

DaVonti' DeAngelo Haynes, MSW, PhD

davonti.com

PROFILE AND AREAS OF SPECIALIZATION

Visionary, data-driven, strategic, and forward-thinking scholar-practitioner focused on supporting the development and implementation of equitable and inclusive communities where we live, play, work, learn, and socialize - with an emphasis on educational and workforce environments to enhance individuals' lived experiences. Relationship focused with a strong emphasis on diversity, equity, and inclusion. Dedicated to driving positive organizational and systemic change, with a record of achievement in youth development, community engagement, strategic operations, and bringing innovate and complex tasks/initiatives to completion. Extensive experience in facilitating trainings related to social justice, implementing community and social change, developing courses at the secondary and postsecondary levels, and teaching at the secondary and postsecondary levels.

Areas of specialization: research and assessment; equity, inclusion, and diversity; education policy; curriculum development; matriculation, retention, and student development/success; community engagement/development; youth services/development; college and career readiness; and mentoring initiatives

EDUCATION

THE OHIO STATE UNIVERSITY

Doctor of Philosophy in Agricultural Communication, Education, and Leadership

Emphasis: Community and Extension Education

Specialization: Educational Administration

Minor & Interdisciplinary Specialization: Public Policy and Management

College of Food, Agricultural, and Environmental Sciences

Master of Science in Agricultural Communication, Education, and Leadership

Emphasis: Community and Extension Education

College of Food, Agricultural, and Environmental Sciences

Master of Social Work

Emphasis: Children & Youth Services

College of Social Work

Bachelor of Arts in Public Affairs

Specialization: Education Policy

Minor: Political Science

John Glenn College of Public Affairs

ACADEMIC EXPERIENCE AND APPOINTMENTS

TEMPLE UNIVERSITY

2021–Present

Temple University is a state-related, research one institution located in Philadelphia, Pennsylvania, it is one of the largest providers for professional education. With a student enrollment of over 39,000, it is the second largest university in Pennsylvania.

Director, MSW Program | School of Social Work, College of Public Health **01/2024–Present**

As the MSW Program Director, I provided day-to-day oversight of the master’s degree program and ensured adherence and compliance with all college, university, state, national, and accrediting bodies policies and procedures. Additionally, I served as the first point-of-contact for all current and prospective master’s degree students; oversaw orientation; oversaw course scheduling; supervised graduate advisors; recruited new adjunct and instructional faculty; and coordinated with the Offices of Enrollment Management, Academic Affairs, the Graduate School, and Institutional Assessment and Research.

Faculty | Assistant Professor | School of Social Work, College of Public Health **08/2021–Present**

As an Assistant Professor, I taught and developed undergraduate and graduate level courses related to policy, social services, social welfare, community engagement, and macro-level social work.

Selected Highlights:

- Successfully secured a \$60,000 grant with the City of Philadelphia focused on examining the lived experiences Black boys and men in Philadelphia as the city experience increased levels of crime and gun violence
- Initiated a partnership with the Department of Athletics and Office of Admission to increase community engagement efforts and programming with local K-12 school districts
- Served as the Student Engagement Lead for the School to increase student academic and social programming and integration

UNIVERSITY OF NEBRASKA–LINCOLN **2019**

The University of Nebraska–Lincoln is a public, research one, land-grant university located in Lincoln, Nebraska, it is the flagship institution of the University of Nebraska system. With a student enrollment of over 26,000, it is the largest university in Nebraska.

Faculty | Assistant Extension Educator | College of Agricultural Sciences and Natural Resources

As an Assistant Extension Educator, I served as the university’s college success and career preparation representative and provided oversight for Cooperative Extension’s Connecting the Dots and Next Chapter programs. I was responsible for building and sustaining relationships with community partners and local school districts across the State of Nebraska.

Selected Highlights:

- Assisted with the development of migrating the Next Chapter program to a completely virtual format
- Expanded the scope and size of the Connecting the Dots program into new communities across the State of Nebraska

RESEARCH, CONSULTANT, AND PROFESSIONAL EXPERIENCE

COMMUNITY SCIENCE **2023–Present**

Community Science, a wholly subsidiary of BCT Partners, is an international leader in evaluation and research. Community Science focuses on developing system-change strategies and methods that results in healthy, just, and equitable communities via research and evaluation; capacity building and learning systems; strategy development; and community engagement.

Managing Associate, Youth Leadership and Engagement **04/2023–Present**

As the managing associate for the Youth Leadership, Development, and Engagement practice area, I provided leadership, quality control, and methodological support to projects focused on community resilience, youth development, youth leadership, youth engagement, and racial equity. Furthermore, I conducted research and evaluation and assisted with project management and technical assistance on all portfolio related contracts.

Additionally, I was responsible for business development, thought leadership, and disseminating knowledge within the youth leadership and engagement portfolio.

Select Highlights

- Assisted with the procurement, development, and execution of a multi-year, grant to conduct research and support youth disconnected from work and school in the state of Connecticut
- Supported the execution of a 5-year, million dollar, evaluation project for the Hilton Foundation Opportunity Youth Initiative
- Redefined and structured the Youth Leadership and Engagement practice area portfolio

iBELIEVE FOUNDATION

2018–Present

With an annual \$2 million budget, this non-profit organization offers educational services and student leadership development programming to high schools and colleges across the 13 state Appalachian region.

Assistant Director of Operations and Strategic Initiatives Coordinator

05/2018–Present

Served as advisor to the Executive Director on strategic planning, community engagement, and grant management. Enhanced organizational excellence by establishing organizational policies, operational benchmarks, timelines, and resources needed to achieve strategic goals while setting standards for accountability and measurements of success. As the Assistant Director, developed a knowledge management system that ensures maximum sharing of information and learning throughout the organization and oversaw all data management platforms for the organization, including data/program collection, evaluation activities, data collection systems, longitudinal evaluation, and all contracts and activities relating to program evaluation and measurement. Managed all aspects of the iSERVE program and all civic engagement activities and led the development and expansion of the Columbus City Schools Urban Education Outreach programming. In this role, I supervised one full-time employee, undergraduate student interns, and graduate associates.

Select Highlights

- Assisted with securing grants, donations, and state budget line items exceeding \$1 million, six years in a row
- Led the development of a central organization data management platform
- Developed and/or redeveloped all organizational policies and operational benchmarks
- Increased organizational diversity outreach efforts, reaching populations and communities not previously served

THE OHIO STATE UNIVERSITY

2016-2021

The Ohio State University is a public, research one, land-grant university located in Columbus, Ohio with five regional campuses across the state. With a student enrollment of over 60,000, it is the largest university in Ohio and one of the largest and most prominent institutions of higher education within the United States.

Administrative Associate, Office of the Senior Vice President for Student Life

01/2021-08/2021

Reported directly to the Senior Vice President for Student Life and was responsible for the development and implementation of new divisional mentoring initiatives. Collaborated with employees across the division and Ohio State's five regional campuses to increase organizational efficiency and structure. Coordinated the traveling schedule and agenda of the Senior Vice President and seven Associate Vice Presidents when visiting Regional Campuses across the state.

Select Highlights

- Developed two comprehensive mentoring programs, one focused on staff retention and the other focused on student retention and inclusion efforts
- Designed and conducted a multi-campus mixed method research study focused on collaborative partnership and resource sharing across Ohio State's multiple campuses

- Contributed to the development of the Office of Student Life Commitment on Action Planning Team diversity and inclusion strategic forecast affecting approximately 6,500 employees
- Managed the inaugural Senior Vice President Student Experience and Engagement Delegates (SEEDs) Program

Research Associate, Extension Strategic Initiatives and Urban Engagement

08/2019-08/2021

Responsible for conducting and analyzing quantitative and qualitative research based on the needs and interest of Cooperative Extension leadership, with a special emphasis on urban engagement. Created, edited, and monitored surveys and presentations to be presented at conferences. Collaborated with campus partners to expand Cooperative Extensions presence on campus and improve Cooperative Extension’s ability to reach more students on campus and in the community. Additionally, collaborated with internal and external Extension grant funded entities as it relates to grant funded programming development and execution.

Select Highlights

- Identified a framework around college readiness and career development to engage youth in Ohio’s 32 Appalachian and 8 urban counties, reaching over 4 million citizens
- Designed and conducted a qualitative research study focused on Extension urban engagement and staff development across Ohio’s 8 largest counties

Administrative Associate, Office of Academic Affairs

08/2016-05/2019

Reporting to the Vice Provost for Academic Programs, supported the Provost Office (Office of Academic Affairs) and Office of Undergraduate Education with the development, implementation, and assessment of new and existing student success initiatives. Supported the University’s “Urban Mission Initiative”; focused on reconnecting Ohio State with its vision to be a model 21st century land-grant, research, urban, and community engagement institution. Additionally, supported the Office of Academic Affairs with the General Education Review, a foundational element of the undergraduate educational experience.

Select Highlights

- Primary oversight and management over the Mentor-A-Buckeye program, consisting of 22 high school students, 22 college students, and 22 community leaders – while supervising two student employees
- Primary oversight and management over the A Day in the Life of a Buckeye program, consisting of 12 Ohio urban and rural school districts and over 400 high school and 400 college students
- Supported the Office of Undergraduate Education with the assessment, revision, and implementation of Ohio State’s General Education curriculum, for the first time since 1988, affecting approximately 55,000 students annually
- Expanded the Mentor-A-Buckeye program from 30 participants to 66 participants
- Expanded the A Day in the Life of a Buckeye program from 60 students to over 800 students

Administrative Associate, Student Life Multicultural Center

08/2016-05/2017

Reporting to the Executive Director, assisted with all assessment reports, including the annual Year End Report. Developed and implemented a new assessment reporting schedule for Intercultural Specialists within the Center and assisted the Center for the Study of Student Life with all assessment related to the Multicultural Center. Assisted the Assistant Director with the development and implementation of the Multicultural Center Development Plan. Served as one of six university-wide BART (Bias Assessment and Response Team) liaisons.

Select Highlights

- Assisted with implementation of the first Multicultural Center Development Plan
- Conducted and developed workshops related to social justice perspectives and related topics

INDIANA UNIVERSITY-PURDUE UNIVERSITY INDIANAPOLIS

2017

Indiana University-Purdue University Indianapolis is a public research university located in Indianapolis, Indiana. With a student enrollment of over 29,000, it is the third largest university in Indiana and second largest in the Indiana University system.

Graduate Civic Engagement Intern, Department of Student Activities **05/2017-08/2017**

Selected to serve as a summer intern within the Division of Student Affairs highly selected Summer Student Affairs Internship Program. Monitored the progress of Alternative Break trip leaders as they worked on planning for the 2017-18 academic year. Planned the autumn 2017 Alternative Break in coordination with student leaders, including but not limited to contacting nonprofit organizations to set up service project and developing curriculum around the trip's social issues. Supported planning efforts for the Alternative Break co-coordinator summer retreat. Supported Housing and Residence Life staff with summer housing and orientation programming.

OHIO DEPARTMENT OF EDUCATION **2015-2016**

The Ohio Department of Education is a cabinet-level agency of the Governor of Ohio that oversees all K-12 education within the state and responsible for over nearly 2 million students across over 600 school districts.

Accountability Intern, Center for Accountability and Continuous Improvement **03/2015-08/2016**

Reporting to the Senior Director, conducted education policy research and analysis for the Center. Presented research in written and graphical formats, using database and statistical software. Complied monthly reports and acted as a liaison for the State Board of Education. Interpreted and communicated legislation, administrative code, and budgetary documents.

TEACHING EXPERIENCE

Graduate Level

- SSWG 5000: Political Social Work, *Temple University*, Spring 2023
- SSWG 8107: Macro Practice in Organizational, Community, and Policy Arenas, *Temple University*, Autumn 2022, Autumn 2023
- SSWG 8504: Integrative Seminar, *Temple University*, Summer 2022
- SSWG 8114: Supervision, Staff Management and Staff Development in Human Service Organizations, *Temple University*, Spring 2022
- SSWG 8113: Resource & Grant Development for Human Services, *Temple University*, Spring 2022
- SSWG 5104: Theory Informed Macro Practice II, *Temple University*, Spring 2022, Spring 2023
- SSWG 5006: Social Welfare Policies and Services II, *Temple University*, Spring 2022, Summer 2022, Summer 2023
- SSWG 5005: Social Welfare Policies and Services I, *Temple University*, Autumn 2021, Spring 2022, Autumn 2022, Autumn 2023

Undergraduate Level

- SSWG 4000: Political Social Work, *Temple University*, Spring 2023
- SSWU 2006: Introduction to the Social Work Profession II, *Temple University*, Spring 2022, Spring 2023, Spring 2024
- SSWU 3004: Social Welfare in the US, *Temple University*, Spring 2023, Spring 2024
- SSWU 3003: History and Values of Social Welfare, *Temple University*, Autumn 2022, Autumn 2023
- SSWU 2005: Introduction to the Social Work Profession I, *Temple University*, Autumn 2022, Autumn 2023

K-12 Level

- PATHWAYS;, *Fairfield Local High School*, 2019-2020
- Buckeye REACH, *Ohio Department of Youth Services*, 2014-2016

TEACHING ENDORSEMENTS

Teaching Ethics and Human Values, *Michael V. Drake Institute for Teaching and Learning*

SELECTED PUBLICATIONS

Savage, S.S., Johnson, R.M., Kenney, A.J., & **Haynes, D.D.** (2021). Perspectives of Conducting Humanizing and Liberatory Educational Research with Systemically Marginalized Youth. *Healthcare, 9*, 1317

Haynes, D.D., Michaels, A., & Fox, J. (2021). OSU Extension in Urban Communities: A Case Study. *The Journal of Extension, 59*(3), Article 17.

Fletcher Jr, E.C. & **Haynes, D.D.** (2020). Traditional Students as Second Class Citizens through Modern Day Tracking. *Journal of Education for Students Placed at Risk (JESPAR), 1-20.*

SELECTED PRESENTATIONS, TALKS, AND POSTERS

Haynes, D.D. (2023). *Designing Research with Intention: Culturally Responsive, Trauma-Informed, and Humanizing Strategies to Engage Youth.* Panel presentation. Bethesda, MD.

Haynes, D.D. (2023). *In Pursuit of Consequential Truths: BlackCrit Interrogations of Postsecondary Education and the Black Student Experience – An Investigative of Black Urban and Appalachian Students’ Academic and Social Integration Into Higher Education.* Paper presented at the *American Educational Research Association (AERA)* annual meeting. Chicago, IL.

Haynes, D.D. & Lynch, R. (2023). *They Succeed, but How? An Examination of Appalachian Students Adjustment to Higher Education Academics.* Presented at the *Appalachian Studies Association (ASA)* conference. Athens, OH.

Fox, J., Debose, N., **Haynes, D.D.**, Barrett, E., & Wilkins, J. (2022). *Reimagining the Future of Urban Extension in Ohio.* Panel presentation presented at the *National Urban Extension Conference (NUEC)*. Camden, NJ.

Haynes, D.D. (2022). *Humanizing and Liberatory: Imperatives for Equitable Postsecondary Education Systems in the 21st Century – An Investigative Inquiry into the Academic and Social Integration of Urban and Appalachian Students.* Paper presented at the *American Educational Research Association (AERA)* annual meeting. San Diego, CA.

Haynes, D.D. & Williams, T. (2022). *Engaging with Urban Youth & Communities: Canton, Cleveland, Columbus, and Oberlin.* Workshop presented for AmeriCorps Vista.

Haynes, D.D. & Williams, T. (2022). *Engaging with Economically Diverse Communities.* Presentation presented for The Ohio State University College of Social Work.

Bond, K., **Haynes, D.D.** & Stewart, A. (2022). *The Power of Representation.* Panel presented for Temple University College of Public Health.

Panel – PBS & NPR: American Portrait. (2021). Myth Busting the Rural/Urban Divide in Ohio.

Lynch, R., Magier, E., & **Haynes, D.** (2020). *Let’s Talk About Race—Fathers’ Conversations with their Mixed Race Children.* Presented at Council on Social Work Education Annual Conference. E-poster.

Haynes, D., & Michaels, A. (2020). *OSU Extension in Ohio’s Most Populated Counties.* Paper presented at *Summit on Extension in Ohio’s Urban Communities.* Columbus, Ohio.

Cunningham, P., **Haynes, D.**, Calvin, R., & Morris, K. (2015). *BuckeyeREACH: Working with Incarcerated Black Boys.* Panel presented at *University of Illinois Black & Latino Male Summit.* Champaign, Illinois.

GRANTS AND FUNDED PROJECTS

\$60,000 – Hope Lights the Way Research Grant – City of Philadelphia – 2023

\$5,000 – Response and Resilience Fund Grant – Athens Foundation – 2022

\$1,000 – MV Community Fund Grant – Miller Valentine Construction – 2021

\$1,000 – Global Youth Service Day Grant – Serve Ohio – 2019

\$1,000 – Global Youth Service Day Grant – Serve Ohio – 2017

TRAININGS DEVELOPED

Center for Disease Control and Prevention (CDC). Online Motivational Interviewing Teaching Training Modules for National Diabetes Prevention Program.

The Ohio State University. Adult-Youth Mentoring Training Modules for University-Community Engagement Partnerships.

SELECTED PROGRAM EVALUATION AND ANALYSIS

Regional Campuses Collaborative Initiative (2021)

This report summarizes results from focus groups and interviews conducted with staff at The Ohio State University regarding the relationship and resource sharing between Ohio State Columbus campus and its 5 regional campuses, centered around programs and services offered by the Office of Student Life.

Ohio State University Extension Crowdsourcing Report: Community Development (2020)

The purpose of this program review is to guide program development among Ohio State University Extension's Community Development (CD) units over the next several years.

A Program Evaluation of the Mentor-A-Buckeye Program (2018)

Established metrics and evaluated the effectiveness and success of the Mentor-A Buckeye program after the matriculation of its first cohort.

An Analysis of the Cleveland Plan (2017)

Evaluated the effectiveness and success rate of the Cleveland Plan, based on metrics outlined by the Cleveland Metropolitan School District and Ohio Department of Education.

A Program Evaluation of a College Wraparound Support Service (2016)

Examined and evaluated the benefits of a collegiate wraparound support service for students in an urban Ohio school district.

CURRICULUM DEVELOPMENT

SSWG 8107: Macro Practice in Organizational, Community, and Policy Arenas

This graduate level course prepares student for advanced work in and with human service and social change organizations. Students acquire knowledge and skills to enhance their professional practice and to be change agents within organizations and contribute to creating the requisite social, political, and economic conditions to help communities and constituencies meet their needs and achieve their full potential.

SSWU 3004: Social Welfare in the US

This undergraduate course provides students with the basic understanding of American social welfare policies and institutions, including the social work profession, in historical, political, and economic contexts. This course introduces students to the arena of social policy analysis by moving from identification and in-depth analysis of a social problem to defending policy proposals and participating in the policy-making process.

SSWU 3003: History and Values of Social Welfare

This undergraduate course provides an overview of social welfare policies and institutions and introduces the basic skills in social problem and policy analysis that will be further developed in their second course.

SSWG 5006: Social Welfare Policies and Services II

This graduate level course provides an overview of social welfare policies and institutions and introduces the basic skills in social problem and policy analysis that will be further developed in their second course.

SSWG 5005: Social Welfare Policies and Services I

This graduate level course provides students with the basic understanding of American social welfare policies and institutions, including the social work profession, in historical, political, and economic contexts. This course explores the influence of competing values, theories, and interest groups on policymaking. Student also explore federal and state budget basics in addition to the US judicial system to understand how these processes present opportunities for social workers to participate in policymaking and advocate for policy change, with an emphasis on social justice.

COMLDR 4194: Buckeye State of Poverty: Exploring Ohio’s Urban and Appalachian Poverty

This undergraduate course provides an introduction to poverty and place, with an examination on the historical (and present) context of how place and poverty mutually influence and reinforces each other. The course consists of a lecture and high-class engagement.

PATHWAYS:

This is a high school program focused on college and career readiness. This four-year course offers underrepresented and underserved high school students a unique opportunity to explore and learn about higher education institutions and alternative career pathways. This program is currently being taught in high schools across Ohio.

Bridging the Gap

This highly interactive exploratory program is designed to help facilitate growth and development in high school student’s career exploration processes by creating a space where participants experience and learn the value of education and are able to understand the connection to future careers. This program is currently being administered in high schools across Ohio.

Mentor-A-Buckeye

This is a four-year high school and undergraduate student program focused on college and career readiness. 43 high school and undergraduate students participated in a series of curricular and co-curricular lessons and activities over the course of their four years in high school and college.

Principal Pride: Dominion Middle School

This year-long course focused on leadership, identity, cultural competency, citizenship, and service in an effort to improve attendance, grades, behavior, and critical thinking skills among middle school students.

BuckeyeREACH

This is a course offered biweekly to incarcerated youth focusing on life skills development, reentry, and reducing recidivism. Over 100 youth participated in a series of curricular and co-curricular lessons and activities.

HONORS AND RECOGNITION

BSW Faculty Excellence in Teaching	2023
Ethos Shared Values Fellowship	2021
Ethics Circle Fellowship	2020
The Ohio State University Outstanding Graduate/ Professional Student Award	2018

The Ohio State University Distinguished Diversity Enhancement Award	2017
The Ohio State University Kizuka Award	2016
Columbus City Schools Spirit of Success and Excellence	2016
The Ohio State University Undergraduate Award for Excellence in Community Service	2016
The Ohio State University Outstanding Senior Award	2016
The Ohio State University Marian Wright Edelman Award for Education Access	2015
The Ohio State University David Schenz Leadership Award	2015
The Ohio State University Marian Wright Edelman Award for Education Access	2014

GOVERNING BOARDS & SERVICE

Glen Foerd Board of Directors	2023–present
Millennial Advisory Committee, City of Philadelphia Mayor’s Office	2022–present
College of Social Work Alumni Society Board, The Ohio State University (President, 2020-2021)	2016–2023
Undergraduate Student Government Alumni Society, The Ohio State University (Vice President)	2019-2021

INSTITUTIONAL LEADERSHIP AND SERVICE

Temple University

Vice President for Student Affairs Search Committee	2023
Center for Anti-Racism Faculty Advisor Council	2023–present
Black Student Union (Faculty Advisor)	2022–present
School of Social Work Curriculum Committee (Chair, 2022-2023)	2022–present
School of Social Work Student Engagement Support (Faculty Lead)	2022–present
School of Social Work Student Awards Committee	2022–present
Practice, Research, Instructional, and Clinical Faculty Merit Advisory Committee	2022–present
College of Public Health Merit Advisory Committee	2022–present
First-Generation Student Resources Group (Chair)	2022–present
CARE (Crisis Assessment Response and Education) Team	2022–present
First-Generation College Access Community of Practice Committee (Co-Chair, 2022-2023)	2021–present

The Ohio State University

Community Safety and Well-Being Task Force: Outreach and Engagement	2021
Mentorship Working Group	2021
Office of Outreach and Engagement Steering Committee	2020-2021
Student Life Commitment and Action Planning Team	2020-2021
University Shared Values Initiative: Principles and Behaviors Subcommittee	2020-2021
Urban Extension Strategy Group Committee	2020-2021
Extension Student Engagement Committee	2020-2021
COVID-19 Transition to Campus Planning Committee	2020
Football Programming and Harm Reduction Committee	2020
Graduate Council	2020
Preparing Future Professionals Committee	2020
Athletic Council	2019-2021
Committee for Evaluation of Central Administrators	2019-2021
Council on Student Affairs	2019-2021; 2015-2016

Buck-I-Experience Selection Committee	2019-2020; 2014-2015
General Education Implementation Committee	2019-2020
Council of Graduate Students (Treasurer, 2019-2020; Vice President, 2020)	2019-2020
Ohio Union Council (Chair, 2015-2016)	2018-2019; 2014-2016
Urban Mission Initiative Taskforce	2017-2018
State Authorization Advisory Committee	2017
Buck-I-SERV Alternative Break Trips (Advisor)	2016-2020
Buckeye Student Leadership Academy Committee	2016-2017
Student Activity Fee Review Committee	2015
Student Retention Committee	2014-2015
University Conduct Board	2013-2018
University Senate	2013-2016

University of Nebraska–Lincoln

Nebraska 4-H Foundation Search Committee	2019
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Professional Membership and Service

American Educational Research Association (AERA)	2021–present
National Association of Student Personnel Administrators (NASPA) Faculty Awards Committee	2023–present