



CARRIE GRIMES, Ed.D.

Imaginative Educational Leader & Passionate Scholar-Practitioner

As a creative idealist, I balance strategic, programmatic leadership with warmth, curiosity, and a reverence for relationships. I embrace leadership opportunities that will empower me to positively leverage my dual passions for theory and practice, and to optimize access and outcomes for students and institutions.

[linkedin.com/in/cariemgrimes](https://www.linkedin.com/in/cariemgrimes)
carrie.m.grimes@vanderbilt.edu
415.377.6640
615.343.9921

■ EDUCATION

Vanderbilt University, Peabody College of Education
Doctorate of Education, *summa cum laude* | July 2020
Leadership and Learning in Organizations
Research: Community engagement and social identity dynamics within schools
New York University, Steinhardt School of Education
Master of Arts, Counseling Psychology, *summa cum laude* | June 2000
Practicum: Upward Bound, Counseling for economically disadvantaged, physically disabled high school students
University of Pennsylvania
Bachelor of Arts, *magna cum laude* | June 1995

■ GRADUATE TEACHING EXPERIENCE

Vanderbilt University, Peabody College of Education
Program Director, Master of Education in Independent School Leadership
Courses: Advanced Organizational Theory, Institutional Advancement for Independent School
University of Pennsylvania, Graduate School of Education
Adjunct Instructor, *Independent School Development* | July 2021
Master of Science in Independent School Leadership
Johns Hopkins University, School of Education
Adjunct Instructor, Course Designer | January 2021 -
Courses: Supervision and Professional Development for Personnel Communications, Marketing and Fundraising for Independent Schools
Master of Science in Education
University of Maryland, College of Education
Member of the Graduate Faculty,
Dissertation Advisor & Defense Committee Member | September 2020-
Courses: Research Design & Methods, Applied Research and Data-Based Decision Making for School Leaders
Doctor of Education in School Leadership
Vanderbilt University, Peabody College of Education
Graduate Teaching Assistant | June-July 2020
Master of Education
Modules: Communications, Negotiation & Conflict Management; Human Capital Development; Responsible Leadership

■ WORK EXPERIENCE

Vanderbilt University, Peabody College of Education
Assistant Professor of the Practice, Leadership, Policy & Organizations
Program Director, Master of Education in Independent School Leadership
Remote & Nashville, TN | November 2021 -
Manage all aspects of graduate program, including programmatic design, student advising/support, curriculum, staffing, admissions, and alumni relations.
Severn School, Director of Alumni Relations & Advancement Officer
Severna Park, MD | October 2016 - October 2021

■ PRESENTATIONS & PUBLICATIONS

- North Carolina Association of Independent Schools *Building Understanding and Action around Race and Equity in Schools*: Faculty Member & Curriculum Designer, June, 2021, Leadership Modules:
Unpacking the Invisible Backpack of School HR Practices and
Advancement and DEI Synthesis: A Framework for Thriveability
- Southern Association of Independent Schools Annual Conference
October, 2021
School Advancement: Leveraging Community for Innovation
- Council for Advancement and Support of Education All Districts International Conference
February, 2021
Designing Meaningful Community Engagement Within School Ecosystems
- Carney Sandoe FORUM/Diversity Building Bridges DEI Conference
January, 2021
My Teacher Doesn't Look Like Me: Belonging, Identity, and a Theory of Change for Students of Color within our Schools
Virginia Association of Independent Schools Annual Conference
November, 2020
Evidence-Based Blueprints for Recruiting and Hiring Faculty and Administrators of Color
- Independent School Magazine,
Fall, 2018
Research Insights: Is Grit Legit?
- Council for Advancement and Support of Education Conference
Washington, D.C.
February, 2018
Alumni Relations: The Case for Friend-raising within Independent Schools

- Transformed alumni engagement across affinity groups, digital platforms, mentorship, volunteerism and giving through innovative program design and implementation, and enhanced communications and storytelling.
- Strategized with fellow leaders to navigate crisis communications, community support, and coalition-building amidst 2020 outcry around the phenomenon of systemic racial injustice within independent schools.
- Expert at cultivation and stewardship of high capacity prospects through strategic partnership with fellow school leaders.
- Partnered with local community-based organizations to enhance integration of school mission and alumni service-based programmatic activities.
- Collaborated with advancement colleagues to redesign communications strategy to more authentically and equitably represent all stakeholders.

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

Demonstrated enterprising leadership and management, elevating School's positioning as the local leader in early childhood education:

- Designed and executed an enrollment expansion model optimizing school capacity and resulting in 30% increase in net revenue.
- Drove cross-team collaborations with faculty, public and private sector special educators, and parents to meet needs of all students, including those with IEPs and IFSPs.
- Counseled parents regarding developmental concerns and milestones including referral processes for psycho-educational evaluations and therapies.
- Managed all human resources practices from talent acquisition and management to professional development programming strategy, design and execution.
- Elevated School's pre-academic program through the design and implementation of evidence-based age-appropriate assessment tools, and a clearly articulated and aligned curricular map.

Mark Day School, Director of Enrollment Management
San Rafael, CA | July 2000 - August 2003; December 2007 - May 2008 (interim)

Led enrollment strategy for highly selective K-8 independent school, optimizing School's enrollment at all grade levels:

- Administered developmental readiness assessments to broad pool of pre-kindergarten applicants and interviewed all prospective parents.
- Transformed the School's admissions collateral into a strategic marketing tool, boosting applications, brand identity, and yield.
- Designed and executed a financial aid model optimizing school resources and elevating socio-economic diversity.
- Established collaborative alliances with community-based organizations to drive application pipelines from under-served populations.

New York University, Associate Director of Admission
New York, NY | June 1997 - June 2000

Managed enrollment processes for NYU's Tisch School of the Arts, from point of inquiry through matriculation:

- Oversaw application review and committee processes, integrating portfolio and audition results with all other admission collateral.
- Traveled and represented the University at regional college fairs and secondary schools throughout New England.
- Partnered with colleagues and undergraduate ambassadors in execution of on-campus receptions, recruitment events, and information sessions.
- Established collegial relationships with college counselors and community based organizations to drive application pipelines from under-served populations.

■ PRESENTATIONS

- North Carolina Association of Independent Schools Annual Advancement Conference, March, 2022
Keynote Address:
Advancement Teams as Imagineers
- Southern Association of Independent Schools Roundtable Series
October, 2021
In-House Professional Development for Division Heads
- InspirEd SparkCast Podcast Guest
January, 2022
How to be a Leader in Independent Schools
- Peabody ISL Reflect & Connect Roundtable Series Host
January, 2022
Well-Being Practices in Independent Schools

■ EXPERTISE

- Virtual Learning Pedagogy
- Problem of Practice Coaching
- Relational leadership
- Evidence-Based Practice
- Cross-team Collaboration
- Continuous Improvement
- Written Communication
- Creative Problem-solving
- Counseling
- Logic Modeling

■ SKILLS

- Growth Mindset
- Diversity, Equity, Inclusion & Justice Ideology & Commitment
- Interpersonal Relations
- Strategic Planning
- Program Evaluation
- Empathic Communication
- Community Building
- Talent Acquisition
- Budgeting
- Basecamp Project Management
- Raiser's Edge by Blackbaud

■ PROFESSIONAL DEVELOPMENT

- Harvard University, Graduate School of Education, Women in Educational Leadership Symposium, *March 2017*
- Johns Hopkins University, School of Education, Coursework in Educational Leadership, *2011-2014*