

# carmen m. crosby

PhD, MSW, LMSW  
*she, her, hers*

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Carmen Crosby, PhD, MSW-LMSW (Clinical & Macro) is a respected thought leader, trainer, and independent consultant in the areas of diversity, inclusion, and trauma-specific, ethical practice. Dr. Crosby worked and researched community and campus-based sexual and interpersonal violence, trauma, and multi-tiered interventions with marginalized populations. Her experience spans work with individuals recovering from complex trauma to organizations focused on value congruence and leadership. An accomplished interventionist, her perspective integrates theoretically aligned, evidence-grounded, and culturally relevant resources into actionable tools for researchers, practitioners, policymakers, and other community members. Dr. Crosby's presentations combine her perspective, creativity, curiosity, and humor.

## EDUCATION & CREDENTIALS

DOCTORATE OF PHILOSOPHY DEGREE, Concentration: Prevalence and Intervention Research | 2014  
University of North Carolina at Chapel Hill, School of Social Work, Chapel Hill, North Carolina

MASTERS OF SOCIAL WORK DEGREE, Concentration: Interpersonal Practice | 1998  
University of Michigan College of Literature, Science and Arts, Ann Arbor, Michigan

BACHELOR OF ARTS DEGREE, Concentration: Psychology | 1995  
University of Michigan College of Literature, Science and Arts, Ann Arbor, Michigan

Licensed Master Social Worker, State of Michigan, Clinical Speciality & Macro Specialty: Permanent ID #6801079609, valid 2002-2024

Certificate in Core Supervision, National Association of Social Workers, State of Michigan, obtained 2017

## PROFESSIONAL EXPERIENCE

TRANSLATIONAL & CLINICAL RESEARCH SPECIALIST | July 2014 – present

Independent Consultant (Durham, North Carolina)

Consultant responsibilities include coaching, training and technical assistance regarding intersectionality theory, and cultural diversity in the context of social determinants of health, identification of personal values and implementation of professional ethics. Military, education, and health provider contracts frequently target workforce development with enhanced cultural sensitivity and humility; Provision of clinical research briefings and training associated with primary and secondary interventions in interpersonal violence, sexual assault, harassment and consent.

TRAINING PARTNERSHIP FACULTY | 2006 – present

Area Partnership Education Centers (AHEC) University of North Carolina at Chapel Hill School of Social Work (Chapel Hill, North Carolina)  
Training consultant responsibilities include workshops in the following: Developing Culturally and Linguistically Competent Treatment with Racially and Ethnically Diverse Clients; Ethics and Domestic Violence; The Accountable Clinician: Sitting with culture and power differentials in therapy; Leveraging Cultural Identity in the Context of Clinical Supervision.

EDUCATIONAL TRAINING CONSULTANT | January 2009 – July 2010

North Carolina Central University (Durham, North Carolina)

Consultant responsibilities include development of culturally specific training curriculum for awareness and prevention of domestic violence and sexual assault on HBCU campuses. Cultural Competency expertise and training with the Historically Black College and University Helpers and Advocates for Violence Ending Now (HBCU HAVEN) grant funded by the Department of Justice (DOJ). Supervision and technical assistance for the Training, Leadership and Community-building (TLC) Project staff. The TLC Project prioritizes reduction of intimate partner violence, stalking, and sexual assault through university and community member engagement.

**Client Services Director | July 2004 – July 2006**

Orange County Rape Crisis Center (Chapel Hill, North Carolina)

Clinical supervision of staff, social work interns and volunteers. Coordinator and facilitator of sexual assault support. Development and facilitation of volunteer training programs.

**Field Practicum Instructor | July 2004 – July 2006**

School of Social Work, University of North Carolina at Chapel Hill (Chapel Hill, North Carolina)

School of Social Work, Eastern Carolina University, Greensboro, NC; Undergraduate Students

**Clinical Therapist | December 1999– June 2004**

Help Against Violent Encounters Now (HAVEN) (Southfield, Michigan)

Individual and group domestic violence therapist. Development and facilitation of curriculum for the intervention in battering, women's and children's program. Facilitated accountability groups for perpetrators of domestic violence with a history of substance abuse. Developed criminal justice trainings that emphasized strategies for cultural sensitivity when responding to victims of violence.

**PUBLICATIONS**

Lindquist, C. H., Crosby, C. M., Barrick, K., Krebs, C. P., & Settles-Reaves, B. (2016). Disclosure of sexual assault experiences among undergraduate women at historically black colleges and universities (HBCUs). *Journal of American College Health, 64*(6), 469-480. doi: 10.1080/07448481.2016.1181635

Crosby, C.M. (2014). Sexual assault among female students at Historically Black Colleges and Universities: An exploration of the Black feminist perspective and routine activity theory. (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses. (Accession Order No. ID: 3668456).

Lindquist, C.H., Barrick, K., Krebs, C.P., Crosby, C.M., Lockard, A.J., Sanders-Phillips, K. (2013). The context and consequences of sexual assault among undergraduate women at Historically Black Colleges and Universities (HBCUs). *Journal of Interpersonal Violence, 28*, (12), 2437-2461. doi: 10.1177/0886260513479032

Krebs, C.P., Barrick, K., Lindquist, C.H., Crosby, C.M., Boyd, C., Bogan, Y. (2011). The sexual assault of undergraduate women at Historically Black Colleges and Universities (HBCUs). *Journal of Interpersonal Violence, 26* (18), 3640-3666. doi: 10.1177/0886260511403759

Macy, R. J., Giattina, M., Parish, S. L., & Crosby, C. (2010). Domestic violence and sexual assault services: Historical concerns and contemporary challenges. *Journal of Interpersonal Violence, 25*(1), 3-32. doi:10.1177/0886260508329128

Macy, R. J., Ferron, J., & Crosby, C. (2009). Partner violence and survivors' chronic health problems: Informing social work practice. *Social Work, 54*(1), 29-44.

Macy, R. J., Giattina, M., Sangster, T. H., Crosby, C., & Johns Montijo, N. (2009). Domestic violence and sexual assault services: Inside the blackbox. *Aggression and Violent Behavior, 14*, 359–373. doi:10.1016/j.avb.2009.06.002

Macy, R. J., Crosby, C., Giattina, M., Johns-Montijo, N. & Sangster, T. H., (2007). Researching North Carolina domestic violence and sexual assault service delivery practices.

**RESEARCH EXPERIENCE**

Research Analyst, (January 2009-2010)

Research Triangle Institute International, Research Triangle Park, NC

Manager: Dr. C. Krebs, Center for Crime, Violence, & Justice, Projects: Historically Black Colleges and Universities Campus Sexual Assault (HBCU-CSA) Study team. Contributed to HBCU survey development, quantitative analyses of clinical implications associated with sexual assault, qualitative analysis of student perceptions regarding barriers and facilitators of effective law enforcement response and writing for publication/presentation.

Doctoral Research Practicum Student, (August 2008-December 2008)

Research Triangle Institute International, Research Triangle Park, NC

PI: Dr. C. Krebs, Projects: The HBCU-CSA Study researched sexual assault prevalence among female HBCU student population.

Contributions included knowledge of cultural/cross cultural competency, psychosocial correlates associated with historical and contemporary sexual victimization, expertise in the use of multidisciplinary theories to explain or change. This project was funded by the National Institute of Justice Grant No. 2007-WG-BX-0021, awarded through the U. S. Department of Justice.

Doctoral Research Assistant, (August 2006-December 2007)

School of Social Work, University of North Carolina at Chapel Hill

PI: Dr. R. Macy. Projects: Outcome Instruments for North Carolina Domestic Violence and Sexual Assault Agencies; Developing North Carolina Guidelines: Violence Interventions; Safe to Recover. These projects were supported in part by Award No. #180-1-05-4VC-AW-463 awarded by the U. S. Department of Justice, through the N. C. Department of Crime Control & Public Safety/Governor's Crime Commission.

## **SELECTED REFEREED CONFERENCE PRESENTATIONS**

Crosby, C. (October 2008). African American female sexual victimization: Creating evidence for advocacy-based interventions. Paper presented at the Council for Social Work Education, Annual Program Meeting, Philadelphia, PA.

Macy, R. J., Strom-Gottfried, K., & Crosby, C. (October 2007). Partner violence: Teaching social workers to walk the ethical tightrope. Paper presented at Council on Social Work Education, Annual Program Meeting, San Francisco, CA.

Crosby, C. (April 2007). Ethics and domestic violence. Annual Public Health Social Work Conference: Striking a balance-Caring for yourself and your clients, Chapel Hill, NC.

Macy, R. J., Martin, S. M., Kupper, L., Casanueva, C., Guo, S., Crosby, C., & Sangster, T. K. (January 2007). Partner violence changes across pregnancy transitions: Implications for social workers. Paper presented at the Society for Social Work and Research Annual Conference, San Francisco, CA.

## **AWARDS**

Minority Clinical Fellowship, Council for Social Work Education, Mental Health and Substance Abuse (SAMHSA) Fellowship Program, 2009-2011

Brody Scholarship Award, School of Social Work, University of North Carolina at Chapel Hill, 2007-2008

Minority Presence Fellowship, University of North Carolina at Chapel Hill, 2006-2007