

Appendix A: Curriculum Vitae

Joyce Lee Taylor, PhD, SHRM-SCP
joyceleetaylor@yahoo.com
508-404-0321

EDUCATION

HELLER SCHOOL FOR SOCIAL POLICY & MANAGMENT

Brandeis University (Waltham, Massachusetts)

2009 Doctor of Philosophy in Social Policy

2000 Master of Arts in Child and Family Policy

UNIVERSITY OF SAINT JOSEPH (West Hartford, Connecticut)

1995 Master of Arts in Child Welfare

MCDANIEL COLLEGE (Westminster, Maryland)

1989 Bachelor of Arts, Art Education

PROFESSIONAL CERTIFICATION

Society of Human Resource Management

2021 Senior Certified Professional (SHRM-SCP)

PUBLICATIONS, ARTICLES & PRESENTATIONS

Journal Articles

Kokaliari, E. D., Roy, A. W., & Taylor, J. (2019). African American perspectives on racial disparities in child removals. *Child Abuse & Neglect*, 90, 139148. doi: 10.1016/j.chiabu.2018.12.023

Books and Book Chapters

Spath, R. & Taylor, J. (2014). Reframing child protection and permanency social work as human rights work in families: Policies and programs. In K. Libal, M. Berthold, R. Thomas, L. Healy (Eds). *Advancing human rights and social work education*. CSWE Press.

Professional Presentations - * marks peer reviewed

2022 Hellenic Mediterranean University (Crete, Greece)

Co-creation with integration and implementation science for child protection.

2021 European Conference on Social Work Education* (Tallinn, Estonia)

Teaching innovations and the social work perspective of agency leadership, management, supervisory roles, and direct service tools in the digital age

2021 European Conference on Social Work Education* (Tallinn, Estonia)

Shifting to remote instruction: Perspectives of US graduate social work students during Covid-19 times

2019 Network for Social Work Management* (Chicago, IL)

In the eye of the storm: Agency leadership through disaster preparedness, response, and recovery

2019 Network for Social Work Management* (Chicago, IL) Crisis management: Child fatalities

2019 Network for Social Work Management* (Chicago, IL)

Agency leadership, management, and supervision in the digital age

2019 Center for Family and Child Enrichment (Miami, FL)

Training for safety management services, a trauma-informed model (in-home SMS staff and supervisors)

2018 Florida Department of Children and Families, Southern Region* (Miami, FL)

Implementing safety management services (policy and administration)

2018 Florida Department of Children and Families, Southern Region (Miami, FL) Trauma and resiliency for pre-service investigators

2018 Council of Social Work Education Annual Program Meeting* (Orlando, FL)

Behavioral health and alcohol and other drugs (AOD) curriculum initiative: Faculty experiences

2018 Network for Social Work Management* (San Diego, CA)

Strengthening supervision and innovation: Implementation and outcomes of the Yale program on supervision model in Connecticut over a 5-year period.

2017 Florida DCF – 25th Annual Child Protection Summit* (Orlando, FL)

What to do with present and impending danger: Intensive in-home support for safety plans and safety management services

2015 New England Convening of the New England Association of Child Welfare Commissioners and Directors (MA, VT, NH, ME, RI, CT) Promoting organizational health by strengthening supervision (Nashua, NH) **Plenary**

Presentation: *Training supervisors, building a culture of supervision, and supervisory strategies to support staff, exposed to trauma*

by Dr. Joyce Taylor (Springfield College) and Dr. Michael Hoge (Yale University)

2014 In-service Training Workshop for Florida DCF Investigators (Miami, FL) Skills and tools for interviewing children

2014 Network of Social Work Managers National Conference* (Boston, MA)

Complex leadership challenges in crisis management

2013 Human Rights in Social Work Education Roundtable (West Hartford, CT)

Addressing human rights in child welfare courses, a roundtable discussion among invited presenters, who are international leaders on human rights from the U.S., South Africa, Chile, West Indies, India, Costa Rica, and Germany.

2012 Young Children without Homes National Conference* (Boston, MA)

Task force collaboration: Interagency efforts for motel families in the Pioneer Valley

Dissertation

Taylor, J. "Racial disparities in child welfare." Diss. Brandeis University, 2008. Ann Arbor: UMI Dissertation Services.

FACULTY APPOINTMENTS

SOUTHERN CONNECTICUT STATE UNIVERSITY, SOCIAL WORK DEPARTMENT

New Haven, Connecticut – 8/2021 to present

Special Appointment, Assistant Professor

Teaching BSW and MSW courses

- Child Welfare Policy and Practice
- Research Methods
- Policy
- Field Seminar and Capstone Research

YALE UNIVERSITY, SCHOOL OF MEDICINE, DEPARTMENT OF PSYCHIATRY,

YALE PROGRAM ON SUPERVISION

New Haven, Connecticut- 9/2013 to 6/2022

Assistant Clinical Professor, Senior Consultant

Consulting on various child welfare issues and supervision

Trained supervisors, managers, and leaders across child welfare, juvenile justice, and children's mental health facilities, case management, and clinical service providers.

SPRINGFIELD COLLEGE, SCHOOL OF SOCIAL WORK

Springfield, Massachusetts - 9/2000 to 3/2020

Associate Professor, Assistant Professor, Adjunct Faculty

Previously led the Worcester site with 60 students (3 cohorts);

Served as academic and field advisor for 24 students in foundation and concentration internships each semester;

Taught graduate level MSW courses: Child Welfare, Family Treatment, Working with Diverse Populations, Practice IV/ Social Work Administration & Leadership, Practice I/ Micro

Foundation Practice focused on Engagement, Assessment, Ethics; Legal Aspects of Social Work Practice; Policy I/ Federal Policies & Programs, Research I and II, Program Evaluation, Independent and Special Studies in a wide range of topics such as Mediation and Conflict Resolution, Nonprofit Finance and Management, Workforce Development in Human Services.

SPECIALIZED GOVERNMENT & NONPROFIT WORK

MA Child Protection Consultation, Reviews of CPS Safety Assessments and Decisions Regarding Removals, Reunifications, and other Expert Witness Work (August 2022 – present)

Conduct analysis of child protection cases to assess parental protective capacity, harmful behaviors, child vulnerability, and dangerousness. Prepare reports with expert opinion, participate in depositions and trial court proceedings regarding child safety assessment and safety decisions related to child removal, specific placement suitability in foster care or congregate care, reunification, adoption, transfer of guardianship, termination of parental rights, recommendations, and safety management services.

FL Child Protection Expert Witness (February 2016 – present)

Conduct analysis of child protection cases, prepare reports with expert witness opinion, participate in depositions and trial court proceedings for both the plaintiff and defendant positions regarding child safety assessments, the standard of care and quality of interventions regarding micro/ client direct practice, mezzo/ organizations, macro/ systems.

CT DCF Child Welfare Consultant, Trainer, and Coach (June 2012 – June 2022)

Provided consultation to enhance CT DCF's capacity to engage families, conduct comprehensive assessments and case planning within the Strengthening Families Practice Model 2012, to guide new training evaluation methods and curriculum development its overall workforce development strategies 2014, and to strengthen supervision, management, and leadership.

Created the ABCD Safety Paradigm and provided leadership for the implementation of a CT Child Safety Practice Model, practice profiles, discussion guides, and coaching for critical thinking and workforce development with federal funding.

Child Welfare Leadership Consultant for Our Kids, Miami (July 2013 – June 2019) Consulted during intense child welfare challenges and times of leadership transitions for the agency responsible for **\$106 million annual budget** to provide in-home services for 5,068 children (2014 data), and for children in DCF custody (3,733 children), young adult services (575 youth), and family support services/ secondary prevention (244 children):

February 2019 – June 2019

Vice President & Chief Operating Officer
Our Kids, Miami-Dade, Monroe

May 2017 – October 2017

Interim President and Chief Executive Officer Our Kids, Miami-Dade, Monroe

June 2014 – September 2014 Interim President and Chief Executive Officer
Our Kids, Miami-Dade, Monroe

July 2013 – June 2014 Pro bono, Executive Leadership Consultant
Our Kids, Miami-Dade, Monroe

**Consultant for Workforce Development and Practice Standards,
Massachusetts Department of Mental Health, Knowledge Center and CBHI.**
March 2016 – October 2016

Provided consultation for the In-Home Therapy practice profile 2016 and conducted their implementation science research.

**Consultant for Organizational Change: Capacity, Executive Leadership,
Workforce Development in Florida (DCF and Community Based Care Agencies in Fort
Lauderdale, West Palm Beach, Miami, Key West, Tampa)**
March 2016 – December 2019

2018 - 2019: deployed by the FL DCF as a consultant to guide the Hillsborough County Corrective Action Plan regarding a placement crisis and the subsequent impacts for all ages of children (most critically for teens and specialized therapeutic foster care), a need for more support for caregiver licensure and supports, practice changes (i.e. prevention, more timely resolution of reunifications and in-home judicial cases, engagement of caregiver voice in court), and a need for collaboration, trust, mutual accountability, and CBC leadership. Coached case management supervisors and managers in 3 case management organizations and Eckerd.

2017: deployed by the FL DCF as a consultant on the **Miami Peer Review** Team regarding the lack of integration of child welfare and children's mental health services and information-sharing, a need for more transparency, accountability, workforce development.

2016: deployed by the FL DCF as a consultant to guide the financial viability, change management, and workforce development at ChildNet. Also created a new model (intensive and trauma-informed in-home services) for safety management services (SMS) for Fort Lauderdale and West Palm Beach and provided technical assistance and training for SMS in Miami (2018-2019).

Rosie D. Court Monitor's Office Consultant, CSR Evaluation of Statewide Mental Health Services
January 2008 – July 2012

Managed the statewide Community Services Review (CSR), which evaluated mental health services across 5 geographic regions throughout Massachusetts (sample 144 youth per year). The Court Monitor's Office used the CSR process as a way of providing federal oversight of the court-ordered children's mental health reforms, and uses the CSR protocol to determine how well the key elements of practice were performed (engagement, cultural responsiveness, teamwork, assessment and understanding, planning and interventions, outcomes and goals, matching interventions to needs, coordinating care, service implementation, availability and access to resources, adapting and adjustment, transitions and life adjustments, responding to crisis and safety planning).

The Home for Little Wanderers, Vice President for Operations

March 2006 – April 2007

Provided leadership for 21 programs at multiple sites including residential treatment programs and education, group homes, infant and toddler mental health, therapeutic after school program, outpatient clinic, birth to three early intervention, intensive foster care and adoption programs with an **annual operational budget of \$48 million**, which is a large proportion of the non-profit agency's \$55 million total annual expenditures.

Connecticut Department of Children and Families, Deputy Commissioner

March 2003 – November 2005

Served as a member of Commissioner Darlene Dunbar's executive management team for Connecticut's public child welfare agency. At that time, the consolidated agency is responsible for child protection, juvenile justice, and children's mental health services (including 14 area offices within 5 regions, 2 state-run residential treatment facilities, an incarceration facility for youth, and a psychiatric hospital for children). Managed sizeable resources, totaling **\$750 million annual allocations and 2,700 staff**. Provided oversight and direction for Information Systems, Quality Improvement, Licensing, Policy, Administrative Hearings, Human Resources, Legal Division, Training Academy, Multicultural Affairs, Research, Institutional Review Board, Fiscal & Contracts.

Connecticut Department of Children and Families, Northwest Regional Mental Health Program Director

April 2000 – October 2001

Provided regional support for 3 local systems of care within the new children's mental health system and **\$9.5m. of local contracted services**, systems-wide and child-specific care coordination; managed Voluntary Services, Independent Living Services, psychiatric social workers & nurses. As Program Supervisor, managed 30 protective services staff including the adolescent unit, 2 training units, and 2 permanency units.

Connecticut Department of Children and Families, Training Academy, Program Supervisor for Research and Evaluation

October 1998 – April 2000

As a member of the Training Academy's management team, taught pre-service courses, counseled students and coordinated the Social Work Internship Program & the Graduate Education Support Program; conducted testing and program evaluation; served as the Training Academy's intranet web manager and as an IRB member.

City of Waterbury, Connecticut, Mayor's Aid for Economic Development and Legislative Affairs

June 1996 – October 1998

While on educational leave of absence from CT DCF, contributed to notable projects in city government, such as the Family to Family program (Welfare to Work), the transition of City Welfare to State Administered General Assistance, legislative passage of the Information Technology Zone, and strong collaborations (federal, state, city funding and support) for the Gateway project and the opening of the Brass Mill Center in downtown Waterbury.

Connecticut Department of Children and Families, Statewide Juvenile Justice Facility and 2 Regional Child Protection Offices (Waterbury and New Haven)

May 1990 – June 1996

Started a career at DCF as a per diem teacher at Connecticut’s juvenile justice facility and became a social worker in August 1990 for investigations, treatment services, foster care & adoption. Provided inhome casework, filed court petitions, and provided services to children and families for committed children's health, educational, social, and emotional needs; supervised staff and caseloads of a reunification unit, foster adoption and support unit, and a training unit. Promoted to Supervisor in 1993.

ACADEMIC COMMUNITY SERVICE

Child Welfare Institute Collaborative, MA DCF (2012 – 2020)

Member Representing Springfield College and Fellowships Liaison with Massachusetts Universities

2016-2020 SAMHSA-funded Behavioral Health Curriculum Development Initiative

Scholar, selected from competitive application to build and evaluate child focused curricula for schools of social work.

Served on Doctoral Dissertation Committee: University of Connecticut Graduate School of Social Work (2010 – 2014)

Doctor of Philosophy in Social Work for Kathleen Ann Miller Dissertation Proposal Topic: Multifactor risk exposure for children involved in the child welfare system

ORGANIZATIONS & AFFILIATIONS (past and present)

- National Association of Social Workers (NASW)
- Network for Social Work Management (NSWM)
- *National Center on Adoption and Permanency (NCAP)*
- Collaborative to Improve Assessment and Clinical Understanding, Children’s Behavioral Health Initiative (CBHI & CANS), Massachusetts
- Society for Human Resource Management