Gregory S. Smith, Ph.D., BCBA-D

Dr. Gregory (Greg) Smith is an Assistant Clinical Professor in the Applied Behavior Analysis program at the University of Dayton. Prior to his appointment at Dayton, he was an Assistant Professor in the Applied Behavior Analysis Programs at Florida Institute of Technology and The Chicago School of Professional Psychology. Dr. Smith earned his M.A. and Ph.D. in Psychology (Behavior Analysis) from the University of Nevada, Reno. Following graduation, he worked full-time for 6 years as a clinician providing ABA services to adolescents and adults in community-based, small group-homes, as well as to children with a diagnosis of autism spectrum disorder in a clinic-based setting, prior to entering academia.

As a result of his diverse training and professional development in behavior analysis, Dr. Smith's research and scholarly interests are broad, including Organizational Behavior Management, Relational Frame Theory, Acceptance and Commitment Training, resurgence of target behavior, and theoretical and conceptual issues. In addition, Dr. Smith conducts research on implicit bias as adjunct faculty at the University of Nevada, Reno School of Medicine.

What do you think the top priorities for NABA should be, moving forward into the next few years?

Top priorities for NABA include ongoing vigilance for potential changes in state legislation that may impact practicing ABA professionals in Nevada, as well as maintaining and growing existing networks with advocates and collaborators who can represent our field in the legislative space. A proactive (rather than reactive) approach in the legal/policy arena is critical for our practitioners in the state. Another priority is to continue to cultivate and grow the professional relationships between the association's northern and southern region members. This has been a point of interest for some time and continues to be an important goal, to ensure the association can provide value to all behavior analysts in the state regardless of various training or professional backgrounds. In this vein, organizing annual NABA conferences that appeal to and provide meaningful learning and networking experiences for all behavior analysts in the state is another top priority and one that I very much hope to be involved with.

Why do you think you would make a good President of NABA?

As a behavior analyst with a wide array of training and professional experiences, I have firsthand experience with the nature of professional application of our science as it pertains to most of our members. I have clinical service delivery experience with multiple client populations in multiple settings, as well as experience with teaching future master's-level clinicians and the current state of graduate ABA training, including its strengths and limitations. I also have extensive scholarly experience in the conduct and publication of translational and applied research. In short, I can directly relate to the professional experiences of many of NABA's members and understand the different types of interests and desired supports of the diverse group of behavior analysts in Nevada. I believe this puts me in a relatively unique position to respond to our growing group of behavior analysts and help guide the organization in directions that better meet the different needs of our statewide behavior analysts.

Please detail your previous organizational leadership experience and your approach to leadership.

The bulk of my recent organizational leadership involved working as clinical director over two human services offices, overseeing a team of 5 behavior analysts. In my approach to leadership, I apply my knowledge of behavioral science to evoke and shape desired performances of team members. I delegate tasks and responsibilities to team members,

which allows for opportunities to expand their repertoires and receive feedback on their work. As someone with an OBM and performance management background, I make sure to provide a clear mission for our collective work as well as task clarification for the tasks needed to achieve the mission, in order to maximize instructional control over team members' performance. I maintain ongoing open communication paired with incremental goal setting, to ensure tasks are completed in a timely manner. I provide positive and constructive feedback to team members based on their performance and solicit such feedback for myself as well. And I encourage team members to generate and offer suggestions for innovative ways to solve problems and achieve goals.

Please share anything else that you think it is important for the membership to know about you.
I love the state of Nevada and am passionate about the science of behavior and its study and application in all forms. I would greatly appreciate the honor of carrying forward our state's association for behavior analysis and doing everything I can to continue the growth and dissemination of our science in our great state.

Samantha Joy Jasa

Samantha Joy Jasa has been working with children with autism in the Las Vegas valley for over 12 years starting as an ABA tutor during high school. She has always had a passion for working with children. Samantha went to complete her bachelor's degree in Behavioral Neuroscience at the University of San Diego (USD) and moved back to Las Vegas to continue in the field. She earned her master's degree in 2015 and doctoral degree in 2021 focusing on Special Education from the University of Nevada, Las Vegas (UNLV). Her dissertation was focused on the factors affecting retention rates of registered behavior technicians (RBTs) in the field. One of her favorite things about working with children with autism is seeing the growth that the child and their family do together. She is nationally recognized as a Board Certified Behavior Analyst (BCBA) and is a Licensed Behavior Analyst (LBA) in the state of Nevada.

What do you think the top priorities for NABA should be, moving forward into the next few years?
1. Collaboration between Northern and Southern Nevada
2. Workforce development
3. Increase in service accessibility (e.g., ABA services, waitlists for diagnosing, assessments)

Why do you think you would make a good President of NABA?
The strengths that I pride myself on such as organization, efficiency, and passion would be invaluable to NABA to continue bringing our community together in order to achieve the Board's goals.

Please detail your previous organizational leadership experience and your approach to leadership.
My previous organizational leadership experience within the field includes mentorship for students and RBTs in field training/supervision and participation in recruitment strategies to increase our workforce. My current leadership approach focuses on being collaborative with others, providing support and coaching when needed, but ensuring that tasks are delegated to others to continuously keep moving forward as a whole.

Please share anything else that you think it is important for the membership to know about you.
I completed my doctoral degree in 2021 from the University of Nevada, Las Vegas in Special Education. My dissertation was titled "Factors Affecting Registered Behavior Technicians' (RBTs') Intent to Stay or Leave: A Delphi Study." I proposed a conceptual framework looking at the top five factors affecting an RBT's intent to stay (e.g., rewarding feeling, liking to work with children), intent to leave (e.g., burnout, lack of recognition), and intent to stay and leave (e.g., pay rate, changes in scheduling/hours). Based on the results, I gave recommendations for future research and practice amongst ABA providers within the community.