

Carrie Arroyo, LCSW

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Education

Master of Social Work, University of Pennsylvania
Philadelphia, PA

Bachelor of Social Work, University of Texas at Austin
Austin, TX

Faculty and Professional Experience

Diana R. Garland School of Social Work 8/2011-present
Baylor University
One Bear Place, #97320 Waco, Texas 76798
Full Time Lecturer

- Prepare and deliver lectures to students in Bachelor and Master programs
- Develop curriculum appropriate to train competent social workers - including lecture material, small group activities, coordinating guest speakers, and ensuring learning of material
- Mentor students through their educational and professional development
- Coordinator for BEAR Project - collaborative grants with WISD and Hogg Foundation to review and implement strategies for serving families in WISD

AssuraSource 12/2009-8/2012
12700 Hillcrest Road, Suite 176, Dallas, TX 75230
Clinical Social Worker

- Diagnose and assess therapeutic need for clients referred
- Provide therapeutic counseling services to clients in their homes on an individual and family basis

Mauney and Associates 9/2009-8/2010
P.O. Box 351, Evant, TX 76525
Subcontractor for Department of Family and Protective Services Home Studies

- Assess appropriateness of kinship placements for children who have been removed from their homes
- Thoroughly interview family members to determine motivation and ability to provide stable home environment for children
- Accurately complete and submit extensive paperwork in timely manner for each case assigned

Communities In Schools of the Heart Texas 11/2003-4/2010
425 Austin Ave, Suite 1500, Waco, TX 76701
Program Coordinator, AmeriCorps, 8/2006-11/2007, 6/2009-4/2010

- Designed and implemented program from its inception in 2006 and sustained funding for program for two grant cycles by writing continuation grants, meeting and exceeding performance measures, and continually increasing quality of service provision
- Coach 30+ AmeriCorps members yearly in developing professional skills and increasing understanding and working knowledge of providing direct services to at-risk students in the public school setting
- Provide on-going constructive criticism, professional discipline, and twice yearly formal evaluations of members performance
- Compile and professionally write reports to meet federal grant compliance requirements
- Contributed to OneStar Foundation's State-wide AmeriCorps Recruitment Plan by serving on strategic planning committee

Community Partnerships Coordinator, 11/2007-6/2009

Continued to coordinate the AmeriCorps program and supervise members in addition to the following responsibilities:

- Supervised the Tutoring Program by supporting 4 staff in recruiting, training, and managing 150+ Baylor work-study students
- Supervised the Mentoring Program by supporting 2 staff in managing a federal grant and coordinating 150 volunteer mentors
- Developed and managed collaborative relationships with over 30 non-profit and for profit entities in the Waco area to expand and enrich services provided to clients

- Guided, supported, and strengthened skill areas of 3 staff members who recruit, train, and supervise over 300 volunteers
- Problem solved with staff to optimize performance and create /maintain a healthy work environment
- Implemented strict guidelines and requirements of various federal and local grants including budget management, evaluation and reporting, and program design

Program Manager, Communities In Schools, Waco Alternative Campus, 11/2003-8/2006

- Assessed, developed treatment plans and goals, and provided one-on-one and group interventions to overcome behavioral and mental health obstacles to success
- Intervened in individual and family crisis situations to resolve conflict, overcome barriers to educational attainment, and increase successful life stories
- Helped to ease the transition from neighborhood school campus to disciplinary alternative school setting by advocating for students with administration and school staff, assisting with academic needs, and identifying root causes of behavior

Seton Shoal Creek Hospital
3501 Mills Ave, Austin, TX 78731
Social Worker, PRN

7/2003-11/2003

- Facilitated group, family, and individual therapy sessions for children, adolescents, and adults in acute psychiatric hospital setting, including drug and alcohol rehab floor
- Completed psychosocial assessments, treatment plans, and evaluations
- Contributed to multi-disciplinary care plan meetings and advocated for clients within a managed-care environment

Mission Waco
1315 N. 15th St, Waco, TX 76707
Caseworker, Mpowerment Program

8/2001-6/2002

- Supported clients through job search and job training program
- Provided outreach to clients during TANF orientation

Internship Experience

Jefferson Family Medicine Associates
833 Chestnut East, Suite 301, Philadelphia, PA 19107
MSW Intern

7/2002-5/2003

- Facilitated social service delivery to patients and their families based on need of care, including mental health counseling, referrals for various needs, care coordination, and access to medical resources
- Social work representative on the obstetrics team – defined and advocated for social/mental needs of patients during pregnancy and delivery

Mission Waco
1315 N. 15th St, Waco, TX 76707
Intern, Urban Ministry Institute

8/2000-6/2001

- Studied the intersection of faith and social activism through classroom participation and hands-on involvement with youth and job training programs
- Lived incarnationally among recipients of Mission Waco services and was introduced to state-side cross-cultural, missional experience

Communities In Schools – Central Texas
3000 South IH-35, Suite 200 Austin, TX 78704
BSW Intern at Garza High School

- Built rapport, assessed, developed appropriate treatment plans, intervened, and evaluated work with high school students at alternative learning center
- Co-facilitated groups for grief and loss and art therapy
- Educated school staff about professional identity of school-based social workers

Academic Teaching Experience

5398/5298 MSW Capstone, Spring 2015-2017
4V80-OL2 Social Work Practice In Schools – Fall 2015
5334 Family Crisis and Resiliency/Children and Families: Theories and Models of Practice, Fall 2013, 2014, 2015
5377 Advanced Clinical Practice with Children and Families, Fall 2016
4372 Social Work Practice II: Generalist Practice with Groups, Spring 2012 and 2 sections Spring 2013, 1 section Spring 2014
3352 Human Behavior and the Social Environment II, Spring 2012, 2014, 2015
4293 Senior Capstone, Spring 2014-2016
5790 Advanced Internship III, 2011-2017
3351 Human Behavior and the Social Environment I, Fall 2011, 2012, 2013, 2014, 2015
5362 Professional Practice with Groups, Fall 2011, 2 sections Fall 2012, 1 section Fall 2013, 2014, 2015
5190 Introduction to Advanced Internship III, 2 sections 2011-2016
3305/4V80: Introduction to Gerontology, Summer 2012
2320 Human Diversity and Leadership, 2016-2017

Research Interests

Diversity-sensitive practice and Cultural Responsiveness
Multicultural families
Inter-racial marriage
At-risk children and youth
School-based Social Work
Community engagement and community strengthening
Group process and intervention
Older adults and intergenerational relationships
The traumatic impact of structural violence
Trust building with schools and communities
Positive Behavior Intervention and Supports

Academic Service

Specialization Advising in the Garland School of Social Work

- Advisor for Baylor University MSW Specialization in "Domestic Violence and Abuse in Children and Families", 2012-2013
- Advisor for Baylor University MSW Specialization in "Attachment: Theory and Practice Interventions", 2013-2014
- Advisor for Baylor University MSW Specialization in "Understanding and Working with the Effects of Trauma", 2013-2014
- Advisor for Baylor University MSW Specialization in "Gerontology", 2014-2015, 2015-2016
- Advisor for Baylor University MSW Specialization in "Childhood Trauma", 2014-2015

Mentoring/Advising Social Work Students

- Academic Advisor to 12 MSW students, Baylor University, 2012-2013
- Academic Advisor to 10 MSW students, Baylor University, 2013-2014
- Mentor (previously known as Advisor) to 8 MSW students, Baylor University, 2014-2015
- Mentor to 7 MSW students and 7 BSW students, Baylor University, 2015-2016
- Mentor to 8 MSW students and 7 BSW students, Baylor University, 2016-2017
- Mentor to 11 MSW students and 8 BSW students, Baylor University, 2017-2018

Committee Service in the Garland School of Social Work

- Chair, Baylor University Garland School of Social Work Faculty Development Committee Fall 2013-2017, member 2011-2013
- Member, Garland School of Social Work Curriculum Committee, 2012-2013-2016, 2017-2018

- Member, Garland School of Social Work Evaluation and Accreditation Committee/Innovation Committee, Fall 2013-2015
- Member, Garland School of Social Work Admissions Committee, 2015-2017
- Faculty Representative, Garland School of Social Work Field Education Committee, 2011-2014, 2017-2018
- Community Member, Garland School of Social Work Field Education Committee, 2004-2005
- Faculty Mentor, Garland School of Social Work, 2016-2017

Initiatives in the Garland School of Social Work

- Founding Member, Diversity Initiative, Garland School of Social Work, 2014-current
- Member, Gerontology Initiative, Baylor University School of Social Work, 2012-2016

Field Instruction for Social Work Students

- Field Instructor for MSW Interns with BEAR Project, community practice, 2016 (1), 2017-2018 (3)
- Field Instructor for MSW Intern at McLennan County Health District, Smart Babies Initiative, 2015-2016
- Field Instructor for BSW and MSW Interns and Service Learning students for Baylor University – school campus and central office placements at Communities In Schools and Mission Waco Myer Center, 2004-2009
- Field Instructor for MSW Intern at Friends for Life, 2013-2014

Contribution to the School

- Coordinator for BEAR Project, collaboration between Garland School of Social Work and Waco ISD
- Creation of new online-elective offered to all social work students, Social Work Practice in Schools, 2015
- MSW Preview Day Session Leader, Garland School of Social Work, Spring 2014, Fall 2015, Summer 2016, Spring 2017, Summer 2017
- Panelist, Garland School of Social Work class, Family Resilience and Crisis, MSW, Fall 2012
- Panelist, Garland School of Social Work class, Introduction to the Profession, MSW, Fall 2009
- Panelist, Garland School of Social Work BSW Capstone Presentations, 2004-2007, 2012, 2013

Contribution to Baylor

- University Committee Member, Dean Selection Committee for Garland School of Social Work, 2015-2016
- University Committee Member, Selection of Outstanding Faculty Awards, 2015-2017
- Chair, University Committee, Selection of Outstanding Faculty Awards, 2017-2018
- Member, Women's Colloquium, Baylor University, Fall 2015-current
- Honors Thesis Committee Member, Claire Allen, BSW candidate, Baylor University, Spring 2015
- Faculty Partner, Baylor University Brooks Flats Dormitory, 2012-2013

Other

- Arroyo, C. Participant, Summer Faculty Institute, Baylor University, Summer 2015
- Arroyo, C. Editorial Review Board, *Journal for Family and Community Ministries*, 2015-2016
- Arroyo, C. Consultant, Dissertation development for Doctor of Ministry Candidate on topic: "Spiritual companions for those with bipolar disorder", Spring 2014-current

Grant Experience & Writing

- Arroyo, C. "5 Tips to Increase Mental Health at School", Act Locally Waco Mental Health Blog, 25 July 2017.
- Arroyo, C. "Transitioning to Mental Wellness: Improving Academic Achievement Through Mental Health", Hogg Foundation for Mental Health, 2017, \$234,773.
- Arroyo, C & Singletary, J. "BEAR (Be Emotionally Aware and Responsive) Project," Waco Independent School District (2016-2018), \$386,798.
- Arroyo, C. "University Teaching Grant," Academy for Teaching and Learning, Baylor University, 2016, \$1,500.
- Co-authored continuation grants yearly for Communities In Schools Community Servers, AmeriCorps Program grant submitted to OneStar Foundation (Texas) and Corporation for National and Community Service (Federal), 2007-2009

- Co-authored Mentoring Children of Prisoners grant for Communities In Schools-HOT through Office of Juvenile Justice and Delinquency Prevention, 2009

Presentations

- Arroyo, C. (2017). *Diversity Sensitive Practice and Cultural Responsiveness*, Teen Leadership Waco, 11 September 2017.
- Arroyo, C. (2017). *Creating an Inclusive Classroom*, Garland School of Social Work at Baylor University, PhD Cohort, 10 July 2017.
- Arroyo, C. (2017). *Creating an Inclusive Classroom*, National Conference on Race and Ethnicity in Higher Education, 2 June 2017.
- Arroyo, C. and Goatley, E. (2017). *A Time to Refocus: Revisiting Infusion Based Diversity Curriculum in Social Work Education*, National Conference on Race and Ethnicity in Higher Education, 2 June 2017.
- Arroyo, C. (2017). *Creating an Inclusive Classroom*, Baylor Academy for Teaching and Learning, 1 March 2017.
- Arroyo, C. (2016). *Utilizing Second Step Curriculum*, West Avenue Elementary School faculty and staff, 18 August 2016.
- Arroyo, C. (2017 & 2016). *Introduction to Theories in Human Behavior and the Social Environment*, Garland School of Social Work at Baylor University, MSW Foundation Cohort, 7 September 2016 and 6 September 2017.
- Arroyo, C. *Useful Things I Learned in my First Year as a Baylor Lecturer*. Academy for Teaching and Learning Panel for Lecturers, 27 October 2015.
- Arroyo, C. *Deconstructing Stereotyping*. Microteaching Demonstration, Baylor University Adjunct Teaching Workshop, 8 August 2015
- Arroyo, C. *What is Communities In Schools?* Waco Alternative Campus Teachers and Staff, Waco, TX Fall 2005.
- Arroyo, C. and Brown, L. *Building Community By Welcoming Diversity*. Curriculum adapted from National Coalition Building Institute International, Non-profit Network, Waco, TX, Spring 2007 and Communities In Schools-HOT AmeriCorps Program, Waco, TX, Spring 2007.
- Arroyo, C. *The Importance of National Service: Communities In Schools' AmeriCorps Program*. Community Stakeholders at Fred Batts Leadership Luncheon, Waco, TX, Fall 2007.
- Arroyo, C. *Introduction to National Service and Civic Engagement*. AmeriCorps Members, Communities In Schools - HOT, Waco, TX Fall 2006, 2007, 2008, 2009.
- Arroyo, C. *Engaging and Building Relationships with Children in the School Setting*. AmeriCorps Members, Communities In Schools - HOT, Waco, TX Fall 2006, 2007, 2008, 2009.
- Arroyo, C. *Assessing Student Learning*. Faculty, Baylor University School of Social Work, Waco, TX December 2013.

Professional License and Membership

Licensed Clinical Social Worker, Texas #36625
National Association of Social Workers
School Social Work Association of America

Professional Training

Kazdin Parent Management Training
Trust Based Relational Intervention Practitioner
Texas Together - PREPARE/ENRICH Facilitator
Why Try Curriculum Certification
Certified Sub-Contractor for Department of Family and Protective Services Home Studies

Community and Church Involvement

Church

- Hope Fellowship of Waco, TX, active member, 2007-current
- Coordinator of Wednesday night child care, Fall 2015-2016
- Council Member, 2011-2013

- Mentor, Hope Fellowship Youth Group, 2014-current
- Sunday School Teacher, elementary school students 2013-current
- Nursery helper, Hope Fellowship, 2008-current
- Chair, Finance and Facilities Committee, Hope Fellowship, 2013-2014
- Member, Committee on Sexual Ethics and the Church, Hope Fellowship, 2016-current

Community

- Host, Anti-lynching Play Reading of *Jesus Christ in Texas* by W.E.B. DuBois, May 15, 2015
- Member, Task Force for 100th Anniversary of the lynching of Jesse Washington: Waco's Unfinished Legacy, Summer 2015-2016
- Host Family, Internship Program, World Hunger Relief International, 2013-current
- Co-founder and member of local Amnesty International Chapter - advocate for oppressed populations, planned and coordinated events to bring about awareness in local community, 2005-2008
- Mentor, children with an incarcerated parent, Communities in Schools of the Heart of Texas, 2007-2009
- Member, Community Race Relations Coalition, 2006-current
- Member, Models of Unity Committee, Waco Community Race Relations Coalition, 2006-2008
- Member, Sanger Heights Neighborhood Association, 2010-current
- Professional consultation for mental illness and congregations, 2014

References

Doug McDurham, MSW
Texas Hunger Initiative
Baylor University School of Social Work
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