

ROBERT A. BABCOCK, PhD, BCBA-D

Licensed Psychologist and Board-Certified Behavior Analyst

Offices:

RA Babcock and Associates, LLC  
2813 Pepperell Parkway  
Opelika, AL 36801-6125

Behavioral Science Center, LLC  
3623 Calvin Drive  
Columbus, GA 31904

[Bob@behavioralsciencecenter.com](mailto:Bob@behavioralsciencecenter.com)

Phone: (334) 703-0908, FAX: (334) 741-8810

ACADEMIC TRAINING

Oakland University  
Rochester, Michigan

B.A. -- 1975  
Major -- Psychology

University of Massachusetts  
Amherst

M.S. -- 1978, Psychology  
Major -- Biopsychology

University of Massachusetts  
Amherst

Ph.D. -- 1989, Psychology  
Major -- Educational Psychology  
Minor -- Developmental Disabilities

Professional Training:

Developmental Disabilities Specialization Program, Department of Psychology, University of Massachusetts, Amherst – Funded through U.S. Department of Education (OSERS) Developmental Disabilities Training Program Grant, Beth Sulzer-Azaroff, PhD, Principal Investigator and Program Director.

Predocutorial practicum training in developmental disabilities at Belchertown State School Belchertown, Massachusetts, John Scibak, PhD, Supervisor.

Postdoctoral practicum training in behavior analysis and behavior therapy for persons with severe psychiatric disabilities at South Shore Mental Health Center, Quincy Massachusetts, Jan Harris, PsyD and Bob Putnam, PhD Supervisors.

## AREAS OF SPECIALIZATION

Applied behavior analysis  
Developmental disabilities  
Autism-spectrum disorders  
School consultation  
Behavioral coaching for adolescents and adults with Asperger's Syndrome  
Performance management in human service organizations

## LICENSURE AND CERTIFICATION

Board Certified Behavior Analyst – Doctoral, Certificant Number 1-03-1150  
Licensed as a Psychologist in Alabama, License Number 1142 (since 12/1/01)  
Licensed as a Psychologist in Georgia, License Number 2333 (since 7/16/99)  
Previously licensed as a Health-Care Psychologist Provider in Massachusetts  
National Provider Identification Number 1801087564

## CURRENT EMPLOYMENT

Licensed Psychologist and Doctoral-level Board Certified Behavior Analyst, providing individual, family, and school consultation in positive behavioral support and applied behavior analysis

Owner:

RA Babcock & Associates, LLC  
2813 Pepperell Parkway  
Opelika, AL 36801

Partner and Senior Behavior Analyst:

Behavioral Science Center, LLC  
3623 Calvin Drive  
Columbus, GA, 31904

## CURRENT AFFILIATIONS

Adjunct Assistant Professor, Department of Psychiatry and Behavioral Sciences, School of Medicine, Emory University

## EMPLOYMENT HISTORY

2009-2011	Director of Programs, – Autism Hope Center, Muscogee County Autism Support Group, Columbus, GA
2006-2009	Coordinator of Psychological and Outreach Services and Director of Specialized Behavioral Supports Consulting Program, The Learning Tree, Inc. Alabama
2005-2006	Clinical Director, The Little Tree Learning Center, Auburn, Alabama

2003-2006	Director of Practicum Training, Master's Degree Program in Behavior Analysis and Developmental Disabilities, Department of Psychology, Auburn University, Auburn, Alabama
1997-2003	Assistant Program Director, Emory Autism Resource Center, Department of Child and Adolescent Psychiatry, School of Medicine, Emory University, Atlanta, Georgia
1996-2006	Consulting Behavior Analyst, The Learning Tree, Inc.
1995-1997	Visiting Assistant Professor, Extension, Department of Psychology, Auburn University, Auburn, Alabama
1995-1997	Senior Behavior Analyst, Central Office of the Division of Mental Retardation, Department of Mental Health and Mental Retardation, State of Alabama
1995	Consulting Behavior Analyst, Columbus Medical Services
1992-1994	Visiting Assistant Professor, Extension, Department of Psychology, Auburn University, Auburn, Alabama
1992-1994	Senior Behavior Analyst, Central Office of the Division of Mental Retardation, Department of Mental Health and Mental Retardation, State of Alabama
1989-1992	Clinical Director for Mental Health Residential Programs, Behavioral Services, South Shore Mental Health Center, Quincy, Massachusetts
1989-1992	Performance Management Consultant, South Shore Mental Health Center, Quincy, Massachusetts
1988	Research Project Manager, Walden Learning Center – Autism Early Intervention Program, Department of Psychology, University of Massachusetts, Amherst, Massachusetts
1985-1987	Instructor and Research Assistant, Developmental Disabilities Specialization Program, Department of Psychology, University of Massachusetts, Amherst, Massachusetts
1983-1987	Program Director/Psychologist III, 3 Bridge Street Program, Belchertown State School, Belchertown, Massachusetts
1983	Psychologist III, Belchertown State School, Belchertown, Massachusetts
1981-1983	Psychologist III, Monson Developmental Center, Palmer, Massachusetts
1978-1981	Psychologist II, Monson Developmental Center, Palmer, Massachusetts.
1975-1978	Teaching Assistant/Associate, Department of Psychology, University of Massachusetts, Amherst, Massachusetts

## GRANTS AND PROGRAM DEVELOPMENT CONTRACTS<sup>1</sup>

Federal Court, Middle District of Alabama – Contracted by Judge Thompson through Attorney Terry Luck to provide the Court consultation on the implications of an individual's Autism Spectrum Disorder for the Court's consideration of a motion for a downward variance in the sentence to be imposed for the possession of child pornography (United States vs. Knott).

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1. These do not include numerous clinical contracts with schools as well as State Agencies to provide behavior analysis services through RA Babcock and Associates. References are available upon request.

Emory Autism Center and Georgia Department of Public Health – Contracted through the Emory Autism Center to provide weekly group supervision and training for graduate students completing the field practicum experience required to set for BCBA certification at the Emory Autism Center. Ongoing, Ongoing - beginning January 2017.

Alabama Disabilities Advocacy Program, University of Alabama – Retained by ADAP to review the Settlement Agreement Concerning Mental Health Claims Arising Under the American for Disabilities Act and §504 of the Rehabilitation Act of 1973. Testified by affidavit after evaluating the consent decree for Part I of the Joshua Dunn, et al., Plaintiffs, v. Jefferson Dunn, et al., Defendants, Civil Action Number: 2:14-cv-00601-MHT-TF in the United States District Court for the Middle District of Alabama, 2017.

Tuscaloosa City Schools – School Improvement Grant funded to assess and improve the quality of behavior analysis services offered in the special education program for students attending Central High School, 2012.

Marcus Autism Center – Provided funding from the Believe in Me Foundation to offer individual and group supervision to 3 staff in the Educational and Early Intervention Program at the Marcus Autism Center preparing for the Examination for Certification as Board Certified Behavior Analysts 2009.

Laurel Heights Hospital – Directed the development of a specialty unit within children's psychiatric hospital to meet the needs of children with autism spectrum disorders. Established clinical assessment and treatment procedures, data collection and review systems, competency-based staff training procedures, and a performance management incentive structure. JACOH accredited as specialty unit within first year, 2007 - 2008.

The Learning Tree, Inc. – Established a contract between TLT, Inc. and the AU Department of Psychology to establish a preschool owned by TLT, Inc., to train graduate and undergraduate students in the ABA/DD Program with an initial annual budget of approximately \$330,000, supported in part by a five-year SDE grant to The Learning Tree. This contract provided funds for a fellowship for one doctoral-level student, and \$23,000 in direct funding for the ADADD Practicum Director to supervise all clinical services at The Little Tree Learning Center, 2005.

The Learning Tree, Inc. – Established a contract between TLT, Inc. and the AU Department of Psychology to provide \$40,000 in direct support the fund Practicum supervision of graduate students in the ABADD Program, in addition to support provided through The Little Tree, 2005

Division of Mental Retardation, DMHM RSA, ABADD Program contract for practicum training. Co-principal investigator with Jim Johnston on a contract to develop applied behavior analysis services, train graduate behavior analysts, and provide graduate-student scholarships to develop capacity for applied behavior analysis, \$72,000, 2003-2006 (administered through EAMHC 310 Board previous two years).

Department of Human Resources – Foster-care training for trainer's initiative, ABADD Program contract for practicum training. Co-principal investigator with Jim Johnston on a contract to develop applied behavior analysis services, train graduate behavior analysts, and provide graduate-student scholarships to develop capacity for applied behavior analysis within the Alabama DHR system, \$75,000, 2005.

Behavioral Assistance Contract – Principal consultant for a project at the Emory Autism Resource Center to provide community supports and services to consumers through the Region II DMHM RSA Board, \$9900, 2002.

Respite Training Initiative -- Principal Trainer for a project through the Emory Autism Resource Center to develop and provide Statewide training for Respite Providers, funded by Institute of Human Development and Disabilities and the Georgia Division of Rehabilitation Services, Department of Mental Health Mental Retardation and Substance Abuse, Division of Mental Retardation, for \$5,800, 1999.

Senior Behavior Analyst Contract -- Principal Investigator for an annual contract with Alabama Division of Mental Retardation, DMHM RSA for \$68,000 to \$72,000 each year for five consecutive years from 1992 to 1997.

Transitional Residential Integration Program (TRIP) – Three-year grant awarded by Massachusetts Department of Mental Health to privatize and move to the community two sixteen bed residential programs with an annual budget of \$250,000 for residents of Middlesex State Hospital, 1992. Coauthor with Robert Putnam.

Dual Diagnosis (MH and Substance Abuse) Residential Programs – Three-year grant awarded by Massachusetts Department of Mental Health to fund residential programs with \$250,000 annual budget funded with South Shore Mental Health Center, 1991. Coauthor with Robert Putnam.

#### UNIVERSITY COURSES TAUGHT

##### Graduate Courses:

Laboratory in Applied Behavior Analysis, Psychology, Univ. of Massachusetts, Amherst  
Seminar in Developmental Disabilities, Psychology, Auburn University  
Ethics and Professional Issues in Psychology, Psychology, Auburn University  
Laboratory Course in Techniques in Applied Behavior Analysis (I), Psychology, Auburn University  
Laboratory Course in Techniques in Applied Behavior Analysis (II), Psychology, Auburn University  
Capstone Project Course, Psychology, Auburn University

##### Undergraduate Courses:

Discussion Laboratory, Social Psychology, Psychology, Oakland University  
Laboratory in Statistics, Psychology, Oakland University  
Laboratory in Research Methods, Psychology, University of Massachusetts, Amherst  
Laboratory in Statistics, Psychology, University of Massachusetts, Amherst  
Practicum in psychology, Psychology, Auburn University

#### OFFICES AND HONORS

Executive Director  
Elected Chair

Alabama Association for Behavior Analysis, 2003-2005  
Alabama Behavior Analysis Peer Review Committee  
- elected by PRC members, 2003

Member

Alabama Behavior Analysis Peer Review Committee,  
- appointed by Eranel McIntosh Wilson, Associate  
Commissioner, DMHMR, 2003

Professional of the Year	Greater Georgia Chapter, Autism Society of America, 2001
President	Alabama Association for Behavior Analysis, 1995-1996
Member	Alabama Behavior Analysis Peer Review Committee, - appointed by Dr. Billy Ray Stokes, Associate Commissioner DMHMR, 1995
President Elect	Alabama Association for Behavior Analysis, 1993-1994
Founding Editor	ALABA <u>Quarterly</u> – Alabama Association for Behavior Analysis, 1992-1994
Recipient	Oakland University Alumni Scholarship to the Animal Behavior Course, Marine Biological Laboratory and Woods Hole Oceanographic Institute, 1975

### PUBLICATIONS

- Babcock, R. and Fleming, R. & Oliver, J. (1998). Organizational behavior management and quality improvement systems, Journal of Organizational Behavior Management, 18(2/3), 33-59.
- Kapsalis, K. and Babcock, R. (1997). Quality improvement systems for non-profit organizations, Part I (of an invited four-part series). New England Nonprofit Journal.
- Babcock, R. & Fleming, R. (1994). Improving service and performance for the severely disabled. Proceedings of the fourth annual meeting of Transition in Alabama: A Profile in Commitment.
- Harris, L., Horn, M., & Babcock, R. (1994). Managing overtime at Tarwater Developmental Center. ALABA Quarterly, 2(4), 4-5.
- Babcock, R. (1993). Using performance management to implement CQI – The Region IV experience. ALABA Quarterly, 2(3), 4-5.
- Babcock, R. (1992). Invited review of Nature's thumb print: The new genetics of personality. Psychosocial Rehabilitation Journal, 16, 137-139.
- Babcock, R., Sulzer-Azaroff, B., Sanderson, M., & Scibak, J. (1992). Increasing nurses' use of feedback to promote infection-control practices in a head-injury treatment center. Journal of Applied Behavior Analysis, 25, 621-627.

### TECHNICAL MANUALS

- Behavioral Programming Manual (1996). Division of Mental Retardation, Department of Mental Health, Mental Retardation and Substance Abuse, Montgomery, AL.

### INVITED SYMPOSIA CHAIRED

- Babcock, R. (1992). Shaping quality improvements in human service settings: Three current applications. Chair of invited symposium on performance management, Florida Association for Behavior Analysis, Orlando, FL.
- Babcock, R. (1991). Expanding the technology of performance management: Implications for workplace design. Chair of invited symposium on organizational management, Berkshire Association for Behavior Analysis and Therapy, Amherst, MA.

## SYMPOSIA CHAIRED

Babcock, R. (1993). Establishing quality improvements in human service settings: Bridging theory, research and practice. Chair of symposium on performance management at the nineteenth annual convention of the Association for Behavior Analysis, Chicago, IL.

## INVITED PRESENTATIONS

- Babcock, R. (2022). The implications of some recent neurobiological findings for the understanding and behavioral treatment of ASD. Autism Symposium, April 2022, Asheville, North Carolina.
- Babcock, R. (2016). Integrating Research in the Neurobiology of Autism and Behavior Analysis to Design a Support System for Adults. Keynote presentation at the Autism Symposium 2016, Park City Utah.
- Babcock, R. (2016). An Update of Functional Behavioral Assessment in Schools. Emory Autism Center Summer Conference: Educational and Behavioral Strategies for the Classroom July 21 & 22, 2016
- Babcock, R. (2016). Helping Kids Learn to Keep and Regain Self-Control. Emory Autism Center Summer Conference: Educational and Behavioral Strategies for the Classroom July 21 & 22, 2016
- Babcock, R. (2014). Let's All Get a Better Night's Sleep. Piedmont School, Atlanta GA.
- Babcock, R. (2009). School Consultation in Alabama: Why, Thanks to NCLB, if You Have a Serviceable Chevrolet, You Probably Don't Need a Cadillac. Presentation at the 18<sup>th</sup> annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL
- Babcock, R. (2008). Ethical issues in human service organizations. Presentation at the 17<sup>th</sup> annual convention of the Alabama Association for Behavior Analysis, Auburn, AL.
- Babcock, R. & Choo, G. (2008). Helping Kids Keep and Regain Control. 2007-2008 Professional Seminar Series, Atlanta Volunteer Lawyers Foundation, The Marcus Institute, University of Georgia Cooperative Extension, Barton Child Law and Policy Clinic at Emory University School of Law and the Supreme Court of Georgia's Committee on Justice for Children
- Babcock, R. (2007). Why "Good Behavior" needs to be taught: Teaching Students with Learning and Behavior problems. 2007-2008 Professional Seminar Series, Atlanta Volunteer Lawyers Foundation, Marcus Institute, University of Georgia Cooperative Extension, Barton Child Law and Policy Clinic at Emory University School of Law and the Supreme Court of Georgia's Committee on Justice for Children. Presentation archived at: [http://www.law.emory.edu/webcast/gaBar10-15-07\\_1.ram](http://www.law.emory.edu/webcast/gaBar10-15-07_1.ram) and [http://www.law.emory.edu/webcast/gaBar10-15-07\\_2.ram](http://www.law.emory.edu/webcast/gaBar10-15-07_2.ram)
- Babcock, R. (2007). Functional neurophysiology of autism – research review. Mega Conference, State Department of Education, Mobile, AL.
- Babcock, R. (2007). Rule-governed and social behavior in autism. Mega Conference, State Department of Education, Mobile, AL.

- Babcock, R. (2007). You've got to have friends - developing appropriate social skills in students with learning and behavior problems. 2006-2007 Professional Seminar Series, Atlanta Volunteer Lawyers Foundation, The Marcus Institute, The Carl Vinson Institute of Government at the University of Georgia, The Barton Child Law and Policy Clinic at Emory University School of Law and the Committee on Justice for Children. Presentation archived at: <http://www.law.emory.edu/webcast/babcock07.ram>
- Babcock, R. (2004). Developing internal capacity. Presentation in the symposium entitled: *What does ABA look like in community settings?* A. Aull, Chair. Spring Conference, Alabama Association for Behavior Analysis, Auburn, AL.
- Babcock, R. (2000). Steps to develop community - based services for adults with Asperger's Syndrome and related forms of autism. Presentation given at the ninth annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.
- Babcock, R. (1999). Establishing new skills to replace problem behaviors. Presentation given at the eighth annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.
- Babcock, R. (1996). Why ask why? From behavior modification to behavior analysis. Presidential address, Alabama Association for Behavior Analysis, Birmingham, AL.
- Babcock, R. (1995). How to accomplish quality improvement in human service systems through OBM: Finding the job and getting it done! Presentation given at the national conference of Developmental Disabilities Services Managers in Memphis.
- Babcock, R. (1993). Consultation with state community-service staff to develop a regional continuous quality improvement system based on OBM data: Strategies, tactics, and possible implications. Presentation at the national conference of Developmental Disabilities Services Managers in New Orleans, LA.
- Babcock, R. & Putnam, R. (1992). The development and persistence of performance management at a CMHC: Connecting staff efforts and client outcomes. Presentation at the Florida Association for Behavior Analysis, Orlando, FL.

## CONFERENCE PRESENTATIONS

- Babcock, R. & Laughlin, B. (2008). Competency-Based Staff Training in a Short-term Treatment Unit. Poster presented at the Association for Behavior Analysis International 2<sup>nd</sup> Annual Autism Conference - *Issues and Recent Advancements in the Behavioral Treatment of Autism: Practical Strategies for Changing Behavior at Home and School*, Atlanta, GA
- Smith, K., Harris, J. & Babcock, R. (2008). Expanding the Little Tree's EIBI Program. Poster presented at the Association for Behavior Analysis International 2<sup>nd</sup> Annual Autism Conference - *Issues and Recent Advancements in the Behavioral Treatment of Autism: Practical Strategies for Changing Behavior at Home and School*, Atlanta, GA
- Smith, K., Rogers, H., & Babcock, R. (2007). The Little Tree Learning Center: Tracking intervention progress. Presentation at the 16<sup>th</sup> annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.
- Smith, K., Rogers, H., Babcock, R. (2007). The Little Tree Learning Center: Development and progress of a preschool and in-home treatment program Progress and Challenges in



- the Behavioral Treatment of Autism, Association for Behavior Analysis, Boston, MA.
- Taylor, E., Strain, L., Arnold, J., Brimer, J., Winstead, C., Ellis, D., & Babcock, R. (2006). Functional analysis of the rate of bite presentation and rumination. Poster presented at the 32<sup>nd</sup> annual convention of the Association for Behavior Analysis, Atlanta, GA.
- Smith, B., Chapman, S., Babcock, R., & Brimer, J. (2005). Various reinforcement schedules with an individual with multiple disabilities: Changes in adaptive and maladaptive behaviors. Poster presented at the 31<sup>st</sup>. annual convention of the Association for Behavior Analysis, International, Chicago, IL.
- McMillan, C., Kines, S., Babcock, R., Montgomery, R. & Brimer, J. (2005) Functional communication training. Poster presented at the 31<sup>st</sup>. annual convention of the Association for Behavior Analysis, International, Chicago, IL.
- Kell, S., Brimer, J., Montgomery, R., Taylor, E., Babcock, R., Davis, M., McPhail, H., & Kelly, J. (2005). The Effects of a Multi-component Program and Elimination of Stimulant Medication on the Reduction of Profanity. Poster presented at the 31<sup>st</sup>. annual convention of the Association for Behavior Analysis, International, Chicago, IL.
- Babcock, R., Smith, K., & Rogers, H. (2005). Intervention in Autism: Building an Inclusive ABA Preschool (The Little Tree Center) to Serve Children with Autism Spectrum Disorders Presentation given at the 14<sup>th</sup> annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.
- Babcock, R., & C. Mower (2004). Approaches to Managing Difficult Consumer Behavior in the Community Setting. Alabama Council of Community Mental Health Boards, Birmingham, AL.
- Powers, R., Williams, M., Babcock, R., & Ford, S. (2004). The Three E's of Psychopharmacology for persons with developmental disabilities: Empiricism, efficacy and evaluation. Presentation given at the 13<sup>th</sup> annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.
- Newland, C. & Babcock, R. (2004) A drug isn't just a drug: How environments matter in psychopharmacology. Presentation given at the thirteenth 13<sup>th</sup> annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.
- Cavin, J., Smith, B., Brimer, J., Babcock R. (2004) Program implementation: A look at four training methods effects on rates of program implementation by staff. Poster presented at the 30<sup>th</sup>. annual convention of the Association for Behavior Analysis, International, Boston, MA.
- Bowden, B. Ludwig, N., Aull, A., Morris, A., Ellis, J., Cook, A. & Babcock, B. (2003). Fad treatment in autism: Snake oil or the biological secret to defeating autism now? Presentation at the 12<sup>th</sup> annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.
- Cavin, J., Kirk, C., Brimer, J. & Babcock, R. (2003). Using data to make empirical decisions regarding the psychopharmacological treatment of a multiply disabled individual, poster the presented at the 29<sup>th</sup> Annual Convention of Association for Behavior Analysis, San Francisco, CA
- Babcock, R. (2002) Emerging issues: Autism spectrum disorders and Asperger's syndrome. Presentation at the 3<sup>rd</sup> National Seminar on Mental Health and the Criminal Law, Atlanta, GA.
- Babcock, R. & Hynes, S. (2002) Behavioral supports for effective community participation By older adolescents and adults with Asperger's syndrome. Poster presented at the 28<sup>th</sup> Annual Convention of the Association for Behavior Analysis, Toronto, Ontario.

- Babcock, R. (2001). Behavioral coaching and supports for adults with autism living in community settings. Presentation at the 10<sup>th</sup> annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.
- Babcock, R. (2000). Developing a program of behavioral supports for persons with Asperger's Syndrome. Presentation at the 9<sup>th</sup> annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.
- Babcock, R., Mosconi, M., Hynes, S., and Stoneman, Z. (2000). Emory Autism Resource Center Supports for Adult Community Inclusion. Presentation at the 2000 National Conference on Autism, Autism Society of America, Atlanta, GA.
- Wagner, S., Babcock, R. & Parsons, C. (1999). Initial results on the performance of typical and autistic children in elementary inclusion. Poster presented at the 25<sup>th</sup> annual convention of the Association for Behavior Analysis, Chicago, FL.
- Babcock, R., Thomas, T., & Hynes, S. (1998). Developing performance management systems in a medical school clinic setting. Poster presented at the 24<sup>th</sup> annual convention of the Association for Behavior Analysis, Orlando, FL.
- Myers, S., McIntosh-Wilson, E., Collins, I., & Babcock, R. (1998). Establishing supervisory supports for the collection of accurate behavioral data in a public residential facility. Poster presented at the 24<sup>th</sup> annual convention of the Association for Behavior Analysis, Orlando, FL.
- Babcock, R., Fleming, R., & Oliver, J. (1996). Organizational behavior management and quality improvement systems. Presentation at the 22<sup>nd</sup> annual convention of the Association for Behavior Analysis, San Francisco, CA.
- Martin, G., & Babcock, R. (1995). Practical reinforcer assessment techniques. Presentation at the 4<sup>th</sup> annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.
- Babcock, R., Maddox, C., Daniels, C., Martin, M., Moore, P., Mullins, E., & Widgeon, A. (1994). Developing supports for OBM interventions as part of state-wide and regional CQI (Continuous Quality Improvement) systems for programs serving persons with mental retardation. Presentation at the 20<sup>th</sup> annual convention of the Association for Behavior Analysis, Atlanta, GA.
- Fleming, R., Babcock, R., Harris, L., Roth, S., Harris, A., Moore, P., Peebles, J., & Carlisle, S. (1994). Establishing a data base to guide quality improvement in a human service organization. Presentation at the 20<sup>th</sup> annual convention of the Association for Behavior Analysis, Atlanta, GA.
- Babcock, R. & Putnam, R. (1993). The development and persistence of performance management at a community mental health agency: Lessons learned in facing the exigencies. Presentation at the 19<sup>th</sup> annual convention of the Association for Behavior Analysis, Chicago, IL.
- Harris, L., Horn, M., & Babcock, R. (1993). Analysis and control of overtime at Tarwater Developmental Center. Poster presented at the 2<sup>nd</sup> annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.
- Putnam, R. & Babcock, R. (1993). Improving the management of quality in community-based programs during times of diminishing resources. Presentation at the 19<sup>th</sup> annual convention of the Association for Behavior Analysis, Chicago, IL.

- Babcock, R. & Putnam, R. (1992). An analysis of the importance of monetary contingencies in maintaining behavioral supervision. Presentation at the 18<sup>th</sup> annual convention of the Association for Behavior Analysis, San Francisco, CA.
- Babcock, R. (1992). Behavioral self-management for practitioners; practicing what we preach. Presentation at the New England Society for Behavior Analysis and Therapy, Waltham, Massachusetts.
- Babcock, R., Putnam, R., Milczarek, M., & Shaw, C. (1991). Implementing performance management in a community mental health center. Presentation at the Berkshire Association for Behavior Analysis and Therapy, Amherst, MA.
- Babcock, R., Putnam, R., Milczarek, M., & Shaw, C. (1991). Performance management at South Shore Mental Health Center: Initial efforts and results. Presentation at the 17<sup>th</sup> annual convention of the Association for Behavior Analysis, Atlanta, GA.
- Babcock, R., Putnam, R., & Milczarek, M. (1990). Implementing matrix-based performance management in community mental health centers. Poster presented at the Berkshire Association for Behavior Analysis and Therapy, Amherst, MA.
- Babcock, R., Putnam, R., & Kupfer, J. (1990). Implementing a matrix management system in a community mental health center. Presentation at the 16<sup>th</sup> annual convention of the Association for Behavior Analysis, Nashville, TN.
- Babcock, R., Sulzer-Azaroff, B., & Sanderson, M. (1989). Increasing staff use of HIV-related precautions in a head-injury treatment center. Poster presented at the 15<sup>th</sup> annual convention of the Association for Behavior Analysis, Milwaukee, WI.
- Lifter, K., Babcock, R., & McGee, G. (1988). Teaching pretend play behaviors to a special needs child: A pilot study. Poster presented at the 14<sup>th</sup> annual convention of the Association for Behavior Analysis, Philadelphia, PA.
- Babcock, R. & Reisman, S. (1980). Normalization: Problems in definition. Presentation at the region ten convention of the American Association for Mental Deficiencies, Hartford, CT.

#### PANEL DISCUSSIONS

- Babcock, R., Smoot, C., McMahon, T., Whiting, S., & Kaczmarek, J. (2016). Autism Symposium 2016, Park City Utah.
- Babcock, R., Gifford, R., Taylor, E., Terry, A. & Thompson, B. (2004). How behavior analysis can help you comply with state regulations. Panel discussion chaired by M. Williams at the Spring Conference of the Alabama Association for Behavior Analysis, Auburn, AL.
- Babcock, R., Tucker, J., & Anderson, N. (2003). The role of behavior analysis in advocacy and advocacy in behavior analysis. Presentation at the 12<sup>th</sup> annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.
- Johnston, J., Maddox, C., Babcock, R., & Fleming, R. (1995). Continuous Quality Improvement and related quality improvement systems. Presentation at the 4<sup>th</sup> annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.
- Reid, D., Mallott, R., Mallott, M., Miltenberger, R., Greene, B., Babcock, R., Marchetti, A., Green, C., & Ivancic, M. (1993). Ensuring accountable staff performance without immediate presence of a supervisor: Issues and suggestions. Developmental Disabilities Services Managers Conference, New Orleans, LA.
- Fleming, R., Babcock, R., Bechtel, R., Bolton, D., McCoy, J., and Oatsvall, R. (1993). Behavioral programming for persons with dual diagnoses (MH/MR). Second annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.

## SYMPOSIUM DISCUSSANT

Harchik, A. (1999). Chair. Improving the way we manage services for people with disabilities. Discussant at symposium held at the 25th Annual Convention of the Association for Behavior Analysis, Chicago, IL.

## SELECTED WORKSHOPS

- Babcock, R. (2023). The implications of some recent neurobiological findings for the understanding and behavioral treatment of ASD. Brightstone Transitions Program, Gainesville, GA.
- Babcock, R. (2021). Transitioning from Being A Parent to Having Mentorship-Focused Parental Role to Support and Nurture Your Young Adult with Disabilities, Full Life Ahead Family Camp, provided through telehealth.
- Babcock, R. (2020). Learning and Teaching Mindfulness Skills. Tuscaloosa City Schools, Tuscaloosa, AL.
- Babcock, R. (2019). Supporting Safety and Relationships in Adult Children with Disabilities. Full Life Ahead Family Camp, Children's Harbor.
- Babcock, R. (2018). Sexuality in Adults with Developmental Disabilities. Full Life Ahead Family Camp, Children's Harbor.
- Babcock, R. (2016). Helping People Use and Develop Behavioral Self -Management Skills. Full Life Ahead Family Camp, Children's Harbor.
- Babcock, R. (2014). Treating Problem Behaviors with Functional Assessment and Reinforcement-Based Interventions. Emory Autism Center's Monarch Program Summer Conference, Atlanta, GA
- Babcock, R. (2014). Using Data Collection Effectively. Emory Autism Center's Monarch Program Summer Conference, Atlanta, GA
- Babcock, R. (2011). Tackling and Solving Resistant Behaviors in ASD. Emory Autism Center's Monarch Program Summer Conference, Atlanta GA.
- Babcock, R. (2008). Neurobiology in Autism: Implications for Teachers. Workshop for teachers and behavior analysts, The Learning Tree, Inc. Tallassee, AL.
- Babcock, R. (2008). Functional Behavioral Assessment for Teachers. Training provided to teachers and other educational professionals through the Monarch Program Conference on Autism, Emory Autism Center, Atlanta GA.
- Babcock, R. (2008). Using Data Effectively in Behavioral Intervention. Training provided to teachers and other educational professionals through the Monarch Program Conference on Autism, Emory Autism Center, Atlanta GA.
- Babcock, R. (2006). Transition planning: Can you get there from here? Training provided to parents and professionals through the Monarch Program Conference on Autism, Emory Autism Center, Columbus GA.

- Babcock, R. (2002). Perspectives on peer relationships for persons with autism. Training provided to parents and professionals through the Emory Autism Resource Center Family Support Program, Emory Hospital, Atlanta, GA. Babcock, R. (2002). Staying and getting out of difficult situations. Training provided to parents and professionals through the Emory Autism Center Family Support Program, Emory Hospital, Atlanta, GA.
- Babcock, R. (2001). Transition planning for adolescents with autism. Training provided to parents and professionals through the Emory Autism Resource Center Family Support Program, Emory Hospital, Atlanta, GA.
- Babcock, R. (2000). Motivation through reinforcement: why is it so hard? Training provided to parents and professionals through the Emory Autism Resource Center Family Support Program, Emory Hospital, Atlanta, GA.
- Babcock, R. (1999). Using an interview to get the information you need to make a workable respite plan. Basic Training for Providers of Respite Services to People with Autism, Calloway, GA and Augusta, GA.
- Babcock, R. (1999). Skill development: Engagement, environmental arrangement, communication, reinforcement. Basic Training for Providers of Respite Services to People with Autism, Calloway, GA and Augusta, GA.
- Babcock, R. (1999). Training methods for students with disabilities. The Learning Tree, Jacksonville, AL.
- Babcock, R. (1999). Positive behavioral supports for people with autism who exhibit challenging behaviors, Northeast Georgia Chapter, Autism Society of America, Athens, GA.
- Babcock, R. (1999). Behavior methods and strategies. Emory Autism Resource Center, Summer teacher workshop on Autism. Emory University, Atlanta, GA.
- Babcock, R. (1998). Challenging behavior: Where do we start? Emory Autism Resource Center, Summer teacher workshop on Autism. Emory University, Atlanta, GA.
- Babcock, R. (1994). Basic concepts in applied behavior analysis behind effective reduction and acquisition programs. Vivian B. Adams Developmental Center, Enterprise, AL.
- Babcock, R., Fleming, R., & Oatsvall, R. (1994). Selecting replacement skills in reduction programs to support the maintenance of improved behavior. Brewer Developmental Center, Mobile, AL.
- Babcock, R. (1993). Personal futures planning and behavioral programming services -- How to make appropriate training effective. Community Program Coordinators Meeting, Region I, Scottsboro, AL.
- Babcock, R. (1993). Effective programming services for persons with developmental disabilities who exhibit minor and severe forms of maladaptive behavior. Cullman Developmental Center, Cullman, AL.
- Babcock, R. (1993). Total quality management (TQM) and Continuous Quality Improvement (CQI) – Adopting an organization-wide approach to improving performance using OBM data. Developmental Disabilities Managers, Corporate meeting, New Orleans, LA.
- Babcock, R. (1993). An introduction to social skills training through shaping and discrimination training. Scottsboro ARC, Scottsboro, AL.
- Babcock, R. (1993). Basic concepts in applied behavior analysis behind effective reduction and acquisition programs. Volunteers of America, Mobile, AL.
- Sulzer-Azaroff, B., Fleming, R., & Babcock, R. (1993). AABT Professional Seminar: Organizational behavior management and the practice of behavior therapy. Association for the Advancement of Behavior Therapy, November 1993, Atlanta, GA.

- Babcock, R. (1992). Developing performance measures, feedback, and data acquisition systems to support Continuous Quality Improvement in Community Mental Retardation Programs at the Regional Level. Region IV Community Services, Wetumpka, AL.
- Babcock, R. & Graham, J. (1992). Functional analysis workshop. First annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.
- Babcock, R. (1990). Establishing performance management activities using an objective matrix. Department of Psychology, University of Massachusetts, Amherst, MA.

#### CURRENT MEMBERSHIPS IN PROFESSIONAL ASSOCIATIONS

American Psychological Association – Lifetime Member Status 2019  
Association for Behavior Analysis, International  
Association for Contextual Behavioral Science