

# Curriculum Vitae

## Ashley Nicole Creem, Ph.D., BCBA-D, LBA

Founder/ Executive Director: IRIS Behavioral Health Services,  
LLC & Education

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### **PROFESSIONAL EXPERIENCE**

- 2023- Present Founder and Executive Director, *IRIS Behavioral Health Services, Watertown, CT.* Leveraging expertise in applied behavior analysis, provides consultation, training, and intervention services for individuals with disabilities, focusing on behavioral health and development. Demonstrates extensive knowledge and proficiency in supporting individuals with autism and developmental disabilities across all age groups. Expertise in challenging behavior and communication, employing advanced strategies and intervention to address and manage challenging behaviors effectively and enhance individuals' communication skills. Accomplished teacher and parent educator and adept at providing staff consultation and training. Recognized as a supervisor for individuals seeking board certification in behavior analysis. Design and implementation of continuing education courses tailored to Board Certified Behavior Analysts (BCBAs).
- 2020-2024 Adjunct Faculty, *Endicott College, Beverly, MA.* Taught masters level courses in the Department of Applied Behavior Analysis. Courses included Thesis/ Capstone in ABA and Remediating and Understanding Social Skills and Play Skills Deficits. Academic advisor for student pursuing a master's degree in applied behavior analysis.
- 2021-2023 Clinical Manager, *Cultivate Behavioral Health and Education, Woodbridge, CT.* Ensures clinical quality and manages the daily operations of Cultivate's CT ABA services. Collaborates with the administrative team to manage contract authorizations and provider schedules to maximize authorizations. Leads a team of 5-6 BCBA's and uses the principles of applied behavior analysis to provide 1:1 consultation and training and to develop staff skillset to improve staff performance and clinical decision making. Encourages regional growth by developing new services and attending networking events, managing intakes and referrals, and interviewing, hiring, and onboarding of new staff. Works closely with Cultivate's leadership and company-wide team members while serving on parent training initiative committee, clinical pathways committee, and emergency response training committee. Supervises those pursuing board certification in ABA. Job responsibilities include overseeing initiatives to ensure best practice, developing policies and procedures, monitoring the adherence to policies and procedures, and auditing the billing of clinical services. Additional job responsibilities include reviewing treatment plans,

behavior intervention plans, analyzing data, collaborating with payors to gather medically necessary authorizations, designing data collection systems and training staff on data collection software.

- 2021-  
2023 ACE Coordinator, *Cultivate Behavioral Health and Education, Bee Cave, TX*. Serves as Cultivate's ACE Coordinator. Responsible for leading Cultivate's ACE Committee, developing BCBA and BCaBA learning content, and managing ACE documentation. Develops, organizes, and carries out CE events, ensuring all CE content and ACE duties meet the standards described in the BACB ACE handbook. Serves as the single point of contact between the ACE Provider and the BACB for all communication. Creates systems and procedures and works closely with Cultivate's leadership team to ensure an easy transition to any incoming ACE coordinators.
- 2019-  
2021 Regional Clinical Director, *Applied Behavioral Strategies, Woodbridge, CT*. Provided oversight of quality of clinical programming including the coordination, training, and supervision of clinical staff in CT. Developed and oversaw company-wide clinical policies and procedures. Managed daily clinical operations of CT office, including staff performance and skill development, adherence to policies and procedures, the billing of clinical services, adherence to payor contracts, and provider scheduling. Ensured clinical integrity and quality of behavioral services through ongoing 1:1 consultation and the development and implementation of company-wide trainings for clinical supervisors. Monitored consistency and best practice of implementation of the clinical model and aided in the streamlining of the clinical processes. Job responsibilities included program oversight (specific to each client), reviewing concurrent reviews, reviewing and providing feedback on behavior intervention plans, leading 1:1 meetings with clinical supervisors, developing new services and attending networking events, managing intakes and referrals, interviewing, hiring, and onboarding of new staff, coordination of clinical decision making with administrative team, and monitoring and auditing clinical services.
- 2017-  
2019 Clinical Supervisor, *Applied Behavioral Strategies, Woodbridge, CT*. Used the principles of applied behavior analysis to provide consultation, training, and intervention for individuals with disabilities and their stakeholders. Supervised behavior therapists and registered behavior technicians. Trained and supervised clinical staff pursuing Board Certification in Behavior Analysis. Designed and delivered trainings for behavioral therapists. Clinical services included functional assessment and treatment of severe challenging behaviors and emotional disorders, skill-based assessment and skill development, school staff training and consultation, collaboration with other service providers including Speech and Language Pathologists, Pediatricians, Psychologists, and Occupational Therapists. Expertise in autism, developmental disabilities, and emotional disorders. Expertise in challenging behavior and skill development, including social skills, play skills, communication, and executive functioning.

- 2016- Board Certified Behavior Analyst, *The Autism Community Therapists, Acton, MA.*  
 2017 Used the principles of applied behavior analysis to provide consultation, training, and intervention for individuals with disabilities and their stakeholders. Supervised behavior therapist and registered behavior technicians. Assisted in the development on an Early Intensive Behavioral Intervention clinic. Clinical services included toilet training, sleep training, functional assessment and treatment of severe challenging behaviors, behavior intervention plan development, skill-based assessment and skill development, and parent training.

### **TEACHING EXPERIENCE**

- Thesis/ Capstone in ABA (September 2020-August 2021)
- Remediating and Understanding Social Skills and Play Skills Deficits (September 2021-Present)
- Introduction to Autism Spectrum Disorder (September 2023- Present)

### **RESEARCH EXPERIENCE**

- Research intern at APF (January 2021-May 2022)

### **PEER-REVIEWD PUBLICATIONS (n=4)**

**Creem, A. N.,** Leaf, J. B., Cihon, J. H., Gerhardt, P. F., Lee, M., & Moon, E. The effectiveness of an executive function program for individuals diagnosed with autism spectrum disorder. *Behavioral Interventions*, 2023.

Leaf, J. B., Cihon, J. H., Javed, A., Klick, S., Ferguson, J. L., Milne, C., **Creem, A.**, Arthur, S., Saunders, M.S., Olive, M.L., Ross, R.K., Leaf, R., & McEachin, J. (2022). A call for discussion on stereotypic behavior. *European Journal of Behavior Analysis*, 23(2), 156-180.

Leaf, J. B., **Creem, A. N.**, Bukszpan, A., Hickey, J., & Hillhouse, B. (2023). On the Status and Knowledge of Camouflaging, Masking, and Compensatory Behaviors in Autism Spectrum Disorder. *Education and Training in Autism and Developmental Disabilities*, 58(3), 283-298.

Leaf, J.B., Sato, S. K., Javed, A., Arthur, S.M., **Creem, A.N.**, Cihon, J.H., Ferguson, J.L., Oppenheim-Leaf, M.L. (2021). The Evidence-Based Practices for Children, Youth, and Young Adults with Autism Report: Concerns and Critiques. *Behavioral Interventions*.

### **WORKS IN PROGRESS (n=1)**

**Creem, A.N.,** Leaf, J.B., Cihon, J.H., Ferguson, J.L., & Milne, C.M. (2022) *Evaluating the Effects of Discrete Trial Teaching with Instructive Feedback to Teach Inferences to Children Diagnosed with Autism Spectrum Disorder.* (in development)

### **BOOK CHAPTERS (n=7)**

Arthur, S. M., **Creem, A. N.**, Bahry, S., Cauchi, J., & Leaf, J. B. (2023). Evidence-Based Interventions to Teach Social Skills. In *Handbook of Clinical Child Psychology: Integrating Theory and Research into Practice* (pp. 903-921). Cham: Springer International Publishing.

Arthur, S. M., Leaf, J. B., Milne, C., Fuhrmann-Knowles, A., **Creem, A. N.**, Cihon, J. H., ... & Weiss, M. J. (2024). A comparison of staff training procedures to teach flexible prompt fading. *Behavioral Interventions*, 39(4), e2061.

**Creem, A.,** Leaf, J. B., & Oppenheim-Leaf, M. L. (2022). Social Behavior and Interventions for

- Individuals Diagnosed with Autism Spectrum Disorder. In *Handbook of Autism and Pervasive Developmental Disorder: Assessment, Diagnosis, and Treatment* (pp. 875-898). Cham: Springer International Publishing.
- Creem, A.N.**, Shaw K.G., Plattner, C., Posey, J. (2022). Using the Teaching Interaction Procedure and Behavioral Skills Training to Develop Skills in Individuals with Autism: An Evidence-Based Approach. In Leaf J.B., Cihon, J.H., Ferguson, J.L., Weiss, MJ. (Eds). *Handbook of Applied Behavior Analysis Interventions for Autism* (pp. 251-265). Springer, Cham. DOI: [https://doi.org/10.1007/978-3-030-96478-8\\_14](https://doi.org/10.1007/978-3-030-96478-8_14)
- Creem, A. N.**, Rodriguez, K. A., Hillhouse, B. J., Lee, R., & Leaf, J. B. (2023). Early Intensive Behavioral Intervention for Autism Spectrum Disorder. *Handbook of Clinical Child Psychology: Integrating Theory and Research into Practice*, 635-657.
- Lee, R. N., **Creem, A. N.**, Rodriguez, K. A., & Leaf, J. B. (2023). Language Development and Disorders: Guidelines for Assessment and Treatment. In *Handbook of Clinical Child Psychology: Integrating Theory and Research into Practice* (pp. 923-940). Cham: Springer International Publishing.
- Milne, C.M. & **Creem, A.** (2022). Developing Social Skills Groups for Behavioral Intervention for Individuals with Autism. In: Leaf, J.B., Cihon, J.H., Ferguson, J.L., Weiss, M.J. (eds) *Handbook of Applied Behavior Analysis Interventions for Autism*. Autism and Child Psychopathology Series. Springer, Cham. [https://doi.org/10.1007/978-3-030-96478-8\\_15](https://doi.org/10.1007/978-3-030-96478-8_15)

### **PRESENTATIONS (n=8)**

- Arthur, S., **Creem, A.N.**, (March 2024). Workshop: *Toilet Training in More Than One Day: Leading Clinicians in Developing a Feasible Approach to Caregiver-Implemented Toilet Training*. Presented at The Connecticut Association for Behavior Analysis Conference, New Haven, CT.
- Arthur, S., Cauchi, J., Piazza, J., **Creem, A.N.** (October 2024). Panel: *Progressive ABA*. Presented at BABAT Conference, Boston, CT.
- Bahry, S., **Creem, A.N.**, Cauchi, J. (May 2023). Presentation: *Selecting and Teaching Meaningful Skills for Adolescents with Autism*. Presented at Applied Behavior Analysts International Annual Conference, Denver, CO.
- Creem, A.N.**, (March 2024). Presentation: *How to be a Better Clinician: Lessons I have learned from some of the "Greats"*. Presented at The Connecticut Association for Behavior Analysis Conference, New Haven, CT.
- Creem, A.N.**, (February 2025). Presentation. *Executive Function: What Is It, and Is It Within the BCBA's Scope? A Behavior Analytic Approach to Teaching Executive Function Skills*. Presented at The Connecticut Association for Behavior Analysis Conference, Hartford, CT.
- Creem, A.N.**, & Symons, R. (March 2023). Workshop: *Developing Medically Necessary Treatment Plans*. Presented at Connecticut Association for Behavior Analysis, Hartford, CT.
- Davis, T., Tereshko, L., Weiss, MJ., **Creem, A.**, (March 2023). Poster: *Using a Teaching Interaction Procedure to Train Staff on Building Electronic Clinical Programming Books in Central Reach*. Presented at Connecticut Association for Behavior Analysis, Hartford, CT.
- Diggs, K.A., Schlichenmeyer, K.J., & **Pizzoferrato, A.N.** (May 2016). Poster: *Mitigation of Reactivity via Telehealth*. Presented at Association for Behavior Analysis International, Chicago, IL.

### **SERVICE TO PROFESSION**

1. Member, Legislative Committee, Connecticut Association for Behavior Analysis (2018-2020)
2. Board of Directors, Connecticut Association for Behavior Analysis (March 2019-March 2024; March 2025- Present)

3. Chair, Technology Committee, Connecticut Association for Behavior Analysis (September 2020- April 2022)
4. Member, Conference Committee, Connecticut Association for Behavior Analysis (October 2020- March 2023)
5. Guest Reviewer, Journal of Autism and Developmental Disabilities, 2022
6. Independent Reviewer, PBAAC® Autism Supervisor (AS) Practice Analysis, 2022
7. ACE Coordinator, Connecticut Association for Behavior Analysis (April 2022-Present)
8. Guest Reviewer, Behavior Analysis in Practice, 2023
9. Member, Public Policy and Legislative Outreach Committee, Connecticut Association for Behavior Analysis (2025- Present)
10. Chair, Organizational Membership Committee, Connecticut Association for Behavior Analysis (March 2025-Present)

**CERTIFICATION**

BCBA-D June 2022  
Board Certification in Behavior Analysis  
Certificate # 1-16-23595

Board Certified Behavior Analyst August 2016  
Certificate # 1-16-23595

Licensed Applied Behavior Analyst  
MA license # 2178  
CT license # 468

**EDUCATION**

**Endicott College**, Beverly, MA  
Doctor of Philosophy, Applied Behavior Analysis, May 2022  
Dissertation Title: *The Effectiveness of an Executive Function Program for Adolescents Diagnosed with Autism Spectrum Disorder*  
Dissertation Defense: March 2022  
Advisor: Justin B. Leaf, Ph.D., BCBA-D

**Arizona State University**, Tempe, AZ  
Masters of Education in Applied Behavior Analysis August 2015

**University of Connecticut**, Storrs, CT  
Bachelor of Arts, Communication Disorders  
May 2012

**PROFESSIONAL SOCIETIES**

Association for Behavior Analysis International, 2014-2023  
Berkshire Association of Behavior Analysis and Therapy, 2015-2016  
Massachusetts Association for Behavior Analysis, 2015-2016  
Connecticut Association for Behavior Analysis, 2017-present