

The 9th Annual ONTABA Conference*November, 2001*

Conference 2001 was a tremendous success. Thank you to all of the members who attended the conference, and filled the room with such energy. We are pleased to announce that 50% of our attendees are ONTABA members. Dr. Richard Foxx provided us with an insightful and highly entertaining presentation on the topic of Behavioural Artistry which identified the repertoires of good behaviour analysts. Dr. Foxx also presented a solid review of treatment options for challenging behaviour in individuals with developmental disabilities. Some of our more seasoned members found this talk to be a bit basic but on the flipside, many of our new members found it highly informative. Dr. Caroline Lemsky did an excellent job of teaching us about executive functions, and areas to target when treating individuals with acquired brain injuries who have deficits in executive functioning. Most of our attendees found this presentation to be helpful, and informative. They made particular mention about Dr. Lemsky's warm presenting style, and her sense of humour in presenting a difficult topic area. A few attendees did not feel that this type of presentation was appropriate for an ONTABA conference since it was not strictly on the topic of applied behaviour analysis. Dr. Len Levin's talk about establishing operations and the treatment of food selectivity in children with autism was also very well received. Many of our attendees who treat individuals with autism found it to be very informative though some would have liked a more general "How to..." style talk. The diversity in the feedback speaks once again to the diversity of our membership across fields of expertise and years of experience. Overall the conference ratings were very high, and the vast majority of attendees were pleased. We have provided graphs which outline the specific feedback that was received.



Rosemary A. Condillac, M.A.
Conference Chair

Our sincere thanks to the presenters who made time to contribute to our conference. The presentations were very informative, and the posters offered a wealth of information.

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the ONTABA ANALYST

Ontaba

The Ontario Association for
Behaviour Analysis

An Affiliate Chapter of
The Association for Behavior
Analysis International

Caroll Drummond
Editor, Production Manager
Gerald Bernicky
Associate Editor, Submissions

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INSERTS: 1. ONTABA Annual Reports 2. Membership and Recruitment materials
3. BST Conference

From the Desk of the President

Gerald Bernicky

It is approximately one month following the successful conclusion of the 9th annual ONTABA Conference and I officially take up capacity as President of the Association. It is exciting to participate in the activities that result in the continued growth of this association and to be part of a team that will monitor, report about, and have a direct effect on the expansion of the field of applied behaviour analysis in Ontario.

However, before thinking about what is to become, we must always look back at the work, dedication, and commitment of the past boards, committees, and

volunteers of this association. There would be no ONTABA today if it were not for those individuals, and the use of their greatest resources in their ideas, work, and time. It was encouraging to see during the 2001 AGM, Bill Kirby, our past president, have the opportunity to reinforce some of these people who have worked intensely for all members of ONTABA (and to be reinforced himself for his efforts). It was an excellent example of a behaviourist behaving in a behavioural way and applying the principles of positive reinforcement, and possibly establishing the antecedent condition to observe for 'vicarious reinforcement' effects should we see an increase in the number of additional and new volunteers on committees. What a perfect 'lead in' for an additional prompt for ONTABA members to think about working with ONTABA through participation on one or more of our committees. With more ideas and more hands available, our final products and outcomes will be better and we will all benefit. This is your association and that will have an impact on your career and development as a behaviour analyst in Ontario. We welcome you to become involved and help shape the future of your career choice.

If you did not have the opportunity to attend the ONTABA conference, take the time to read the conference summary and data provided by Rosemary Condillac (President-Elect) and the annual committee report inserts that are included within this issue of The Analyst. Caroll Drummond and I, as the current Newsletter Committee, would like to thank Dr. Francisco Barrera et al., Dr. Gary Bernfeld et al., and James Porter for their submissions. Two of these submissions were based on presentations that were part of the 2001 conference. The ONTABA Analyst can only be as good and as resourceful to members as are the submissions that we receive. In seeking to increase such positive and desired 'submitting' behaviours from our members, we thank these authors for their work and for providing all of us with this information. We will approach the other presenters from the 2001 conference to also submit their work to The ONTABA Analyst to share with those members who were unable to attend and to provide a permanent product for all of us.

There is an additional article within this issue from Michael McQuaid of PSA Insurance. In 2001, the Board of ONTABA approved the motion to seek as a potential benefit to some ONTABA members, access to professional liability or malpractice insurance. Through a review of carriers and contacts made, ONTABA has pursued a relationship with PSA Insurance Inc., and more specifically, with Michael McQuaid who has assisted other Canadian associations with obtaining

ONTABA

President:
Gerald Bernicky
2002-2003

Past Presidents:
Bill Kirby
Joel Hundert
Maurice Feldman
Wanda Smith

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Member Emeritus**
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Members at Large:
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Kevin Cauley
Shelley Hockley

**Student
Representatives:**
Sarah Lambert
Jennifer Nichol

Continued from pg.2- From the Desk...

insurance coverage. His current submission is on educating ONTABA members about the Personal Information Protection and Electronic Document Act (PIPEDA). In the next issue of our newsletter he will provide all of us with the details of the coverage plan and how members of ONTABA can contact him at PSA Insurance Inc.

As a closing point, I would like to thank Bill Kirby for his dedication, time, and effort working for ONTABA as President, and for making my transition into this role an easy path to follow. As an example of a reinforcer for myself for volunteering to work on boards and committees within ONTABA, I have had the pleasure of meeting, working with, or simply having greater contact with professionals such as Bill, Leanne Baldwin, and Tara Smith, who's terms have ended with the board. I am sure that the same experience will easily occur with our newest board members, Dr. Gary Bernfeld, Kevin Cauley, Dr. Nancy Freeman, Shelley Hockley, Sarah Lambert, Jennifer Nichol, and our continuing board members Scott Bark, Amy Barker, Dr. Jessica Brian, and Rosemary Condillac.

I look forward to working with this board and assisting all committees to achieve their individual goals to help this association continue to move in a desired direction in supporting the members of ONTABA, enhancing the field of applied behaviour analysis within our province, and to be a continued supporting resource to those members who reside outside of Ontario.

The future is ours to shape; we just need a good task analysis!

Gerald Bernicky,
President of ONTABA,
Supervisor, Toronto Preschool Autism Service, Surrey Place Centre

ELECTION RESULTS

On behalf of ONTABA, we would like to thank everyone who ran for positions on the ONTABA board. Moreover, the number of ONTABA members that chose to "have a say in their organization" by submitting their vote was astounding. All of you helped make this a very successful election.

Your newly elected members are:

- President Elect:** Rosemary Condillac
- Treasurer:** Scott Bark
- Secretary:** Nancy Freeman
- Members-at-large:** Gary Bernfeld
Kevin Cauley
Shelley Hockley
- Student Representatives:** Sarah Lambert
Jennifer Nichol



Tara Smith

The new board members join:

- President:** Gerald Bernicky
- Members-at-large:** Amy Barker
Jessica Brian

Here's to a successful year for ONTABA!

Tara Smith
Chair, Elections Committee

Continued from pg. 1- Conference 2001

We were particularly pleased with the number of student poster presentations this year. We hope that those of you who did not present this year, will seriously consider submitting your work next year. The conference program depends on contributions from the membership. Many people would like to see concurrent sessions at ONTABA. This can only be achieved if there are enough submissions. If we want 2 streams we will need twice the number of submissions. If we want 3 streams, we will need three times the number of submissions. Please start planning now, next year is our 10th annual conference, and we hope that it will meet and exceed your expectations.

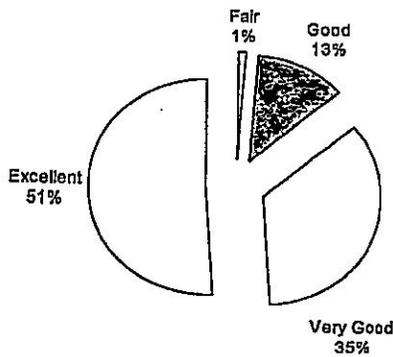
I would like to personally thank Tara Smith for her hours of hard work and dedication on the conference committee for the past two years. Tara's has made a significant contribution to the conference, and to the board, and we wish her the best of luck in completing her studies. This year, Dr. Jessica Brian also gave her time and energy to help with conference tasks, and we certainly appreciate all of her effort. We would also like to thank our sponsors and contributors including Wayne Gretzky's Restaurant, the Holiday Inn on King and ParentBooks for their generous contributions.

I will be handing over the responsibility of the conference to Shelly Hockley, one of the new members-at-large on the board of directors. I know that she would be thrilled to have help with the conference, so please contact her if you would like to become more involved in this aspect of the organization (shelly.hockley@surreyplace.on.ca or (416) 925-5141).

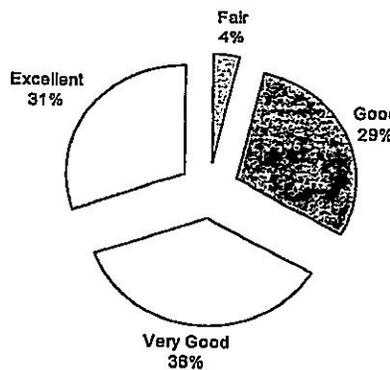
Pictures on pg. 5

ONTABA Conference Feedback

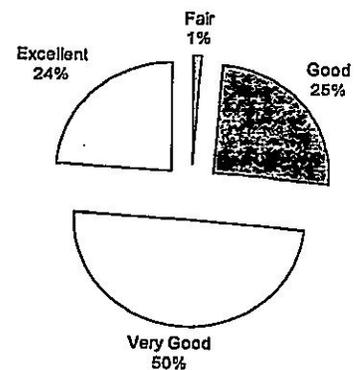
Conference Registration



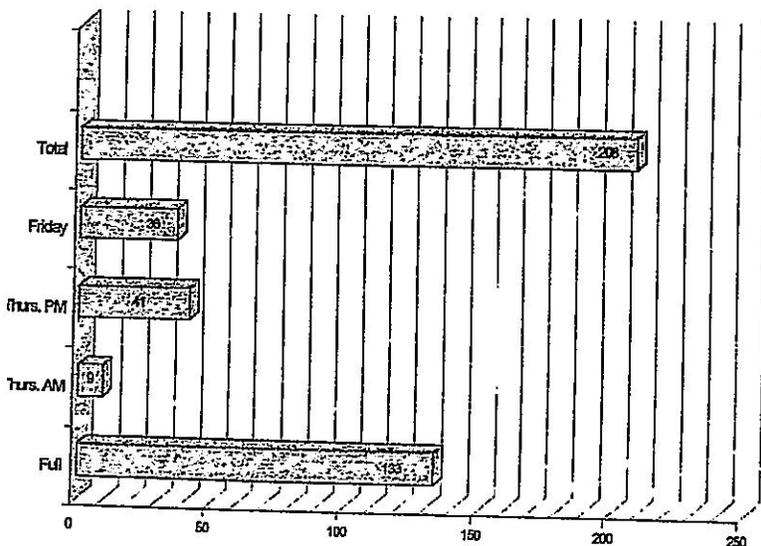
Conference Catering



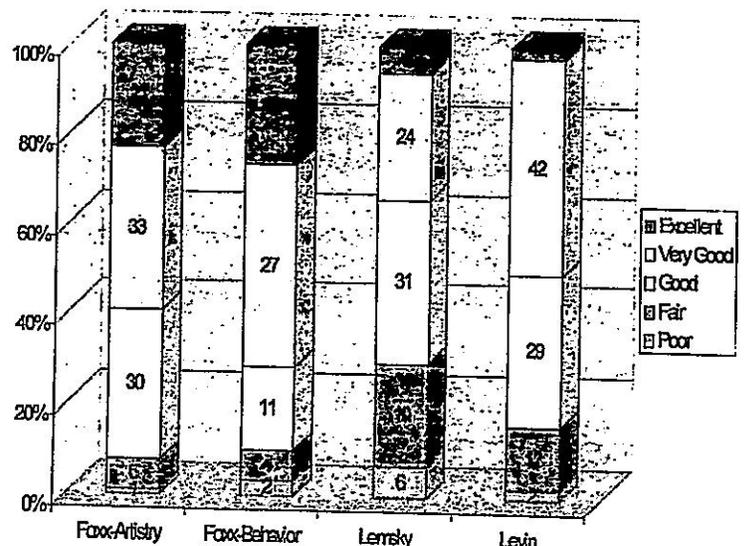
Conference Format



Registration by Session



Invited Speakers



Continued from pg.4- Conference 2001

Conference 2001

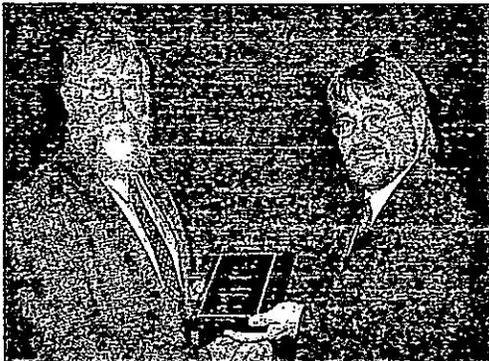
The 9th Annual Conference of the Ontario Association for Behaviour Analysis The PHOTO GALLERY



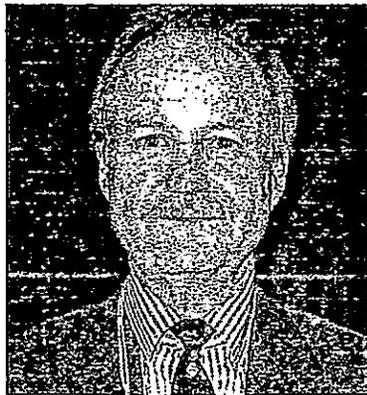
Special THANKS to the Volunteers at the Registration Desk...
and T-shirt salespeople for the kickoff of our official
ONTABA-wear!



Amy Barker, Gerry Bernicky and Angela Burgess-
the Membership and Recruitment Team



Bill Kirby hands over a plaque and the
Presidency to Gerry Bernicky



Dr. Richard Foxx
educates and entertains as
our Keynote Speaker



Dr. Jessica Brian and Kevin Cauley both
present their poster AND are members of
the Board!



Lots of discussion, eating, greeting and socializing
with new colleagues and catching up with old ones!



Dr. Gary Bernfeld gets his students from the BST
Program at St. Lawrence College to strut their stuff!

Treatment Of Severe Food Refusal

F. J. Barrera, J. Edwards, P. Frid, J. Teodoro, and CPRI Intensive Treatment Team

(Southwestern Regional Centre, Child and Parent Resource Institute, and Southwest Region Autism Program)

It is estimated that 5% of all pediatric hospital admissions involve feeding disorders that endanger a child's nutritional well being (Babbit et al., 1994; Kedesdy and Budd, 1998). Of these, one of the most severe and rare cases entails total food refusal of all solid and liquid nutrients, a condition known as food phobia or feeding aversion. Life support of these children necessitates emergency alternative feeding methods via either nasogastric or surgically implanted gastrostomy feed tubes. As necessary as they are, these medical technologies can hinder in the long run the resumption of oral feeding behaviour by creating dependencies, especially with g-tubes, that break the normal association of taste stimuli with appetite satiation.

Severe food refusal etiologies are diverse, and include swallowing dysphagias, cancer or stenosis of the esophagus, short-gut syndrome, and other physiological, neurological and metabolic disorders (Kedesdy and Budd, 1998; Linscheid and Rasnake, 2001). In all cases where swallowing difficulties are present, extensive medical investigations by specialists are immediately required. Some food aversions, however, are not caused by medical issues alone, but by classical conditioning accidents, specifically the Conditioned Taste Aversion effect first uncovered by John Garcia (Garcia et al., 1955). In his studies, Garcia found that a single pairing of two unrelated stimuli, such as the taste of saccharin and the digestive illness induced by subsequent radiation exposure, would cause his laboratory animals to gag, retch and show a marked and long-lasting aversion to the presentation of saccharin. In clinical settings, the accidental pairing of feeding stimuli with an unrelated viral infection, flu, or even a medication side-effect, can lead to the cessation of eating, swallowing and an intense and pervasive aversion to food.

Treatment of children that are both food phobic and g-tube dependent poses difficulties that are insurmountable with standard feeding behaviour management techniques (Levin and Carr, 2001). Intervention in these severe cases requires an inpatient biobehavioural approach by an Intensive Treatment Team comprised of dedicated front-line

workers and specialists in pediatrics, nursing, behaviour analysis and clinical dietary management. Treatment teams with this high degree of specialization exist in a number of USA centres but, as none were available in Ontario, a team had to be created from scratch for our patient, a nine-year-old boy with autism and developmental delay who presented with sudden and total cessation of oral eating two years earlier.

The general approach to treating food aversions is not unlike the stimulus exposure and response prevention methods used for other phobic behaviours (Barlow, 1993). In feeding disorders, exposure entails a very gradual and step-by-step acceptance and deglutition of food stimuli, and response prevention entails the extinction or elimination of escape responses such as aggression, self-injury, and disruptions of the feeding process. In our case, escape responses were preempted by a special suit that allowed for normal range of limb motions but prevented disruptive interference.

Baseline measures of spontaneous food acceptance, defined as any contact of small food items with any part of the child's mouth, occurred on only 24% of trials. Attempts to normalize meal routines, to provide non-coercive encouragement, to model self-feeding, or to reduce sensory and social defensiveness via occupational therapy, all failed to elicit spontaneous acceptance of food.

Failure to evoke self-initiated feeding required gradual shaping of acceptance of food-in-mouth behaviour, and this was accomplished by using the Contingency Contacting method (Hoch et al., 1994). In this procedure, a small bite of food is presented in a spoon to the child, and the spoon is kept in front of the child's mouth, for as long as necessary, until the child makes contact with the food. So, no matter how much the child tries to escape from or disrupt feeding, a food trial only ends contingent upon the child accepting food into his/her mouth.

With this procedure we achieved 100% acceptance of food presentations in all 3 daily mealtimes, each of which consisted of 50 food trials. Successful

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Continued from pg.6- Treatment of Severe Food Refusal

acceptance, however, did not result in swallowing, but only in immediate spitting out of all food items. Acceptance criteria were therefore gradually increased over a period of approximately 4 months, to holding food in mouth, to closing mouth, and to keeping food in mouth for up to an average of nearly 30 sec, but swallowing only occurred very sporadically, and usually on less than 10% of the trials.

The next step hence focused on shaping swallowing behaviour, by using a combination of methods known as Swallow Induction and Induction Avoidance (Lamm and Greer, 1988). In the first procedure, a tiny portion of food is presented on the soft rubber nibs of an infant oral stimulator, and the mid-back of the tongue is gently stimulated to induce a swallowing reflex (Induction). In the second procedure (Avoidance), an equally small amount of food is introduced in the mouth with a plastic-coated infant spoon, and then followed by the stimulator if no swallows occur. The rationale here is to reinforce swallowing with avoidance of induction. With these methods, swallowing increased to an average of 55% of trials, but we encountered a great deal of variability, and swallow detection itself (by evidence of visual, auditory, or tactile palpation of throat movements) was often difficult.

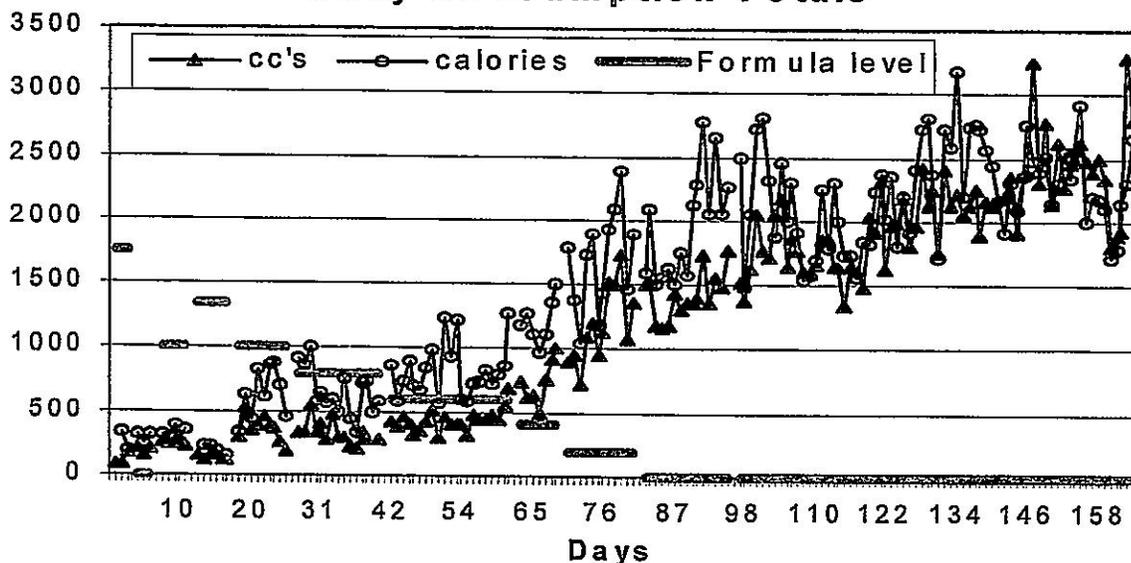
In our last attempt to establish a more consistent and reliable rate of swallowing, we combined the above methods with the notion of Contingency Contacting by making the conclusion of any trial contingent only on the occurrence of a swallow. That is, food was placed

in the child's mouth, and induction/avoidance was continued until the child could either show us that there was nothing in his mouth or until any spits involved only clear saliva. With this 'inescapable swallow' approach, we finally attained a 100% swallow rate. Of course, some trial durations became extremely long, and in many meals we only managed to do a few trials, as it sometimes took over 20 min to achieve a single swallow. By monitoring swallow latencies, we differentially reinforced quick swallows with trial termination and, over the course of about 2 months, we were able to gradually shape a 75% rate of swallow latencies of 30 sec or less. It was at this point in time that the data indicated to us that the connection between tasting and swallowing had been re-established and that our youngster was now ready and eager to eat.

The objective of the final phase of the feeding intervention was to wean the child from his g-tube, and this was accomplished by gradually reducing his tube formula intake, and by a number of stimulus fading procedures: Food presentations were slowly increased in size; food texture was gradually moved from a pureed consistency to a coarser blend; liquids were first introduced with thickener and then gradually diluted to fluids; more mealtimes and snacks were gradually added; and fading out of his restraint suit was initiated. As shown in Chart 1, g-tube formula calories were reduced from 1750 (100% of his requirements) in stepwise fashion to zero levels, while oral consumption was increased from less than 200 calories/day at the start of weaning, to over 2500

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Daily Consumption Totals



Continued from pg.7- Treatment of Severe Food Refusal

calories/day (30% over his g-tube requirements) by the time g-tube feedings were discontinued. At the time of discharge to his home community, oral consumption had increased to nearly 3000 calories/cc's per day, with correlated significant weight gains. As with other phases of this program, the weaning process was deliberately gradual and required nearly 5 months of systematic intervention. The success of this very challenging project was made possible above all by the diligence, creativity and patience of the child's front-line workers, and by the support of CPRI and our online USA consultants.

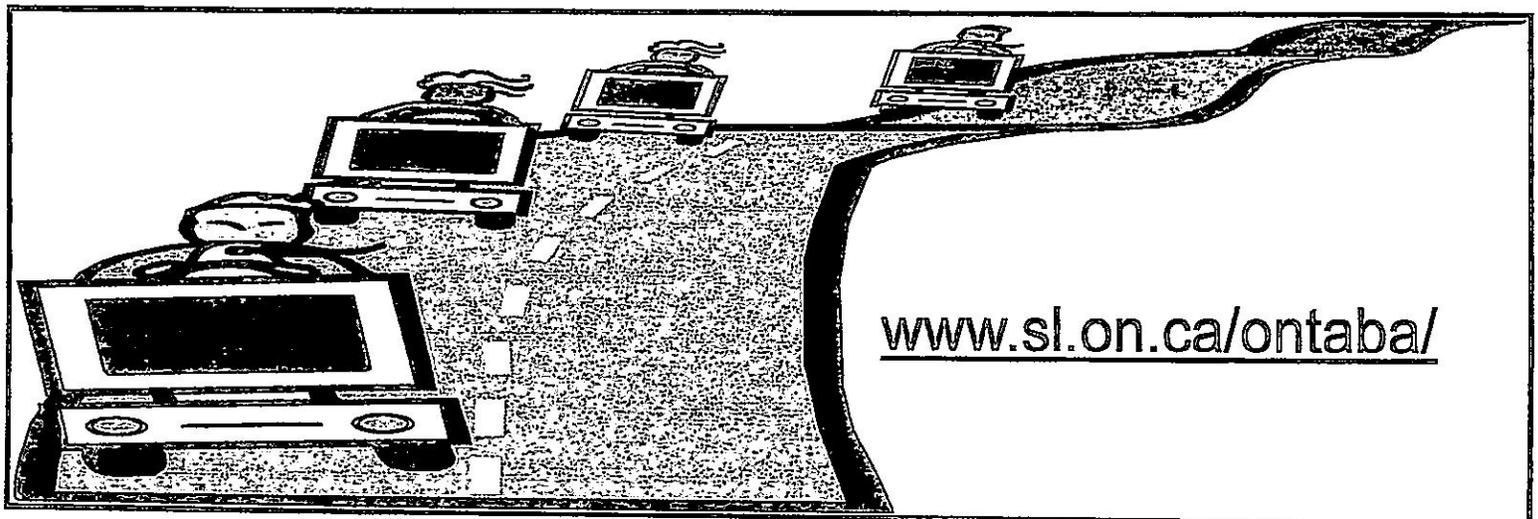
On December 3rd, 2001, the CPRI Intensive Treatment Team staff were presented with the 'Make A Difference' Recognition Program Award by the Ministry of Community and Social Services.



Dr. F.J. Barrera

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www.sl.on.ca/ontaba/

Applied Behavior Analysis Program at the University of Nevada - Reno



James Porter

It has been almost three years now that I "took up stakes" and embarked on my odyssey to complete my education by acquiring a Ph.D. in the Behaviour Analysis Program at the University of Nevada. Shortly after arriving (having my first semester under my belt) I was asked to write an article for the ONTABA newsletter. So here almost two years later, I finally find myself "putting pen to paper" (or more literally and precisely, sole finger tip to keyboard).

The Behaviour Analysis Program at the University of Nevada (Reno campus) is a degree-granting program in the department of psychology at UNR. The program offers both Master's and Doctoral level degrees in behaviour analysis. The program incorporates a behaviour analytic education that includes the applied, basic and theoretical domains. The educational opportunities include formal classes that

range from Radical Behaviourism (devoted to studying "About Behaviourism" and "Beyond Freedom and Dignity") to Introductory Applied Behavior Analysis. Additional educational opportunities include stipend and practicum placements that range from Organizational Behaviour Management (OBM) to applied settings (DD and Autism). The stipend and practicum placements provide the student with an opportunity to learn new applied skills and hone skills already in their repertoire. These skills include administrative (e.g., financial issues associated with the operation of a clinical service) to applied skills (i.e., program writing) with a rich variety of research opportunities.

Doctoral requirements include completing course credits in basic behaviour analysis (classes include Experimental Behaviour Analysis and Experimental Analysis of Human Behaviour), applied behaviour analysis (with courses in assessment and intervention) and theoretical domain that includes a course in philosophy in psychology (devoted primarily to the study of Kantor), language and cognition (the study of Skinner's Verbal Behavior) and Radical Behaviourism. There are additional core courses in biopsychology, statistics and research design and methodology. It is a most comprehensive program that belies the mean 5.5 years it takes to complete (I suspect more recent data would show a higher completion time and a median or mode would likewise indicate a higher figure than the 5.5 years).

In my first year in the program I found myself much like a "kid in a candy" shop. The scope of the educational opportunities was most reinforcing. My major difficulty was in deciding where to stop. Over the period of the three years, I was able to be involved in various faculty research labs. My labs included Dr. Larry Williams whose focus was the adult Developmental Disabilities population, Dr. Jane Fisher in the clinical gerontology field, gambling research with Dr. Patrick Ghezzi, Dr. Steven Hayes' lab with its focus on relational frame theory and Acceptance and Commitment Therapy (ACT) and, briefly, the lab conducted by Dr. James Carr. My only regret was that there was no time to do even more.

As I begin my preparations to return to Canada in the next few weeks I scramble to get organized and compile a list of the projects that I will continue to work on from a distance. The sports psychology paper with Dr. Rick Fleming, the RFT study and ACT paper with Dr. Steven Hayes, the various gambling studies with Dr. Ghezzi, and of course the dissertation work with Dr. Williams. And many other projects in the works that included guided notes research, an IOA review article and I could go on ad nauseum but will spare the reader. The point should be obvious, the rich and fertile opportunities... and the accompanying 14-hour days that come with the involvement in the degree program.

As may be apparent from the works in progress, my return is in some measure premature. I have managed in the three years, thanks to the assistance of some of the faculty, been able to do the impossible and almost complete the degree program (both the Masters and Ph.D. degrees) in three years. I have but to complete the dissertation, which is currently in progress. My premature return is precipitated by the difficulties associated with being an international student. Unfortunately the financial restrictions imposed by the U.S. and lack of educational support by Canada for Canadians studying outside the country has forced an early return. This experience has in turn served to demonstrate all the more, the need for Behaviour Analytic educational opportunities in Canada. Ideal circumstances would be such that one could attain the same educational opportunities I have just had, but to do so in Canada. Whether as a distance program affiliated with an already established program or whether as a "home grown" program at a Canadian University the time to act has long since passed and current efforts by ONTABA to develop such programs should be endorsed and supported by every means available by the ONTABA membership.

James C. K. Porter
Dept. of Psychology
University of Nevada
Reno, NV.

***Editors' note-** James has since returned to Canada and is working with Kerry's Place Autism Services.

Training Behaviourally Oriented Students For Work In Human Service Settings

Gary Bernfeld, PhD, David McKay, MA, & Bill Kirby
(Behavioural Science Technology Program, St. Lawrence College)

This article overviews the work of the Behavioural Science Technology program of St. Lawrence College and is based on a poster presented at the 9th annual conference of the Ontario Association for Behavioural Analysis, in November, 2001. The program has been training the next generation of front-line staff in human service settings for 30 years. This course of studies is unique in Canada. The article will describe the program's: Overall Structure, Mission, Vocational Outcomes, Core Courses, Field Placement Activities & Settings, and Web-Based Source for More Information.

Overall Structure:

The Behavioural Science Technology program has two 'streams':

1. Over 3 years, regular **Diploma** students take 16 half-courses in Applied Behavioural Analysis, Social learning Theory, Cognitive-Behavioural Therapy, and several in related areas of Psychology. They also complete 4 field placements, totalling over 1000 hours (<http://www.sl.on.ca/fulltime/ft0337.htm>)
2. The **BA Option** allows those with a BA in Psychology to graduate in 10 months, and receive 750 hours of placement experience [<http://www.sl.on.ca/fulltime/ft0737.htm>]

Mission:

The Behavioural Science Program believes that learning is the basis of human behaviour. Our mission is to train students to effectively use behavioural techniques. The behavioural approach includes the use of an objective assessment, systematic intervention and teaching, with a scientific method of data collection and analyses. As graduates, our students assist a wide variety of people to develop their educational, behavioural and social competencies. All of this is accomplished within the context of an ethical framework and best practices.

Vocational Outcomes:

Graduates reliably demonstrate the ability to:

- Access, read, and interpret moderately complex **publications** in the areas of Behavioural Psychology and related disciplines.
- Design, write, implement, and evaluate moderately complex **programs** in Applied Behaviour Analysis.
- To design, write, implement, and evaluate moderately complex, **Multidimensional Behavioural Assessments**.
- Conduct **individual Behavioural Counselling** sessions from a Cognitive, Social Learning Perspective, in one or more of educational, applied and clinical settings.
- Co-facilitate **Group Behavioural Counselling** sessions from a Cognitive, Social Learning Perspective, in one or more of educational, applied and clinical settings.
- Apply his/her social professional and clinical skills in the context of a **multidisciplinary setting** with a variety of clients, their support networks, professionals, and the community.
- Effectively **communicate** with others, from a Behavioural perspective, both verbally and in writing, as an informed stakeholder in educational, applied, and clinical settings.
- Demonstrate professional and **ethical conduct** in educational, applied, and clinical settings.

NOTE: The above reflects the students' skill set upon graduation and is not intended to limit their subsequent professional activities.

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Continued from pg.10- Behaviourally Oriented...

Core Courses:

BEHA54	Introduction to Applied Behaviour Analysis	BEHA20	Behavioural Counselling 1
CASE10	Introduction to Behavioural Science Placement	GENE2	Abnormal Psychology
CASE31	Behavioural Science Seminar	WORK18	Field Placement Seminar II
MATH3	Introduction to Statistics for BST	INTN13	BST Field Placement (320 Hours)
BEHA5	Prevention & Mgt. of Disturbed Behaviour	BEHA28	Group Behaviour Therapy
PSYC20	Developmental Psychopathology	STRE77	Principles & Practice of Stress Management
INTN11	BST Field Placement (240 Hours)	BEHA21	Behavioural Counselling II
BEHA25	Behavioural Techniques & Applications	WORK20	Field Placement Seminar III
BEHA71	Behavioural Assessment	GENE53	Overview of Addictions
BEHA22	Introduction to Exceptionalities	INTN14	BST Field Placement (320 Hours)
WORK17	Field Placement Seminar I	COUN39	Behavioural Interviewing & Mediator Training
INTN12	BST Field Placement (240 Hours)	PHAR77	Pharmacology
BEHA26	Survey of Behavioural Research	WORK21	Field Placement Seminar IV

Field Placement Activities & Settings:

Supervision: Ongoing supervision provided by BST Faculty and agency staff.

Timing: Full-time placements occur in: Fall (Nov.-Dec.); Winter (March-April); and Spring (May-June,*BA Option only).

Duration: In the Diploma program, 2nd year students complete two, 6-week placements and 3rd year students complete two, 8-week placements. In the BA option, students do 6-week placements in the fall and winter, and an 8-week placement in the spring.

Activities: 2nd year students complete one of the first three items below, and 3rd year students do two distinct tasks from the list below:

- 1) Complete a behavioural assessment;
- 2) Design & implement an applied behaviour analysis or cognitive-behavioural program for individual clients
- 3) Co-facilitate behavioural group therapy
- 4) 'Job shadow' staff involved in complex clinical assessments and treatment
- 5) Complete a special project (e.g. literature review, adaptation of an existing behavioural program, etc.)

Field Placement Settings: Field Placements are available in most urban centres in Ontario and other locales. A sample of populations reflected in placement settings would include: Acquired Brain Injury, Autism, Children's Mental Health, Developmentally Handicapped, Education (Regular, Behavioural & School-to-Community classrooms), Forensic (Adult & Young Offender), Geriatric, Job Training, Psychiatric, Substance Abuse, and others.

Web-Based Source for More Information:

Once you've seen the main college-generated web pages, be sure to visit the new, additional pages that are student-generated at: <http://www.sl.on.ca/fulltime/bst/index.html>, which also cover:

- Behavioural Reading List
- Web Links
- Student & Faculty Activities: **Download an Adobe Acrobat version of our April 2002 BST Conference Flyer and Registration form. Hurray!! Attendance Limited to 150.**
- Academic Advisory Committee
- Student Poster Session photos
- Grad Profile and On Line Survey
- FAQ for Applicants

Continued on pg. 12

Getting connected**PHOTOGRAPHS**

We could be using your pictures instead!
E-mail them to Gerry Bernicky or send them c/o ONTABA to the ONTABA ANALYST

ONTABA HOME PAGE

Internet address:
<http://www.sl.on.ca/ontaba/>
E-mail Bill Kirby at:
bkirby@sl.on.ca

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ONTABA Analyst Submissions**Your newsletter is only as good as your contributions.**

The *ONTABA Analyst* is a forum for us to stay connected in many ways. All members are encouraged to submit articles on topics related to behaviour Analysis; theoretical, practical or topical issues, perspectives from different regions of the province, jobs or schools, research accounts, news, announcements, your biography, reviews, student practicums, etc.

Article submissions:

We reserve the right to edit without changing the intent of an article, request further editing by the author, publish articles relative to the content of the current Analyst, publish them at a later date with due respect to the timeliness of a given article, or refuse an article. You will be informed of acceptance, rewrite or refusal of an article. Announcements will be published at the discretion of the editor. *ONTABA* will not be held responsible for the views and opinions of *ONTABA Analyst* contributors.

Advertising in the *ONTABA Analyst* is available for a fee payable to *ONTABA* (\$100.00 1/4 pg., \$200.00 1/2 pg., \$300.00 full pg.). Job ads may be posted on the *ONTABA* website for up to 30 days.

Submissions for the next *ONTABA ANALYST*, *Winter Issue 8.1*, must arrive to Gerald Bernicky at gbernicky@sympatico.ca by January 30th for the February 15th issue

Conferences and Workshops- Spring 2002

- May 24 -28, ABA International Conference, Sheraton Centre, Toronto
- April 3, OADD RSIG (Research Special Interest Group), Sheraton Parkway North, Toronto
- April 4 & 5, Ontario Association on Developmental Disabilities (OADD) Conference, Sheraton Parkway North, Toronto
- April 4 & 5, Behavioural Science Technology Conference, Donald Gordon Centre, Queens U., Kingston (See ad)

Continued from pg.11- Behaviourally Oriented

We hope this will broaden the Behavioural Science Technology program's appeal to potential Applicants and help our current students and Grads feel justifiably proud of their work...especially as we will update the additional web page on a regular basis to include:

- Samples of **student posters** from the ONTABA conference
- More info about our planned Behavioural Science Technology **Conference** at Queen's University's Donald Gordon Centre **April 4-5, 2002**. The theme is 'Real World Challenges & Success Strategies for Behaviourists'. Gerald Bernicky, ONTABA President, is the keynote speaker.
- Updates on status of **new initiatives** like the Post Diploma ABI Certificate and the Applied Degree in the Behavioural Sciences.

Contact:

Bill Kirby, Program Co-ordinator via phone (544 5400, ext. 1127), or email: bkirby@sl.on.ca

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Gary Bernfeld

THE NEW PRIVACY ACT: *It's no secret!*

(But with the universal appeal of technology, there may be undisclosed risks for the unwary!)

In managing client communications in the Information Age, professionals must be vigilant in the safekeeping and dissemination of personal information. The price for not recognizing the scope of legal responsibility may attract unprecedented liability and ethical repercussions. This elevated duty of care is being fast tracked with new legislation in an effort to keep pace with technology.

Adherence to this standard may not be an easy undertaking with the allurements of technology. Expediency and efficiency, the main catalysts of electronic communications, have a tendency to overshadow the traditional confidentiality protocols of the "hard copy" world.

It's not unfathomable to see how the new act, **Personal Information Protection and Electronic Document Act (PIPEDA)** will create challenging dilemmas for today's professional.

The federal and provincial enactment outlines the rights of individuals to determine when, how, and to what extent their personal information can be used. Personal information is information about a particular person or information that can identify a particular person. The legislation defines how personal information can be collected, stored and disclosed. The courts will adopt the tenet of "reasonable expectation" when evaluating the degree of care taken by professionals.

The implementation schedule is already upon us: federal works 2001, medical records 2002, and all businesses 2004. For ONTABA members, the time to implement sound risk management and business practices is now!

The general principles under the Act are flexible and relate to: accountability, identifying purposes, consent, limiting collection, limiting use, disclosure and retention, accuracy, safeguards, openness, individual access and challenging compliance.

Technology governs how we electronically collect, store, safeguard and disclose information.

Businesses tend to focus on technology risks in the first person. More specifically, how would they be affected by a loss of their own information. The scrutiny may only go as far as: "***What would happen if we contract a computer virus or if our security system is compromised?***" We need to take it one step further and see the contingent or Third Party losses arising out of these events. The deeper question is: "***Can we be held legally responsible to others for the inadvertent release of confidential information?***"

The level of care in protecting the right of individual's privacy will be dependent upon sensitivity of the subject information.

The "prime disseminator" is email. When we examine the potential pitfalls of email as they relate to privacy, it may be wise to pause before we click "send".

- **No Privacy:** There are no assurances the intended recipient actually receives the message. Others may have unauthorized access.
- **Informality:** The email message may contain casual or collateral information to the primary message that could be incriminating.
- **Permanence:** It may be difficult to delete the message once it has served its intended purpose.
- **Ease of circulation:** There's no control of the originating email being forwarded to other parties.
- **Forgery:** There's no control over intentional and detrimental alteration of the author's message, which is then circulated.
- **No Borders:** The email can be sent across many jurisdictions and subject to different privacy laws.

Continued from pg.13- The New Privacy Act

In analysing our privacy risks, it is important to review how we communicate with our key stakeholders namely, injured parties, insurance companies, and other rehabilitation professionals. What type of information is being sent and how? The more sensitive the information (e.g. medical reports) the greater the degree of care when handling client files.

Risk management requires both corporations and professionals to adopt a proactive approach in dealing with privacy issues.

From the corporate perspective, a privacy policy should be developed and fully understood by all employees. Employment and customer contracts (informed consent) should detail how personal information will be used in compliance with the obligations under the Act. Websites should contain the corporate privacy policy and all email should have disclaimers. In other words, the privacy policy should be made public! It's the consistent application that will give the professional a unique competitive advantage.

Senior management must monitor employees' compliance with the corporate privacy policy to preserve its integrity. At the same time, they must not infringe on the employee's rights of privacy. That's why a clearly developed, articulated and understood employment privacy policy will define the employee's expectations when using corporate computers in the scope of employment.

On the individual perspective, all outgoing emails should have a disclaimer clause declaring the content confidential and privileged. All incoming email traffic should follow a retention / destruction policy. Forwarding should only be done on a "need to know basis"

All electronic correspondence should adhere to the same protocols of the hard copy world. All reports and agreements should contain disclaimers and hold harmless agreements wherever possible with the primary objective of outlining everyone's expectations of privacy throughout the engagement.

It is inevitable that litigation will test the boundaries of reasonable expectations and set new precedents. It follows that rehabilitation professionals will be tested by false, groundless or fraudulent allegations concerning privacy infringements.

The insurance marketplace is also in a state of flux in dealing with technology and privacy risks. As of January 1, 2002, the property/casualty industry is amending their wordings by incorporating the Insurance Bureau of Canada's "**Data exclusions**". For clients that carry a **Commercial General Liability** policy, it means that invasion of privacy under the *Personal Injury* section will very likely exclude invasion of privacy if the loss arises out of an Internet application (email). If you carry a professional liability policy, there may be an **absolute** exclusion for invasion of privacy. If coverage is available, it must arise directly out of an insured professional service and not a business activity. The *context* of the allegation is as crucial as the *actual* invasion of privacy when attracting liability coverage. Are there potential gaps? You bet!

Every professional should confirm their insurance portfolio will meet their expectations of protection concerning privacy risks. And the only way this can be done is pointedly asking the question "**Am I covered?**"

Despite our best efforts, we can never eliminate professional liability risks including privacy, but we can mitigate its consequences. Knowledge of the new privacy legislation, securing on-line communications and procuring the appropriate insurance protection will take the mystery out of conducting business in the Information Age. And this should not be a secret to the profession.

Michael McQuaid is Vice President, Corporate & Executive Risk with PSA insurance Services Ltd. He is the Program Director of the Professional Liability Insurance Program for ONTABA members. Contact Michael at 1-888-772-4672. Email: mmcquaid@psains.com
Website: www.psains.com

EMPLOYMENT OPPORTUNITIES



Surrey Place Centre

SURREY PLACE CENTRE is dedicated to improving the quality of life for people with developmental disabilities. We are currently recruiting for the following position:

Supervisor, TPAS (1 year contract)
Toronto Preschool Autism Services Division (TPAS)
Management
\$50,536 - \$59,455
36.25/week

The TPAS Division is currently recruiting for a Supervisor who will be responsible for a caseload of children and family training related to behavioural intervention and home/school/daycare programming. **This is a one year contract position.**

In this role the successful candidate will supervise Instructor Therapists (direct service providers) working directly with these children. You will also be responsible for conducting functional and behavioural assessments, participate in the treatment planning process, work with parents/caregivers, and design and ensure the delivery of program content, plus the administrative function supporting service delivery.

The successful candidate will have, or be working towards, a Master's degree in psychology or a related field, and a minimum six months' direct clinical experience in an intensive behavioural intervention program for children with autism (or have extensive clinical experience in intensive behaviour interventions with children with autism and other relevant educational backgrounds).

If you are interested in the opportunity, please forward your resume to Human Resources, Surrey Place Centre, 2 Surrey Place, Toronto, Ontario, M5S 2C2, or fax: (416) 925-5645, or e-mail: Frances.Kakarelis@SurreyPlace.on.ca, quoting file #0152-778.

We thank all applicants for their interest however, we will only contact those who we wish to interview.



Surrey Place Centre

SURREY PLACE CENTRE is dedicated to improving the quality of life for people with developmental disabilities. We are currently recruiting for the following position:

Instructor Therapist
Regular, Full-time
40 hours/week
\$32,013 - \$38,950

The Toronto Preschool Autism Services Division is currently recruiting for Instructor Therapists. You will work directly with children with autism and their families in the provision of an intensive behavioural service. Your clinical supervision and guidance will be provided by a Supervisor and a Registered Psychologist.

You will have a community college or university degree in a field related to social services or psychology. Early Childhood or Resource Teacher experience would also be appropriate. Graduates from a Behavioural Science Technology program are strongly encouraged to apply. In addition, previous experience providing intensive behavioural intervention would be of benefit. As we attempt to serve families in both official languages, we are particularly interested in candidates who are fluently bilingual, as well, we seek candidates who are fluent in other languages. Experience with different cultural backgrounds would also be an asset. You will be required to successfully complete a mandatory provincial training initiative. All service providers must comply with the Ministry's criminal reference check.

If you are interested in the opportunity, please forward your resume to Human Resources, Surrey Place Centre, 2 Surrey Place, Toronto, Ontario, M5S 2C2, or fax: (416) 925-5645, or e-mail: Frances.Kakarelis@SurreyPlace.on.ca, quoting file #0153-778.

We thank all applicants for their interest however, we will only contact those who we wish to interview



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ONTABA, the Ontario Association for Behaviour Analysis,
is an affiliate Chapter of the Association for Behavior Analysis International.
ONTABA currently has members from professions such as
education, nursing, health care, and psychology.

The objectives of ONTABA are to promote behaviour analysis in the province of Ontario,
to facilitate interactions between professionals engaged in behavioural activities,
to monitor and participate in legal and professional issues related to behaviour analysis,
and to initiate standardized practices and certification of Behaviour Analysts.

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ONTABA is not responsible for the views or opinions of ANALYST contributors