

**Vita**  
**May 2011**

**Marilyn Colón**

**Education:**

*Florida State University*

Doctor of Philosophy in Psychology, April 2006

Doctoral Dissertation: *Improving the Reliability and Validity of Visual Inspection Data by Behavior Analysts: An Empirical Comparison of Two Training Methods to Improve Visual Inspection and Interpretation, The Job Aid and the Conservative Dual-Criteria.*

Master of Science in Psychology, December 1998

Advisor: Jon S. Bailey, Ph.D.

*The Johns Hopkins University*

Bachelor of Arts in Behavioral Biology, December 1991

**Licensure and Certification:**

1994 Certified Behavior Analyst, Florida

renewed in 1997 and 1999

Certificate #: CBA - 0141

2001 National Board Certified Behavior Analyst

renewed in 2005 and 2008

BACB Certification # 1-01-0493

**Professional Experience:**

*Understanding Behavior, Inc.*

**Behavior Division President**

*Starting Salary: \$85,000/yr*

**Executive Behavior Analyst**

*Current Salary: \$50-75/hr*

*September 2008 –present*

- Development and securing of new contracts for UBI.
- Administrating over the entire Behavioral Services Division.
- Assist with marketing of UBI.
- Represent UBI in meetings with the Regional Centers or any other body that interfaces with UBI.
- Act as public representative for the company and it's services.
- Direct service to group homes and/or day programs.
- Formally supervise and oversee the work of all behavioral consultants. This could include meeting/speaking with behavioral consultants about all elements of their work, including written and onsite work. This may include signing off on reports.
- Hiring and firing of staff within your division.
- Attend meetings with CEO and Board of Director as requested.
- Report directly and collaborate with the CEO.
- Oversee major project developments related to behavioral services.
- Ensure the fiscal interests of UBI.
- Help with developing a research arm in the area of behavioral consultation.

- Participate in writing collaborative articles for submission to various behavioral/psychological journals.
- Oversee the quality of behavioral services to all client accounts.

*STE Consultants, LLC*

**Senior Clinical Director**

*Starting/Ending Salary \$90,000/yr*

*August 2007 – August 2008*

***Education Services***

- Provide consultative services in school and home settings. Work collaboratively with teachers, school staff, and parents to create behavior interventions that help the client achieve greater success in all environments.
- Train staff and parents in various settings – en vivo (in the moment), topic specific training workshops, and on-going classes that provide a comprehensive overview of Applied Behavior Analysis and best practices within this field. Implement, document and provide teacher training, observation and feedback.
- Collaborate with all professionals and parents to write and implement Functional Behavior Assessments and Positive Behavior Plans using current positive behavioral strategies that have been empirically validated to obtain the best results.  
Conduct, write, and present Functional Assessments, Functional Analyses, and Descriptive Analyses in school and home settings.
- Train school staff and families on the implementation of Positive Behavior Support Plans as well as evaluate the efficacy of each plan through data analysis.
- Develop, train and ensure implementation of skill acquisition programs, which are based on Individualized Education Program (IEP). Skill acquisition programs are taught in sessions utilizing errorless training, discrete trail teaching and natural environment teaching.
- Analyze data to quantify effectiveness of behavior and skill acquisition plans.
- Participate in the IEP process by completing and compiling monthly and annual assessments, reviewing program data monthly, and attending team meetings to review progress.

***Early Intervention Services***

Oversee treatment team implementing individualized plans to teach functional communication, basic academics, social skills, self-help skills, and independent play using a variety of teaching methods including but not limited to the analysis of Verbal Behavior, Discrete Trial Training, Incidental Teaching and Pivotal Response Training.

- Develop, train and ensure implementation of skill acquisition programs, which are based on VB-MAPP (Verbal Behavior Milestones Assessment and Placement Program, written by Mark Sundberg, PhD, BCBA), interview and observation. Skill acquisition programs are taught in sessions utilizing errorless training, discrete trail teaching and natural environment teaching.
- Implement, document and provide staff training, observation and feedback.
- Analyze data to quantify effectiveness of behavior and skill acquisition plans.

*Behavior Management Consultants, Inc., Melbourne, Florida*

***Director of Mideast Florida Services***

*August 2003 – August 2007*

***Behavior Analyst for Home At Last Group Homes***

***MedWaiver Provider***

Provide behavioral services for five developmentally disabled adults living in a behavior focus group home in Palm Bay, Florida.

Provide behavioral services for three developmentally disabled adults living in a residential group home in Orlando, Florida.

- Responsible for the functional assessment of problem behavior and design and implementation of behavior management programs to decrease inappropriate behaviors and increase functional replacement behaviors.
- Assist in the development and implementation of individualized daily schedules for the home and skill acquisition programs, which are based on Individual Support Plans (ISPs).
- Develop, train and ensure implementation of skill acquisition, behavior support plans and data collection in accordance with ISP and with regulations of the Agency for Persons with Disabilities.
- Analyze data to quantify effectiveness of behavior and skill acquisition plans.
- Participate in the ISP process by completing and compiling annual assessments, reviewing program data monthly, and attending team meetings to review progress.

***Behavior Analyst for Intensive Care Facility (ICF)***

Provide behavioral services for profound mentally disabled adults in a 24- bed ICF facility in Daytona Beach, Florida.

- Responsible for the functional assessment of problem behavior and design and implementation of behavior management programs to decrease inappropriate behaviors and increase functional replacement behaviors.
- Develop, train and ensure implementation behavior support plans and data collection in accordance with annual Habilitation Plans and with regulations of the Agency for Persons with Disabilities.
- Implement, document and provide staff training, observation and feedback.
- Analyze data to quantify effectiveness of behavior plans.
- Participate in Interdisciplinary Treatment Team by completing and compiling monthly, quarterly and annual assessments, reviewing program data monthly, and attending team meetings to review progress.

***Behavioral Consultation for children in Special Education classes in Douglas, Georgia (Coffee County School System)***

Provide behavioral services for special education children diagnosed with Autism, Asperger's or Pervasive Developmental Disorder.

- Conduct functional behavior assessments to implement individualized behavior plans that decrease inappropriate behaviors and increase functional replacement behaviors.
- Develop, train and ensure implementation of skill acquisition programs, which are based on Individualized Education Program (IEP). Skill acquisition programs are taught in sessions utilizing errorless training, discrete trail teaching and natural environment teaching.
- Implement, document and provide teacher training, observation and feedback.
- Analyze data to quantify effectiveness of behavior and skill acquisition plans.
- Participate in the IEP process by completing and compiling monthly and annual assessments, reviewing program data monthly, and attending team meetings to review progress.

*Center for Autism and Related Disorders, Woodland Hills, California*

***Clinical Supervisor***

*September 2002 – July 2003*

Responsible for the supervision of the design, implementation, and evaluation of Applied Behavior Analysis procedures in the treatment of children with autism. Also responsible for on-site consultation, which includes conducting initial clinical assessment, clinical supervision, IEP and mediation attendance, and staffing therapy teams. In addition, provide staff training for all positions and support. Supervisor: Doreen Granpeesheh, PhD

*Behavior Management Consultants, Inc., ESE Contract, Tallahassee, Florida*

***Behavior Analyst***

*August 1996- August, 2002*

Responsible for the assessment of problem behavior and the design and implementation of behavior management programs, as well as functional behavior assessments for children in regular and special

education classrooms (K-12). Also responsible for on-site consultation and staff training and support. Supervisor: Maxin Reiss, PhD, BCBA

*Behavior Management Consultants, Inc., HRS Developmental Services, Tallahassee, Florida*

***Behavior Analyst***

*August 1995- August 2002*

Responsible for the assessment of problem behavior and the design and implementation of behavior management programs for developmentally disabled children and adults in the community. Also responsible for on-site consultation and staff or parent training and support. Supervisor: Mary Riordan, PhD, BCBA

*Children's Home Society, Tallahassee, Florida*

***Consulting Behavior Analyst***

*September 1999 – September 2001*

Responsible for the assessment of problem behavior and the design and implementation of behavior management programs for children in regular and special education classrooms (K-12). Also responsible for on-site consultation and staff training and support. Supervisor: Maxin Reiss, PhD, BCBA

*Apalachee Center for Human Services, WaterOak Specialty Hospital, Tallahassee, Florida*

***Behavior Analyst***

*August 1994 – August 1999*

Responsible for the design and implementation of behavior management program for residents of residential program for severely emotionally disturbed adolescents. Also responsible for on-site supervision of staff and staff training and support. Supervisor: Maxin Reiss, PhD

*Apalachee Center for Human Services, Pace Secondary School, Tallahassee, Florida*

***Behavior Specialist***

*August 1993 – June 1994*

As a high school behavior specialist for a secondary school for severely emotionally disturbed children, implemented school-wide behavior management plan. Also responsible for design and implementation of individual behavior programs for students, as well as, analyzing data and compilation of behavior graphs. Provided staff training and staff support. Supervisors: Ginger Stodard, MS, BCBA and Maxin Reiss, PhD, BCBA

*Apalachee Center for Human Services, WaterOak Specialty Hospital, Tallahassee, Florida*

***Behavior Program Assistant***

*December 1992 – August 1993*

Responsible for design and implementation of individual behavior programs for residents of residential program for severely emotionally disturbed adolescents. Also responsible for analyzing data and compilation of behavior graphs. Provided staff training and on-site supervision of behavior management program. Supervisors: Phil Adams, PhD and Maxin Reiss, PhD, BCBA

## **Teaching Experience:**

### *Research Methods Lab*

Taught lab designed to accompany the Research Methods (EXP 3000) lectures by running simple experiments, analyzing data and interpreting the results. Taught students to use computer techniques to analyze data.

Florida State University, Summer Semester 2000  
Spring Semester 2000  
Fall Semester, 1999

### *Conditioning and Learning Lab*

Taught lab designed to accompany the Conditioning and Learning lecture (EXP 3422). Emphasized methods in data collection, analysis and interpretation. Familiarized students with the basic procedures and findings of classical and operant conditioning through the use of computer simulations and laboratory experiments using live animals. Addressed the nature of scientific theory, experimental design, measurement of behavior and interpretation of students' and others' research.

California State University East Bay, Spring Quarter, 2011  
Summer Quarter 2009

Florida State University, Spring Semester, 2001  
Spring Semester, 1999  
Fall Semester 1998  
Spring Semester, 1997  
Summer Semester 1996  
Spring Semester 1996

### *Critical Thinking in Psychology*

The purpose of this critical thinking class was to help students to develop clarity and rigor in reasoning and its presentation, and to develop the ability to understand, represent, and evaluate the presentations of reasoning made by others. Students were trained in the following areas: deductive reasoning, inductive reasoning, analysis of natural language reasoning, fallacious reasoning and presentation of reasoning.

California State University East Bay, Summer Quarter, 2011  
Spring Quarter, 2011  
Winter Quarter, 2011  
Winter Quarter, 2010

### *Behavior Modification*

Goal of the course is to teach students to become familiar with the basic principles and procedures of applied behavior analysis, also known as behavior modification.

California State University East Bay, Summer Quarter, 2011  
Spring Quarter, 2010

### *General Psychology*

Covered a wide variety of theories and research pertaining to the study of behavior and cognition. Addressed many of the major content areas that are likely to be encountered in further study of behavior and cognition.

California State University East Bay, Winter Quarter, 2011

Spring Quarter, 2010

Tallahassee Community College, Spring Semester 2001

Florida State University, Fall Semester 2000

Summer Semester 2000

Spring Semester 1999

Fall Semester 1998

Summer Semester 1997

Fall Semester 1996

Fall Semester 1995

Brevard Community College, Fall Semester 2005

Spring Semester 2006

Summer Semester 2006

Fall Semester 2006

Spring Semester 2007

Summer Semester 2007

*Florida State University Disabled Services, Tallahassee, Florida*

Tutor- Research methods, Conditioning and Learning and Spanish

March 1995 – 2005

*General Psychology – Personality Disorders (guest lecturer)*

Presented a 50-minute lecture on schizophrenia.

Florida State University, March 1995

*General Psychology – Intelligence testing (guest lecturer)*

Presented a 20-minute lecture with a demonstration of how IQ tests can be misused.

Florida State University, February 1995

*Teaching Practicum*

Florida State University, Spring 1995

### **Presentations:**

ABA: A Positive Approach to Parenting, Kim D. Lucker, PhD, BCBA and Marilyn Colon, MS, BCBA; Behavior Management Consultants, Inc. (Autism Society of North Florida, November, 2003)

Assigning A Grade, Dr. Walter Wager, Andrea Schwendinger, Dan Melzer, Rachel Sutz and Marilyn Colon; Florida State University (Program for Instructional Excellence Conference, August 2000)

The Effects of Active Student Responding on the Grades of Psychology College Students, Marilyn Colon and Jon S. Bailey; Florida State University (Association for Behavior Analysis, May 1999)

The Effects of Active Student Responding on the Grades of Psychology College Students, Marilyn Colon and Jon S. Bailey; Florida State University (Association for Behavior Analysis, May 1997)

Using the Renaissance Motivational System to Improve Performance of Emotionally Disturbed Students at Pace Secondary School, Ginger Stoddard, Terri Starin, Marilyn Colon; Apalachee Center for Human Services; Robin Blackwell; Leon County Schools; BMC, Inc. (Florida Association for behavior Analysis 14<sup>th</sup> Annual Conference, September, 1994).

**Membership in Professional Associations:**

1993 Florida Association for Behavior Analysis  
Office Manager, 1994 – 2000  
1995 Association for Behavior Analysis  
2002 California Association for Behavior Analysis

**Honors and Awards:**

*Nominated for an Outstanding Teaching Assistant Award  
Spring Semester 2001*

*Teaching Assistant for Teaching Practicum  
Spring Semester, 2000*

Responsible for helping to organize course for graduate students prior to their teaching undergraduate lecture courses. Directed and participated in discussions of teaching philosophies, principles and techniques. Supervisor: Mark Licht, PhD

*Senior Teaching Assistant  
Spring Semester 1999 – 2001*

Responsible for the oversight of all Teaching Assistants in the psychology department, as well as the organization and maintenance of the Teaching Assistant office space and teaching materials. Also responsible for the coordination of support services from the publishers of relevant textbooks. Supervisors: Mark Licht, PhD and Ellen Berler, PhD

**References available upon request.**