

Organizational Behavior Management



OBM Lab
718-997-3224

The OBM Research Laboratory at Queens College, CUNY exemplifies the scientist-practitioner model. Students are encouraged to explore their interests in behavioral safety, performance management, behavioral time sampling procedures, feedback and training in an extremely collegial environment. The search for effective improvements to promote performance is the impetus of the work conducted in the OBM lab.

Current projects:

- Collaborative research with the Health Effects Laboratory Division at the National Institute for Occupational Safety and Health
- Various Assessments of Safety Discrimination Training
- The Effects of Differential Reinforcement Procedures on the Quiz Submission and Performance of College Students

Recent Publications:

- Berkovits, M. S., Sturmey, P. & Alvero, A. M. (accepted for publication). Effects of Individual and Group Contingency Interventions on Attendance in Adolescent Part-time Employees. *Journal of Organizational Behavior Management*.
- Alvero, A. M., Rappaport, E. & Taylor, M. (in press). A Further Assessment of Momentary Time Sampling Across Extended Interval Lengths. *Journal of Organizational Behavior Management*.
- Medina, R. E., McSween, T. E., Rost, K., & Alvero, A. M. (2009). Behavioral Safety in a Refinery: Large-scale Change and Long-term Results. *Professional Safety*, 54, 36-40.
- Austin J., Alvero A. M., Fuchs M. M., Patterson L., Anger W. K. (2009). Pre-training to Improve Workshop Performance in Supervisor Skills: An Exploratory Study in Latino Agricultural Workers. *Journal of Agricultural Safety and Health*, 15(3) 1-9.
- Alvero, A. M., Rost, K. & Austin, J. (2008). The Safety Observer Effect: The Effects of Conducting Safety Observations. *Journal of Safety Research*, 39 (4) 365-373.
- Alvero, A. M., Struss, K., & Rappaport, K. (2007). Measuring Safety Performance: A Comparison of Whole, Partial, and Momentary Time-Sampling Recording Methods. *Journal of Organizational Behavior Management*, 27, 1-28.
- Tittelbach, D., Fields, L. & Alvero, A. M. (2007) Differential Effects of Verbal Supervisor and Peer Feedback on the Speed, Accuracy, and Combined Speed and Accuracy of Typing Performance. *Journal of Organizational Behavior Management*, 27, 29-52.



Matt Taylor

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"I chose Dr. Alvero's laboratory because of our mutual research interest. The experience in her laboratory has far exceeded my expectations. She works tirelessly to help her students move efficiently through the program. Additionally, she strongly encourages her students to conduct research in their area of interest, publish, present at conferences, and apply for grants/fellowships. She has been an invaluable resource in helping me to develop a competitive resume for a career."



Kristen Rost

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"After completing my Master's degree in ABA, I wanted to earn my Ph.D. in a lab where I could conduct research in the area of behavioral safety. So, working with Dr. Alvero was the perfect fit for me. Dr. Alvero's support and guidance creates an environment that fosters success for her students, which is clear when you look at the accomplishments of present and past OBM-lab members. My experiences in the OBM lab have been invaluable in my development as a researcher, writer, instructor, and OBM professional. I can't imagine a better place to meet and tackle the many challenges of doctoral study!"



Melody Berkovits

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"The lab meetings provide a great opportunity for lab members to learn about the research activities of other students, share our own data, and receive challenging questions and stimulating ideas. As a mentor, Dr. Alvero provides me with intellectual support and unending encouragement, while simultaneously empowering me to take ownership over research projects and to test theories related to business and employee motivation. I have been fortunate to work in a collaborative yet rigorous research environment with its share of healthy competition as well as good ol' graduate student fun. OBM lab - you rock!"



Liliane de Aguiar-Rocha
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“Dr. Alvero's research is very dear to my heart. As someone living with carpal tunnel syndrome I appreciate how important it is to understand the variables that account for safety performance. I am currently investigating the effectiveness of antecedent interventions to improve postural safety. Dr. Alvero's support and guidance have been invaluable!”



Amanda Mentzer
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“My goal of graduating with an LPBA doctorate while specializing in the behavior of organizations is the primary reason I applied to CUNY. The OBM laboratory provides an opportunity to study industries and organizations by employing a strictly behavioral approach. Dr. Alvero and her colleagues published a review on the effective characteristics of feedback, and after I read it, I became fascinated with performance feedback. As a well-respected member of the OBM community, Dr. Alvero has provided me with wonderful opportunities to develop both academically and professionally. There is no doubt that this lab is where I belong!”



Alicia M. Alvero, Ph.D.
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Dr. Alvero is an Associate Professor at Queens College, The City University of New York. She received her B.A. in Psychology from Florida International University, her M.A. in Industrial-Organizational Psychology and her Ph.D. in Applied Behavior Analysis from Western Michigan University (WMU). Dr. Alvero was awarded the prestigious Ford Foundation Fellowship while at WMU for her research in behavioral safety and the effects of safety observations. Her research in the areas of performance feedback, behavioral safety, time sampling procedures, and training have been published in peer-reviewed journals such as Professional Safety, the Journal of Organizational Behavior Management, Journal of Applied Behavior Analysis, Journal of Safety Research, Analysis of Verbal Behavior, and Journal of Agricultural Safety and Health. She is the author of several book chapters, and is an editorial board member for the Journal of Safety Research and an Associate Editor for the Journal of Organizational Behavior Management. Some of Dr. Alvero's current behavioral safety research has been funded through NIOSH. She serves as an organizational consultant in the areas of training development and behavioral safety. Dr. Alvero has been an invited presenter for the APA, NYSABA and national safety conferences.