Ethics for Behavior Analysts: “The Good Place.”

NAC 2019
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What is the Good Place?

[Image of the Good Place movie poster]
PaTTAN’s Mission

The mission of the Pennsylvania Training and Technical Assistance Network (PaTTAN) is to support the efforts and initiatives of the Bureau of Special Education, and to build the capacity of local educational agencies to serve students who receive special education services.

PDE’s Commitment to Least Restrictive Environment

Our goal for each child is to ensure Individualized Education Program (IEP) teams begin with the general education setting with the use of Supplementary Aids and Services before considering a more restrictive environment.
Description:

This session is an enlightening approach to ethics, and an overview that is pragmatic and analytic. The tools a behavior analyst brings to the table with regards to interventions with clients should also be used to govern one’s own behavior. Ethics is a topic that is all encompassing, and practitioners can often face a variety of decisions that should be driven by ethics-related undercurrents. This session will provide an analysis of ethical behavioral approaches, practical applications, data collection techniques, and strategies to improve expertise and self-care. Welcome to the Good Place, a place where behavior analysts can discuss daily decisions, integrity and principles occur in contingencies that should be analyzed and managed to maintain professionalism.

Objectives:

1. Participants will identify personal boundaries of competence plus methods to increase their boundaries in order to branch beyond their scope of expertise.
2. Participants will apply the seven dimensions of applied behavior analysis as a skill that can be measured, reinforced and operationally defined as it relates to ethics and self-care.
3. Participants will leave with antecedent strategies regarding ethics including self-management techniques to keep the practice of ethics ongoing.
Today’s Agenda:

- Importance of Ethics
- Boundaries of competence
- Maintaining the culture of ethics
- Professional development
  - Accountability
  - Self-Management
  - Self-Care
- Our verbal behavior
- Social Media
- Disseminating behavior analysis

Lori Intro
Rebekah Intro

19 years in the certification process . . .
12/2003, BCBA
12/2001, BCABA
12/2000, CABA (Florida)

Education | Training | Supervision

(Brodhead et al 2018)

Ethics Timeline


Hippocratic Oath
First book with Medical Ethics in title
AMA Code of Medical Ethics
Principles of Medical Ethics
The first Behavior Analyst Code of Ethics is created by Jon Bailey and approved by FABA.

John Jacobson drafts first national code of ethics for Behavior Analysts

BACB adopts revision of Jacobson draft
BACB Guidelines for Responsible Conduct

Guidelines for Responsible Conduct for Behavior Analysts goes into effect.

BACB replaced the Guidelines for Responsible Conduct for Behavior Analysts and Professional Disciplinary and Ethical Standards with a new, single code of ethics: the Professional and Ethical Compliance Code for Behavior Analysts

(Bailey, 2018; Brodhead, Cox & Quigley, 2018)
6.01 Affirming Principles

6.01(a) Above all other professional training, behavior analysts uphold and advance the values, ethics, and principles of the profession of behavior analysis.

6.01(b) Behavior analysts have an obligation to participate in behavior-analytic professional and scientific organizations or activities.

Start with the End in Mind

Why are we here?
Create a Culture of Ethics!

(LeBlanc in Cicoria, 2017)
Professional Development of Ethics

- Familiarity Code as a standard form of professional development will create greater learned behavior and may **prevent potential problems** from arising.
- Code is **not** meant to be a violation that people react to, but rather to assist in creating systems and Antecedent strategies to prevent unethical behavior and promote ethical behavior.
- Ethics are **not** a rare occasion.

(Brodhead & Higbee, 2012; Broadhead in Cicoria, 2018; Brodhead, Cox and Quigley, 2018)

Treating Ethics as a Skill Itself

Does it pass the 7 Dimensions of ABA test?

- Applied - socially significant
- Analytic - based on data
- Behavioral - observable & measurable
- Conceptually Systematic - consistent with principles
- Effective - interventions are monitored
- Generality - occur in non-teaching environment
- Technological - procedures clear & replicable

(Brodhead in Cicoria, 2018)
Benefits of Professional Development of Ethics:

• Higher quality of care and greater consumer protection.
• Provides relevant training to employees.
• Helps to mitigate consumer loss, reputation damage, and litigation.
• Promotes the organization and field of ABA.
• Provide feedback on behavior change.
• Reinforce appropriate responses to ethical conflicts.

(Maintaining Competence on Ethics

• One example is to establish an ethics committee, network or community.
  – Step 1: “put info in the environment to get people excited about ethics.” You want people thinking about ethics proactively – what would you do before something occurs.
  – Step 2: develop group to provide training, monthly talking points, related codes and scenarios.

**Saturate the culture on knowledge and resources. Sensitize the value of ethics.
6.01 Action Step

1. Know the code.
2. Treat ethics as a behavior
3. “Compliance is a process not a checklist” (Cavalari et al, 2015).
4. Designate an ethics coordinator.
5. Develop networking, committee, training within company.
6. Make it a habit forming behavior.

6.01 Personal Example

1. Make a badge with QR code.
2. Observable and Measurable
3. Reinforcing not punitive
4. Establish an Ethics Committee
5. Working within our own organization for list of CEU/training opportunities and relevant articles of interest.
6. Using an ACT principle as a “toward move.” Noticing your ethical behavior.
Ethics Committee Steps 2018-2019

2018:
- Ethics committee opens with internal discussions
- Self-care calendar week at NAC
- Kick off meeting brief intro
- Begin monthly self-care calendars
- Create an ethics bank of articles on google drive

2019:
- Self-care calendars social validity survey

1.02(a) Boundaries of Competence

1.02(a) All behavior analysts provide services, teach, and conduct research only within the boundaries of their competence, defined as being commensurate with their education, training, and supervised experience.
Boundary/Scope Awareness

Boundaries/Scope of practice - handed down by BACB ie task list.

The difference between the two.

Boundaries/Scope of competence - individual skills & abilities that we are uniquely able to perform; different for each person.

(Brodhead in Cicoria, 2018; Brodhead et al, 2018)

BACB Exam

BACB exam is a test of “minimal competency” (pg. 60).

(Bailey & Burch, 2010)
1.02(b) Boundaries of Competence

1.02(b) Behavior analysts provide services, teach, or conduct research in new areas (e.g., populations, techniques, behaviors) only after first undertaking appropriate study, training, supervision, and/or consultation from persons who are competent in those areas.

Scope and Vision

Vilardaga suggests that ABA is in “many ways more influential, but it’s scope and vision have narrowed” (p.106).

(Villardaga et al, 2009)
Expanding Professional Competence

There are several reasons why a behavior analyst may want to expand their repertoire:

– greater flexibility with a diverse client base
– financial stability
– intellectual stimulation
– reaching undeserved population

(LeBlanc et al, 2012)

Increasing Professional Competence

To increase professional competence in a new area, Leblanc et al specify:

1. contacting the literature both in behavior analysis and the target area
2. contact relevant professional groups via conferences, memberships and workshops
3. pursue retraining and supervision.

(LeBlanc et al, 2012)
Developing Networking Skills

“The systematic part of networking involves having an organized plan to find networking opportunities and to seek out people who you think might be able to help you at some point in the future.”

(Bailey & Burch, 2010)

Current Barriers for Behavior Analysts Expanding in a New Area

- Lack of applied experience; increase in response effort
- Lack of behavior infrastructure
- Lack of reinforcement
** The need might be strong, but people may not know about behavior analysis. Educating the public will be critical.

(Leblanc in Cicoria, 2017)
1.02(a +b) Action Step

1. Identify current professional boundaries of competence and create a statement that best describes this.
2. Seek and/or identify areas outside of current scope that you are interested in.
3. Research academic or professional opportunities to gain additional knowledge in intended areas.
4. Network with colleagues practicing in both current scope and target field.
5. Attend classes, seminars, practicums and shadow practicing behavior analysts.
6. Do no harm.

1.02(a+b) Personal Example:

1. Interest in Sustainable behaviors: adding more to my repertoire.
2. Read articles, attended ABAI session on Gamifying sustainable behaviors.
3. Networking with others interested in Sustainable behaviors: FB group.
4. Finding resources to aid in decreasing plastic use.
5. Taking data on my behaviors.
6. Expanding the behaviors to other around me.
Behavior Analytic Consumer

- “Balancing personal and professional ethics sets a very high bar for behavior analysts . . . and [we need to] demonstrate similarly exemplary behavior at home and in our communities.”
- “Our code says that behavior analysts . . . must be aware of these ethical obligations in all situations.”
- Sustainability (#NoStraw4Me)

(Bailey, 2016)

Behavior Analysts & Sustainability

“If we wish for the development and acceptance of behavior analysis to be a truly international endeavor, then we must have the courage to take on global problems. (Malott, M., 2013, p. 6)”
A Call to Action

• “Ethics is mainly about the conflict between immediate and remote consequences.” (Skinner, p.6)
• Those who see the danger, have the technology to make a change… should
• “is it to be a better world or no world at all? (Skinner, p.14)”

Personal Changes

What I stopped:
- no straws
- no plastic baggies
- plastic silverware for parties
- buying less plastic bottled drinks

Working on: buying soaps, shampoos and toothpaste with alternative containers.

Replacements:
- metal straws
- paper bags or glass containers, beeswax wrap, aluminum foil.
- compostable silverware for parties
- cloth baggies and covers.

so far: I found bites, lush shampoo and conditioner, Grove collaborative for clothes soaps.
1.03 Maintaining Professional Competencies

Behavior analysts maintain knowledge of current scientific and professional information in their areas of practice and undertake ongoing efforts to maintain competence in the skills they use by reading the appropriate literature, attending conferences and conventions, participating in workshops, obtaining additional coursework, and/or obtaining and maintaining appropriate professional credentials.
Measuring Performance

- Determine the skill to develop (Assessment)
- Review Research.
- Set up a data system
- Take baseline if possible.
- Make a goal
- Measure Behavior (Take Data)
- Celebrate the achievement, recalculate the goal

“What gets measured, gets done.” (Daniels, 2017)

What is Accountability?

Responsibility * Liability * Answerability

www.lisaboesen.com
One Method of Accountability: Data Reliability and Treatment Integrity

- Under non-experimental conditions many people may complain that reliability and integrity are not necessary. Vollmer et al suggest this is a “potentially dangerous practice” that can have life-changing decisions for clients.
- Vollmer lists residential placement, restrictive/intensive staffing, and medication changes. In addition, school placement and staff placement can also be affected.
- Provide immediate performance feedback; Delayed and cumulative performance feedback; Good clinical decisions; Proper evaluation of treatment effects
- #getreliable

(Vollmer et al, 2008; Parry-Cruwys et al, 2016)

Reliability and Integrity Accountability

<table>
<thead>
<tr>
<th>2016-2017 One District Data per 9 month Consultation Process</th>
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</thead>
<tbody>
<tr>
<td>Total # of Consult Visits/CVS notes for 15 Classrooms</td>
</tr>
<tr>
<td>96</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Update 2017-2018 All Districts Data per 9 month Consultation Process</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total # of Consult Visits/CVS notes for 39 Classrooms</td>
</tr>
<tr>
<td>175</td>
</tr>
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</table>

Goal Met = ADD IOA
Goal Not Met = Increase treatment integrity and transcription
Another Method of Accountability: Behavior Skills Training

2018-2019 All Districts Data per 9 Month Consult

<table>
<thead>
<tr>
<th># of consultations/consult notes</th>
<th>Behavior Skills Training (Miltenberger, 2004)</th>
</tr>
</thead>
<tbody>
<tr>
<td>182</td>
<td>Instruction</td>
</tr>
<tr>
<td>180</td>
<td>168</td>
</tr>
<tr>
<td>99%</td>
<td>92%</td>
</tr>
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</table>

Summary of BST data - approx 30% less rehearsal & feedback than model.
I often found myself reviewing previous week’s data and making a plan of action to make sure I leave enough time for rehearsal.
Obstacles to rehearsal: time, resistance.
Goal: To increase rehearsal/feedback. Possibly create a hashtag or an everyday reminder on personal objects that go with me. Ie phone or wrist.
Self-Management & Self-Monitoring

**Self-Management** is defined as the personal application of behavior change tactics that produces a desired change in behavior.
- Living a more effective and efficient daily life (Rodriguez, 2016)
- Breaking bad habits and acquiring good ones
- Accomplishing difficult tasks
- Achieving personal goals

**Self-Monitoring** is a procedure whereby a person observes his behavior systematically and records the occurrence of nonoccurrence of a target behavior.
- Have materials and devices that make self-monitoring easy
- Auditory, visual or tactile stimuli as prompts or cues
- Monitor the most important dimension of target behavior
- Monitor early & often (can be decreased as data suggests)
- Reinforce

(Cooper et al, 2007)
History of Self-Management

Ben Franklin “chart of daily wine consumption”
- Ben Franklin House, Phila, PA

Goal Setting

- Goals should be exciting and meaningful yet realistic. Short-term goals such as times for a certain event at a certain competition should be very detailed and objective.
- The coach and athlete need to develop a plan to reach the short-term goals which is based on attainment of specific daily objectives which are measured and recorded.
- Goals should be written down.
- If an athlete falls short of his/her goals, it is very helpful to look back at the daily/weekly objectives and see where things don’t add up.
- The most learning takes place when we fail. Embrace the process of improvement and the outcomes will naturally follow.

Bob Bowman

Michael Phelps

Values vs Goals: Russ Harris

(Harris, 2008)

Start Something . . . To finish

Pat Friman: “Start something you can finish . . . And then start something else you can finish . . . And then start something else you can finish” = not being overwhelmed and avoiding burn out.

Burn out = “a function of engaging in effortful responses that don’t produce an outcome.”

(Friman in Cicoria, 2016)
Remembering your Competencies

When you already know it?
- When a person relies on remembering of how they've done something before, we rely on the accuracy of that memory and memories can be faulty. In her work on false memory, Elizabeth Loftus suggests memory is constructed and reconstructed (Loftus, 2013).
- Procedural drift: Deviate from the original procedure and that deviation gets shaped to a new behavior-consequence. (Leblanc in Cicoria, 2017)

Minimize Procedural Drift:
✓ Have a mentor/supervisor
✓ Review procedures & protocols
(Skinner & Epstein)

Self-Manager

Self Help without the Hype (Epstein, 1996)

SELF-MANAGEMENT
Week #1 Assignment

1. Select a behavior to change.
2. Keep a record of when it occurs.
3. Modify your environment to help produce the change you desire.
Come back again next week for the second secret!

Best of luck!

Uncle Fred
Advice on How to Manage Time Behaviorally:

- Analyze your time each day and determine if behavioral erosion or slippage is occurring.
- Analyze your time and productivity.
- Plan your day, avoid wasting time, use a method for handling workflow...
- Working on this skill will help you develop into a person who does high-quality work and turns it in on time with energy and enthusiasm to spare.

Self-Management (using Performance Score Cards)

(Griffin, Gravina, Matey, Pritchard, Wine, 2019)

★ Performance score cards are tools that measure staff performance across multiple criteria to produce a single, overall performance score…

→ Provides feedback
→ Better if linked to reinforcement.

Improve and enhance your own life.
<table>
<thead>
<tr>
<th>Date</th>
<th>Task 1</th>
<th>Task 2</th>
<th>Task 3</th>
<th>Task 4</th>
<th>Task 5</th>
<th>Task 6</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sat 18th May</td>
<td>Brush dog’s teeth/hr etc.</td>
<td>Work at least 3 hours</td>
<td>Study for task at least 15</td>
<td>Set up bike</td>
<td>Read book for at least 30</td>
<td>Put all dishes in dishwasher before 8pm</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>10 points</td>
<td>20 points</td>
<td>30 points</td>
<td>20 points</td>
<td>5 points</td>
<td>5 points</td>
<td></td>
</tr>
<tr>
<td>Sun 19th May</td>
<td>Brush dog’s teeth/hr etc.</td>
<td>Work 2 hours (on task)</td>
<td>Study for task at least 15</td>
<td>Ride bike for 15 minutes</td>
<td>Read book for at least 30</td>
<td>Put all dishes in dishwasher before 8pm</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>5 points</td>
<td>25 points</td>
<td>25 points</td>
<td>30 points</td>
<td>5 points</td>
<td>5 points</td>
<td></td>
</tr>
<tr>
<td>Mon 20th May</td>
<td>Train dog</td>
<td>Work at least 5 hours (on</td>
<td>Study for task at least 30</td>
<td>Ride bike for 15 minutes</td>
<td>Read book for at least 30</td>
<td>Put all dishes in dishwasher before 8pm</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>Dog’s teeth/hr etc.</td>
<td>task)</td>
<td>30 minutes</td>
<td>30 points</td>
<td>5 points</td>
<td>5 points</td>
<td></td>
</tr>
<tr>
<td></td>
<td>5 points</td>
<td>25 points</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tues 21st May</td>
<td>Train dog</td>
<td>Work at least 5 hours (on</td>
<td>Study for task at least 30</td>
<td>Read book for at least 30</td>
<td>Put all dishes in dishwasher before 8pm</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Dog’s teeth/hr etc.</td>
<td>task)</td>
<td>30 minutes</td>
<td>5 points</td>
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<td>5 points</td>
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<td></td>
<td>5 points</td>
<td>25 points</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wed 22nd May</td>
<td>Train dog</td>
<td>Work at least 5 hours (on</td>
<td>Study for task at least 30</td>
<td>Read book for at least 30</td>
<td>Put all dishes in dishwasher before 8pm</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td></td>
<td>dog’s teeth/hr etc.</td>
<td>task)</td>
<td>30 minutes</td>
<td>5 points</td>
<td>5 points</td>
<td>5 points</td>
<td></td>
</tr>
</tbody>
</table>
Action Steps on Self-Management

Morning Minute Strategy

- Thinking about areas to work on.
- Thinking about your life.
- Don’t just live your life, manage it!
- Reflect on it and make it better.

(Epstein, 1996)
Productivity Planner: Daily Goals

Productivity Planner: Weekly Goals
Research

• Traditional solutions to life stressors include exercising, relaxing, getting lots of sleep and in some cases getting counseling. (Bailey & Burch p. 226)

• The foundation of stress prevention is built on a healthy diet, 8 hours of sleep, and a vigorous exercise at least three times a week.

• Stress management requires a combination of assertiveness (saying no), time management, and personal communication skills …

Initial Assessment

• Dealing behaviorally with stress: count my number of responses that include no I can’t, count my number of completed tasks, count my length of time doing “fun” or free time for myself, **count the length of time exercising during the week to help deal with stress.**
Work out at least 3 times every 7 days for a minimum of 30 minutes each time.
Feedback

For two weeks I have made my work out goal which is a 30-minute work out for 3 days during a 7-day week.

Current Exercise graph
Epstein, 1997

• “It is not enough to live your life, Skinner said: you also need to analyze it and make changes in it frequently and regularly.” (p. 559)

Self-Care for Behavior Analysts

• Look towards the medical literature for information on clinicians who take care of people experiencing an acute psychological/medical diagnosis.
• Persons in the helping profession are at risk for a diminished well-being in response to the structure of this care.

Sanchez et al (2013)
Impact of Burnout, Compassion Fatigue & Moral Distress

“Our findings suggest that about two in every three participants were experiencing moderate to high burnout levels and little to no job satisfaction” (Plantiveau et al (2018)).

Compassionate Care vs Compassion Fatigue

**Compassionate Care**

*give to others*
Empathy - taking on another’s perspective.
Compassion - bringing action to your response.
Under your scope of practice in behavior analysis, leading another to his/her goal within his/her set of values.

**Compassion Fatigue**

*recognize in self*
Self-awareness
Self-compassion
Self-care

(Taylor et al, 2018)
Burn Out for RBT, BCBA, & Parents

*If you don’t put on your own oxygen mask first . . . you may not be able to effectively help others.

*Burnout may look different in each role.

(Tagg, in Business of Behavior, 2018)

Maslach Burnout Tool

https://www.mindgarden.com/184-maslach-burnout-toolkit
Ethics of Self-Care

Skinner (1953) suggests "doing something else" as a potential self-management tactic. When we practice the pause, we disrupt our habitual behavior. Embrace the pause, friends.

Wood (1979, p. 15) “but we had better make sure our own back porches are clean in this regard before we go out once again offering our sweeping skills to others.”

Personal Self-Care Exercises

Self-Care = “cadre of activities performed independently by an individual to promote and maintain personal well-being throughout life.”

Professional Self-Care Strategies


Low Tech Self-Care Strategies for Staff

Tennis Ball

Did you take a bio-break today?

(Tagg, in Business of Behavior, 2018)
Self-Care Calendar

Professional & Personal Self-Care organically branched from the Ethics Committee.

(Tagg, in Business of Behavior, 2018)

Self-Care Calendar Example

(Tagg, in Business of Behavior, 2018)
Social Validity Self-Care Calendar

Question #1: I am aware of the mission and outcome of incorporating self-care strategies into my work habits.

(Schwartz & Baer, 1991; Wolf, 1978)

Social Validity Self-Care Calendar

Question #4: The suggested self-care strategies were easy for me to follow and implement.

(Schwartz & Baer, 1991; Wolf, 1978)
Social Validity Self-Care Calendar

Question #8: I engaged in behavior related to self-care weekly.

(Griffith & Baer, 1991; Wolf, 1978)

Long Response Form Feedback

**How would you improve the self-care calendar?**

- *Digital Version*
- Recs on books or podcasts etc
- I don’t have any great ideas for improvement
- Follow it weekly
- It was helpful as it was presented
- Loved it!
- I am more interested in other self management strategies for sticking to the self care strategies I self select
- Not sending it

**What aspects of the self-calendar were most useful or valuable to you?**

- Variety of self-care methods
- Loved the ideas/activity recs
- Great idea generator. It’s hard to think of new things all the time.
- Honestly, I didn’t follow it all. I remember getting it but soon became a workaholic again
- I liked the simple strategies it provided for self care.
- Very easy to implement self care actions
- Suggested self care activities
- *Suggestions to implement*
- Planned ideas of what I could do, instead of always thinking of my own.
- Nothing
1.05(b) Professional and Scientific Relationships

When behavior analysts provide behavior-analytic services, they use language that is fully understandable to the recipient of those services while remaining conceptually systematic with the profession of behavior analysis. They provide appropriate information prior to service delivery about the nature of such services and appropriate information later about results and conclusions.

- Clients
- Colleagues

(Becirevic et al, 2016)

“Fluent in the Lab and Fluent on the Lawn”

In *Pat Friman is back*:

- “Our use of technical language is not useful to those outside our field . . . and it’s a problem if we don’t have a language to communicate with others”
- “Use plain ordinary language with plain ordinary people”

Manny Rodriguez - OBM literature

- “It is important to remember that language is about function and not form.”
- When we are a visitor to another culture, we need to attempt to learn their language (Brown in Rodriquez, 2016).

“Garden Party,” Philip Leslie Hale, American Impressionist Artist

(Friman in Cicoria, 2016)
Professional but not Technical . . .

(Hayes in Critchfield, 2014; Villardaga et al, 2009))

– Write your first copy in your own technically sound words.
– Have a general consumer (non behavior analyst) read your efforts. Does it make sense? Did you convey your message? If yes, double check and proceed. If not,
– Review and circle all the words that are technical and that the general consumer said “were confusing” and replace them with professional words that still convey the idea.

Mid-level Concepts
- Concepts being in between technical behavior talk and layman’s dialect

Soft Skills for Behavior Analysts

Key Points: Soft Skills in ABA:
- Pairing
- Smiling
- Team approach
- Find common ground
- Empathy statements
- Learn from mistakes

(Louis, 2017)
Say what you mean . . . professionally.

Message
Okay
Better

Speaking to Other Professionals in your Field who are NOT Behavior Analysts

Brodhead suggestions from: “Maintaining Professional Relationships in an Interdisciplinary Setting: Strategies for Navigating Non-behavioral Treatment Recommendations for Individuals with Autism.”

- Promote the field of ABA
- Understanding other disciplines’ perspective(s)
- Respecting other disciplines
- Appreciating the science that supports additional disciplines
- Learning to collaborate with other disciplines
- Making clinical decisions based on all relevant information

(Brodhead, 2015; Brodhead, Quigley & Cox, 2018)
What can you Learn from Other Disciplines?

Editing technique: circle your being and helping verbs and try to find an action verb that substitutes.

– Example 1: Sally went to the store to buy some bread.

\[\text{And then} \ldots\]

– Example 2: Sally skipped to the store to buy some bread.

The second example provides the reader with different information.

1.05(b) Action Plan:

1. Identify your topic
2. Identify your audience
3. Plan your verbal behavior
4. Edit your verbal behavior
5. Deliver your verbal behavior
6. Accept feedback and dialogue
1.05(b) Personal Example:

1. Creating a Crisis Intervention Plan
2. Target audience: autism support teacher, support personnel, and administration.
3. I drafted a section in my consultation note using behavior skills training.
4. I then used my editing system of action words and mid-level concepts and made the necessary changes.
5. I sent my consultation note to all intended parties via secure email.
6. I reviewed follow up questions from the autism support teacher via email and in person at my next consultation.

8.04(b) Media Presentations & Media-Based Services

Behavior analysts making public statements or delivering presentations using electronic media do not disclose personally identifiable information concerning their clients, supervisees, students, research participants, or other recipients of their services that they obtained during the course of their work, unless written consent has been obtained.
8.04(d) Media Presentations & Media-Based Services

When behavior analysts provide public statements, advice, or comments by means of public lectures, demonstrations, radio or television programs, electronic media, articles, mailed material, or other media, they take reasonable precautions to ensure that (1) the statements are based on appropriate behavior-analytic literature and practice, (2) the statements are otherwise consistent with this Code, and (3) the advice or comment does not create an agreement for service with the recipient.

Did you know?

- When information is sent between 2 computers over the Internet, that info is routed through many electronic devices?
- “Social media can create a sense of anonymity and detachment from social cues and consequences for online actions” (p. 1227).

(Cavalari et al, 2015; Greysen et al, 2010)
Real clients should be heavily disguised!

“The more an individual makes themselves public, the less privacy they can expect for themselves and clients” (p. 7).

Tips on disguising clients:
1. Provide an age range
2. Avoid using names, initials
3. Be aware of your location/business

(Kelly et al, 2018; O’Leary et al, 2017)

Social Media Recommendations:

- Avoid making treatment recommendations and refer readers back to the literature.
- Response effort is often altered in social media. It’s easy to ask and answer a question without putting in the effort to access the scholarly literature.

(Carr, 2010; O’Leary et al, 2017)
Social Media Recommendations:

Think about your digital footprint!

(Greysen, 2010)

8.04 (b+d) Action Steps:

2. Monitor your social media behavior periodically.
3. Poll a trusted colleague.
4. Check and recheck your “work.”
5. Perform a risk assessment for self or company.
6. Provide a disclaimer.
8.04 (b+d) Personal Example:

1. Suggest organizational training.
2. #mindfulmondays (will explore in self-care)
3. SAVVY IOA
4. Apply the front-page newspaper test.
5. SAVVY Social Media Checklist for Behavior Analysts: self.
6. Provide a disclaimer.

SAVVY Social Media Checklist for Behavior Analysts
6.02 Disseminating Behavior Analysis in Behavior Analysts’ Ethical Responsibility to the Profession of Behavior Analysis

Behavior analysts promote behavior analysis by making information about it available to the public through presentations, discussions, and other media.

Dealing with Negative Rhetoric

- Develop a rapport with relevant fields ie psychologists, educators
- If in the public arena, approach others professionally and personally to discuss their rhetoric.
- Remember what our science tells us with regards to problem behavior!

(Kelly et al, 2018)
Ten Rules for Discussing Behavior Analysis

- The organism is always right.
- Behavior is not personal.
- Behavior has a function.
- Plan your own behavior to support behavior change.
- Behavior changes gradually.
- Pick your battles.
- It is easier to prevent than to rectify problem behavior.
- Be evidence based.
- Skills become more fluent with practice.
- Teach the world about behavior analysis.

(Critchfield, 2014)
Li et al. (2018)

“Women substantially outnumber men in behavior analysis practice, as indicated by the BACB board, “82.2% of certificants are female, 68.3% are certified at the PhD level (p. 163).”

Even though the number of women in research are increasing they are substantially under-represented as both authors and editors.


“We behavior analysts should do our best to ensure that all racial and ethnic groups receive the support they deserve as our colleagues, our students, our clients, and our friends…. doing so can only improve our discipline around our world.”
<table>
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<tr>
<th>TASK</th>
<th>AUGUST 7TH</th>
<th>SEPTEMBER 28</th>
<th>OCT. 12</th>
<th>NOV 2</th>
<th>DEC 3</th>
<th>JAN 31</th>
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<td>READ DOCUMENTS: REFINISH DETAILS OF STUDY</td>
<td>DUE: Aug 7th 6:00 pm</td>
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<td>DUE: Sept 24 8:00 am</td>
<td>BEG. OF YEAR</td>
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<td>IDENTIFY PARTICIPANTS</td>
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<td>START UP TEACHING TRIALS</td>
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<td>CHECK IN: CONTINUE</td>
<td>DUE:</td>
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Example:

Results:

ABAI 2019 Chicago poster →
6.02 Action Step

- Identify an area of need
- Plan to support behavior change
- Gather colleagues and non-behavioral key players
- Assist in getting it going
- Supervise and revise
- Summarize and reinforce

6.02 Personal Example

- Read Women in research article (Summer 2018).
- Gathered resources: (previous mand research and asked colleagues of interest in person).
- Sent out emails to fellow colleagues (women).
- Organized materials and potential schedule, starting meetings in August.
- Finalized research in February, Wrote up results, shared with colleagues.
- Presented in March (all together), revised for ABAI (April with colleagues), revised for NAC (July, independently and checked work).
A Final Thought on Ethics

• Strive to increase the scholarly and academic content to guide us (Brodhead, 2018).

• If you want to engage more often in conversations surrounding Ethics, or expand your knowledge on Ethics in Behavior Analysis, then offer to present on Ethics to your colleagues at conventions and conferences etc.

References

• Bailey, J. and Burch, M.: 25 professional development skills.
References

References


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References

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