking about this torment foster real change in our lives? These questions have been answered repeatedly with sound and increasingly refined conceptual analyses. These analyses have been accompanied by a proliferation of psychotherapy approaches under the umbrella of clinical behavior analysis (CBA), based in behavior analysis and distinguished by their own middle-level terms. The analyses have not, however, necessarily resulted in more practitioners, either psychotherapists or behavior analysts, being effectively trained in CBA. Instead, we have seen CBA approaches drift from behavior analytic roots. This drift has left many behavior analysts who share aspirations to use verbal behavior in the clinic to change behavior outside of the clinic, with limited foundations to do so. This paper will offer an overview of the history and current status of CBA and provide one perspective of what CBA could become in the behavior analytic milieu. With this, the hope is to extend a call to action to behavior analysts to apply what we know about changing behavior to addressing the most complex and intimate of human difficulties.
## WIBA Breakout Sessions

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| Breakout 1: Paving the Road to Women’s Leadership Success           | Nicole Gravina Florida Institute of Technology            | Women make great leaders. In fact, research suggests that women leaders have stronger relationships and better communication with their direct reports, are better problem solvers, and spend more time developing themselves and others. As a result, organizations with more women leaders tend to be more profitable. Yet, there are still too few women in leadership roles. In this talk, Nicole will describe the behaviors that help women leaders excel, behaviors that hold them back, and strategies for creating an environment to support women leaders. She will provide examples and observations from her time spent doing OBM consulting and coaching. Learning Objectives: 
- Attendees will be able to identify examples of behaviors that help women in leadership roles succeed 
- Attendees will learn strategies for strengthening their own leadership skills 
- Attendees will learn strategies for creating an environment to support the development of women leaders |
| Breakout 2: Sexual Harassment in ABA: What to do if you are the victim| Karly L. Cordova ABA Consultation & Therapy, Inc., Yulema Cruz Global Behavior Consultants | Learning Objectives:  
1. Participant will be able to identify BACB ethical code violations in relation to sexual harassment  
2. Participants will become familiar with the procedures for reporting sexual harassment  
3. Participants will be able to identify organizations to support victims of sexual harassment in the field of ABA. |
| Breakout 3: Gender as an Independent Variable                        | Elizabeth Harri-Dennis & Benjamin N. Witts St. Cloud State University | Definitions of gender within science are conflated with cultural interpretations of gender. This is problematic because the scientist can unknowingly rely on cultural explanations of gender in their analysis. As behavior analysts, we use operational definitions to clarify what we mean, as ultimately our pursuit is the prediction and control of behavior. Exploring the operational definition of gender as an independent variable can give clarity to where cultural interpretations of gender intersect with scientific interpretations. |
| Breakout 4: Five Steps to Being a Value-Driven Entrepreneur           | Lori H. Ludwig Performance Blueprints, Inc.               | Starting and managing a business can be complex and confusing especially when day-to-day activities take your time and energy. This session is for entrepreneurs at any stage of their entrepreneurial journey. You will learn the most critical steps to stay focused on the big pictures and optimize your business results. During this interactive session you will complete a self-assessment and an action plan for your business that you can apply right away. |
| Breakout 5: Using Heart Rate Monitors to Facilitate Physical Activity Intensity of Children with ASD Attending a Summer Camp | Shannon Titus Dieringer, Kim Zoder-Martell, Constance McIntosh & David McIntosh Ball State University | Children with ASD often demonstrate deficits in physical fitness, physical activity levels and gross motor skill development when compared to their peers. Furthermore, children with ASD often struggle with monitoring physical activity intensity. The purpose of the current presentation is to review the results of a study evaluating physical fitness and activity levels in students with ASD. In addition, the impact of a social story to teach participants to monitor physical activity intensity was evaluated. |
| Breakout 6: Wonder Women Who have Directly or Indirectly Shaped My Career: A Historical Review of Select Autism Interventions and Dissemination | Kara A. Reagon Beacon Services of Connecticut | Wonder Woman possesses superhuman strength, speed, and longevity. Similarly, women have forged these characteristics to propel applied behavior analysis as the evidence based autism intervention. Catherine Maurice's Let Me Hear Your Voice shed light on the clouded misperceptions of autism and ABA. It gave parents the strength to advocate for their children. The works and wisdom of women behavior analysts will be highlighted. |
| Breakout 7: | Living your values as a behavior analyst: How clarification of personal/professional values shaped research and career on the road less traveled | Siri Ming  
Questions of Why?  
VB3  
Ball State University; ABA Global Initiatives | Starting and managing a business can be complex and confusing especially when day-to-day activities take your time and energy. This session is for entrepreneurs at any stage of their entrepreneurial journey. You will learn the most critical steps to stay focused on the big picture and optimize your business results. During this interactive session you will complete a self-assessment and an action plan for your business that you can apply right away. |
| Breakout 8: | Women in EAB: Representation in the Journal of the Experimental Analysis of Behavior | Amy Odum & Anne Galizio  
Utah State University | In this presentation, we will examine participation by women in the experimental analysis of behavior through the lens of the Journal of the Experimental Analysis of Behavior, the flagship journal for the field. Drawing on prior analyses, we will look at participation as authors, first authors, editorial board members, and editors. We will examine trends over time and consider possible reasons for the relatively low representation by women in EAB. |
| Breakout 9: | Preliminary Outcomes from a Parent Training Pilot for Early Self-Injury in Young Children with Developmental Disabilities | Jill Fodstad, Noha Minshawi, David Dunn  
Indiana University School of Medicine  
Micah Faidley  
Indiana University-Purdue University Indianapolis | Objectives: 1. Summarize research on early self-injurious behavior (SIB) in young children with intellectual and developmental disabilities (IDD). 2. Understand the importance of developing a parent-education intervention for reducing early-SIB. 3. Determine the feasibility of an ABA-based parent-training program for decreasing early forms of SIB in children with IDD. 4. Establish the program’s preliminary efficacy evidence in reducing early-SIB and negative parent-child interactions. 5. Recognize variables that impact program outcomes. |
| Breakout 10: | ABA & Entrepreneurship for Pirates: AAARGH! | Emaley McCulloch  
Relias Learning  
Sarah Gershfeld  
Behavioral Health Center of Excellence  
Janet Martin  
Autism Training Solutions | What do THINX Underwear, Snapchat, and Staff Training have in common? A lot! This presentation will demonstrate that behavior analysts possess a unique skill set that enhances our ability to be successful entrepreneurs in any industry. Through personal stories and case studies, we will detail how the science of behavior, and saying "AAARGH!," can be used to start a new business and offer an innovative product or service. |
| Breakout 11: | Single Case Design Assessments of Interventions in Early Childhood Settings: Taking Advantage of Adaptability without Sacrificing Experimental Control | Kathleen N. Zimmerman  
Kirsten Osborne  
Jennifer R. Ledford, Ph.D., BCBA-D, Vivian Morales, Katherine Severini & Jessica Martin  
Vanderbilt University | Two experimental studies will be discussed; both were designed as rigorous single case designs meeting current standards. Due to limited efficacy or client requests, additional components were added to each intervention assessment; experimental control was maintained. In addition to discussing the evidence base for two interventions, authors will discuss the importance of single case design in the advancement of applied behavior analysis and the adaptive use of single case design in research and practice. |
| Breakout 12: | Delivering performance-based feedback to early childhood professionals: Procedural variations and generalization | Eric E. Barton, Elizabeth Pokorski & Marina Velez  
Vanderbilt University | In early childhood settings, research has clearly shown that educators do not consistently implement evidence-based practices with fidelity. Ongoing professional development to improve implementation of behavioral interventions is one solution to this dilemma. Across a series of studies we examined two procedures, text messaging and email, for delivering performance-based feedback to early childhood classroom teachers. All teachers increased their generalized use of multiple different recommended practices. |
| Breakout 13: | Girl Boss: Strategies to fearlessly grow and sustain female-led ABA businesses | Sarah Trautman-Eslinger  
President-Elect of CalABA  
Founding board member of the Council for Autism Service Providers (CASP) | Attendees will be able to identify key business metrics that female-led ABA businesses should measure and maintain within their organizations in order to sustain and grow their operations. Attendees will be given specific strategies to increase their own business skill repertoires. Attendees will network with other female business ABA leaders to create connections to help increase their network of support. |
| Breakout 14: | Symposium: Suppressing Severe Challenging Behavior through the Use of FCT and Individualized Levels Systems | Kayla Randall  
Somer Wiggins  
Mary Matthews  
Joseph M. Lambert  
Nealetta Houchins-Juarez  
Vanderbilt University | Symposium Abstract: Individualized levels systems can be effective at reducing rates of severe challenging behaviors; however, when aggression or SIB is dangerous for client and therapist, adaptations and additional interventions are needed. This symposium highlights novel implementation or fading techniques related to commonly employed interventions aimed at suppressing severe challenging behavior. Presenters will address models of intensive, systematic intervention |
employing analytic techniques likely to detect meaningful changes in frequency or magnitude of challenging behavior attributed to intervention.

Breakout 15:
Job Negotiation and the Gender Gap in Pay
Jennifer Zarcone

Many young professionals don’t often feel confident in asking for what they want and can sometimes end up feeling unhappy with the negotiation process. This presentation is aimed at students, trainees and early career professionals as they move into the job market and begin to negotiate their first jobs. There are many aspects to consider when negotiating that first position, and not all of it has to do with money. From a cultural and gender perspective, there are often obstacles that many of us are not even aware of that may need to be considered when asking for what you really want. Finally, I will discuss some of the considerations in trying to close the gender pay gap that currently exists in our culture and how race, ethnicity, and type of position can also affect the salary negotiation process.

Poster Session

Can You Spot the Difference? Visual Comparison of Baseline Assessment Reports Across the VB-MAPP and PEAK
Megan Sullivan Kirby, Anna Cruise & Brian Phelps

Changing Child Choice for Tangible Versus Social Rewards
Vivian Morales, Jennifer Ledford & Jessica Martin

Child Preference for and Learning During Small Group and One-to-One Instruction
Natasha Patel, Jennifer Ledford, Samantha Leahy & Vivian Morales

Comparison of Prompting Procedures to Teach Internet and Information Communication Technology to Older Adults
Jacqueline Pachis & Kimberley Zonneveld

Impact of Language on Behavior Assessment and Intervention Outcome
Leslie Neely & Shanun Kunnavatana

Improving Food Acceptance for Children with ASD in Early Childhood Settings
Katherine Severini, Jennifer Ledford, Jessica Martin, Samantha Leahy & Samantha Jones

Increasing Staff Clinical Skills Utilizing an Immediate Conditioned Reinforcer in the Form of an Auditory Stimulus
Megan Herron & A. Duff Lotfizadeh

LSD Drug Discrimination in Adult Male and Female Sprague-Dawley Rats
Keli Herr & Lisa Baker

Pivotal Play: Peer Mediated Joint Attention Intervention in the Preschool Classroom
Sarah Hansen, Tracy Raulston, Wendy Machalicek & Rebecca Frantz

Self- Conducted and Skype-Mediated Exposure Therapy of a Woman with a Severe Balloon Phobia: Single-Case Design
Katie Elmhurst & Bryce Thyer
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<td>The Effects of Progressive Time Delay to Teach Social Problem Solving Skills to Preschoolers</td>
<td>Ellen Vandelaar, Mary Louise Hemmeter, Jennifer Ledford, Sarah Overstreet &amp; Taylor Stalbird</td>
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<td>Teaching Children with Autism Spectrum Disorder to Ask Where Questions with a Speech-Generating Device</td>
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