

# Jacob Sosine M.A., M.B.A., B.C.B.A.

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□ Clayton, California.

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## WORK EXPERIENCE

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### Data Analyst

Oct. 2020- Current

Behavioral Health Center of Excellence

*Los Angeles, CA*

- Use python to automate the primary business product; reducing product creation time from 35hrs to 15min.
- Create machine learning pipelines to develop predictive models for sales and accreditation of organizations.
- Present data at regional conferences on employee satisfaction using open text fields (NLP Analysis).
- Create ETL pipelines incorporating different API's to pre-process and upload data to Salesforce.
- Analyze and interpret ABA claims data from different payors to help establish value-based care frameworks.
- Build Salesforce custom objects and workflow rules to maximize efficiency around the business process.
- Use DataLoader and OpenRefine to clean and bulk upload data to Salesforce.
- Mentor colleagues in the development of python skills using pandas, seaborn, matplotlib, and other packages.

### Asset Management Analyst

June 2019 – Aug 2019

January Capital Advisors

*San Francisco, CA*

- Create data visualization for public-facing presentations used for advising and transactional transparency.
- Presented the viability and training costs for dashboarding solutions to the executive team.
- Create dashboards on key performance indicators for the executive team using Tableau.

### Clinical Supervisor

Oct. 2018 – Oct. 2020

Speech Pathology Group

*Walnut Creek, CA*

- Interpret and present data to guide decision making for stakeholders within interdisciplinary teams.
- Design and implement single subject research designs to continuously identify intervention effects.
- Oversee the provision of behavior analytic services across school districts.
- Present on viable entrance strategies and ABA market conditions to venture capital investors.

### Regional Director

June 2017 – Oct. 2018

STE Consultants

*Walnut Creek, CA*

- Supervise 20 direct reports and 120 indirect reports across the East Bay Area.
- Audit key performance indicators across clinical and business metrics.
- Design performance-based bonus system to align business goals with employee success.
- Automate administrative processes to increase efficiency and reduce errors in caseload information.

### Clinical Director

July 2015 – June 2017

STE Consultants

*Berkeley, CA*

- Assess and measure behavior to develop meaningful and realistic treatment options for children with Autism.
- Interpret and analyze data collected to assess treatment outcomes for individuals and families.
- Provide training and support to employees through instructions, modeling, rehearsal, and feedback.

## EDUCATION

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### Saint Mary's College of California

*MBA, Emphasis in Business Analytics – With Honors*

May, 2020

*Moraga, CA*

### Florida Institute of Technology

*M.A., Professional Behavior Analysis*

May, 2015

*Irvine, CA*

### California State University, Chico

*B.S. Exercise Physiology*

May, 2010

*Chico, CA*

## HIGHLIGHTED PROJECTS

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### Topic Modeling of Open Text Caregiver Satisfaction Surveys

- Build NLP pipeline and topic models to identify different factors that influence staff satisfaction.

### Natural Language Processing of Behavior Analytic Research Literature

- Gather and analyze 10,000 behavior analytic journal articles to identify topics and general research focus.

### Citation Network Analysis of Behavior Analytic Research Literature

- Parse and build networks of citations within behavior analytic research literature.

### Backyard Science – Using Computer Vision to Teach Squirrels to Pick Up Cigarette Butts

- Utilize computer vision and shaping procedures to teach squirrels to pick up cigarette butts.

## ADDITIONAL POSITIONS

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Behavioral Data Science Research Lab

Aug. 2021- Current

*Affiliated Graduate Research Collaborator*

Western University

Nov. 2020- Dec. 2022

*Research Application Developer – Derived stimulus relations*

Caldwell University

May 2021 – July 2021

*Teaching Assistant – Introduction to Coding in Behavior Analysis*

## PUBLICATIONS

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**Sosine, J.**, & Cox, D.J. (accepted). Natural language processing to identify trends and gaps in the published science of behavior analysis. *The Analysis of Verbal Behavior*.

Cox, D.J., Javed, A., **Sosine, J.**, Cordeiro, C., & Sotomayor, J. (accepted). Data recording and analysis. In J.K. Luiselli (Ed.) *Applied Behavior Analysis Advanced Guidebook: A Manual for Professional Practice: Second Edition*. Academic Press: Beverly, MA.

Cox, D.J., **Sosine, J.**, & Dallery, J. (2017). Application of the matching law to pitch selection in professional baseball. *Journal of Applied Behavior Analysis*, 50, 393-406. doi:10.1002/jaba.381

## WHITE PAPERS CO-AUTHORED

Behavioral Health Center of Excellence (June, 2022). Quarterly Strategic Benchmark Report: Predicting Staff Satisfaction. <http://bhcoe.org/qsbr>

Behavioral Health Center of Excellence (March, 2022). Quarterly Strategic Benchmark Report: Parent and Guardian Satisfaction. <http://bhcoe.org/qsbr>

Behavioral Health Center of Excellence (Nov, 2021). Quarterly Strategic Benchmark Report: Fiscal Metrics. <http://bhcoe.org/qsbr>

Behavioral Health Center of Excellence (Sep, 2021). Quarterly Strategic Benchmark Report: 2001 ABA Compensation & Turnover Report. <http://bhcoe.org/qsbr>

Behavioral Health Center of Excellence (Jan, 2021). Quarterly Strategic Benchmark Report: Predicting Turnover in ABA Organizations. <http://bhcoe.org/qsbr>

## Open Science Datasets/Code

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**Sosine, J., & Cox D.J.** (2022a). NLP\_behavior\_analytic\_journals. <https://doi.org/10.5281/zenodo.6536543>

**Sosine, J., & Cox D.J.** (2022b). command-v-command-c. <https://doi.org/10.17605/OSF.IO/DXVRJ>

Cox, D.J., & **Sosine, J.** (2022). Parent reflections on ABA: Analysis of 5,450 open-ended responses. <https://doi.org/10.5281/zenodo.5815646>

## PROFESSIONAL PRESENTATIONS

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### NATIONAL/REGIONAL

<sup>1</sup>Page, S., Kazemi, E., & Cox, D.J. (Sep, 2022). Organizational outcome data: What's ya bench...mark?. Association for Behavior Analysis International 11th International Conference. Dublin, Ireland.

**Sosine, J., & Cox, D.J.**(May, 2022). Building and analyzing citation network of behavior analytic research literature. Association for Behavior Analysis International (ABAI) 48th Annual Convention. Boston, MA.

**Sosine, J., & Cox, D.J.** (May, 2021). Natural language processing to identify trends and gaps in the published science of behavior analysis. Association for Behavior Analysis International (ABAI) 47th Annual Convention. San Francisco, CA.

Morford, Z., Cox, D.J., **Sosine, J.**, & Gnikobou, C. (March, 2022). Using supervised machine learning to predict turnover in ABA organizations. Annual CalABA Conference. Santa Clara, CA.

**Sosine, J.**, Cox, D.J., Morford, Z., & Gnikobou, C. (March, 2022). Analyzing open-text verbal behavior at scale. Annual CalABA Conference. Santa Clara, CA.

Gnikobou, C., Cox, D.J., **Sosine, J.**, & Morford, Z. (March, 2022). Analyzing, improving, and using satisfaction survey data. Annual CalABA Conference. Santa Clara, CA.

### LOCAL

**Sosine, J.** (September, 2020). Computer vision: A brief, technical report. Behavior Analysts Who Code. Online Synchronous Online. <https://www.codingbehavioranalysts.org/>

**Sosine, J.** (June, 2020). Natural Language Processing to Identify topics of focus across behavior analytic publications. Online Synchronous Online. <https://www.codingbehavioranalysts.org/>

**Sosine, J.**, Neuberger, S., Osborn, L. (April, 2020) Data or it didn't happen. Speech Pathology Group. Walnut Creek, CA.

**Sosine, J.** (August, 2019). Structured supervision training: Functional Analysis. Speech Pathology Group. Walnut Creek, CA.

**Sosine, J.**, Germer, K. (March, 2019). Structured supervision training: introduction to ethics and decision making. Speech Pathology Group. Walnut Creek, CA.

**Sosine, J.**, Germer, K., Zaporteza, P. (March, 2019). The interdisciplinary relationship: BCBA's and SLP's. Speech Pathology Group. Walnut Creek, CA.

## BOARD CERTIFICATIONS

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Board certified behavior analyst # 1-15-21172

Exam Passed: 11/30/2015

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<sup>1</sup> Primary analyst