

## Cambridge Center Ethics Conference August 7, 2020 CE Questions

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Cambridge Center for Ethics

Title: Towards an Ethical Behavior Analytic Organization: Compassion, Cultural Humility, and Sustainability

1. What are potential benefits to soliciting feedback when beginning supervision as well as throughout? Select all that apply.
  - a. Make changes to and clarify curriculum (assignments, etc.) that are unclear, confusing, etc.
  - b. Engage in collaborative curricular planning, which research suggests leads to increased buy-in and compliance
  - c. Condition supervisor and trainee as mutual reinforcers
  - d. Research suggests this will be more likely to lead to a "Pass" on the BCBA exam
2. When faced with complex ethical situations at an organizational level, which of these might be the strongest method that ultimately promotes sustainability?
  - a. Seek advice from social media groups, with identifying information redacted
  - b. Come to a collective agreement amongst all relevant personnel, such as the CEO, Clinical Director, CFO, and COO.
  - c. Defer the situation to the clinical team only
  - d. Ignore it and hope the situation solves itself
3. When creating curricula for clients and trainees, what is the most important aspect to keep in mind?
  - a. Expectations and objectives are clear
  - b. Curricula have been created in collaboration with the client/caregiver/trainee
  - c. Curricula are culturally humble and build towards sustainability
  - d. Curricula are socially significant
  - e. All of these
4. According to leaders in the field, what are some pressing issues in creating and sustaining ethical behavior analytic businesses?
  - a. Balancing billable and payroll hours to practice sustainably and with clinical integrity
  - b. Treating the individuals we serve with dignity and compassion
  - c. Separation but agreement between business and clinical operations
  - d. All of these

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5. What are some recommended strategies for behavior analysts who are interested in starting a business? Select all that apply.
  - a. Understanding our scope of competence as behavior analysts and bringing on experts in other areas, such as financial
  - b. Growing quickly so as to increase financial viability of organization
  - c. Soliciting feedback from all stakeholders (i.e., clients, caregivers, staff, community, etc.)
  - d. Utilizing organizational behavior management (OBM) strategies to run the business
6. How might we create cultures of compassion, humility, and diversity within behavior analytic organizations?
  - a. Promote these qualities in leadership team and model compassion, humility
  - b. Purposefully recruit diverse staff at all levels
  - c. Make this the core of the organization's mission and vision
  - d. Solicit feedback from all stakeholders (i.e., clients, caregivers, staff, community, etc.) evaluating the presence of compassion, humility, and diversity within the organization
  - e. All of the above