

# Sara Ernsbarger Bicard

## CURRICULUM VITAE

### Background

#### Education

- 1999 - 2002 Ph.D. in Special Education/Applied Behavior Analysis,  
The Ohio State University, Columbus, OH
- 1997 - 1998 M.Ed. in Special Education, The University of Southern Mississippi,  
Hattiesburg, MS
- 1991 - 1996 B.S. in Special Education, The University of Southern Mississippi,  
Hattiesburg, MS

#### Experience

##### Academic

- 2016-present Professor of Special Education, Auburn University at Montgomery,  
Montgomery, AL
- 2011-2016 Associate Professor of Special Education, Auburn University at  
Montgomery, Montgomery, AL
- 2006-2011 Assistant Professor of Special Education, University of Memphis,  
Memphis, TN
- 2003-2006 Assistant Professor of Education, Mercy College, Dobbs Ferry, NY
- Spring 2003 Adjunct Faculty, Florida International University, Miami, FL
- 2002-2003 Instructional Specialist, University of South Florida, Tampa, FL
- 2001-2002 Adjunct Faculty, Ohio Dominican College, Columbus, OH
- 2001-2002 Instructor, The Ohio State University, Columbus, OH

##### Other Professional

- 2000-2001 Teaching Assistant, The Ohio State University, Columbus, OH
- 1996-1999 Special Education Teacher, Petal Middle School, Petal, MS

### Scholarly and Creative Productivity

#### Publications

**Books:** NA

#### Refereed/Invited Publications (\*= invited)

##### Book Chapters

- \*Bicard, S., & Heward, W. L. (2019). Educational equality for students with disabilities. In J. A. Banks & C. A. M. Banks (Eds.), *Multicultural education: Issues and perspectives* (10th ed.). New York: John Wiley & Sons.
- \*Bicard, S., & Heward, W. L. (2016). Educational equality for students with disabilities. In J. A. Banks & C. A. M. Banks (Eds.), *Multicultural education: Issues and perspectives* (9th ed.) (pp. 213-234). New York: John Wiley & Sons. (22 pages)

- \*Bicard, S., & Heward, W. L. (2013). Educational equality for students with disabilities. In J. A. Banks & C. A. M. Banks (Eds.), *Multicultural education: Issues and perspectives* (8th ed.) (pp. 317-349). New York: John Wiley & Sons. (22 pages)
- \*Bicard, S., Bicard, D. F., Nichols, K., & Plank, E. (2012). Technology for Multi-Tiered Interventions for Reading and Behavior in Early Childhood Education. In Blake, S., Winsor, D. L., & Allen, L. (Eds.), *Child Development and the Use of Technology: Perspectives, Applications and Experiences*. (pp. 194-211). Hershey, PA: IGI Global. (18 pages)
- \*Bicard, S. C., & Bicard, D. F. (2012). Technology for Young Children with Special Needs. In Blake, S., Winsor, D., & Allen, L. (Eds.), *Technology and Young Children: Bridging the Communication-Generation Gap*. (pp. 222-240). Hershey, PA: IGI Global. (18 pages)
- \*Bicard, S., & Heward, W. L. (2010). Educational equality for students with disabilities. In J. A. Banks & C. A. M. Banks (Eds.), *Multicultural education: Issues and perspectives* (7th ed.) (pp. 329-367). New York: John Wiley & Sons. (38 pages)
- Casey, L. B. & Bicard, S. (2009). Rating scales. In B. Erford (Ed.), *American Counseling Association Encyclopedia of Counseling* (pp. 442-443). Alexandria, VA: American Counseling Association. (2 pages)
- \*Heward, W. L., Ernsbarger Bicard, S., & Cavanaugh, R. A. (2007). Educational equality for students with disabilities. In J. A. Banks & C. A. M. Banks (Eds.), *Multicultural education: Issues and perspectives* (6th ed.) (pp. 329-359). New York: John Wiley & Sons. (30 pages)
- \*Heward, W. L., Cavanaugh, R. A., & Ernsbarger, S. C. (2004). Educational equality for students with disabilities. In J. A. Banks & C. A. M. Banks (Eds.), *Multicultural education: Issues and perspectives* (5th ed.) (pp. 317-349). New York: John Wiley & Sons. (32 pages)

### Refereed Journal Articles

- Thomas, J., Bicard, S., & Simmons, K. D. (2024). The Effects of Concrete and Virtual Manipulatives on Solving Algebraic Equations in Students With Disabilities. *Journal of Special Education Technology*, 40(1), 104-116. <https://doi.org/10.1177/01626434241263055>
- Simmons, K.D. Meigs, K. & Bicard, S. (2023). It's About Me: Student Participation in Individualized Education Program (IEP) Development. *International Journal of Social Policy and Education*, 5 (3), p. 1-5.
- Sparks, J., Simmons, K. & Bicard, S. (2020). Did you hear me? The effects of live simulated environments on active listening skills of instructional leaders. *International Journal of Social Policy and Education*, 2(7), p. 18-23.
- Esco, M.R., Nickerson, B.S., Bicard, S.C., Russell, A.R., and Bishop, P. (2016). The agreement between BMI-based equations and DXA for determining body fat percentage among adults with Down syndrome. *Adaptive Physical Activity Quarterly*, 33(1), 89-96.

- Bicard S. C., Nickerson B. S., Esco M. R., Russell A. R., Snarr R. L. (2015). Prompting individuals with Down syndrome to use a treadmill. *ACSM's Health & Fitness Journal*, 19(6), 19-23.
- Nickerson, B.S., Esco, M.R., Bicard, S.C., Russell, A.R., Williford, H.N., and Schaefer, G. (2015). Validity of the body adiposity index in adults with Down Syndrome. *Research in Developmental Disabilities*, 38, 92-96.
- Nickerson, B.S., Russell, A.R., Bicard, S.C., Snarr, R.L., and Esco, M.R. (2014) Identifying barriers for people with disabilities that restrict exercise participation. *Journal of the Alabama State Association for Health, Physical Education, Recreation, and Dance* 34, 8-13.
- Nickerson, B.S., Russell, A.R., Bicard, S.C., Snarr, R.L., and Esco, M.R. (2014) Developing a full inclusion exercise facility: Implementing strategies for people with disabilities to maximize participation. *Journal of the Alabama State Association for Health, Physical Education, Recreation, and Dance* 34, 14-19.
- Smith, C., Bicard, D., Bicard, S., & Casey, L.B. (2013). The Effects of an Interdependent Group Oriented Contingency and Performance Feedback on the Praise Statements of Pre-Service Teachers During a Summer Day-Camp for Children with Disabilities. *International Journal of Behavioral Consultation and Therapy*, 8 (2), 14-17.
- Smith, C., Bicard, S., Bicard, D., & Casey, L. (2012). Decreasing in-school suspensions with function-based interventions. *Kappa Delta Pi Record*, 48(4), 174-177.
- Bicard, D. F., Ervin, A. & Bicard, S. C. (2012). Differential effects of seating arrangements on the disruptive behavior and accurate work completion of fifth grade students during independent seatwork. *Journal of Applied Behavior Analysis*, 45(2), 407-411.
- Bicard, D. F., Lott, V., Mills, J., Bicard, S. C., & Casey, L. B. (2012). Effects of text messaging on class attendance and punctuality of at-risk college student athletes. *Journal of Applied Behavior Analysis*, 45(1), 205-210.
- Kee, B.S., Casey, L.B., Clayton, C., Bicard, D., Bicard, S. (2012). Increasing Communicative Skills: A Case Study of an Adult Male with Autism Spectrum Disorder and Vision Loss. *Journal of Visual Impairment & Blindness*, 106(2), 120-125.
- Donahue, M. M., Casey, L. B., Bicard, D. F., & Bicard, S. E. (2012). Effects of differential reinforcement of short latencies on response latency, task completion, and accuracy of an adolescent with autism. *Education and Training in Autism and Developmental Disabilities*, 47(1), 97-108.
- Bicard, S. C., Casey, L. B., Nichols, K., Plank, E., & Finley, S. (2009). Using technology in multi-tiered interventions to differentiate instruction. *iManager's Journal of School Educational Technology*, 4(4), 1-6.
- Bicard, S., Bicard, D. F., Casey, L. B., Smith, C., Plank, E., & Casey, C. (2008). The effects of student response system and single student questioning technique on graduate students' recall and application of lecture material. *iManager's Journal of Educational Technology*, 5(1), 23-30.
- Bicard, S., Bicard, D.F., Casey, L., & Borek, J. (2008). Sustained silent reading and attitudes of secondary students: An analysis of the literature. *Wisconsin State Reading Association Journal*, 47(2), 31-34.

- Tincani, M., Ernsbarger, S. C., Harrison, T. J., & Heward, W. L. (2005). The effects of fast and slow-paced teaching on participation, accuracy, and off-task behavior of children in the Language for Learning program. *Journal of Direct Instruction, 5*, 97-109.
- Ernsbarger, S. C. (2002). Simple, affordable, and effective strategies for prompting reading behavior. *Reading and Writing Quarterly, 18*(3), 279-284.

**Refereed Monographs:** NA

**Refereed Proceedings:** NA

### **Other Publications**

#### **Non-Refereed Academic Journal Articles**

- Casey, L. B., Bicard, D. F., Bicard, S. C., & Nichols, S. C. (2008). A much delayed response to A Nation At Risk: Recent innovations in general and special education. *Phi Delta Kappan, 89* (8), 593-596.
- Nichols, S. C., Bicard, S. C., Bicard, D. F., & Casey, L. B. (2008). A field at risk: The teacher shortage in special education. *Phi Delta Kappan, 89* (8), 597-600.

#### **Published Abstracts**

- Nickerson, B. S., Russell, A. R., Bicard, S. C., Mahurin, A. J., Williford, H. N., & Esco, M. R. (2014). The accuracy of hand-to-hand bioelectrical impedance analysis in adults with Down Syndrome. American College of Sports Medicine Annual Meeting, Orlando, FL. *Medicine and Science in Sports and Exercise, 46*:5, S471.
- Jenkins, C. T., Nickerson, B. S., Russell, A. R., Bicard, S. C., Mahurin, A. J., Williford, H. N., & Esco, M. R. (2014). The accuracy of foot-to-foot bioelectrical impedance analysis percentage in adults with Down Syndrome. American College of Sports Medicine Annual Meeting, Orlando, FL. *Medicine and Science in Sports and Exercise, 46*:5, S471.
- Nickerson B, Russell AR, Bicard S, Mahurin AJ, & Esco MR (2013). Accuracy of the body adiposity index for estimating body fat in individuals with Down Syndrome. National Strength and Conditioning Association Annual Meeting, Las Vegas, NV. Abstract published in the *Journal of Strength and Conditioning Research, 27*:S2.
- Nickerson B, Russell AR, Bicard S, Mahurin AJ, & Esco MR (2014). The accuracy of bioelectrical impedance analysis for measuring body fat percentage in individuals with Down Syndrome. National Strength and Conditioning Association Annual Meeting, Las Vegas, NV. Abstract published in the *Journal of Strength and Conditioning Research, 27*:S2.
- Nickerson, B., \*Russell, A.R., Bicard, S., Mahurin, A.J., and Esco, M.R. (2013) Accuracy of the Body Adiposity index for estimating body fat in individuals with Down Syndrome. National Strength and Conditioning Association Annual Meeting, Las Vegas, NV. Abstract published in the *Journal of Strength and Conditioning Research 27*:S2.

### **Book Ancillaries & Instructional Materials**

Bicard, S. C, Bicard, D. F., & the IRIS Center. (2012). *Defining behavior*. Case study for the IDEA '04 and Research for Inclusive Settings (IRIS) Center for Training Enhancements (U.S. Department of Education, #H325E120002). Available at [http://iris.peabody.vanderbilt.edu/case\\_studies/ICS-015.pdf](http://iris.peabody.vanderbilt.edu/case_studies/ICS-015.pdf)

Bicard, S., Bicard, D. F., & the IRIS Center (2010). *Measuring behavior*. Case study for the IDEA '04 and Research for Inclusive Settings (IRIS) Center for Training Enhancements (U.S. Department of Education, #H325E120002). Available at [http://iris.peabody.vanderbilt.edu/case\\_studies/ICS-014.pdf](http://iris.peabody.vanderbilt.edu/case_studies/ICS-014.pdf)

Alber, S. R., Brennan, K. B., Ernsbarger, S. C., Stanford, P., Roberts, K. A., & Miller, A. D. (2000). *Test bank to accompany exceptional children: An introduction to special education* (6th ed.) by W. L. Heward. Upper Saddle River, NJ: Merrill/Prentice Hall.

Alber, S. R., Stanford, P., Brennan, K. B., Ernsbarger, S. C., & Miller, A. D. (2000). *Teacher's manual to accompany exceptional children: An introduction to special education* (6th ed.) by W. L. Heward. Upper Saddle River, NJ: Merrill/Prentice Hall.

### **Items Accepted for Publication but NOT YET Published: NA**

### **Artistic or Other Creative Contributions: NA**

### **Participation in Professional Meetings**

#### **National/International Conferences (\* = refereed)**

\*McDonnell, C., Bicard, S., & Simmons, K. (2025, January). *Effects of Shared Reading on Listening Comprehension and Engagement of Minimally Verbal Students with Autism*. Poster presented at the Association for Behavior Analysis International 19th Annual Autism Conference, New Orleans, LA.

\*Thomas, J., Bicard, S., & Simmons, K. (2024, May). *Effects of Concrete and Virtual Manipulatives on Solving Algebraic Equations by Students with Disabilities*. Poster presented at the 50th Annual convention of the Association for Behavior Analysis International, Philadelphia, PA.

\*Bicard, S., Morton, R.C. & Simmons, K. (2019, November). *Practicing active listening and repeating during parent-teacher conferences in a simulated environment*. Paper presented at the 42nd Annual Conference of the Teacher Education Division of the Council for Exceptional Children, New Orleans, LA

\*Simmons, K., Bicard, S., & Morton, R.C. (2019, November). *Small special education programs caucus shares and symposium part 2: From a distance: Innovation in online and hybrid teaching*. Paper presented at the 42nd Annual Conference of the Teacher Education Division of the Council for Exceptional Children, New Orleans, LA

\* Morton, R. Simmons, K., & Bicard, S. (2019, November). *Supercharging your teacher with virtual environments: A how-to session*. Paper presented at the 42nd Annual Conference of the Teacher Education Division of the Council for Exceptional Children, New Orleans, LA

- \*Simmons, K. & Bicard, S. (2018, November). *Integrating Active Listening Skills During Parent-Teacher Conferences in Simulated Environments*. Paper presented at the 41st Annual Conference of the Teacher Education Division of the Council for Exceptional Children, Las Vegas, NV.
- \*Bicard, S., Blanton, E., Russell, A., & Esco, M. (2015, May). *Teaching Exercise as a Recreational and Leisure Skill to Adults with Intellectual Disabilities in an Inclusive Setting*. Paper presented at the 41st Annual convention of the Association for Behavior Analysis International, San Antonio, TX.
- \*Smith, K. & Bicard, S. (2014, May). *Effects of response-card versus hand-raising during smart board activities on response accuracy of elementary students with language impairments*. Poster presented at the 40th Annual convention of the Association for Behavior Analysis International, Chicago, IL.
- \*Bicard, D. F., McLemore, T. G., Bicard, S., & Casey, L. B. (2012, May). *Using the three-step prompting procedure to decrease prompts and increase compliance of preschool children with and without developmental delays*. Poster presented at the 38th Annual convention of the Association for Behavior Analysis International, Seattle, WA.
- \*Kee, B., Casey, L. B., Bicard, D. F., & Bicard, S. (2012, April). *Increasing communicative skills: A case study of an adult male with autism spectrum disorder and vision loss*. Paper presented at the meeting of the American Educational Research Association, Vancouver, BC.
- \*Donahue, M., Casey, L., B., Bicard, D. F., & Bicard, S. (2012, April). *Effects of differential reinforcement of short latencies on response latency, task completion, and accuracy of an adolescent with Autism*. Paper presented at the meeting of the American Educational Research Association, Vancouver, BC.
- \*Nichols, K. J., & Bicard, S. C. (2012, March). *Working smarter with large urban school districts implementing school-wide positive behavior supports*. Paper presented at the 9th Annual convention of the Association for Positive Behavior Supports, Atlanta, GA.
- Smith, C., Bicard, S., Bicard, D., and Casey, L.B. (2011, November). *Decreasing time spent in in-school suspension using function-based classroom interventions*. Kappa Delta Pi Biennial Convocation, Indianapolis, IN.
- \*Bicard, D. F., Lott, V. R., Mills, J. L., Bicard, S. C., & Casey, L. B. (2011, May). *Recent research on the effects of text messaging on at-risk college student athletes' punctuality and attendance*. Paper presented at the 37th Annual convention of the Association for Behavior Analysis International, Denver, CO.
- \*James, S. R., Bicard, S. C., Bicard, D. F., & Casey, L. B. (2011, May). *Effects of enhanced milieu teaching and a communication aid on mands of elementary students with disabilities*. Paper presented at the 37th Annual convention of the Association for Behavior Analysis International, Denver, CO.
- \*Justice, W., Casey, L. B., Bicard, D. F., Bicard, S. C., & Stockton, M. (2011, May). *Words per T-unit: A pure measure of written expression*. Paper presented at the 37th Annual convention of the Association for Behavior Analysis International, Denver, CO.
- \*Smith, C., Bicard, D., Bicard, S., Casey, L.B., and Roberston, J. (2011). *The Effects of Function-Based Interventions on Decreasing Time in In-School Suspension*. Council for Exceptional Children Annual Expo and Convention, National Harbor, MD.

- \*Countie Rodd, C., Bicard, S., C., Cameron, M. J., & Fox, J. J. (2010, May). *Inclusion: Effective behavioral practices and interventions in the classroom*. Invited panel discussion at the 36th annual convention of the Association for Behavior Analysis International, San Antonio, TX.
- \*Bicard, D. F., Bicard, S. C., Hayes, J. A., & Casey, L. B. (2010, May). *Further analysis of the effects of SAFMED training intraverbals of basic terminology in applied behavior analysis: Untimed intraverbals*. Presented at the 36th annual convention of the Association for Behavior Analysis International, San Antonio, TX.
- \*Hubbard, M., Bicard, S. C., Bicard, D. F., & Casey, L. B. (2010, May). *Using individualized interdependent group oriented contingences with students with emotional disorders*. Presented at the 36th annual convention of the Association for Behavior Analysis International, San Antonio, TX.
- \*Smith, C., Bicard, S. C., & Bicard, D. F. (2010, May). *Using interventions informed by functional behavior assessment to decrease time out of class*. Presented at the 36th annual convention of the Association for Behavior Analysis International, San Antonio, TX.
- \*Smith, C., Bicard, D. F., & Bicard, S. C. (2010, May). *Applying the good behavior game to increase teachers' praise rates*. Presented at the 36th annual convention of the Association for Behavior Analysis International, San Antonio, TX.
- \*Bicard, S., Nichols, K. J., Bledsoe, E., & Richardson, C. (2010, March). *Technical assistance for school wide positive behavior support in West Tennessee*. Presented at the 7th International Conference on Positive Behavior Support, St. Louis, MO.
- \*Smith, C., Bicard, S., & Bicard, D. (2009, May). *The effectiveness of function-based interventions using functional behavior assessments versus an in-school suspension program*. Presented at the annual international convention of the Association for Behavior Analysis, Phoenix, AZ
- \* Nichols, K., Bicard, S., & Plank, E. (2008, September). *The effects of a check in check out intervention to improve academic and behavioral performance of elementary school students*. Presented at the Association for Behavior Analysis International Education Conference, Reston, VA.
- \*Bicard, S., Bicard, D., & Shimizu, H. (2008, May). *Effects of handwritten vs. electronic guided notes on college students' recall and application*. Presented at the annual international convention of the Association for Behavior Analysis, Chicago, IL
- \*Bicard, D., Casey, L., Bicard, S., & Taylor, M. (2008, May). *The effects of SAFMEDS on students' recall, response generality, and maintenance of ABA terms*. Presented at the annual international convention of the Association for Behavior Analysis, Chicago, IL
- \*Bicard, S., Bicard, D., Smith, C., Plank, E., Casey, R., & Casey, L. (2008, May). *Effects of student response system vs. traditional techniques on college students' quiz and application performance*. Presented at the annual international convention of the Association for Behavior Analysis, Chicago, IL
- \*Bicard, S., Nichols, K., Gonzales, J., Celestine, A., McGrady, A., Plank, E., & Finley, S. (2008, March). *Using school-wide positive behavior support framework as a school-change model*. Presented at the 5th International Conference on Positive Behavior Support, Chicago, IL

- \*Bicard, D., Bicard, S. & Casey, L. (2008, March). *FBA and ADHD: A promising practice?* Presented at the 5th International Conference on Positive Behavior Support, Chicago, IL
- \*Ernsbarger Bicard, S., Bicard, D. F., & Shimizu, H. (2005, May). *The effects of handwritten and word-processed guided notes on post-secondary students' recall and application of lecture material.* Presented at the annual international convention of the Association for Behavior Analysis, Chicago, IL
- \*Ernsbarger, S. C., Bicard, D., F., & Heward, W. L. (2004, May). *Reading as textually or intraverbally controlled behavior: A conceptual analysis with implications for practice and research in beginning reading instruction.* Presented at the annual international convention of Association for Behavior Analysis, Boston, MA
- Ernsbarger, S. C., & Heward, W. L. (2002, July). *Struggling third grade readers' performance on text with high and low levels of predictability: An exploratory study.* Presented at OSEP Project Directors' Conference, Washington, DC.
- \*Brame, P., Heward, W. L., & Ernsbarger, S. C. (2002, May). *Effects of a story fact recall game on students' off-task behavior during sustained silent reading and retention of story facts.* Presented at the annual international convention of the Association for Behavior Analysis, Toronto, Ontario
- \*Arno, B., Ernsbarger, S. C., Heward, W. L., & Wynn, J. L. (2002, May). *Teaching a child with autism to say positive comments to peers and adults: Acquisition and generalization data.* Presented at the annual international convention of the Association for Behavior Analysis, Toronto, Ontario
- \*Heron, T. E., Welsch, R. G., Tincani, M., & Ernsbarger, S. C. (2001, October). *Early literacy and learning disabilities: Definitions, practices, and research directions.* Presented at the international conference for the Council for Learning Disabilities, Charlotte, NC
- \*Bradley, J., Sainato, D., & Ernsbarger, S. C. (2001, May). *Effects of milieu teaching strategy and repeated readings in a storybook context on the acquisition of expressive language in young children with developmental disabilities.* Presented at the annual international convention of the Association for Behavior Analysis, New Orleans, LA
- \*Heron, T., Tincani, M., Harrison, T., Ernsbarger, S. C., Frazier-Trotman, S., & Simmons-Reed, E. (2001, May). *Early literacy considerations for individuals with special needs: Best practices, research and policy issues, and future directions.* Presented at the annual international convention of the Association for Behavior Analysis, New Orleans, LA
- \*Ernsbarger, S. C., Frazier-Trotman, S., Harrison, T. J., Simmons-Reed, E., Tincani, M. J., & Heward, W. L. (2001, May). *Teacher pacing and the performance of elementary students during group instruction.* Presented at the annual international convention of the Association for Behavior Analysis, New Orleans, LA
- \*Brame, P., Ernsbarger, S. C., & Heward, W. L. (2001, April). *Using an indiscriminable group contingency to "wake up" sustained silent reading in an elementary classroom.* Presented at the annual international convention of the Council for Exceptional Children, Kansas City, MO.
- \*Brame, P., Ernsbarger, S. C., & Heward, W. L. (2000, May). *Using an indiscriminable group contingency to "wake up" sustained silent reading in an elementary classroom.*

Presented at the annual international convention of the Association for Behavior Analysis, Washington, DC

\*Ernsbarger, S., & Miller, A. D. (1999, May). *The effects of graphic organizers on the social studies test scores of students with learning disabilities in an inclusionary setting.*

Presented at the annual international convention of the Association for Behavior Analysis, Chicago, IL

\*Ernsbarger, S., & Zulick, N. (1998, April). *Graphic organizers: The link for special students in an inclusive setting.* Presented at the annual international convention of the Council for Exceptional Children, Minneapolis, MN

\*Ernsbarger, S., & Zulick, N. (1997, April). *Whole language and direct instruction: A perfect combination for an exceptional education.* Presented at the annual international convention of the Council for Exceptional Children, Salt Lake City, UT

### **Regional & State Conference (\* = refereed)**

Bicard, S. (2014, October). *Maintaining ethical practices across disciplines.* Paper presented at 23rd Annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.

Bicard, S. Harvell, E., Russell, A., & Esco, M. R. (2014, October). *Increasing physical activity in adults with intellectual disabilities.* Paper presented at 23rd Annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.

Nickerson B, Russell AR, Bicard S, & Esco, M. R. (2013, November). *Health and fitness among people with Down Syndrome.* Paper presented at the annual Alabama State Association for Health, Physical Education, Recreation and Dance Fall Conference, Birmingham, AL.

Bicard, D. Ervin, A., & Bicard, S. (2013, October). *Differential effects of antecedent manipulations on work completion and off-task behavior of 5th grade students with and without behavior disorders in an inclusive classroom.* Paper presented at 22nd Annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.

Bicard, D. F., & Bicard, S. (2012, October). *The effects of staff training of a three-step prompting procedure to increase preschool children's compliance to instruction.* Paper presented at the 21st Annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.

Bicard, S., & Bicard, D. F. (2012, May). *The 411 on ABA: Everything you wanted know about applied behavioral analysis but were afraid to ask.* Paper presented at the 38th Annual Alabama Council of Community Mental Health Boards, Birmingham, AL.

Bicard, S. C., James, R. S., & Bicard, D. F. (2011, October). *Teaching elementary students with disabilities to mand through naturalistic instruction and a communication aid.* Paper presented at the 20th Annual convention of the Alabama Association for Behavior Analysis, Birmingham, AL.

Bicard, S., Bicard, D. F., & Smith, C. (2011, June). *Enhancing the participation of students with learning disabilities in inclusive classrooms through active student responding.* The Martin Institute for Teaching Excellence Summer Conference, Memphis, TN.

Plank-Bledsoe, E., Bicard, S., & Nichols, K. (2010, February). *Theoretical and practical implications of school-wide positive behavior support for inclusion of students with*

- disabilities in west Tennessee*. Presented at Tennessee Department of Education Annual Special Education Conference, Nashville, TN.
- Blevins, L., Bicard, S., Plank-Bledsoe, E. Lane, K., Oakes, W., Wheeler, J., & Cihak, S. (2010, February). *Positive behavior support, three-tiered academic interventions and inclusion: Current status and recent findings from 5 state funded projects*. Presented at Tennessee Department of Education Annual Special Education Conference, Nashville, TN.
- Smith, C., Bicard, S., & Bicard, D. F (2009, October). *The effectiveness of interventions informed by functional behavior assessment and in-school suspension*. Presented at the Tennessee Association for Behavior Analysis Conference, Nashville, TN.
- Hubbard, M., Bicard, S., Bicard, D. F., & Casey, L. (2009, October). *Group oriented contingencies*. Presented at the Tennessee Association for Behavior Analysis Conference, Nashville, TN.
- Kee, S., Casey, L., Bicard, D. F., & Bicard, S. (2009, October). *Increasing mands and spontaneous communication for a nonverbal visually impaired male diagnosed with profound developmental disabilities*. Presented at the Tennessee Association for Behavior Analysis Conference, Nashville, TN.
- Nichols, K., Bicard, S., & Plank, E. (2008, November). *The effectiveness of check in check out on elementary school students' behavior*. Presented at the annual Tennessee Association for Behavior Analysis Conference, Nashville, TN.
- Smith, C., Bicard, D. F., & Bicard, S. (2008, November). *It works for teachers too! The effects of the good behavior game on teacher praise*. Presented at the annual Tennessee Association for Behavior Analysis Conference, Nashville, TN.
- Bicard, S., & Nichols, K. (2008, September). *Disproportionality and early intervening services*. Presented at the 7th annual Tennessee Educational Leadership Conference, Nashville, TN.
- Nichols, K., Bicard, S. & Smith, K. (2008, September). *Response to intervention workshop: Understanding progress monitoring leads to more effective interventions*. Presented at the 7th annual Tennessee Educational Leadership Conference, Nashville, TN.
- Bicard, D., Bicard, S., & Casey, L. (2008, March). *Behavior analytic approaches to teaching language to children with autism and severe disabilities*. Presented at the 38th annual Midsouth Conference on Communication Disorders, Memphis, TN
- Bicard, S., Bicard, D. F., Smith, C., Plank, E., Casey, R., & Casey, L. (2007, November). *The effects of student response system and single student questioning technique on post-secondary students' recall and application of lecture material*. Presented at the annual Tennessee Association for Behavior Analysis Conference, Nashville, TN
- \*Ernsbarger, S. C., Bicard, D., F., & Heward, W. L. (2002, September). *Reading as textually or intraverbally controlled behavior: A conceptual analysis with implications for practice and research in beginning reading instruction*. Presented at the Ohio State University's Third Focus on Behavior Analysis in Education Conference, Columbus, OH.
- \*Jakubow, J., Linares, M., Nelson, P., & Ernsbarger, S. C. (2002, September). *Lying: Why it happens and how to deal with it*. Presented at the annual conference of the Florida Association for Behavior Analysis, Daytona Beach, FL.

- Ernsbarger, S. C. (2000, November). *Graphic organizers: The link for special students in an inclusive setting*. Presented at the Ohio Council for Learning Disabilities Conference, Columbus, OH
- Heron, T. E., Ernsbarger, S., Tincani, M., & Harrison, T. (2000, September). *Early literacy considerations for individuals with special needs: Best practices, research and policy issues, and future directions*. Presented at the Statewide Literacy Conference hosted by the Ohio Coalition for Children with Disabilities, Columbus, OH

**Local Conference (\* = refereed)**

- Burdick, H., Bicard, S. & Simmons, K. (2024). *Preliminary Effects of Implementing Good Behavior Game on Special Education Student's Behavior and Academic Engagement.*. Celebration of Research and Creative Activity Day. Auburn University Montgomery. April 26, 2024.
- Griggs, M., Bicard, S. & Simmons, K. (2024). *Preliminary Teacher Responses about Mental Health Challenges and Interventions in the Classroom*. Celebration of Research and Creative Activity Day. Auburn University Montgomery. April 26, 2024.
- McDonnell, C., Bicard, S. & Simmons, K. (2024). *Preliminary Study of Effective Strategies for Increasing Story Comprehension in Minimally Verbal Students with Autism and Other Significant Disabilities*. Celebration of Research and Creative Activity Day. Auburn University Montgomery. April 26, 2024.
- Franklin Jones, J., Bicard, S. & Simmons, K.D. (2023). *Preliminary Effects of Digital Platforms on Engagement and Motivation in Special Education Students within an Inclusive Classroom*. Celebration of Research and Creative Activity Day. Auburn University Montgomery. April 28, 2023.
- Griggs, K., Bicard, S. & Simmons, K. (2023). *Preliminary effects of naturalistic teaching strategies during repeated readings of a storybook on the expressive language of preschool children with language delays*. Celebration of Research and Creative Activity Day. Auburn University Montgomery. April 28, 2023.
- Thomas, J., Bicard, S. & Simmons, K.D. (2023). *Preliminary Effects of Concrete and Virtual Manipulatives on Solving Algebraic Equations in Students with Disabilities*. Celebration of Research and Creative Activity Day. Auburn University Montgomery. April 28, 2023.
- Simmons, K.D. & Bicard, S. (2023). *Pecha Kucha*. Auburn University Montgomery. Flash Talks. March, 29, 2023.
- Simmons, K.D. & Bicard, S. (2023). *Utilizing Zoom Break Out Rooms Effectively*. Auburn University Montgomery. Flash Talks. March, 29, 2023.
- Russell, A. R., Nickerson, B., Esco, M. R., & Bicard, S. (2013, June). *Adaptive Fitness*. AUM Physical Education Summer Workshop, Montgomery, AL.
- Bicard, S., & Plank, E. (2009, June). *Positive learning environments: Using school wide positive behavior supports to help all students*. Presented at the Memphis City Schools Principals' Academy. Memphis, TN.
- Bicard, S. (2008, October). *Improve the efficiency of your school reform efforts: Integrating school wide positive behavior support and response to intervention*. Presented at the 12th annual Beyond Access Inclusion Conference, Memphis, TN.
- Bicard, S. (2008, October). *What parents need to know about multi-tiered interventions*. Presented at the 12th annual Beyond Access Inclusion Conference, Memphis, TN.

- Bicard, S., Bicard, D., Smith, C., Plank, E. (2008, April). *Applied behavior analysis (ABA) for children with autism*. Presented at the Memphis Area Educators of Youth and Children Annual Conference, Memphis, TN.
- Bicard, D. F., Bicard, S. & Casey, L. (2007, November). *FBA and ADHD: A promising practice?* Presented at the 11th annual Beyond Access Inclusion Conference, Memphis, TN
- Bicard, S., Bicard, D. F., & Casey, L. (2007, November). *Applied behavior analysis: What it is and what it is not*. Presented at the 11th annual West Tennessee Special Education Conference, Memphis, TN
- Nichols, K. & Bicard, S. (2007, November). *What do I do now? Suggestions for secondary and tertiary level positive behavior supports*. Presented at the 11th annual West Tennessee Special Education Conference, Memphis, TN
- Bicard, S., (2006, November). *Developing and using guided notes: A key to success for student with learning difficulties in inclusive settings*. Presented at the annual Beyond Access Inclusion conference, Memphis, TN
- Ernsbarger, S., & Miller, A. D. (1999, July). *Holistic and direct instruction: A perfect combination for an exceptional education*. Presented at the annual USM Reading Conference, Hattiesburg, MS
- Ernsbarger, S. (1999, July). *Graphic organizers: The link for special students in an inclusive setting*. Presented at the annual USM Reading Conference, Hattiesburg, MS

### **Local and State Presentations**

- Bicard, S. & Simmons, K.D. (2020, November). Why be a Special Education Teacher. A Day in the Life of a Warhawk. Auburn University at Montgomery, Montgomery, AL.
- Bicard, S. & Morton, R. (2019, February). *Using Virtual Simulations: Getting Students Read for Professional Interviews*. Flash Talks, Auburn University at Montgomery Office of Online and Digital Learning, Montgomery, AL.
- Esco, M. R., & Bicard, S. (2014, November). *WarhawkFit Program for Individuals with Disabilities*. Paper presented at AccessFit Summit, Prattville, AL.
- Bicard, S. & Nichols, K. (2009, May). *Progress monitoring: What it is and how does it work*. Webinar, Tennessee Department of Education, Division of Special Education. Memphis, TN.

### **Other Scholarly or Creative Activities**

#### **Service in Role of Reviewer for Professional Publications**

- |      |  |
|------|--|
| 2024 | Guest Reviewer, <i>Journal of Special Education Technology</i> |
| 2020 | Guest Reviewer, <i>Behavior Analysis in Practice</i>           |
| 2018 | Guest Reviewer, <i>Journal of Behavioral Education</i>         |
| 2017 | Guest Reviewer, <i>Journal of Behavioral Education (2)</i>     |
| 2016 | Guest Reviewer, <i>Journal of Behavioral Education</i>         |
| 2015 | Guest Reviewer, <i>Journal of Behavioral Education</i>         |
| 2011 | Guest Reviewer, <i>Journal of Behavioral Education</i>         |
| 2008 | Guest Reviewer, <i>Education and Treatment of Children</i>     |

**Service in the Role of Officer of Professional Organization**

2015-2016 Past President, Alabama Association for Behavior Analysis  
 2014-2015 President, Alabama Association for Behavior Analysis  
 2013-2014 President Elect, Alabama Association for Behavior Analysis  
 2012-2015 Executive Committee, Alabama Association for Behavior Analysis

**General editorship of journal, monograph series, book series: NA**

**Professional Society Membership**

1999-present Association for Behavior Analysis  
 2011-present Alabama Association for Behavior Analysis  
 2011- present Council for Exceptional Children  
 2017-2018 International Dyslexia Association  
 2008-2011 Association for Positive Behavior Support  
 2007-2011 Tennessee Association for Behavior Analysis  
 2005-2007 Association for Direct Instruction

**Awards, Lectureships, or Prizes**

2024 Excellence in Research Award  
 College of Education, Auburn University at Montgomery  
 2015 Henry N. Williford Distinguished Research Award  
 College of Education, Auburn University at Montgomery  
 2002 Cooper/Siedentop Scholarship  
 The Ohio State University  
 2002 Vance W. Cotter Fellowship Award  
 The Ohio State University  
 1999 – 2000 Ph.D. Traineeship  
 Office of Special Education and Rehabilitation Services  
 U.S. Department of Education

**Grants and Contracts**

2014 - 2015 WARHAWK-Fit for Consumers with Developmental Disabilities,  
 Principal Investigator  
 Funding Agency: Center of Independent Living, Montgomery, AL  
 [\$12,000]  
 2014 - 2015 WARHAWK-Fit Down Syndrome Program Support, Principal  
 Investigator  
 Funding Agency: Montgomery Down Syndrome Support Group,  
 Montgomery, AL [\$6,000]  
 2014 Ida Bell Young Research Award, *Teaching and Learning Laboratory*,  
 Principal Investigator  
 Funding Agency: Auburn University at Montgomery [\$20,000]  
 2013 - 2014 WARHAWK-Fit for Consumers with Developmental Disabilities, Co-  
 Principal Investigator (assumed PI July 2014)  
 Funding Agency: Center of Independent Living, Montgomery, AL  
 [\$15,585]

- 2013 - 2014 WARHAWK-Fit Down Syndrome Program Support, Co-Principal Investigator  
Funding Agency: Montgomery Down Syndrome Support Group, Montgomery, AL [\$6,000]
- 2013 - 2014 WARHAWK-Fit Program Support, Co-Principal Investigator  
Funding Agency: Hyundai Corporation, Montgomery, AL [\$2,500]
- 2012 - 2013 Outreach Grant, *WarhawkFit Program for Consumers with Developmental Disabilities in the Community of Montgomery, AL*, Co-Principal Investigator  
Funding Source: Auburn University at Montgomery [\$8000.00]
- 2012 - 2013 WARHAWK-Fit for Consumers with Developmental Disabilities Co-Principal Investigator  
Funding Agency: Center of Independent Living, Montgomery, AL [\$25,508]
- 2009-2012 Restructuring for Inclusive School Environments (RISE) Project, Project Director/Principal Investigator  
Funding agency: Tennessee Department of Education [\$772,950]
- 2007-2009 West Tennessee Restructuring for Inclusive School Environments (RISE) Project, Project Director/Principal Investigator  
Funding agency: Tennessee Department of Education [\$619,226]
- 2007-2009 West Tennessee Positive Behavior Support Initiative, Project Director/Principal Investigator  
Funding agency: Tennessee Department of Education [\$280,000]
- 2001-2002 Struggling Third Grade Readers' Performance on Text with High and Low Levels of Predictability: An Exploratory Study  
Student-Initiated Research Project (William L. Heward, faculty co-investigator).  
Funding agency: U.S. Department of Education [\$16,130]

**Thesis/Dissertation Service:** None in the past three years

**Major Areas of Creative or Research Interest**

- Inclusive practices for students with disabilities
- Increasing students' participation and accurate responses during instruction
- Reading instruction for students with disabilities

**Other Professional Accomplishments**

**Manuscripts under submission:**

Griggs, M., Bicard, S., & Simmons, K. (in review). Mental Health Challenges and Interventions to Support Teachers in the Classroom (WKRO-2025-0009) *High School Journal*.

**Course/Program Design and Development**

- 2024-2025 Co-Developer, EdD Special Education concentration, Auburn University at Montgomery, AL

- 2019 Co-Developer, Online Educational Specialist in Collaborative Teacher K-6 and Collaborative Teacher 6-12 redesign, Auburn University at Montgomery, AL
- 2019 Co-Developer, Online Traditional Masters Degree in Early Childhood Special Education, Collaborative Teacher K-6, and Collaborative Teacher 6-12 design, Auburn University at Montgomery, AL
- 2016-2018 Co-Developer, BS & Med in Special Education redesign, Auburn University at Montgomery, AL.  
 Developed new graduate courses:  
 ESPE 4310/6310 Data-based Instruction  
 ESPE 4450/6450 Applied Behavior Analysis for Teachers  
 Co-wrote CIEP document
- 2013 Co-Developer, EdS in Special Education redesign, Auburn University at Montgomery, AL.  
 Developed four new graduate courses:  
 ESPE 7000: Critical Issues and Current Trends in Special Education  
 ESPE 7450: Studies in Autism Spectrum Disorder  
 ESPE 7995: Research Studies in Special Education I  
 ESPE 7996: Research Studies in Special Education II
- 2006-2011 Co-Developer, Applied Behavior Analysis Focus in Special Education (BACB approved), University of Memphis, TN
- 2005 Developer, Post Master's Certificate in Applied Behavior Analysis (BACB approved), Mercy College, NY.  
 Developed nine courses to meet the Behavior Analysis Certification Board's content and experience requirements for Board Certified Behavior Analyst.
- 2004 Developer, Applied Behavior Analysis Track in Master of Science in Childhood Education, Early Childhood Education, Middle Childhood or Adolescence Education (BACB approved), Mercy College, NY  
 Developed five courses to meet the Behavior Analysis Certification Board's content requirements for Board Certified Associate Behavior Analyst and New York State of Education requirements for teacher certification.

**Special Recognition for Teaching**

- 2011 Distinguished Guest Faculty, Special Education Program, The Ohio State University
- 2009-2010 Finalist, Alumni Association Distinguished Teaching Award, University of Memphis
- 2008- present IRIS Expert, IDEA '04 and Research for Inclusive Settings (IRIS) Center for Training Enhancements (U.S. Department of Education, #H325E120002), Claremont Graduate University, Claremont, CA

**Academic service****On-campus****University**

2023-2024	Member, Faculty Senate Executive Committee, Auburn University at Montgomery, Montgomery, AL
2022-current	COE Senator, Faculty Senate, Auburn University at Montgomery, Montgomery, AL
2021	Spring AUM Graduate Preview Night, Auburn University at Montgomery, Montgomery, AL
2020-current	Member, Faculty Senate Faculty Welfare, Committee Auburn University at Montgomery, Montgomery, AL
2020	Fall & Spring AUM Graduate Preview Night, Auburn University at Montgomery, Montgomery, AL
2018 – 2019	Member, Faculty Senate Tenure and Promotion Committee, Auburn University at Montgomery, Montgomery, AL
2013- 2017	Chair, Faculty Senate Faculty Handbook Committee, Auburn University Montgomery, Montgomery, AL
2014-2015	AUM Leadership Academy, Auburn University at Montgomery, Montgomery, AL
2014	Interim Member, University Undergraduate Curriculum Committee, Auburn University at Montgomery, Montgomery, AL (Fall)
2012- 2013	Member, Faculty Senate Faculty Handbook Committee, Auburn University at Montgomery, Montgomery, AL
2005	Member, College Assessment Committee, Mercy College, NY Developed institutional and program assessment for institutional review

**College**

2024- present	Member, COE Assessment Committee, Auburn University at Montgomery, Montgomery, AL
2022- present	Member, COE Faculty Evaluation Points Committee, Auburn University at Montgomery, Montgomery, AL
2020- present	Member, COE Advanced Programs Rubric Committee, Auburn University at Montgomery, Montgomery, AL
2019- 2022	Member, COE Policy Committee, Auburn University at Montgomery, Montgomery, AL
2019- present	Member, COE Undergraduate Curriculum Committee, Auburn University at Montgomery, Montgomery, AL
2016- present	Member, COE CAEP Standard 1 Committee, Auburn University at Montgomery, Montgomery, AL (Chair 2016-2019)
2016- 2019	Member, COE CAEP Steering Committee, Auburn University at Montgomery, Montgomery, AL
2015- present	Member, EdTPA Council, Auburn University at Montgomery, Montgomery, AL.
2013- 2014	Member, SOE Website Committee, Auburn University at Montgomery, Montgomery, AL

- 2013- 2019 Member, SOE Service Learning Committee, Auburn University at Montgomery, Montgomery, AL
- 2013- 2019 Chair, SOE NCATE Goal 6 Committee, Auburn University at Montgomery, Montgomery, AL
- 2013- 2019 Member, SOE NCATE Goal 3 Committee, Auburn University at Montgomery, Montgomery, AL
- 2013- 2019 Member, COE CAEP/NCATE Standard 3 Committee, Auburn University at Montgomery, Montgomery, AL
- 2011- 2013 Member, SOE NCATE Standard 1 Committee, Auburn University at Montgomery, Montgomery, AL
- 2006- 2009 Member, Ph.D. Program Aspirations/Research Committee, University of Memphis, TN
- 2003-2004 Member, Education Division Syllabi Committee, Mercy College, NY  
Developed and revised existing course syllabi in the division
- 2003-present Co-Chairperson, Education Division Assessment Committee, Mercy College, NY  
Prepared assessment document for program certification and developed assessment process in the division

**Department**

- 2024-2024 Member, CLSE Faculty Third-Year Review Committee, Auburn University at Montgomery, Montgomery, AL
- 2023- 2023 Member, CLSE Faculty Promotion and Tenure Committee, Auburn University at Montgomery, Montgomery, AL
- 2022- 2022 Chair, CLSE Faculty Promotion and Tenure Committee, Auburn University at Montgomery, Montgomery, AL
- 2019 Co-Author, CAEP/CEC Program Report for Alternative Masters in Collaborative Special Education Teacher 6-12, Auburn University at Montgomery, Montgomery, AL
- 2019 Co-Author, CAEP/CEC Program Report for Alternative Masters in Collaborative Special Education Teacher K-6, Auburn University at Montgomery, Montgomery, AL
- 2019 Co-Author, CAEP/CEC Program Report for Alternative Masters in Early Childhood Special Education, Auburn University at Montgomery, Montgomery, AL
- 2019 Co-Author, ALSDE Continuous Improvement in Educator Preparation Program Report for Alternative Class A Collaborative Special Education Teacher 6-12, Auburn University at Montgomery, Montgomery, AL
- 2019 Co-Author, ALSDE Continuous Improvement in Educator Preparation Program Report for Alternative Class A Collaborative Special Education Teacher K-6, Auburn University at Montgomery, Montgomery, AL
- 2019 Co-Author, ALSDE Continuous Improvement in Educator Preparation Program Report for Alternative Class A Early Childhood

- Special Education, Auburn University at Montgomery, Montgomery, AL
- 2019 Co-Author, CAEP/CEC Program Report for Bachelor of Science in Collaborative Special Education Teacher 6-12, Auburn University at Montgomery, Montgomery, AL
- 2019 Co-Author, CAEP/CEC Program Report for Bachelor of Science in Collaborative Special Education Teacher K-6, Auburn University at Montgomery, Montgomery, AL
- 2019 Co-Author, CAEP/CEC Program Report for Bachelor of Science in Early Childhood Special Education, Auburn University at Montgomery, Montgomery, AL
- 2019 Co-Author, ALSDE Continuous Improvement in Educator Preparation Program Report for Class B Collaborative Special Education Teacher 6-12, Auburn University at Montgomery, Montgomery, AL
- 2019 Co-Author, ALSDE Continuous Improvement in Educator Preparation Program Report for Class B Collaborative Special Education Teacher K-6, Auburn University at Montgomery, Montgomery, AL
- 2019 Co-Author, ALSDE Continuous Improvement in Educator Preparation Program Report for Class B Early Childhood Special Education, Auburn University at Montgomery, Montgomery, AL
- 2018 Member, Associate Dean search committee, Auburn University at Montgomery, Montgomery, AL
- 2018 Member, Assessment Coordinator search committee, Auburn University at Montgomery, Montgomery, AL
- 2017 Member, Special Education Faculty search committee, Auburn University at Montgomery, Montgomery, AL
- 2016 Member, Tenure and Promotion Committee for Instructional Leadership faculty, Auburn University at Montgomery, Montgomery, AL
- 2016 Member, Early Childhood Center Lead Teacher search committee, Auburn University at Montgomery, Montgomery, AL
- 2015 Member, Early Childhood Center Director search committee, Auburn University at Montgomery, Montgomery, AL
- 2014 Interim Collaborative Teacher Program Coordinator, Auburn University at Montgomery, AL
- 2014 Member, FTSE Tenure and Promotion Committee for Instructional Technology faculty, Auburn University at Montgomery, Montgomery, AL
- 2014 Member, FTSE Tenure and Promotion Committee for Secondary Education faculty, Auburn University at Montgomery, Montgomery, AL
- 2013-present Advisor, Student Council for Exceptional Children (Chapter 0864), Auburn University at Montgomery, AL

- 2013 Co-Developer, EdS in Special Education redesign, Auburn University at Montgomery, AL
- 2013-2014 Member, FTSE search committee, Auburn University at Montgomery, AL
- 2009-2011 Member, ICL Communications Committee, University of Memphis, TN
- 2008-2009 Member, ICL Undergraduate Education Committee, University of Memphis, TN
- 2008 Guest Lecture, Professional Seminar ICL 7993, University of Memphis. Memphis, TN.  
Presentation: *Response to intervention: A new method to identify students with specific learning disabilities and support struggling learners.* (February)
- 2007-2008 Member, ICL Graduate Education Committee, University of Memphis, TN

**Off-campus**

- 2024-current Member, Family, Career, Community Leaders of America Board, Pike Road High School, Pike Road, AL
- 2019-2020 Collaborator, Montgomery Civitans Club Disc Golf Tournament
- 2019 Member, Alabama State Department of Education Taskforce on Alternative Route to Certification for Special Education Teachers, Montgomery, AL  
December 10, 2019
- 2017-2019 Consultant, Great Leaps Learning Center, Prattville, AL
- 2017-2019 Volunteer, Alabama Behavior Analysts Licensing Board, Montgomery, AL
- 2014 IRIS Expert, IRIS Center for Training Enhancements (U.S. Department of Education, #H325E120002) 2-Day Faculty Seminar, Charleston, SC
- 2014 Presenter, Holy Cross Episcopal School, Montgomery, AL  
Inservice: *Why Students Struggle and What to Do About It*  
August 6, 2014
- 2013-2014 Faculty Seminar Training Materials Work Group, IDEA '04 and Research for Inclusive Settings (IRIS) Center for Training Enhancements, Claremont Graduate University, Claremont, CA  
Assisted with developing and revising the 2014 training materials and implementation examples for IRIS Faculty Seminars.
- 2013 IRIS Expert, IRIS Center for Training Enhancements (U.S. Department of Education, #H325E120002) 2-Day Faculty Seminar, Minneapolis/St. Paul, MN
- 2013 Co-presenter, Southside Middle School, Tallassee, AL  
Inservice: *Reaching All Students Through Collaboration.*  
August 8, 2013

- 2012 IRIS Expert, IRIS Center for Training Enhancements (U.S. Department of Education, #H325E120002) 2-Day Faculty Seminar, Charlotte, NC
- 2012 Co-presenter, Peter Crump Elementary School, Montgomery, AL  
Inservice: "Instructional strategies to increase appropriate behavior and academic skills."  
March 5, 2012
- 2012 Co-presenter, Peter Crump Elementary School, Montgomery, AL  
Inservice: "Collaborating to improve outcomes for students with special needs." February 27, 2012.
- 2011 Inservice, Alabama Positive Behavior Support Center, Mobile, AL
- 2011 Presenter, Brantwood Children's Home, Montgomery, AL  
Inservice: "Accommodations and modifications in the classroom."  
October 10, 2011
- 2011 IRIS Expert, IRIS Center for Training Enhancements (U.S. Department of Education, #H325E120002) 2-Day Faculty Seminar, Nashville, TN
- 2011 IRIS Expert, IRIS Center for Training Enhancements (U.S. Department of Education, #H325E120002) 2-Day Faculty Seminar, Philadelphia, PA
- 2010 IRIS Expert, IRIS Center for Training Enhancements (U.S. Department of Education, #H325E120002) 2-Day Faculty Seminar, Columbus, OH
- 2010 IRIS Expert, IRIS Center for Training Enhancements (U.S. Department of Education, #H325E120002) 2-Day Faculty Seminar, Nashville, TN
- 2010 IRIS Expert, IRIS Center for Training Enhancements (U.S. Department of Education, #H325E120002) 2-Day Faculty Seminar, Little Rock, AR
- 2009 Inservice, Fayette County Schools District Early Intervening Services, Memphis, TN
- 2009 IRIS Expert, IRIS Center for Training Enhancements (U.S. Department of Education, #H325E120002) 2-Day Faculty Seminar, Hilton Head, SC
- 2009 IRIS Expert, IDEA '04 and Research for Inclusive Settings (IRIS) Center for Training Enhancements (U.S. Department of Education, #H325E120002), Claremont Graduate University, Claremont, CA  
2-Day Faculty Seminar, Savannah, GA  
Co-presented workshop on how higher education faculty can integrate IRIS materials into education courses
- 2008 Presenter, University of Tennessee at Memphis Boling Center for Developmental Disabilities Interdisciplinary Leadership Training, Memphis, TN  
"Response to Intervention: A new method to identify students with specific learning disabilities and support struggling learners."  
February 7, 2008

- 2007 Presenter, Memphis City Schools Mental Health Center, Memphis, TN  
Workshop: "What do I do now? Suggestions for secondary and tertiary level positive behavior supports." July 31, 2007
- 2007- 2010 Member, TN Response to Intervention (RTI) Oversight Committee, TN Department of Education, Nashville, TN
- 2006- 2010 Member, MCS Response to Intervention (RTI) Committee, Memphis City Schools, Memphis, TN
- 2006 Consultant, Blythedale Children's Hospital, Valhalla, NY  
Trained committee in conducting functional behavior assessments
- 2004- 2006 Advisory Board Member, Sign for Learning, Rochester, NY
- 2002 Presenter, Children's Hospital Education Center Conference, Columbus, OH  
Key Note address: "Help! My child has homework: Homework strategies for parents." April 16, 2002
- 2001 Presenter, Children's Hospital Education Center Conference, Columbus, OH  
Key Note address: "Help! My child has homework: Homework strategies for parents." November 1, 2001
- 2000 Consultant, Jones Middle School, Columbus, OH  
Advised the writing of a survey to meet accreditation standards

**Other service**

- 2021- 2024 Participant, LETRS Training
- 2009 Volunteer, Jumpstart Read for the Record, Hope Preschool, Memphis, TN
- 1999-2000 Volunteer After-School Tutor, Weinland Elementary School, Columbus, OH  
Tutored a first-grade at-risk student using precision teaching twice a week throughout the school year

**Other Items of Importance**

**Certifications**

- 2001 - present National Board Certified Behavior Analyst – Doctorate (BCBA-D)