

CURRICULUM VITA

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Name: Rachel L. Freeman, Ph.D.

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EDUCATION

- 1998 Postdoctoral Work: University of Minnesota, Minneapolis.
Department of Communication Disorders.
Postdoctoral Advisors: Joe Reichle, Ph.D., Mary McEvoy, Ph.D.
- 1996 Ph.D. Special Education and Rehabilitation: University of Oregon,
Eugene. Interdisciplinary Doctoral Program, Specialty in Conduct
Disorders.
Doctoral Advisor: Robert H. Horner, Ph.D.
Dissertation Title: The Relation Between Physiological Arousal
and Problem Behavior
- 1989 B.S. Psychology; Western Illinois University, Macomb.

SELECTED PROFESSIONAL EXPERIENCE

- Senior Research Associate (Research Manager 3), Institute for Community Integration.
University of Minnesota-Twin Cities. 2017-present.
- Director of State Initiatives, Institute for Community Integration. University of
Minnesota-Twin Cities. 2015-present.
- Principal Investigator, Minnesota Department of Human Services (DHS). Minnesota
DHS Systems Change and Technical Assistance. Institute for Community Integration.
University of Minnesota-Twin Cities. 2018-2022.
- Co-Principal Investigator, Minnesota Department of Human Services (DHS). Minnesota
DHS Systems Change and Technical Assistance. Institute for Community Integration.
University of Minnesota-Twin Cities. 2017-2018.
- Co-Principal Investigator, Research and Training Center on Community Living and
Participation. Institute for Community Integration. University of Minnesota-Twin
Cities. 2015 – 2018.
- Co-Principal Investigator, Minnesota Department of Human Services (DHS). Minnesota
DHS Systems Change and Technical Assistance. Institute for Community Integration.
University of Minnesota-Twin Cities. 2015-2017.
- Research Associate (Researcher 6), Institute for Community Integration. University of
Minnesota-Twin Cities. 2014-2017.
- Associate Research Professor, Life Span Institute, University of Kansas, Lawrence,
Kansas, 2005-2014.

Director of Research, Kansas University Center for Developmental Disabilities (KUCDD), Life Span Institute, University of Kansas, Lawrence, Kansas, 2005-2014.
 Project Director, Kansas Mental Health & Positive Behavior Support, Life Span Institute, University of Kansas, Lawrence, Kansas, 2012-2013.
 Project Director, Kansas Institute for Positive Behavior Support, Life Span Institute, University of Kansas, Lawrence, Kansas, 2001-2014.
 Kansas Center for Autism Research and Training Affiliated Researcher. 2010-present.
 Adjunct Faculty Member, Department of Special Education, The University of Kansas, Lawrence, Kansas, 1999 – 2001; 2009 – 2014.
 Co-Investigator for the Kansas partner site of the OSEP National Technical Assistance Center on Positive Behavioral Interventions and Supports. Fall, 2003-2006.
 Research Assistant Professor, Life Span Institute, University of Kansas, Lawrence, Kansas, 2000-2005.
 Research Assistant Professor, Department of Psychiatry, University of Kansas Medical Center, Kansas City, Kansas, 2002-2005.
 Research Associate, Life Span Institute, University of Kansas, Lawrence, Kansas, 1998-2000.
 Project Coordinator for the Kansas partner site of the OSEP National Center on Positive Behavior Interventions and Supports. Fall, 2001-2003.
 Project Coordinator, Topeka 501 Positive Behavior Support Project (Grant #S184M000069), 2000-2001.
 Project Coordinator, Kansas University Affiliated Program's Online Academy Positive Behavioral Support Team, University of Kansas, Lawrence, Kansas, 1998 - 2000.
 Postdoctoral Associate, Department of Communication Disorders, University of Minnesota, Minneapolis, Minnesota, 1997-1998.
 Psychologist II, Department of Human Services, Cambridge Community Support Services, Cambridge, Minnesota, 1996-1997.
 Assistant Coordinator, Kidderminster and District Health Authority, Intensive Support Team, Kidderminster, Worcester, England, 1991-1992.
 Residential Trainer II, Bethphage Mission Midwest Inc., Illinois Program, Macomb, Illinois, 1990-1991.
 Residential Trainer, Bethphage Mission Midwest Inc., Illinois Program, Macomb, Illinois, 1989-1990.

SELECTED PUBLICATIONS (*Recent Publications Appear First*)

Freeman, R. (2016). Strategies for implementing positive support strategies in agencies and organizations. *Impact*, 29(2), 12-15.
 Freeman, R., Walker, P. & Hewitt, A. (Eds.) (2016). Person-centered positive supports and people with intellectual and developmental disabilities. *Impact*, 29(2), 1-46.
 Freeman, R., Newcomer, L., & Miller, D. (2016). District leadership and implementation strategies for integrating intensive and individualized academic and behavioral student interventions. In F. E. Obiakor, T. Banks, A. Rotatori, & C. Utley, (Eds), *Leadership matters in the education of students with “special” needs* (pp. 20-25). Information Age Publishers, Charlotte, North Carolina.
 Miller, D., & Freeman, R. (2016). Challenges faced by new implementation sites: Designing and supporting a sustainable tiered system at the district and school level.

- In S. R. Jimerson, M. K. Burns, & A. M. VanDerHeyden (Eds.), *Handbook of response to intervention: The science and practice of multi-tiered systems of support* (2nd ed.) (pp. 627-640). New York: Springer Science.
- Freeman, R., Enyart, M., & Matthews, K. (Summer, 2014). Establishing an integrated state-wide system for preventing problem behavior in home and community settings: The Kansas model (pp. 22-29). *LEND Brief*. Minneapolis: MN.
- Freeman, R., Enyart, M., Schmitz, K., Kimbrough, P., Matthews, K., & Newcomer, L. (2015). Integrating and building on best practices in person-centered planning, wraparound, and positive behavior support. In F. Brown, J. Anderson, & R. De Pry, (Eds.), *Individual positive behavior supports: A standards-based guide to practices in school and community-based settings* (pp. 241-257). Baltimore, MD: Brookes.
- Freeman, R., Miller, D., & Newcomer, L. (2015). Integration of academic and behavioral MTSS at the district level using implementation science. *Learning Disabilities: A Contemporary Journal*, 13(1), 59-72.
- Lucyshyn, J., Dunlap, G., & Freeman, R. (2014). A historical perspective on the evolution of positive behavior support. F. Brown, J. Anderson, & R. De Pry, (Eds.), *Individual positive behavior supports: A standards-based guide to practices in school and community-based settings* (pp. 3-25). Baltimore, MD: Brookes.
- Newcomer, L. L., Freeman, R. L., & Barrett, S. (2013): Essential systems for sustainable implementation of tier 2 supports, *Journal of Applied School Psychology*, 29(2), 126-147.
- Freeman, R., Lohrmann, S., Irvin, L. K., Kincaid, D., Vossler, V., & Ferro, J. (2009a). Systems change and the complementary roles of inservice and preservice training in school-wide positive behavior support. In G. Sugai, R. Horner, G. Dunlap, & W. Sailor (Eds.). *Handbook of positive behavior support* (pp. 599-626). Secaucus, NJ: Springer.
- Freeman, R. Perrin, N., Irvin, L., Vincent, C., Newcomer, L., Moore, M., Anderson, S., Miller, D., Kimbrough, P., Little, A., Deegan, M., Rennells, K., & Farr Bond, K. (2009b). *Positive behavior support across the lifespan: Expanding the concept of statewide planning for large-scale organizational cultural change* (PBS-Kansas Monograph No. 1). Lawrence, KS: University of Kansas, Schiefelbusch Institute for Lifespan Studies.
- Freeman, R., Eber, L., Anderson, C., Irvin, L., Bounds, M., Dunlap, G., & Horner, R. H. (2006). Building inclusive school cultures using school-wide PBS: Designing effective individual support systems for students with significant disabilities. *Research and Practice for Persons with Severe Disabilities*, 31(1), 4-17.
- Tyrrell, A. L., Freeman, R. L., & Chambers, C. R. (2006). Family perceptions of problem behavior: Strategies for effective support. In E. Horn & H. Jones (Eds.), *Young Exceptional Children Monograph Series No 8: Social Emotional Development*. Missoula, MT: Division for Early Childhood of Council for Exceptional Children.
- Tyrrell, A. L., Horn, E. M., & Freeman, R. L. (2006). The role of families in the positive behavior support process: Team-based problem solving. *Young Exceptional Children*, 10(1), 12-21.
- Freeman, R., Smith, C., Zarcone, J., Kimbrough, P., Tieghi-Benet, M., & Wickham, D. (2005). Building a state-wide plan for embedding positive behavior support in

- human service organizations. *Journal of Positive Behavior Interventions*, 7(2), 109-119.
- Kimbrough Kidwell, P., Freeman, R., Smith, C., & Zarcone, J. (2004). Integrating online instruction with active mentoring to support professionals in applied settings. *The Internet and Higher Education*, 7(2), 141-150.
- Freeman, R. L., Grzymala-Busse, J. W., & Harvey, M. (2003). Functional behavioral assessment using the LERS data mining system-strategies for understanding complex physiological and behavioral patterns. *Journal of Intelligent Information Systems*, 21(2), 173-181.
- Freeman, R. L., Smith, C., & Tieghi-Benet, M. (2003). Promoting implementation success through the use of continuous systems-level assessment strategies. *Journal of Positive Behavior Interventions*, 5(2), 66-70.
- Baker, D. J., Blumberg, E. R., Freeman, R., Wieseler, N. (2002). Can psychiatric disorders be seen as establishing operations? Integrating applied behavior analysis and psychiatry. *Mental Health Aspects of Developmental Disabilities*, 5, 118-124.
- Smith, C., & Freeman, R. L. (2002). Using continuous system level assessment to build school capacity. *American Journal of Evaluation*, 23(3), 307-319.
- Turnbull, A. P., Edmonson, H. M., Griggs, P., Wickham, D., Sailor, W., Beech, S., Freeman, R., Guess, D., Hale, N., Lassen, S., McCart, A., Riffel, L., Schmerchek, D., Turnbull, H. R., Warren, J., & Wilcox, B. (2002). A blueprint for the four components of a positive behavior support school-wide model. *Exceptional Children*, 68, 377-402.
- Baker, D. J., Freeman, R., & High, R. (2000). Resident-directed communication patterns in community homes of persons with disabilities. *Mental Retardation*, 38 (6), 489-497.
- Freeman, R. L., Horner, R. H., Reichle, J. E. (1999). Relation between heart rate and problem behaviors. *American Journal on Mental Retardation*, 104(4), 330-345.
- Sailor, W., Scott, T. M., Nelson, C. M., Freeman, R., Smith, C., Britten, J., & McCart, A. (1999-2000). Using information technology to prepare personnel to implement functional behavioral assessment and positive behavioral support. *Exceptionalities*, 8(3), 217-230.

SELECTED PRESENTATIONS (*Recent Presentations Appear First*)

- Freeman, R., & Kramme, J. (2018). *Organization-wide strategies for implementing person-centered practices & positive behavior support*. AAIDD Webinar.
- Rotholz, D., Freeman, R., & Brent, B. (2018). *Collaboration on Policy and System Issues in Positive Behavior Support*. *Reinventing Quality*. Baltimore, MD.
- Reid, D., Lollar, R., Shear, S., Rodgers, T., Roholtz, D., & Freeman, R. (2018). *Issues related to the home and community-based waiver and positive behavior support*. Association for Positive Behavior Support. San Diego, CA.
- Lucyshyn, L., De Pry, R., Freeman, R., & Tincani, M. (2018). *The evidence-based practice of PBS: Building bridges between research and practice*. Association for Positive Behavior Support. San Diego, CA.
- Freeman, R., Petrie, G., Hunt, M., Moore, T., Maki, A., Kramme, J. (2018). *Working together to implement PBS statewide in education and human services*. Association for Positive Behavior Support. San Diego, CA.
- Putnam, R., & Freeman, R. (2017). *Two different models for implementing PBS in organizations supporting people with disabilities*. Association for Positive Behavior Support. Denver, CO.

- Gulaid, A., Watts, E., & Freeman, R. (2017). *Three-tiered implementation of person-centered practices and positive behavior support: Integrating cultural awareness*. Association for Positive Behavior Support. Denver, CO.
- Freeman, R. & Watts, E. (2017). *How person-centered practices are expanding across the United States: Trends and challenges encountered*. Southern Community Rehabilitation Center. Seoul, South Korea.
- Freeman, R. & Watts, E. (2017). *Key features of universal person-centered practices*. Southern Community Rehabilitation Center. Seoul, South Korea.
- Freeman, R. & Watts, E. (2017). *Getting started: Using a team approach to implement person-centered practices*. Southern Community Rehabilitation Center. Seoul, South Korea.
- Freeman, R. (2017). *Building effective and sustainable systems of person-centered practices and positive behavior support*. Improving Behavior, Improving Lives: APBS West Virginia Network. Summersville, WV.
- Freeman, R. (2017). *Getting started: Using a team-based approach for implementing person-centered practices and positive behavior support*. Improving Behavior, Improving Lives: APBS West Virginia Network. Summersville, WV.
- Freeman, R. (2017). *Organization-wide strategies for implementing person-centered practices and positive behaviour support [Keynote Day 2]*. British Institute on Learning Disability Conference. Bristol, United Kingdom.
- Freeman, R. (2017). *Using data-based decision making to implement person-centered practices and positive behavior support across services*. Association for Positive Behavior Support. Denver, CO.
- Freeman, R., & Kleist, B. (2017). *Organization-wide person-centered practices and PBS planning in human services [Workshop]*. Association for Positive Behavior Support. Denver, CO.
- Freeman, R. (2016). *Organization-wide strategies for implementing person-centered practices and positive behavior support*. Association for Positive Behavior Support Webinar.
- Freeman, R. (2016). *Using data, systems, and practices to embed person-centered and behavioral support approaches within organizations supporting people with disabilities*. Minnesota Northland Applied Behavior Analysis Conference. Minneapolis, MN.
- Freeman, R. (2016). *Building a person-centered foundation using organization-wide planning*. REM Fall Leadership Conference. Grandview Lodge, Nisswa, MN.
- Freeman, R. (2016). *Building a foundation for positive behavior support: Learning how to use positive behavior supports effectively*. Conference Presentation. Maryland Developmental Disabilities Administration. Linthicum, MD.
- Freeman, R. (2016). *Implementing person-centered planning and positive behavior support in organizations supporting individuals with disabilities*. Association for Positive Behavior Support. San Francisco, CA.
- Freeman, R. (2016). *Using the functional behavioral assessment process to identify positive behavior support strategies*. Minnesota Social Services Association. Minneapolis, Minnesota.
- Freeman, R. (2015). *Implementing effective and sustainable positive behavior support within organizations*. The Developmental Disabilities Administration's Conference on Quality: 1st Annual Best Practices Conference. Linthicum Heights, MD.

- Freeman, R. (2015). *Statewide interventions for improving quality of life for individuals with IDD*. Association for Positive Behavior Support. Boston, MA.
- Rotholz, D., Moseley, C., & Freeman, R. (2014). *Positive behavior support: How we define it and implications for state policy and practice*. Reinventing Quality Conference. Baltimore, MD.
- Rotholz, D., & Freeman, R. (2014). *Positive behavior support: Definitions, statewide efforts, and implications*. National Association for State Directors of Developmental Disabilities (NASDDDS) Mid Year Meeting. New Orleans, LA.
- Freeman, R. (2014). *Establishing statewide capacity for facilitating positive behavior support plans*. Commissioner's Conference Room. Texas Department of Aging and Disability. Austin, TX.
- Freeman, R. (2014). *Using interagency systems to build capacity for positive behavior support*. Everychild Inc. Sponsored Event. Austin, TX.
- Freeman, R. (2013). *Family-based positive behavior support: Introduction and resources*. Autism Across the Lifespan: A Conference for Professionals and Families. Overland Park, Kansas.
- Freeman, R. (2013). *Positive behavior support across the lifespan*. Children's Coordinating Council. United Community Services of Johnson County (UCS). Lenexa, KS.
- Freeman, R. (2013). *Positive behavior support across the lifespan for children and families*. [Keynote]. West Virginia Association for Positive Behavior Support Network. Summersville, WV.
- Freeman, R. (2013). *Positive behavior support and interagency collaboration: Helping improve quality of life across the lifespan for children and families* [Workshop]. West Virginia Association for Positive Behavior Support Network. Summersville, WV.
- Freeman, R. (2012). *Systems to prepare and implement behavior support at the targeted and intensive levels*. Northwest Positive Behavioral Interventions Supports Conference. Portland, OR
- Freeman, R., & Newcomer, L. (2011). *Enhancing inservice training using technology-based strategies*. Association for Positive Behavior Support Conference. Denver, CO.
- Freeman, R., Perrin, N., Lyons-Brown, M., Little, A., Anderson, S., & Schmitz, K. (2010). *Using statewide planning to design PBS training in education and human services*. Seventh Annual Association for Positive Behavior Support Conference. St. Louis, MO.
- Freeman, R. (2008). *Building culturally sensitive teams in school-wide positive behavior support*. Colorado's 4th Annual Symposium on Positive Behavior Support. Denver, CO.
- Freeman, R. (2008). *Using community action planning to support school-wide positive behavior support*. Colorado's 4th Annual Symposium on Positive Behavior Support. Denver, CO.
- Freeman, R. (2008). Keynote: *Building a web of relationships: School-wide positive behavior support and community action planning*. Alaska Special Education Conference. Anchorage, Alaska.
- Miller, D., & Freeman, R. (2007). *Multi-tiered systems of support in Kansas to promote academic and behavioral success in schools*. Transforming School Counseling. Emporia, Kansas.