**Naima Bhana, PhD, BCBA-D (she/her/ella)**

Assistant Professor of Special Education

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**Areas of Specialization**

Early Intervention

Cultural, Ethnic, and Linguistic Diversity

Implementation Science

Autism Spectrum Disorders and Developmental Disabilities

**Education**

2021 *Doctor of Philosophy in Special Education*

Cognate in Augmentative and Alternative Communication

Pennsylvania State University

2013 *Master of Science in Curriculum and Instruction*

Concentration in Autism Spectrum Disorders

Florida State University

2012 *Bachelor of Arts in Exceptional Student Education*

Florida State University

**Professional Certifications**

2021 *Board Certified Behavior Analyst* *Doctoral*

Certification Number: 1-21-54519

**Current Academic Appointment**

2021-Present *Assistant Professor of Special Education*

Department of Advanced Teacher Education

Niagara University

**Publications**

1. Taylor, J.T., & **Bhana, N.** (2021). Incorporating High-Leverage Practice 7 in Classroom/Behavior Management Courses: Creating Supportive Learning Environments. *Journal of Special Education Preparation.* <https://doi.org/10.33043/JOSEP.1.1.47-54>
2. **Bhana, N.,** McNaughton, D., Raulston, T.J., & Ousley, C. (2020). Supporting communication and participation in shared storybook reading using visual scene displays. *Teaching Exceptional Children, 52*(6)*,* 382-391*.* https://doi.org/10.1177/0040059920918609

1. Raulston, T.J., **Bhana, N.,** & McIntyre, L.L., & Ousley, C. (2020). Supported joint engagement with peers: Collateral effects of a playdate intervention for children with autism. *Journal of Autism and Developmental Disorders. 51*(1) 357-363. https://doi.org/10.1007/s10803-020-04544-x
2. Ousley, C., Raulston, T., McNaughton, D., Gregori, E., **Bhana, N.,** & Mantzoros, T. (2020). A comparison of single-case evaluation tools applied to functional communication training with augmentative and alternative communication supports for students with developmental disabilities. *Research in Developmental Disabilities, 107.* <https://doi.org/10.1016/j.ridd.2020.103803>
3. Frantz, R., Douglas, S., Meadan, H., Sands, M., **Bhana, N.,** & D’Agostino, S. (2020). Exploring the professional development needs of early childhood paraeducators and their supervising teachers. *Topics in Early Childhood Special Education.* *42*(1), 20-30.<https://doi.org/10.1177/0271121420921237>
4. Raulston, T.J., Hansen, S., Frantz, R., Machalicek, W., & **Bhana, N.** (2020). A parent implemented playdate intervention for children with autism and their peers. *Journal of Early* *Intervention. 42, 303-320.* <https://doi.org/10.1177/1053815119880943>
5. Raulston, T. J., Hieneman, M., Caraway, N., Pennefather, J., & **Bhana, N**. (2019). Enablers of behavioral parent training for families of children with autism spectrum disorder. *Journal of Child and Family Studies, 28, 693-703*. https://doi.org/10.1007/s10826-018-1295-x

**Manuscripts Submitted for Publication**

1. **Bhana, N.,** Rangel, G., & Raulston, T.J. (2022). *Barriers and facilitators to services for individuals with disabilities in the republic of Panama*.Department of Advanced Teacher Education. Niagara University.
2. **Bhana, N.,** Raulston, T.J., Ousley, C., & Bagawan, A. (2022). *Sequential Analysis of Photographs and Parent Training to Support Conversations about Past Events between Caregivers and Children with Autism.* Department of Advanced Teacher Education. Niagara University.
3. **Bhana, N.** & Bagawan, A. (2022)*Addressing the Needs of Practicing Muslim Families: A Guide for Practitioners.* Department of Advanced Teacher Education. Niagara University.

**Nonrefereed Articles and Reports**

1. **Bhana, N.,** Andresen, J. (2021). *Supporting doctoral students: lessons from and online peer mentoring group.* In A. Markelz, (Ed.), TED 2021 Conference Proceedings: Steering into the Future (pp 07-11). Teacher Education Division of the Council for Exceptional Children, Fort Worth, TX.
2. Rangel, G., & **Bhana, N.** (2020) ¿Y cómo te fue hoy? La comunicación en niños/as con capacidad verbal limitada (And how did it go today? Communication in children with limited speech). *Revista Aula De Innovacion Educativa, 299.*

**Manuscripts in Preparation**

1. **Bhana, N.,** Lukins, J., Sallese, M., Calhoun., E*. “Comfortability comes from seeing people like you in positions of power” Experiences of Special Education Teachers of Color.* Department of Advanced Teacher Education. Niagara University.
2. **Bhana, N.,** Raulston, T. J., McNaughton, D., & Gilhuber, C., (2022). *Collateral effects of the Tell Me MORE! intervention on the joint reminiscing of parents of children with ASD.* Department of Advanced Teacher Education. Niagara University.
3. Deger, G., **Bhana, N.**, & Frank., J. (2022). *¡Escúchame! Using simulations to prepare special educators to communicate positively with families with Limited English Proficiency via an interpreter*.Department of Special Education. Westminster College.

**Ongoing Research Projects**

1. *Diversifying the Educational Workforce in Special Education.*

Principal Investigator

1. *Evaluation of the Social and Cultural Validity of the POWR+ Intervention within the Latino Community*

Principal Investigator

1. *Development of a Culturally Responsive Caregiver Intake Form*

Co-Principal Investigator

**Invited Presentations**

1. **Bhana, N.,** Sallese, M., & Rodriguez, W. (2021, November 2nd-5th*). Preparing for the transition from doctoral student to independent scholar* [Panel]. Council for Exceptional Children, Teacher Education Division Annual Conference, Kaleidoscope Committee.
2. **Bhana, N.** (2021, August 9-12). *Conversaciones con padres Panameños sobre sus hijos/hijascon discapacidad y la comunicación aumentativa y alternativa.* In Soto, G. (Moderator) *De la investigación en CAA a la práctica en la comunidad Hispanohablante investigaciones actuales y necesidades en la investigación en español* [NIH sponsored round table presentation]. International Society for Augmentative and Alternative Communication (ISAAC) Connect International Conference.
3. **Bhana, N.** (2019, August 24). *Creating new communication opportunities through augmentative and alternative communication systems* [Conference session]. Invited speaker at the XIII Fundacion Soy Capaz Simposio de Autismo Patologias Afines, Panama City, Republic of Panama.

**Oral Presentations**

1. **Bhana, N.** (2022; August 1-4) *Sequential Analysis of Photographs and Parent Training to Support Conversations about Past Events between Caregivers and Children with Autism.* National Autism Conference, State College, Pennsylvania.
2. **Bhana, N.** (2022; April 1). *Review of the Article “A Parent-Implemented Playdate Intervention for Young Children with Autism and Their Peers.* Behavior Analysis Certification Board Naturalistic Developmental Behavioral Interventions Special Interest Group, Virtual.
3. **Bhana, N.**, Ousley, C., Bagawan, A. (2022; March 23-25). *Primary and Collateral Effects of a Single Case Intervention for Children on the Autism Spectrum.* Badar-Kauffman Conference, Kent, Ohio.
4. **Bhana, N.** (2022; February 1-4). *Tell me MORE: Natural Strategies to Promote Social Skills and Communication.* Council for Exceptional Children Annual Conference, Virtual.
5. Sallese, M., **Bhana, N.** (2022; January 16-19). *Data, Data, Data: Collect it and Report!* Council for Exceptional Children Annual Conference, Orlando, Florida.
6. **Bhana, N.,** Andresen, J. (2021; November 2-5). *Supporting doctoral students: Lessons from an online peer mentoring group*. Council for Exceptional Children, Teacher Education Division (TED) National Conference, Ft. Worth, Texas.
7. McNaughton, D., Ousley, C., Baker, K., **Bhana, N.,** Cherry, M., & Stroschein, B. (2021, July 7-9). *A scoping review of video modeling interventions to support community participation for autistic adolescent and adults*. Rehabilitation Engineering and Assistive Technology Society of North America (RESNA) National Conference.
8. Deger., G., **Bhana., N.,** & Frank., J. (2021, March 8-13). *¡Escúchame! Using simulations to prepare special educators to communicate positively with families with LEP.* [Panel session]. Council for Exceptional Children Learning Interactive Virtual Event (L.I.V.E)
9. Ousley, C., & **Bhana, N.** (2021, March 8-13). *DICE: A strategy for practitioners on how to decrease challenging behavior and replace it with appropriate communication* [Poster session]. Council for Exceptional Children Learning Interactive Virtual Event (L.I.V.E)
10. **Bhana, N.** (2021, August 3-6). *Conversations with Panamanian parents regarding their children with disabilities and AAC*. Biennial International Society for Augmentative and Alternative Communication (ISAAC) Conference, Cancun, Mexico. (Conference postponed)
11. **Bhana, N.** (2021, August 3-6). *Creating new communication opportunities through augmentative and alternative communication system (in Spanish).* Biennial International Society for Augmentative and Alternative Communication (ISAAC) Conference, Cancun, Mexico. (Conference postponed)
12. \*Deger., G., **Bhana., N.,** & Frank., J. (2019, November 5-8). *¡Escúchame! Using simulations to prepare special educators to communicate positively with families with LEP.* [Poster session- Kaleidoscope] Council for Exceptional Children Teacher Education Division Conference, New Orleans, LA. \*Awarded best mixed methods poster.
13. **Bhana, N.,** Raulston, T.J., Hieneman, M., Caraway, N., & Pennefather, J. (2019, May 23-27) *Enablers of behavioral parent training for families of children with autism spectrum disorder* [Poster session] Association for Behavior Analysis International Conference, Chicago, IL.
14. Raulston, T., Hansen, S., Frantz, R., Machalicek, W., & **Bhana, N*.*** (2019, April 3-5) *Coaching parents of children with autism spectrum disorder to embed social skills instruction during playdates* [Poster session] 52nd Annual Gatlinburg Conference, San Antonio, TX.
15. **Bhana, N.,** & McNaughton, D., & Light, J. (2019, January 30-February 3). *Visual Scene Displays (VSD) to promote early literacy skills with children with complex communication needs* [Poster session] Assistive Technology Industry Association Conference, Orlando, FL.
16. **Bhana, N.** (2018, August 6-9). *Peer delivered academic interventions for students with autism spectrum disorders: A review of the literature* [Poster session]. National Autism Conference, State College, PA.
17. **Bhana N.,** Gormley, J., McNaughton D., & Light J. (2018, February 7-10). *Presentation of a massive online open course on alternative access* [Poster session- Kaleidoscope]. Council for Exceptional Children Conference, Tampa, FL.

**University Teaching and Preservice Teacher Supervision**

2021-Present ***Instructor of Record, Niagara University***

EDU 239- Characteristics of Students with Exceptionalities

EDU 455- Assessment of Students with Exceptionalities

EDU 468- Methods for Teaching Children with Exceptional Needs

EDU572X- Reading Difficulties: Identification and Intervention\*

\*Independent study co-taught with Dr. Kathleen McGrath

EDU604-Observation & Assessment of Young Children and Young Children with Exceptional Learning Needs

EDU 700- Educational and Assistive Technology

EDU 778- Nature of Autism: Theory and Practice

EDU 757- Research Methods in Applied Behavior Analysis

2017-2019 ***Instructor of Record, The Pennsylvania State University***

SPLED 418- Assistive Technology for Persons with Disabilities

SPLED 419 Assistive Technology for General Education Teachers

SPLED 411- Intervention for Students with Severe Disabilities (Supervised)

2017-2020 ***Teaching Graduate Assistant, The Pennsylvania State University***

SPLED 412- Explicit Instruction for Students with Disabilities

SPLED 418- Assistive Technology for Persons with Disabilities

2017- 2019 ***Supervisor for Pre-Service Teaching, The Pennsylvania State University***

Practicum Experience in Special Education

Graduate Level Student-Teacher Internship

Practicum Experience in an Integrated Inclusion Classroom

2017-Present ***Selected Invited Guest Classroom Presentations***

*Accommodations and Modifications for Assessing Students with Special Educational Needs (2022, February)*

Guest Lecture for Assessment of Learning (EDU 451)

Niagara University-Vaughn Campus

*Deploying Feminist Activism in the Classroom (2021, February)*

Guest Lecture for “Studies in Gender and Feminism: Women and Work- From Sojourner Truth to Notorious RBG” (ENG 383)

The University of Mississippi

*Conducting IEP Meetings with Bilingual Families* (2019, April)

Five Guest Lecture Series for “Working with Families and Professionals in Special Education” (SPLED 404)

The Pennsylvania State University

*Teaching Writing Skills to Students with Severe Disabilities* (2019, April)

Guest Lecture for “Seminar in Writing and Content Literacy Instruction for Students with Disabilities” (SPLED 509B).

The Pennsylvania State University

**Professional Experience**

2017-2021 *Graduate Research and Teaching Assistant*

Department of Educational Psychology, Counseling, and Special Education

The Pennsylvania State University

University Park, Pennsylvania

2013-2017 *Autism Support Teacher*

Buckhorn Elementary School

Hillsborough County Schools

Valrico, Florida

2012- 2013 *Bilingual Research Assistant*

*Project:* Spanish-English Language Learner’s Early Literacy Skills

Florida Center for Reading Research

Tallahassee, Florida

2010-2011 *Teaching Assistant*

Florida State University Children Center

Tallahassee, Florida

**Grants & Awards**

2021 *Niagara University Research Support Grant (funded)*

Project:Diversifying the Education Workforce in Special Education, $906

November 2021

*Travel Award for BIPOC Early Career Faculty*

2022 Council for Exceptional Children Convention

2020 *Travel Award for Emerging Researchers*

Biennial Conference of the International Society of Alternative and Augmentative Communication (*Conference Postponed due to COVID-19*)

*Organization for Autism Research (unfunded)*

Project: Supporting Conversations with Teachers for Children with ASD and CCN using Visual Scene Displays

February 2020

2019 *First place mixed methods poster*

¡Escúchame!: Using Simulations to Prepare Special Educators to Communicate Positively with Families with LEP.

Council for Exceptional Children Teacher Education Division Conference.

2015 *Nominated for the Viva Tampa Hispanic Heritage Teacher Award*

Hillsborough County Schools

2012 *Recipient of the Carolyn Daffin McAfee Scholarship*

Florida State University

2012 *Recipient of the Latin American and Caribbean Scholarship*

Florida State University

**Professional Certifications**

2020 Applied Behavior Analysis Graduate Certificate

Penn State University- World Campus

Graduate Student Online Teaching Certificate

Penn State University- World Campus

2013 *Florida Department of Education*

Exceptional Student Education

Elementary Education

English for Speakers of Other Languages (Academic Endorsement)

Autism Spectrum Disorders (Academic Endorsement)

**Community Outreach**

2022Invited Speaker

Islamic Foundation of Panama Community Event

Topic: Child Development and Behavior Tools to Support Families at Home

Panama City, Republic of Panama

Invited Co-Presenter

Magic Leap, INC. Autism Awareness Month Event

Topic: Assistive Technology

Nationwide, Online

Invited Speaker

Nurturing in the Neighborhood Community Event

Topic: “Behavior Tools to Support Families at Home”

Niagara Falls, NY

Speaker

Niagara Frontier Industry Education Council and the Niagara Orleans Counseling Association Career Exploration Night

Topic: Careers in Education

Niagara Falls, NY

2021 Invited Speaker

Nurturing in the Neighborhood Community Event

Topic: “Learning Through Play” and “Behavior Tools to Support Families at Home” Niagara Falls, NY

Consultant

Topic: “My Kid Is The Youngest (Or Oldest) In the Classroom. Does That Matter?

<https://tinyurl.com/2pt7dx3b>

2019 Invited Speaker

Topic: Autism Spectrum Disorders

“La Esquina de Manuel Nunez” Talk Show

RPC Radio Panama

**Service**

***State and National Organizations Committee Work***

*International Member at Large (Elected Position, 2022-Present)*

Division of Emotional and Behavioral Disabilities

Executive Board

Council for Exceptional Children

*Secretary (Appointed Position, 2022-Present)*

Executive Board

NY State Council for Exceptional Children (NYCEC)

***Administrative Service***

*Review Board Member*

Journal of Special Education Preparation

*Ad-Hoc Manuscript Reviewer*

Review of Educational Research

TEACHING Exceptional Children

Advances in Neurodevelopmental Disorders

Sage Open

*Grant Reviewer (2021)*

Development of IHE-District Partnerships to Develop, Implement, and/or Extend/Expand Effective Teacher Education Candidate Bridge to Practice Programs Grounded in the Science of Reading, Ohio Deans Compact on Exceptional Children

*Proposal Reviewer*

Council for Exceptional Children

2021 Teacher Education Division Annual Conference

Multidisciplinary Association of Educational Research

2021 International Multidisciplinary Conference on Educational Research

Council for Exceptional Children, Research Strand Proposal Reviewer

2020 Division for Early Childhood 36th Annual International Conference

**University Service**

*BIPOC Student Recruitment and Retention Committee (2021, Present)*

Niagara University

*Pi Lambda Theta Honor Society (2021, Present)*

Niagara University Chapter

**Other Service to the Profession**

*Invited Panelist* *(2022)*

Microconference on Single Case Research & Questionable Research Practices

Organizers: Tim Slocum, Ronnie Detrich, Matt Tincani, Jason Traver, & Art Dowdy

*Workgroup Member (2022)*

Aided Language Modeling (ALM) Supports for Low Resource Countries

Organizers: Dr. Sarah Douglas, Michigan State University and Dr. Shakila Dada

University of Pretoria

*Co-Founder (2020-Present)*

Disability Scholars Collective (DISCO)

Graduate and Early Career Writing and Peer Mentoring Group

*Social Validity Section Lead (2020-2021)*

Spring 2022 Single Case Research Design Twitter Chat

https://tinyurl.com/2s9sr84w

Fall 2021 Single Case Research Design Twitter Chat

https://tinyurl.com/yxwlyalf

*Guest Speaker (2021)*

Tips for the Job Search Process Virtual Panel, CEC Kaleidoscope Committee Virtual Event

*Mentor (2019)*

Council for Exceptional Children Pioneers Division Mentoring Program

*English to Spanish Translator (2019)*

PrAACtical AAC/Hablando PrAACticamente Website

<https://praacticalaac.org/>

*Minority Representative (2013-2017)*

School Advisory Council

Buckhorn Elementary, Valrico, FL

**Professional Memberships**

Association for Behavior Analysis International

International Society for Augmentative and Alternative Communication

Council for Exceptional Children:

Division on Autism and Developmental Disabilities

Division for Culturally and Linguistically Diverse Learners

Division for Early Childhood

Division for Emotional and Behavioral Health

Teacher Education Division

**Languages**

Spanish (Native Proficiency)

Gujarati (Intermediate Proficiency)

**Online Presence**

Personal Website: [www.nbphd.com](http://www.nbphd.com)

Google Scholar: <https://tinyurl.com/y29rcc73>

Research Gate: <https://www.researchgate.net/profile/Naima_Bhana>

Twitter: <https://twitter.com/BhanaNaima>