

Douglas A. Johnson
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EDUCATION

- Ph.D. Applied Behavior Analysis (2009)
Western Michigan University
Dissertation: When Self-Pacing Goes Wrong: A Comparison of Two Methods for Reducing Computer-Based Racing
- M.A. Industrial/Organizational Psychology (2005)
Western Michigan University
Thesis: The Effects of Feedback on Hourly Pay and Individual Monetary Incentives
- B.S. Psychology, summa cum laude (2001)
Central Michigan University

TEACHING EXPERIENCE

- Faculty Specialist Western Michigan University
Duration: July 2009 – present
Duties: Taught sections of introductory psychology. Recruited, trained, and supervised graduate student instructors and other support staff. Managed the Psychology Undergraduate Advising Office, coordinated the Department's Undergraduate Assessment Plan, and represented the Department at various recruiting venues.
Supervisor: Wayne Fuqua, Ph.D.
- Instructor of Record Introduction to Psychology
Duration: September 2008 – present
Duties: Developed course content, lectured, supervised teaching assistants, and proctored exams. Course covers topics such as research methods, biology & behavior, consciousness, development, learning, language, memory, intelligence, personality, social psychology, stress & health, psychological disorders, and therapies.
Average Enrollment: 200 students
Student Evaluation of Teaching Effectiveness: 4.6 (1-5 scale, 5 top rating)
- Teaching Assistant Organizational Behavior Analysis
Duration: May 2008 – June 2008

Duties: Lectured and proctored exams. Course covered topics such as performance management, pinpointing, measurement of behavior, performance feedback, developing reward/incentive systems, evaluating performance change, training, behavior-based safety, and systems analysis.

Supervisor: Heather McGee, Ph.D.

- Instructor of Record Behavioral Training and Teaching Strategies
 Duration: January 2008 – April 2008
 Duties: Independently created and developed new course. Developed study objectives, examinations, course website, and lecture material. Supervised course assistants. 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, CAPSI, whole language, Performance-Based Instruction, systems analysis, and educational reform.
 Average Enrollment: 25 students
 Student Evaluation of Teaching Effectiveness: 4.6 (1-5 scale, 5 top rating)
- Teaching Assistant Survey of Behavior Analysis Research
 Duration: September 2001 – April 2008
 Duties: Graded exams, developed study objectives, created course content, lectured, conducted study sessions, and proctored exams. Course covered topics such as respondent and operant conditioning, stimulus control, motivational operations, organizational behavior management, direct instruction, precision teaching, health psychology, sports psychology, behavioral enrichment for animals, and ethics.
 Supervisor: Alyce M. Dickinson, Ph.D.
- Instructor Survey of Behavior Analysis Research
 Duration: September 2007 – October 2007
 Duties: Independently covered class during period of instructor illness. Graded exams, lectured, proctored exams, and supervised teaching assistants. Course covered topics such as respondent and operant conditioning, stimulus control, organizational behavior management, direct instruction, precision teaching, and behavioral enrichment for animals.
- Teaching Assistant Organizational Behavior Analysis
 Duration: May 2007 – June 2007
 Duties: Lectured, proctored and graded exams. Course covered topics such as performance management, pinpointing, measurement of behavior, performance feedback, developing reward/incentive systems, evaluating

performance change, training, behavior-based safety, and systems analysis.

Supervisor: Heather McGee, Ph.D.

- Instructor of Record Statistics for the Behavioral Sciences
 Duration: January 2007 – April 2007
 Duties: Developed course content, supervised teaching assistants, lectured, and proctored/graded exams. Course covered topics such as measures of central tendency and variability, z-scores, probability, t-tests, analysis of variance, and correlation.
 Average Enrollment: 20 students
 Student Evaluation of Teaching Effectiveness: 4.2 (1-5 scale, 5 top rating)
- Teaching Assistant Organizational Behavior Analysis
 Duration: May 2006 – June 2006
 Duties: Developed course content, lectured, and proctored/graded exams. Course covered topics such as performance management, pinpointing, measurement of behavior, performance feedback, developing reward/incentive systems, evaluating performance change, training, behavior-based safety, and systems analysis.
 Supervisor: Heather McGee, Ph.D.
- Instructor of Record Industrial/Organizational Psychology for Non-Majors
 Duration: January 2005 – April 2006
 Duties: Developed course content, lectured, and proctored/graded exams. 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.
 Average Enrollment: 25 students
 Student Evaluation of Teaching Effectiveness: 4.5 (1-5 scale, 5 top rating)
- Teaching Assistant Behavioral Research Methods
 Duration: May 2005 – June 2005
 Duties: Conducted study sessions
 Supervisor: Mark Alavosius, Ph.D.
- Teaching Assistant Industrial/Organizational Behavior
 Duration: May 2004 – June 2004
 Duties: Graded examinations.
 Supervisor: John Austin, Ph.D.
- Teaching Assistant Behavior Analysis
 Duration: September 1999 – December 1999
 Duties: Graded tests and proctored exams
 Supervisor: Albert Neal, Ph.D.

Lab Instructor Behavior Analysis
 Duration: September 1999 – December 1999
 Duties: Cared for lab animals, provided lab lectures, supervised students, and graded reports. Repaired and maintained lab equipment.
 Supervisor: Albert Neal, Ph.D.

RESEARCH EXPERIENCE

Co-Investigator “Backward Masking in the Reduction of Fear Associated with Public Speaking Anxiety”
 Duties: Research design and instrumentation creation.
 Duration: September 2008 – present
 Supervisor: C. Richard Spates, Ph.D.

Co-Investigator “Backward Masking in the Reduction of Fear Associated with Post-traumatic Stress Disorder”
 Duties: Research design and instrumentation creation.
 Duration: September 2008 – present
 Supervisor: C. Richard Spates, Ph.D.

Principal Investigator “When Self-Pacing Goes Wrong: A Comparison of Two Methods for Reducing Computer-Based Racing”
 Duties: Research design, supervision and training of research assistants, development of 84 computer-based instructional modules, data collection and analysis.
 Duration: March 2008 – April 2009
 Supervisor: Alyce M. Dickinson, Ph.D.

Principal Investigator “The Effect of Being a Runner-up in an Employee-of-the-Month Program”
 Duties: Trained and supervised research assistants, data collection and analysis.
 Duration: January 2009 – April 2009
 Supervisor: Alyce M. Dickinson, Ph.D.

Co-Investigator “The Comparative Efficacy of Dosed, Enhanced Dosed, Prolonged Exposure, and Mindfulness in the Reduction of Public Speaking Phobia”
 Duties: Research design, data analysis, and instrumentation creation
 Duration: August 2007 – April 2009
 Supervisor: C. Richard Spates, Ph.D.

Principal Investigator “The Motivational Impact of Employee-of-the-Month Programs on Performance”
 Duties: Trained and supervised research assistants, data collection and analysis.

Duration: September 2008 – December 2008
 Supervisor: Alyce M. Dickinson, Ph.D.

Co-Investigator “Dosed versus Prolonged Exposure: A Systematic Replication”
 Duties: Research design, data analysis, and instrumentation creation
 Duration: June 2005 – August 2007
 Supervisor: C. Richard Spates, Ph.D.

Principal Investigator “The Effects of Feedback on Hourly Pay and Individual Monetary Incentives”
 Duration: September 2004 – March 2005
 Duties: Research design, trained and supervised research assistants, data collection and analysis.
 Supervisor: Alyce M. Dickinson, Ph.D.

Principal Investigator “Pilot Study for the Effects of Feedback on Individual Monetary Incentives”
 Duration: May 2004 – June 2004
 Duties: Research design, trained and supervised of research assistants, data collection and analysis.
 Supervisor: Alyce M. Dickinson, Ph.D.

Research Assistant “The Effects of Individual and Group Monetary Incentives on High and Low Performance”
 Duration: September 2001 – December 2001
 Duties: Data collection
 Supervisor: Alyce M. Dickinson, Ph.D.

Principal Investigator “Music Concept Learning in Rats”
 Duration: January 2001 – August 2001
 Duties: Data collection, cared for and fed animals, graphed data
 Supervisor: Albert Neal, Ph.D.

APPLIED EXPERIENCE

Contractor AME-Learning, Inc
 Duration: October 2002 – present
 Duties: Design of computer-based training utilizing instructional design principles. Programming of computer-based training with the following software systems: Macromedia Flash, Macromedia Captivate, Knowledge Impact’s Firefly, Microsoft PowerPoint and Adobe Photoshop. Tasks such as writing voice-over script and bullet points, project management, developer supervision, 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, CLG, Heinz, National Network to End Domestic Violence, Option One Mortgage, Pfizer, PIMCO, Schering-Plough, Thomson, and Washington Mutual.
 Contact: John Crosbie, Ph.D.

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| Consultant | <p>Rubin Chiropractic
 Duration: May 2003 – present
 Duties: Development of computer-based training materials, training owners on basic principles of performance management, redesign of compensation system, and systemic analysis of business processes.
 Contact: Arlen Rubin, DC</p> |
| Contractor | <p>Safety & Health Involvement for Truck Drivers (SHIFT)
 Duration: August 2006 – present
 Duties: Developing computer-based training materials for promotion of health and safety for commercial truck drivers. Collecting and preparation of data.
 Contact: Ryan Olson, Ph.D.</p> |
| Consultant | <p>Hollin Consulting, Ltd.
 Duration: May 2007 – August 2008
 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.
 Contact: Howard Lees, BSc, CEng</p> |
| Consultant | <p>C. Richard Spates
 Duration: October 2005 – April 2007
 Duties: Developed computer-based training programs to help psychiatrists and nurses choose evidence-based treatments for depression and bipolar disorder.
 Contact: C. Richard Spates, Ph.D.</p> |
| Contractor | <p>Ardent Learning
 Duration: November 2005 – November 2006
 Duties: Instructional design of web-based training courses and interviewed employees. As an associate of Ardent Learning, created instructional materials for Ford Motor Company.
 Contact: Barbara Bucklin, Ph.D.</p> |
| Consultant | <p>Pharmacia (now Pfizer)
 Duration: January 2003 – April 2003</p> |

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.

Contacts: Alyce Dickinson, Ph.D.; Kevin Munson, Ph.D.

Consultant

Association for Behavior Analysis

September 2001 – December 2001

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.

Contacts: Alyce Dickinson, Ph.D.; Maria Malott, Ph.D.

PUBLICATIONS

Johnson, D. A., & Rubin, S. (in press). Effectiveness of Interactive Computer-Based Instruction: A Review of Studies Published 1995-2007. Accepted for publication in the *Journal of Organizational Behavior Management*.

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*, 806-812.

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.

PROFESSIONAL PRESENTATIONS

Johnson, D. A. (2009). *Employee-of-the-Month Programs: Do They Really Work?* Paper presented at the annual conference of the Association for Behavior Analysis: International, Phoenix, AZ, May.

Johnson, D. A., & Dickinson, A. M. (2009). *When Self-Pacing Goes Wrong: A Comparison of Two Methods for Reducing Computer-Based Racing.* Paper presented at the annual conference of the Association for Behavior Analysis: International, Phoenix, AZ, May.

Johnson, D. A. (2009). *Improving Self-Pacing in Computer-Based Instruction.* Paper presented at the annual conference of the Behavior Analysis Program Research Conference: Kalamazoo, MI, March.

Johnson, D. A., & Munson, K. (2008). *Creating Excellent Learning Experiences.* Invited group discussion presented at the Reaching Results Conference, Kalamazoo, MI, August.

Johnson, D. A., & Rubin, S. (2007). *Learning with Computer-Based Instruction: A Review of Best Practices*. Paper presented at the annual conference of the Association for Behavior Analysis: International, San Diego, CA, May.

Johnson, D. A. (2007). *Going Beyond Simple Interactions: How to Get the Most Out of Your Computer-Based Instruction*. Invited paper presented at the annual Behavioural Management Techniques Leadership Conference, Warrington, Cheshire, UK, May.

Fuqua, R. W., **Johnson, D. A., & Rubin, S. (2007).** *When Successful Programs Are Imperiled: Lessons Learned from Saving Western Michigan University's Graduate Psychology Programs*. Invited address presented at the annual conference of the Behavior Analysis Association of Michigan, Ypsilanti, MI, March.

Johnson, D. A. (2007). *OBM & CBI: Integrating Computer Training into the Workplace*. Invited paper presented at the bi-annual conference of the Florida Association for Behavior Analysis and the Organizational Behavior Management Network, Sarasota, FL, January.

Johnson, D. A., Culig, K. M., & Dickinson, A. M. (2005). *The Effects of Feedback on Individual Monetary Incentives*. Paper presented at the annual conference of the Association for Behavior Analysis: International, Chicago, IL, May.

Culig, K. M., **Johnson, D. A., & Dickinson, A. M. (2005).** *The Effects of Individual Monetary Incentive with Individual Feedback and Group Monetary Incentives with Group Feedback on High Performance*. Paper presented at the annual conference of the Association for Behavior Analysis: International, Chicago, IL, May.

Johnson, D. A. (2005). *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, April.

Johnson, D. A. (2001). *Music Concept Learning in Rats*. Poster presented at the annual conference of the Behavior Analysis Association of Michigan, Ypsilanti, MI, March.

AWARDS AND GRANTS

2003 – 2009	Doctoral Associateship, Department of Psychology, Western Michigan University
2008	Graduate Student Research Fund, Western Michigan University. Stipend: \$1,000.00
2008	All-University Award for Graduate Student Teaching Effectiveness
2008	Psychology Department Doctoral Teaching Effectiveness Award
2004	ISPI Research Grant, International Society for Performance Improvement: \$7,000.00
2003	Brosnan Memorial Scholarship, Western Michigan University. Stipend: \$4,000.00

- 2001 –2003 Graduate Assistantship, Department of Psychology, Western Michigan University
- 2001 Recognition of Excellence Award, Department of Psychology, Central Michigan University

PROFESSIONAL ORGANIZATIONS

- 2008 – present Kalamazoo Regional Chamber of Commerce
- 2008 – present BMT Federation (founding member of American branch)
- 2003 – present Mid-American Association for Behavior Analysis
- 2000 – present Behavior Analysis Association of Michigan
- 2000 – present Organizational Behavior Management Network
- 1999 – present Association for Behavior Analysis

WEBSITE DEVELOPMENT / CREATION

Rubin Chiropractic

Duration: May 2003 – present

Duties: Creation and design of website, newspaper advertisements, and other promotional materials.

Contact: Arlen Rubin, DC

Website: <http://www.rubinchiro.com/>

Speech Pathology and Applied Behavior Analysis Group

Duration: May 2005 – present

Duties: Creation, design, and maintenance of the SPABA Group website.

Contact: Barbara Esch, Ph.D.

Website: <http://behavioralspeech.com/>

Safety & Health Involvement for Truck Drivers (SHIFT)

Duration: August 2006 – present

Duties: Creation, design, and maintenance of the SHIFT website.

Contact: Ryan Olson, Ph.D.

Website: <http://ohsushift.com/>

Industrial / Organizational Psychology at Western Michigan University

Duration: July 2007 – present

Duties: Creation, design, and maintenance of the WMU I/O Psychology website.

Contact: Alyce Dickinson, Ph.D.

Website: <http://www.wmich.edu/psychology/io/home/>

AlyceDickinson.com

Duration: July 2007 – present

Duties: Creation, design, and maintenance of Alyce Dickinson's behavior analysis website.

Contact: Alyce Dickinson, Ph.D.

Website: <http://alycedickinson.com/>

BMTFed.com

Duration: August 2008 – present

Duties: Creation, design, and maintenance of website for the Behavioural Management Techniques (BMT) Federation.

Contact: Howard Lees, BSc, Ceng

Website: <http://bmtfed.com/>

DickMalott.com

Duration: March 2005 – June 2009

Duties: Development and maintenance of Dick Malott's behavior analysis website.

Contact: Richard Malott, Ph.D.

Website: <http://dickmalott.com>

Organizational Behavior Management Network

Duration: August 2003 – May 2009

Duties: Content creation, design and maintenance of the OBM Network website. Served in an advisory capacity as Network officer.

Contact: John Austin, Ph.D.

Website: <http://www.obmnetwork.com/>

DougMead.com

Duration: July 2008 – August 2008

Duties: Created and designed Doug Mead's systems analysis website.

Contact: Doug Mead

Website: <http://www.dougmead.com/>