

# Carrie M. Grimes

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

## Professional Experience

November, 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

Fall 2023                      ISL 6140, *Institutional Advancement for Independent Schools*, Vanderbilt  
University, Peabody College of Education and Human Development, M.Ed. in Independent School  
Leadership

Fall 2023                      LLO 8900, *Capstone Seminar 1*, Vanderbilt University, Peabody College of  
Education and Human Development Online Ed.D. Program in Leadership and Learning in  
Organizations

Summer 2023                      LLO 8910, *Capstone Seminar 2*, Vanderbilt University, Peabody College of  
Education and Human Development Online Ed.D. Program in Leadership and Learning in  
Organizations

Summer 2023,                      ISL 7270, *A Career in Independent School Leadership*, Vanderbilt University,  
Peabody College of Education and Human Development

Summer 2023, Fall 2023                      ISL 6940, *Site-Based Action Research for Independent Schools*,  
Vanderbilt University, Peabody College of Education and Human Development

Spring 2023     LLO 8900, *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     ISL 6940, *Site-Based Action Research for Independent Schools*, Vanderbilt University, Peabody College of Education and Human Development

Fall 2022     ISL 6140, *Institutional Advancement for Independent Schools*, Vanderbilt University, Peabody College of Education and Human Development, M.Ed. in Independent School Leadership

Fall 2022     MLO 7500, *Special Topics in Leading Organizations: Program Evaluation*, Vanderbilt University, Peabody College of Education and Human Development, Online M.Ed. in Leading Organizations

Spring 2022     HODL 3234, *Advanced Organizational Theory*, Vanderbilt University, Peabody College of Education and Human Development, Department of Human and Organizational Development, Co-taught online with Chris Quinn-Trank, Ph.D.

Summer 2022     ISL 7210, *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,     ISL 7250, *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*, ISL 6140, Vanderbilt University, Peabody College of Education and Human Development, M.Ed. in Independent School Leadership, online course

*Leadership and Learning in Independent Schools*, ISL 6110, 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*, ISL 7260, co-designed 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*, ISL 7240, supported lead designer Senior Lecturer Michael Neel, Vanderbilt University, Peabody College of Education and Human Development, M.Ed. in Independent School Leadership, online course

*Site-Based Action Research for Independent Schools*, ISL 6940 (redesign), Vanderbilt University, Peabody College of Education and Human Development, M.Ed. in Independent School Leadership, online and in-person course series

*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.

## Advising

Annually advise 23-41 master's students in the Independent School Leadership M.Ed. program. Annually advise 8-10 doctoral students in the Leadership and Learning in Organizations Ed.D. program.

## Publications

Grimes, C. & Walters-Sachs, W. "Lessons in Online Community: Transitioning an In-Person Degree Program to Online." In *Balance and Boundaries in Creating Meaningful Relationships in Online Higher Education*, edited by Sarah Jarvie and Cara Metz. IGI Global, January, 2024.

Grimes, C., November, 2023. "Enhancing Online Adult Learning Communities through the Lens of Social Climate Theory." In *Balance and Boundaries in Creating Meaningful Relationships in Online Higher Education*, edited by Sarah Jarvie and Cara Metz. IGI Global, January, 2024.

Grimes, C. & Walters-Sachs, W., *Boardroom: Defining the Boundaries of Social Responsibility for Trustees*. Independent School Magazine, Fall 2023.

Grimes, C., *Exercising Emotionally Intelligent Leadership: Tips and Tools*. Intrepid Ed News: A Lighthouse for Parents and Educators, May 2023.

Grimes, C., *People Will Remember How You Made Them Feel*. Intrepid Ed News: A Lighthouse for Parents and Educators, April 2023.

Grimes, C. & Curtis, A., *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.

## Research

Grimes, C. (October, 2023 - May 2024), Principal Investigator, *Resources and Supports for Independent School Heads of Color*. National Association of Episcopal Schools, New York, NY.

## Invited Presentations & Workshops

Grimes, C. (2024, February) *Responsible Leadership: The Role of School Governance*. Independent School Chairpersons Association, webinar.

Grimes, C. (2023, December) *What's My Style? Leadership Development through DiSC*. Tennessee Association of Independent Schools, Nashville, TN.

Grimes, C. & Curtis, A. (2023, November) *Places are Spaces for Belonging*. The Association of Boarding Schools Annual Conference, Boston, MA.

Grimes, C. (2023, November) *Everything Starts with a Story*. Pennsylvania Association of Independent Schools, Living Your Mission and Values, virtual.

Grimes, C. (2023, August) *Workplace Styles: Emotionally Intelligent Teams*, Tampa Preparatory School, Tampa, FL.

Grimes, C. (2023, June) *Leadership Styles: Teaming Applications*, Choate Rosemary Hall, Leadership Retreat, Nashville, TN.

Grimes, C. (2023, June) *Leadership Workshop*, Florida Council for Independent Schools, Head of Schools Retreat, Singer Island, FL.

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

Grimes, C. (2023, April) *Your Leadership Mindset: Synthesis and Horizing*. Tennessee Association of Independent Schools, New and Emerging Leaders Institute, Closing Keynote Address, Nashville, TN.

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, 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, Dec) *Essential Strategies for Leadership Preparedness*. The Eight Schools Association, New York, NY.

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, July) *Crisis Communications and School Advancement*. M.S.Ed. in School Leadership, University of Pennsylvania, virtual workshop.

Grimes, C. & Walters-Sachs, W. (2021, July) *Crisis Communications Strategies*. M.Ed. in Independent School Leadership, Vanderbilt University, Peabody College of Education and Human Development, guest lecturer.

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.

## Service

Program Director, Independent School Leadership M.Ed., Department of Leadership, Policy and Organizations; includes leading admissions efforts for the program (2021- )

Equity, Diversity and Inclusion Committee member, Department of Leadership, Policy and Organizations (2022- )

Curriculum Committee member, Department of Leadership, Policy and Organizations (2022- )

LOP/MLO M.Ed. program design sprint participant and redesign collaborator, 2023.

Reappointment/promotion reviewer for J. Payne and E. Henrick, 2023.

Peabody Virtual Roundtable Independent School Series (2021-2022)

Guest Panelist & Advisory Board Member, Candidly Connecting, LLC, *Things that Matter Most to Raising Inclusive Children Who Create Inclusive Communities*, January 2023; April 2023; November 2023.

Judge, 2021, 2022, 2023. InspirEd School Marketers, Brilliance Awards in independent school marketing and communications.

## Other

Guest, Inspired School Marketers SparkCast, *The Neuroscience of Storytelling for Private Schools*, September 2023.

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.