

# Noor Y. Syed

455 High Street  
Apt 1R  
Bethlehem, PA 18018  
noor.syed@esc.edu; noorsyed.bcba@gmail.com  
631-889-0555

---

## **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

### **Current Appointments**

Assistant Professor of Applied Behavior Analysis, Program Director, & Clinical Coordinator,  
SUNY Empire , Saratoga Springs, NY

Founding Director, Center for Autism Advocacy: Research, Education, and Supports (CAARES)  
(previously known as the Center for Autism Inclusivity), SUNY Empire , Saratoga Springs, NY

Susan H. Turben Director of Autism Advocacy

August 2020—Present

- Courses taught:
  - EDUC 6010: Middle, Childhood, and Adolescent Development
  - EDUC 6015: Exceptionalities, Individualizing Learning
- Courses taught & developed:
  - APPL 6005: Applied Behavior Analysis I
  - APPL 6020: Developing & Increasing Socially Significant Behaviors
  - APPL 6030: Ethics in Applied Behavior Analysis
  - APPL 6040: Maintaining Client Records
  - APPL 7000: Optional Practicum
  - APPL 7001: Capstone I
  - APPL 7005: Practicum I
- Master of Science in ABA launched Spring 2022
  - Onboarded 5 adjunct faculty
- Creation of multi-tiered systems of support towards a fully inclusive and supportive autism college (dates indicate launch of highlighted initiatives that continue to be in effect)
  - Required asynchronous annual training on supporting autistic students: November 2022
  - CAARES' Community Advisory Team: April 2021
  - SUNY Empire Advisory Team: September 2022
  - Synchronous presentations on supporting autistic and neurodivergent students to all schools within SUNY Empire: September 2022
- Secured \$1,000,000 endowment from Turben Foundation, beginning 2021
- Organized Partners in Applied Behavior Analysis Conference, jointly held by the Center for Autism Advocacy and Anderson Center for Autism,
  - November 2021
  - November 2022

Director, Anderson Center International, Staatsburg, New York

March 2021—Present

Adjunct Professor, Lehigh University, Bethlehem, Pennsylvania

August 2020—Present

- Courses taught:
  - SPED/ SCHP 402: Applied Behavior Analysis
  - SPED/SCHP 410: Ethics in Applied Behavior Analysis

Adjunct Doctoral Advisor and Professor in Applied Behavior Analysis, Endicott College, Salem, Massachusetts

August 2019—June 2022

- Courses taught:
  - ABA 761: Cultural Considerations & Humility in ABA for Practitioners, Supervisors, & Researchers

**Previous Academic & Related Appointments**

Clinical Director, Lehigh University Autism Services

Professor of Practice, Lehigh University, Bethlehem, Pennsylvania

Verified Course Sequence Coordinator (Behavior Analyst Certification Board®; Association for Behavior Analysis International®)

Authorized Continuing Education Provider Coordinator (Behavior Analyst Certification Board®)

July 2018—August 2020

- Courses taught:
  - SPED/ SCHP 402: Applied Behavior Analysis
  - SPED 425: Intensive Practicum in Applied Behavior Analysis
  - EDUC 461: Single-Subject Research Design
  - SPED 410: Ethics in Applied Behavior Analysis

Applied Behavior Analysis Program Director

Verified Course Sequence Coordinator (Behavior Analyst Certification Board®)

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

**Previous Clinical & Other Teaching Experience**

Consultant, Lehigh University Autism Services, Bethlehem, Pennsylvania

August 2020—Present

Consultant, EmbraceKulture/Amaanyi Center, Entebbe, Uganda  
January 2020—Present

Research Coordinator, Global Autism Project, Brooklyn, New York  
May 2019—Present

Consultant, Anderson Center for Autism, Staatsburg, New York  
January 2018—Present

Director of International Partnerships, Global Autism Project, Brooklyn, New York  
February 2018—May 2019

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

Clinical SkillCorps Member, BCBA Supervisor, Global Autism Project, New York, NY  
October 2015

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

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

**International Consultation: On-site & Remote**

EmbraceKulture/Amaanyi, Entebbe, Uganda  
Namai'i, Riyadh, Saudi Arabia  
Kaizora Centre for Neurodevelopmental Therapies, Nairobi, Kenya  
ABA Centrum, Prague, Czech Republic  
Rumah Tiara, Jakarta, Indonesia  
Centro Enigma, Guayaquil, Ecuador  
Centro ACAP, Santo Domingo, Dominican Republic  
Adele School for Special Children, Rotary Club, Antigua & Barbuda  
Extraordinari Centre, Bucharest, Romania

**College, University, Representative-at-Large Service: Current**

- Co-convener, CAARES Community Advisory Team  
September 2021—Present
- Convener, CAARES SUNY Empire Advisory Team  
September 2022—Present
- Director, CAARES  
September 2020—Present
- Committee member, School for Graduate Studies Policy Committee  
March 2023—Present
- Mentor, PRODiG  
September 2021—Present
- Committee member, PRODiG Faculty Recruitment Committee  
September 2022—Present
- Committee member, Industrial and Organizational Psychology tenure-track faculty search  
February 2023-Present
- Committee member, Director of Assessment and Planning search  
September 2022-Present
- Nominated task force member, SUNY-wide Disability Task Force; Stigma & Ableism Subcommittee  
October 2021—Present
- Committee member, Teaching Education Assessment Committee, Saratoga Springs, NY  
September 2020—Present

**College, University, Representative-at-Large Service: Previous**

- Committee member, Teaching English to Speakers of Other Languages (TESOL) tenure-track faculty search  
January 2022-June 2022
- Committee member, Diversity, Equity, and Inclusion Council (DEIC)  
September 2021-June 2022
- Committee member, Autism Spectrum Disorder Working Group, SUNY system-at-large, NY  
September 2020—June 2022
- Co-chair, ABA Faculty Search, SUNY Empire

January 2021—June 2021

- Taskforce member, Diversity Workgroup, Endicott College  
May 2020—June 2022
- Search committee member, Professor of Practice in Counseling Psychology, Lehigh University  
May 2019—March 2020
- Committee member, Student Evaluation for Practicum-Ad-Hoc Committee, Lehigh University  
February 2019—May 2019
- Committee member, Design Thinking Ad-Hoc Committee, Manhattanville College  
February 2018—June 2018

**Service to Profession--Regional, State, National, International: Current**

- Co-facilitator, Diversity, Equity, Inclusion, and Accessibility in ABA Lab  
January 2023—Present
- Co-convener, AUCD Workgroup to Improve University Training in Behavior Analysis  
November 2021—Present
- New York State Association for Behavior Analysis
  - President-elect, 2023-2025
  - Board of Directors, December 2020—Present
  - Co-Chair, NYSABA Education Committee, NY  
December 2020—January 2023  
Committee member: September 2020-December 2020
  - Education committee liaison & committee member, NYSABA Diversity, Equity, Inclusion Task force, NY  
December 2020—January 2023
- Committee member, ABAI Licensing Board/Affiliate Chapter operating under ABAI Executive Council, Association for Behavior Analysis International  
November 2020—Present
- Secretary, ABAI Culture & Diversity Special Interest Group  
December 2020-Present
- Board member, Clinical Advisory Board, Teamwork Healthcare  
New York, NY  
January 2019—Present
- Featured Ethical Expert, ABAEthicsHotline.com under Dr. Jon Bailey  
School-based and international practice expert  
January 2019—Present

**Service to Profession--Regional, State, National, International: Previous**

- Advisory board, Anderson Center for Autism, Capital Region Advisory Group  
March 2021—January 2022
- Advisory board, EDSOTA: Interdisciplinary Education to Improve Student Outcomes: Training in ABA; Grant submitted to U.S. Dept of Education from University of Minnesota

May 2020—January 2022

- Founding taskforce member, Diversity Faculty Workgroup, Collaboration across colleges and universities

May 2020—September 2020

### **Peer-Reviewed Publications**

Gatzunis, K., Weiss, M.J., Fahmie, T., **Syed, N.**, & Ala'i-Rosales, S. (2022) *Using behavioral skills training to teach functional assessment interviewing, cultural responsiveness, empathy, and compassion to students of applied behavior analysis*. [Manuscript under revision]. Education Division, SUNY Empire.

Mellon, L., **Syed, N.**, Allen, A. (2022). *Supply of licensed behavior analysts in New York* [Manuscript submitted]. Department of Teaching and Learning, State University of New York at New Paltz.

Vallera, F. & **Syed, N.** (2021). *Encouraging awareness and empathy for diversity through experiential practiced simulations*. Manuscript accepted 2022. *Journal of Design Thinking*. Education Division, SUNY Empire.

Hilton, J., **Syed, N.**, Weiss, M.J., Tereshko, L., Marya, V., Marshall, K., Gatzunis, K., Russell, C., & Driscoll, N. (2021). Initiatives to address diversity, equity, and inclusion within a higher education ABA department. *Behavior and Social Issues*, Advanced online publication. <https://doi.org/10.1007/s42822-021-00082-y>

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

### **Edited Books & Curricula**

Cox, D., **Syed, N.**, Brodhead, M., & Quigley, M. (2022). *Research Ethics in Behavior Analysis*. Elsevier.

### **Peer-Reviewed Invited Book Chapters:**

**Syed, N.**, Mellon, E., & Kristiansen, S. (2022). Diversity in research. In D. Cox, N. Syed, M. Brodhead, and S. Quigley (Eds.), *Research Ethics in Behavior Analysis*. Elsevier.

Alai-Rosales, S., Pritchett, M., Linden, A., Cunningham, I., & **Syed, N.** (2022). Be humble, learn, and care: Culturally responsive evidence-based practice. In Leaf, J. (Ed.) *Handbook of Applied Behavior Analysis Intervention for Autism*: Springer.

**Syed, N.**, Russell, C., Marshall, K., Tereshko, L., & Driscoll, N. (in press). Embedding

intercultural responsiveness in graduate coursework and supervision training. In DeSouza, A. & Crone-Todd, D. (Eds.). *Behavior Analysis in Higher Education: Teaching and Supervision*. Vernon Press.

Kisamore, A., Syed, N., Schnell, L., & Merritt, T. (in press). Vocational skills. In Matson, J.L. (Ed.) *Applied Behavior Analysis: A Comprehensive Handbook*. Manuscript in press.

Syed, N., Cirincione-Ulezi, N., & Gatzunis, K. (2021). The pressing need for ethical, effective supervision. In A. Beirne and J. Sadavoy (Eds.). *Understanding Ethics in Behavior Analysis: Practical Applications 2<sup>nd</sup> Edition*. Routledge, Taylor & Francis Group. Manuscript in press.

Syed, N. (2019). The pressing need for ethical, effective supervision. In A. Beirne and J. A. Sadavoy (Eds.). *Understanding Ethics in Behavior Analysis: Practical Applications*. Routledge, Taylor & Francis Group.

#### **White Papers & Invited Online Articles**

Syed, N. & Bernal, A. (2023). Building an Inclusive Higher Education Environment, *Organization for Autism Research*.

Allen, L. & Syed, N. (2022). Mentoring autistic and neurodiverse students: A universal design approach. SUNY Empire : All About Mentoring, Manuscript scheduled for publication Spring 2022.

Steinbacher, L., Syed, N., & Crump, S., (2022). Promoting employment success for autistic college graduates.

#### **Research and Works in Progress**

Syed, N. & Allen, L. (2023). Lessons learned: Collaboration in building an autistic supportive college. Abstract accepted for special issue, manuscript in development.

Syed, N. & Panesar, P. (2023). Perceptions of disabilities in Kenya.  
Stage: Data collection

Syed, N., Cirincione-Ulezi, N., Russell, C., & Cox, D. (2023). Analyzing contextual contingencies surround equitable decision making in behavior analysis. Research in progress.  
Stage: Data collection

Syed, N., Piazza, J., Suzio, C., Gayle, R., & Weiss, M., (2022). *Self-reflection in behavior analysis*. Manuscript in preparation.

Syed, N., Cox, D., & Detrich, R. (2022). *Analysis of major behavior analytic organization responses to the death of George Floyd: A call to arms for actionable items*. Manuscript



in preparation.

Syed, N., Cox, D., Detrich, R. & Anderson, N. (2022). *A study in diversity in behavior analysis*. Manuscript in preparation.

### **Invited Book Reviews**

Conners, B.M. & Capell, S.T. (2020). *Multiculturalism in ABA*, Routledge, Taylor, & Francis Group. <https://doi.org/10.4324/9780429263873>

### **Honors and Awards**

Turben Foundation, Center for Autism Inclusivity, Saratoga Springs, NY  
\$1,000,000 endowment, beginning 2021

International Partnership Discovery Fellow, Top-Tier, Global Autism Project, Brooklyn, NY  
2018-2020

Development funds awarded, SUNY Empire : Faculty Development Funding Committee.  
2021, March  
\$1250.00

Scholarship recipient, SUNY Research Foundation: *If you write it, they will fund!*, SUNY Empire , Saratoga Springs, NY  
2020, December  
\$275.00

Development funds, SUNY Empire : Faculty Development Funding Committee.  
2020, December  
\$500.00

### **Grants: Awarded**

Turben Endowment, awarded beginning November 2021. SUNY Empire , Turben  
Director of Autism Advocacy. \$1,000,000.

Organization for Autism Research, Awarded July 2021. SUNY Empire as an  
Autism Supportive Institution. PI: Syed, N. \$20,000.

### **Presentations & Speaking Engagements**

#### **Hosted Conferences**

Organizer and presenter. SUNY Empire & CAARES, Saratoga Springs, NY

- Inaugural Partners in Applied Behavior Analysis: Dignity Across the Lifespan. (November 2022). Hosted in partnership with Anderson Center for Autism.

- Inaugural Partners in Applied Behavior Analysis: Compassion and Dignity. (November, 2021). Hosted in partnership with Anderson Center for Autism.

**SUNY-wide and SUNY Empire Presentations**

CAARES, Student Conference (proposals submitted)

- Author, “If I Knew Then What I Know Now:” Lessons Learned as Neurodivergent Students
- Author & Presenter, What Does Neurodivergence Look Like in Higher Education?

Presenter, Supporting Neurodivergent Students in Higher Education: Continued Discussion, Proposal Accepted, All College March 2023

Presenter, Validating and Improving the College Experience for Autistic and Neurodiverse Students, SUNY Morrisville Professional Development, January 2022

Presenter, Supporting Neurodivergent Students in Higher Education: Continued Discussion, Proposal Accepted, All College March 2022

Co-facilitator, CAARES, Supporting autistic and neurodivergent students. Ongoing presentations to all Schools in SUNY Empire, beginning September 2022

Presenter, SUNY Empire & Center for Autism Advocacy, Saratoga Springs, NY

- Town Hall on CAARES initiative (May 2022).

Presenter, SUNY Empire & Center for Autism Advocacy, Saratoga Springs, NY

- Office of Diversity, Equity, and Inclusion Form (March 2022): Supporting autistic and neurodivergent learners.

Presenter, SUNY Empire & Center for Autism Advocacy, Saratoga Springs, NY

- Supporting learners with different support needs. (December 2021). Presented to School for Graduate Studies as DEI initiative.

Presenter, SUNY Empire & Center for Autism Advocacy, Saratoga Springs, NY

- Supporting autistic college students. (November 2021). Journal club with the Center for Mentorship, Learning, and Academic Innovation.

Presenter, SUNY Empire & Center for Autism Advocacy, Saratoga Springs, NY

- Student peer mentorship program and advancement of the Center for Autism Inclusivity. (October 2021). SUNY Empire Fall Academic Conference.

Invited presenter, SUNY Empire & Center for Autism Advocacy, Saratoga Springs, NY

- Supporting neurodiverse college students (October 2021). SUNY Registrar’s Conference.

Moderator, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Syed, N., Gilberg, M., Marshall, K., & Ruiz, J. Neurodiversity and inclusion. (June 2021). Reason and Respect Series.

Invited presenter, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Syed, N. (2021, May 4). SUNY Empire State College as an Autistic supportive college. SUNY Empire Council.

Moderator, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Syed, N. (2021, 29 April). Neurodiversity and the workforce.

Moderator, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Syed, N. (2021, 13 April). Anderson Center for Autism & Center for Autism Inclusivity art expo.

Invited presenter, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Syed, N. (2021, March 30) Center for Autism Inclusivity: Plans for increasing access and inclusivity within the neurodiverse community at SUNY Empire. Autism Advisory Board, Office for People with Developmental Disabilities.

Presenter, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY, SUNY Empire

- Syed, N. (2021, March 1). Center for Autism Inclusivity: Plans for increasing access and inclusivity within the neurodiverse community at SUNY Empire. Center for Mentoring, Learning and Academic Innovation. Online.

Presenter, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY  
SUNY Empire

- Syed, N. & Zgliczynski, M. (2021, February 25). Executive functions and online learning. New York State Disability Service Council. Online.

Invited presenter, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Syed, N. & Zgliczynski, M. (2021, February 11). Center for Autism Inclusivity: Plans for increasing access and inclusivity within the neurodiverse community at SUNY Empire. Diversity, Equity, & Inclusion Council. Online.

Presenter, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Importance of supporting neurodiverse college students (November 2020). Presented for School for Graduate Studies

Presenter, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY  
Fall Academic Conference, SUNY Empire

- Syed, N., Das, A., Zgliczynski, M., Covington, T., & Marshall, K. (2020, October). Introduction to the Center for Autism Inclusivity. Presentation for SUNY Empire 2020 Fall Academic Conference. Online due to COVID-19

Presenter, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Syed, N., Covington, T., & Gonyea, N. (2020, October 26). Town hall: Center for Autism Inclusivity. Online.

**Conferences: International, Regional, Local**

Invited speaker & panelist, SUNY Empire & CAARES, Saratoga Springs, NY, October 2023 (forthcoming)

- Massachusetts Association for Behavior Analysis.

Presenter, SUNY Empire & CAARES, Saratoga Springs, NY, April 2023 (forthcoming)

- Council for Autism Service Providers

Invited speaker, SUNY Empire & CAARES, Saratoga Springs, NY, April 2023 (forthcoming)

- Cambridge Center for Behavioral Studies Autism Conference

Invited speaker, SUNY Empire & CAARES, Saratoga Springs, NY, March 2023

- Incidental language acquisition, SARC2, Saudi Autism & ABA Conference
- Mand training: Affirming practices, SARC2, Saudi Autism & ABA Conference

Invited speaker, SUNY Empire & CAARES, Saratoga Springs, NY

- The ethics of behavior analysis in schools: Collaboration, tactics, & tips. (November 2022). Geneva Centre Symposium 2022 (Canada)

Presenter, SUNY Empire & CAARES, Saratoga Springs, NY

- NYSABA Town Hall: Aversive procedures. (November 2022). New York State Association for Behavior Analysis.

Keynote speaker, SUNY Empire & CAARES, Saratoga Springs, NY

- Unpacking implicit biases: A behavior analytic framework (November 2022). Missouri ABA 2022 Conference

Presenter and organizer, SUNY Empire & CAARES, Saratoga Springs, NY

- Presenter: Implicit biases: A behavioral framework
- Facilitator: NYS approved program business meeting
- Facilitator: Update on aversive procedures in New York State
- October 2022, New York State Association for Behavior Analysis 33rd Annual Conference

Presenter, SUNY Empire & CAARES, Saratoga Springs, NY

- Unpacking implicit biases: A behavior analytic framework (October 2022). Gulf Coast ABA 2022 Conference

Presenter, SUNY Empire & CAARES, Saratoga Springs, NY

- Lessons Learned in Building an Autistic Supportive College (May 2022), Association for Behavior Analysis International 2022 Conference

Invited speaker, SUNY Empire & CAARES, Saratoga Springs, NY

- Values towards equity (May 2022). Association for Behavior Analysis International.

Keynote speaker, SUNY Empire & CAARES, Saratoga Springs, NY

- Unpacking implicit biases: A behavior analytic framework (March 2022). Connecticut ABA 2022 Conference

Invited speaker, SUNY Empire & CAARES, Saratoga Springs, NY

- Discussion of DEI Terminology (January 2022). Association for Behavior Analysis International.

Invited presenter, presenter, and organizer. SUNY Empire & Center for Autism Advocacy, Saratoga Springs, NY

- Invited presenter: Family as a culture.
- Invited panelist: NYSABA's role in diversity, equity, and inclusion in behavior analysis in New York State.
- Moderator: Diversity, equity, and inclusion in higher education.
- October 2021, New York State Association for Behavior Analysis 32<sup>nd</sup> Annual Conference

Moderator and organizer, SUNY Empire & Center for Autism Advocacy, Saratoga Springs, NY

- Code of ethics and future direction of behavior analysis. (September 2021). Panel presented with NYSABA and AzABA partnership.

Invited panelist. SUNY Empire & Center for Autism Advocacy, Saratoga Springs, NY

- Cultural humility and social justice. (August 2021). Massachusetts Association for Behavior Analysis.

Invited speaker, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Unpacking implicit biases. (June 2021). Endicott College Diversity, Equity, and Inclusion Conference, virtual.

Keynote speaker, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Compassion and humility in behavior analysis. (June 2021) Quality Services for Autism Community (QSAC)

Invited speaker; presenter; chair, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Invited talk: Cultural humility in behavior analysis
- Chair: Telehealth and compassion during the COVID-19 pandemic
- Presenter: Accountability in diversity, equity, and inclusion in behavior analytic organizations
- Association for Behavior Analysis International Annual Convention held May 2021

Panelist, SUNY Empire & Center for Autism Advocacy, Saratoga Springs, NY

- Diversity, Equity, and Inclusion in Behavior Analysis. New York State Association for Behavior Analysis, forthcoming May 2021.

Invited keynote speaker, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Syed, N. (2021, April 16) Center for Autism Advocacy: Plans for increasing access and inclusivity within the neurodiverse community at SUNY Empire. Autism Partnership Foundation. Online

Invited speaker, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY  
40<sup>th</sup> Annual Conference—Florida Association of Behavior Analysis

- Syed, N. (2020, September 17). The ethics of behavior analysis in schools: Collaboration, Tactics, & Tips. Presentation for 40<sup>th</sup> Annual Florida Association of Behavior Analysis Conference, FL (conference scheduled online due to COVID-19).

Presenter, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Syed, N., Covington, T., Gonyea, N., & Paul, P. (2020, August 25). Town hall: Center for Autism Inclusivity. Online

Invited speaker, Lehigh University Autism Services, Bethlehem, PA; Global Autism Project, Brooklyn, NY

Ethics Conference—Cambridge Center for Behavioral Studies

- Syed, N. (2020, August 7). Towards an ethical behavior analytic organization: Compassion, cultural humility, and sustainability. Presentation scheduled for 8<sup>th</sup> Annual Ethics Conference Cambridge Center for Behavioral Studies, Salem, MA (conference scheduled online due to COVID-19).

Author, Lehigh University Autism Services, Bethlehem, PA

Full Paper Presentation—Society for Information Technology & Teacher Education

- Vallera, F. & Syed, N. (2020, April). Encouraging awareness and empathy for diversity through experiential, practiced simulations. Paper presented for full paper presentation at the SITE 2020 conference, Miami, FL (conference held online due to COVID-19).

Presenter, Lehigh University Autism Services, Bethlehem, PA

Symposium—30<sup>th</sup> Annual Conference New York State Association for Behavior Analysis

- Syed, N. (2019, November). What makes a “Quality Behavior Analyst”?: Ensuring sustainability in supervision. In T. Covington (Chair), *The Why & How of Worldwide Dissemination of Applied Behavior Analysis*. Paper presented for symposium conducted at the 30<sup>th</sup> Annual Conference New York State Association for Behavior Analysis, Albany, NY.

Presenter, Lehigh University Autism Services, Bethlehem, PA; Global Autism Project, Brooklyn, NY

1<sup>st</sup> Annual Global Summit, Global Autism Project

- Syed, N. (2019, August). Introduction to research methodologies. Paper presented at the Global Autism Project Global Summit, Bali, Indonesia.
- Syed, N. (2019, August). Delivering an effective presentation. Paper presented at the Global Autism Project Global Summit, Bali, Indonesia.
- Syed, N. (2019, August). Critical thinking in behavior analysis. Paper presented at the Global Autism Project Global Summit, Bali, Indonesia.
- Syed, N. (2019, August). Effective supervision: Training the trainer. Paper presented at the Global Autism Project Global Summit, Bali, Indonesia.

Symposium discussant, Lehigh University Autism Services, Bethlehem, PA; Global Autism Project, Brooklyn, NY

Annual ABAI Convention, 2019

- Syed, N., Panjwani, A., Hogan, A., Genieese, C.L., & Hechler, M. (2019, March 29) Autism knows no borders: The why and how of world-wide dissemination of applied behavior analysis. In M. Hazoury (Chair). Chicago, IL.

Referred panel, Lehigh University Autism Services, Bethlehem, PA

Annual ABAI Convention 2019

- Syed, N., Newman, B., & Sadavoÿ, J. (2019, May 26). Exploring foundational and advanced repertoires to develop in your supervisees: What makes a great behavior analyst? In K. Chung (Chair). Chicago, IL.

Refereed panel, Lehigh University Autism Services, Bethlehem, PA

Behavior Analyst Leadership Council 3<sup>rd</sup> Annual Conference

- Syed, N., Newman, B., & Sadavoÿ, J. (2019, March 29). Exploring foundational and advanced repertoires to develop in your supervisees: What makes a great behavior analyst? In K. Chung (Chair). New Haven, CT.

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 44<sup>th</sup> 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 28<sup>th</sup> 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
  - 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). Denver, CO.
  - Doll, A.W., Covington, T.M., & Syed, N. (2017, May). Evaluating video observations and the TPRA: Effects of implementing a prescriptive model. Denver, CO.
  - Piechowicz, N., Arruda, K., & Syed, N. (2017, May). Development of Board Certified Behavior Analyst and New York State licensed behavior analyst supervision curricula. Denver, CO.

Presenting author, Hawthorne Foundation Inc., Hawthorne, NY

Poster—11<sup>th</sup> 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 11<sup>th</sup> Annual Autism Conference, San Juan, Puerto Rico.

Presenting author, 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 11<sup>th</sup> Annual Autism Conference, San Juan, Puerto Rico.

Author, 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

Presenter, Rapid Data Presentation at 5<sup>th</sup> 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

Presenter, 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

Presenter, Rapid Data Presentation at 4<sup>th</sup> 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

**Webinars, Facilitated Trainings, Other Presentations**

Invited presenter, Validating and Improving the College Experience for Autistic and

Neurodiverse Students, Florida Institute of Technology Professional Development,  
January 2022

Invited presenter, SUNY Empire & CAARES, Saratoga Springs, NY

- Syed, N. (2022, April). Implicit biases and self-reflection. Centria Healthcare

Invited presenter, SUNY Empire & CAARES, Saratoga Springs, NY

- Syed, N. (2022, April). Implicit biases and self-reflection. Behavior University.

Invited presenter, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Syed, N. (2021, March 10). The ethics of behavior analysis in schools: Collaboration, tactics, and tips. Behavior University.

Invited presenter, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Syed, N. (2021, February). Embedding cultural humility and compassion in practice. Melmark Expert Speaker Series.

Invited panelist, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Syed, N., Gerhardt, P., Kubina, R., & Newman, B. (2021, January). What is the future of ABA?: In S. Litvak (Moderator). Proud Moments ABA.

Invited presenter, SUNY Empire & Center for Autism Inclusivity, Saratoga Springs, NY

- Syed, N. (2020, December). Cultural humble and responsive behaviors: Ethical decision-making frameworks. Mosaic Pediatric Therapy.

Invited presenter, Lehigh University Autism Services, Bethlehem, PA

- Bailey, J. & Syed, N. (2020, August). Standards for ethics, integrity, & professionalism for ABA organizations. Behavioral Health Center of Excellence: Virtual Academy Training. In S. Litvak (Chair).

Subject matter expert, Special Learning, Inc., Chicago, IL

Panel—Addressing challenging behaviors ethically in schools (Webinar Series)

- Dietrich, R. & Syed, N. (2020, March). How to maximize the value and facilitate collaboration across service providers? In K. Chung (Chair), *Addressing Challenging Behaviors Ethically in Schools*. Panel presented in webinar series conducted for Special Learning, Inc.

Invited presenter, Lehigh University Autism Services, Bethlehem, PA

- Syed, N. (2019, August). What makes a quality behavior analyst?. Paper presented at the Iowa Association for Behavior Analysis, Des Moines, IA.

Invited speaker, Lehigh University Autism Services, Bethlehem, PA

Rotary Club of Antigua, Antigua and Barbuda

- Syed, N. (2019, May 20). Evidence based strategies to address challenging behaviors in children with special needs: A culturally sensitive approach.

Invited speaker, Lehigh University Autism Services, Bethlehem, PA  
Adele School for Children with Special Needs, Antigua and Barbuda

- Syed, N. (2019, May 20). Evidence based strategies in approaching sexuality with children with special needs: A culturally sensitive approach.

Subject matter expert, Special Learning, Inc., Chicago, IL  
Panel—Supervision Webinar Series (Webinar Series)

- Syed, N., Bailey, J., & Sadavoÿ, J. (2019, November). What makes a great supervisor? In K. Chung (Chair), *Supervision Webinar Series*. Panel presented in webinar series conducted for Special Learning, Inc.

Subject matter expert, 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.

Presenter, 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.

Subject matter expert, 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.

Subject matter expert, 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.

Invited speaker, Applied Behavioral Counseling, New York, NY

- Syed, N. (2017, January). Introduction to applied behavior analysis. Training conducted for Online Autism Parent Training series with Applied Behavioral Counseling. Retrieved from [https://youtu.be/005h\\_r3OrFs](https://youtu.be/005h_r3OrFs)

### **Doctoral Advisees**

Sarah Kristiansen, Endicott College  
Jillian Baldwin, Endicott College

### **Mentees**

Adrienne Horton, SUNY Empire

### **Dissertation Committees**

#### **Doctoral Dissertation Committee Member**

Ksenia Kravatchenko Gatzunis  
Jessica Rohrer  
Nicholas Orland

**Completed**

Spring 2020  
Spring 2021  
Spring 2021

#### **Master's Thesis Committee Member**

Sanah Afthar

**Completed**

Exp. Spring 2023

### **Editorial Appointments**

- Editorial Review Board, Behavior and Social Issues  
2021-Present
- Guest Reviewer: Behavior Analysis in Practice  
2021—Present
- Guest Reviewer: Remedial & Special Education  
2021
- Ad-hoc Reviewer: Child and Adolescent Psychiatry and Mental Health  
July 2018—July 2021
- Ad-hoc Reviewer, Excelsior: Teaching and Leadership  
June 2018—Present

### **Professional Affiliations & Memberships**

Association for Behavior Analysis International

*ABAI Licensing Committee*

New York State Association for Behavior Analysts

*Education & Diversity, Equity, Inclusion Committees*

*President-elect, 2023-2025*

ABAI Special Interest Group: Ethics of Behavior Analysis

ABAI Special Interest Group: Dissemination of Behavior Analysis

ABAI Special Interest Group: Autism

ABAI Special Interest Group: Behaviorists for Social Responsibility

ABAI Special Interest Group: Culture and Diversity

*Secretary*

ABAI Special Interest Group: Verbal Behavior

ABAI Special Interest Group: Behavior Analyst Supervision

**Media & Other**

Invited speaker, SUNY Empire, & CAARES Saratoga Springs, NY

- Syed, N. in Reiman, B. (Host). Equity and systems change. *Behavior Speak Podcast* [Audio podcast]. Retrieved from: <https://podcasts.apple.com/mx/podcast/the-behaviour-speak-podcast/id1544349551>

Invited speaker, SUNY Empire, Saratoga Springs, NY

- Syed, N. in Rogers, B., Newman, B., & Mophet, L. (Hosts). *COVID Conversations, Families for Effective Autism Treatment of CNY* [Webcast]. Retrieved from: <https://www.youtube.com/channel/UCcVoLB9xJ6UlseaxWMTQrEQ>

Invited speaker, SUNY Empire, Saratoga Springs, NY

- Syed, N. in Penrod, S. (Host). *Autism Live, Center for Autism and Related Disorders* [Live streaming and webcast]. Retrieved from <https://youtu.be/ISddV-mvxoM>

Invited speaker, SUNY Empire, Saratoga Springs, NY

- Syed, N. in Bozenski, E. (Host). (2020, September 11). *1 in 54, Anderson Center for Autism* [Audio podcast]. Retrieved from <https://andersoncenterforautism.org/web/guest/-/dr.-noor-syed>

Presenting therapist, 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

**Web-Based Publications:**

Syed, N. (2020, October 16). Navigating the Halloween season with autism. Retrieved from: <https://www.novaobserver.com/enter/navigating-the-halloween-season-with-autism/>

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. & Cizkova, Katerina. (2020, August). Telehealth in applied behavior analysis: an applied handbook. Free resource: Russia, Czech Republic

Syed, N. (2019, October 17). Focus on... ethical caseloads and practice in schools. Retrieved from: <https://www.abaethicshotline.com/ethical-caseloads-and-practice-in-schools/>

Syed, N. (2018, August 22). Early diagnosis of autism spectrum disorders. Retrieved from

<https://blog.threadlearning.com/early-diagnosis-of-autism-spectrum-disorders-ab48670be6be>

Lacy, S., Netzer-Kotler, A., & Syed, N. (2019, March 12). ABA therapy benefits. Retrieved from <https://www.threadlearning.com/blog/aba-therapy-benefits/>