

EDUCATION

Doctor of Philosophy in Behavioral Psychology

University of Kansas | Lawrence, KS

May 2024

Dissertation: *The effects of filler sounds, speaker gender, and race on perceived speaking effectiveness and learning outcomes*

Committee: Dr. Florence D. DiGennaro Reed, BCBA-D, Dr. Claudia Dozier, BCBA-D, Dr. Jon Pinkston, Dr. Richard Yi

Board Certified Behavior Analyst

In-Progress

Master of Arts in Industrial-Organizational Psychology & Human Resource Management

Graduate Certificate in Data Analytics

Appalachian State University | Boone, NC

2020

Thesis: *Who is better at identifying at-risk behavior? Leader versus employee processes to implement task-specific behavioral pinpoints*

Chair: Dr. Timothy Ludwig (committee: Drs. Yalcin Acikgoz, Shawn Bergman, & Oliver Wirth)

Bachelor of Science in Behavioral Sciences

Western Michigan University | Kalamazoo, MI

2018

Thesis: *A second look at consistency effects in Organizational Behavior Management feedback reviews*

Advisors: Lilit Reuter-Yuill, Ph.D. CCC-SLP, BCBA-D, Dale Gregory, M.A.

BOOKS

Ludwig, T. D., & Laske, M. M. (2023). The science and best practices of behavioral safety: The source for reducing injuries on the front line. Taylor and Francis.

PEER-REVIEWED PUBLICATIONS

Laske, M. M., & DiGennaro Reed, F. D. (2024). Um, so, like, do speech disfluencies matter? A parametric evaluation of filler sounds and words. *Journal of Applied Behavior Analysis*. Advance online publication. <https://doi.org/10.1002/jaba.1093>

Laske, M. M., DiGennaro Reed, F. D., & Braren, J. T. B. (2024). The efficacy of remote video-based behavioral skills training and awareness training on public speaking performance. *Journal of Applied Behavior Analysis*, 57(1), 247-261. <https://doi.org/10.1002/jaba.1030>

Johnson D. A., Li, A., McCalpin, A. L., & Laske, M. M. (2024). The advancement of training within business using behavior-based instructional design. *Journal of Organizational Behavior Management*, 44(2), 150-171. <https://doi.org/10.1080/01608061.2023.2225792>

Ludwig, T. D., & Laske, M. M. (2023). Behavioral safety: An efficacious application of applied behavior analysis to reduce human suffering. *Journal of Organizational Behavior Management*, 43(3), 190-220. <https://doi.org/10.1080/01608061.2022.2108536>

Laske, M. M., Hinson, P. E., Acikgoz, Y., Ludwig, T. D., Forman, A., & Bergman, S. M. (2022). Do employees' work schedule put them at-risk? The role of shift scheduling and holidays in predicting near miss

and incident likelihood. *Journal of Safety Research*, 83, 1–7.
<https://doi.org/10.1016/j.jsr.2022.07.015>

Laske, M. M., & DiGennaro Reed, F. D. (2022). The efficacy of remote video-based training on public speaking. *Journal of Applied Behavior Analysis*, 55(4), 1124-1143. <http://doi.org/10.1002/jaba.947>

Açıkgöz, Y., Davison, K., Compagnone, M., **Laske, M.** (2020). Justice perceptions of artificial intelligence in selection. *International Journal of Selection and Assessment*, 28(4), 399-416.
<https://doi.org/10.1111/ijsa.12306>

BOOK CHAPTERS

Ludwig, T. D., & **Laske, M. M.** (2024). Behavioral safety: An efficacious application of applied behavior analysis to reduce human suffering. In D. A. Johnson and C. M. Johnson (eds.), *Handbook of Organizational Performance: Foundations and Advances*.

DiGennaro Reed, F. D., Ruby, S. A., **Laske, M. M.**, & Vladescu, J. C. (2023). Video modeling. In J. K. Luiselli (Eds.), *Applied behavior analysis advanced guidebook: A manual for professional practice* (2nd ed). Elsevier.

Laske, M. M., Compagnone, M. E., & Açıkgöz, Y. (2020). Personnel security: Retention. In L. Shapiro & M. H. Maras (Eds.), *Encyclopedia of Security and Emergency Management*. Springer, Cham.
https://doi.org/10.1007/978-3-319-69891-5_216-1

MANUSCRIPTS UNDER REVIEW

Laske, M. M., & Ludwig, T. D. (2023). *Pinpointing count! A proposed criteria for evaluating discriminant pinpoints* [Manuscript submitted for publication]. Department of Psychology, Appalachian State University.

Laske, M. M., Blackman, A. B., Reed, D. D., Oda, F., & DiGennaro Reed, F. D. (2023). *Utilizing heatmaps and direct observation to assess COVID-19 risk* [Manuscript submitted for publication]. Department of Applied Behavioral Science, University of Kansas.

IN-PROGRESS

Laske, M. M., Goben, E. J., Vance, H., & DiGennaro Reed, F. D. (2024). *The efficacy of virtual reality and video-based training on professional conference presenting* [Manuscript in preparation]. Department of Applied Behavioral Science, University of Kansas.

Laske, M. M., Bartle, G., & DiGennaro Reed, F. D. (2024) *An evaluation of remote group and video-based training on conference presentation skills* [Manuscript in preparation]. Department of Applied Behavioral Science, University of Kansas.

Laske, M. M. & Reed, D. D. (2024). *Tips for improving behavior analysts' public speaking in the era of video conferencing* [Manuscript in preparation]. Department of Applied Behavioral Science, University of Kansas.

Laske, M. M., & Ludwig, T. D. (2024). *Evaluating the effects of management and employee-led task specific pinpointing on risk identification* [Manuscript in preparation]. Department of Psychology, Appalachian State University.

Laske, M. M., & Johnson, D. A. (2024). *Utilizing concept analysis for complex organizational phenomena: A case study in top-tier conversations* [Manuscript in preparation]. Eastman Chemical Company.

DiGennaro Reed, F. D., Bartle, G. E., Goben, E. J., & **Laske, M. M.** (2024). Pyramidal staff training. In J. L. Matson (eds.), *Clinical Handbook of Autism Intervention Training*.

Laske, M. M., DiGennaro Reed, F. D., & Reed, D. D. *Evaluating the effects of hazard probability on decision-making in occupational safety* [Data analysis]. Department of Applied Behavioral Science, University of Kansas.

Laske, M. M., Bartle, G., Braren, J. T. B., & DiGennaro Reed, F. D. *Pay for performance in single-case experimental design: A meta-analysis* [Data analysis]. Department of Applied Behavioral Science, University of Kansas.

Goben, E., **Laske, M. M.**, & DiGennaro Reed, F. D. *The cumulative effect of filler sounds and words on speaking effectiveness: A parametric evaluation* [Data collection]. Department of Applied Behavioral Science, University of Kansas.

Bartle, G., **Laske, M. M.**, & DiGennaro Reed, F. D. *Evaluating variables that affect observation accuracy and feedback delivery* [Data collection]. Department of Applied Behavioral Science, University of Kansas.

Goben, E., **Laske, M. M.**, & DiGennaro Reed, F. D. *Evaluating the effects of tactile feedback on performance* [Data collection]. Department of Applied Behavioral Science, University of Kansas.

INVITED PRESENTATIONS

Laske, M. M. (2024, July 17-18). *Facilitating top-tier conversations: Maximizing discussion, engagement, and root cause assessment in the field* [Conference Session]. Marathon Petroleum Company: Illinois Refining Division Behavioral Based Safety Conference, Robinson, IL.

Laske, M. M. (2024, June 13-15). *Facilitating top-tier conversations: Maximizing discussion, engagement, and root cause assessment in the field* [Conference Session]. European Conference on Applied Behavior Analysis, Milan, Italy.

Laske, M. M. (2023, September 19-20). *Facilitating top-tier conversations: Maximizing discussion, engagement, and root cause assessment in the field* [Conference Session]. Appalachian Safety Summit 9th Annual Conference, Boone, NC.

Laske, M. M. (2023, June 17-19). *Are terms like "culture," "engagement," and "incivility" behavioral? Using concept analysis to understand complex phenomena in organizations* [Conference Session]. Black Applied Behavior Analysis Conference, Detroit, MI.

Laske, M. M. (2022, November 9). *So you want to do data analytics? Top five barriers to getting started and how to get past them* [Conference session]. Electric Power Research Institute, P62 Occupational Health and Safety Workshops: Human Performance & Predictive Analytics, Chicago, IL.

Laske, M. M. (2022, July 13-15). *So you want to do data analytics? Top five barriers to getting started and how to get past them* [Conference session]. Marathon Petroleum Company: Illinois Refining Division Behavioral Based Safety Conference, Robinson, IL.

Laske, M. M. (2022, July 13-15). *Top tier field conversations: The perfect recipe* [Conference session]. Marathon Petroleum Company: Illinois Refining Division Behavioral Based Safety Conference, Robinson, IL.

Laske, M. M. (2022, July 13-15). *A stone-age battle: Manager vs. employee roles in safety* [Conference session]. Marathon Petroleum Company: Illinois Refining Division Behavioral Based Safety Conference, Robinson, IL.

WORKSHOPS

Reed, D. D., **Laske, M. M.** (2023, May 26). *Improving public speaking skills for dissemination-focused presentations* [Conference workshop]. Association for Behavior Analysis International 49th Annual Conference, Denver, CO.

Laske, M. M. (2023, February 2-10). *Facilitating top-tier conversations in occupational safety* [Industry workshops]. Eastman Chemical Company, Kingsport, TN.

PROFESSIONAL PRESENTATIONS

*indicates presenter

***Laske, M. M.**, DiGennaro Reed, F. D., & Braren, J. T. B. (2023, May 27-29). Um, so, like... How do we train public speaking? In **M. M. Laske** (Chair) *Public speaking for behavior analysts: From mock interviews to speeches* [Symposium]. Association for Behavior Analysis International 49th Annual Conference, Denver, CO.

Ludwig, T. D., Leslie, J., Açıkgöz, Y., Bergman, S., Granowsky, N., & ***Laske, M. M.** (2023, May 27-29). Safety analytics in three organizations suggest the probability of injury decreases after a behavioral safety observation. In A. Sleiman (Chair) *Recent advances in behavioral safety programs in the industry* [Symposium]. Association for Behavior Analysis International 49th Annual Conference, Denver, CO.

***Laske, M. M.**, DiGennaro Reed, F. D., & Braren, J. T. B. (2022, September 21-24). Um, so, like... How do we train public speaking? In A. Sleiman (Chair) *Use of remote behavioral skills training to teach advanced professional repertoires* [Symposium]. Florida Association for Behavior Analysis 42nd Ponte Vedra Beach, FL.

***Laske, M. M.** & DiGennaro Reed, F. D. (2022, May 26-30). Um, so, like: The effects of behavioral skills training on public speaking behaviors. In J. T. B. Braren (Chair) *Demonstrating the versatility of behavioral skills training* [Symposium]. Association for Behavior Analysis International 48th Annual Conference, Boston, MA.

*Ludwig, T. D. & **Laske, M. M.** (2022, May 26-30). Contrasting response class and discriminant behavioral pinpoints: Building criteria to better find and analyze risk. In T. D. Ludwig (Chair) *Recent advances in behavioral safety* [Symposium]. Association for Behavior Analysis International 48th Annual Conference, Boston, MA.

***Laske, M. M.** (2022, May 11-13). *A stone age battle: Manager vs. employee roles in safety*. [Conference session]. Safety in Action Conference, Dallas, TX.
<https://www.safetyinaction.com/event/14c2b852-21cf-440c-85bc-e663da93fcf1/summary>

***Laske, M. M.** & Ludwig, T. D. (2021, May 28-31). 7-pinpoint criteria to promote risk identification: Preliminary investigation in behavioral safety. In **M. M. Laske** (Chair) *Promoting health, wellness, and safety with organizational behavior management* [Symposium]. Association for Behavior Analysis International 47th Annual Conference, Online.

***Laske, M. M.**, Açıkgöz, Y., Ludwig, T. D., & Bergman, S. (2020, May 21-25). Utilizing data analytics to inform safety interventions and reduce adverse safety outcomes. In J. E. Friedel (Chair) *Big data and analytics in behavior analysis* [Symposium]. Association for Behavior Analysis International 46th Annual Conference, Washington, DC.

- ***Laske, M. M.**, (2020, April 16). *Barriers to employee safety: Improving safety with employee driven processes* [Conference session]. 26th Annual ASSP Western Carolina Safety School, Hickory, NC. (Conference canceled)
- ***Laske, M. M.**, Açıkgöz, Y., Bergman, S., & Ludwig, T. (2020, March 25-27). *Utilizing data analytics to improve behavioral safety interventions* [Conference session]. Safety in Action Conference, Nashville, TN. (Conference canceled)
- ***Laske, M. M.** (2019, October 15-17). *So you want to do data analytics? The top five barriers to getting started and how to get past them* [Conference session]. Behavioral Safety Now Conference, Orlando, FL.
- ***Laske, M. M.**, *Sleiman, A., & *Matey, N. (2019, October 15-17). *Best practices of BBS: A 15-year review of accredited companies* [Conference session]. Behavioral Safety Now Conference, Orlando, FL.
- ***Laske, M. M.**, (2019, October 3). *The eighth deadly sin... Pencil whipping*. [Conference Session]. Western Piedmont Safety Council 40th Annual Industrial Safety Workshop, Lenoir, NC.

POSTER PRESENTATIONS

*indicates presenter

- *Young, A. M., Ezerins, M. E., **Laske, M. M.**, & Ludwig, T. D. (2022, April 27-29). *Safety measurement culture: A survey to assess engagement in safety reporting* [Poster presentation]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.
- *Pfeiff, N., Oda, F., Gifford, A., Dehart, R., Choi, J., Perniciaro, S., Anis, B., Blackman, A., **Laske, M.**, DiGennaro Reed, F., & Reed, D. (2021, April 24). *Creation and utility of a novel direct observation technique for mask wearing surveillance amidst COVID-19* [Poster presentation]. Kansas Association for Behavior Analysis Annual Conference, Lawrence, KS.
- *Nicholson, R., *Biggs, S., *Linden, C., O'Neil, T., Compagnone, M., **Laske, M.**, Hinson, P., & Açıkgöz, Y. (2019, October 25-26). *Suffering from whiplash? The effects of pencil whipping on data variability in the safety industry* [Poster presentation]. 15th Annual River Cities I-O (RCIO) Psychology Conference, Chattanooga, TN.
- *Young, A., *Bellflowers, R., O'Neil, T., Compagnone, M., **Laske, M.**, Hinson, P., & Açıkgöz, Y. (2019, October 25-26). *Does a quota a day keep the (safety) doctor away? The effect of mandatory observation quotas on safety outcomes* [Poster presentation]. 15th Annual River Cities I-O (RCIO) Psychology Conference, Chattanooga, TN.
- *Compagnone, M. E., **Laske, M. M.**, Açıkgöz, Y., & Davison, H. K. (2019, October 3-5). *Applicant reactions to the use of artificial intelligence in selection* [Poster presentation]. American Psychological Association's annual Technology, Mind, and Society Conference, Washington, D.C.
- ***Laske, M. M.**, *Compagnone, M. E., Ludwig, T. D., & Lebbon, A. R. (2019, May 23-27). *Integrating behavior analysis and data analytics to target interventions toward safety outcomes* [Poster presentation]. Association for Behavior Analysis International 45th Annual Conference, Chicago, IL.
- ***Laske, M. M.**, *Compagnone, M., Kanthimathinathan, S., Tollefsrud, A., Açıkgöz, Y., & Ludwig, T. (2018, October 26-27). *Developing a measure of safety data culture* [Poster presentation]. 14th Annual River Cities I-O (RCIO) Psychology Conference, Chattanooga, TN.
- ***Laske, M.** & *Swanson, M. (2017, April 26). *Effects of visual prompts on staff use of Natural Environment Teaching (NET)* [Poster presentation]. WMU Student Poster Session, Kalamazoo, MI.

Newhouse, M., *Laske, M., Rulison, C. L., & Frieder, J. E. (2016, September 14-16). *Effects of generalized imitation training on functional speech acquisition during Picture Exchange Communication System (PECS) training* [Poster presentation]. Michigan Autism Conference, Kalamazoo, MI.

TEACHING EXPERIENCE

Instructor of Record University of Kansas, Lawrence, KS	Fall 2023, Spring 2024
ABSC 470: <i>Introduction to Organizational Behavior Management</i> – Online Department of Applied Behavioral Science	
Guest Lecturer University of Kansas, Lawrence, KS	Fall 2022, Spring 2023
ABSC 470: <i>Introduction to Organizational Behavior Management</i> Topic: Behavioral Safety Department of Applied Behavioral Science	
Instructor of Record University of Kansas, Lawrence, KS	Fall 2021, Spring 2022
ABSC 470: <i>Introduction to Organizational Behavior Management</i> – In-person Department of Applied Behavioral Science	
Guest Lecturer University of Kansas, Lawrence, KS	Fall 2021, Spring 2022
ABSC 509: <i>Contemporary Behavioral Science: Historical, Conceptual, and Comparative Foundations</i> Topic: Behavioral Safety Department of Applied Behavioral Science	
Guest Lecturer University of Missouri, Lawrence, KS	Fall 2021, Spring 2022
SPC ED 8500: <i>Systems Level Behavior Analysis</i> - Online Topic: Behavioral Systems Analysis and Occupational Safety College of Education & Human Development	
Instructor of Record University of Kansas, Lawrence, KS	Summer 2021
ABSC 682: <i>Organizational Behavior Management Research and Practicum</i> Department of Applied Behavioral Science	
Graduate Teaching Assistant University of Kansas, Lawrence, KS	Fall 2020, Spring 2021
ABSC 682: <i>Organizational Behavior Management Research and Practicum</i> Department of Applied Behavioral Science	
Guest Lecturer Appalachian State University, Boone, NC	Spring 2019
PSY 1200: <i>Psychological Foundations</i> Topic: Sensory and Learning & Personality Disorders Department of Psychology	

PROFESSIONAL EXPERIENCE

Performance Management Consultant Performance Management Center	2020-2024
Polymers Division Behavioral Safety & Data Specialist Eastman Chemical Company	2023-2024
Polymers Division Behavioral Safety & Leadership Specialist Eastman Chemical Company	2022-2023

Behavioral Systems Analysis Consultant Beyond the Dog	2021-2022
Safety Analytics Project Manager HR Science: Safety Data Analytics Research Lab	2018-2020
Behavioral Safety Consultant Eastman Chemical Company	2019-2020
Organizational Development Consultant Elevate Textiles	2020
Global Health and Safety Intern Eastman Chemical Company	2019
Behavioral Systems Consultant Performance Blueprints	2019-2020
Human Resources System Consultant ABA in HD	2017-2018
Behavior Aid Summit Pointe Autism Center	2016-2018
Human Resources Intern PFC Natural Grocery and Deli	2017
Machine Technician DENSO Manufacturing	2013-2014

REVIEWS

Editorial Board Journal of Organizational Behavior Management	2024-Present
Reviewer (1 paper) Journal of Organizational Behavior Management	2024
Reviewer (1 paper) Journal of Applied Behavior Analysis	2024
Reviewer (2 papers) Journal of Organizational Behavior Management	2023
Reviewer (1 paper) Behavior Analysis in Practice	2023
Reviewer (1 paper) Journal of Organizational Behavior Management	2021

SERVICE

Advisor Cambridge Center for Behavioral Studies	2024-Present
Distinguished Scholar Cambridge Center for Behavioral Studies	2019-2024
Information Technology Chair Kansas Association for Behavior Analysis	2021-2024
Member Diversity, Equity, and Inclusion Committee – Department of ABS	2020-2022

PROFESSIONAL ASSOCIATIONS

Member Association for Behavior Analysis International	2017-Present
Member Organizational Behavior Management Network	2017-Present
Member American Society for Safety Professionals	2021-Present
Member Association for Professional Behavior Analysts	2023-Present
Member Toastmasters International	2020-2023
Member APA Division 25: Behavioral Analysis	2022-2023
Member American Psychological Association	2022-2023
Member Society for Human Resources Management	2018-2020

PROFESSIONAL CERTIFICATIONS

Panda Pros Participant: Canvas Credentials	2023
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Microsoft Power BI – A Complete Introduction Udemy	2022
Complete Introduction to Google Data Studio Udemy	2021
Joining Data in SQL DataCamp	2020
Introduction to Natural Language Processing in R DataCamp	2020
Correlation and Regression in R DataCamp	2020
Introduction to Machine Learning DataCamp	2020
SAS Programming 1: Essentials SAS	2019
Emerging Leaders Certification BB&T Leadership Institute	2019
Intro to Statistics with R: Repeated measures ANOVA DataCamp	2019
Intro to Statistics with R: Analysis of Variance (ANOVA) DataCamp	2019
OSHA 10-hour Occupational Safety and Health Training Course	2014

AWARDS

Baer, Wolf, & Risley: Outstanding Graduate Award Department of Applied Behavioral Science	2024
ABS Graduate Award for Excellence in Research Department of Applied Behavioral Science	2023
Distinguished Service Award Kansas Association for Behavior Analysis	2023
Wiley “Top Cited Article” Award in International Journal of Selection and Assessment	2021
Advanced Research Methods in Psychology Student Project Award	2017