Noor Y. Syed

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Bethlehem, PA 18018
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Educational Information
Teachers College, Columbia University
Doctor of Philosophy, Applied Behavior Analysis, February 2018
- Dissertation title: *Conditioned Seeing as Related to Bidirectional Naming with Unfamiliar Stimuli with Third through Fifth Grade Students Diagnosed with Autism*
- Dissertation defense: November 2017
- Advisor: Dr. R. Douglas Greer

Master of Philosophy, Applied Behavior Analysis, May 2017
Master of Arts, Applied Behavior Analysis, February 2010

Binghamton University, State University of New York
Magna Cum Laude
Bachelor of Arts, Psychology Applied Behavior Analysis, May 2008

Certifications and Licensure
Licensed Behavior Specialist, Pennsylvania
BH 003910, Obtained November 2018

Licensed Behavior Analyst, Connecticut
BA.000528, Obtained July 2018

Board Certified Behavior Analyst- Doctoral, Behavior Analyst Certification Board
1-13-12818, Obtained February 2018

Licensed Behavior Analyst, New York State
000687, Obtained February 2015

Board Certified Behavior Analyst, Behavior Analyst Certification Board
1-13-12818, Obtained January 2013

Teaching Certification, New York State
Students with Disabilities, Birth through Grade 2, Obtained September 2010—Professional
Students with Disabilities, Grades 1-6, Obtained September 2010—Professional
Early Childhood Education, Birth through Grade 2, Obtained September 2010—Professional
Childhood Education, Grades 1-6, Obtained September 2010—Professional

Clinical Experience
Clinical Director, Lehigh University Autism Services
Professor of Practice, Lehigh University, Bethlehem, Pennsylvania
July 2018—Present
- Courses taught:
    - SPED 402: Applied Behavior Analysis
    - SPED 425: Intensive Practicum in Applied Behavior Analysis

Director of International Partnerships, Global Autism Project, Brooklyn, New York
February 2018—Present

Applied Behavior Analysis Program Director
Assistant Professor of Special Education (formerly Special Education Instructor), Manhattanville
College, Purchase, NY
July 2017—June 2018
- Courses taught:
    - EDU 5085: Instructional Strategies
    - EDU 5640: Principles and Concepts in Applied Behavior Analysis
    - EDU 5641: Ethical Concepts in Applied Behavior Analysis
    - EDU 5642: Single-Subject Design
    - EDU 5643: Developing and Increasing Functional Behaviors
    - EDU 5645: Advanced Topics in Applied Behavior Analysis
    - EDU 5646: Maintaining Client Records

Adjunct Professor, Manhattanville College, Purchase, NY
September 2016—June 2017
- Courses taught:
    - EDU 5541—Ethical Considerations in Applied Behavior Analysis
    - EDU 5645—Advanced Topics in Applied Behavior Analysis

Training Coordinator, Hawthorne Foundation Inc., Hawthorne, NY
May 2016—August 2017

Clinical Committee Member, Global Autism Project, New York, NY
December 2015—November 2016

Clinical Supervision of BCBA and BCaBA candidates, New York, NY
August 2014—June 2016

Behavioral Supervisor, Marie Pense Center, New York, NY
July 2010—June 2016

Special Education Teacher, Hawthorne Country Day School—Manhattan Campus, New York,
NY
August 2015—April 2016

Volunteer Clinical SkillCorps Member, BCBA Supervisor, Global Autism Project, New York, NY

BCBA Supervisor & Consultant, Interactive Therapy Group, New York, NY
January 2014—June 2015

BCBA Supervisor & Consultant, Autism Early Enrichment Services, New York, NY
October 2013—October 2015

ABA Therapist/ Special Education Itinerant Teacher, Marie Pense Center, New York, NY
July 2010—August 2013

Teacher, Fred S. Keller school, Yonkers, NY
October 2009—August 2012

Teaching Assistant, Harlem Children's Zone, Harlem, NY
July 2009—October 2009

Teaching Assistant, Rockland BOCES, Rockland, NY
September 2008—June 2009

Teacher, Institute for Child Development, SUNY Binghamton
May 2008—August 2008

Supervisor, Institute for Child Development, SUNY Binghamton
February 2008—May 2008

Teaching Assistant, Institute for Child Development, SUNY Binghamton
November 2007—February 2008

Intern, Institute for Child Development, SUNY Binghamton
January 2007—December 2007

Honors and Awards
International Partnership Discovery Fellow, Top-Tier, Global Autism Project, New York, NY
2018

Peer-Reviewed Publications
Speckman, J.M, Longano, J.M., & Syed, N. (2017). The effects of conditioning observing
    three-dimensional stimuli on identity matching and imitative responses in young children
    with autism, *Behavior Development Bulletin, 22*(1), 111-128. doi: 1942-0722/17

Book Chapters

Syed, N. (in press). The pressing need for ethical, effective supervision. In O. Powers and A. Devine (Eds.). *Understanding Ethics in Behavior Analysis: Practical Applications.* New York, NY: Routledge, Taylor & Francis Group.

Works in Progress

Syed, N., Greer, R.D., & Singer-Dudek, J. (2018). *Conditioned seeing as related to bidirectional naming with third through fifth grade students diagnosed with autism.* Manuscript in preparation.

Syed, N., Lax, L., Zaheer, I., Tilson, C., & Webster, S. (2018). *Hand in Hand Development Inc.: Implementation of a Behavioral Social Skills Curricula on Early Learner Outcomes.* Manuscript in preparation.

Syed N., Sadavoy, J., & Zube, M., Malik, A.& Harden, C. (2018). *Global Autism Project: International sustainability in evidence-based practices.* Manuscript in preparation.

Syed, N. & Chung, K. (2018). *International Ethics Market: A Response to the Behavior Analyst Code of Ethics.* Manuscript in preparation.

Syed, N. & Chung, K. (2018). *What Makes a Good Supervisor? An Investigation in Efficient and Effective Supervisory Practices.* Manuscript in preparation.

Syed, N., Adams, A., Mooney, M. & Covington, T. (2018). *Implementation of behavior analytic practices in schooling.* Manuscript in preparation.

Web-Based Publications

Brill, G. & Syed, N. (2018, July 7). Big data in healthcare and ABA. Retrieved from https://blog.threadlearning.com/big-data-in-healthcare-and-aba-674e4de0ce39

Syed, N. (2018, August 22). Early diagnosis of autism spectrum disorders. Retrieved from https://blog.threadlearning.com/early-diagnosis-of-autism-spectrum-disorders-ab48670be6be

Pending Grant Proposals

Syed, N. (2018, November). *Broadening Perceptions of Developmental Disabilities in Uganda and Beyond: Studying the Effects of an Autism Workshop on Acceptance of Children with Autism in Schools.* Grant under review by Spencer Foundation.

Presentations

Panel submitted, Lehigh University Autism Services, Bethlehem, PA
Behavior Analyst Leadership Council 3rd Annual Conference

- Syed, N., Newman, B., & Sadavoÿ, J. (proposal submitted). Exploring foundational and advanced repertoires to develop in your supervisees: What makes a great behavior analyst? In K. Chung (Chair). Proposal submitted to Behavior Analyst Leadership Council, New Haven, CT.

<u>Workshop submitted</u>, Lehigh University Autism Services, Bethlehem, PA
Annual ABAI Convention 2019
- Syed, N. & Sadavoÿ, J. (proposal submitted). Purposeful supervision: Best methods for supervision across various clinical environments. Proposal submitted to Association for Behavior Analysis International, Chicago, IL.

<u>Panel submitted</u>, Lehigh University Autism Services, Bethlehem, PA
Annual ABAI Convention 2019
- Syed, N., Newman, B., & Sadavoÿ, J. (proposal submitted). Exploring foundational and advanced repertoires to develop in your supervisees: What makes a great behavior analyst? In K. Chung (Chair). Proposal submitted to Association for Behavior Analysis International, Chicago, IL.

<u>Subject matter expert,</u> Special Learning, Inc., Chicago, IL
Panel—ADD/ ADHD Training Series (Webinar Series)
- Brown, R., Coelho, D., & Syed, N. (2018, November). ADD/ ADHD training series: Q&A with Dr. Ronald Brown. In R. Brown & K. Chung (Chairs), *ADD/ADHD Training Series*. Panel presented in webinar series conducted for Special Learning, Inc.

<u>Presenter,</u> Special Learning, Inc., Chicago, IL
Panel—Supervision Webinar Series (Webinar Series)
- Syed, N., Bailey, J., Newman, B., & Sadavoÿ, J. (2018, November). Supervision webinar series: Developing essential foundational repertoires in supervisees. In N. Syed & K. Chung (Chairs), *Supervision Webinar Series*. Panel presented in webinar series conducted for Special Learning, Inc.

<u>Subject matter expert,</u> Special Learning, Inc., Chicago, IL
Panel—SLP & ABA Collaboration (Webinar Series)
- Giles, M., Rumfola, J., & Syed, N. (2018, September). Using collaboration to generate better outcomes… quicker. Panel presented in webinar series conducted for Special Learning, Inc.

<u>Subject matter expert,</u> Special Learning, Inc., Chicago, IL
Panel—Ethics in Schools (Webinar Series)
- Bailey, J., Syed, N., & Marraquin, M. (2018, June). Ethics in schools: Best practices. In J. Bailey & K. Chung (Chairs), *Ethics in Schools*. Panel presented in webinar series conducted for Special Learning, Inc.

<u>Subject matter expert,</u> Special Learning, Inc., Chicago, IL
Panel—Ethics in Schools (Webinar Series)

- Bailey, J., Syed, N., & Marraquin, M. (2018, June). Ethics in schools: Best practices. In J. Bailey & K. Chung (Chairs), *Ethics in Schools*. Panel presented in webinar series conducted for Special Learning, Inc.

Subject matter expert, Special Learning, Inc., Chicago, IL
Panel—Ethics in Schools (Webinar Series)
- Bailey, J., Syed, N., Postma, N., & Marraquin, M. (2018, May). Ethics in schools: Program Modifications. In J. Bailey & K. Chung (Chairs), *Ethics in Schools*. Panel presented in webinar series conducted for Special Learning, Inc.

Presenter, Teachers College, Columbia University, New York, NY & Manhattanville College, Purchase, NY
Symposium—Annual ABAI Convention, 2017
- Syed, N. (2018, May). Conditioned seeing as related to bidirectional naming with third through fifth grade students diagnosed with autism. In J. M. Speckman (Chair), *Investigating Bi-Directional Operants and Capabilities.* Paper presented for symposium conducted at Association for Behavior Analysis International 44th Annual Convention, San Diego, CA.

Presenter, Manhattanville College, Purchase, NY
Inclusion Workshop for World Autism Awareness Day—April 2018
- Syed, N. (2018, April). Autism and other intellectual and developmental disabilities in the U.S. and around the world. Workshop presented through the Center for Inclusion, Manhattanville College, Purchase, NY.

Presenter, Manhattanville College, Purchase, NY
- Syed, N. & Josephs, N. (2018, February). Understanding students with autism and how to support them. Workshop presented through the Center for Teaching, Learning, and Scholarship, Manhattanville College, Purchase, NY.

Presenter, Manhattanville College, Purchase, NY
Pre-Conference Workshop—28th Annual Conference New York State Association for Behavior Analysis, 2017
- Syed, N. & Buttigieg, S. (2017, October). Verbal behavior development theory: How a learner becomes truly verbal. Workshop presented at 28th Annual NYSABA Conference, Albany, NY.

Presenter, Manhattanville College, Purchase, NY
Rapid Research Presentation—October 2017
- Syed, N. (2017, October). Conditioned seeing as related to bidirectional naming with third through fifth grade students diagnosed with autism. Paper presentation at Rapid Research Presentation, Manhattanville College, Purchase, NY.

Presenting author, Hawthorne Foundation Inc., Hawthorne, NY
Symposium—Annual ABAI Convention, 2017

- Staff supervision in an educational setting: BCBA/ LBA supervision
  - o Syed, N., Piechowicz, N., Covington, T.M., & Doll, A.W. (2017, May). Evaluating impact of a module treatment package on student learning. In A.W. Doll (Chair). Paper accepted for presentation at ABAI 43rd Annual Convention, Denver, CO.
  - o Doll, A.W., Covington, T.M., & Syed, N. (2017, May). Evaluating video observations and the TPRA: Effects of implementing a prescriptive model. Paper accepted for presentation at ABAI 43rd Annual Convention, Denver, CO.
  - o Piechowicz, N., Arruda, K., & Syed, N. (2017, May). Development of Board Certified Behavior Analyst and New York State licensed behavior analyst supervision curricula. Paper accepted for presentation at ABAI 43rd Annual Convention, Denver, CO.

<u>Presenting author</u>, Hawthorne Foundation Inc., Hawthorne, NY
Poster—11th Annual Autism Conference 2017
- Arruda, K. & Syed, N. (2017, January). Successful transition from a school age program to the adult world for students with disabilities: the WE CAN program and plan of action. Poster presented at ABAI 11th Annual Autism Conference, San Juan, Puerto Rico.

<u>Presenting author</u>, Hawthorne Foundation Inc., Hawthorne, NY
Poster—Autism Conference 2017
- Syed, N., Doll, A.W., & Covington, T.M. (2017, January). Evaluating the effectiveness of online vs. in-Person training: extension of video observation training. Poster presented at ABAI 11th Annual Autism Conference, San Juan, Puerto Rico.

<u>Author</u>, Global Autism Project, Jakarta, Indonesia
October 2015
- Title: Behavior Analytic Teacher Training Procedures in a Centre for Children with Special Needs in Indonesia
- Creation of a parent workshop questionnaire designed to aid therapists in evaluating workshop effectiveness as well as train therapists in data collection and analysis
- Paper accepted with Global Autism Project Panel at ABAI, May 2016

<u>Presenter</u>, Rapid Data Presentation at 5th International CABAS® Conference, Nanuet, NY
October 2012
- The effect of the conditioning observing responses to three-dimensional objects on generalized match-to-sample repertoires and imitation with a four-year-old preschooler diagnosed with developmental delays

<u>Presenter</u>, Poster Presentation of Research at ABAI Convention, Denver, Colorado
May 2011
- The effects of a rotated protocol immersion package on the emergence of observing responses emitted by young children with developmental disabilities

<u>Presenting therapist</u>, CABAS® Generalized Imitation Mirror Protocol, Fred S. Keller School
- Participated as principle behavior analytic therapist in video to use as visual aid in

teaching and understanding the CABAS® Generalized Imitation Mirror Protocol in conjunction with the Fred S. Keller School

Presenter, Rapid Data Presentation at 4th International CABAS® Conference, Nanuet, NY
February 2011
- The effects of a rotated protocol immersion package on the emergence of observing responses with young children diagnosed with developmental delays

Presenter, Poster Presentation of Research at ABAI Convention, San Antonio, Texas
May 2010
- The effects of multiple exemplar instruction versus intensive tact instruction on the acquisition of Naming in repertoire across speaker and listener components with middle school students
- The effects of auditory matching on the emergence and improvement of echoic responses with kindergarten students diagnosed with developmental disabilities

Presenter, Institute of Child Development, SUNY Binghamton
May, 2007
- Observed eye contact in a young autistic child. Poster session presented at an informal informational poster presentation

Speaker, Institute for Child Development, SUNY Binghamton
December 2007
- Co-led a discussion regarding the Applied Behavior Analysis track with fellow undergraduates at an informal poster session

Service to Profession
- Ad-hoc Reviewer: Child and Adolescent Psychiatry and Mental Health
  July 2018—Present
- Editorial Review Board, Excelsior: Teaching and Leadership
  June 2018—Present
- Design Thinking Ad-Hoc Committee, Manhattanville College
  February 2018—Present

Trainings Given
- ABLLS-R® Training (Autism Early Enrichment Services)
- Data Collection and Graphing (Hawthorne Foundation Inc.)
- Classroom Management (Hawthorne Foundation Inc.)
- Corporate Compliance (Hawthorne Foundation Inc.)
- Data Collection via Online Data Collection System- Catalyst® (Autism Early Enrichment Services)
- Data Decisions (Hawthorne Foundation Inc.)

- Discrete Trial Training and Data Collection (Autism Early Enrichment Services)
- DSP Core Competencies (Hawthorne Foundation Inc.)
- DSP Core Competencies Evaluator Training (Hawthorne Foundation Inc.)
- Global and Ethical Considerations with the Global Autism Project (ABAI 2016)
- Introduction to Applied Behavior Analysis, Autism, and Available New York City Services (Applied ABC, Wellness Care)
- Introduction to Applied Behavior Analysis and Autism (Autism Early Enrichment Services, Interactive Therapy Group)
- Maintaining Behaviors and Relationships (Marie Pense Center/ MPC-Care)
- Multidisciplinary Teams: Working Within a School (Global Autism Project)
- OPWDD Fire Safety Modules 1, 2, 3 (Hawthorne Foundation Inc.)
- OPWDD P.R.A.I.S.E—Promoting Positive Relationships (Hawthorne Foundation Inc.)
- OPWDD—Rights and Responsibilities of the Individuals We Serve (Hawthorne Foundation Inc.)
- OPWDD—Plan of Protective Oversight (Hawthorne Foundation Inc.)
- Schedules of Reinforcement (Hawthorne Foundation Inc.)
- Understanding Students with Autism in Higher Education and How to Support Them (Manhattanville College)

Workshops/ Trainings/ Conferences Attended
- ABAI (2018): San Diego, CA
- Allen, R. (2018): Teaching Social Skills to Individuals on the Autism Spectrum
- NYSABA (2017): Albany, NY
- ABAI (2017): Denver, CO
- Dignity Act Coordinator Training/ Workshop (2017): Elmsford, NY
- ABAI Autism Conference (2017): San Juan, Puerto Rico
- NYSABA (2016): Albany, NY
- Senior (2016): Foundational Teaching Skills, YAI
- Taylor, B. (2016): Observational Learning and Joint Attention Skills in Children with Autism
- Ola Pinney, M. (2016): Ethics in the Dissemination of Applied Behavior Analysis
- ABAI (2016): Chicago, IL
- Iwata (2016): Functional analysis and treatment of severe problem behavior
- Global Autism Project (2016): Leadership of SkillCorps academy
- Kuhn, S. (2016): PEERS® Social Skills Curriculum
- Gevartar, C. (2016): Use of augmentative alternative communication devises
- Evans, V. (2016): Compliance with Affordable Care Act
- BCBA Catalyst training (2015): Use of Catalyst online data collection system
- Bruce, G. (2015): How to design efficient learning programs for staff and students
- Hong Kong Association of Behavior Analysis (2015): Behavior analysis and cultural competency

- Martinez-Diaz, J. (2014): Teaching children with autism: establishing instructional control
- Martinez-Diaz , J. (2014): BCBA Supervision
  - Introduction to behavior analytic supervision
  - Legal and ethical considerations
  - Logistics in provider supervision
  - Developing competent behavior analysts
- 11th Annual Young Child Expo & Conference (2014): New York, NY
- NYSED (2013): Dignity for All Students Act
- ABAI (2012): Seattle, WA
- ABAI (2011): Denver, CO
- ABAI (2010): San Antonio, TX
- NIH (2010): Protecting Human Research Participants
- ABAI (2009): Phoenix, AZ
- NYSED (2008): Mandated Reporter training
- NYSED (2008): Dignity for All Students Act