



Member Community Meeting

2025

WELCOME

APBA

Your Professional Community

More than Just an Annual Convention





ASSOCIATION OF
PROFESSIONAL BEHAVIOR ANALYSTS

What Is The Association Of Professional Behavior Analysts?

The Association of Professional Behavior Analysts (APBA) is a 501(c)(6) nonprofit organization whose mission is to promote and advance the science-based practice of applied behavior analysis. APBA carries out that mission by —

- Representing the interests of appropriately credentialed professional and paraprofessional practitioners of applied behavior analysis and providing them with meaningful support and resources
- Working with federal, state, governmental, and third party entities to enhance recognition of appropriately credentialed professional and paraprofessional practitioners of applied behavior analysis and support the needs of appropriately credentialed professional and paraprofessional practitioners of applied behavior analysts
- Providing education opportunities to appropriately credentialed professional and paraprofessional practitioners of applied behavior analysts
- Providing resources to professionals and paraprofessionals in other fields and to consumers of behavior analytic services concerning the practice of applied behavior analysis
- Bringing professionals, paraprofessionals, consumers, and vendors together at national and regional meetings
- Supporting improvements in and access to services provided by professional and paraprofessional practitioners of applied behavior analysis
- Promoting public understanding of the professional practice of behavior analysis.

Bylaws

BYLAWS of ASSOCIATION OF PROFESSIONAL BEHAVIOR ANALYSTS A Nonprofit Corporation

Adopted: September 22, 2007

Revised: May 28, 2010

Revised: March 15, 2012

Revised: November 3, 2012

Revised: May 2018

Revised: June 2020

Revised: October 2023

Revised: December 2023

Revised: April 2024

Revised: October 2024

ARTICLE I – GENERAL

Section 1 – Name

The name of the corporation is Association of Professional Behavior Analysts (referred to herein as the “Corporation”).

Section 2 – Members

- A. **Classes** - The Corporation has two classes of members, “professional” and “other”. Professional members must meet the education level requirement indicated for the specific professional member type and be eligible to practice or teach behavior analysis (i.e., professional behavior analyst member type) or provide behavior analysis services under the supervision of a professional behavior analyst (i.e., professional behavior technician member type) in the country/territory where the individual practices. Member types in the “other” class must meet requirements specified by the Board of Directors.
- B. **Voting Rights** - Members in the “professional” member class can vote in the annual election for open Board seats. Members shall only have such voting rights as set forth in these bylaws or provided by the Board of Directors.

Board of Directors



**Dawn Allison
Bailey**
*Associate
Professor/Director*

apba | ASSOCIATION OF PROFESSIONAL
BEHAVIOR ANALYSTS

President



Allyson Moore
*Chief
Professional
Standards
Officer*

apba | ASSOCIATION OF PROFESSIONAL
BEHAVIOR ANALYSTS

Past President



**Mahin Para-
Cremer**
*Clinical
Outcomes &
Systems
Consultant*

apba | ASSOCIATION OF PROFESSIONAL
BEHAVIOR ANALYSTS

President Elect



**Chanti
Fritzsching
Waters**
*VP of Clinical
and
Regulatory
Affairs*

apba | ASSOCIATION OF PROFESSIONAL
BEHAVIOR ANALYSTS

Secretary



**Shahla Alai-
Rosales**
Professor

apba | ASSOCIATION OF PROFESSIONAL
BEHAVIOR ANALYSTS

Director



**Shawnee
Collins**
*Chief
Operations
Officer*

apba | ASSOCIATION OF PROFESSIONAL
BEHAVIOR ANALYSTS

Director



**Molly
Dubuque**
*Vice President
of Clinical
Standards and
Outcomes*

apba | ASSOCIATION OF PROFESSIONAL
BEHAVIOR ANALYSTS

Director



**Marta T. "Tiki"
Fiol**
*President /
BCBA*

apba | ASSOCIATION OF PROFESSIONAL
BEHAVIOR ANALYSTS

Director



**Angelica
Nicole Gray**
*Behavior
Analyst*

apba | ASSOCIATION OF PROFESSIONAL
BEHAVIOR ANALYSTS

Director



Miin-An Hošić
*Lead Board
Certified
Behaviour
Analyst*

apba | ASSOCIATION OF PROFESSIONAL
BEHAVIOR ANALYSTS

Director



Vivian Ibañez
*Research
Assistant
Professor*

apba | ASSOCIATION OF PROFESSIONAL
BEHAVIOR ANALYSTS

Director



Nicole Neil
*Associate
Dean*

apba | ASSOCIATION OF PROFESSIONAL
BEHAVIOR ANALYSTS

Director



Mawule Sevon

apba | ASSOCIATION OF PROFESSIONAL
BEHAVIOR ANALYSTS

Director



Maria Solis

apba | ASSOCIATION OF PROFESSIONAL
BEHAVIOR ANALYSTS

Director



Lee Sutkowi
Treasurer

apba | ASSOCIATION OF PROFESSIONAL
BEHAVIOR ANALYSTS

Treasurer

Committees of the Board

Awards

Compensation

Diversity,
Equity,
Inclusion

Events
Planning

Executive

Fundraising

Membership &
Marketing

Nominating

Public Policy

Other Important Collaborators

Advisors

Subject Matter Experts (SMEs)

Volunteers

State Associations & other Professional Organizations

MEMBERSHIP INFO

MEMBERSHIP #s

March 2025

2994

March 2024

2764

July 2023

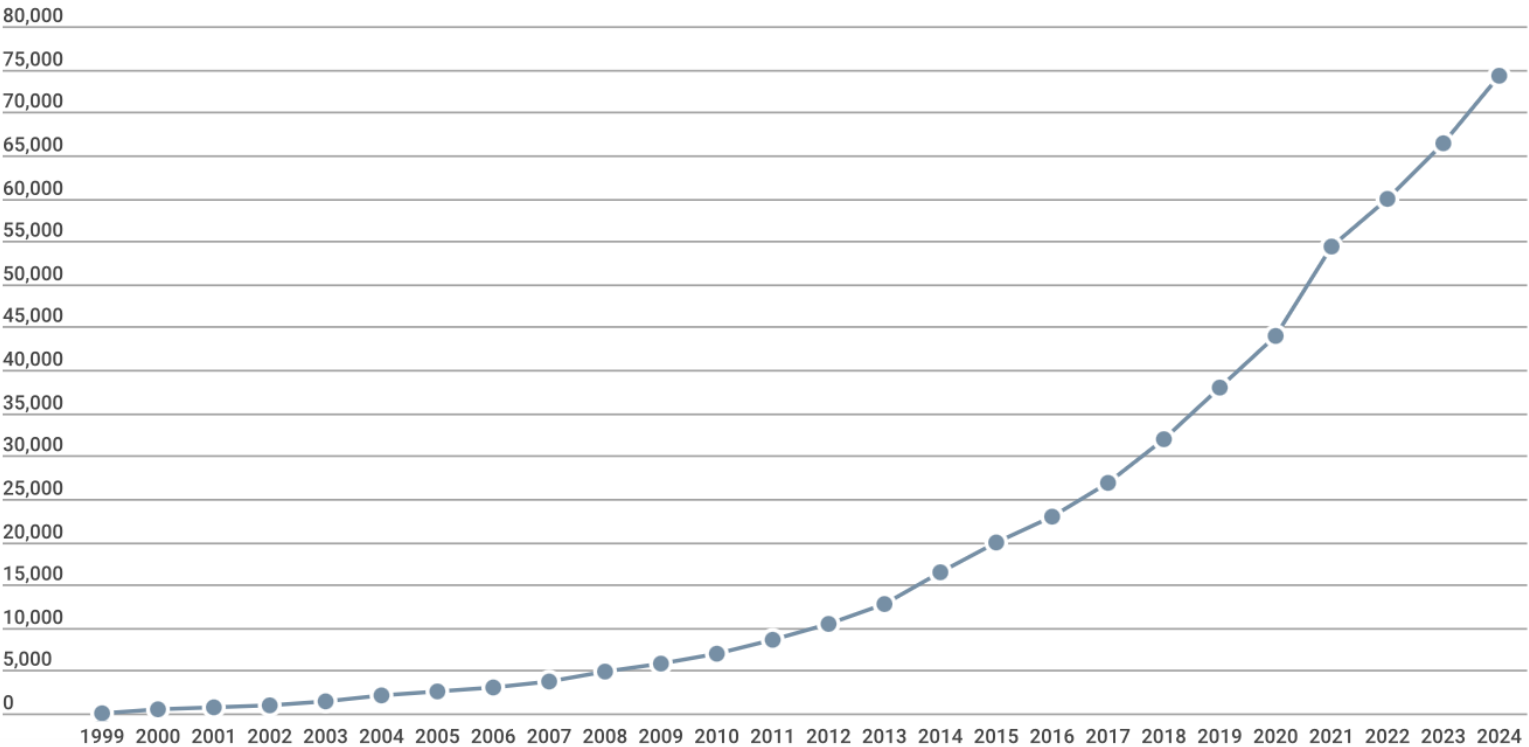
2186

PROFESSIONAL LANDSCAPE

As of **January 2, 2025**, the number of individuals holding BACB certification are as follows:

BCBA	BCaBA	RBT
74,125	5,479	196,579

BCBA: Overall Certificants per Year



MEMBERSHIP TYPES

Streamlined
membership
classes/types &
requirements

Group
Membership

Student Discount
for Faculty

APBA Student Membership discount for Universities & Programs



For Universities & Programs

Student Membership Discount Promo Code

You're building the future of our field and APBA wants to help!

Get your students an APBA Membership for \$25.99 (over 25% discount on their membership dues)

We know many programs encourage and directly support the professional development and activities of their students. APBA offers a Bulk Individual Membership Student Discount with the focus of helping to get students connected with their professional community early on in their journey.

How do I get the promo code?

Apply for a discount for your students by using the [University/Course Sequence Bulk Individual Membership Discount Request Form](#)

Once the form is submitted, APBA will contact you to provide you with your program specific discount code that you can pass along to students.

Share about APBA resource(s) or the importance of professional communities and get your students a special discount code for APBA memberships.

International members can access rates by region without barriers.

Membership Rates by Regions

The regions and fee adjustments were created using information on adjusted net national income per capita from the [World Bank](#). Regions and fees were set and applied across all APBA-member types. These fees are subject change by the APBA Board of Directors.

The region discount will automatically apply to your account when you enter your address information.

REGION	CRITERIA	% Reduction in Membership Fees
Region 1	100-75% of US Adjusted Income Per Capita	0%
Region 2	74-50% of US Adjusted Income Per Capita	25%
Region 3	49-25% of US Adjusted Income Per Capita	50%
Region 4	24% or less of US Adjusted Income Per Capita	75%

MEMBERSHIP	REGION 1	REGION 2	REGION 3	REGION 4
Professional Behavior Analyst – Masters/ PhD	\$100	\$75	\$50	\$25
Professional Behavior Analyst – Bachelors	\$70	\$52.50	\$35	\$17.50
Professional Behavior Technician	\$35*	\$26.25	\$17.50	\$8.75
Student/Trainee	\$35*	\$26.25	\$17.50	\$8.75
Related Professional	\$90	\$67.50	\$45.00	\$22.50
Supporting	\$40	\$30	\$20	\$10

MEMBERSHIP BENEFITS



FREE EVENTS & CEUs (more on this later)


MEMBERS ONLY Resources (more on this later)

Discounted registrations

Other discounts (book, journals, services)


MEMBERSHIP PLATFORM & PORTAL

(aka APBA got a GLOW UP)

 **apba** | ASSOCIATION OF PROFESSIONAL
BEHAVIOR ANALYSTS

[Cart](#) [Contact Us](#) [TS Tyra Sellers](#)

[About](#) [Membership](#) [Events](#) [Accreditation](#) [Resources](#) [Members Only](#)



News

Exciting Changes to Our
2025 Monthly Offerings!

Read More

About APBA

The Association of Professional Behavior Analysts (APBA) is a 501(c)(6) nonprofit organization whose mission is to promote and advance the science-based practice of behavior analysis by advocating for public policies and informing, supporting, and protecting practitioners, consumers, and students. APBA has memberships for practitioners of applied behavior analysis (ABA), other professionals, consumers of ABA services, and students.

Member Compass™

Dashboard

Pay Balance

Account History

My Events

Profile

Login & Password

Payment

Logout

Have you updated your profile lately? Double-check your [profile information](#) for accuracy.

Welcome to your Member
Compass™

2025 Convention Registration Now Open!

Monthly events on Behavior Live:

Go to APBA's Behavior Live website here

All you have to do is select "yes, I'm a member" and enter your e-mail address when you check out on the Behavior Live site to:

- Get 25% off all APBA Webinar registration
- Get access to Ethics Chats and Journal Clubs for FREE (including 1 CEU for each event)

Dues Renewed Until
February 12, 2026

Contact Us

Member Since
2010

PROFESSIONAL DEVELOPMENT ACTIVITIES

MONTHLY

SUBMIT QUESTIONS
AHEAD OF TIME

Ethics Chats
(free for members + CEU)

Journal Club
(free for members + CEU)

Webinars

QUARTERLY

DEI
Webinar
Series

Members
Connect
Meetings

Funders
Forum

SUBMIT QUESTIONS
AHEAD OF TIME



What events have you attended?

What events/topics would you like to see?



apba Lead

Advancing **Clinical**, **Business**,
and **Policy** Practices for a *Better
Tomorrow.*

**2 Days. 3 Tracks. All virtual.
6 months on demand.**

JUNE 13 -14



VIRTUAL.



meet our Keynotes



Dr. Denice Rios Mojicas



Isaac Bermudez

IN 2025...we're bringing TRANSLATE THIS
back!

Translate This!: From Laboratory Insights
to Everyday Solutions

MEMBERSHIP RESOURCES

Search



APBA Reporter | February 2025, Issue 66

Ethics Skill Builder, February 2025

Posted In: February 2025, Issue 66

Feb
6

Ethics Skill Builder, February 2025

[Read Post](#)

Guest article: How measurement systems can transform your functional analysis

Posted In: February 2025, Issue 66

Feb
6

Title: How measurement systems can transform your functional analysis Authors: Tara A. Fahmie and Isaac J. Melanson

[Read Post](#)

Advancing our Efforts: A Review of Parks et al, The Behavior of Social Justice

Posted In: February 2025, Issue 66

Feb
6

Advancing our Efforts: A Review of Parks et al, The Behavior of Social Justice Shahla Alai-Rosales

[Read Post](#)

Public Public News

Posted In: February 2025, Issue 66

Feb
6

Public Policy Appreciation APBA kicked off several public policy initiatives at our Townhall in New Orleans, including forming a Public

[Read Post](#)

Guest article: World Behavior Analysis Day

Posted In: February 2025, Issue 66

Feb
6

Learn more about our affiliate, World Behavior Analysis Day

[Read Post](#)

Resource Round Up, Q1 February 2025

Posted In: February 2025, Issue 66

Feb
6

For the first ever Resource Round Up we want to shine a spotlight on an important group you might not even know about. This group does...

[Read Post](#)

APBA Lately




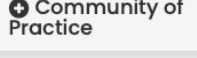
Posted In: February 2025, Issue 66

Feb
6

APBA Lately: Exciting Updates for 2025 As we dive into 2025, we're excited to share a number of updates that will make it easier

[Read Post](#)

APBA Resources

			
 Scope of Competence	 Professional Development	 Meetings	 Job Crafting & Wellness
			
 Public Speaking	 Community of Practice	 Multiple Relationships	 Supervision & Mentorship
			
 Feedback Toolkit	 Book Club	 APBA Documents in French	 Strategic Planning
			
			 Mission & Vision Statements

PRACTICAL RESOURCES FOR PRACTITIONERS



FEEDBACK TOOLKIT

Your Guide to Intentional
Conversations



2024

Created for APBA by the Performance
Management Laboratory at
the University of Kansas



PERFORMANCE
MANAGEMENT
LABORATORY

TABLE OF CONTENTS

Investing in Your Staff &
Rapport Building 3

Engineering a Positive
Learning History 5

Steps & Examples for
Providing Feedback 6

Tips for Providing
Positive & Corrective
Feedback 7

Different Characteristics
of Feedback 10

Staff Performance
Monitoring Systems 11

Approaching
Difficult Conversations 12

Feedback Receptivity 15

Frequently
Asked Questions 17



GENERAL BOOK CLUB TIPS

Interested in starting a book club or learning more about what a book club entails?

We've got you covered! Read on to learn more about why books clubs can be a great professional development tool. We have included some tips to consider when preparing to start a book club.

****Crucial Conversations
Book Club companion
guide coming soon!!**



Mission and Vision = Foundations for the Future



Mission	
Purpose <ul style="list-style-type: none">• Explains why an organization or group exists• Describes purpose• Practical• Describes benefits to customers• Describes benefits to other stakeholders	Example <p>Rooted in excellence, our programs provide support for individuals with autism so they can thrive and achieve their full potential throughout their lives.</p> <p><i>Autism Service Provider</i></p>
<i>For consideration:</i> <ul style="list-style-type: none">• 89% of adults believe it is important for employers to have a clear mission & purpose.• 79% of adults would consider a company's mission before applying for a job there.• 73% of employees in a purpose-driven organization are engaged.• 23% global average engagement.• 90% of purpose-driven organizations deliver growth and profits at or above the industry average.	



Vision	
Purpose <ul style="list-style-type: none">• Shows what organization wants to become• Describes potential• Inspirational• Describes benefits to community• "Super Goal"	Example <p>Relentlessly pursue innovative solutions to address the complex challenges of a growing autism community.</p> <p><i>Autism Service Provider</i></p>

COMING SOON...

Resources for Behavior Technicians



HOW TO ADVOCATE

Where do I start?

EFFECTIVE ADVOCACY INCLUDES...

1. Clear Communication
2. Common Ground
3. Factual Conversations
4. Mutual Respect



STEPS TO SUCCESS:



1. Identify the barriers & understand the solutions. - Complete the Performance Diagnostic Checklist - Human Services (Jimenez et al., 2023)
2. Role play w/ a safe person
3. Revisit your support system

START THE CONVERSATION:

1. Be friendly & show honest appreciation
2. Establish common ground
3. Start small
4. Ask sincere questions



ENCOUNTERING RESISTANCE



1. Avoid blaming and shaming
2. Be humble
3. Show respect for other's opinion
4. If you were wrong, admit it
5. Appreciate progress
6. Assume everyone has the best intentions

FOLLOW UP:

1. When changes occur, follow up with praise!
2. Don't give up! If at first you don't succeed, try try again.



FURTHER RESOURCES

1. How to win Friends and Influence People by Dale Carnegie
2. Crucial Conversations by Joseph Grenny, Kerry Patterson, Ron McMillan, Al Switzler, and Emily Gregory
3. Performance Diagnostic Checklist - Human Services by Jimenez, Wilder, Brand, Carr, Sellers, & Mason (2023)



What resources have you used?

What resources would you like to see?

OTHER IMPORTANT RESOURCES



TIPS FOR MEETING GENERAL HEALTH INSURANCE FUNDER REQUIREMENTS FOR ASD ASSESSMENT AND TREATMENT PLANNING FOR ABA- BASED SERVICES

CREATED IN COLLABORATION WITH

RAW
Rebecca Ann Wank
Consulting Solutions

2024

Resources for Job Seekers



The graphic is a vertical checklist titled "JOB INTERVIEW CHECKLIST" from the Association of Professional Behavior Analysts (APBA). It features a dark blue background with teal and orange curved borders at the top and bottom. The APBA logo is at the top center. Below the title, a row of dots indicates the checklist items. Each item is preceded by a teal circle with a white checkmark. The items are: "Can I clearly describe my scope of competence, relevant experience, strengths, and areas for improvement?", "Can I clearly express my professional values and goals?", "Am I fluent with examples to share about situations involving successes, difficulties, ethical dilemmas, and collaborations with co-workers and caregivers?", "Do I know enough about the organization to ask meaningful questions to ensure this will be a good fit?", and "Do I know enough about the position to ask meaningful questions about supports and expectations to assess if I will be successful?". A final row of dots is followed by a teal box containing a lightbulb icon with a heart inside, and the text: "- REMEMBER - YOU are interviewing the organization as much as they are interviewing you." Three white dots are at the bottom left.

apba
ASSOCIATION OF
PROFESSIONAL BEHAVIOR ANALYSTS

JOB INTERVIEW CHECKLIST

.....

Use the questions below to evaluate if
you are ready for a job interview.

- ☒ Can I clearly describe my scope of competence, relevant experience, strengths, and areas for improvement?
- ☒ Can I clearly express my professional values and goals?
- ☒ Am I fluent with examples to share about situations involving successes, difficulties, ethical dilemmas, and collaborations with co-workers and caregivers?
- ☒ Do I know enough about the organization to ask meaningful questions to ensure this will be a good fit?
- ☒ Do I know enough about the position to ask meaningful questions about supports and expectations to assess if I will be successful?

.....



- REMEMBER -
YOU are interviewing
the organization as
much as they are
interviewing you.

.....



Bringing awareness to and starting the conversation about:
Pay and compensation in Behavior Analysis



Created in Partnership with Hanna Vance, Doctoral Student,
Department of Psychology, University of Florida
Translational and Applied Behavioral Science (TABS) Lab

Career

Glow Up



The image features a dark teal background with a large, thin white circle in the center. A thick, light yellow arc follows the bottom and right side of this circle. To the left of the circle, there are two horizontal wavy lines. Below them is a small, solid light blue circle. In the top right corner, there is a small white circle with a thin black outline. In the bottom right corner, there is a square grid of small white dots. The text "You're invited" is centered within the large white circle.

You're invited

OPEN DISCUSSION

THANK YOU