

ANNA YOUNG, Ph.D., Licensed Behavior Analyst, Board Certified Behavior Analyst2103 Rockwell Street, Billings, 59101 E-mail: aniayoung@gmail.com Mobile Phone: 804-310-7247

Citizenship: U.S Citizen

CURRICULUM VITAE

PROFESSIONAL EXPERIENCE**University of North Dakota***Clinical Assistant Professor (August 2022- Present)*

- Instruct Verified Course Sequence courses in Special Education, Applied Behavior Analysis program

Capella University*Adjunct Professor (April 2022-September 2022)*

- Instruct Measurement and Research in Applied Behavior Analysis course

Child Development Center*Director of Treatment (September 2021- Present)*

- Supervise behavior treatment development and implementation at the Missoula and Kalispell Autism Behavioral Services centers
- In collaboration with Executive Director write and implemented organization's policies and procedures across all aspects of the program
- Organize and implement staff and caregiver training

Advanced Therapy Clinic*Clinical Consultant (August 2017- Present)*

- Implement assessments
- Design instructional and behavior intervention programs
- Supervise Registered Behavior Technicians in implementation of instructional and behavior intervention plans
- Conduct family support and education meetings

Peak Behavioral Services*Clinical Consultant (August 2021- June 2022)*

- Develop treatment plans for three clients with autism
- Provide remote supervision to Registered Behavior Technicians
- Conduct parent education and support

Montana State University, Billings*Assistant Professor (August 2017- May 2021)*

- Instructed Applied Behavior Analysis courses and special education courses in the College of Education Department, Special Education program
- Taught graduate and undergraduate courses
- Advised caseload of 40 undergraduate and graduate students
- Planned and conducted research activities
- Served on variety of department and program committees
- Planned and executed community service activities
 - Provided consultation services at Advanced Therapy Clinic

- Lead activities for MT Association for Behavior Analysis
- Planned development of Institute for Neurodiversity and Applied Behavior Analysis

Course Faculty Load

- EDSP 461 Positive Behavior Supports 3 cr.
- SPED 515 Ethics in Education and Human Services 3 cr.
- SPED 520 Applied Behavior Analysis 3 cr.
- EDF 530 Advanced Human Development and Learning 3 cr.
- SPED 574 Data-based Instruction 3 cr.
- SPED 580 Learners on Autism Spectrum 3 cr.
- SPED 590 Internship in ABA 3 cr.
 - Designed internship curriculum and activities
 - Acted in a role of Field Experience and Clinical Practice Coordinator
- SPED 600 Facilitating Positive Behavior in the Classroom 3 cr.
- SPED 502 Research in Special Programs 3 cr.
- SPED 501 Research Design and Interpretation

Department and University Committees

- Faculty Search Committee- Chair- Spring 2021
- University Assessment and Accreditation Committee- September 2020- May 2021
- ABAI Accreditation- Member 2019
- Visioning Committee- Classroom Management- September 2019- May 2020
 - Chair
- Appeals and Petitions Committee- Member September 2017- May 2021
- ABA Thesis Committee- Member- September 2017- May 2021
- Social Events Committee- Member and Co- chair- September 2017- May 2021
- Faculty Search Committees- Member- Spring and Fall 2019
- Academic Standards and Scholastic Standing Committee- Member- January 2019- May 2021
- CARE Grant Committee- Member- September 2019- May 2021

Other Service

- Community 7 Television- Producer May 2021- Present. Stories of Native American College Students series.
 - Collaborating with the Native American Achievement Center at MSUB to produce a series of interviews with Native American students capturing their stories of resiliency.

Developmental Disabilities Center dba Imagine!

Clinical Team Leader (December 2013- August 2017)

- Monitored and reported on all program issues to ensure program quality and compliance
- Directly supervised members of clinical team, including hiring, training, mentoring, and conducting disciplinary actions
- Lead clinical team meetings and other clinical events with focus on data presentation and analysis
- Conducted functional behavioral assessments and functional behavior analyses
- Developed individualized treatment plans
- Supervised other professionals and care givers in implementation of treatment plans
- Used results of functional behavioral assessments to develop treatment plans
- Visually analyzed data and charts to guide treatment decisions
- Assisted in developing policy and procedures regarding application of behavior analysis in variety of community settings
- Provided consultation to Human Rights Committee
- Networked with stakeholders in the local community to establish collaborative relationships to improve services for individuals with developmental and intellectual disabilities
- Served as an Approved Continuing Education Coordinator (ACEC) for Imagine Behavioral Health Services

- Evaluated, developed, and implemented action research projects

Firefly Autism Services

Senior Outreach Consultant (January 2012- December 2013)

- Provided direct in-home treatment services to clients diagnosed with autism
- Lead a clinical team of four other consultants, including training and facilitating clinical discussions
- Assisted the Outreach Director in development of policies and procedures for outreach services, including development of parent handbook
- Provided support to other consultants through regularly scheduled overlaps at clients' homes and community settings and through meetings and review of the consultants' treatment protocols
- Served as an Approved Continuing Education Coordinator (ACEC) for Firefly Autism
- Served as an interim Board Certified Behavior Analyst for the Western Slope Behavioral Services (Grand Junction, CO)

Outreach BCBA Consultant (August 2011- January 2012)

- Provided direct treatment services to clients diagnosed with autism
- Conducted behavioral and skills assessments
- Wrote and implemented behavior treatment plans
- Supervised development and implementation of in-home programs
- Conducted training for families and in-home senior therapists
- Provided supervision to junior and senior therapists

The Faison School for Autism

Director of Clinical Services (September 2009- May 2011)

- Supervised behavior treatment development and implementation for all four Faison School programs: Early Childhood Intervention, Intensive Behavior Services, School Age, and Life Skills
- In collaboration with Executive Director and the Director of Training and Curriculum, wrote and implemented organization's policies and procedures across all aspects of the program
- Supervised an outreach clinic program to provide assessment, training, screening, and treatment services to families in the community
- Oversaw and summarized serious incident report data and used the summary for quality improvement of student and staff safety
- Established, reviewed, and maintained policies and procedures related to student records in compliance with regulations of the Virginia Department of Education
- Coordinated, supervised, and facilitated agency's ethics committee to ensure integrity and safety of behavior treatment plans
- Organized and implemented staff and parent training
- In collaboration with other Faison staff, developed and implemented data-based professional staff development and incentive program
- Developed treatment protocols for challenging behavior under mentorship of Dr. Louis Hagopian, Director of Neurobehavioral Unit at Kennedy Krieger Institute
- Evaluated, developed, and implemented action research projects

Assistant Director, School Age Program (April 2008- August 2009)

- Supervised behavior treatment development and implementation for early Childhood Intervention and School Age programs
- In collaboration with Executive Director and the Director of Training and Curriculum, wrote and implemented organization's policies and procedures across all aspects of the program
- Established, reviewed, and maintained policies and procedures related to student records in compliance with regulations of the Virginia Department of Education
- Organized and implemented staff and parent training

Program Coordinator, School Age Program (December 2004- April 2008)

- Supervised treatment plan development and implementation for early Childhood Intervention and School Age

programs

- Organized and implemented staff and parent training

St. Joseph's Villa, Dooley School, Richmond, VA

Clinical Specialist, Dooley School (July 2004- December 2004)

- Planned, organized, and implemented school-wide staff training
- Provided clinical and curriculum consultation to Treatment Specialists at three of the Dooley School programs
- Trained direct-care staff and teachers inside a classroom environment
- Secured resources for continuous staff development

Head of Parham Rd. Academy for Students with Autism, a Dooley School (June 2003- June 2004)

- Lead, plan, staffed, budgeted, and evaluated the Academy's programs
- Supervised a pilot early intervention program for students with autism
- Served as the instructional and curriculum leader for the Academy
- Developed and implemented policies and procedures for the Academy
- Served as a liaison to the administrators of other agencies and parents within the community
- Supervised instructional and non-instructional faculty within the Academy
- Delivered weekly faculty training sessions with focus on applied behavior analysis methodology
- Conducted bi-weekly applied behavior analysis workshops for parents and members of the community
- Established, reviewed, and maintained policies and procedures related to student records in compliance with regulations of the Virginia Department of Education

Treatment Specialist (Lakeside Academy) (June 2002- June 2003)

- Lead the treatment and management teams at the Lakeside Academy
- Trained and supervised crisis counselors, head teachers, and teacher assistants
- Implemented behavior and instructional programs based on methods of Applied Behavior Analysis for 40 children with pervasive developmental disorders, autism, and emotional disabilities
- Implemented skill and functional behavior assessments for students
- Developed and lead weekly self-esteem and anger management groups for elementary students with emotional disabilities
- Developed and implemented educational curriculum in classroom
- Maintained case records for students within state licensing and professional accreditation standards
- Served as a member of the agency's Children's Educational Services Management Team
- Served as a member of agency-wide Leadership Team

St. Joseph's Villa Agency 2003' Personal Recognition Awards:

- Walter E. Sullivan Team Leadership Award; Excellence in Management
- Excellence in Clinical Services Award
- Harry I. Schutte Special Projects Award; Dooley School Staff Training

Henrico Area Mental Health and Mental Retardation Services, Richmond, VA

Part-time Case Manager for a Long Term Mental Illness Unit (December 2001- June 2002)

- Assessed mental health status of 30 clients on as-needed basis
- Coordinated auxiliary services (e.g., financial, vocational, medical, housing) for the clients
- Provided supportive counseling services to clients
- Assisted clients in communication with clinic's psychiatrist and monitored clients' cooperation with medication protocols
- Conducted assessment visits in clients' homes
- Prepared annual individual support plans and quarterly progress reports for Medicaid clients

Cumberland Hospital for Children and Adolescents, Cumberland, VA

Behavior Specialist (September 2001-December 2001)

- Developed behavior treatment for adolescent girls with eating disorders and dual mental health challenges
- Designed a system for staff training on interpretation and implementation of behavior plans and data collection

- Conducted daily patient groups to assist in patient cooperation and group cohesion
- Prepared and presented behavior treatment updates to patients' families as a member of the hospital's health team

Delta Projects Inc., Needham, MA

Behavioral Clinician (September 2000-September 2001)

- Designed and oversaw implementation of behavioral treatment plans for adults with dual diagnoses (i.e., developmental disability and mental illness or personality disorder)
- Supervised clinical aspects of services for respite residence housing clients experiencing mental health crisis
- Provided intensive training for direct care staff and supervisors within the agency's respite program
- Presented behavior treatment plans before the regional Peer Review Committees
- Provided consultation services for the agency's respite program for children with special needs

Projects developed:

- Agency- wide plan to increase motivation and job satisfaction of direct- care employees
- Anger management training for adolescent clients
- Self- management treatment for depression

The New England Center for Children, Southborough, MA

Instructor- Early Childhood Intervention Team (August 1999- August 2000)

- Provided direct classroom instruction to children with autism in the early childhood program
- Performed case management duties for children with autism
- Completed weekly home visits to train parents on implementation of behavior and teaching strategies

Residential Coordinator (August 1998- July 1999)

- Lead a behavioral team for a residential home housing nine children with developmental disabilities and autism
- Supervised 22 employees

Case Manager- School Age Team (August 1996- July 1998)

- Performed case management and direct instruction duties for children diagnosed with autism
- Served as a direct instructor and curriculum assistant for a team of nine children with severe developmental disorders and autism

EDUCATIONAL HISTORY

Graduate- Ph.D. (December 2015)

Douglas Wilder School of Government and Public Affairs; Virginia Commonwealth University, Richmond, VA

- Public Policy and Administration with concentration in Criminal Justice
- GPA: 3.75
- Examples of relevant coursework:
 - Seminar in Public Policy and Administration
 - Political Processes and Institutions
 - Advanced Research Design
 - Law and Public Policy
 - Economics and Public Policy
 - Advanced Statistics
 - Survey Data Analysis Techniques
 - Current Trends in Criminal Justice
- **Dissertation Title:** "Variations in Specialized Policing Response Models as a Function of Community Characteristics- A Survey of Crisis Intervention Team Coordinators" <http://scholarscompass.vcu.edu/etd/4012>
- **Chair:** Dr. William Pelfrey, Jr.

Graduate- M.S. (September 2000)

Northeastern University, Boston, MA

- Applied Behavior Analysis
- GPA: 3.78
- **Thesis Title:** “Interspersing Easy and Difficult Math Problems to Improve Math Accuracy - Application of Herrnstein’s Matching Law”
- **Chair:** Dr. William Ahearn

Undergraduate- B.S. (May 1996)

Loyola University of Chicago, Chicago, IL

- Psychology
- GPA: 3.81

TEACHING EXPERIENCE

George Mason University (April 2009-May 2009)

- Adjunct Faculty- Course instructor for “Collaboration with Families of Children with Special Needs”
- Topics taught:
 - Theories and research supporting families in special education
 - Role of cultural context in observable attitudes, beliefs, values, and child rearing practices
 - Analysis of personal values, beliefs, and cultural biases that influence work with families
 - Principles and effective ways to work with families
 - Creating tailored opportunities for collaboration with families
 - Utilizing behavioral theory to describe and understand family perspectives

Applied Behavior Analysis Institute, Northeastern University/ Fitchburg State Collage (September 2004-May 2010)

- Adjunct Faculty- taught applied behavior analysis courses
- Examples of relevant courses taught:
 - Ethics
 - Basic Principles of Behavior
 - Behavior Assessment
 - Experimental Evaluation of Interventions
 - Measurement of Behavior
 - Selecting Intervention Outcomes and Strategies
 - Behavior Change Procedures
 - System Supports

Simmons Collage, Boston, MA (1999-2000)

- Teaching Assistant
 - Assisted graduate studies professor, Dr. Daniel Gould, in developing exams and grading materials for students enrolled in the Master of Severe Special Needs program
 - Developed study guides and quizzes based on B.F. Skinner’s book “Behavior of Organisms”

SCHOLARLY ACTIVITIES AND PUBLICATIONS

- **Young, A.** (2021). Application of Psychological Flexibility Model to Address Mental Health in Higher Education. Academia Letters, Article 2126. <https://doi.org/10.20935/AL2126>.
- **Pre- Tenure Scholarship Enhancement Program Award-** June 2019- June 2020
 - Received funding toward implementation of research project: Variables that affect resiliency and sense of belonging in Native American college students.
- **Pelfrey, W. P. & Young, A.** (2019). Police Crisis Intervention Teams: understanding implementation variations and officer-level impacts. Journal of Police and Criminal Psychology. doi: 10.1007/s11896-019-9314-4.

Grants

- **Society for the Advancement of Behavior Analysis.** Public Awareness Grant Recipient. May 2020.

Presentations

Child Conference, Virtual (2022)

- Workshop: “Applied Behavior Analysis; Treatment of Challenging Behavior in Young Children.”

45th Annual Association for Behavior Analysis International Convention, Chicago, IL (2019).

- Poster: Montana Association for Applied Behavior Analysis.

Parents Let’s Unite for Kids Annual Conference, Billings, MT (2019).

- Presentation: “ABA- It’s not just about stickers, clickers, and table work: Helping parents cope with challenges of raising a child with special needs.”

MFPE Educators Conference, Belgrade, MT (2019).

- Presentation: “Implementation fidelity- why behavior management programs are ineffective without it.”

American Council on Rural Special Education (ACRES) Conference, Salt Lake City, UT (2018).

- Research Report Presentation: **Young, A.M.** & Sullivan- Walker, M. “Effects of Instructor Use of Humor in an Online Course on Students’ Motivation to Participate.”

44th Annual Association for Behavior Analysis International Convention, San Diego, CA (2018)

- Panel Discussion Chair: “Effective Supervision: How to Balance Requirements of University Programs, Human Service Agencies, and Third Party Payers.”

43rd Annual Association for Behavior Analysis International Convention, Denver, CO (2017)

- Poster: **Craig, K.** & **Young, A.** “Use of signaling procedure to increase participant’s tolerance of delayed attention from caregiver in the participant’s home environment; A reflection on treatment decisions and barriers to treatment.”

Supervisors’ Workshop, Helena, MT (November, 2017)

- Oral presentation: “Supervision: Effective procedures- What we know and how we bridge the gap between research and practice.”

Theory and Philosophy Conference, Santa Fe, NM (2012)

- Poster: “Can behavior analysis explain criminal behavior and do principles of behavior analysis align with conservative or liberal approaches to dealing with crime? Popular criminological theories, behavioral theory, and public policy.”

36th Annual Association for Behavior Analysis International Convention, San Antonio, TX (2010)

- Paper presentation: “Aker’s (1979) Social Learning Theory, radical behaviorism, and the practice of applied behavior analysis as models for explaining criminal behavior”.

36th Annual Association for Behavior Analysis International Convention, San Antonio, TX (2010)

- Symposium Chair: “Teachers as scientist: The effects of designing curricular sequences to address multiple areas of instruction”.

35th Annual Association for Behavior Analysis International Convention, Phoenix, AZ (2009)

- Poster: “Using behavior analysis in public and private schools to increase basic to complex self-management skills”.

34th Annual Association for Behavior Analysis International Convention, Chicago, IL (2008)

- Symposium: “Fire in a hole! Effective assessment and behavior intervention planning”.

Manuscript and Book Reviews

- *Fieldwork and Supervision for Behavior Analysts: A Handbook* by Ellie Kazemi. *Reviewed December 2021.*
- *Coping strategies of pupils with special educational needs in inclusion and their relation to school achievement* by Tatiana Dubayova and Jana Kozarova. *Reviewed in July of 2018*
- *Risk factors for stress among police officers: A systematic literature review.* Reviewed for Criminal Justice and Behavior. Manuscript # CJB- 18- 0228
- *Deterrence, self- awareness, or both: Police perceptions of body- worn cameras in the North Country of New*

York. Reviewed for Criminal Justice and Behavior. Manuscript #CJB- 18-0348

LEADERSHIP

Montana Association for Applied Behavior Analysis

- President (September 2020- Present)
- President Elect (September 2018- September 2020)

PROFESSIONAL CERTIFICATIONS

Licensed Behavior Analyst (February 2018- Present)

- Certification number: PSY-BA-LIC- 2481

Board Certified Behavior Analyst (June 2001- Present)

- Certification number: 1-01-0433

Quality Behavioral Services/ Safety Care Certified Trainer (October 2013- 2019)

- Certified to provide crisis management training to staff and families who work with individuals with challenging behavior

MEMBERSHIPS

Montana Association for Behavior Analysis- (2017-Present).

- President (September 2020- Present)
- President Elect (2018-2020)

The Colorado Association for Applied Behavior Analysis (2014- 2017)

Association for Positive Behavior Supports (2017- Present)

Crisis Intervention Team (CIT) International (2010-2015)

- Member of CIT Data and Research Committee (2014- 2015)

Association for Applied Behavior Analysis International (2001- Present)

VOLUNTEER INVOLVEMENT

Jefferson County, Colorado Crisis Intervention Team (CIT) (February 2012- 2013)

- Assisted the CIT Coordinator and the CIT team in developing training evaluations, understanding research in the CIT area, and developing measurable program goals

Henrico County, Virginia Crisis Intervention Team (CIT) (2009-2010)

- Designed evaluation surveys for the county's officers who have completed the CIT training
- Created a data base and entering pre- and post- test training data into the data base

Richmond Court Appointed Special Advocate (CASA) (April 2002- August 2005)

- Conducted monthly home visits with children placed in foster care
- Prepared summary reports of case status for review by the Judge at court hearings
- Attended court hearings for assigned cases and presenting information to the Judge, as needed

FOREIGN LANGUAGES

- Fluent in Polish
- Working knowledge of Russian (adequate comprehension of conversational language)