DOUGLAS A. JOHNSON, PH.D., BCBA-D

Email: behavioranalyst@gmail.com
Research website: www.johnsonresearchlab.com
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EDUCATION

Doctor of Philosophy (Ph.D.) in Applied Behavior Analysis
Western Michigan University, June 2009
Dissertation: When Self-Pacing Goes Wrong: A Comparison of Two Methods for Reducing Computer-Based Racing

Master of Business Administration (MBA)
Western Michigan University, April 2025

Master of Arts (M.A.) in Industrial/Organizational Psychology
Western Michigan University, December 2005
Thesis: The Effects of Feedback in Hourly Pay and Individual Monetary Incentives

Bachelor of Science, Psychology
Central Michigan University, May 2001
Summa Cum Laude

CERTIFICATIONS

Board Certified Behavior Analyst - Doctoral (BCBA-D)
Certification Number: 1-21-54505

Lean Six Sigma – Yellow Belt
Western Michigan University – Center for Integrated Supply Management

Business Analytics
Western Michigan University

ACADEMIC AND APPLIED POSITIONS

Global Engagement and Learning Leader: Eastman Chemical Company
Duration: February 2024 – present
> Duties: Developed and guided best practices for high-impact training programs and the evaluation of knowledge and skills across global operations. Assessed training and leadership practices within various manufacturing departments and helped manage behavior change in order to drive key performance indicators.

Provided behavioral science support to identify opportunities and build capabilities for continual performance improvement in coaching, leadership, and operations excellence. Advanced a culture of zero safety incidents through collaborative partnerships with department leaders, training coordinators, performance coaches, and other stakeholders.

Plastics Manufacturing Learning Leader: Eastman Chemical Company
Duration: June 2022 – February 2024

Duties: Oversaw initial development and continued delivery of operations' learning and development strategy within Polymers manufacturing at company headquarters. Validated processes, procedures, training, and feedback mechanisms to ensure every employee reached and maintained full competency. Partnered with operations' leaders to assess and assist with performance improvement and continuous improvement solutions. Applied behavioral science principles to learning and development, performance management, employee engagement, and change management to continuously improve personal safety, process safety, and psychological safety.

Adjunct Faculty: University of Massachusetts Lowell, Department of Psychology
Duration: September 2023 – present
Supervisor: Lisa Geraci, Ph.D.

Duties: Responsible for teaching Concepts and Principles of Behavior Analysis to master's students.

Associate Professor: Western Michigan University, Department of Psychology
Duration: September 2019 – August 2022
Average Student Evaluation of Teaching Effectiveness: 4.8 (1-5 scale, 5 top rating)
Supervisor: Jonathan Baker, Ph.D.

Duties: Responsible for supervision of professional/career development courses and teaching of various other undergraduate and graduate level courses, including Behavior-Based Instructional Design, Psychological Foundations of Computer-Assisted Instruction, Advanced Instructional Design and Training Practicum, Conditioning Principles and their Organizational Applications, General Psychology, Skinner's Behaviorism, Introduction to Behavior Analysis, Conceptual Foundations of OBM, and Behavioral Approaches to College Education. Recruited, trained, and supervised graduate student instructors, undergraduate assistants, and other support staff. In addition to teaching activities, also served as the Director for the Industrial Organizational Behavior Management graduate program and academic advisor for graduate students in the Industrial Organizational Behavior Management program.

Owner: Operant-Tech Consulting
Duration: December 2002 – May 2022

Duties: As founder and owner of Operant-Tech Consulting, provided expert consultation on instructional design, training design/development, computer-based instruction, performance management, systems analysis, fluency training, incentives, feedback, compensation systems, and employee motivation.

Assistant Professor: Western Michigan University, Department of Psychology
Duration: August 2013 – August 2019
Supervisor: Stephanie Peterson, Ph.D.
 Duties: Responsible for supervision of professional/career development courses
 and teaching of various other undergraduate and graduate level courses.
 Developed multiple courses to be offered for the first time through WMU's
 Department of Psychology, including Behavioral Training and Teaching
 Strategies, Professional and Career Development, Social Psychology,
 Behavior-Based Instructional Design, Psychological Foundations of Computer-
 Assisted Instruction, Advanced Instructional Design and Training Practicum,
 and Conditioning Principles and their Organizational Applications. Taught
 multiple pre-existing courses, including General Psychology, Survey of
 Behavior Analysis Research, Skinner's Behaviorism, and Behavioral
 Approaches to College Education. Recruited, trained, and supervised graduate
 student instructors, undergraduate assistants, and other support staff. In
 addition to teaching activities, also served as the Director of Undergraduate
 Training, Director for the Industrial Organizational Behavior Management
 graduate program, and academic advisor for graduate students in the Industrial
 Organizational Behavior Management program.

Faculty Specialist: Western Michigan University, Department of Psychology
Duration: July 2009 – June 2013
Supervisor: Wayne Fuqua, Ph.D.
 Duties: Responsible for supervision of all introductory psychology courses
 (yearly enrollment of approximately 2000 students) and management of the
 Psychology Undergraduate Advising Office.

**Part-time Faculty: Western Michigan University, Department of Counseling
Education and Counseling Psychology**
Duration: January 2013 – April 2013
Supervisor: Patrick Munley, Ph.D.
 Duties: Responsible for teaching Social Psychology to doctoral students.

Part-time Instructor: Kalamazoo Valley Community College
Duration: September 2010 – April 2012
Supervisor: Nora Evers, Ph.D.
 Duties: Responsible for teaching psychology courses, including Introduction to
 Psychology and Educational Psychology.

Contractor: AME-Learning, Inc.
Duration: October 2002 – January 2012
Contact: John Crosbie, Ph.D. and Janet Emmendorfer, Ph.D.
 Duties: Design of computer-based training utilizing instructional design
 principles. Programming of computer-based training with the following software
 systems: Adobe Flash, Adobe Captivate, Knowledge Impact's Firefly, Microsoft
 PowerPoint and Adobe Photoshop. Tasks such as writing voice-over script and
 bullet points, project management, developer supervision, instructional design,
 testing, implementation, and development of e-learning courses, graphic
 design, laying out course elements, and programmed interactions in Flash and

Captivate. As an associate of AME-Learning, creation of instructional material for a variety of clients, including Allstate Foundation, Ardent Learning, Argent Mortgage, Bechtel, BOMI International, CLG, Fifth Third Bank, Heinz, National Network to End Domestic Violence, Option One Mortgage, Pfizer, PIMCO, Schering-Plough, Thomson, and Washington Mutual.

Contractor: Safety & Health Involvement for Truck Drivers (SHIFT)
Duration: August 2006 – December 2008
Contact: Ryan Olson, Ph.D.
> Duties: Developing computer-based training materials for promotion of health and safety for commercial truck drivers. Collecting and preparation of data.

Consultant: Hollin Consulting, Ltd.
Duration: May 2007 – August 2008
Contact: Howard Lees, BSc, CEng
> Duties: Revision of lecture materials and developing computer-based instructional materials for training managers and other employees in behaviour management techniques. Expanding and rewriting of behaviour analysis manual. Developing process for evaluation of training results. Data analysis and proposal preparation.

Consultant: iDepressionCare
Duration: October 2005 – April 2007
Contact: C. Richard Spates, Ph.D.
> Duties: Developed computer programs to help psychiatrists and nurses choose evidence-based treatments for depression and bipolar disorder.

Contractor: Ardent Learning
Duration: November 2005 – November 2006
Contact: Barbara Bucklin, Ph.D.
> Duties: Instructional design of web-based training courses and interviewed employees. As an associate of Ardent Learning, created instructional materials for Ford Motor Company.

Consultant: Pharmacia (now Pfizer)
Duration: January 2003 – April 2003
Contacts: Alyce Dickinson, Ph.D. and Kevin Munson, Ph.D.
> Duties: Worked with training department to develop total performance system maps, relationship maps, and process maps under the supervision of a Western Michigan University faculty member. Helped facilitate a plant-wide curriculum revision.

Consultant: Association for Behavior Analysis International
Duration: September 2001 – December 2001
Contacts: Alyce Dickinson, Ph.D. and Maria Malott, Ph.D.
> Duties: Developed process maps to help analyze the payables and receivables job functions within organization under the supervision of a Western Michigan University faculty member.

Laboratory Instructor and Researcher: Central Michigan University
Duration: September 1999 – May 2001
Contact: Albert Neal, Ph.D.
>Duties: Maintained deprivation and free feeding weights of lab animals, provided lectures over lessons relevant to basic behavioral principles, supervised students, and graded lab reports. Conducted basic research with rats on conceptual stimulus control with musical genres. Repaired and maintained lab equipment.

PUBLISHED BOOKS

Johnson, D. A., & Johnson, C. M. (Eds.) (2024). *Handbook of organizational performance, volume II: Foundations and advances*. Routledge. ISBN: 9781032708300

Johnson, D. A., & Johnson, C. M. (Eds.) (2024). *Handbook of organizational performance, volume I: Foundations and advances*. Routledge. ISBN: 9781032708249

Miller, N. P., & **Johnson, D. A.** (2015). *Preparing for the bar exam: A comprehensive guide to plans, programs, content, conditions, and skills*. Crown Management.

Johnson, D. A. (2011). *Study Guide for Invitation to Psychology (5th ed.).* Pearson Education, Inc.

Johnson, D. A. (2010). *Study Guide for Psychology (10th ed.).* Pearson Education, Inc.

JOURNAL ARTICLES AND BOOK CHAPTERS (N = 46)

Johnson, D. A., Cymbal, D., & Laske, M. M. (in press). Better business through behavioral science: An introduction to organizational behavior management. In J. C. Vladescu & D. J. Cox (Eds.), *Applied Behavior Analysis for Business and Technology Applications*. Elsevier.

Li, A., **Johnson, D. A.**, Cymbal, D., & Simmons, D. (in press). Assessment to inform training goals with staff. In J. H. Cihon (Ed.), *Clinical Handbook of Autism Intervention Training*. Springer.

Rafacz, S. D., Gravina, N. E., Ludwig, L. H., Sleiman, A. A., **Johnson, D. A.**, & Brand, D. (2024). Guidance and recommendations when developing an introductory graduate-level OBM course. *Journal of Organizational Behavior Management, 44*(4), 259-277. https://doi.org/10.1080/01608061.2023.2252800

Johnson, D. A., Li, A., McCalpin, A. L., & Laske, M. (2024). The advancement of training within business using behavior-based instructional design. *Journal of

Organizational Behavior Management, 44(2), 150-171.
https://doi.org/10.1080/01608061.2023.2225792

Johnson, D. A., Johnson, C. M., Ximenez, T., & Li, A. (2024). Merging OBM with discipline systems: Making the case for performance recovery. *Journal of Organizational Behavior Management, 44*(2), 113-127.
https://doi.org/10.1080/01608061.2023.2225501

Johnson, D. A., & Ferguson, R. (2023). On terms within organizational behavior management. *Journal of Organizational Behavior Management, 43*(2), 162-188.
https://doi.org/10.1080/01608061.2022.2099504

Johnson, D. A., Johnson, C. M., & Dave, P. (2023). Performance feedback in organizations: Understanding the functions, forms, and important features. *Journal of Organizational Behavior Management, 43*(1), 64-89.
https://doi.org/10.1080/01608061.2022.2089436

Bucklin, B. R., Li, A., Rodriguez, M., **Johnson, D. A.**, & Eagle, L. M. (2022). Pay-for-performance: Behavior-based recommendations from research and practice. *Journal of Organizational Behavior Management, 42*(4), 309-335.
https://doi.org/10.1080/01608061.2022.2047868

Johnson, D. A., & Johnson, C. M. (2022). Foundations and advances: Revisiting the past and selecting for the future. *Journal of Organizational Behavior Management, 42*(3), 203-209. https://doi.org/10.1080/01608061.2022.2029797

Choi, E., & **Johnson, D. A.** (2022). Common antecedent strategies within organizational behavior management: The use of goal setting, task clarification, and job aids. *Journal of Organizational Behavior Management, 42*(1), 75-95.
https://doi.org/10.1080/01608061.2021.1967834

Brethower, D. M., Dickinson, A. M., **Johnson, D. A.**, & Johnson, C. M. (2022). A history of organizational behavior management. *Journal of Organizational Behavior Management, 42*(1), 3-35.
https://doi.org/10.1080/01608061.2021.1924340

Johnson, D. A. (2022). The foundations of behavior-based instructional design within business. In R. Houmanfar, M. Fryling, and M. Alavosius (Eds.), *Applied Behavior Science in Organizations: Consilience of Historical and Emerging Trends in Organizational Behavior Management.* (pp. 65-80). Routledge.

Bradley, J. L., & **Johnson, D. A.** (2021). Creating creativity: A behavior analytic approach. *The Psychological Record, 71*(4), 553-565.
https://doi.org/10.1007/s40732-021-00480-z

Crone-Todd, D., **Johnson, D.**, & Johnson, K. (2021). Introduction to special issue: A creative collaboration. *The Psychological Record, 71*(4), 501-502.
https://doi.org/10.1007/s40732-021-00503-9

Akpapuna, M., Choi, E., **Johnson, D. A.**, & Lopez, J. A. (2020). Encouraging multiculturalism and diversity within organizational behavior management. *Journal of Organizational Behavior Management, 40*(3-4), 186-209. https://doi.org/10.1080/01608061.2020.1832014

Warrilow, G. D., **Johnson, D. A.**, & Eagle, L. M. (2020). The effects of feedback modality on performance. *Journal of Organizational Behavior Management, 40*(3-4), 233-248. https://doi.org/10.1080/01608061.2020.1784351

Chae, S., Eagle, L. M., **Johnson, D. A.**, Moon, K., Choi, E., & Oah, S. (2020). The impact of authority relations and feedback delivery method on performance. *Journal of Organizational Behavior Management*, *40*(1-2), 140-150. https://doi.org/10.1080/01608061.2020.1746476

Johnson, D. A. (2020). Learning strategies for psychology and beyond: A different kind of beginning. In *The science of psychology and human behavior* (8th ed., pp. 1-18). Boston, MA: Pearson Learning Solutions. ISBN: 978-1-323-98851-0

Johnson, D. A. (2020). Introduction to the science of psychology: Why we need both science and psychology in our lives. In *The science of psychology and human behavior* (8th ed., pp. 19-50). Boston, MA: Pearson Learning Solutions. ISBN: 978-1-323-98851-0

Johnson, D. A. (2020). Development. In *The science of psychology and human behavior* (8th ed., pp. 179-202). Boston, MA: Pearson Learning Solutions. ISBN: 978-1-323-98851-0

Johnson, D. A. (2020). Conditioning principles and applications: How the environment we live in shapes us. In *The science of psychology and human behavior* (8th ed., pp. 309-334). Boston, MA: Pearson Learning Solutions. ISBN: 978-1-323-98851-0

Johnson, D. A. (2020). Social psychology. In *The science of psychology and human behavior* (8th ed., pp. 335-362). Boston, MA: Pearson Learning Solutions. ISBN: 978-1-323-98851-0

Johnson, D. A. (2020). Psychology in the legal system. In *The science of psychology and human behavior* (8th ed., pp. 409-448). Boston, MA: Pearson Learning Solutions. ISBN: 978-1-323-98851-0

Johnson, D. A. (2020). Psychology in the workplace. In *The science of psychology and human behavior* (8th ed., pp. 553-578). Boston, MA: Pearson Learning Solutions. ISBN: 978-1-323-98851-0

Park, J., **Johnson, D. A.**, Moon, K., & Lee, J. (2019). The interaction effects of frequency and specificity of feedback on work performance. *Journal of Organizational Behavior Management, 39*(3-4), 164-178. https://doi.org/10.1080/01608061.2019.1632242

McCalpin, A. L., **Johnson, D. A.**, & Ferragut, T. N. (2018). Using feedback and postfeedback delays to improve performance with online lessons. *The Psychological Record, 68*(4), 489-499. https://doi.org/10.1007/s40732-018-0295-y

Choi, E., **Johnson, D. A.**, Moon, K., & Oah, S. (2018). Effects of positive and negative feedback sequence on work performance and emotional responses. *Journal of Organizational Behavior Management, 38*(2-3), 97-115. https://doi.org/10.1080/01608061.2017.1423151

Johnson, D. A., & Akpapuna, M. (2018). A pragmatic approach for building motivation to promote employee creativity and organizational innovation. In B. Wine & J. K. Pritchard (Eds.), *Essentials of Organizational Behavior Management.* (pp. 242-273). Hedgehog Publishers.

Longacre, T. M., Eagle, L. M., **Johnson, D. A.**, & Palmer, M. G. (2018). Book review of "The Liberated Workplace: Transitioning to Walden Three". *Journal of Organizational Behavior Management, 38*(1), 90-95. https://doi.org/10.1080/01608061.2017.1340920

Tilka, R., & **Johnson, D. A.** (2018). Coaching as a packaged intervention for telemarketing personnel. *Journal of Organizational Behavior Management, 38*(1), 49-72. https://doi.org/10.1080/01608061.2017.1325821

Conard, A. L., **Johnson, D. A.,** Morrison, J. D., & Ditzian, K. (2016). Tactics to ensure durability of behavior change following the removal of an intervention specialist: A review of temporal generality within organizational behavior management. *Journal of Organizational Behavior Management, 36*(2-3), 210-253. https://doi.org/10.1080/01608061.2016.1201036

Lebbon, A., Lee, S. C., & **Johnson, D. A.** (2015). Feedback facilitates transfer of training with U. S. Hispanic workers in a healthcare laundry linen facility. *Injury Prevention, 21*(6), 404-414. https://doi.org/10.1136/injuryprev-2015-041620

Johnson, D. A., Rocheleau, J. M., & Tilka, R. E. (2015). Considerations in feedback delivery: The role of accuracy and type of evaluation. *Journal of Organizational Behavior Management, 35*(3-4), 240-258. https://doi.org/10.1080/01608061.2015.1093055

Palmer, M. G., Johnson, C. M., & **Johnson, D. A.** (2015). Objective performance feedback: Is numerical accuracy necessary? *Journal of Organizational Behavior Management, 35*(3-4), 206-239. https://doi.org/10.1080/01608061.2015.1093059

McGee, H. M., & **Johnson, D. A.** (2015). Performance motivation as the behaviorist views it. *Performance Improvement, 54(4),* 15-21. https://doi.org/10.1002/pfi.21472

Marroletti, K., & **Johnson, D. A.** (2014). Current best practices for creating effective and palatable eLearning. *Revista Mexicana de Análisis de la Conducta [Mexican Journal of Behavior Analysis], 40,* 73-84.

Johnson, D. A. (2014). The need for an integration of technology, behavior-based instructional design, and contingency management: An opportunity for behavior analysis. *Revista Mexicana de Análisis de la Conducta [Mexican Journal of Behavior Analysis], 40*, 58-72. https://doi.org/10.5514/rmac.v40.i2.63665

Johnson, D. A., Casella, S. E., McGee, H., & Lee, S. C. (2014). The use and validation of pre-intervention diagnostic tools in Organizational Behavior Management. *Journal of Organizational Behavior Management, 34*(2)*,* 104-121. https://doi.org/10.1080/01608061.2014.914009

Johnson, D. A. (2013). A component analysis of the impact of evaluative and objective feedback on performance. *Journal of Organizational Behavior Management, 33*(2), 89-103. https://doi.org/10.1080/01608061.2013.785879

Johnson, D. A., Arnold, M. C., Ponick, E., & Schenk-Mathes, H. Y. (2013). Experimental evidence regarding the use of public identification and incentives in an employee-of-the-month program. *OBM Network News, 27*(3), 13-20.

Johnson, D. A., & Dickinson, A. M. (2012). Using postfeedback delays to improve retention of computer-based instruction. *The Psychological Record, 62*(3), 485-495. https://doi.org/10.1007/BF03395815

Johnson, D. A., & Christensen, J. (2011). A comparison of simplified-visually rich and traditional presentation styles. *Teaching of Psychology*, *38*(4), 293-297. https://doi.org/10.1177/0098628311421333

Johnson, D. A., & Rubin, S. (2011). Effectiveness of interactive computer-based instruction: A review of studies published 1995-2007. *Journal of Organizational Behavior Management, 31*(1), 55-94. https://doi.org/10.1080/01608061.2010.541821

Johnson, D. A., & Dickinson, A. M. (2010). Employee-of-the-month programs: Do they really work? *Journal of Organizational Behavior Management, 30*(4)*,* 308-324. https://doi.org/10.1080/01608061.2010.520144

Rubin, S., Spates, C. R., **Johnson, D. A.**, & Jouppi, L. (2009). Dosed versus prolonged exposure in the treatment of fear: An experimental evaluation and review of behavioral mechanisms. *Journal of Anxiety Disorders, 23*(6), 806-812. https://doi.org/10.1016/j.janxdis.2009.03.005

Johnson, D. A., Dickinson, A. M., & Huitema, B. E. (2008). The effects of objective feedback on performance when individuals receive fixed and individual incentive pay. *Performance Improvement Quarterly, 20*(3/4), 53-74. https://doi.org/10.1002/piq.20003

PROFESSIONAL PRESENTATIONS AND WORKSHOPS (N = 61)

Johnson, D. A. (2024, November). *Talking to and understanding business leaders.* Invited workshop at National Autonomous University of Mexico, Mexico City.

Johnson, D. A. (2024, November). *Building a comprehensive training system through behavioral science.* Invited workshop at National Autonomous University of Mexico, Mexico City.

Johnson, D. A. (2024, April). *Leadership to build a training system.* Invited keynote address at KansABA conference, Overland Park, KS.

Li, A., Ralson, M., **Johnson, D. A.**, & Bell, M. (2024, April). *Where should we go from here?* Invited panel discussion at KansABA conference, Overland Park, KS.

Johnson, D. A., Li, A., Bell, M., & Ralston, M. (2024, April). *Promoting diversity, equity, inclusion, and belonging through actionable practices.* Invited panel discussion at University of Kansas, Department of Applied Behavioral Science, Lawrence, KS.

Johnson, D. A. (2023, October). *Behavioral semantics as it relates to instruction and consultation: How to improve our communication and avoid the misstep of operationism.* Invited presentation at the Nevada Association for Behavior Analysis, Reno, NV.

Johnson, D. A. (2023, October). *Connecting the processes of training, coaching, and discipline with OBM for a comprehensive approach to developing employee performance.* Invited presentation at the RusABA conference, Online.

Li, A., & **Johnson, D. A.** (2023, June). *What to do before they flee or get fired: How to better support and recover employee performance.* Invited presentation at the Black Applied Behavior Analysts Conference, Detroit, MI.

Fay, C., & **Johnson, D. A.** (2023, June). *Supervision: Management versus mentoring.* Invited presentation at the Black Applied Behavior Analysts Conference, Detroit, MI.

Fay, C., & **Johnson, D. A.** (2023, June). *OBM starter kit.* Invited presentation at the Black Applied Behavior Analysts Conference, Detroit, MI.

Choi, E., & **Johnson, D. A.** (2023, May). *Relative effects of self-paced and machine-paced learning under computer-based training.* Presentation at the annual conference of the Association for Behavior Analysis International, Denver, CO.

Johnson, D. A. (2023, March). *Putting employees on the road to performance recovery rather than just building the case for termination: Integrating OBM strategies into discipline systems.* Presentation at the Association of Professional Behavior Analysts, Seattle, WA.

Johnson, D. A. (2022, September). *Behavioral semantics as it relates to consultation and communication. How to broaden OBM to avoid the misstep of operationism.* Invited presentation at the Organizational Behavior Management Network Conference, Ponte Verda, FL.

Johnson, D. A. (2022, May). *Using an organizational behavior management framework to better understand promotion and compensation practices as part of a strategy to address equity concerns.* Presentation at the annual conference of the Association for Behavior Analysis International, Boston, MA.

Johnson, D. A. (2021, November). *What differentiates organizational behavior management from other business solutions? Why you might not need to care but probably still should.* Invited presentation at the National Autonomous University of Mexico, Online.

Yeboah, M., & **Johnson, D. A.** (2021, June). *How to go beyond vision and to build leadership out of behavior.* Presentation at the Black Applied Behavior Analysts Inaugural Conference, Online.

Johnson, D. A., Choi, E., Lopez, J. A., & Yeboah, M. (2021, June). *Tools and guidance that OBM can provide in the service of diversity, equity, and inclusion.* Presentation at the Black Applied Behavior Analysts Inaugural Conference, Online.

Johnson, D. A. (2019, October). *Establishing educational repertoires under the guidance of behavior-based instructional design.* Invited presentation at the Michigan Autism Conference, Kalamazoo, MI.

Johnson, D. A. (2019, September). *Why work is bad and how we can do better.* Invited presentation at Stand Up Science, Kalamazoo, MI.

Gravina, N., Houmanfar, R., & **Johnson, D. A.** (2019, May). *Organizational Behavior Management: The present and future of the field.* Invited panel discussion at the annual conference of the Association for Behavior Analysis International, Chicago, IL.

Crone-Todd, D. E., Johnson, K., **Johnson, D. A.**, Killeen, P. R., Marr, M. J., & Rosales-Ruiz, J. (2019, May). *Creativity panel.* Invited panel discussion at the annual conference of the Association for Behavior Analysis International, Chicago, IL.

Johnson, D. A. (2019, May). *Using the science of behavior to engineer creativity and innovation in the workplace.* Invited presentation at the annual conference of the Association for Behavior Analysis International, Chicago, IL.

Johnson, D. A. (2019, March). *Using behavior-based instructional design to discover the best in your employees.* Invited presentation at the Florida Tech Behavior Analysis Conference, Melbourne, FL.

Johnson, D. A. (2018, August). *Concept analysis in the instructional design process.* Invited presentation at the Swedish Association for Behavior Analysis Applied OBM Conference, Stockholm, Sweden.

Johnson, D. A. (2017, July). *The robots are coming! An analysis of creativity in the workplace.* Invited presentation at the Organizational Behavior Management: Origins, Applications, and Advantages Conference, Kinneret Academic College, Israel.

Ireland, M., Akpapuna, M., **Johnson, D. A.** (2017, July). *Coaching the leaders of tomorrow.* Invited presentation at the Organizational Behavior Management: Origins, Applications, and Advantages Conference, Kinneret Academic College, Israel.

Akpapuna, M., & **Johnson, D. A.** (2017, July). *Of carrots and sticks: A behavioral approach to motivation.* Invited presentation at the Organizational Behavior Management: Origins, Applications, and Advantages Conference, Kinneret Academic College, Israel.

Johnson, D. A. (July, 2017). *Organizational Behavior Management: An introduction to the science of behavior in the workplace.* Invited presentation at the Organizational Behavior Management: Origins, Applications, and Advantages Conference, Kinneret Academic College, Israel.

Akpapuna, M., & **Johnson, D. A.** (2016, May). *It all started with monkeys and raisins: The history of the intrinsic/extrinsic motivation debates.* Presentation at the annual conference of the Association for Behavior Analysis International, Chicago, IL.

Warrilow, G., & **Johnson, D. A.** (2016, May). *Effects of feedback modality on performance.* Presentation at the annual conference of the Association for Behavior Analysis International, Chicago, IL.

Morrison, J., Conard, A., & **Johnson, D. A.** (2016, May). *The durability of behavior change: Temporal generality in Organizational Behavior Management.* Presentation at the annual conference of the Association for Behavior Analysis International, Chicago, IL.

Tilka, R., Rocheleau, J., & **Johnson, D. A.** (2015, May). *The role of accuracy and type of evaluation in feedback delivery.* Presentation at the annual conference of the Association for Behavior Analysis International, San Antonio, TX.

Johnson, K., Spence, I., **Johnson, D.**, & Evans, A. (2014, December). *What is a curriculum?* Invited panel discussion at the annual international Precision Teaching Conference, Chicago, IL.

Johnson, D. A. (2014, October). *Motivation and feedback: Teasing apart some of the most important variables in Organizational Behavior Management.* Invited

presentation at the Mid-American Association for Behavior Analysis Conference, St. Louis, MO.

Johnson, D. A. (2014, June). *The application of Organizational Behavior Management and behavior-based instructional design to the workplace and educational settings.* Presentation at the Israeli Association for Behavior Analysis Conference, Tel Aviv, Israel. First OBM presentation in Israel.

Johnson, D. A. (2013, November). *The need for instructional design with educational innovations.* Ignite-style presentation at the ABAI Education Conference, Chicago, IL.

Lee, S. C., **Johnson, D. A.**, & Lebbon, A. R. (2013, October). *Reducing nonfatal occupational injuries among Hispanic workers with the implementation of behavior-based safety training in Spanish.* Poster at the annual international conference of the Association for Behavior Analysis International, Mérida, Mexico.

Johnson, D. A. (2013, May). *Evidence-based strategies to improve time management and self-directed learning in higher education.* Invited workshop at the Office of Faculty Development, Western Michigan University, Kalamazoo, MI.

Johnson, D.A., & Lebbon, A. R. (2013, March). *Critical feedback elements every manager should know for enhancing workplace communication.* Presentation at the Academic and Business Research Institute International Conference, New Orleans, LA.

Johnson, D.A., & McGee, H. M. (2013, February). *The use and validation of pre-intervention diagnostic tools in OBM.* Presentation at the California Association for Behavior Analysis, Garden Grove, CA.

Johnson, D. A. (2012, May). *How to use behavioral science to drive employee performance rather than drive the employees away.* Presentation at the Global Conference on Business and Finance, San José, Costa Rica. Winner of Best in Session Award. First OBM presentation in Costa Rica.

Johnson, D. A. (2012, February). *Incorporating instructional design into teaching and training.* Invited presentation at the Texas Association for Behavior Analysis conference, Austin, TX.

Johnson, D. A. (2012, February). *A holistic organizational approach to driving the best performance in employees.* Invited workshop at the Texas Association for Behavior Analysis conference, Austin, TX.

Johnson, D. A., & Slowiak, J. M. (2011, September). *Out of the lab and into employee training: The application of instructional lessons to the training process.* Invited presentation at the Minnesota Northland Association for Behavior Analysis conference, St. Cloud, MN.

Slowiak, J. M., & **Johnson, D. A.** (2011, September). *Out of employee training and into the daily grind: The application of OBM to supporting everyday workplace behavior.* Invited presentation at the Minnesota Northland Association for Behavior Analysis conference, St. Cloud, MN.

Johnson, D. A., Casella, S. E., & Lee, S. C. (2011, May). *The science behind behavioral systems analysis: A review of the Journal of Organizational Behavior Management.* Presentation at the annual conference of the Association for Behavior Analysis International, Denver, CO.

Johnson, D. A. (2010, May). *Isolating the critical components of effective feedback on a data entry task.* Presentation at the annual conference of the Association for Behavior Analysis International, San Antonio, TX.

Johnson, D. A., Arnold, M., Ponick, E., & Schenk-Mathes, H. (2010, May). *Three empirical examinations of employee of the month.* Presentation at the annual conference of the Association for Behavior Analysis International, San Antonio, TX.

Christensen, J., & **Johnson, D. A.** (2010, February). *A comparison of simplified-visual and traditional presentation styles.* Poster at the annual conference of the Behavior Analysis Association of Michigan, Ypsilanti, MI.

Johnson, D. A. (2009, May). *Employee-of-the-month programs: Do they really work?* Presentation at the annual conference of the Association for Behavior Analysis International, Phoenix, AZ.

Johnson, D. A., & Dickinson, A. M. (2009, May). *When self-pacing goes wrong: A comparison of two methods for reducing computer-based racing.* Presentation at the annual conference of the Association for Behavior Analysis International, Phoenix, AZ.

Johnson, D. A. (2009, March). *Improving self-pacing in computer-based instruction.* Presentation at the annual conference of the Behavior Analysis Program Research Conference, Kalamazoo, MI.

Johnson, D. A., & Munson, K. (2008, August). *Creating excellent learning experiences.* Invited group discussion at the Reaching Results Conference, Kalamazoo, MI.

Johnson, D. A., & Rubin, S. (2007, May). *Learning with computer-based instruction: A review of best practices.* Presentation at the annual conference of the Association for Behavior Analysis International, San Diego, CA.

Johnson, D. A. (2007, May). *Going beyond simple interactions: How to get the most out of your computer-based instruction.* Invited presentation at the annual Behavioural Management Techniques Leadership Conference, Warrington, Cheshire, UK.

Fuqua, R. W., **Johnson, D. A.,** & Rubin, S. (2007, March). *When successful programs are imperiled: Lessons learned from saving Western Michigan University's graduate psychology programs.* Invited presentation at the annual conference of the Behavior Analysis Association of Michigan, Ypsilanti, MI.

Johnson, D. A. (2007, January). *OBM & CBI: Integrating computer training into the workplace.* Invited presentation at the bi-annual conference of the Florida Association for Behavior Analysis and the Organizational Behavior Management Network, Sarasota, FL.

Johnson, D. A., Culig, K. M., & Dickinson, A. M. (2005, May). *The effects of feedback on individual monetary incentives.* Presentation at the annual conference of the Association for Behavior Analysis International, Chicago, IL.

Culig, K. M., **Johnson, D. A.,** & Dickinson, A. M. (2005, May). *The effects of individual monetary incentive with individual feedback and group monetary incentives with group feedback on high performance.* Presentation at the annual conference of the Association for Behavior Analysis International, Chicago, IL.

Johnson, D. A. (2005, April). *The effects of feedback on hourly pay and individual monetary incentives.* Paper presented at the annual conference of the Behavior Analysis Program Research Conference, Kalamazoo, MI.

Johnson, D. A. (2001, March). *Music concept learning in rats.* Poster at the annual conference of the Behavior Analysis Association of Michigan, Ypsilanti, MI.

AWARDS, GRANTS, AND HONORS

- Eastman GeorgE Innovation Award Finalist (2024)
- Organizational Behavior Management Network Outstanding Contribution Award (2024)
- Western Michigan University MBA Scholarship (2022-2023)
- Organizational Behavior Management Network Innovative Research Award (2020)
- Organizational Behavior Management Network Scholarly Impact Award (2016)
- Best in Session Presentation Award, Global Conference for Business and Finance (2012)
- Research Grant, The City University of New York (2012): $3,459.96
- Supervisor of the Year Nominee, Western Michigan University, (2011-2012)
- All-University Award for Graduate Student Teaching Effectiveness, Western Michigan University (2008)
- Psychology Department Doctoral Teaching Effectiveness Award, Western Michigan University (2008)
- Research Grant, International Society for Performance Improvement (2004): $7,000.00
- Brosnan Memorial Scholarship, Western Michigan University (2003): $4,000.00
- Recognition of Excellence Award, Department of Psychology, Central Michigan University (2001)

TEACHING EXPERIENCE (N = 20)

Instructor of Record: Concepts and Principles of Behavior Analysis (PSYC 5810)
Duration: September 2023-present, University of Massachusetts, Lowell
Average Enrollment: 10-15 students
> Course covered topics such as psychology as operant and respondent conditioning, consequences, stimulus control, motivating operations, derived stimulus relations, verbal operants, and rule governed behavior.

Instructor of Record: General Psychology (PSY 1000)
Duration: September 2008-August 2022, Western Michigan University
Average Enrollment: 20-300 students
> Course covered topics such as psychology as a natural science, learning strategies & study techniques, research methods, biology & behavior, consciousness, development, learning, language, memory, intelligence, personality, social psychology, perception, motivation, emotion, stress & health, industrial/organizational psychology, psychological disorders, and therapies.

Instructor of Record: Conceptual Foundations of OBM (PSY 5970)
Duration: July 2022-August 2022, Western Michigan University
Average Enrollment: 15 students
> Course covered topics such as empiricism, molar/molecular distinctions, pinpointed behavior, functional approaches to semantics, explanatory fictions, determinism, logical positivism, operationism, essentialism, selectionism, methodological behaviorism, and radical behaviorism.

Instructor of Record: Introduction to Behavior Analysis (PSY 1400)
Duration: May 2022-June 2022, Western Michigan University
Average Enrollment: 40 students
> Course covered topics such as respondent and operant conditioning, reinforcement, punishment, extinction, shaping, schedules of reinforcement, discriminative stimuli, motivating operations, fading, chaining, generalization, maintenance, and verbal behavior.

Co-Instructor of Record: Professional and Career Development (PSY 3844)
Duration: September 2012-April 2022, Western Michigan University
Average Enrollment: 40 students
> Course covered topics such as career specializations in psychology, active exploration of career and educational options, professional resume and portfolio creation, steps for connecting with employers and other professionals, proper interviewing etiquette, the development of self-regulatory skills, successful goal setting, comprehensive strategies for self-change, and problem-solving obstacles.

Instructor of Record: Skinner's Behaviorism (PSY 6760)

Duration: January 2014-April 2022, Western Michigan University
Average Enrollment: 15 students
> Graduate level course that covered the historical background, scientific and social significance, philosophy, and methodology of behaviorism as conceptualized by B. F. Skinner.

Instructor of Record: Psychological Foundations of Computer-Assisted Instruction (PSY 6484)
Duration: January 2016-April 2022, Western Michigan University
Average Enrollment: 15 students
> Graduate level course that covered the application of instructional design principles to computer-assisted instruction. Course considered both behavioral and cognitive theoretical foundations of computer-assisted instruction, basic and advanced principles involved in computer-assisted instruction, and the use of computer-assisted instruction in various content areas.

Instructor of Record: Behavior-Based Instructional Design (PSY 6549)
Duration: September 2010-April 2021, Western Michigan University
Average Enrollment: 20 students
> Graduate level practicum course that covered topics such as different types of learning, conceptual stimulus control training, contingency adduction, principle applying, selection of instructional examples and non-examples, meaningful active responding, and fluency development.

Instructor of Record: Advanced Instructional Design and Training Practicum (PSY 6494)
Duration: September 2015-April 2020, Western Michigan University
Average Enrollment: 5 students
> Graduate level course that covered best practices of instructional design and training assessment to improve training outcomes for organizational clients. Student worked with organizational team members to conduct training needs analyses and develop instructional solutions.

Instructor of Record: Conditioning Principles and their Organizational Applications (PSY 6166)
Duration: September 2016-December 2019, Western Michigan University
Average Enrollment: 10 students
> Graduate level course that served as a scholarly introduction to basic and advanced principles of behavior with an emphasis on potential organizational applications. Course described the development of a science of behavior and the integration of this science with other natural sciences. Important topics such as the acquisition and maintenance of behavior, assessment and evaluation, and motivational variables will be examined in relation to complex behaviors. The potential relevance of other behavioral research areas to organizational applications was also broadly considered.

Instructor of Record: Conditioning and Learning (PSY 6100)
Duration: June 2018-August 2018, Western Michigan University
Average Enrollment: 12 students

Graduate level course that examines conditioning and learning from the perspective of the experimental analysis of behavior. Emphasis is placed on basic laboratory research procedures and findings.

Instructor of Record: Behavioral Approaches to College Education (PSY 6900)
Duration: January 2012-June 2018, Western Michigan University
Average Enrollment: 15 students

Graduate level course that covered topics such as university/college classifications, grading practices, development of instructional material, Personalized System of Instruction, Direct Instruction, Precision Teaching, Generative Instruction, at-home study behaviors of students, presentation technology, promoting group activities, course evaluations, online and hybrid classrooms, discovery learning, constructivism, learning styles, diversity education, considerations with textual material, academic dishonesty, testing and examinations, classroom demonstrations, critical and scientific thinking, and assessment of course outcomes. The relation of these topics to higher education was emphasized.

Instructor of Record: Survey of Behavior Analysis Research (PSY 4600)
Duration: July 2010-August 2013, Western Michigan University
Average Enrollment: 15-40 students

Course covered general topics regarding the application of respondent and operant conditioning to organizational behavior management, school psychology, clinical psychology, and animal training, as well as counterarguments to behaviorism. Specific topics included attitude development, motivation, verbal behavior, safety, incentives, Direct Instruction, Precision Teaching, drug therapies, Rogerian therapy, mindfulness therapies, behavioral enrichment of zoos, cognitive dissonance, effect of external rewards on intrinsic motivation, and Chomsky's analysis of verbal behavior. The course featured computer-based training modules developed by the instructor and discussions on ethics.

Instructor of Record: Social Psychology (PSY 5970 / CECP 6860)
Duration: January 2010-April 2013, Western Michigan University
Average Enrollment: 20 students

Graduate level course that covered topics such as situational influence, development of attitudes, pro-social behavior, compliance techniques, conformity, obedience, group pressure, aggression, group inhibition, normative influence, persuasion, reciprocation, and eyewitness memory.

Instructor of Record: Introduction to Psychology (PSY 150)
Duration: September 2010-April 2012, Kalamazoo Valley Community College
Average Enrollment: 45 students

Course covered topics such as research methods, biology & behavior, consciousness, development, learning, language, memory, intelligence, personality, social psychology, perception, motivation, emotion, stress & health, psychological disorders, and therapies.

Instructor of Record: Behavioral Training and Teaching Strategies (PSY 3960)

Duration: January 2008 – April 2011, Western Michigan University
Average Enrollment: 25 students

> Course covered topics such as behavior analysis, procrastination, SAFMEDS, Project Follow Through, Direct Instruction, Precision Teaching, analysis of traditional education, teaching machines, programmed instruction, instructional design, computer-based instruction, Headsprout, Personalized System of Instruction, Generative Instruction, CAPSI, whole language, Performance-Based Instruction, Behavioral Systems Analysis, and educational reform.

Instructor of Record: Educational Psychology (PSY 260)
Duration: January 2011 – April 2011, Kalamazoo Valley Community College
Average Enrollment: 45 students

> Course covered topics such as testing and assessment, developmental theories, constructivist theories and alternative approaches to instruction.

Instructor: Survey of Behavior Analysis Research (PSY 4600)
Duration: September 2007 – October 2007, Western Michigan University
Average Enrollment: 55 students

> Independently covered class during period of instructor illness. Course covered topics such as respondent and operant conditioning, stimulus control, organizational behavior management, direct instruction, precision teaching, and behavioral enrichment for animals.

Instructor of Record: Statistics for the Behavioral Sciences (PSY 3000)
Duration: January 2007 – April 2007, Western Michigan University
Average Enrollment: 20 students

> Course covered topics such as measures of central tendency and variability, z-scores, probability, t-tests, analysis of variance, and correlation.

Instructor of Record: Organizational Psychology (PSY 3440)
Duration: January 2005 – April 2006, Western Michigan University
Average Enrollment: 25 students

> Course covered topics such as performance management, pinpointing, measurement of behavior, performance feedback, developing reward/incentive systems, evaluating performance change, training, behavior-based safety, systems analysis and selection and placement.

PROFESSIONAL SERVICE

President
Organizational Behavior Management Network
Duration: May 2022-present

Reviewer
Perspectives on Behavior Science
Duration: September 2020-present

Reviewer
Behavior Analysis: Research and Practice
Duration: January 2020-present

Associate Editor
Journal of Organizational Behavior Management
Duration: December 2019-present

Reviewer
Behavior Analysis in Practice
Duration: November 2019-present

Reviewer
Journal of Applied Behavior Analysis
Duration: November 2019-present

Editorial Board
Journal of Organizational Behavior Management
Duration: February 2015-present

Member: Industrial Organizational Behavior Management Program Committee
Western Michigan University, Department of Psychology
Duration: September 2009-August 2022

Director: Industrial Organizational Behavior Management Program
Western Michigan University, Department of Psychology
Duration: April 2014-August 2022

Member: Undergraduate Training Committee
Western Michigan University, Department of Psychology
Duration: September 2009-August 2022

Faculty Supervisor: Professional and Career Development Courses
Western Michigan University, Department of Psychology
Duration: September 2012-April 2022

Member: Faculty Executive Committee
Western Michigan University, Department of Psychology
Duration: September 2009-April 2022

Member: Department of Psychology Diversity Committee
Western Michigan University, Department of Psychology
Duration: September 2018-April 2022

Guest Editor
The Psychological Record
Duration: February 2020-July 2021

Member: College of Arts and Sciences Diversity and Inclusion Committee

Western Michigan University, College of Arts and Sciences
Duration: November 2020-May 2021

Faculty Champion: Social Justice Fund
Western Michigan University, Western Student Association
Duration: October 2020-January 2021

Director of Undergraduate Training
Western Michigan University, Department of Psychology
Duration: September 2009-September 2019

Program Coordinator: Organizational Behavior Management Area
Associational for Behavior Analysis International
Duration: August 2015-May 2019

Faculty Supervisor: General Psychology Courses
Western Michigan University, Department of Psychology
Duration: September 2009-April 2017

Member: Gateways to Completion Steering Committee
Western Michigan University
Duration: January 2016-April 2017

Chair: Behavior Analysis and Technology Special Interest Group
Association for Behavior Analysis International
Duration: May 2014-May 2015

Guest Reviewer
Journal of Organizational Behavior Management
Duration: March 2007-February 2015

Guest Reviewer
Revista Mexicana de Análisis de la Conducta [Mexican Journal of Behavior Analysis]
Duration: September 2014

Member: Behavior Analysis Program Committee
Western Michigan University, Department of Psychology
Duration: September 2013-April 2014

Faculty Supervisor: Undergraduate Psychology Advising
Western Michigan University, Department of Psychology
Duration: July 2009-June 2013

Officer and Website Coordinator
Organizational Behavior Management Network
Duration: September 2003-April 2009

DISSERTATION AND THESIS COMMITTEES

Dissertation Committee Chair
- Eunju Choi (2022), Western Michigan University
- Alejandro Ramos (2022), Western Michigan University
- Jacob Bradley (2018), Western Michigan University
- Rachael Tilka (2018), Western Michigan University
- Anna Conard (2016), Western Michigan University

Thesis Committee Chair
- Merrilyn Yeboah (2020), Western Michigan University
- Jacob Bradley (2018), Western Michigan University
- Garrett Warrilow (2017), Western Michigan University
- Rachael Tilka (2016), Western Michigan University
- Sin Chien Lee (2013), Western Michigan University
- Anna Conard (2013), Western Michigan University

Dissertation Committee Member
- Priyanka Dave (present), Western Michigan University
- Merrilyn Yeboah (2024), Western Michigan University
- Amber Derthick (2024), Western Michigan University
- Hailey Traxler (2021), Western Michigan University
- James Morrison (2020), Western Michigan University
- Nathan Bechtel (2018), Western Michigan University
- Jessica Urschel (2015), Western Michigan University
- Shawn Quigley (2014), Western Michigan University
- Peder Seglund (2012), Western Michigan University

Thesis Committee Member
- Jack Blake (2024), University of Massachusetts, Lowell
- Amber Derthick (2018), Western Michigan University
- James Morrison (2015), Western Michigan University
- Michael Palmer (2014), Western Michigan University
- Kellie Edmonds (2011), Western Michigan University

Undergraduate Honors Thesis Chair
- Amber DePree (2013), Western Michigan University
- Amber Derthick (2013), Western Michigan University
- Jessica Pence (2012), Western Michigan University

Undergraduate Honors Thesis Committee Member
- Alley Chan (2021), Western Michigan University

GRADUATE STUDENT ADVISING

Industrial/Organizational Behavior Management - Ph.D. Program, Western Michigan University

- Priyanka Dave (2021-2023)
- Amber Derthick (2020-2023)
- Megan Ireland (2018-2023)
- Merrilyn Yeboah (2017-2023)
- Eunju Choi (2016-2022)
- Alejandro Ramos (2020-2022)
- Rachael Tilka (2015-2018)
- Jacob Bradley (2015-2018)
- Anna Conard (2013-2016)

Industrial/Organizational Behavior Management - M.A. Program, Western Michigan University
- Megan Ireland (2016-2023)
- Alexis Ybanez (2019-2021)
- Lauren Eagle (2018-2021)
- Nick Van Zandt (2018-2021)
- Merrilyn Akpapuna (2014-2020)
- Thomas Ferragut (2016-2020)
- Nathan Pastrick (2017-2019)
- Austin Seabert (2017-2019)
- Jeremy Goldman (2017-2018)
- Garrett Warrilow (2012-2017)
- Rachael Tilka (2012-2016)
- Hannah Berc (2014-2016)
- Jacob Bradley (2013-2015)
- Raechel Olson (2012-2014)
- Kristin Marroletti (2012-2013)
- Sin Chien Lee (2011-2013)
- Anna Conard (2011-2013)
- Karen Converse (2011-2013)
- Samuel Kallen (2011-2012)

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

- Association for Behavior Analysis International
- Association of Professional Behavior Analysts
- BABAT: Massachusetts Professionals in Behavior Analysis
- International Society for Performance Improvement
- Organizational Behavior Management Network