



Thom Ratkos, PhD, BCBA-D

Berry College
Mount Berry, GA
tratkos@berry.edu

EDUCATION

| | | | |
|------|-------|-----------------------------|---|
| 2017 | Ph.D. | Western Michigan University | Behavior Analysis Dissertation: <i>Frequency and Nature of Elementary School Teacher-Student Interactions.</i> |
| 2014 | M.A. | Western Michigan University | Behavior Analysis Thesis: <i>Delayed Match-to-Sample in Preschool Children</i> |
| 2009 | B.S. | Eastern Michigan University | Psychology |

CERTIFICATIONS

Board Certified Behavior Analyst - Doctoral, Certification # 1-14-9531
Original certification date August 31, 2014

PROFESSIONAL EXPERIENCE

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|--------------|---|
| 2017-Present | Assistant Professor – Psychology Berry College Mount Berry, GA |
| 2016-2017 | Behavior Analyst – Doctoral Assistant Intensive Child and Youth Services Team Summit Pointe Battle Creek, MI |
| 2015-2016 | Behavior Analyst, Practicum Coordinator Summit Pointe Autism Center – Early Intervention Battle Creek, MI |
| 2014, 2015 | Media Relations, Master of Ceremonies Michigan Autism Conference Kalamazoo, MI |
| 2014-2015 | Practicum Coordinator Van Buren Intermediate School District Practicum Western Michigan University |
| 2013-2014 | Behavior Specialist Envision Center – Outpatient Behavior Interventions Summit Pointe Battle Creek, MI |
| 2012 - 2013 | Research Assistant Dr. Jessica Frieder Western Michigan University |

- 2012 - 2013 Graduate Therapist
Great Lakes Center for Autism Treatment and Research
Residential Opportunities Incorporated
Portage, MI
- 2012 Behavioral Technician – Early Intervention
Woods Edge Learning Center
Kalamazoo, MI
- 2011- 2012 Graduate Therapist
Psychological Assessment and Treatment System
Western Michigan University
- 2010 - 2011 Resident Advisor – Psychiatric Residential Treatment Facility
Strategic Behavioral Health
Leland, NC
- 2010 Paraprofessional – Home and Community Support
Universal Mental Health
Wilmington, NC
- 2009 - 2010 Paraprofessional – Home and Community Support
Alpha Omega Health
Wilmington, NC

COURSES TAUGHT

BERRY COLLEGE

- 2017-Present PSY 101 – Introduction to Psychology
ABA/PSY 222 – Introduction to Applied Behavior Analysis
ABA/PSY 352 – Applied Practice in Behavior Analysis
ABA 454 – Advanced Strategies for Behavior Change
PSY 445 – Psychology in the Schools: Special Topics
EDU 222 – Exploration in Diverse Cultures - Atlanta
BCC 100 – Freshman Orientation
- PRE-PhD
2016 Graduate Instructor
PSY 1000: Introduction to Psychology
Western Michigan University
- 2016 Graduate Instructor
PSY 6680: Analysis and Treatment of Developmental Disabilities
Faculty Supervisor: Dr. Jon Baker
Western Michigan University
- 2015 Adjunct Professor
PSY 312: Psychology of Learning
Hillsdale College
- 2015 Graduate Instructor
PSY 3300: Advanced Research Methods
Western Michigan University

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| 2014 | Graduate Instructor PSY 1400: Introduction to Behavior Analysis Western Michigan University |
| 2014 | Graduate Teaching Assistant PSY 6970: Behavioral Approaches to Language Assessment and Training Faculty Supervisor: Dr. Jessica E. Frieder Western Michigan University |
| 2013 | Graduate Lab Instructor PSY 3600: Concepts and Principles of Behavior Analysis Western Michigan University |
| 2012 | Graduate Assistant PSY 3600: Concepts and Principles of Behavior Analysis Western Michigan University |
| 2012 | Graduate Mentor PSY 3300: Research Methods Western Michigan University |

SCHOLARSHIP (*Berry College undergraduate or alumni, **WMU advisee/supervisee)

Peer Reviewed Publications

Ratkos, T., *McFayden, A., & *Small, A. (2021). Functional control of descriptive autoclitics. Manuscript submitted for publication.

Ratkos, T. & *Camacho, M. (2021). Disrupting delayed matching-to-sample performance with varied distractor tasks. Manuscript submitted for publication.

*Camacho, M. & **Ratkos, T.** (2021). The effects of blocking on sequencing visual and tactile stimuli. Manuscript submitted for publication.

Zayac, R. M., Frieder, J. E., **Ratkos, T.**, Williams, M., Geiger, A., & Paulk, A. (2021). A preliminary assessment of the qualities and behaviors of exemplary practitioners: Perspectives from United States-based behavior analysts. *Behavior Analysis in Practice*, 14, 342–351. <https://doi.org/10.1007/s40617-020-00522-y>

Frieder, J. E., Zayac, R. M., **Ratkos, T.**, Paulk, A., Donahue, N., & Ware, M. (2018). Essential readings for undergraduate students in behavior analysis: A survey of behavior analytic faculty and practitioners. *Behavior Analysis in Practice*, 11, 327-333. <https://doi.org/10.1007/s40617-018-0260-x>

- Named Association of Behavior Analysis International's "Article of the week" 4/25/19

Ratkos, T., Frieder, J. E., & Poling, A. (2016). Accurate delayed matching-to-sample responding without rehearsal: An unintentional demonstration with children. *The Analysis of Verbal Behavior*, 32, 69-77. <https://doi.org/10.1007/s40616-016-0052-8>

- Named Association of Behavior Analysis International's "Article of the week" 12/4/2017

Zayac, R. M., **Ratkos, T.**, Frieder, J. E., & Paulk, A. (2016). Comparison of active student responding modalities in a general psychology course. *Teaching of Psychology*, 43(1), 43-47. <https://doi.org/10.1177/0098628315620879>

Other Publications

Ratkos, T. (2019). Complex verbal behavior: Spilled coffee and tarot cards. *Operants*, 1, 21-24. Retrieved from http://www.bf Skinner.org/wp-content/uploads/2019/05/OPERANTS_Q1_2019.pdf

Invited Presentations

- Ratkos, T.** (2021, June 22nd) A behavior analysis of activism. Invited address to the Western Michigan University Psychology Department, Kalamazoo, MI.
- Ratkos, T.** (2020, August 5th) Understanding our successes and errors through multiple control and complex verbal behavior. Invited Speaker at the 2020 National Autism Conference at Pennsylvania State University, University Park, PA.
- Ratkos, T.** (2019, April 26th) Verbal behavior and you: Multiple control. Invited Speaker at the 2019 Annual Autism Treatment Symposium at the Marcus Autism Center in Atlanta, GA.
- Frieder, J. E., Field, S. P., & **Ratkos, T.** (2016, May) Self-management: Techniques, clinical applications, and conceptual implication. Invited presentation at the 6th Annual MassABA Conference in Marlborough, MA.

Conference Presentations (presented by first author unless otherwise noted)

- McElroy, A.R., Frieder, J.E., Zayac, R.M., **Ratkos, T.**, Williams, M., Geiger, A., Paulk, A., & Coleman, L. (2021, May). The composition of exemplary practitioners: Perspectives of behavior analysts. In K.E. Fiske Massey (Chair), *Compassion and self-compassion among supervising behavior analysts and direct care staff*. Symposium presented at the 46th Association for Behavior Analysis International (ABAI) Annual Convention. <https://www.abainternational.org/events/program-details.aspx/summary.aspx?intConvId=70&a=r>
- *Pierce, S. & **Ratkos, T.** (2020, March, accepted) A behavioral analysis for cycles of domestic violence. Poster accepted at the Women in Behavior Analysis conference in Nashville, TN. (conference delayed and poster withdrawn due to Covid-19).
- Ratkos, T.**, *McFayden, A., & *Small, A. (2020, May, accepted). I think this is the title: Evoking descriptive autoclitics in adult subjects. Paper will be presented at the Association of Behavior Analysis International Annual Convention, Washington, DC. (withdrawn due to Covid-19).
- Zayac, R., Williams, M., Geiger, A., Paulk, Frieder, J., & **Ratkos, T.** (2019, September). Mastering your craft. Behavior analysts' perspectives on the characteristics and behaviors of exemplary practitioners. Paper presented at the 10th International Conference of the Association of Behavior Analysis International in Stockholm, Sweden.
- Ratkos, T.**, & *Camacho, M. (2019, May). Analyzing covert behavior by disrupting mediation: Looking for what isn't there. Paper presented at the Association of Behavior Analysis International Annual Convention, Chicago, IL.
- *Camacho, M. & **Ratkos, T.** (2019, May). Disrupting delayed matching-to-sample performance with verbal and non-verbal tasks. Poster presented at the Association of Behavior Analysis International Annual Convention, Chicago, IL.
- *Camacho, M. & **Ratkos, T.** (2018, December). Disrupting delayed matching-to-sample performance with verbal and non-verbal tasks. Poster presented at the annual conference of the Georgia Association of Behavior Analysis, Athens, GA. Poster awarded Undergraduate Research Award by the conference committee and keynote speakers.
- Williams, M., Geiger, A., Zayac, R. M., Frieder, J., & **Ratkos, T.** (2018, October). A preliminary assessment of the qualities and behaviors of exemplary behavior analysts. Poster presented at the annual Alabama Association for Behavior Analysis Conference, Birmingham, AL.

- Ratkos, T.** (2018, May) Producing and responding to ambiguous verbal stimuli: From cold reading to tarot cards. Paper presented at the Association of Behavior Analysis International Annual Convention, San Diego, CA.
- Ratkos, T.,** Frieder, J. E., Zayac, R. M., Donahue, N., Paulk, A., & Ware, M. (2017, May). Essential readings for undergraduate students in behavior analysis: A survey of behavior analytic faculty and practitioners. Paper presented at the Association of Behavior Analysis International Annual Convention, Denver CO.
- Ratkos, T.,** & Frieder, J. E. (2017, February). A behavior analytic understanding of projective testing: From Skinner to Rorschach. Breakout presentation at the Behavior Analysis Association of Michigan Conference, Ypsilanti, MI.
- **Williams, L., **Ratkos, T.,** & Frieder, J. E. (2016, September). Learning colors incidentally in an art room. Poster presented at the Michigan Autism Conference in Kalamazoo, MI.
- **Sheltrown, A., Frieder, J. E., Bulla, A., & **Ratkos, T.** (2016, May). Using differing reinforcement schedules to break a response chain that resulted in self-injurious behavior during independent tasks. Poster presented at the Association of Behavior Analysis International Annual Convention in Chicago, IL.
- **Bauer, N., **Ratkos, T.** & Frieder, J. E. (2016, May). Assessing the effects of different methods of data collection on pace of instruction. Poster presented at the Association of Behavior Analysis International Annual Convention in Chicago, IL.
- **Bauer, N., **Ratkos, T.,** Newhouse, M., & Frieder, J. (2015, November). University Partnership and Behavior Technician Training. Breakout presentation at the Annual Home and Community Based Waiver Conference, Lansing, MI.
- Ratkos, T.,** & Frieder, J. E. (2015, May). Delayed match-to-sample in preschool children. Symposium presentation at the Association of Behavior Analysis International Annual Convention in San Antonio, TX.
- Perkins, L., Bielang, K., **Ratkos, T.,** Hagen, K., & Wilger, M. (2015, March). Anatomy of a collaboration: Integrating ABA into structured classroom environments. Breakout presentation at the Michigan Council for Exceptional Children Conference in Grand Rapids, MI.
- Ratkos, T.,** **Sheltrown, A., & Frieder, J. E., (2015, February). What ever happened to the verbal summator? Poster presented at the Behavior Analysis Association of Michigan Conference, Ypsilanti, MI.
- Ratkos, T.,** & Frieder, J. E. (2014, February). Latent responses and the duration of stimulus control. Breakout presentation at the Behavior Analysis Association of Michigan Annual Conference, Ypsilanti, MI.
- Frieder, J. E., **Ratkos, T.,** & Field, S. (2013). Effects of varied response methods on student performance and preference.
- Behavior Analysis Association of Michigan Conference, Ypsilanti, MI (2013, February),
 - Annual Convention of the Association for Behavior Analysis International, Minneapolis, MN (2013, May),
 - Education Conference – Innovations in Education: Apps, Games, Technology, and the Science of Behavior (2013, November).

Presented Workshops

2016 “Autism in School Settings”
2/22/2016
Comstock Park High School
Comstock Park, MI

- 2015 “What is Applied Behavior Analysis?”
Parent Support and Education Series
Kalamazoo/Battle Creek Autism Society
Portage, MI
- 2012 Parent Training Workshop Series
Great Lakes Center for Autism Treatment and Research
Portage, MI

Academic Service

- 2018-2022 Faculty Development Committee
Berry College
- 2019-2020 Interfaith Council
Berry College
- 2020 Reviewer – The European Journal of Behavior Analysis
- 2018-2020 Project Coordinator – The Jack Michael Foundation
- 2019 Association of Behavior Analysis International Annual Convention
Chicago, IL
Poster Discussant – Verbal Behavior
- 2018 Solidarity Week Committee
Berry College
- 2018 Autism Endorsement Preparation Committee
Berry College
- 2018 Association of Behavior Analysis International Annual Convention
San Diego, CA
Poster Discussant – Verbal Behavior
- 2018 Reviewer – Review of General Psychology
- 2016-2018 Reviewer – The Analysis of Verbal Behavior
- 2016 Reviewer – Journal of Organizational Behavior Management

HONORS AND AWARDS

- 2019 Article of the week – April 25, 2019
"Essential readings for undergraduate students in behavior analysis: A survey of behavior analytic faculty and practitioners"
Association of Behavior Analysis International
- 2017 Article of the Week – December 4th, 2017
“Accurate delayed matching-to-sample responding without rehearsal: An unintentional demonstration in children”
Association of Behavior Analysis International
- 2017 Graduate Student Research Grant
Western Michigan University
\$1000

- 2014-2016 Exceptional Student Working Group
Cambridge Center for Behavioral Studies
- 2013 Teaching Effectiveness Award – Master’s Level
Department of Psychology
Western Michigan University
- 2013 Honorable Mention
Research and Creative Activities Poster Day
Western Michigan University
\$200
- 2013 SABA Senior Student Presenter Grant
Society for the Advancement of Behavior Analysis

ACTIVITIES AND LEADERSHIP

- 2015 Morningside Teachers’ Academy Summer School Institute
Seattle, WA
- 2013 – 2014 President – Behavior Analysis Graduate Student Organization
(Two terms) Western Michigan University
- 2006 - 2009 President - Club Gymnastics Team
Eastern Michigan University
- 2006 - 2009 Head Mascot
Eastern Michigan University