

EDF 6220 Behavior Analysis of Performance

2 Semester Graduate Course Credit Hours

Syllabus Effective Date: August 2022

Prerequisites

Students must be eligible to enroll in Master's level courses and have completed EDF 6225, 6226, & 6223 with a B or higher.

Course Description

This course utilizes behavior analytic principles and applies them to the field of Performance Management. Completion of this course will enable students to evaluate existing organizations based on their environmental arrangements and apply these assessment tools and intervention strategies for sustainable behavior change across industries. The content is based on behavior analytic principles and serves as only one in a series of courses that prepares students for a foundation in Organizational Behavior Management.

Course Format/Type

This course is 100% Online. Students will be required to participate in weekly online videoconference style classes. In addition, students are required to access supporting documents from the Internet including the syllabus, assignments, and assessments. Weekly attendance in either live or recorded sessions is mandatory and proctored using the online educational platform provided by the University of West Florida.

Course Learning Outcomes

1. Describe the utility of behavior analytic principles in organizational applications and considerations for collaboration across industries, in both technical and plain language, as evidenced by meeting at least 82% criteria on project assignment rubrics.
2. Develop pinpointed operational definitions of behaviors, outputs, and business results, including describing best practices for evaluation and measurement as evidenced by meeting at least 82% on assessment outcomes.
3. Evaluate performance management scenarios to identify appropriate assessment tools and potential interventions, as evidenced by meeting at least 82% on assessment outcomes
4. Apply characteristics of highly effective antecedents, consequences, and feedback in organizations to evaluate existing environmental arrangements for areas of inefficiency, as evidenced by meeting at least 82% criteria of discussion post rubrics.
5. Create a hypothetical case study, including steps of assessment, implementation, results, and documented sustainability plan, as evidenced by meeting at least 82% criteria on project assignment rubrics.

Topics Covered

BACB Concepts and Principles

B-1	Define and provide examples of behavior, response, and response class.
B-2	Define and provide examples of stimulus and stimulus class.
B-3	Define and provide examples of respondent and operant conditioning.
B-4	Define and provide examples of positive and negative reinforcement contingencies.
B-5	Define and provide examples of schedules of reinforcement.
B-6	Define and provide examples of positive and negative punishment contingencies.
B-7	Define and provide examples of automatic and socially mediated contingencies.
B-8	Define and provide examples of unconditioned, conditioned, and generalized reinforcers and punishers.
B-9	Define and provide examples of operant extinction.
B-10	Define and provide examples of stimulus control.
B-11	Define and provide examples of discrimination, generalization, and maintenance.
B-12	Define and provide examples of motivating operations.
B-13	Define and provide examples of rule-governed and contingency-shaped behavior.
B-14	Define and provide examples of the verbal operants.
B-15	Define and provide examples of derived stimulus relations.

BACB Measurement, Data Display, and Interpretation

C-1	Establish operational definitions of behavior.
C-2	Distinguish among direct, indirect, and product measures of behavior.
C-3	Measure occurrence (e.g., frequency, rate, percentage).
C-4	Measure temporal dimensions of behavior (e.g., duration, latency, interresponse time).
C-5	Measure form and strength of behavior (e.g., topography, magnitude)
C-6	Measure trials to criterion.
C-7	Design and implement sampling procedures (i.e., interval recording, time sampling).
C-8	Evaluate the validity and reliability of measurement procedures.
C-9	Select a measurement system to obtain representative data given the dimensions of behavior and the logistics of observing and recording.
C-10	Graph data to communicate relevant quantitative relations (e.g., equal-interval graphs, bar graphs, cumulative records).
C-11	Interpret graphed data.

BACB Task List H. Selecting and Implementing Interventions

H-1	State intervention goals in observable and measurable terms.
H-2	Identify potential interventions based on assessment results and the best available scientific evidence.
H-3	Recommend intervention goals and strategies based on such factors as client preferences, supporting environments, risks, constraints, and social validity.
H-4	When a target behavior is to be decreased, select an acceptable alternative behavior to be established or increased.
H-5	Plan for possible unwanted effects when using reinforcement, extinction, and punishment procedures.
H-6	Monitor client progress and treatment integrity.
H-7	Make data-based decisions about the effectiveness of the intervention and the need for treatment revision.

H-8	Make data-based decisions about the need for ongoing services.
H-9	Collaborate with others who support and/or provide services to clients.

BACB Task List I. Personnel Supervision and Management

I-1	State the reasons for using behavior-analytic supervision and the potential risks of ineffective supervision (e.g., poor client outcomes, poor supervisee performance).
I-2	Establish clear performance expectations for the supervisor and supervisee.
I-3	Select supervision goals based on an assessment of the supervisee's skills.
I-4	Train personnel to competently perform assessment and intervention procedures.
I-5	Use performance monitoring, feedback, and reinforcement systems.
I-6	Use a functional assessment approach (e.g., performance diagnostics) to identify variables affecting personnel performance.
I-7	Use function-based strategies to improve personnel performance.
I-8	Evaluate the effects of supervision (e.g., on client outcomes, on supervisee repertoires).

Required Texts and Materials

Daniels, A.C. & Bailey, J.S. (2014). Performance Management: Changing behavior that drive organizational effectiveness. (5th Ed.).

Grading System

Points will be allocated using the following weighted system

1. Lecture Verifications 10%
2. Reflection Papers 10%
3. Quizzes 40%
4. Project 40%

Exams

All exams are cumulative and are available on the UWF eLearning system. Computers must be able to take the exam using a lock-down browser.

Assignments

Content hours earned towards BACB requirements and QABA requirements have been carefully calculated. If a student neither attends the live virtual class nor views the recorded lectures for each week, a 10% response cost to the final grade will be administered for each missed session or recording. If 3 or more class sessions are missed, this will result in an automatic (F) failing grade assigned for the course. Students must also complete weekly assignments to receive a passing grade in the course. Assignments submitted beyond one week from the due date will not receive points, but assignments still must be placed in eLearning by the end of the course in order to earn a passing grade. If any assignments are not submitted to eLearning by the end of course, a 10% response cost to the final grade per missing assignment will be administered. If 3 or more assignments are missed, this will result in an automatic (F) failing grade assigned for the course.

Virtual Class

Our students have choices in attendance and participation: Students are encouraged to attend all live, real-time, class sessions. If students cannot attend live, they must watch the recording each week, in addition to any other pre-recorded lectures.

Grading scale

A	92-100
A-	90-91
B+	88-89
B	82-87
B-	80-81 Grades higher than 81% are required for courses with prerequisites in the program
C+	78-79
C	72-77
C-	70-71
D	60-69
F	59 or below

Special Technology Requirements

Each student is expected to activate a MyUWF account and access it 2-3 times per week and access their UWF email account 2-3 times per week. Students will need broadband internet (laptop or desktop computer preferred) via a compatible web browser (complete list in Canvas). Students are expected to participate in the online learning environment by downloading files from Canvas and uploading and attaching files to send to others. Students will need audio input, built-in, or external computer speakers, as well as an internal or external webcam (recommended) in order to actively participate in the on-line live classroom and check ins.

ITS offers support to online students via phone (850.474.2075), online request form, and through email (helpdesk@uwf.edu) for non-Canvas (eLearning) questions or problems. Visit the [Help Desk website](#) to learn more about their resources and services.

Other support links

- Canvas Support Hotline (Open 24/7) - 1-844-866-3349
- CR Institute Help Desk - institute-support@centralreach.com
- [New to UWF?](#)
- [Computer Specifications for eLearning \(Canvas\)](#)
- [MyUWF & ArgoNet](#)
- [Computer Security](#)
- [Files Storage](#)
- [Google Apps](#)
- [Internet Access](#)
- [Software](#)
- [Student Guide](#) (helpful links to various technology support topics organized by tool)

Student Accessibility Resources

The University of West Florida supports an inclusive learning environment for all students. If there are aspects of the instruction or design of this course that hinder your full participation, such as time-limited exams, inaccessible web content, or the use of non-captioned videos and podcasts, reasonable accommodations can be arranged. Prior to receiving accommodations, you must [register with Student Accessibility Resources](#) and submit a semester request each semester. Appropriate academic accommodations will be determined based on the documented needs of the individual. For information regarding the registration process, visit [the SAR website](#), e-mail sar@uwf.edu or call 850.474.2387.

Expectations for Academic Conduct

The Student Code of Conduct sets forth the rules, regulations, and expected behavior of students enrolled at the University of West Florida. Violations of any rules, regulations or behavioral expectations may result in a charge of violating the Student Code of Conduct. It is the student's responsibility to read the Student Code of Conduct and comply with these expectations. The Student Code of Academic Conduct defines various forms of academic misconduct including cheating and plagiarism and describes the process for addressing allegations of academic misconduct. More information and links to the University regulations governing both student conduct and academic conduct can be found on the Dean of Students website listed under the Office of Student Rights and Responsibilities

UWF maintains a university license agreement for an online text matching service called Turnitin. At our discretion, we may use the Turnitin service to evaluate the originality of student papers. We also may employ other services and techniques to evaluate your work for evidence of appropriate authorship practices as needed.

Respondus LockDown Browser is a client-based application that "locks down" a computer or device during an online exam delivered on a third-party assessment platform, such as a Learning Management System (LMS). [Privacy information for Respondus LockDown Browser.](#)

Respondus Monitor is a companion product for LockDown Browser that enables students to record themselves with a webcam and microphone during an online exam. The recordings and other data from the exam session are processed automatically; summary information is provided to the instructor, such as if the student left the video frame during the exam session. [Privacy information for Respondus Monitor.](#)

Military and Veterans' Resource Center

The [UWF Military & Veterans Resource Center \(MVRC\)](#) serves as a leading campus advocate for military and veteran students, working to ensure the needs of these individuals are met through coordinating with multiple university offices and services. The center provides assistance with the following: GI Bill[®] education benefits, active duty tuition assistance, out-of-state fee waiver, tutoring, paper reading, counseling, disability accommodations, coordinating academic advising, and referral to state /federal resources and services. The MVRC is located in bldg. 38. For more information on MVRC service, call 474-2550.

Mental Health Support

At the University of West Florida, we recognize that to learn, thrive, and flourish, you may need a little assistance. Please take advantage of the free resources online or on campus.

- For health concerns, contact Student Health Services at (850) 474-2172.
- For mental health or substance use concerns, contact Counseling and Psychological Services at 850-474-2420.
- For 24/7 crisis counseling, call 850-474-2420 and press option 6.

All students are encouraged to utilize Therapy Assistance Online (TAO) to strengthen skills to cope with anxiety, depression, stress management, and more. TAO is an interactive web-based self-help program that is available 24/7. Access TAO anonymously at uwf.edu/tao.

If you feel like you need somewhere to talk anonymously to others who can support you, peer support is available to all students 24/7 via TogetherAll. TogetherAll is an online community where members are anonymous and can share how they are feeling and support each other. Learn more and join TogetherAll at uwf.edu/togetherall

Mental Health is one aspect of holistic health, which encompasses all of the eight wellness dimensions. The eight dimensions do not have to be equally balanced. Instead, you should strive to achieve your own authentic personal harmony. You have unique goals, priorities, and aspirations. You determine how to live your best life. ArgoWell is here to help you make the healthy choice, the easy choice, and support you in your wellness journey. [Meet ArgoWell](#)

[Discrimination or Harassment Reporting](#)

The University of West Florida faculty members are committed to supporting students and upholding the University's non-discrimination and harassment policies. Under Title IX, discrimination and harassment based upon sex or gender (including sexual violence and sexual misconduct) are prohibited. If you experience an incident of sex/gender-based discrimination or harassment, you do not have to go through the experience alone. Know that while you may talk to a faculty member, understand that as a "Responsible Employee" of the University, the faculty are required to notify the University's Title IX Coordinator so that support services can be provided to you. If you would like to speak with someone confidentially, you may schedule an appointment with the UWF's Counseling and Psychological Services at (850) 474-2420. This service is free for students. Faculty can also help direct you, or you may refer to the [University's Title IX website](#).

[Emergency Information and Course Continuity Statement](#)

In the case of severe weather or another emergency, the campus might be closed and classes canceled. Official closures and delays are announced on the UWF website and broadcast on WUWF-FM.