

**Julia H. Fiebig, PhD, BCBA-D #1-06-2776**

EDUCATION: PhD, Organizational Leadership, emphasis in Behavior Analysis  
The Chicago School of Professional Psychology, 2015  
Advisor: Michael Barr, PhD  
Dissertation Title: *The Effect of Value-Tailored Leader Rule Statements on Employee Energy Consumption in an Office Setting: The Motivative Augmental in Leader Communication with Employees*

M.S., Applied Behavior Analysis,  
Florida State University, Tallahassee, Florida, 2005  
Advisors: Jon S. Bailey, PhD and H. Allen Murphy, PhD  
Master's Project: *Functional Analysis of PICA using Non-toxic Stimuli*

B.S., Psychology/German Literature  
University of Florida, Gainesville, Florida, 2001  
Advisors: Timothy R. Vollmer, PhD & Brian Iwata, PhD

TEACHING EXPERIENCE:

2016-present *Contract Faculty*,  
Department of Special Education, Applied Behavior Analysis/Autism Specialty  
Ball State University

Duties: Teach coursework in the Master's in ABA/Autism program. Sample courses include: Supervising Human Service Staff, Professional Issues in Applied Behavior Analysis, Verbal Behavior, Field Based Experience in Autism; Co-Content Specialist for Supervising Human Service Staff  
Supervisor: Shannon Dieringer, PhD

2013-2016 *Affiliate Faculty*,  
Applied Behavior Analysis Online Department,  
The Chicago School of Professional Psychology

Duties: Teach coursework for the BCBA Specialization course sequence and develop and monitor Academic Development Plans within the department to support student academic progress through behavior analysis coursework. Monitor practicum application related processes for graduate students in program. Chair Dissertations. Sample courses include: Observation and Measurement, Professional Ethics; Applied Behavior Analysis  
Supervisor: Robyn Catagnus, EdD, BCBA-D

2010-2013 *Adjunct Faculty*, Applied Behavior Analysis Online Department,  
The Chicago School of Professional Psychology

Duties: Teach coursework for the BCBA Specialization course sequence.  
Courses include: Introduction to Applied Behavior Analysis;

Supervisor: Behavior Analytic Theory; Individual Supervision  
Marlene Cohen, EdD, BCBA-D

2002 *Teaching Assistant*, Morningside Academy, Summer Institute,  
Seattle, Washington

Duties: Instruct elementary age students with autism in math using precision teaching and direct instruction in the classroom. Monitor academic performance using the standard celeration chart. Make curriculum changes based on data using behavioral principles.

Supervisor: Elizabeth Swatsky, MS & Kent Johnson, PhD, BCBA-D

2001 *Teaching Assistant*, University of Florida, Dept. of Psychology  
Gainesville, Florida

Duties: Mentor undergraduate psychology students in the basic principles of applied behavior analysis, precision teaching, and direct instruction. Monitor academic performance of undergraduate university students.

Supervisor: Hank Pennypacker, PhD, BCBA-D

**PROFESSIONAL EXPERIENCE:**

2013-present *Co-Founder and Consultant*, ABA Global Initiatives, LLC  
San Francisco Bay Area

Duties: Deliver workshops. Short term consultation to executive officers, human resources, administrators, and training directors of human services organizations to facilitate performance improvement processes focused on human behavior, leadership development, and sustainable practices. Conduct root cause analysis assessments, facilitate identification of effective leadership practices, align employee knowledge and skills with mission. R-design compensation, pay-for-performance systems and establish measurement systems for performance improvement, organizational results, and employee motivation. Facilitate and teach inclusive decision making process among diverse work groups rooted in consensus.

2007-2016 *Behavior Analyst*, San Ramon Valley Unified School District.  
Danville, California

Duties: Provide clinical direction and supervision of staff and student programs in a center-based ABA preschool program. Program development of novel district programs and systems including models of classroom consultation, data-based consultation and organizational behavior management systems district wide, and training and professional development of 300+ staff and administrators. Analysis of consultation systems, efficacy of staff training systems, and monitoring implementation of data based teaching procedures and interventions. Develop training budgets. Supervise Behavior Specialists and Autism Specialists. Supervise and conduct language and behavior assessments

(VB-MAPP, ABLLS-R, FBA) for students in the district and conduct infant/preschool initial assessments. Development of organizational systems for delivery of best practice teaching and therapy by district employees across clinical and instructional settings.

2006-2007 *Educational Consultant*, Behavior Analysts, Inc.  
Pleasant Hill, California

Duties: Develop and supervise the implementation of classroom teaching systems based in behavior analysis. Supervise and conduct language and behavioral assessments for students with autism and language delays. Train parents to implement principles of behavior analysis and teach language to their children. Train and mentor teachers/staff to apply principles of behavior analysis while developing and implementing IEP goals. Teach long-distance applied behavior analysis courses to clinicians, instructors, and parents. Participate in and conduct research. Participate in state and national conferences.

Supervisors: Pamela S. Osnes, PhD, BCBA-D & James Partington, PhD, BCBA-D

2005-2006 *Senior Behavior Analyst*, Spectrum Center-Solano Campus  
Fairfield, California

Duties: Supervise the development, evaluation and implementation of behavioral assessments and positive behavior intervention plans for students with autism, developmental disabilities, emotional disturbance, and severe behavior disorders (age 5-22). Train and mentor Education Coordinators in applied behavior analysis, functional assessments, classroom management, and data guided teaching. Supervise weekly classroom clinical meetings. Conduct agency trainings for staff in Professional Assault Crisis Training (Pro-ACT). Maintain interdisciplinary contact within agency and districts. Present case related information and attend I.E.P. meetings as necessary. Participate in state and national conferences.

Supervisor: Lisa Britton, PhD, BCBA-D

2004-2005 *Clinical Specialist*, Neurobehavioral Unit, Behavioral Psychology Dept., Kennedy Krieger Institute, Baltimore, Maryland.

Duties: Collaborate in the development and evaluation of individual assessment (i.e. functional analysis) and treatment plans for children with developmental disabilities and severe behavior disorders receiving services in inpatient hospital unit. Manage individual cases by conducting sessions, collecting data, and developing, implementing, and reviewing protocols. Train parents and other essential staff in the correct implementation of treatment protocols and data collection. Train clinical staff in behavioral protocols. Maintain inter-disciplinary contact. Complete appropriate case documentation including progress notes, data analysis, and graphing. Present case related information to a group consisting of peers and supervisors. Participate in state and national conferences.

Supervisor: SungWoo Kahng, PhD, BCBA-D

2002-2004 *Behavior Analyst Consultant*, Behavior Management Consultants, Inc.  
Tallahassee, Florida

**Duties:** Member of multi-disciplinary team at Georgia Southwestern State Hospital. Write and deliver staff training, plan and implement quality control of delivery of treatment protocols in context of state hospital inpatient and outpatient behavioral programs. Write and implement behavior programs for students (Grades PreK-9) in Leon County public schools. Train instructional staff to implement academic teaching programs with children with autism with fidelity. Work with administration to improve implementation of classroom management programs in elementary, middle, high school classrooms. Analyze student and staff performance data to inform recommended changes to programming. Train classroom staff and parents to implement individualized behavior programs.

**Supervisors:** Maxin L. Reiss, PhD, BCBA-D  
Mary Riordan, PhD, BCBA-D

2002-2004 *Music Instructor*, Tallahassee, Florida

1998-1999 *Staff*, Camphill Alt-Schönow Village Community (Lebensgemeinschaft Alt-Schönow)  
Berlin, Germany

**Duties:** Facilitation of music, art, and recreational programming and community planning for individuals with developmental disabilities in context of international community of therapists and staff members.

**Supervisor:** Linda Ottow, MA

#### Research and Other Experience:

2015- present *Director*, Luethi-Peterson Camps International, Ecole d'Humanite,  
Hasliberg-Goldern, Switzerland (Staff from 07/98-08/14)

**Duties:** Volunteer position that includes planning of organizational systems, processes, implementation of policies and training systems in partnership with circle of active directors and executive committee. Facilitate 6-week projects to teach participants skills of leadership, responsibility, and international understanding through consensus led decision-making, while meeting project goals that have included developing on-site systems for water conservation in a rural area and teaching children to engage in pro-environmental behaviors, addressing gender issues in the international community, and using art/music/theater performance to facilitate collaboration in the local community in Sweden, Poland, France, Italy, Wales, Czech Republic, Estonia, Norway, New Hampshire, and Switzerland.

2000-2001 *Research Assistant*, Department of Psychology, University of Florida, Gainesville, Florida

**Duties:** Assist in the implementation of functional analyses of problem behaviors

and in the assessment of effectiveness of treatments for spontaneous vocalization of children. Responsible for data collection and assisting with data analysis and graphing. Calculate inter-observer agreement measures.

Supervisor: Timothy R. Vollmer, PhD, BCBA-D

2001 *Research Assistant*, Department of Psychology, University of Florida, Gainesville, Florida

Duties: Responsible for data collection using interval and frequency measures. Gain knowledge on stereotypical behaviors, self-injury, functional analysis, conditioned reinforcement, and error correction procedures.

Supervisor: Brian Iwata, PhD, BCBA-D

2000-2001 *Research Assistant*, Department of Psychology, University of Florida, Gainesville, Florida

Duties: Analyze movement and reflexes of infants for early detection of autism. Gain knowledge in reading and recording movement using Eshkol-Wachman Movement Notation.

Supervisor: Philip Teitelbaum, PhD

2000-2001 *Resident Assistant*, Department of Housing, University of Florida, Gainesville, Florida

Duties: Work on staff of residence hall facilitating programs in co-ed residence hall.

Supervisor: Scott Balog

#### Professional Qualifications/Certifications:

Board Certified Behavior Analyst-Doctoral # 1-06-2776 (2015-present)

Board Certified Behavior Analyst # 1-06-2776 (2006-2015)

Professional Crisis Assault Training Instructor (Pro-ACT) (2006-2011)

Board Certified Associate Behavior Analyst (2002-2005)

Computer: Proficient in WordPerfect, PowerPoint, Microsoft Office, Excel

Language: Fluent in German and English.

#### Presentations & Guest Lectures:

Fiebig, J. H., Luke, M., & Benson, M. The Role of Behavior Analysis in the Climate Change Crisis.

Panel presented at the Association for Behavior Analysis International Conference May 2018 in San Diego, CA.

Fiebig, J. H. Building More Effective Teams with ProSocial, ACT, and Ostrom's Principles. Workshop presented at the Behavior Analysis and

Sustainability Summit, April 2018 in Fresno, California.

Fiebig, J. H. ACT Processes in the Workplace and in Organizational Settings: Leader Communication and

Employee Values: The Motivative Augmental in Leader Communication on Employee Performance of Environmentally Relevant Behaviors. Paper presented at the Association for Contextual Behavior Science World Conference June 2017 in Sevilla, Spain.

Fiebig, J. H. Leader Communication and Employee Values: Influence on Performance of

Environmentally Relevant Behaviors. Presentation in Symposium, "Start From Where You Are, Use What You Have, and Do What You Can: How the Field of Applied Behavior Analysis Can Broaden Its Influence from Autism to other Applications" presented at the Association for Behavior Analysis International Convention 2017 in Denver, CO.

Ming S. & Fiebig, J.H. Living Your Values as a Behavior Analyst: How clarification of personal/professional values shaped research and career on the road less traveled. Paper presented at the Women in Behavior Analysis Conference, March 9-10, 2017 in Nashville, TN.

Fiebig, J.H. Leader Communication and the Influence on Employee Performance and Environmentally Relevant Behavior. Symposium presented at Stanford University's Behavior Energy and Climate Change Conference, October 2016 in Baltimore, MD.

Fiebig, J.H., Magoon, M.A., Vidovic, J., Killingsworth, K.J., Kelly, K., Sanguinetti, A., Stilling, S., and Ward, T. Facilitating Collaboration: Developing a Searchable Database for the Behavior Analysis of Conservation Behavior. Submitted for the Association for Behavior Analysis International 2013 Convention in Minneapolis, MN.

Fiebig, J.H. Behavior Analysis and Sustainability, Guest Lecture, Florida Institute for Technology, Oct. 2012

Fiebig, J.H. K-12 Sustainability Education: Knowing About and Doing. Invited Panel presented at Behavior Change for a Sustainable World Conference, Aug. 2012 in Columbus, OH.

Magoon, M.A., Fiebig, J.H., Vidovic, J., Killingsworth, K.J., Kelly, K., Sanguinetti, A., & Stilling, S. Developing a Database for Organizations with Green Behavior. Poster presented at the Behavior Change for a Sustainable World Conference, August 2012 in Columbus, OH. and at the Nevada Association for Behavior Analysis Conference, September 2012 in Reno, NV.

Watson, R.A., Finn, H.E., & Fiebig, J.H. Walkin' on Sunshine: Sure Feels Good When a Public School District Models Environmental Stewardship. Poster presented at the Behavior Change for a Sustainable World Conference, August 2012 in Columbus, OH. and at the Nevada Association for Behavior Analysis Conference, September 2012 in Reno, NV.

Vidovic, J., Burkholder, E.O., Fiebig, J.H., Watson, R.A., & Finn, H.E. The Business, Science, and Practice of Effective Program Implementation: Behavior Analysis in Education. Symposium presented at the Association for Behavior Analysis International 2012 Convention in Seattle, WA.

Fiebig, J.H., Vidovic, J.L., & Watson, R.A. Plan it for the Planet: Building a Green Elementary Science Curriculum with Conservation Behavior as a Primary Measure. Symposium presented at the Association for Behavior Analysis International 2011 Convention in Denver, CO. and Poster presentation at Behavior Change for a Sustainable World Conference August 2012 in Columbus, OH.

Invited presentation: Our School District has Hired a BCBA. Now What? : Making Your Models Fierce!- Models of Consultation. California Meeting for SELPA Directors Conference, June 2009

Fiebig, J.H., Vidovic, J.L., Quirk, L., Epps, C.A., Burkholder, E. O., & Peck, R. Our School District has Hired a BCBA. Now What? : Making Your Models Fierce!- Models of Consultation. Peck, R., Burkholder, E. O., Fiebig, J.H., Epps, C.A., Quirk, L. & Vidovic, J.L. Keeping It in the

Family! On the Fiscal Implications of Reducing External Behavior Contracts in Public School Districts.

- Vidovic, J.L., Quirk, L., Fiebig, J.H., Epps, C.A., Peck, R. & Burkholder, E. O. Focus on the Players and the Game: Regarding the Implications of BCBA Involvement on Staff Behavior Symposium presented at the California Association for Behavior Analysis Convention 2009 in Burlingame, CA.
- Vidovic, J.L., Borrero, C.S.W., Fiebig, J.H., Yamamoto, K. Harris, A., & Osnes, P.G. STARS AND START: Program Delivery Aimed at Generalized Responding. Paper presented at the California Association for Behavior Analysis Convention in Burlingame, CA. and at the Association for Behavior Analysis 2007 Convention in San Diego.
- Fiebig, J.H., Borrero, C.S.W., & Osnes, P.O. Start teaching and reinforcing today: Teaching parents to teach. Poster presented at the Association for Behavior Analysis 2007 Convention in San Diego, CA.
- Borrero, C.S.W., Fiebig, J.H., & Osnes, P.O. Start Teaching and Reinforcing Today (S.T.A.R.T). Symposium presented at the Association for Behavior Analysis 2007 Convention San Diego, CA.
- Fiebig, J.H., Kuhn, D.E., Kahng, S., Chung, K., Brown, T., & Gutshall, K. Functional analysis of pica using non-toxic stimuli. Poster presented at the Association for Behavior Analysis 2005 Convention in Chicago, IL.

Publications and Articles:

- Burkholder, E., Wilhite, C.J., Peck, R., Epps, C.A., Fiebig, J.H., Quirk, L., & Vidovic, J. (2010). School districts hire behavior analysts, save money - lots of money. *Behavior Analysis Digest International*, 22(1).
- Fiebig, J.H. (2015). Science vs. human behavior: Designing a sustainable culture. *Behavioral Science in the 21<sup>st</sup> Century*.
- Fiebig, J.H. (2015). Saving water: The potential impact of behavior analysis. *Behavioral Science in the 21<sup>st</sup> Century*.

Professional Memberships:

- Association for Contextual Behavior Science (2014-present)
- European Association for Behavior Analysis (2014-present)
- North American Association for Environmental Education (2012-present)
- Nevada Association for Behavior Analysis (2011-present)
- Organizational Behavior Management Network (2008-present)
- Association for Behavior Analysis International (2002-present)
  - Behavior Analysis for Sustainable Societies Special Interest Group
  - Verbal Behavior Special Interest Group
  - Behaviorists for Social Responsibility Special Interest Group
  - Behavior Analysis and the Arts
- California Association of Behavior Analysis (2005-present)
- Association for Professional Behavior Analysts (2008-present)
- Maryland Association for Behavior Analysis (2004-2005)
- Florida Association for Behavior Analysis (2002-2004)

Other Professional Activities and Appointments:

- Chair of Special Interest Group for Behavior Analysis for Sustainable Societies, Association for Behavior Analysis International (May 2014-2017)
- Advisor to the Cambridge Center for Behavioral Studies (November 2010-present)
- Program planning committee member for the Behavior Change for a Sustainable World (August

3-5, 2012) sponsored by the Association for Behavior Analysis International (May 2011-August 2012)

- Six Boxes Practitioner Program, Bainbridge Island, WA. (June 18-21, 2012)
- Founding Member and Co-Chair of Special Interest Group for Behavior Analysis for Sustainable Societies through the Association for Behavior Analysis International (May 2010 – May 2014)
- Co-founder of the Bay Area District Behavior Analyst working group- BCBA's from 13 districts meet monthly to discuss service in the public sector, develop research plans, share resources, and collaborate on program development (May 2008-present)
- San Ramon Unified School District: Elementary Special Ed. Focus Group (2008- 2010)
- Spectrum Center: Autism Action Team (2005-2006)

Trainings:

Sample list of trainings written and offered upon request

References:

Upon Request