

VITA

Douglas A. Johnson
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EDUCATION

- In progress Ph.D., Applied Behavior Analysis
Western Michigan University, Kalamazoo, MI
- 2005 M.A., Industrial/Organizational Psychology
Western Michigan University, Kalamazoo, MI
Thesis: The Effects of Feedback on Hourly Pay and Individual Monetary
Incentives
- 2001 B.S., Psychology, summa cum laude
Central Michigan University, Mt. Pleasant, MI

AWARDS AND GRANTS

- 2004 ISPI Research Grant, International Society for Performance Improvement:
\$7,000.00
- 2003 – present Doctoral Associateship, Department of Psychology, Western Michigan
University
- 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

RESEARCH EXPERIENCE

- Principal Investigator “The Effects of Feedback on Hourly Pay and Individual Monetary
Incentives”
Duration: September 2004 – March 2005
Duties: data collection, graphed data, trained and supervised research
assistants
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: data collection, graphed data, trained and supervised research assistants
 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.

TEACHING EXPERIENCE

Teaching Assistant Survey of Behavior Analysis Research
 Duration: September 2001 – present
 Duties: Graded tests, developed course content, lectured, conducted study sessions, 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.

Teaching Assistant Organizational Behavior Analysis
 Duration: May 2006 – June 2006
 Duties: Developed course content and examination material, 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 Industrial/Organizational Psychology for Non-Majors
 Duration: January 2005 – April 2006
 Duties: Developed course content and examination material, lectured, and 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, systems analysis and selection and placement.

Supervisor: Alyce M. Dickinson, Ph.D.

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| Teaching Assistant | Behavioral Research Methods
Duration: May 2005 – June 2005
Duties: Conducted study sessions
Supervisor: Mark Alavosius |
| Teaching Assistant | Industrial/Organizational Behavior
Duration: May 2004 – June 2004
Duties: Graded tests
Supervisor: John Austin, Ph.D. |
| Teaching Assistant | Behavior Analysis
Duration: September 1999 – December 1999
Duties: Graded tests, 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. |

APPLIED EXPERIENCE

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| Contractor | AME-Learning, Inc
Duration: October 2002 – present
Duties: Designed computer-based training utilizing instructional design principles. Programmed computer-based training with the following software systems: Macromedia Flash, Macromedia Captivate, Knowledge Impact's Firefly, Microsoft PowerPoint and Adobe Photoshop. Performed tasks such as writing voice-over script and bullet points, project management, 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, created instructional material for a variety of clients, including Ardent Learning, Argent Mortgage, Bechtel, CLG, Heinz, Option One Mortgage, Pfizer, Thomson, and Washington Mutual.
Contact: John Crosbie, Ph.D. |
| Consultant | Rubin Chiropractic
Duration: May 2003 – present
Duties: Designed new employee performance tracking and incentives system. Developed computer-based training materials. Created and |

designed website, newspaper advertisements, and other promotional materials.

Contact: Arlen Rubin, DC

- Webmaster Organizational Behavior Management Network
Duration: August 2003 – present
Duties: Created content, designed layout and maintained the OBM Network website. Served in an advisory capacity as Network officer.
Contact: John Austin, Ph.D.
- Webmaster Dick-Malott.com
Duration: March 2005 – present
Duties: Developed and maintained Dick Malott’s behavior analysis website.
Contact: Richard Malott, Ph.D.
- Webmaster Speech Pathology and Applied Behavior Analysis Group
Duration: May 2005 – present
Duties: Created, designed, and maintained the SPABA Group website.
Contact: Barbara Esch, M.A.
- Contractor Ardent Learning
Duration: November 2005 – present
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.
- Webmaster Safety & Health Involvement for Truck Drivers (SHIFT)
Duration: August 2006 – present
Duties: Created, designed, and maintained the SHIFT website.
Contact: Ryan Olson, Ph.D.
- Consultant C. Richard Spates
Duration: October 2005 – February 2006
Duties: Developed a computer-based training program to help psychiatrists and nurses choose evidence-based treatments for depression.
Contact: C. Richard Spates, Ph.D.
- Consultant Pharmacia (now Pfizer)
Duration: January 2003 – April 2003
Duties: Worked with training department to develop total performance system maps, relationship maps, and process 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.

PROFESSIONAL PRESENTATIONS

Johnson, D.A., Culig, K.M., & Dickinson, A.M. (2005). *The effects of feedback on individual monetary incentives*. 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*. 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*. 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 Behavior Analysis Association of Michigan Conference, Ypsilanti, MI, March.

PROFESSIONAL ORGANIZATIONS

2003 – present Officer, Organizational Behavior Management Network

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

UNIVERSITY COMMITTEES

2000-2001 Undergraduate Student Research Committee, Central Michigan University