

Gertrude (Trudy) E. Georgio, Ph.D., BCBA-D, LBA
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CURRICULUM VITAE

EDUCATION

Ph.D.	Texas A&M University Educational Psychology; Special Education College Station, TX	2023
M.Ed.	Arizona State University Curriculum & Instruction; Applied Behavior Analysis Remote	2017
B.F.A.	University of South Carolina Art Education (K-12) Columbia, SC	2008

EXPERIENCE

ACADEMIC POSITIONS

01/2024-Present	BCBA [®] Fieldwork Supervisor and Test Practicum Instructor	Bay Path University
<i>Responsibilities:</i> Advising and supervising applied behavior analysis fieldwork in accordance with BACB [®] standards [®] ; comprehensive exam preparation support services provided to eligible behavior analysis students in the ABAI [®] Verified Course Sequence		
11/2023-Present	Assistant Professor, Applied Behavior Analysis	Bay Path University
<i>Responsibilities:</i> Provide high quality instruction to the graduate programs in applied behavior analysis and special education; teaching applied behavior analysis courses, program development		
07/2023-08/2023	SPED 642 Prevention, Support, and Intervention for Students with Emotional and Behavior Problems	Texas A&M University
<i>Responsibilities:</i> Adjunct instructor. Create lesson plans, course materials and assessments. Design and implement interesting and interactive learning programs to increase student understanding of course content.		

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Follow student progress and mentored during small group and one-on-one. Assess student performance on homework assignments and provide timely and informative feedback

05/2023-09/2023 Behavior Analyst Certified Board® Verified Texas A&M University
 Course Sequence Alignment Task
 Coordinator Assistant

Responsibilities: Reviewed Special Education Master's Program BACB® Verified Course Sequence to ensure proper alignment to BACB® Task List 5. Course development, redesigned and updated syllabi, and created course content, assessments, and student learning objectives

01/2023-06/2023 Graduate Research Assistant Project Texas A&M University
 TAPP- Teaching, Autism, and Practitioner
 Preparation

Responsibilities: Created online learning modules to develop behavior analytic educational practices for special education teachers and paraprofessionals using Adobe Articulate eLearning authoring tools. Provided virtual professional development workshops targeted towards paraprofessionals working with students on the autism spectrum in school settings. Utilize strong technical computer skills, organization, and time management skills

01/2022- 06/2023 Graduate Teaching Assistant* Texas A&M University

Spring 2022/2023	SPED 605	Leadership in Applied Behavior Analysis
Fall 2022	SPED 630	Single Case Experimental Design
Spring 2022	SPED 611	Multicultural and Bilingual Special Education
Fall 2022	SPED 699	Advanced Applied Behavior Analysis
Summer 2022	SPED 642	Prevention, Support, and Intervention for Students with Emotional and Behavior Problems
Summer 2022	SPED 601	Assessment in School Settings
Spring 2022	SPED 628	Consultation in Special Education

Responsibilities: Assisted with course design, assignment, assessment, and/or rubric creation as needed for seven courses. Provided timely feedback to students. Graded assigned student work and provided resource information as needed. Attended and participated in synchronous classes; contributed to online course discussions, Maintained a professional demeanor through communications with students in the course. Guided students to appropriate technological, educational, and campus supports, as needed

09/2021-12/2021 Instructor* Texas A&M University
 SPED 602 Ethics and Professional Conduct in Special Education and Applied
 Behavior Analysis

Responsibilities: Primary instructor. Re-designed “flipped classroom” method course in alignment with Ethics Code for Behavior Analysts® (2022). Delivered synchronous online lectures. Assignment,

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assessment, and rubric development. Graded assigned student work. Provided timely feedback to students. Provided resource information as needed. Maintained a professional demeanor through communications with students in the course

05/2020-09/2021 Graduate Teaching Assistant Texas A&M University
Technology Support

Responsibilities: Technical support assistant for the distance Special Education Master's program. Provided support for Zoom video conference software. Blackboard eCampus, Adobe Captivate, and Canvas Learning Management Systems Course Builder. Assistant to associate professors. Helped with course document preparation and assured seamless student access to online learning content

08/2019-05/2020 Graduate Teaching Assistant and Lab Texas A&M University
Instructor*

Interdisciplinary Studies 210, Introduction to Special Populations

Responsibilities: Provided grading and general student support. Delivered face-to-face, synchronous, and asynchronous remote lecturing to large enrollment undergraduate class (250+ students) and labs (4 small classes, 70+ students)

Topic: Characteristics of students with disabilities and methods for teaching exceptional learners in special education classrooms

**Instructor evaluation scores available upon request*

PROFESSIONAL POSITIONS

09/2019-Present Founder Online
Tru Behavior Development, LLC

Responsibilities: Provide consultation and family trainings to teach language and reduce challenging behavior. Created remote and in vivo seminars, hands-on workshops, staff retention, and family training modules for applied behavior analysis companies. Created BCBA[®] exam preparation 40-hour instructional course, including slides, learning documents, and informational videos. Provided post-credential mentorship and training to clinicians and agencies

12/2020-12/2022 Training Specialist Online
SOS Franchising

Responsibilities: Created corporate behavior analysis training program, curriculum, and modules for behavior support staff and parents. Provide staff training, behavior assessment and consultant support

09/2019-04/2022 Lead Instructor Online
Behavior Webinars

Responsibilities: Developed behavior analysis online group training program and test support classes. Created and presented BACB[®] ACE provider Continuing Education Unit modules, implemented Registered Behavior Technician[®] training and Behavior Analyst Certification Board[®] competency exams

08/2018-08/2019 BCBA® Clinic Supervisor Houston, TX
 Success on the Spectrum

Responsibilities: Developed Behavior Intervention Plans to decrease maladaptive behavior and increase functionally equivalent replacement behaviors. Monitored In Vivo and remote supervision to Registered Behavior Technicians® and parents to ensure fidelity of treatment. Conducted Functional Behavior Assessments, Functional Analysis, and Conditional Probability Assessments. Provided supervision and mentorship to behavior analyst interns as clinical supervision director according to BACB® supervision standards

11/2016-08/2018 BCaBA®/BCBA® Program Supervisor Houston, TX
 Therapy and Beyond

Responsibilities: Wrote and implemented verbal behavior and life skill treatment plans. Conducted interactive and lecture-based parent and staff behavior skills training. Collaborated with client's outside health service providers to ensure continuity of services (including educators, Speech Language Pathologists, Occupational Therapists, and Social Workers). Engaged in community outreach programs and family enrichment activities

11/2014-06/2016 BCaBA® Program Coordinator Columbia, SC
 Early Autism Project

Responsibilities: Organized, collected, and analyzed behavior data and made data-informed decisions regarding programming. Regional Registered Behavior Technician® supervisor and trainer. Conducted Functional Behavior Assessments to identify and develop function-driven behavior plans

04/2010-11/2014 Behavior Technician Columbia, SC
 Early Autism Project

Responsibilities: Implemented programming to teach language, social, adaptive, and academic behavior skills to children and adolescents with developmental disabilities. Implemented treatment plans, collected, and summarized behavior data. Provided 1:1 ABA therapy to clients aged 2-16 years

01/2009-03/2010 South Carolina Certified Teacher; Columbia, SC
 Lexington- Richland School District 5

Responsibilities: Substitute teacher. Special education classroom placement grades K-12. Assisting head teacher with lesson plans and academic content delivery to students with disabilities. Implemented Behavior Support Plans and followed procedures in alignment with Individualized Education Plan goals to ensure student success

GRANT EXPERIENCE

Title: NetVUE - Balancing Career Aspiration with Purpose and Fulfillment: Embedding Vocational Exploration in Undergraduate Faculty Mentorship

Project Director: Michelle McGrath

Funding Agency: The Council of Independent Colleges

Purpose: Create and implement a comprehensive training program for mentors, establishing accessible resources and best practices for effective mentorship; Develop and lead a team of career mentors who guide students in vocational exploration and career development; ensuring impactful and meaningful mentorship experiences; Promote a university-wide culture of mentorship that integrates personal, academic, and career development into the undergraduate experience while supporting their journey of identity, self-discovery, and the exploration of passion and purpose.

Role: Lead Mentor. Recruiting, training, and overseeing a team of career mentors. Collaborating with faculty, staff, and industry experts to design impactful programs. Building a strong mentorship experience through training, support, and continual engagement.

Status: Completed

Title: Functional Communication Training Meta-Analysis for Decision-Making

PI: Dr. Leslie Neely, University of Texas-San Antonio

Co-PI: Dr. Mariola Moeyaert, State University of New York- Albany

Funding Agency: Institute of Educational Sciences

Purpose: To conduct a meta-analysis aimed at identifying the best practices based on the extent literature base to create a decision-making framework to guide caregivers and instructional personnel in designing and implementing Functional Communication Training interventions for persons with developmental and intellectual disabilities.

Projected Duration: 09/1/2023 to 08/31/2026

Amount of Grant: \$1,489,172

Role: Contributed to writing grant application

Status: Completed

Title: Treatment intensity Factors Related to Efficient and Effective Communication Intervention for Individuals with Autism Spectrum Disorder and Complex Communication Needs

PI: Dr. Joe Reichle, University of Minnesota

Co-PI: Dr. James Pustejovsky, University of Wisconsin-Madison

Project Director: Dr. Jay Ganz, Texas A&M University

Funding Agency: Institute of Education Sciences, U.S. Department of Education

Purpose: To evaluate the effects of treatment parameters on expressive communication outcomes for students with autism and/or intellectual delay, and complex communication needs through a meta-analysis

Duration: 09/01/2021 to 08/31/2024

Amount of Grant: \$1,087,173

Role: Contributed to writing grant application. Literature search, data extraction, and coding. Participation in weekly organizational meetings

Status: Completed

Title: Teaching, Autism, and Practitioner Preparation (Project TAPP): Training on Autism and Applied Behavior Analysis

PI: Dr. Julie Thompson, Texas A&M University

Co-PI: Dr. Erinn Whiteside, Texas A&M University

Funding Agency: Texas Higher Education Coordinating Board Autism Grant Program

Purpose: To support paraprofessionals in developing behavior management and instructional strategies to support the education of students with autism spectrum disorder

Duration: 06/01/2020 to 05/31/2023

Amount of Grant: \$471,662

Role: Contributed to writing grant application. Create online applied behavior analytic learning modules to support paraprofessional and teachers

Status: Completed

AWARDS, SCHOLARSHIPS, AND HONORS

Title: Department of Educational Psychology Special Education Scholarship Award

Agency: Texas A&M University College of Education and Human Development

Status: Winner

Date: 06/2022

Title: Graduate Student Research and Presentation Travel Award

Purpose: The Graduate and Professional School's Graduate Student Research and Presentation (RAP) Travel Award provides graduate students with educational and professional development opportunities through reimbursing for travel expenses associated with academic conferences and research projects

Funding Agency: Texas A&M University Educational Psychology Student Organization

Status: Winner

Dates: 08/2021, 03/2022, 04/2022, 10/2022, 03/2023

Title: Association of Professional Behavior Analysts (APBA) Student Award

Purpose: The APBA Student Award honors an individual who demonstrates a dedication to learning that goes beyond the classroom

Agency: Association of Professional Behavior Analysts

Status: Winner

Date: 03/2022

Title: The Dean's Graduate Research Award

Purpose: The College of Education and Human Development Dean's Graduate Research Award is designed to facilitate high-impact graduate research by supporting emerging graduate student researchers

Agency: Texas A&M University College of Education and Human Development

Status: Winner

Date: 03/2022

PUBLICATIONS

PUBLISHED MANUSCRIPTS

Flowers, J., Dawes, J., Lund, E., & Georgio, T. (2025). Use of Restrictive and Punishment Procedures: A Survey of Behavior Analysts. *Neurodiversity*, 3. <https://doi.org/10.1177/27546330251367846>

Dulas, H. M., Bowman-Perrott, L., **Georgio, T. E.**, Dunn, C. M., & Li, Y.-F. (2025). Increasing Prosocial Employment Skills for Adolescents With Emotional and/or Behavioral Disorders: A Systematic Review and Quality Review. *Behavioral Disorders*, 0(0). <https://doi.org/10.1177/01987429251314384>

Flowers, J. M., Marr, D., Garcia, N. E., & **Georgio, T. E.**, & Cuitareo, J. Psychometric analysis of common autism measures. *Journal of Human Services: Training, Research, and Practice*, 8(2), 1-38.

MANUSCRIPTS IN REVIEW

Georgio, T. E., Ganz, J.B., Thompson, J.L., & Loflin, L. J. *Investigation of a differential reinforcement and time delay procedure to teach autistic children to initiate joint attention*. Department of Educational Psychology, Texas A&M University- College Station.

MANUSCRIPTS IN PREPARATION

Georgio, T. E., & Whiteside, E. E. *Behavior analytic strategies for teaching adult learners through online education*. Department of Educational Psychology, Texas A&M University- College Station.

Georgio, T. E. *Joint attention and the theory of mind trajectory*. Department of Applied Behavior Analysis, Bay Path University- Remote.

INVITED BOOK CHAPTERS

Georgio, T. E. Introduction: Relational Frame Theory. In L. Bross, S. DeBoer, & K. Otten (Eds), *The Educator's Guide to Autism Spectrum Disorder*. Thousand Oaks, CA: Corwin Press.

Georgio, T. E., Loflin, L.J. Stimulus Equivalence Instruction. In L. Bross., S. DeBoer, & K. Otten (Eds), *The Educator's Guide to Autism Spectrum Disorder*. Thousand Oaks, CA: Corwin Press.

Georgio, T. E. Matrix Training. In L. Bross, S. DeBoer, & K. Otten (Eds), *The Educator's Guide to Autism Spectrum Disorder*. Thousand Oaks, CA: Corwin Press.

Georgio CV 1025

Loflin, L. J., **Georgio, T. E.** PEAK Training. In L. Bross, S. DeBoer, & K. Otten (Eds), *The Educator's Guide to Autism Spectrum Disorder*. Thousand Oaks, CA: Corwin Press.

Mitchell, S., **Georgio, T. E.** Acceptance and Commitment Therapy. In L. Bross, S. DeBoer, & K. Otten (Eds), *The Educator's Guide to Autism Spectrum Disorder*. Thousand Oaks, CA: Corwin Press.

PUBLISHED MANUALS

Flowers, J. M., (2020). *The Behavior Analyst Study Guide* (**T. E. Georgio**, Ed.). Beluga Publications.

RESEARCH

IN PROGRESS

Project Title: From Frames to Fun: How Relational Frame Theory Facilitates Humor Skills

Description: Exploring Relational Frame Theory (RFT) as a behavior-analytic framework for understanding and improving humor comprehension and production, focusing on processes such as identifying incongruities and forming novel comedic associations.

Project Title: Collaborative professionalism in practice: Cultivating interpersonal skills through video modeling

Description: Evaluating the effectiveness of video modeling in enhancing interpersonal skills, such as active listening, empathy, and rapport-building, for behavior analyst trainees, aiming to improve professional relationships during intake appointments, ensuring stronger stakeholder buy-in and client success.

Status: Initiating video modeling intervention.

PROFESSIONAL SERVICE

10/2024-Present	Academic Integrity Committee:
12/2024-05/2025	Educational Assessment Committee: academic affairs committee advising on status of and maintaining integrity of curricula and programs of study, Bay Path University.
01/2024-Present	Critical Conversations Committee: facilitating conversations around diversity, equity, inclusion, and belonging topics to help continue to build a cohesive and inclusive campus, Bay Path University.
2021-2023	Special Education; Applied Behavior Analysis Master's Degree "e-folio" Review Committee, Texas A&M University, Educational Psychology Department.

Georgio CV 1025

2019-2022	Special Education Undergraduate and Master's Degree Program Review Committee, Texas A&M University, Educational Psychology Department.
2020-2021	Special Education Undergraduate Degree "e-folio" Review Committee, Texas A&M University, Educational Psychology Department.
2020-2022	Aggie Achieve Review Committee, Texas A&M University, Educational Psychology Department.

GUEST REVIEWS

06/2021	Augmentative and Alternative Communication
08/2025	Education and Treatment of Children

PANELS

09/2023	Research Interventions in Special Education Scholars Doctoral Training Program (RISE) Panel, Remote
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Role: Panel member

Topic: How to be successful in your Ph.D. program

10/2019	International Special Education Teachers Panel, Texas A&M University, Educational Psychology Department
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Roles: Organizer, Facilitator

Topic: Perspectives on Special Education across the globe

COMMITTEES

2023-Present	Richard Simpson Conference on Autism hosted by the Midwest Symposium for Leadership in Behavioral Disorders (MSLBD) & Kansas Technical Assistance System (TASN)
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Roles: Conference Peer Review Committee Member

CONFERENCE PRESENTATIONS

Goldstein, S., **Georgio, T.E.** (October 2025). *Laughter as language: Incorporating humor into communication training*. Breakout Session. Kansas City, MO: Richard L. Simpson Conference on Autism; Midwest Symposium for Leadership in Behavior Disorders.

- Georgio, T.E.** (Accepted for June 2025). *Empowered learning: Fostering choice, voice, and engagement*. Breakout Session. College Station, TX: Aggie Educator Network Summer BRIDGES Conference. Presentation canceled due to conference cancelation.
- Georgio, T.E., Heyman, C.** (Accepted for May 2025). *Bridging humor and cognition: Leveraging relational frame theory to enhance humor comprehension and production skills*. Workshop. Washington DC: Applied Behavior Analysis International Convention. Presentation canceled due to workshop cancelation.
- Georgio, T.E., Angstadt, J., Morgan, G.** (May 2025). *Collaborative professionalism in practice: Cultivating interpersonal skills through video modeling*. Paper Presentation. Washington DC: Applied Behavior Analysis International Convention.
- Georgio, T.E., Heyman, C.** (August 2024). *Bridging humor and cognition: Leveraging relational frame theory to enhance humor comprehension and production skills*. Workshop. Online: Louisiana Mississippi Regional Association for Contextual Behavior Science Conference.
- Georgio, T.E.** (June 2024). *Putting the joy in joint attention: Teaching joint attention skills to your autistic child*. 1 hour Session. Austin, TX: Texas Autism Conference 2024; Texas Statewide Leadership for Autism Training (TSLAT).
- Georgio, T.E., Ousley, C.** (October 2023). *Gaining assent through choice: Creating willing learners in the classroom*. Breakout Session. Springfield, MO: Richard L. Simpson Conference on Autism; Midwest Symposium for Leadership in Behavior Disorders.
- Georgio, T.E.** (July 2023). *Joint attention and the theory of mind trajectory*. Symposium. Online: Louisiana Mississippi Regional Association for Contextual Behavior Science Conference.
- Flowers, J.M., Dawes, J. M., **Georgio, T.E.** (March 2023). *Providing dignity and respect to clients by limiting restrictive and punishment procedures and comprehensive assent practice*. Symposium. Long Beach, CA: California Association for Behavior Analysts.
- Georgio, T.E.** (March 2023). *Investigation of a differential reinforcement and time delay procedure to teach autistic children to initiate joint attention: A single case research study*. Student Paper Presentation. Seattle, WA; Association of Professional Behavior Analysts.
- Georgio, T.E.** (March 2023). *Behavior analytic strategies for teaching adult learners through online education*. Concurrent Session. Galveston, TX: Texas Digital Learning Association.
- Georgio, T.E.** (February 2023). *Investigation of a differential reinforcement and time delay procedure to teach autistic children to initiate joint attention: A single case research study*. Student Paper Presentation. Winston Salem, NC: North Carolina Association for Behavior Analysts.

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Georgio, T.E. (February 2023). *Investigation of a differential reinforcement and time delay procedure to teach autistic children to initiate joint attention: A single case research study*. Poster Presentation. Winston Salem, NC: North Carolina Association for Behavior Analysts.

Georgio, T.E. (October 2022). *Teaching joint attention skills to children with autism spectrum disorder in the classroom*. Repeated Breakout Session. Kansas City, KS: Richard L. Simpson Conference on Autism; Midwest Symposium for Leadership in Behavior Disorders.

Georgio, T.E., Loflin, L. J. (April 2022). *Follow the motivation! Teaching joint attention to children with autism spectrum disorder*. Workshop. Baton Rouge, LA: Southwestern Psychological Association Conference.

Loflin, L. J., **Georgio, T.E.** (April 2022). *Hot on the case! Getting the most out of single-case research*. Workshop. Baton Rouge, LA: Southwestern Psychological Association Conference.

Dulas, H. M., **Georgio, T. E.** (accepted for February 2022). *Increasing prosocial employment skills for adolescents with emotional and behavioral disorders: A systematic literature review and quality review*. Kansas City, MO: Midwest Symposium for Leadership in Behavior Disorders Conference.

Georgio, T. E. (July 2021). *A survey of test anxiety and study strategies for the BCBA® exam*. Paper Presentation. Online: Women in Behavior Analysis Conference.

INVITED PRESENTATIONS

Georgio, T. E. (2025). *Building Bridges Through Play: Naturalistic Approaches to Joint Attention*. Guest Speaker, Behaviour Enrichment Dubai, Online.

Georgio, T. E., Goldstein, S. (2024). *What's new? Current Trends in Applied Behavior Analysis Research: Acceptance and Commitment Therapy*. Guest Speaker, Staff Training Day, Meaningful Milestones, Online.

Georgio, T. E. (July 2021). *From EIBI to Practitioner Training*. Guest Speaker, Arizona Association for Behavior Analysis Special Interest Group: Expanding the Scope, Online.

Montague, M., **Georgio, T. E.** (August 2020). *Beyond Talking Heads: Strategies and Tools to Engage Students in the Online Classroom*. Professional Development Workshop, Hearne Independent School District, Online.

MEDIA

Georgio, T.E., Aronson, L. (In Review). Behavior, Choice, Voice, and Success: Creating Willing Learners in the Classroom Through Applied Behavior Analysis. *Rethinking Behavior*.

Georgio, T.E. (February 2024). *Gaining Assent Through Choice: Creating Willing Learners in the Classroom*. ACE Continuing Education Live Event. Mindful Behavior, LLC.
<https://mindfulbehaviorllc.org/event/gaining-assent-through-choice-creating-willing-learners-in-the-classroom/>

Georgio, T. E. Guest. "Behavior Analytic Strategies to Combat Compassion Fatigue." Authentic Power Coaching: The 21 Questions Podcast. (2024, January 21)
<https://open.spotify.com/episode/6eLXrYFY88IaFkAofDd1bT?si=NEgzb9tBSAeZ0H2adinp8A&nd=1&dlsi=8b238dab11d54fd4>

Georgio, T. E. *Why Teach Joint Attention* (2022, December 28). Happy Medium Approach: Eclipse Therapy. <https://www.eclipsetherapy.com/the-happy-medium-approach.html>

Georgio, T. E. *Mentoring the New Generation* (2022, November 21). Tru Behavior Development.
<https://www.trubxd.com/post/mentoring-the-new-generation>

Georgio, T. E. *Apple Pencil | Quick grading in the Canvas app* (2021, December 3); *Zoom in Canvas | Share recordings with students* (2021, October 8) A&M University Educational Psychology Distance Education Monthly Newsletter

Note: Underlined names are current or past students

PROFESSIONAL DEVELOPMENT

CERTIFICATIONS

2024	Licensed Applied Behavior Analyst-Massachusetts #10000974	Massachusetts Department of Public Health
2024	Board Certified Behavior Analyst- Doctoral Designation®	Behavior Analyst Certification Board®
2023	Licensed Behavior Analyst-Connecticut #1798	Connecticut Department of Public Health
2023	Association for Behavior Analysis International Approved Verified Course Sequence Instructor	Association for Behavior Analysis International
2023	Authorized Continuing Education (ACE) Provider Number: IP-23-10280	Behavior Analyst Certification Board®
2018	Licensed Behavior Analyst-Texas	Texas Department of

Georgio CV 1025

	#1761	License and Regulation
2018	Board Certified Behavior Analyst® #1-18-30813	Behavior Analyst Certification Board®
2016	Registered Behavior Technician® Supervisor	Behavior Analyst Certification Board®
2014	Board Certified assistant Behavior Analyst® #0-14-6340	Behavior Analyst Certification Board®

PROFESSIONAL ORGANIZATIONS

- Association of Professional Behavior Analysts (APBA)
- Association for Behavior Analysis International (ABAI)
- Verbal Behavior Special Interest Group, *ABAI Affiliate Group*
- Texas Association for Applied Behavior Analysis (TXABA), *ABAI Affiliate Chapter, APBA Affiliate Group*
- Massachusetts Association for Applied Behavior Analysis (MASSABA), *ABAI Affiliate Chapter, APBA Affiliate Group*
- Connecticut Association for Applied Behavior Analysis (CTABA), *ABAI Affiliate Chapter, APBA Affiliate Group*
- Lone Star ABA, *ABAI Affiliate Group*
- Behavior Analysis and Technology, *ABAI Affiliate Group*
- Association for Contextual Behavior Science