



## **Thom Ratkos, PhD, BCBA-D**

Berry College, Mount Berry, GA  
tratkos@berry.edu

### **EDUCATION**

|      |       |                             |   |
|------|-------|-----------------------------|---|
| 2017 | Ph.D. | Western Michigan University | Behavior Analysis<br>Dissertation: <i>Frequency and Nature of Elementary School Teacher–Student Interactions.</i> |
| 2014 | M.A.  | Western Michigan University | Behavior Analysis<br>Thesis: <i>Delayed Match-to-Sample in Preschool Children</i>                                 |
| 2009 | B.S.  | Eastern Michigan University | Psychology  |

### **CERTIFICATIONS**

Board Certified Behavior Analyst - Doctoral, Certification # 1-14-9531  
Original certification date August 31, 2014

### **PROFESSIONAL EXPERIENCE**

|              |   |
|--------------|---|
| 2024–Present | Associate Professor – Psychological Sciences<br>Berry College<br>Mount Berry, GA                                      |
| 2017–2024    | Assistant Professor – Psychology<br>Berry College<br>Mount Berry, GA  |
| 2016–2017    | Behavior Analyst – Doctoral Assistant<br>Intensive Child and Youth Services Team<br>Summit Pointe<br>Battle Creek, MI |
| 2015–2016    | Behavior Analyst, Practicum Coordinator<br>Summit Pointe Autism Center – Early Intervention<br>Battle Creek, MI       |
| 2014, 2015   | Media Relations, Master of Ceremonies<br>Michigan Autism Conference<br>Kalamazoo, MI                                  |
| 2014–2015    | Practicum Coordinator<br>Van Buren Intermediate School District Practicum<br>Western Michigan University              |
| 2013–2014    | Behavior Specialist<br>Envision Center – Outpatient Behavior Interventions<br>Summit Pointe<br>Battle Creek, MI       |

- 2012–2013      Research Assistant  
Dr. Jessica Frieder  
Western Michigan University
  
- 2012–2013      Graduate Therapist  
Great Lakes Center for Autism Treatment and Research  
Residential Opportunities Incorporated  
Portage, MI
  
- 2012            Behavioral Technician – Early Intervention  
Woods Edge Learning Center  
Kalamazoo, MI
  
- 2011–2012      Graduate Therapist  
Psychological Assessment and Treatment System  
Western Michigan University
  
- 2010–2011      Resident Advisor – Psychiatric Residential Treatment Facility  
Strategic Behavioral Health  
Leland, NC
  
- 2010            Paraprofessional – Home and Community Support  
Universal Mental Health  
Wilmington, NC
  
- 2009–2010      Paraprofessional – Home and Community Support  
Alpha Omega Health  
Wilmington, NC

**COURSES TAUGHT**

**BERRY COLLEGE**

- 2017–Present    PSY 101      Introduction to Psychology
- ABA/PSY 222    Introduction to Applied Behavior Analysis
- ABA/PSY 352    Applied Practice in Behavior Analysis
- ABA 454        Advanced Strategies for Behavior Change
- PSY 445        Psychology in the Schools: Special Topics
- ABA/PSY 496    Internship in Applied Behavior Analysis
- PSY 498        Directed Study in Psychology
- PSY 450/451    Honors Thesis
- EDU 222        Exploration in Diverse Cultures - Atlanta
- BCC 100        Freshman Orientation
- BCC 300        Signature Experience Seminar

**PRE-PhD**

- 2016            Graduate Instructor  
PSY 1000 – Introduction to Psychology  
Western Michigan University
  
- 2016            Graduate Instructor  
PSY 6680 – Analysis and Treatment of Developmental Disabilities  
Faculty Supervisor: Dr. Jon Baker  
Western Michigan University

|      |  |
|------|--|
| 2015 | Adjunct Professor<br>PSY 312 – Psychology of Learning<br>Hillsdale College   |
| 2015 | Graduate Instructor<br>PSY 3300 – Advanced Research Methods<br>Western Michigan University   |
| 2014 | Graduate Instructor<br>PSY 1400 – Introduction to Behavior Analysis<br>Western Michigan University   |
| 2014 | Graduate Teaching Assistant<br>PSY 6970 – Behavioral Approaches to Language Assessment and Training<br>Faculty Supervisor: Dr. Jessica E. Frieder<br>Western Michigan University |
| 2013 | Graduate Lab Instructor<br>PSY 3600 – Concepts and Principles of Behavior Analysis<br>Western Michigan University  |
| 2012 | Graduate Assistant<br>PSY 3600 – Concepts and Principles of Behavior Analysis<br>Western Michigan University   |
| 2012 | Graduate Mentor<br>PSY 3300 – Research Methods<br>Western Michigan University  |

## SCHOLARSHIP

### Peer Reviewed Publications (\*Berry College undergraduate/alumni)

**Ratkos, T.** (2024). How does it feel to leave your protest? *Behavior and Social Issues*.  
<https://doi.org/10.1007/s42822-024-00162-9>

**Ratkos, T., \*Camacho, M., & \*O'Dell, K.** (2023). Disrupting delayed matching-to-sample performance with varied distractor tasks. *The European Journal of Behavior Analysis*, 24, 139–153.  
<https://doi.org/10.1080/15021149.2023.2267345>

**Ratkos, T. & \*Camacho, M.** (2023). The effects of vocal blocking on sequencing visual and tactile stimuli. *The Analysis of Verbal Behavior*, 39(2), 226–246. <https://doi.org/10.1007/s40616-023-00187-y>

**Ratkos, T., \*McFayden, A., & \*Small, A.** (2023). Stimulus clarity and the emission of descriptive autoclitics. *The Analysis of Verbal Behavior*, 39(1), 76–85. <https://doi.org/10.1007/s40616-023-00184-1>

Zayac, R. M., Frieder, J. E., **Ratkos, T.**, Williams, M., Geiger, A., & Paulk, A. (2021). A preliminary assessment of the qualities and behaviors of exemplary practitioners: Perspectives from United States-based behavior analysts. *Behavior Analysis in Practice*, 14, 342–351. <https://doi.org/10.1007/s40617-020-00522-y>

Frieder, J. E., Zayac, R. M., **Ratkos, T.**, Paulk, A., Donahue, N., & Ware, M. (2018). Essential readings for undergraduate students in behavior analysis: A survey of behavior analytic faculty and practitioners. *Behavior Analysis in Practice*, 11, 327-333. <https://doi.org/10.1007/s40617-018-0260-x>

- Named Association of Behavior Analysis International's "Article of the week" 4/25/19

**Ratkos, T.**, Frieder, J. E., & Poling, A. (2016). Accurate delayed matching-to-sample responding without rehearsal: An unintentional demonstration with children. *The Analysis of Verbal Behavior*, 32(1), 69-77.  
<https://doi.org/10.1007/s40616-016-0052-8>

➤ Named Association of Behavior Analysis International's "Article of the week" 12/4/2017

Zayac, R. M., **Ratkos, T.**, Frieder, J. E., & Paulk, A. (2016). Comparison of active student responding modalities in a general psychology course. *Teaching of Psychology*, 43(1), 43-47.  
<https://doi.org/10.1177/0098628315620879>

#### Other Publications

**Ratkos, T.** (2023). Autoclitics—The true bulwark against mentalism. *Operants*, 3, 5-7. Retrieved from  
<https://community.bf Skinner.org/s/operants>

**Ratkos, T.** (2019). Complex verbal behavior: Spilled coffee and tarot cards. *Operants*, 1, 21-24. Retrieved from  
<https://community.bf Skinner.org/s/operants>

#### In Progress (\*Berry College undergraduate/alumni)

\*Kinkade, E., Ampuero, M. E., & **Ratkos, T.** (2023). Evaluating the effectiveness of Behavioral Skills Training on the implementation of the Picture Exchange Communication System by pre-service educators: An assessment of dosage. Manuscript under review.

\*Sneed, H. L., Ampuero, M. E., & **Ratkos, T.** (2023). The effect of peer mediated interventions among college students. Manuscript under review.

**Ratkos, T.**, Ampuero, M. E., & \*Adams, S. (2023). The impact of professional relationship on the identification and assessment of ethical issues. Manuscript under review.

Morris, C., Jones, S. H., Perrin, J., & **Ratkos, T.** (2023) On the complications of extinction procedures. Manuscript under review.

**Ratkos, T.**, Sparks, S., & Van Stratton, J. E. (2024). The social validity of behavior analytic terminology. Data collection underway.

**Ratkos, T.**, & \*Vining, L. (2024). Revisiting the behaviorological prison: The good, the bad, and the ugly. Writing.

**Ratkos, T.**, & \*Vining, L. (2024). A comparative analysis of Norwegian and American prison systems through a radical behaviorist lens. Writing.

#### Invited Presentations

**Ratkos, T.** (2021, June 22<sup>nd</sup>). A behavior analysis of activism. Invited colloquium to the Western Michigan University Psychology Department, Kalamazoo, MI.

**Ratkos, T.** (2020, August 5<sup>th</sup>). Understanding our successes and errors through multiple control and complex verbal behavior. Invited Speaker at the 2020 National Autism Conference at Pennsylvania State University, University Park, PA.

**Ratkos, T.** (2019, April 26<sup>th</sup>). Verbal behavior and you: Multiple control. Invited Speaker at the 2019 Annual Autism Treatment Symposium at the Marcus Autism Center in Atlanta, GA.

Frieder, J. E., Field, S. P., & **Ratkos, T.** (2016, May). Self-management: Techniques, clinical applications, and conceptual implication. Invited presentation at the 6<sup>th</sup> Annual MassABA Conference in Marlborough, MA.

Conference Presentations. (\*Berry College undergraduate/alumni, †WMU advisee/supervisee)

- \*Alexander, S., & **Ratkos, T.** (2024, May 26<sup>th</sup>). *Industrial hindrance to moral failing: Shifting drug addiction narratives*. Poster presented at the Association for Behavior Analysis International Conference, Philadelphia, PA.
- \*Coulter, C., & **Ratkos, T.** (2024, May 26<sup>th</sup>). *The effect of differential punishment on autoclitic emission*. Poster presented at the 50<sup>th</sup> Annual Convention of the Association for Behavior Analysis International in Philadelphia, Pennsylvania.
- \*Vining, L., & **Ratkos, T.** (2024, May 25<sup>th</sup>) *The contingencies and metacontingencies of American and Norwegian prisons*. Poster presented at the 50<sup>th</sup> Annual Convention of the Association of Behavior Analysis International, Philadelphia, PA.
- \*Sheppard, M., & **Ratkos, T.** (2022, November 12<sup>th</sup>) *The function of aggression for typically developing 4-5-year-olds at summer camp*. Poster presented at the Georgia Association of Behavior Analysis Conference, Decatur, GA.
- Zayac, R. M., Morris, S., Paulk, A., Van Stratton, J., & **Ratkos, T.** (2022, June). *An assessment of the qualities and behaviors of exemplary practitioners: Perspectives from award-winning behavior analysts*. Poster presented at the European Association for Behavior Analysis Conference, Tampere, Finland.
- Ratkos, T.** (2022, May 30<sup>th</sup>). *I think this is the title: Evoking descriptive autoclitics in adult subjects*. Paper presented at the Association of Behavior Analysis International Annual Convention, Washington, DC. (Originally submitted and accepted in 2020, withdrawn due to Covid-19).
- Ratkos, T.** (2022, May 29<sup>th</sup>). *One step at a time: Video prompts as a tool to boost daily living and employment outcomes*. Discussant for symposium session, 48<sup>th</sup> Annual Convention of the Association of Applied Behavior Analysis International in Boston, MA.
- McElroy, A.R., Frieder, J.E., Zayac, R.M., **Ratkos, T.**, Williams, M., Geiger, A., Paulk, A., & Coleman, L. (2021, May). The composition of exemplary practitioners: Perspectives of behavior analysts. In K.E. Fiske Massey (Chair), *Compassion and self-compassion among supervising behavior analysts and direct care staff*. Symposium presented at the 46<sup>th</sup> Annual Association for Behavior Analysis International Annual Convention.
- \*Pierce, S. & **Ratkos, T.** (2020, March, accepted) *A behavioral analysis for cycles of domestic violence*. Poster accepted at the Women in Behavior Analysis conference in Nashville, TN. (Conference delayed and poster withdrawn due to Covid-19).
- Zayac, R., Williams, M., Geiger, A., Paulk, Frieder, J., & **Ratkos, T.** (2019, September). *Mastering your craft. Behavior analysts' perspectives on the characteristics and behaviors of exemplary practitioners*. Paper presented at the 10<sup>th</sup> International Conference of the Association of Behavior Analysis International in Stockholm, Sweden.
- Ratkos, T.**, & \*Camacho, M. (2019, May). *Analyzing covert behavior by disrupting mediation: Looking for what isn't there*. Paper presented at the Association of Behavior Analysis International Annual Convention, Chicago, IL.
- \*Camacho, M. & **Ratkos, T.** (2019, May). *Disrupting delayed matching-to-sample performance with verbal and non-verbal tasks*. Poster presented at the Association of Behavior Analysis International Annual Convention, Chicago, IL.

- \*Camacho, M. & **Ratkos, T.** (2018, December). *Disrupting delayed matching-to-sample performance with verbal and non-verbal tasks*. Poster presented at the annual conference of the Georgia Association of Behavior Analysis, Athens, GA. Poster awarded Undergraduate Research Award by the conference committee and keynote speakers.
- Williams, M., Geiger, A., Zayac, R. M., Frieder, J., & **Ratkos, T.** (2018, October). *A preliminary assessment of the qualities and behaviors of exemplary behavior analysts*. Poster presented at the annual Alabama Association for Behavior Analysis Conference, Birmingham, AL.
- Ratkos, T.** (2018, May) *Producing and responding to ambiguous verbal stimuli: From cold reading to tarot cards*. Paper presented at the Association of Behavior Analysis International Annual Convention, San Diego, CA.
- Ratkos, T.**, Frieder, J. E., Zayac, R. M., Donahue, N., Paulk, A., & Ware, M. (2017, May). *Essential readings for undergraduate students in behavior analysis: A survey of behavior analytic faculty and practitioners*. Paper presented at the Association of Behavior Analysis International Annual Convention, Denver CO.
- Ratkos, T.**, & Frieder, J. E. (2017, February). *A behavior analytic understanding of projective testing: From Skinner to Rorschach*. Breakout presentation at the Behavior Analysis Association of Michigan Conference, Ypsilanti, MI.
- †Williams, L., **Ratkos, T.**, & Frieder, J. E. (2016, September). *Learning colors incidentally in an art room*. Poster presented at the Michigan Autism Conference in Kalamazoo, MI.
- †Sheltrown, A., Frieder, J. E., Bulla, A., & **Ratkos, T.** (2016, May). *Using differing reinforcement schedules to break a response chain that resulted in self-injurious behavior during independent tasks*. Poster presented at the Association of Behavior Analysis International Annual Convention in Chicago, IL.
- †Bauer, N., **Ratkos, T.** & Frieder, J. E. (2016, May). *Assessing the effects of different methods of data collection on pace of instruction*. Poster presented at the Association of Behavior Analysis International Annual Convention in Chicago, IL.
- †Bauer, N., **Ratkos, T.**, Newhouse, M., & Frieder, J. (2015, November). *University Partnership and Behavior Technician Training*. Breakout presentation at the Annual Home and Community Based Waiver Conference, Lansing, MI.
- Ratkos, T.**, & Frieder, J. E. (2015, May). *Delayed match-to-sample in preschool children*. Symposium presentation at the Association of Behavior Analysis International Annual Convention in San Antonio, TX.
- Perkins, L., Bielang, K., **Ratkos, T.**, Hagen, K., & Wilger, M. (2015, March). *Anatomy of a collaboration: Integrating ABA into structured classroom environments*. Breakout presentation at the Michigan Council for Exceptional Children Conference in Grand Rapids, MI.
- Ratkos, T.**, †Sheltrown, A., & Frieder, J. E., (2015, February). *What ever happened to the verbal summator?* Poster presented at the Behavior Analysis Association of Michigan Conference, Ypsilanti, MI.
- Ratkos, T.**, & Frieder, J. E. (2014, February). *Latent responses and the duration of stimulus control*. Breakout presentation at the Behavior Analysis Association of Michigan Annual Conference, Ypsilanti, MI.
- Frieder, J. E., **Ratkos, T.**, & Field, S. (2013). *Effects of varied response methods on student performance and preference*.
- Behavior Analysis Association of Michigan Conference, Ypsilanti, MI (2013, February),
  - Annual Convention of the Association for Behavior Analysis International, Minneapolis, MN (2013, May)

- Education Conference – Innovations in Education: Apps, Games, Technology, and the Science of Behavior (2013, November).

Presented Workshops

|      |   |
|------|---|
| 2022 | “Reinforcement-based strategies for promoting prosocial and on-task classroom behavior”<br>7/26/2022<br>Rome City School’s “Day of Stars” Professional Development Conference<br>Rome, GA     |
| 2022 | “Addressing problem behavior with applied behavior analysis”<br>2/14/2022<br>Professional Development presentation for West End Elementary School<br>Hosted by Berry College, Mount Berry, GA |
| 2018 | “Resident Advisors and Students with Autism Spectrum Disorder”<br>8/9/2018<br>Training Series for incoming RAs<br>Berry College, Mount Berry, GA  |
| 2016 | “Autism in School Settings”<br>2/22/2016<br>Comstock Park High School<br>Comstock Park, MI  |
| 2015 | “What is Applied Behavior Analysis?”<br>Parent Support and Education Series<br>Kalamazoo/Battle Creek Autism Society<br>Portage, MI   |
| 2012 | Parent Training Workshop Series<br>Great Lakes Center for Autism Treatment and Research<br>Portage, MI  |

Professional Activities, Academic Service, and Leadership

|                                    |   |
|------------------------------------|---|
| 2024-Present                       | Director, Applied Behavior Analysis Program<br>Berry College    |
| 2018–2024                          | BCaBA Verified Course Sequence Coordinator<br>Berry College     |
| 2019–2023                          | Interfaith Council<br>Berry College                             |
| 2014, 2016, 2018, 2021, 2022, 2023 | Reviewer – <i>The Analysis of Verbal Behavior</i>               |
| 2023                               | Reviewer – <i>Teaching of Psychology</i>                        |
| 2016, 2023                         | Reviewer – <i>Journal of Organizational Behavior Management</i> |
| 2022–2023                          | Good Neighbor Challenge – Leader<br>Berry College               |

|                          |  |
|--------------------------|--|
| 2022                     | Reviewer – <i>Perspectives on Behavior Science</i>   |
| 2018–2022                | Faculty Development Committee (Chair 2021-2022)<br>Berry College   |
| 2018, 2022               | Reviewer – <i>The Journal of Applied Behavior Analysis</i>   |
| 2018–2022                | Faculty Development Committee (Chair 2021-2022)<br>Berry College   |
| 2020                     | Reviewer – <i>The European Journal of Behavior Analysis</i>  |
| 2018–2020                | Project Coordinator<br>Jack Michael Foundation   |
| 2019                     | Co-Vice President of Student Affairs<br>Georgia Association of Behavior Analysis   |
| 2019                     | Association of Behavior Analysis International Annual Convention<br>Chicago, IL<br>Poster Discussant – Verbal Behavior Subject Area        |
| 2018                     | Solidarity Week Committee<br>Berry College   |
| 2018                     | Autism Endorsement Preparation Committee<br>Berry College  |
| 2018                     | Association of Behavior Analysis International Annual Convention<br>San Diego, CA<br>Poster Discussant – Verbal Behavior Subject Area      |
| 2018                     | Reviewer – <i>Review of General Psychology</i>   |
| 2015                     | Morningside Teachers' Academy Summer School Institute<br>Seattle, WA   |
| 2013–2014<br>(Two terms) | President – Behavior Analysis Graduate Student Organization<br>Western Michigan University   |
| 2006–2009                | President - Club Gymnastics Team<br>Member NAIGC – National Association of Intercollegiate Gymnastics Clubs<br>Eastern Michigan University |
| 2006–2009                | Head Mascot<br>Eastern Michigan University   |

## **HONORS AND AWARDS**

|      |   |
|------|---|
| 2019 | Article of the week – April 25, 2019<br>"Essential readings for undergraduate students in behavior analysis: A survey of behavior analytic faculty and practitioners"<br>Association of Behavior Analysis International |
|------|---|



- 2017 Article of the Week – December 4<sup>th</sup>, 2017  
“Accurate delayed matching-to-sample responding without rehearsal: An unintentional demonstration in children”  
Association of Behavior Analysis International
- 2017 Graduate Student Research Grant  
Western Michigan University  
\$1000
- 2014–2016 Exceptional Student Working Group  
Cambridge Center for Behavioral Studies
- 2013 Teaching Effectiveness Award – Master’s Level  
Department of Psychology  
Western Michigan University
- 2013 Honorable Mention  
Research and Creative Activities Poster Day  
Western Michigan University  
\$200
- 2013 SABA Senior Student Presenter Grant  
Society for the Advancement of Behavior Analysis