**[INSERT ON UNIVERSITY LETTERHEAD]**

**The proposed supervisor should complete the information and submit this letter with the required documentation through the ABAI Instructor Qualification Page (received via email notification). Electronic signatures are permitted.**

Association of Behavior Analysis International

Verified Course Sequences

550 W. Centre Ave

Portage, MI 49024

I, Supervisor Name, will serve as the supervisor for the experiential learning within the Culturo-Behavior Science (CBS) Verified Course Sequence (VCS) at Location/Site Name from DATE to DATE.

**Please provide a brief narrative indicating the following:**

1. **Nature of the experience. Describe the main activities and roles the student will complete.**
2. **Supervision structure (modality and frequency)**
   1. **Describe how supervision will occur (in-vivo, meetings, video recordings, etc.)**
   2. **Indicate how often supervision will occur (daily, weekly, bi-weekly, etc.)**
3. **Nature of collaboration with the partnering faculty.**

The course objectives state the student should complete the course and their experiential learning having accomplished the following:

1. The student should be trained with a focus on observing the coherence between saying and doing as an expression of the coherence between strategy and culture.
2. The student should be able to reveal cultural sub-optimalizations and subcultures.
3. By tracing the information and influence flow and identifying network structures, the student should be able to model alternative ways to disseminate information and reinforce cultural practices.
4. By using the growing body of behavioral insights, one might debias this process by moving away from sometimes unrealistic assumptions of rationality to discover the actual behavior of individuals through problem identification, behavior analysis, experimentation and trialing that tests multiple policy responses at a smaller scale to determine the best course of action in a cost-effective manner.

Furthermore, the student needs to have demonstrated the following competencies. Please indicate which items the student(s) will demonstrate during their experiential learning:

A. The detection of micro-cultural discrepancies of saying and doing.

Identify behavioral patterns that are relative consistent over time, even though the members of the unit may be exchanged by new ones.

Identify formal and informal intentions, goals, strategies and other description of the organization/cultural unit.

Observe functional relations of behavior in context. Identifying IBCs in possible conflict with expressed goals.

Identify policy documents, and the contingencies under which they are formulated. (policy, politics, ideology, status, managerial preferences)

Observe and identify if behavioral patterns are flexible and thus match the complexity of the environment

Apply techniques of systematic observation of behavior in different contexts.

B. Subcultures and sub-optimalization.

Identify the flow of tangible resources, social reinforcement and technology supporting the processes leading to aggregate product(s).

Identify informal power structures (unions, informal hubs in the network).

Identify possible conflict of interests, and how they may relate to the dynamics of the system. Negotiate solutions by showing consequences for the common; natural or manmade.

C. Cultural architecture and systems engineering.

Identify area of innovation.

Search for best practices.

Conduct a review of best practices and make a contingency analysis of the best practices.

D. Cross sector and multidisciplinary approaches to complex societal challenges.

Being explicit on the borders between legal, political and behavioral regulations.

Being able to present documentation for evidence.

Having active dialogue with actual citizens and stakeholders.

Reporting failed projects as well as successful projects.

Identifying and defining the problem. Determining the policy level of the project.

Decomposing the policy problem into behavioral insights.

Strategies for behavioral change. Running small scale experiments and testing. Embedding behavior in cultural practices.

Identify how resources match the outcome of investment e.g. how "one-click solutions" might outcompete huge investments.

Test out a modified version of the best practice in small scale.

Signature Date

Title Institution