

Carrie M. Grimes

Department of Leadership, Policy, and Organizations
Peabody College of Education and Human Development, Vanderbilt University
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Education

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| 2020 | Ed.D., Leadership and Learning in Organizations, Vanderbilt University, Peabody College of Education and Human Development, Department of Leadership, Policy and Organizations |
| 2001 | M.A., New York University, Applied Psychology, Steinhardt School of Culture, Education, and Human Development |
| 1995 | B.A., University of Pennsylvania, English Literature |

Areas of Specialization

Independent School Leadership
Site-Based Participatory Action Research
Institutional Advancement
Course Design
Community-Building in Adult Online Learning Environments
Programmatic Design
Marketing and Communications

Professional Experience

October, 2021-Present Assistant Professor of the Practice & Independent School Leadership M.Ed. Program Director, Department of Leadership, Policy, and Organizations
Vanderbilt University, Peabody College of Education and Human Development

July, 2020- August, 2021 Adjunct Instructor, Johns Hopkins University, School of Education, Independent School Leadership M.Ed. program

October, 2020-August, 2021 Adjunct Faculty & Dissertation Advisor, University of Maryland College of Education, Ed.D. in School Leadership

October, 2016- October, 2021 Director, Alumni Relations, Severn School, Severna Park, MD

July, 2011-October, 2016 Head of School, St. Anne's Parish, School for the Arts at St. Anne's, Annapolis, MD

2005-2009, Seasonal Independent School Educational Consultant, Independent Schools of the San Francisco Bay Area, San Francisco, CA

July, 2000-August, 2003; December 2007-May 2008 Director of Enrollment Management, Middle School Advisor and Teacher, Mark Day School, San Rafael, CA

August 2005-February 2006 Interim Associate Director of Advancement, Presidio Hill School, San Francisco, CA

January 2004-June 2004 Interim Upper School Counselor and Teacher, Stuart Hall for Boys, San Francisco, CA

June 1997-June 2000 Associate Director of Admission, New York University Tisch School of the Arts, New York, NY

Courses Taught

Spring 2023 *Capstone Seminar 1*, Vanderbilt University, Peabody College of Education and Human Development Online Ed.D. Program in Leadership and Learning in Organizations

Spring 2023, Fall 2022, Summer 2022 *Site-Based Action Research for Independent Schools*, Vanderbilt University, Peabody College of Education and Human Development

Fall 2022 *Institutional Advancement for Independent Schools*, Vanderbilt University, Peabody College of Education and Human Development, M.Ed. in Independent School Leadership

Fall 2022 *Special Topics in Leading Organizations: Program Evaluation*, Vanderbilt University, Peabody College of Education and Human Development, Online M.Ed. in Leading Organizations

Summer 2022 *Historical, Fiscal, and Legal Dimensions of Independent School Leadership*, summer module co-taught with Professor Matthew Shaw and adjunct faculty Charles Evans, Vanderbilt University, Peabody College of Education and Human Development

Summer 2022, *Leadership and the Learning Spectrum*, summer module co-taught with Associate Professor Brenda McKenzie, Associate Professor Andrea Capizzi, Senior Lecturer Erin Henrick, and Professor Stacey Floyd-Thomas, Vanderbilt University, Peabody College of Education and Human Development

Summer 2021 *Supervision and Professional Development*, Johns Hopkins University School of Education M.Ed. in Educational Studies/ Independent School Leadership

Fall 2020, Spring 2021 *Public Relations, Marketing, and Communications for Independent Schools*, Johns Hopkins University School of Education M.Ed. in Educational Studies/ Independent School Leadership

Spring 2021, Fall 2020 *Research Design and Methods*, co-taught with Professor Margaret McLaughlin, University of Maryland College of Education, Ed.D. in School Leadership

Courses Designed

Institutional Advancement for Independent Schools, Vanderbilt University, Peabody College of Education and Human Development, M.Ed. in Independent School Leadership, online course

Leadership and Learning in Independent Schools, co-designed with adjunct faculty member Whitney Walters-Sachs, Vanderbilt University, Peabody College of Education and Human Development, M.Ed. in Independent School Leadership, online course

Independent School Governance, co-design in progress with adjunct faculty member Sidra Smith, Vanderbilt University, Peabody College of Education and Human Development, M.Ed. in Independent School Leadership, online course

Innovations in Leading and Learning, supported lead designer Senior Lecturer Michael Neel, Vanderbilt University, Peabody College of Education and Human Development, M.Ed. in Independent School Leadership, online course

Public Relations, Marketing and Fundraising for Independent Schools, Johns Hopkins University School of Education M.Ed. in Educational Studies/ Independent School Leadership, online course

The Bottom Line: Cultivating Communities of Belonging and Building Understanding and Action Around Racial Equity in Independent Schools, asynchronous course modules in leadership and institutional advancement, North Carolina Association of Independent Schools The Case for Racial Equity Course Series.

Publications

Grimes, C. & Curtis, A., (accepted). *Design Matters: Where do we gather and why? A school's built environment can create, enhance, and strengthen community*. Independent School Magazine, Spring 2023.

Grimes, C. *Research Insights: Is Grit Legit?* Independent School Magazine, Fall 2018.

Presentations

Grimes, C. (2023, Mar) *From Fatigue to Flourishing: Restorative Human Resources Strategies for Independent School Leaders*. Tennessee Association of Independent Schools, Division Directors Annual Conference, Keynote Address, Nashville, TN.

Grimes, C. (2023, May) *Be More Scientific About Your Storytelling*. Virginia Association of Independent Schools Annual Advancement Conference, Richmond, VA.

Grimes, C. (2023, Feb) *Experience Design in Strategic Advancement*. Association of Delaware Valley Independent Schools Annual Development Retreat, Villanova, PA.

Grimes, C. (2023, Feb) *Emotional Intelligence in Independent School Leadership: A Framework for Emerging Leaders*. National Association of Independent Schools Annual Conference, Las Vegas, NV.

Grimes, C. (2023, Jan) *Spaces are Places for Belonging*. Carney, Sandoe and Associates Diversity, Equity, Inclusion and Belonging The Power of Belonging Annual Conference, Philadelphia, PA.

Grimes, C. (2023, Jan) *People Will Remember How You Made Them Feel: Emotionally Intelligent Leadership Practices*. The Association of Boarding Schools Annual Conference, virtual.

Grimes, C. (2022, Nov) *Evidence-Based Tools for MarComm Impact*. Association of Delaware Valley Independent Schools Annual Marketing & Communications Conference, Bryn Mawr, PA.

Grimes, C., Alexander, L. (2022, Dec, accepted) *A Case for the Synthesis of DEIJB and Advancement Strategy*. People of Color in Independent Schools Annual Conference, San Antonio, TX.

Grimes, C. (2022, Sept) *DEIJB & Advancement Integration: A Framework for Flourishing*. Association of Delaware Valley Independent Schools Multicultural Resource Center, online webinar.

Grimes, C. (2022, Sept) *Your Leadership Mindset: Evidence-Based Frameworks for Navigating Independent School Leadership*. Tennessee Association of Independent Schools, Emerging Leaders Institute Opening Session, Keynote Address.

Grimes, C. (2022, Sept) *Advancement as Imagineering: The Art & Science of Independent School Advancement*. Association of Independent Schools of Greater Washington, Communications and Marketing Conference for Enrollment Professionals, Bethesda, MD.

Grimes, C. (2022, Sept) *Everything Starts with a Story: Advancement as Institutional Narrative*. Enrollment Management Association Annual Conference, September 2022, virtual.

Grimes, C. (2022, Sept) *The Six Key Emotionally Intelligent Leadership Styles*. Independent School Management, September 2022, Webinar.

Grimes, C. (2022, May) *Narrative and Strategic Enrollment Management*. Western Association of Boarding Schools Annual Conference for Enrollment Professionals, Monterey, CA.

Grimes, C. (2022, Jan) *Be an Emotions Scientist and Be a Better School Leader*. Florida Council of Independent Schools, webinar.

Grimes, C. (2021, Nov) *Experience Design in Institutional Advancement: A Framework for Impact*. North Carolina Association of Independent School Annual Advancement Conference, Keynote Address, Charlotte, NC.

Grimes, C. (2021, Feb) *Designing Meaningful Alumni Engagement within Independent School Communities*. Council for Advancement of Schools in Education Annual Conference, online.

Grimes, C., Walters-Sachs, W. (2021, Jan) *My Teacher Doesn't Look Like Me: Belonging, Identity, and a Theory of Change for Students of Color within Independent Schools*. Carney, Sandoe and Associates Diversity, Equity, Inclusion and Belonging Building Bridges Conference, online (Covid).

Grimes, C. (2020, Nov) *Evidence-Based Blueprints for Recruiting and Hiring Faculty and Administrators of Color*. Virginia Association of Independent Schools Annual Conference, online (Covid).

Grimes, C. (2018, Feb) *Alumni Relations: The Case for Friendraising*. Council for Advancement of Schools in Education District Conference, Washington, D.C.

Other

Judge, 2021 and 2022, InspirEd School Marketers, Brilliance Awards in independent school marketing and communications.

Guest, Confidently You: Women in Leadership Podcast, Enrollment Management Association, *Reimagining the Education of Leaders*, January 2023.

Guest, Inspired School Marketers SparkCast, *How to be a Leader in an Independent School*, January 2022.

Guest Panelist, Candidly Connecting, LLC, *Things that Matter Most to Raising Inclusive Children Who Create Inclusive Communities*, January 2023.