

Dr. Jack Michael 1926-2020

It is with very deep sorrow that we share with you that Dr. Jack Michael passed away quietly and peacefully on November 12, 2020. Jack was Professor Emeritus in the Department of Psychology at Western Michigan University, having taught here from 1967 through 2003. He was born January 16, 1926, he was 94 years old when he passed.



Jack was very well known for his many contributions to the field of behavior analysis. His 1959 paper with Ted Ayllon (The Psychiatric Nurse as a Behavioral Engineer) was one of the first papers to demonstrate the application of behavior-analytic principles to human behavior in a

socially valid context. Jack also made important contributions to the field in molecular and conceptual analysis of behavior. He was regarded by many as a dedicated and excellent teacher and received many teaching awards from WMU; he developed a widely-adopted teaching strategy for college classes based on learning principles. Jack was a vociferous advocate of all things

behavior analysis, and has been ranked with Skinner, and Keller as one of the most significant figures in behavior analysis.

continued on page 3

Jose Martinez Diaz: A Behavioral Visionary

The FABA family has been saddened at the passing of Dr. Jose Martinez-Diaz, former FABA President, Professor at Florida Tech, President of ABA Technologies and a friend to many.



I remember meeting him in 1998. My graduate school advisor, W. Joseph "Joe" Wyatt, was a longtime friend, having spent time with Jose in graduate school at West Virginia University. When I made it clear to Joe that I would be moving back to Florida, he kept saying, "You've got to meet my friend, Jose Martinez-Diaz. He's quite a character."

Character was an accurate description of Jose. Jose's tropical shirts; his loud, infectious laugh, which sometimes found itself gently interrupting a FABA presentation or two; the throngs of people who would

want to take pictures of him at the annual conference; his ability to cite the authors, year, and title of a journal publication; his massive music collection which he loved discussing and sharing with others; his affinity for sashimi

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Hello FABAs Members!

by Josh Pritchard

I am excited and honored to serve you in this upcoming year. 2020 has been a doozy, and we were extremely fortunate to have the leadership of Dr. Yulema Cruz. I have big shoes to fill this year. Please join me in welcoming our two new board members Dr. Ansley Hodges and Nicole Postma as well as a big congratulations to Tiki Fiol in becoming our newest President Elect, I am eager to work with her on all of our projects this year.



Josh Pritchard

conference team and leadership, we came out smelling like roses. We had a booming success of a conference (survey says members want more like this!), avoided any fiscal loss (huzzah for Leigh's negotiation skills) and were able to have a stellar line-up and educational experience for our members. Because of this experience, we had to re-conceptualize a number of things, and now we are in a position to better meet our membership's needs and desires. Look for some really exciting events in 2021 because of this!

As I mentioned above, 2020 was a doozy. We had huge plans for a 40 year anniversary conference, and we had to scuttle those plans and adjust to a remote option. Although it was nerve-wracking (will we or won't we be able to be in person?), scary (what if we do the wrong thing, and people get ill?!), and required a whole bunch of negotiations (we had to get out of contracts with vendors to avoid losing all of our financial reserves), our board met frequently, and because of our

This year I plan to work closely with the board to continue to serve all of our membership needs – we have built a really strong relationship with AHCA staff member Shevaun Harris who has now ascended to the Secretary position. Because of all the hard work of our legislative committee and lobbyist Eric Prutsman, we have friends in high places. This bodes well for our endeavours to represent our membership in terms of AHCA and state relations.

2020 also took some really important

people from us. Dr. Jose Martinez-Diaz, who personally brought me into the field, was taken from us unexpectedly. Frankly, I'm still trying to reconcile that fact, and many of us are still working to heal from this. Our convention hallways will never be the same without his laughter echoing throughout. Just recently, we found out that Dr. Jack Michael was also taken – he is responsible for many of the FABAs leadership and behavior analytic profession. He was a mainstay at many FABAs events – if you didn't see him dancing or get a chance to try your ping pong skill against him, I urge you to find members who attended and experienced that – I remember these experiences while attending FABAs as a graduate student member.

This year, I want FABAs to continue to grow and evolve as a membership organization to represent all of its membership and am committed to hearing each members' ideas, concerns, questions, or thoughts. Please feel free to reach out and share these with me!

Join us on December 3, 2020

for a presentation by

Dr. Peter Gerhardt

Realizing the Potential of Applied Behavior Analysis to Improve Outcomes in Adolescents and Young Adults with Autism

Dec 3, 2020 - 06:00 PM in Eastern Time
(US and Canada)



Registration link:

https://us02web.zoom.us/webinar/register/WN_Yats8eRgQKuB4t4UV-UALA



Dr. Jack Michael *continued from page 1*

Jack's death is a significant loss to the field and to many, personally. In addition to being a bona fide genius and thought leader in the field of behavior analysis, here at FABA, Jack was known to us as a FABA friend who loved attending our conference, he give standing-room-only lectures on Verbal Behavior, talked to students, and suggested ways of improving their work. When it came to FABA, Jack was all in. He attended the socials, showed off his extraordinary dancing skills, and won every darn ping-pong competition we held. Jack was curious, funny, engaging, honest, ethical, and fully committed to behavior analysis. FABA will miss Jack as an engaging lecturer, intellectual leader and devoted friend.

– Mary Burch, *FABA Editor*

On a personal note: Jack was my lifelong mentor, I met him when I was a freshman at Arizona State

University in Tempe, at age 18, as my instructor in an honors psychology class. He turned me on to behavior analysis (in those days it was called variously behavior modification or behavioral engineering) which was just being created out of the research that Ted Ayllon was doing at a mental hospital in Canada with Jack as consultant. Jack would come striding into class straight from his animal lab which was just down the hall, with pigeon feathers in his hair and a covey of grad students in his wake. I knew nothing of psychology when I took that class but the conceptual foundation he gave us was so powerful that it has motivated me for nearly 60 years to want to practice, teach and conduct research in this remarkable field.

Behavior analysis has lost an intellectual giant and visionary, he will be sorely missed.

– Jon Bailey

Jose Martinez Diaz *continued from page 1*

and other Asian foods, all these things typified the character people came to know and love.

For those of us who knew him personally, character was, indeed, the right word to describe him. Jose had character for days. He was caring; a wonderful conversationalist who made each person who sat or dined with him think they were the most important, capable and intelligent person in the world. He had integrity: passionate about the people we served to those who chose to work with him. For those who knew him, Jose was a man of incomparable generosity, tremendous depth and unending interest in our lives.

He was hardly perfect but perfectly human.

A visionary, he was lucky enough to see many of his professional dreams realized. I remember having a dinner with him in 1998, the last time I would ever allow him to drive (he was a terrible driver), and he said there would be a master's program in applied behavior analysis at FIT. And that dream was realized. He saw the advent of distance learning and in 2007, his company ABA Technologies, Inc. and the Florida Institute of Technology began a verified course sequence for prospective BCaBA and BCBA certificants. He said he was going to work earnestly to create a PhD in ABA and, in 2011, Kristin Myers-Kemp graduated, the first ever doctorate in ABA

from the Florida Institute of Technology. He formed a company, ABA Technologies, Inc. surrounding himself with people he liked; those who shared his vision for the field and knew the wonders of the science of behavior.

His effect on the field has been profound; his impact on individuals, even greater.

Jose Martinez Diaz was arguably the world's greatest disseminator of ABA. He understood Skinner's vision of behavior science being a science for everyone, a gift to the world. With the thousands (!) of behavior analysts who took online courses with materials he developed to the development of the School of Behavior Analysis at FIT, the research and its many graduates to the many FABA presenters who came to the annual conference, in part, to see their friend to the numerous people who have advanced their knowledges and practices through his workshops both in person and online, Jose's every action guided people to a greater knowledge of human behavior.

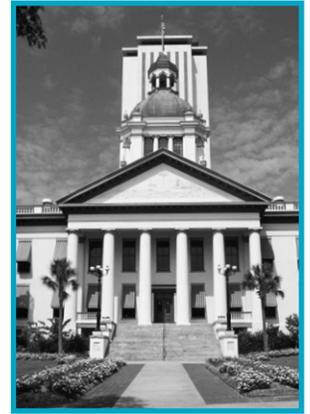
His impact was staggering, his reach, global.

He will be missed. FABA extends its deepest condolences to his wife, three sons, daughter in law and the many friends who considered him part of their family. We, at FABA, considered Jose part of ours.

– Andrew J. Houvouras IV

Legislative Update – November 2020

by Eric Prutsman, Esq., FABA General Counsel & Lobbyist



The Legislature is preparing for the 2021 Legislative Session, and will hold the constitutionally-required Organizational Session on November 17, 2020. The Senate will elect Senator Wilton Simpson from Pasco County as Senate President and the House will elect Representative Chris Sprowls from Pinellas County as Speaker of the House. COVID-19 protocols will limit attendees into the Capitol and all legislators will be required to receive a negative test result from a COVID-19 rapid test before participating in the Session.



Eric Prutsman
FABA Lobbyist

Speaker Designate Sprowls has already started the process of naming some committee chairs and his leadership team. Additionally, the House is going to revise its committee structure to include a specific committee related to Pandemics & Public Emergencies. The Senate has not yet identified committee chairs or a new committee structure. We anticipate an announcement of all committee chairs and committee members by mid-December. We also expect further guidance after Organizational Session on how COVID-19 protocols will impact the January and February interim meetings and as Session in March and April.

The Legislature's main focus during the 2021 Session will be on the budget which has been significantly impacted by the pandemic. The current fiscal year still shows a budget deficit of nearly \$3 billion and FY 2021-2022 is projected to have deficit of more than \$2 billion. The Governor has asked his agencies for projected budget cuts of 8.5% in the current fiscal year and 10% proposed cuts for the coming fiscal year. AHCA, APD, and DCF have not yet released their Schedule VIIIIB reduction proposals. Many legislators are hoping that some federal dollars can be used to backfill the current year's deficit but that is likely dependent upon whether Congress acts

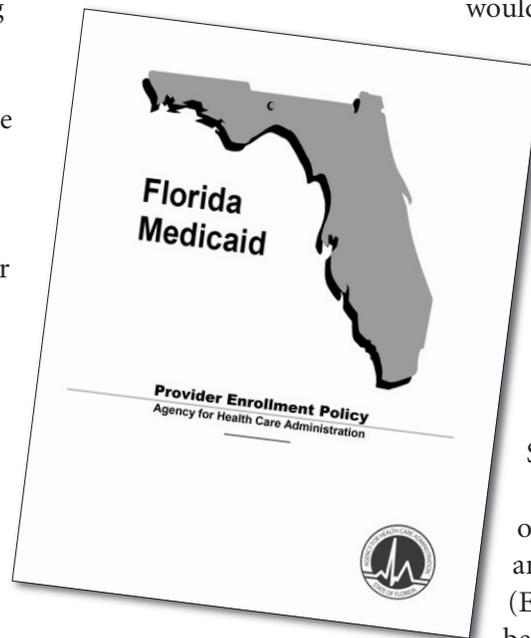
before the end of the year.

On the agency side, ACHA and APD both participated in a panel discussion for the FABA Conference in September with updates on agency actions impacting our members. Of particular interest were comments from AHCA's Erica Floyd Thomas that the Agency was implementing the provision from HB 731 that automatically exempts all Medicaid providers from the health care clinic licensure requirement that was created in the Medicaid Enrollment Handbook in Appendix E. Ms. Thomas also stated that the December 1, 2020, deadline contained in Appendix E would be withdrawn through the

rulemaking process. The Agency released a Provider Alert on October 5, 2020, that provided written confirmation of the statements and that document can be found under the Action Center tab at fabaworld.org. FABA still plans to pursue supporting legislation in the 2021 Session that would create a separate exemption just for behavior analysis providers as was proposed last Session.

AHCA is also getting ready to officially implement in Regions 9, 10, and 11, the Electronic Visit Verification (EVV) on December 1, 2020, that has been piloted with those same regions. FABA has met with AHCA Secretary

Harris and her leadership team to provide feedback that we have received from our members related to a series of concerns. FABA has already conducted one survey of its membership on the issue and is getting ready to launch a second survey to provide AHCA with up-to-date concerns prior to the implementation. We believe it is essential to address concerns related to the Tellus call center, data related to provider and client lists, and prior authorization issues, in advance of any implementation date. FABA will continue to carry your concerns to AHCA as these issues are resolved.



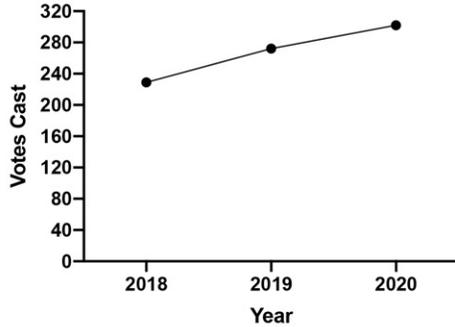
Election Report by Andrew J. Houvouras IV



Andrew Houvouras

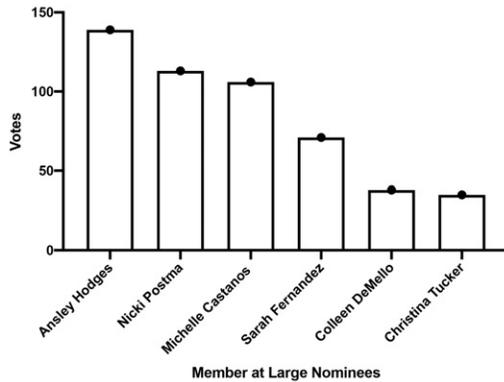
Voting

The 2020 election results were announced at the FABAs Business Meeting on September 18, 2020. We had the largest number of votes ever cast in the election, a total of 302.



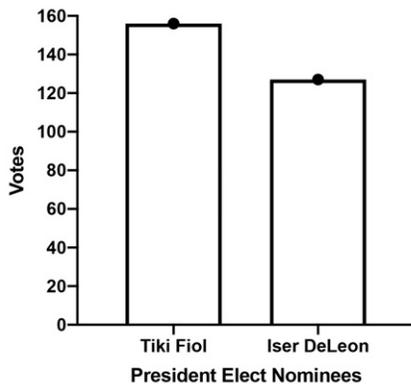
Member at Large

For the two Member at Large positions, the six highest nominations were placed on the ballot with Dr. Ansley Hodges (Nemours Children’s Hospital) and Nicki Postma (PBS) being the two highest vote getters, both accepting their three-year terms.



President Elect

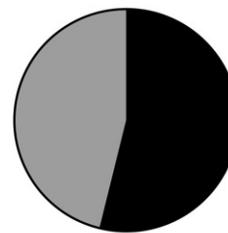
The President-Elect position was a tightly contested race between Tiki Fiol (T.I.K.I., Inc.) and Dr. Iser “Willie” DeLeon (University of Florida). Both nominees received well over 100 votes. When the votes were counted, FABAs members chose Tiki as the President-Elect.



Secretary

With Evette Berardi-Cox resigning from her Secretary position, Dr. Kerri Peters was named Secretary of FABAs. Having just completed her term as Member at Large, Dr. Peters brings great experience and enthusiasm to the position.

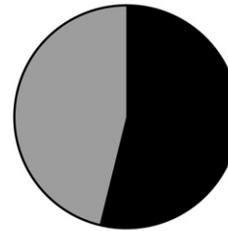
In all regards, the FABAs election was a success. The democratic process established over the years has resulted in a Board that represents different genders, professional backgrounds, geographic locales, sexual orientations and ethnicities. The following graphics represent the breakdown of the current Board.



■ Women
■ Men

Composition of Board: Gender

Total=13



■ Academic/Univ
■ Practitioner

Composition of Board: Primary Work

Total=13

Geographic Location of Board Members 2019 & 2020

Congratulations to all the individuals who were nominated, to the individuals serving on the Board and, most importantly, the FABAs membership whose increased participation in the election process has given representation to a cross section of behavior analysts throughout Florida.



Ethics Anyone?

by Authors Jon Bailey and Mary Burch

What if Everyone Was Ethical All the Time?

NOTE: This question came via the ABA Ethics Hotline

QUESTION: “I have a question that may seem odd about our Code of Ethics. It is readily understood that the code of ethics should be applied when working with clients and implementing behavior programs. I also understand that we should be representing the field of ABA by emulating the code during all professional activities. However, what about when we are not wearing our behavior analyst hat in our personal lives? Should our code of ethics be an extension of our personal morals and values as behavior analysts? I am not referring to multiple relationships or illegal activity in your personal life, but for example, do no harm, being just, treating others with care and compassion and benefiting others. Should a behavior analyst choose behavior that falls in line with these core ethical principles when not providing service?”

I understand this is a loaded question and not a specific scenario question about an experience, however I am extremely interested in knowing what your perspective on this is.”

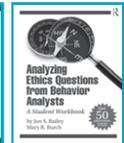
ANSWER: Yes, the values expressed in our Code of Ethics and in the Nine Core Ethical Principles¹ really should be universal values in our culture for not only all professionals but all citizens as well. It does not seem unreasonable to expect that those in service to others, including doctors, nurses, clinical and school psychologists, counselors, teachers, occupational and physical therapists, social workers, and abuse investigators to name just a few will adopt the Core Ethical Principles as a way of life. As a society, we presume that these exemplars will take care not to do harm to children, the elderly, sick and infirmed in their community through their words and deeds. We have reason to be shocked when we hear of callous, malicious or even deadly actions on the part of professionals, and yet there are regular headlines that reveal quite the opposite: “Doctors and Nurses Who Kill,”² or “Travis psychologist sexually assaulted patients...”³ Clearly, there is



Jon Bailey, PhD



Mary Burch, PhD



something wrong when those we trust with our very lives and deepest traumas engage in such cruel and inhumane conduct. Following a professional code of ethics 24/7 would change the world. This means that one must be constantly on guard against challenges and temptations that come up every day. Simply studying a code of ethics for a few weeks in medical or graduate school is not nearly enough to last a

career that spans decades.

And what about our average citizens? Would it be too much to ask them to “Be just” or work to “Benefit others?” Currently, there is no training in ethics for the general population, but the Nine Core Principles would not need any modification to suit the public as well. Perhaps it is time to set a higher standard for everyone starting with our education system. It should not be too hard to insert a few of the nine Core Ethical Principles in kindergarten and then expand the training through high school. Imagine what our world would look like if everyone followed these simple ethical principles: Do no harm, being just, treating others with care and compassion, and benefiting others. There would be no war, no poverty, or no unequal justice. Behavior analysts can start this trend by serving as ethical role models in their daily lives. Let’s Do It!

¹ Bailey, J.S. & Burch, M.R. (2021). The RBT® Ethics Code: Mastering the BACB Ethics Code for Registered Behavior Technicians New York: Routledge, Inc.

² <https://people.com/crime/doctors-and-nurses-who-kill-gallery-2/>

³ <https://www.airforcetimes.com/news/your-air-force/2018/12/11/travis-psychologist-sexually-assaulted-patients-who-were-recovering-from-sexual-trauma/>

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Brevard (ABAB) Update

by Kelly Therrien

The Association for Behavior Analysis of Brevard (ABAB) began 2020 with the elected Executive Committee of Tiki Fiol, President; Kelly Therrien, Vice-President; Allison King, Treasurer; Deidra Shubert, Secretary; and Kayla Hadley, Fundraising/Marketing Coordinator. Our Executive Committee includes Behavior Analysts working in diverse applications of ABA including Clinical, Dementia Care, Organizational Behavior Management, and Professional Development. Our chapter leaders had a few exciting achievements in 2020; Kayla Hadley earned her BCBA in February 2020 after successfully completing the BCBA Exam; Allison King and Kelly Therrien co-authored an article titled, “Professional Development in Organizational Behavior Management” in the Journal of *Organizational Behavior Management* as part of a special issue which was published in May 2020; and Tiki Fiol became President-Elect of the Florida Association for Behavior Analysis at the virtual conference in September 2020.



Kelly Therrien

Pandemic, COVID-19 and had to postpone and cancel additional events in adherence with state and local guidelines to ensure the safety of our community and membership. The Brevard Chapter is closely monitoring local guidelines and gauging the interest of membership to reconvene in open air locations.



The leadership team built a robust calendar of events for membership including community, social, and professional development activities. On January 29, we hosted the first of the Registered Behavior Technician Series developed in partnership with the FABA local chapters for anyone interested in exploring what it takes to become an RBT. On February 13, we welcomed Dr. Mark Harvey, professor at Florida Tech for a presentation titled, “Behavioral Engineering the Next Generation of Special Education Classrooms,” followed by a social gathering for members. On February 15, ABAB members participated in the Brevard PALs 5K Walk/Run for Autism Awareness. ABAB’s own Fundraising/Marketing Coordinator, Kayla Hadley won second place for her age group in the 5K!

Unfortunately, we have all been impacted by the Global

Despite a reduced number of events this year, ABAB was able to maintain our commitment to the FABA PAC donating a percentage of our account balance and presented a donation check for \$787.90 to further their work in fighting for the families in the state of Florida. ABAB President, Tiki Fiol, presented the check during the board meeting at the virtual FABA conference.

ABAB is participating in a CEU event with Dr. Peter Gerhardt on December 3, 2020. This unique opportunity allows virtual CEUs at a discount for members and is being offered in partnership with several other FABA local chapters. We are looking forward to his presentation and working with the other chapters of FABA to support our members.



Join the Association of Professional Behavior Analysts - the only international professional organization dedicated exclusively to the practice of applied behavior analysis (ABA)

APBA members receive many valuable benefits, including:

- The opportunity to purchase professional liability insurance at group rates (for most U.S. members)
- 25% discount on books purchased through the Springer Publishing Company website
- 25% off your subscription to Current Contents in ABA
- Reduced registration, workshop, and CEU fees at the annual APBA convention
- Reduced registration fees for APBA webinars
- Access to valuable resources on the APBA website, such as:
 - Resources on health insurance coverage of ABA services, including the November 2018 issue of the American Medical Association's CPT Assistant newsletter, which includes essential information about the 2019 CPT codes for adaptive behavior (ABA) services
 - Bibliographies of applied research
 - Contract and consent form templates
 - Archived issues of the Reporter and news articles
- Access to expert advice on many aspects of practice
- Updates on important developments in the practice of ABA
- The opportunity to nominate and vote on candidates for the APBA Board of Directors

Membership Categories and Dues

- **Behavior Analyst Certification Board (BACB) Certificants**
 - Board Certified Behavior Analyst®, Board Certified Behavior Analyst - Doctoral
Dues: \$90/year
 - Board Certified Assistant Behavior Analyst®
Dues: \$70/year
 - Registered Behavior Technician
Dues: \$35/year
- **Other Professional (not currently credentialed by the BACB)**
 - Advanced Professional (Doctor of Philosophy, Doctor of Education, Doctor of Psychology, Juris Doctor, Doctor of Judicial Science, or Doctor of Medicine degree)
Dues: \$90/year
 - Master's Professional (master's degree in any field)
Dues: \$90/year
 - Bachelor's Professional (bachelor's degree in any field)
Dues: \$70/year
- **Consumer** (recipient of ABA services or family member of a service recipient, not credentialed by the BACB)
Dues: \$40/year
- **Student** (currently enrolled full-time in a university degree program that offers a verified course sequence for BACB certification eligibility, a degree in ABA, or specialization in ABA OR currently enrolled in a verified course sequence).
Dues: \$35/year

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Experience/Fieldwork for Trainees During COVID-19: Now What?

by Mary Burch

The August 2020 BACB Newsletter provides guidance for trainees who need to develop their behavior-analytic skills *with clients*. The BACB requirements currently says that supervisors must observe trainees with a client during each supervisory period for a specified number of times. The number of observations that are required will depend on the category of experience/fieldwork.



Mary Burch, PhD

As a response to COVID-19, the BACB made a temporary allowance to the requirement pertaining to the observation with a client. When in-person services are prohibited, and telehealth is not available or permitted, this temporary allowance may be used.

For the allowance during COVID-19, although direct service delivery may not be occurring, other *unrestricted* service activities may still be completed. Some of these might include:

- training staff or caregivers on behavior-analytic programs or content
- analyzing client data, and
- researching literature relevant to a client's programming.

The requirement for completing unrestricted hours is still in place. All experience/fieldwork hours must be

connected to specific clients, and using analog or role-play activities that are not client-related does not qualify.

The BACB will review the temporary allowance related to COVID-19 in the coming months and will communicate any changes.

For more information, see: https://www.bacb.com/wp-content/uploads/2020/08/BACB_August2020_Newsletter-200828-1.pdf



BEHAVIOR CAN CHANGE



Florida Association for
Behavior Analysis

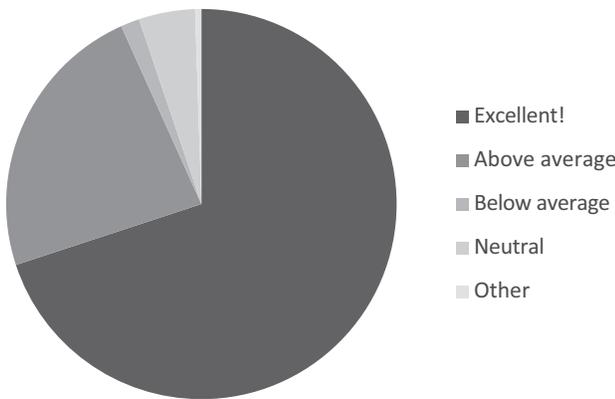
2020 FABA Virtual Conference Recap

Leigh Stehlik, Business Manager

This year marks the first year that FABA has held a virtual conference. We had 1026 people register for the 2020 event and the virtual platform was well received by FABA members.

Approximately 20% of attendees provided feedback after the event. 93% found the event to be above average or excellent and only 2% found the format to be below average.

Overall Virtual Conference Experience



However, when it came to what to do for the 2021 conference, the results were mixed, but the majority of respondents would like to see a hybrid or mixed event in 2021.

In-Person	22%
Mix of Virtual & In-Person	18%
Hybrid Event	36%
Fully Virtual Event	20%
Other	4%

With this feedback, FABA is looking at continuing the virtual format for 2021. We anticipate having a hybrid event that will include both virtual and in-person sessions, giving attendees the opportunity to attend one or both types of sessions.

And finally, on the feedback survey we asked respondents what they would like to see presented at our next event. Overwhelming the most requested type of presentation was one geared towards BCBAs working in schools. For those looking to present at the next FABA conference in 2021, here is a list of topics that were requested by members in their feedback.

ABA in Schools

- Inclusion in the public schools starting in Pre-K
- Strategies for Working in the School System
- BCBAs in Schools
- OBM in school settings
- Ethical Issues in Schools
- Child Welfare
- Barriers to working in the School Setting

Other topics that were requested are...

- ADHD/ADD
- Behavioral Gerontology
- Conservation and Climate Change
- Data Collection and Graphing
- Delay Discounting
- Early Intensive Behavior Intervention
- Environmental Issues
- Ethically Discharging Clients
- Feeding Disorders
- Functional Assessment
- Group Homes
- Health and Nutrition with ABA
- High Functioning Autism
- Multicultural Interventions Research
- OBM
- Sleep Disorders
- Social Justice/Racial Bias Discussions
- Social Skills Research
- Sports Medicine
- Training for Parents & Caregivers
- Traumatic Brain Injury
- Verbal Behavior
- Working with Adults



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FABA Observer Policy

Submission of Copy

Readers are invited to submit articles and information of general interest to FABA members. Preference is given to submissions that are e-mailed to the address below. Other submissions should be typed, double-spaced and not exceed two pages. The Editor reserves the right to edit copy to conform with newsletter style and with space limitations. Please submit to Mary Burch at the email address given below.

Executive Committee

<i>Exec. Director</i>	Amy Polick	polick@psy.fsu.edu
<i>President</i>	Josh Pritchard	2020-2021
<i>President-Elect</i>	Tiki Fiol	2020-2021
<i>Past-President</i>	Yulema Cruz	2020-2021
<i>Secretary</i>	Kerri Peters	2019-2021
<i>Treasurer</i>	Baker Wright	
<i>Lobbyist and General Counsel</i>	Eric Prutsman	
<i>Members-at-Large</i>		
	William Carlucci	2018-2021
	Kristin Myers-Kemp	2018-2021
	Nicole Gravina	2019-2022
	Iser DeLeon	2019-2022
	Ansley Hodges	2021-2023
	Nicki Postma	2021-2023

Committee Chairs

<i>2020 Program Committee Chair</i>	Nikki Dickens	behaviorgirl@gmail.com
<i>Program Committee</i>	Leigh Stehlik, Yulema Cruz, Brandon Perez, Kerri Peters, Iser DeLeon, Leah Koehler, William Carlucci	
<i>Local Chapter Committee Chair</i>	Matt Potak	
<i>Public Policy Director</i>	Steve Coleman	
<i>Legislative Committee:</i>	Mary Riordan, Yulema Cruz, Steve Coleman, Matt Potak	
<i>Business Manager</i>	Leigh Stehlik	leigh_stehlik@fabaworld.org

Observer Editorial Board

<i>Editor</i>	Mary Burch
<i>Managing Editor</i>	Jon Bailey

12 FABA Observer

Past Presidents

Yulema Cruz	2019-20
Andrew J. Houvouras	2018-19
Nikki Dickens	2017-18
Corey Robertson	2016-17
Sharon Older	2015-16
Amy Polick	2014-15
Dawn Bailey	2013-14

The full list of the FABA presidents from 1980 to the present will be added to www.fabaworld.org.



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