**Wilburn Hayden, Jr.**

**January 2019**

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**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 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 – July 1993 (On Leave from Western Carolina University)

Wilfrid Laurier University, Faculty of Social Work; Part-time Instructor, Waterloo, Ontario

 August 1992 – July 1993 (On Leave from Western Carolina University)

University at Buffalo, School of Social Work; Associate Dean and Associate Professor, Buffalo, NY,

 August, 1993 – January 1998; Acting Dean, Summer 1995;

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 2007 – 2010 & Professor Emeritus, 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 - 2018.

**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.

# 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>

"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.

“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 21st Century. Edited by Robert Moore. Selinsgrove, MS: Susquehanna University Press, 2001.

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

“Racial and Ethnic Diversity in Appalachia.” *The 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. 4th 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 *The Journal of Appalachian Studies.* 12-2, 2008, Huntington, WV: Appalachian Studies Association.

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

**Papers Presented (from 2007)**

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

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

 “Appalachian Racism: Still the Challenge for the Next Three Decades.” 31st 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 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 Save 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 21st 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 & Thaqalan Muslim Association, February13, 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.

## Workshops Conducted (Since 2007)

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

 “Appalachian Racism: Still the Challenge for the Next Three Decades.” (Paper) and “The Social Cost of Coal.” (Session Convener). 31st Annual Appalachian Studies Conference. Marshall University.

 Huntington, WV. March 28 -30. 2008.

 “Addressing Racism on University Campuses: Students, Faculty, Staff and Administration.” (Workshop). 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 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 Work 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).

**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.

# 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

**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); Wautauga 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.

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: 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 0ver 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

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 – present

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 – present

**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, 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 - present

**FACULTY of Liberal Arts & Professional studies**

CEAS, 2007 – 2009

Chairs and Directors Committee, 2007 - 2010

Division of Continuing Education Committee, CEAS Representative, 2008 - 2010

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

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| Social Welfare History, Policy and Services (USA & Canada)Values and Ethics in Social WorkPersons, Environment and Culture (minorities and human diversity)Research and Program EvaluationIssues in Social Welfare PolicyThe Black Experience in the U.S.The Civil Rights YearsAdvanced Community Social Work Practice | Generalist Practice Methods Rural Family and Community PolicyCommunityAdministration and Management in Social WorkCorrectionsPovertySocial Action and Community OrganizationIdentity, Diversity and Anti-DiscriminationSocial Welfare OrganizationsPractice ResearchGraduate Practice Research Paper (supervise MSW students completing their final research paper) |