

## Hayden Curriculum Vitae

Wilburn Hayden, Jr.

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**Office Address:** School of Social Work, York University, Toronto, ON Canada M3J 1P3

**Office Phone:** 647-344-0373

**E-mail:** [whayden@yorku.ca](mailto:whayden@yorku.ca) (Office)

**Citizenships:** Canadian/USA

**Professional Credentials:** Academy of Certified Social Workers (ACSW), NASW; Certified Social Work Manager, National Network for Social Work Managers

### I. EDUCATION

St. Andrews College, Laurinburg, NC - 1971; BA - Sociology/Anthropology  
 School of Social Work, University of NC, Chapel Hill, NC - 1973; MSW - Community Social Work  
 Faculty of Social Work, University of Toronto, Toronto, Ontario, Canada, 1991; Ph.D. - Major Field:  
 Community Work; Minors: Program Evaluation, Educational Theory and Advanced Research;  
 Dissertation Title: Professionalism with Respect to the Leadership Behavior of Social Work  
 Administrators

### II. RECORD OF WORK EXPERIENCES

#### Academic Appointments

Clinch Valley College of the University of Virginia, Social Welfare Department; Instructor and  
 Director of Men's Dorm, Wise, VA, January – July 1973

University of North Carolina at Greensboro, Social Work Program; Instructor, Greensboro, NC,  
 August 1973 – August 1975

University of Toronto, Faculty of Social Work; Part-time Research Course Instructor, Toronto,  
 Ontario, Canada, September 1976 – June 1977)

University of North Carolina at Chapel Hill, School of Social Work; Taught two courses and  
 served as a research assistant for Dean John Turner, June 1977 – August 1978

Western Carolina University, Department of Social Work and Sociology; Head and Associate  
 Professor, Cullowhee, NC, August 1983 – June, 1993

UNC-Chapel Hill, School of Social Work; Part-time Visiting Lecturer, Asheville, NC Off-campus  
 Program, August – December 1989

University at Buffalo, School of Social Work; Visiting Associate Professor, Buffalo, NY, August  
 1992 – December 1993 (On Leave from Western Carolina University); Associate Dean and  
 Associate Professor, Buffalo, NY, January 1993 – January 1998; Acting Dean, Summer 1995.

Wilfrid Laurier University, Faculty of Social Work; Part-time Course Instructor, Waterloo, Ontario  
 August 1992 – July 1993 (On Leave from Western Carolina University)

Western Carolina University, Department of Social Work and Sociology; Affiliate Graduate  
 Faculty, August 1996 – January 1998

California University of Pennsylvania, MSW Program, Department of Social Work; Director and  
 Associate Professor, January 1998 – 2007; Promoted to Professor, July 2004. Awarded  
 Semester Sabbatical for Spring 2007. Successful launch a new MSW Program in 1998 and  
 received full CSWE Accreditation, February 2004

York University, School of Social Work; Professor, January 2007 – December 31, 2018, Director, July

## Hayden Curriculum Vitae

2007 – 2010 & Professor Emeritus and Senior Scholar, January 1, 2019 to present; Course instructor in York University School of Social Work Nigeria Project. Department of Sociology, University of Benin, MSW Programme, Benin City, Nigeria, April 2009; Sabbatical July 2014 – June 2015; Course instructor in York Guyana Project. Social Program, University of Guyana, MSW Program, 2017 - 2020.

### Professional Work Experiences

North Carolina Department of Corrections, Wake County Advancement Center; Rehabilitation Counselor, Raleigh, NC, Summer 1970; and Davie County Unit; Program Assistant and Counselor, Summer 1970, Mocksville, NC, May – August 1971

Council on International Programs, School of Social Work, University of North Carolina at Chapel Hill; Associate Director of a program that brought together professional social workers from different nations for training with a field practicum, Chapel Hill, NC, Summers 1975 – 78

Professional Consultant (Self-employed); Program Development and Community Practice Training. Chapel Hill, NC, June 1977 – August 1978

Town of Chapel Hill, Department of Human Services; Director of multi-services agency (casework, community organizations and social planning); Chapel Hill, NC, September 1978 – July 1980

Human Resources Consultants, PA, Chapel Hill, NC: Consultant (staff development, research, management training, and teaching job search/keeping skills, motivation, communication and self-awareness to long-term unemployed participants), August 1980 – March 1982

McCain Correctional Center, North Carolina Department of Corrections; Chief and Clinical Social Worker (Unit Supervisor, Program In service Training Coordinator and Mental Health Ward Team, Chairman); McCain, NC, March 1982 – August 1983

Jefferson County Department for Human Services; Assistant to the Director, provided supervisory and management training, and developed an organizational structure for improving information flow and management decisions, Louisville, KY, May – August 1989.

### III. PUBLICATIONS, PAPERS, TALKS AND WORKSHOPS

#### Publications

"Ghetto." in Robert Horn, The Guide to Simulations/Games for Education and Training, 3rd Edition, edited by Cranford, NJ, Didactic Systems, Inc., 1977.

Intensive Job Placement Training Manual. (co-author). Human Resources Consultants, Chapel Hill, NC, May 1981.

"Blacks: An Invisible Institution in Appalachia?" in Jim Lloyd and Anne Campbell, The Impact of Institutions in Appalachia. Boone, NC; Appalachian Consortium, 1986.

Social Work in Western North Carolina. Raleigh: NC NASW, 1988.

"A Curriculum Model for Social Work Management." in Paul Keys and Leon Ginsberg, New Management in Human Services. MD: NASW, 1988.

A Career Higher Education: Guide for Head Start Family Service Staff. (co-author). Bowling Green, KY: Region IV T/T.S., 1991.

"Rites of Death and Burial of Blacks in Appalachia." Appalachian Heritage, Winter, 1991. (Also: [http://toto.lib.unca.edu/findingaids/oralhistory/SACC/default\\_colored\\_cemetery.html](http://toto.lib.unca.edu/findingaids/oralhistory/SACC/default_colored_cemetery.html))

"Black Appalachian Families." in Shirley Jones, Sociocultural and Service Issues in Working Rural Clients. NY: SUNY-Albany, 1993.

"Total Quality Management: Continuous Process Improvement and Case Management." (co-author). in Burton Gummer and Philip McCallion. Total Quality Management (TQM) in the Social Services: Theory and Practice. Albany, NY: Rockefeller College Press, 1995.

## Hayden Curriculum Vitae

“The Family Services Associate Curriculum: Social Work Education for Indigenous Workers.” *Human Science Research Council Journal, Special Issue: Indigenisation in Social Work Education*. Cape Town, South Africa. Fall, 1997.

"African American Appalachian: Barriers to Equality." in Leon Ginsberg, Rural Social Work Practice. Washington, DC: CSWE, 1999.

Foundation of Family Services Skills. Needham, MA: Ginn Press, 1987, Second Edition, 1990; Third Edition, Needham, MA: Simon & Schuster, 1999.

Community Service Skills. Needham, MA: Simon & Schuster, 1999.

“African American in Appalachia: Intensification of Historical Demographic Patterns.” Chapter in The Hidden America: Social Problems in Rural American in the 21<sup>st</sup> Century. Edited by Robert Moore. Selinsgrove, MS: Susquehanna University Press, 2001.

“In Search of Justice: White Privilege in Appalachia.” *Journal of Appalachian Studies*. Spring, 2002. Huntington, WV: Appalachian Studies Association.

“Appalachian Diversity: African-American, Hispanic/Latino and Other Populations.” *Journal of Appalachian Studies*. 10-3, 2004. Huntington, WV: Appalachian Studies Association.

“Barriers Confronting African-Americans of the Rural Appalachian Region.” Chapter in Social Work in Rural Communities. 4<sup>th</sup> edition. Edited by Leon Ginsberg, Washington, DC: CSWE, 2005.

“Integrating Behavioral Health Services within a Primary Care Center in a Rural Setting.” (co-authored). *Families in Society*. January-March, 2005. Milwaukee, WI: Alliance for Children and Families.

“Black Slavery of Appalachia,” and “Appalachian Freed Blacks.” Encyclopedia of Appalachia. Knoxville, TN: University of Tennessee, 2006.

“Photos from the Black Appalachian Photographic Essay Exhibit.” *Appalachian Heritage*, Summer, 36-3. Berea, KY: Appalachian Center, 2008.

Susan Keefe. Appalachian Cultural Competency. Book Review for *Journal of Appalachian Studies*. 12-2, 2008, Huntington, WV: Appalachian Studies Association.

Appalachian Black People: Identity, Location and Barriers. Pittsburgh: 91 South, 2015.

Diana R. Berry. The Price for Their Pound of Flesh: The Value of the Enslaved, from Womb to Grave, in the Building of a Nation.” Diana R. Berry. Book Review for *The Journal of Unitarian Universalist History*, 42. 2018-2019.

Burr Beard. Rendville: Across the Color Line. Book Review for *Journal of Appalachian Studies*. 25-2, 2019, Huntington, WV: Appalachian Studies Association.

John M. Coggeshall. South Carolina: An African American Appalachian Community. Book Review for *The Kentucky Register Historical Society*, 117. 2019.

### Academic Papers Presented (from 2007)

“Racial and Ethnic Diversity in Appalachia.” Radford University. Radford, VA, March 2007

“Racial and Ethnic Diversity in Appalachia (Keynote Address) 16<sup>th</sup> Annual REACH Conference. St. Clair College. Dayton, Ohio, February 29<sup>th</sup>, 2008.

“Appalachian Racism: Still the Challenge for the Next Three Decades.” 31<sup>st</sup> Annual Appalachian Studies Conference. Marshall University. Huntington, WV. March 28 - 30, 2008.

“Racism and White Privilege.” University of North Carolina – Greensboro, April 3-4, 2008.

“A Systematic Framework for Examining Oppression Across National Boundaries.” CASWE Annual Conference. Carlton University, Ottawa, May 27 – 29, 2009.

“Appalachia Virginia and West Virginia Black Populations: A Demographic Examination.” April 21, 2011. Undergraduate Research Day Conference Keynote. Concord University, Athens, West Virginia.

“West Virginia History Omission or Exclusion,” Keynote at A Black History Month Program sponsored by the West Virginia Division of Culture and History Center Capitol Complex, Charleston, West Virginia February 19, 2012.

“A Demographic Examination of African Americans in Northern Appalachia.” *Appalachian Studies*

## Hayden Curriculum Vitae

Conference. Indiana University of PA, March 23-25, 2012.

“Ausubel, Johnson and Bloom: Educational Theory Based Professional Social Work Curriculum.” CASWE Conference. Wilfrid-Laurier University, May 28-31, 2012.

“Locating Black Appalachians from the 2010 Census.” Appalachian Studies Conference. Appalachian State University, March 22-24, 2013.

“Omission and Exclusion: Canadian Ethos on Race.” Second Biennial Black Canadian Studies Association Conference- Community, Empowerment & Leadership in Black Canada -Dalhousie University, Halifax, Nova Scotia- 21-24 May 2015.

“Fish to Black Slaves: The Canadian Maritimes and African Slave Trade,” 4th Black Canadian Studies Association Conference, University of Regina, Regina, Saskatchewan, May 29, 2018; Tubman Talks, York University Tubman Centre, September 20, 2018.

### **Talks Given (since 2007)**

“Addressing Racism and White Privilege in Appalachia.” Radford University. Radford, VA, March 2007

“Canadian His-Story of Black Slavery.” Talk, St. Alban Boys & Girls Club. Toronto, Ontario February 28, 2009

“Exploring Transitions When Building Social Work Educational Programs. Plenary Presentation. Educating for Social Change Roundtable: *(Re) Visioning Social Work Education in Nigeria for the 21<sup>st</sup> Century*. Social Work in Nigeria Project. Benin City, Nigeria, April 16, 2009

"Canadian Social History: A Racial Timeline". York University Centre for Human Rights. February 10, 2010

"Black Poverty and Silos: The Mosaic Multi-Culture Ontario." York University Centre for Human Rights. March 22, 2011

"Race Matters: MacLeans Asian Ambush. Racism in the Media: York U Talks Back!" York University Centre for Human Rights. March 24, 2011

“Myths of Multiculturalism” York Federation of Students & Thaqaalan Muslim Association, February 13, 2012

“Black Appalachians: Identity, Locations and Barriers.” WVA NASW 2017 Spring Continuing Education Conference for Social Workers, Charleston, WV, April 28, 2017.

“Diversity and Inclusion: Speaking of Equity and Justice: Stories and Discussion.” Opening Mini-Plenaries: (Panelists), April 6, 2018 and Concurrent Sessions 6: “Diversity and Inclusion,” Panel on Black Appalachian History” (Convener), April 7, 2018. Appalachian Studies Conference, Cincinnati, OH.

“United Nations Report on Canadian Discrimination Reports (2010 & 2017),” First UU Hamilton, Ontario, April 30, 2018.

“Racial Microaggressions in Canada.” Ulyssean Society, April 28, 2019.

“Struggles in Being Black in Canada Society.” (Conference Theme Talk). CUC Western Region Fall Gathering. Unitarian Church of Edmonton, October 19, 2019

### **Workshops Conducted (Since 2007)**

“Families in Appalachia,” 16<sup>th</sup> Annual REACH Conference. St. Clair College. Dayton, Ohio, February 29<sup>th</sup>, 2008.

“Appalachian Racism: Still the Challenge for the Next Three Decades.” (Paper) and “The Social Cost of Coal.” (Session Convener). 31<sup>st</sup> Annual Appalachian Studies Conference. Marshall University. Huntington, WV. March 28 -30. 2008.

“Addressing Racism on University Campuses: Students, Faculty, Staff and Administration.” University of North Carolina – Greensboro, April 4, 2008.

“The Appalachians: Examining the History, Culture and People” and “A Look at White Privilege in Appalachia; In Search of a Social Work Response – Fostering Individual Action Against Racism.” WV-NASW

## Hayden Curriculum Vitae

Annual Conference. Charleston, WV, April 23-26, 2008.

“White Privilege and Racism in Search of a Response: Fostering Individual Action.” St. Alban’s Boy’s & Girls’ Club. Toronto, Ontario. September 11, 2008.

“On the Road to Becoming a Social Worker Social Worker and Educator: My Story.” Brampton Federal Centre of Education and Training. Toronto, Ontario. September 1, 2009.

“Racial Challenges for Social Work Practitioners: An Examination of Canadian Racism, Segregation, Discrimination, Prejudice, and White Privilege,” School of Work Field Instructors Training, York University, October 21, 2011.

“Leadership and Organizational Change through a Lens of Black Inclusivity & Equity Start with You.” York Region Community Inclusivity Reference Group (CIRG): 2013 Diversity, Equity & Inclusivity Symposium, Richmond Hill, Ontario, April 24-25, 2013.

“The Appalachians: An Examination of the History, Culture and People” and “Black Appalachia – Oppression within an Oppressed Population: Fostering Individual Action Against Racism in Search of a Unitarian Response.” Unitarian Universalist Association of Congregations General Assembly. Louisville, KY June 19 - 23, 2013.

“Institute on Social Work and Social Sciences.” Co-planner and co-presenter. University of Duhok, Kurdistan, Iraq. December 13-15, 2013.

“Racial Issues.” Panel member; and “A Look at How Our Racial Environments Shape Our Values, Identity and Behaviour in Toronto.” Conducted two sessions. Police College Staff Development Day. January 21, 2014.

“Community Café: Community Wellness – Jane-Finch Communities.” York U. School of Social Work Global & Local Community Engagement Committee, February 1, 2017.

“Racism and Racial Micro-aggressions in Appalachia.” WVA NASW 2017 Spring Continuing Education Conference for Social Workers, Charleston, WV, April 27, 2017.

(Co-lead). “Interracial Families Resisting Racial Micro-aggressions.” UUA Annual GA, New Orleans, LA, June 23, 2017; UUA Meadville Region Summer Institute, Oberlin College, OH, July 8 – 14, 2017 (five day sessions); CUC Conference, McMaster University, Hamilton, Ontario, May 20, 2018.

(Co-lead), “White Allies in Anti-Racism.” First UU Hamilton, Ontario, March – April 2018 (four day sessions); The Unitarian Congregation in Mississauga, November 9 & December 1, 2019.

(Co-lead), “Dismantling Racism and White Privilege: Honouring our First Principle.” Unitarian Church of Vancouver, October 4 & October 5, 2019.

### **Works in Progress**

Research on early black Canadian settlements and critical race analysis of black Canadians

Field Visits: Nova Scotia – Halifax, May 2015; Ontario - South Grey Museum, Flesherton, May 2014; Black Festival, Owen Sound, July-August 2014; Ontario – Dresden, May 2016; BC - Vancouver and Victoria, June 2015; Alberta – Calgary, Edmonton, and northern and southern Alberta, June 2016; St. John’s, NL, July 2017; Halifax. NS, October 2017; Newfoundland – St. John’s, July 23 – 29, 2017; Nova Scotia – Halifax, October 23 – 28, 2017; Saskatchewan – Regina, Calgary, Shiloh, and Maidstone, May 21 – June 1, 2018.

Co-author. “Omission and Exclusion: Canadian Ethos on Race.”

Co-author. “Fish to Black Slaves: The Canadian Maritimes and the African Slave Trade.”

On-going research for manuscripts – Canadian Barriers to Black Equality in Opportunities and Quality of Life.

Co-editor. Two Black Appalachians manuscript.

## Hayden Curriculum Vitae

### IV. MAJOR PROFESSIONAL DEVELOPMENT AND CONTINUING EDUCATION

#### Major Conferences Attended (Since 2007)

- Appalachian Studies Conference, Maryville College, TN, March 18 – 20, 2007
- National Association of Social Work Deans and Directors (NASWDD), San Francisco, CA, Academic Administration and Planning Workshops, October 26 – 27, 2007
- National Association of Social Work Deans and Directors (NASWDD), Albuquerque, NM, Academic Administration and Planning Workshops, March 12 - 15th, 2008
- Appalachian Studies Conference, Huntington, WV, March 28-30, 2008
- Appalachian Studies Conference, Portsmouth, OH, March 27-29, 2009
- CASWE Annual Conference. Carlton University, Ottawa, May 27 – 29, 2009
- Appalachian Studies Conference, North Georgia College and State University Dahlonega, Georgia March 19-21, 2010
- Appalachian Studies Conference, Indiana University of PA, March 23-25, 2012.
- Appalachian Studies Conference, Appalachia State University, March 22-24, 2012.
- Appalachian Studies Conference, Marshall University, March 27-30, 2014.
- Appalachian Studies Conference, Appalachia State University, March 22-24, 2013.
- Appalachian Studies Conference, Marshall University, March 27-30, 2014.
- Appalachian Studies Conference, East Tennessee State University, March 26-29, 2015.
- Second Biennial Black Canadian Studies Association Conference- Community, Empowerment & Leadership in Black Canada -Dalhousie University, Halifax, Nova Scotia- 21-24 May 2015.
- Appalachian Studies Conference, Shepard University, WV, March 18 -20, 2016
- Congress of Humanities and Social Sciences & CSWE Conference, Calgary, AB, May 28 – June 3, 2016
- Appalachian Studies Conference, Cincinnati, OH, April 5 – 9, 2018
- Canadian Congress, CASWE and Black Canadian Studies Association, University of Regina, Regina, Saskatchewan May 26 - June 1, 2018

#### Other Major Conferences and Trainings

- University of Chicago, School of Social Work Administration, Chicago, IL, Summer Program for Social Work Educators, 1974
- Council on Social Work Education (CSWE), 3 day workshop for Directors of Undergraduate Social Work Programs, Louisville, KY, September, 1983
- CSWE Accreditation Site Visitors Training, Miami, FL, March, 1986; Washington, DC, November 1993; San Francisco, March, 1999
- Kansas State University Sixtieth Annual Academic Chairpersons Conference, Evaluating Faculty, Students, and Programs, Orlando, FL, February, 1989
- University at Buffalo Department Chair Leadership Workshop, Niagara-on-the Lake, Ontario, June 30-July 1, 1993
- SUNY-Brockport Authentic Assessment: Focusing on Quality Outcomes Workshop, Brockport, NY, October 22, 1993
- U at B Office of Teaching Effectiveness Workshop, Teachers in Action: Teaching Our Students to Think! January 20-21, 1994
- E-College On-line Instructors Training, June 2006

## Hayden Curriculum Vitae

### V. GRANTS AND OTHER CREATIVE WORKS AND PROJECTS

Coordinator of North Piedmont Area Workshop on Citizen Participation, May-June, 1974; sponsored by a grant from Title I of the Higher Education Act.

A Photographic Essay Exhibit: "It Takes Some Kicking: Voices From Black Appalachia," funded by the University of North Carolina at Greensboro Research Council; 1974-75 and Appalachian Research Council Berea College; 1984 - 85. Accepted as one of the Appalachian Consortium Touring Exhibitions. Has been displayed at Western Carolina University (April - June, 1985); Clinch Valley College, Wise, VA (September - October, 1985); Young Harris Regional Library, Young Harris, GA (December, 1985 - January, 1986); Appalachian Studies Conference, (April - May, 1986); Old Fort Historical Society, Old Fort, NC (September - October, 1986); Folk Art Center, Asheville, NC (January - May, 1987); Reese Museum, University of Tennessee, Johnson City, TN (January - February, 1988); 19th Appalachian Folk Festival, Cincinnati, OH (May, 1988); NASW National Conference, Philadelphia, PA (November, 1988); Virginia Technical Institute, Blacksburg, VA (January - February, 1989); Nathaniel Greene Museum, Greeneville, TN (April - May, 1989); Watauga County Arts Council, Boone, NC (June - October, 1989); Berea College, (January - March, 1990); Mountain Empire Community College, Big Stone Gap, VA (April, 1990); Gardner Webb College, Shelby, NC (September - October, 1990); Austin Peay University, Clarksville, TN (January - February, 1991); YMI Cultural Center, Asheville, NC (May - December, 1991); Appalachian Ministries Educational Resource Summer Institute, Berea, KY (June, 1992); CSWE APM, San Diego, CA (March, 1995); University at Buffalo, Buffalo, NY (April - May, 1998); California University of PA, California, PA (February-April 1998); First Unitarian Church Gallery, Pittsburgh, PA (May, 1998); Concord College Library, Princeton, WV (April - June, 2001), Berea College Appalachian Studies Center, Berea, KY (September - November 2008).

WCU Internal Competitive Grants: WCU Visiting Scholars Program Six Awards, 1985 - 90, \$9,000. Centennial Grant for AME Church permanent marker on former campus site, \$1,970.00. School's Faculty Development Fund, \$1,500.

Developer and Coordinator of the Family Service Skills Certificate Program for Head Start Family Service Workers in North Carolina, Kentucky, and Tennessee (1986 - 87). Total Project Funds: \$30,000. For 1987 - 88, the program has expanded to South Carolina, Georgia, Florida, Alabama, and Mississippi \$22,000; 1988 - 89, \$41,260 expanded to Ohio and Michigan; 1989 - 90, \$60,430; 1990 - 91, \$71,500; 1991 - 92, \$148,000; 1992 - 93, \$165,000 expanded to Texas and California; 1993 - 94, \$145,000; 1994 - 95, \$ 255,000; 1995 - 96, \$340,000; 1996 - 97, \$110, 765. Relocated to California University of PA, January 1999, Renamed California University at PA Family and Community Services Certificate Program, total revenues to date - \$460,000 in Kentucky, North Carolina, South Carolina, Georgia and Florida.

U.S. Department of Health and Human Services, for developing a supervisor and management institute, \$16,700, October, 1988; \$20,000, Fall, 1991.

Western Carolina Coordinator of a Department of Aging Grant, co-sponsored with NCCU, Durham, NC for \$201,470 (WCU share about \$40,000), 1989 - 91.

### Hayden Curriculum Vitae

U. S. Department of Health and Human Services, Head Start Program Evaluation Grant \$7,000 (through WCU Continuing Education), 1989 - 90.

Region IV HHS Training and Technical Assistance Challenge Grant, \$2,500, 1990 - 91.

Orange County Department of Community Affairs, Social Services Training Grant, Orlando, FL \$39,000 (through WCU Continuing Education), July - August 1992.

Mississippi State Head Start Social Services Training Grant, Olive Branch, MS, \$20,000 (through WCU Continuing Education) March, 1994.

Florida State Head Start Social Services Management Training Grant, Tampa, FL, \$ 65,000 (through WCU Continuing Education) November, 1994.

Kentucky State Head Start Social Services Training Grant, Louisville, KY, \$45,000 (through WCU Continuing Education) March 1996.

KwaZulu-Natal Province Dept. of Social Welfare, Durban, SA, Consultant. SUNY Conversations in Disciplines Award for Deconstructing Urban-Suburban Mythologies Conference, October 11 - 12, 1996, Co-sponsored, \$1500 (total funding \$6328).

Georgia State Head Start Social Services Training Grant, Macon, GA, \$55,000 (through WCU Continuing Education) March, 1997.

Alabama State Head Start Social Services Training Grant, Macon, GA, \$55,000 (through WCU Continuing Education) April, 1997.

NYC Housing Instructional Program for Preschool Youngster (HIPPY) Training Grant, Tenafly, NJ, \$8,400 (through WCU Continuing Education) June 1997.

Washington Co. PA Human Services Division, \$30,000 (2000-01); \$30,000 (2001-02); \$43,000 (2002-03); \$48,000 (2003 - 04); \$48,000 (2004 - 2005).

Staunton Farm Foundation, Pittsburgh, PA, \$151,000 to establish social work behavioral health services in a rural primary care center run by nurse practitioners (2001 - 03); \$75.00 (2003 - 04).

Staunton Farm Foundation, Pittsburgh, PA \$20,000 to plan and coordinate a rural behavioral health conference for May, 2002, (2001 - 2002).

DH/HS Region IV, Atlanta, GA, \$100,000 to provide statewide training in KY and TN for Family Workers, (January, 2002 – August, 2003).

“The Appalachians,” PBS Three Hours Documentary released March 2005 for national broadcast (Currently being repeated on local PBS stations. Over 60 million people have seen the documentary. PBS has extended contract for seven more years, 2012-2019). Featured as one of the Appalachian Scholars interviewed.

Social Sciences and Humanities Research Council of Canada (SSHRC) - Community University Research Alliance Program (CURA). \$19,540.00 (2008 - 09). Assets Coming Together for Youth:



## Hayden Curriculum Vitae

Linking Research, Policy and Action for positive Youth Development in Marginalized Urban Communities. Co-applicant.

Social Sciences and Humanities Research Council of Canada (SSHRC) - Community University Research Alliance Program (CURA). \$1,000,000 (2009 - 14). Assets Coming Together for Youth: Linking Research, Policy and Action for Positive Youth Development in Marginalized Urban Communities. Co-applicant.

Interviewed for the upcoming PBS documentary, *Blood on the Mountains*. An examination of the 1930s labour exploitation (largely black men) which killed over 2500 black men. February 19, 2012. Released is planned for 2015.

Field Research to Nova Scotia to gather materials on early black settlements, August 7 – 18, 2012.

2012-2013 LA&PS International Initiatives Fund for Academic Units, Salahaddin University- Erbil, Kurdistan, Iraq, \$5000.00 for curriculum assessment & planning, faculty & students exchanges, and academic support, April 10 – 21, 2013.

YUFFA Sabbatical Leave Fellowship, \$7,907.00. “Experiencing Early Black Canadian History Close Up.” Field Visits to early black settlements throughout Canada.

York’s University of Guyana Project to develop a MSW Program, 2016 – 2017.

## VI. PROFESSIONAL ACTIVITIES, CONTRIBUTIONS, AND ACHIEVEMENTS

### Professional Memberships and Activities

National Association of Social Workers (NASW), 1974 - present

Chapter Representative to the 1984 National Delegate Assembly

PACE Board of Directors, 1982 - 85

NC Liaison for the National Center for Policy and Practice Fund Campaign, 1986 - 1992

Treasurer, 1987 - 1989

NASW-CSWE, Task Force, 1987 - 88

1992 World Assembly Planning Committee, 1991 - 92

Development Committee, 1992 - 1993

Program Coordinating Committee, 2000- 2003

Delegate Assembly Task Force, 2001

North Carolina Chapter of NASW

Board of Directors and Treasurer, 1978 – 82, 1984 – 85

Eastern District Steering Committee, 1978 – 82

Treasurer of PACE-NC (a founding member), 1979 – 1992

Chair of the Professional Standards Committee, 1983 – 85

Student Essay Contest Committee, 1989

Western District Steering Committee, 1983 – 92

Finance and Program Committee, 1988 – 92

NC NASW-CSWE Joint Committee, 1989 – 92

## Hayden Curriculum Vitae

Pennsylvania Chapter of NASW, 1998 - present  
     PACE Committee, 2000 – 2008;  
     Chair, 2001- 06  
     Conference Planning Committee, 2001 – 2002  
 North Carolina Certification Board for Social Work (NCCBSW). Certified Master Social Worker,  
     #B79, 1988 - 2010  
 National Association of Social Work Deans and Directors (NASWDD), 2000 – 2010  
     Secretary, 2003 – 2007  
 Council on Social Work Education (CSWE), 1973 – 2007  
     National Nominating Committee, 1989 – 91  
     1994 APM Program Committee, 1993 – 94  
     1995 APM Corresponding Committee, 1995 – 96  
 NC CSWE  
     Treasurer, 1983 – 86  
     Chair, 1986 – 88  
 Association of Baccalaureate Social Work Program Directors, 1986 – 91; 2002 – 03  
 North Carolina State Employees Association, 1983 – 93  
 Appalachian Studies Association, 1974 – present  
     President, 1988-89  
     Long Range Planning Committee – 2006 – 2010  
     NEH Faces of Appalachia Post Doc Research Grant Committee, 2008  
     Journal of Appalachian Studies, Editorial Board, 1994 – present  
 American Association of State Social Work Boards (AASSWB)  
     NC Delegate, 1985 – 87  
     Reciprocate and Interstate Agreement Committee, 1986 – 87  
     Chair of the Insurance Committee, 1986 – 87  
     Exam Item Editor, 1995 – 96  
 National Network for Social Work Managers (NNSWM), 1986 - present  
     Founding Member and Steering Committee, 1986 – 88  
     Program Steering Committee, 1990 – 91  
     Board of Directors, 1991 – 92  
     Chair, Membership Committee, 1991 – 92  
     Advisory Board, 1993 – 1999; Chair, 1995 – 1999  
     Certification Board, 1998 – 2010  
 North Carolina Network for Social Work Managers  
     Founder and Organizer, 1985 – 92  
 Kentucky Head Start Association, 1988 (lifetime member)  
 Association on Community Organization and Social Administration, 1989 – 2020  
Arête' Journal, Editorial Board, 1989 – 2010  
 Canadian Association of Social Work Deans & Directors, 2007 – 2010  
     Committee on Accreditation, 2008 – 2010  
 Ontario Association of Social Work Deans & Directors, 2007 – 2010  
     Committee on Social Work Licensing, 2008 - 2010  
 Canadian Association of Social Workers, 2011 – 2018

## Hayden Curriculum Vitae

### **Awards and Achievements**

Student Body President, St. Andrews College, 1970 – 71  
 Who's Who Among Students in American Colleges and Universities, 1971  
 National Student Register, 1971  
 National Institute of Mental Health Correctional Fellowship, 1971 – 73  
 Whitney Young Fellowship, 1975 – 76  
 Who's Who in the South and Southwest, 1980; Northeast, 1996  
 Western North Carolina Social Worker of the Year, 1986  
 Kentucky Colonel, Commissioned by Kentucky's Governor Martha Lane Collins for Work with Head Start Family Service Workers in Kentucky, 1987  
 NC-NASW Social Worker of the Year, 1988  
 NC-NASW PACE Special Achievement Award, 1993  
 Who's Who Among Teachers in American Universities and Colleges, 1998  
 Who's Who Among International Professionals, 2004  
 PA-NASW Social Worker of the Year, 2007  
 Distinguish Friend of Appalachia, East Tennessee State University, Center for Appalachian Studies and Services, 2015

### **VII. University Service and Contributions**

#### **SCHOOL**

Director, 2007 - 2010  
 Adjudication Committee, 2007 – 2014; 2016; Tenure & Promotion Chair, October 12, 2016; File Prep Committee for Full Professor Candidate, 2017 - 2018  
 Alumni Affairs Development Committee, Development, Chair, 2007 - 2010  
 Black Creek Community Committee, 2008 - 2010  
 Continuing Education Committee, 2007 - 2011  
 Faculty Search Committee, 2007 – 2011, 2012 -13, Chair, 2007- 2009, 2013-2014, 2016  
 Executive Committee, 2010 – 2011  
 Grad Executive Committee, 2010 – 2013  
 Global and Local Community Engagement Committee, 2011 – 2018; Chair 2016 - 2018  
 NOISE Faculty Advisor, 2012 - 2014  
 Field Committee, 2013 – 2017  
 PhD Dissertation Committee Chair, (two PhD candidates) 2013 - present  
 Faculty Mentor for first year faculty member at the School, 2013 – 2014; 2016 - 2018  
 PhD Oral Defense Exam Chair, July 24, 2014  
 PhD Oral Defense Exam Chair, August 27, 2015  
 PhD Oral Defense Exam Chair, November 27, 2015  
 PhD Oral Defense Exam Chair, November 3, 2016  
 PhD Comprehensive Exam Committee, Chair, October 2017 - 2019

#### **FACULTY OF LIBERAL ARTS & PROFESSIONAL STUDIES**

CEAS, 2007 – 2009  
 Chairs and Directors Committee, 2007 - 2010  
 Division of Continuing Education Committee, CEAS Representative, 2008 - 2010

## Hayden Curriculum Vitae

Policy and Planning, 2007 – 2009

Faculty Council, 2007 – 2010

### UNIVERSITY & COMMUNITY SERVICE

York Senate, 2007 - 2010

York – TD Engagement Centre, 2008 – 2014

Planning Committee, 2008 – 09

Executive Committee, 2010 – 2014

Research and Knowledge Exchange Committee, 2010 - 2014

York Centre for Human Rights Anti-Racism Workshop Focus Group, 2011 – 12

York Sexual Assault Survivors' Support Line and Leadership Advisory Board, 2011 – 2014, 2015 - 2018

2011-2012 Ontario Graduate Scholarship (OGS) Selection Board, 2011 – 2012

Internationalization Advisory Committee, Unit Representative for Social Work, 2013 – 2014

York Canada Research Chairs Committee, 2017

York University Centre for Human Rights, Equity and Inclusion, Race Inclusion and Supportive Environment Committee (RISE), 2017 -2018

### YORK UNIVERSITY FACULTY ASSOCIATION

Race Equity Caucus, 2007 – 2018; Chair, 2010 – 2014

Equity Subcommittee, 2012 – 2014; 2017

Equity Officer and Executive Committee, 2016 – 2017

Joint YUFA-CUPE 3903 Equity Conversation Committee, 2016 – 2017

Steward's Council, 2016 -2017

Bargaining Sub-committee, 2017

### Courses Taught

<p>Social Welfare History, Policy and Services (USA &amp; Canada)</p> <p>Values and Ethics in Social Work</p> <p>Persons, Environment and Culture (minorities and human diversity)</p> <p>Research and Program Evaluation</p> <p>Issues in Social Welfare Policy</p> <p>The Black Experience in the U.S.</p> <p>The Civil Rights Years</p> <p>Advanced Community Social Work Practice</p>	<p>Generalist Practice Methods</p> <p>Rural Family and Community Policy</p> <p>Community</p> <p>Administration and Management in Social Work</p> <p>Corrections</p> <p>Poverty</p> <p>Social Action and Community Organization</p> <p>Identity, Diversity and Anti-Discrimination</p> <p>Social Welfare Organizations</p> <p>Practice Research</p> <p>Graduate Practice Research Paper (supervise MSW students completing their final research paper)</p>
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