

An Ethics Update from the Behavior Analyst Certification Board (50 min)

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Resources on ethical conduct in behavior analysis (e.g., ethics code, coursework, publications, continuing education) have primarily been in development over the last two decades and only widely available in the last decade. It was not until 2016 that the first fully enforceable code of ethics in behavior analysis went into effect: the BACB's *Professional and Ethical Compliance Code for Behavior Analysts*. In this presentation, I will provide an overview of the BACB's disciplinary system and summarize the Notices of Alleged Violation received in the past 2 years. I will also discuss three areas of the Code on which the BACB receives the most Notices and propose individual- and group-level solutions for preventing such violations.

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OBM Tips for Practitioners: Staff Performance Diagnostics and Organizational Process Analysis (50 min)

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Behavior analysts who practice in applied settings often have training backgrounds that focused on the implementation of procedures. However, the daily jobs of many practicing behavior analysts involve extensive time spent on organizational and management-related issues. Fortunately, the ABA practice area of "organizational behavior management" (OBM) has generated a robust technology for creating and maintaining productive and enjoyable work environments. In this presentation, we will briefly describe two OBM approaches that are relevant for practicing behavior analysts. The first is an efficient tool for identifying the environmental variables related to an employee's substandard performance prior to designing "function-based" interventions: the Performance Diagnostic Checklist-Human Services. The second approach is focused on a behavioral systems analysis tool that leaders can use to identify and improve processes in their organization or department as a means to ensure that employee performance improvements are maintained, and business results are maximized.