
Education

Ph.D., Psychology

University of Nevada, Reno

January 2020

Dissertation: *A Process Analysis of the Impact of Enhanced Self-Instructional Packets on Component Behavioral Programming*

Advisor: Steven C. Hayes, Ph.D. <https://www.unr.edu/psychology/faculty/steven-hayes>

M.A., Psychology

University of Nevada, Reno

August 2014

Thesis: *A Self-Instructional Package to Train New Staff to Conduct Discrete Trial Teaching (DTT)*

Advisor: W. Larry Williams, Ph.D. <https://www.unr.edu/psychology/faculty/w-larry-Williams>

M.A., English Literature and Criticism

Yarmouk University, Jordan

May 2003

Thesis: *A Woman's Quest for Selfhood in Selected Novels of Nadine Gordimer*

Advisor: Fadia Suyoufie, Ph.D. <https://www.yu.edu.jo/fmd/detailsEN.aspx?myID=11562>

Professional Certification & Licensure

- Licensed Behavior Analyst (LBA) in the State of Tennessee #862
- Board Certified Behavior Analyst –Doctoral (BCBA-D), Behavior Analysis Certification Board (BACB) #1-16-23894

Languages

- Fluent in English and Arabic.

Academic Appointments

Clinical Assistant Professor

Director of ABA Clinical Services &

The University of Memphis Autism Treatment, Training, and Research Clinic

Applied Behavior Analysis Program

University of Memphis, Tennessee

August 2022–Present

Visiting Clinical Assistant Professor

Applied Behavior Analysis Program

Director of The University of Memphis Autism Treatment, Training, and Research Clinic

University of Memphis, Tennessee
August 2020–July 2022

Instructor

Department of Psychology
University of Nevada, Reno
Course: PSY 101 – Introduction to Psychology

Instructor

Department of English
Jordan University of Science and Technology, Jordan
October 2005–July 2007

Graduate & Undergraduate Teaching

– University of Memphis, Tennessee (U of M):

- SPED 7519-302 Practicum 2 - Fall 2020
- SPED 7519-002 Practicum 3 - Spring 2021
- SPED 4112-142 Assessment, Measurement, Applied Behavior Analysis - Spring 2021
- SPED 7519-302 Practicum 1 - Summer 2021
- SPED 7519-303 Practicum 1 - Summer 2021
- SPED 7519-002 Practicum 2 - Fall 2021
- SPED 7519-003 Practicum 2 - Fall 2021
- SPED 7519-001 Practicum 3 - Spring 2022
- SPED 7519-501 Practicum 3 - Spring 2022
- SPED 7519-003 Practicum 3 - Spring 2022
- SPED 7521-302 Behavior Analytic Applications - Summer 2022
- SPED 7519-303 Practicum 1 – Summer 2022
- In the fall of 2022, I was given course relief from the department.
- SPED-4114-141 Practitioner Issues/ ABA - Spring 2023
- SPED 7519-303 Practicum 1 – Summer 2023
- ICL-8991-007 Independent Study - Fall 2023
- SPED 7519-002 Practicum 2 – Fall 2023
- SPED 7519-001 Practicum 3 – Spring 2024
- SPED 7600/8600: Introduction to Autism Spectrum Disorder – Summer 2024
- SPED 7519-001 Practicum 1 – Fall 2024
- SPED 7519-002 Practicum 2 – Spring 2025
- SPED 7519-303 Practicum 3 – Summer 2025
- SPED 7519-001 Practicum 1 – Fall 2025
- ICL-8991-007 Independent Study – Spring 2026
- SPED 7519-002 Practicum 2 – Spring 2026

Clinical Leadership & Practice Experience

Director

University of Memphis Autism Treatment, Training, and Research Clinic, University of Memphis
September 2020–Present

Founded and directed a university-based interdisciplinary autism clinic operating under a medical insurance billing model for Applied Behavior Analysis (ABA) services. Developed clinic infrastructure, budgets, policies, intake systems, and compliance procedures. Supervise BCBAAs, clinical staff, and graduate trainees pursuing BACB certification. Implemented structured staff training and clinical audit systems to ensure treatment fidelity and quality assurance. Collaborate with billing vendors and interdisciplinary health leadership to maintain financial sustainability and regulatory compliance. <https://www.memphis.edu/autismclinic/index.php>

Managing Director

Applied Behavior Solutions, LLC, Reno, Nevada
June 2019–August 2020

Directed home, school, and community-based ABA services for individuals with autism and intellectual disabilities. Applied Organizational Behavior Management (OBM) strategies to improve operational efficiency and clinical outcomes. Managed contracts with Washoe County School District and oversaw staffing, budgeting, and regulatory compliance.

Director of Behavioral Educational Consultation Services (BECS)

University of Nevada, Reno
2017–2019

Led state-contracted behavioral consultation services supporting adults with intellectual disabilities through the Sierra Regional Center. Supervised staff, managed budgets and contracts, and delivered systems-level behavioral consultation. Trained caregivers and service providers in the implementation of individualized behavior support plans.

Clinical Director

Person-centered Assessment, Training, and Habilitation (PATH) Program
University of Nevada, Reno
2016–2018

Supervised BCBA and BCaBA trainees and provided advanced ABA clinical training. Conducted diagnostic intakes and functional behavior assessments. Led staff competency development and RBT training initiatives. Managed billing processes and service contracts to ensure program sustainability.

Independent Behavior Analyst Consultant

Washoe County School District (WCSD), Reno, Nevada
2015–2016

Conducted functional behavior assessments and developed behavior intervention plans for IEP teams. Provided teacher coaching and professional development in ABA-based classroom management strategies.

Assistant Director and Clinical Manager

PATH Program, University of Nevada, Reno
2012–2016

Supervised clinical cases and graduate trainees. Conducted behavioral assessments (VB-MAPP, ABLLS-R, PEAK, ABLA, preference assessments) and developed data-driven intervention protocols. Monitored client outcomes and ensured fidelity of implementation.

Independent Consultant

World Bank, Washington, District of Columbia
May 2009–August 2009

Conducted research on governance and decentralization in MENA region countries. Contributed to policy-oriented knowledge development and spatial equity analyses to inform regional decision-makers.

Behavior Technician and Behavior Analyst Intern

University of Nevada, Reno & Washoe County School District
2008–2012

Delivered direct ABA services, conducted behavioral assessments, supported classroom behavior systems, and assisted in data-based intervention implementation.

Membership in Professional Associations

- Association for Contextual Behavioral Science (ACBS)
- Tennessee Association for Behavior Analysis (TABA)

Grants and Awards

Competitive Grants

The Urban Child Institute — \$75,000

Principal Investigator (July 2025 – June 2026)

Secured funding to advance clinical services and workforce training at the University of Memphis Autism Treatment, Training, and Research Clinic.

The Urban Child Institute — \$150,000

Co-Principal Investigator (August 2025 – May 2026)

Expanded and enhanced the interdisciplinary Wellness Center at the University of Memphis Campus Schools.

Paris Special School District (Tennessee) — \$50,000

Principal Investigator (August 2024 – May 2025)

Provided district-wide ABA training and leadership development; implemented evidence-based classroom behavior systems and developed internal trainer capacity.

The Urban Child Institute — \$150,000

Co-Principal Investigator (August 2024 – May 2025)

Co-led establishment of an interdisciplinary Wellness Center integrating ABA, social work, school psychology, counseling, nursing, speech, and ESL services; supervised faculty and mentored graduate trainees.

The Urban Child Institute — \$50,000

Principal Investigator (July 2023 – June 2024)

Supported clinical service delivery and graduate training at the University of Memphis Autism Clinic.

Paris Special School District (Tennessee) — \$56,000

Principal Investigator (March 2023 – June 2024)

Delivered ABA professional development and systems-level behavior support; implemented classroom interventions and leadership coaching.

Tennessee Early Intervention System (TEIS) — \$1.6 Million

Co-Principal Investigator (September 2021 – 2024)

Established a center-based early intervention model providing diagnostics and individualized/small-group programming; built a multidisciplinary workforce and an inclusive preschool readiness infrastructure.

Tennessee Early Intervention System (TEIS) — \$745,623

Principal Investigator (July 2021 – 2024)

Directed Project-Memphis, delivering Part C early intervention services (birth–3); oversaw psychological, developmental, and behavioral evaluations and ABA service provision across clinic, home, and community settings.

Awards and Honors

University of Memphis Faculty First Externally Funded Research Award

Fiscal Year 2022

International Distinguished Student Award

University of Nevada, Reno — 2011 & 2012
Full tuition scholarship for academic excellence.

International Graduate Student Grant Award

University of Nevada, Reno — Spring 2013

SABA Student Presenter Grant

Association for Behavior Analysis International (ABAI) Annual Convention — Minneapolis, Minnesota, 2013

Committees & Services

University of Memphis

Leadership & Administrative Service

- Leadership Committee Member, Interdisciplinary Community Health Clinic (IHC) (December 2020–Present)
- HIPAA Privacy Officer, Applied Behavior Analysis Program (October 2020–Present)
- Search Committee Member, Clinic Billing Vendor, IHC (2021)
- Steering Search Committee Member, Clinic Coordinator Position, IHC (2021)
- ICL Scholarship Circle Committee Member (2020–2022)
- Scholarship Review Committee Member, College of Education (Fall 2025)
 - Reviewed undergraduate and graduate scholarship applications
 - Ranked candidates and collaborated in the finalist selection.

Graduate Faculty Service

Dissertation Committees

- Hubbard, J. (SPED/ABA Concentration), 2022
- Scudder, A. (SPED/ABA Concentration), 2022

Dissertation Oral & Written Examination Committees

- Tope-Ojo, J. T. (SPED/ABA Concentration), 2022

Peer-reviewed Journal Publications

- Hubbard, J., Meindl, J., Casey, L., Delgado, D., & **Al-Nasser, T** (in press). The Effectiveness of Self-Management Interventions on the Nonacademic Behaviors of Students with Emotional Disturbance: A Review of the Literature. *Journal of the American Academy of Special Education Professionals*.
- Delgado, D., Meindl, J.N., **Al-Nasser, T**, et al. (2023). When Cultural Awareness Reveals Conflicting Cultural Values: A Pragmatic Approach. *Behavior Analysis Practice*.
<https://doi.org/10.1007/s40617-023-00826-9>
- Delgado, D., Szabo, T.G. & **Al-Nasser, T**. (2022). Ethical Behavior as a Product of Cultural Design. *Behavior and Social Issues*. <https://doi.org/10.1007/s42822-022-00104-3>
- Dixon, M.R., Hayes, S.C., Stanley, C., Lue, S., **Al-Nasser, T**. (2020). Is Acceptance and Commitment Training or Therapy (ACT) a Method Applied Behavior Analysts Can and Should Use? *Psychological Record*. <https://doi-org.ezproxy.memphis.edu/10.1007/s40732-020-00436-9>
- Al-Nasser, T.**, Burleigh, K., Ardila Sánchez, J., & Houmanfar, R. (2019). Metacontingency and macrocontingency analysis related to honor crimes in the Hashemite Kingdom of Jordan. *Behavior and Solution Issues*, 28, 140–159. <https://doi.org/10.1007/s42822-019-00021-y>
- Al-Nasser, T.**, Williams, L. & Feeney, B. (2018). A Brief Evaluation of a Pictorially Enhanced self-instruction packet on participant fidelity across multiple ABA procedures. *Behavior Analysis Practice*, 12, 387–395. <https://doi.org/10.1007/s40617-018-00282-w>

Professional Service

Editorial Leadership

Associate Editor

The Psychological Record

January 2026

Editorial Board Member

Behavior and Social Issues

January 2024–Present

- Contribute to editorial decision-making and peer-review oversight.
- Evaluate empirical and conceptual manuscripts in behavior analysis, cultural systems analysis, and applied behavioral science.

Peer Review Service (Ad Hoc Reviewer)

- *Behavior and Social Issues*
- *Behavior Analysis in Practice*
- Praxis Continuing Education & Training (2023)
Reviewer for Acceptance and Commitment Therapy (ACT) continuing education curriculum; evaluated course rigor, scientific alignment, and applied relevance.

Professional Presentations

- Salem, W., & **Al-Nasser, T.** (2025, November 11). *Streamline your scholarship: Practical tools and strategies for publishing success in education* [Conference presentation]. ICL Graduate Student Networking Forum, University of Memphis, Memphis, Tennessee.
- **Al-Nasser, T.** (2025, October). *Not in the name of religion: Cultural illusions, behavioral realities, and systems of gendered oppression* [Invited conference presentation]. International Conference “Applied Behavior Analysis: Theory and Practice,” Moscow, Russia (held online).
- **Al-Nasser, T.**, et al. (2025, October 24–25). *Recognizing early signs of developmental delays and disabilities* [Panel presentation]. First 8 Memphis Early Care and Education Conference, Memphis, Tennessee.
- **Al-Nasser, T.** (2024, October). *Cultural diversity and compassion: Building inclusive spaces in psychology and behavioral analysis* [Invited conference presentation]. International Conference “Applied Behavior Analysis: Theory and Practice,” Moscow, Russia (held online).
- Meindl, J. N., Delgado, D. M., **Al-Nasser, T.**, & Ivy, J. W. (2024, May). *Navigating conflicting cultural values: A decision-making model* [Conference presentation]. 50th Annual Convention of the Association for Behavior Analysis International (ABAI), Philadelphia, Pennsylvania.
- **Al-Nasser, T.** (2024, January). *Bridging collaboration among stakeholders and schools serving students diagnosed with autism spectrum disorder* [Invited panel presentation]. University of Memphis Lab School & Training School, Memphis, Tennessee.
- **Al-Nasser, T.** (2023, October). *Supporting the growth of neurodivergent learners through school and community-based supports* [Invited panel presentation]. Family Engagement Night, University of Memphis, Memphis, Tennessee.

- **Al-Nasser, T.** (2023, August). *Supporting neurodiversity in the classroom* [Invited panel presentation]. Schools Compendium Day, Orgel Educational Center, University of Memphis, Memphis, Tennessee.
- **Al-Nasser, T.** (2023, July). *Importance of cultural diversity and diverse identities*. Women in Behavior Analysis (WIBA) Annual Meeting, Nashville, Tennessee.
<https://behaviorlive.com/conferences/wiba/courses/importance-of-cultural-diversity-and-diverse-identities>
- **Al-Nasser, T.** (2023, May). *Next steps following an autism diagnosis: Guidance for families* [Invited presentation]. S.A.B.R. Parent Support Group, Memphis Islamic Center, Memphis, Tennessee.
- **Al-Nasser, T.** (2022, Fall). *An overview of the science of behavior analysis* [Invited lecturer]. Institute for Intelligent Systems (IIS) Cognitive Seminar Series, University of Memphis, Memphis, Tennessee.
- **Al-Nasser, T.** (2022, Fall). *Measurement and assessment with children and adults diagnosed with autism* [Invited lecturer]. Institute for Intelligent Systems (IIS) Graduate Course, University of Memphis, Memphis, Tennessee.
- **Al-Nasser, T., & Hayes, S.** (2020, February). *A component and process analysis of the impact of enhanced self-instructional packets on behavioral programming*. Annual Behavior Analysis Research Fair, Reno, Nevada.
- **Al-Nasser, T., & Shamblin, M.** (2018, May). *I'm not superstitious, but I am a little stitious* [Poster presentation]. Association for Behavior Analysis International (ABAI) Annual Meeting, San Diego, California.
- **Al-Nasser, T., Ward, T., & Houmanfar, R.** (2016, May). *How "honorable" honor crimes are* [Conference presentation]. Association for Behavior Analysis International (ABAI) Annual Meeting, Chicago, Illinois.
- **Al-Nasser, T., & Williams, L.** (2015, May). *A self-instructional package to train new staff to conduct discrete trial teaching*. Association for Behavior Analysis International (ABAI) Annual Meeting, San Antonio, Texas.
- **Al-Nasser, T., Williams, L., Josset, O., & Jenn, G.** (2014, May). *A self-instructional package to train new staff to conduct discrete trial teaching* [Poster presentation]. Association for Behavior Analysis International (ABAI) Annual Meeting, Chicago, Illinois.
- **Al-Nasser, T.** (2014, May). *Honor crimes* [Poster presentation]. Association for Behavior Analysis International (ABAI) Annual Meeting, Chicago, Illinois.
- **Al-Nasser, T.** (2013, May). *Women's role in the labor sector in Jordan* [Conference presentation]. Association for Behavior Analysis International (ABAI) Annual Meeting, Minneapolis, Minnesota.
- **Al-Nasser, T., Rosse, K., & Williams, W. L.** (2013, May). *Assessment of a self-instructional package to train staff to conduct discrete trials* [Poster presentation]. Association for Behavior Analysis International (ABAI) Annual Meeting, Minneapolis, Minnesota.
- **Al-Nasser, T.** (2013, May). *Behavior analysis across cultures: Issues and solutions* [Symposium chair]. Association for Behavior Analysis International (ABAI) Annual Meeting, Minneapolis, Minnesota.
- **Al-Nasser, T.** (2013–2015). *Gender relations in non-American cultures: Focus on the Arab region* [Invited guest lectures]. Psychology of Gender (Psy 467), University of Nevada, Reno, Reno, Nevada.
- **Silva, J., Al-Nasser, T., Bennet, K., & Gardner, J.** (2011, May). *Thinking big, playing nice: Implementing a behavioral framework district-wide with a multidisciplinary approach*

[Workshop]. 37th Annual Conference of the Association for Behavior Analysis International (ABAI), Denver, Colorado.

- Witts, B., Silva, J., **Al-Nasser, T.**, Fuller, T., Bennet, K., & Sexton, E. (2010, May). *Achieving success in self-contained classrooms for students with severe behavior problems* [Conference presentation]. 36th Annual Conference of the Association for Behavior Analysis International (ABAI), San Antonio, Texas.
- **Al-Nasser, T.** (2009, May). *Getting ready to learn: Classroom behavior management in the self-contained classroom* [Conference presentation]. 35th Annual Conference of the Association for Behavior Analysis International (ABAI), Phoenix, Arizona.
- **Al-Nasser, T.** (2009, March). *Getting ready to learn: Classroom behavior management in the self-contained classroom* [Conference presentation]. California Association for Behavior Analysis (CALABA) Conference, San Francisco, California.
- **Al-Nasser, T.**, & Hayes, L. (2008, May). *Advancement of women's roles across cultures: A contrast of Arab and American women* [Conference presentation]. 34th Annual Conference of the Association for Behavior Analysis International (ABAI), Chicago, Illinois.

Community Engagement & Professional Outreach

Founder & Moderator

Private Online Support Network for Parents of Children with Autism, Intellectual, and Learning Disabilities

2016–Present

- Founded and led a private online support community serving families across the Middle East and the Arab region.
- Disseminate evidence-based Applied Behavior Analysis (ABA) practices and provide accurate information to counter misinformation regarding autism interventions.
- Facilitate peer support and resource-sharing among more than 8,900 members.
- Provide guidance, educational resources, and culturally responsive support to families navigating diagnosis, intervention, and service systems.
- Maintain a structured, safe, and professionally moderated environment to promote respectful dialogue and informed decision-making.

<https://www.facebook.com/groups/1286094104788406/>