

Justin O. Grimes, PhD

635 White Pine Dr. Christiansburg, VA 24073 · 501-993-3299 · justingrimes6@gmail.com

Education

The University of South Florida Diversity, Equity, and Inclusion in the Workplace Certificate	July 2020
The University of Georgia, Athens Doctor of Philosophy, Counseling and Student Personnel Services <i>Dissertation: Black Male Doctoral Students: Motivating Factors for Pursuing a Doctoral Degree in Education</i>	May 2018
The University of Arkansas, Fayetteville Master of Science, Workforce Development Education	May 2009
The University of Arkansas, Fayetteville Bachelor of Science, Business Administration, Information Systems	May 2007

Relevant Work Experience

Principal Consultant and Founder, Stick With It, LLC.	2020-Present
<ul style="list-style-type: none">• Hosts workshops and consult on employee recruitment, retention, and various Diversity, Equity, and Inclusion (DEI) subjects.• Keynote speaker and author of “20 Questions to Answer Before You Apply to Graduate School”.• Develop customized strategies, assessments, and workshops to address DEI.• Offer coaching for students applying to graduate school with a 92% acceptance rate.• Organize and lead workshops and consultants on academic writing, student recruitment, mentoring, and co-authoring.	
Leadership and Inclusion Associate Director, Fralin Biomedical Research Institute (FBRI)/Translational Biology, Medicine, and Health (TBMH), Virginia Tech	2021-2022
<ul style="list-style-type: none">• Developed and managed a hybrid curriculum that offers over 80 students the opportunity to acquire a leadership and inclusion certificate through individualized plans intended to include principles of leadership, inclusion, community engagement, self-awareness, and professionalism.• Organized and led orientation and communication workshops on DEI topics for over 300 employees and students.• Developed equitable strategies for recruiting talented individuals to pursue biomedical research with FBRI.• Co-lead TBMH recruitment efforts to diversify the student population.• Built and supported TBMH and other FBRI students on the Blacksburg, Roanoke Health Sciences and Technology (HS&T), and DC campuses in connecting with research labs to develop their biomedical and translational research skills.• Identified and collaborated with community partners, schools, and organizations to provide opportunities for students, faculty, and staff to learn and serve to create a more inclusive community in Roanoke and the New River Valley of Virginia.• Hosted community gathering events that bring in donors, researchers, community partners, students, and staff to discuss and develop strategies for communicating science, creating welcoming communities, and establishing multi-million dollar research collaborations.	
Assistant Director of Recruitment, Diversity, and Inclusion, Graduate School, Virginia Tech	2018-2021
<ul style="list-style-type: none">• Created and provided 20 presentations, training, and materials for recruitment, student success, and degree completion.• Provided coaching and support for 15 students on academic probation, academic withdrawal, or extended time-to-degree.• Administered recruitment and retention consultations for over 15% of VT graduate programs.• Increased the recruitment, retention, and graduation of underrepresented/minoritized groups by 25% over three years.• Propelled graduate student retention and success by 10% with faculty training and sharing of resources.• Hosted 30 monthly graduate student events, 6 graduate student orientations, and 25 Graduate Diversity Scholars.• Created and implemented a writing series for over 400 graduate students.• Managed Graduate School programs, scholarships, and awards, including Bouchet Scholars, Diversity Scholars, Dean's Diversity Award, McNair, and other Diversity programs.• Maximized collaborations with campus offices, student organizations, and campus committees to identify resources to assist students with admission, funding, housing, childcare, and other needs.• Advised and support student-led projects addressing Diversity, Equity, and Inclusion within VT and the local community• Co-managed an office budget of \$100,000.• Supervised four graduate assistants and one office manager.• Produced updates on web content, marketing materials, and communications in Hobsons Connect and Slate.	

Relevant Teaching Experience

Diversity and Inclusion for a Global Society

2018-2020

- Provided over 80 graduate students with a foundational and adaptive understanding of equity, diversity, and inclusion in a global context.
- Engaged in an informed dialogue about equity, diversity, and inclusion within a global society.
- Broaden students' understanding of the foundations of inclusive, critical pedagogy.
- Provided assignments centered on analyzing policies, guiding documents, and vision statements (e.g., the VT Principles of Community) and teaching students to apply them to research, teaching, and professional activities in academic and non-academic settings.
- Developed course and website content to provide information about coursework, grade coursework, and retrieve students' coursework uploaded for every assignment through Canvas.
- Managed the Diversity and Inclusion Dialogue blog by reviewing content, assigning student blogs to the master blog, and responding to blog discussions.
- Integrated the use of different online assessments to address multiple learning styles and needs, including Flipgrid.

Other Work Experience

Assistant Director, Undergraduate Admissions, Virginia Tech

2018-2019

- Created and implemented targeted recruitment strategies for particular groups (students of color, veterans, women, etc.).
- Assisted in communicating with prospective students about Undergraduate/Graduate accelerated graduate programs.
- Engaged in recruitment events at high schools, college fairs, and one-on-one visits with prospective students.
- Assisted with sharing policies, procedures, and functions of the university to help students navigate campus and graduation requirements.
- Reviewed applications following admissions policies.

Doctoral Intern, Graduate School Business Office, University of Georgia

2016-2018

- Assisted in developing collaborative relationships and launching new projects within the graduate school.
- Maintained electronic and paper form records and prepared reports as appropriate.
- Assisted with the planning and implementation of research and outreach projects benefiting the graduate school community.
- Developed and conducted presentations about graduate student financial planning, funding within the graduate school, and entering information into the graduate student status database for administrators and graduate coordinators.
- Developed and distributed communications from the Graduate School Business Office to graduate coordinators, faculty, and students.

Doctoral Intern, Graduate School Recruitment and Diversity Office, University of Georgia

2017

- Assisted in developing collaborative relationships with graduate faculty, students, and campus administrators.
- Coordinated and attended academic, professional, and social support activities and special events sponsored by the Graduate School's Office of Recruitment & Diversity Initiatives.
- Modified assessments measuring the effectiveness of recruitment and retention focused on underrepresented students.
- Organized recruitment events, speaking with over 500 students, helping increase student enrollment across programs.
- Created and assessed ten workshops for the Graduate Feeder and other pathway programs that provide a supportive transition for graduate students from Historically Black Colleges and Universities and Minority-Serving Institutions on navigating transitions, promoting campus diversity, and establishing research agendas.
- Coordinated the UGA Graduate School Gateway Bridge program by organizing the 3-credit graduate hour summer through-session, assigned mentors to each student, and developed assessments on student performance and program effectiveness for incoming graduate students from historically underrepresented backgrounds starting their graduate education at the University of Georgia.

Doctoral Intern, Dean of Students Office, University of Georgia

2014- 2016

- Developed departmental assessments for measuring student learning and development.
- Reviewed scholarship applications, employee training documents, and procedures for searching for professional positions.
- Developed the Tate Learning Initiative, a program for student employees to improve their employable skills through training, participating in life skills learning events, and employing strengths-focused approaches to their position.
- Assisted in developing and assessing the Tate Student Center's current usage policies and procedures.
- Prepared the departmental review materials for SACS accreditation and UGA Pillars of Student Success, an effort from the UGA Division of Student Affairs to enhance the learning environment and support student success.
- Coordinated the Tate Pillars of Student Success, a pilot program orienting unit supervisors with techniques for developing student employees, assessing employee job performance through annual employee evaluations, and encouraging employees to operate with a standard of excellence.

Couch Center Coordinator, University of Oklahoma

2012- 2014

- Managed all administration paperwork, correspondence, and operations of a 1500-bed residence hall with a \$25,000 budget while serving in an on-call/on-duty rotation.

- Conducted the selection, training, and supervision of twenty-five Resident Advisors, one office assistant, ten desk assistants, and two Graduate Resident Directors.
- Guided students on academic and residential living matters while addressing student conduct, crisis responses, and management issues.
- Served on the Campus Sexual Assault and Crises 10-member team, responding to notifications of sexual assault incidents and mental health concerns; and conducting workshops on supporting victims of sexual assault while serving on a monthly on-call/on-duty rotation.
- Assisted in the development of Resident Assistant and Resident Director Training.

Cate Center Coordinator, University of Oklahoma

2012- 2014

- Managed all administration paperwork, correspondence, and operations of a 450-bed residence hall with a \$10,000 budget while serving in an on-call/on-duty rotation.
- Conducted the selection, training, and supervision of 13 Resident Advisors and 2 Graduate Resident Directors.
- Guided students on academic and residential living matters while addressing student conduct, crisis response, and management issues.
- Serve as a mentor for the First Year Leadership Program with 3 student mentees.
- Assist in the development of Resident Assistant and Resident Director Training.

Murdaugh Residence Hall Director, University of Central Oklahoma

2009- 2012

- Managed all administration, correspondence, and operations of a 300-bed residence hall and a budget of \$5,000.
- Conducted the selection, training, and supervision of 8 Resident Assistants (RA) and 4 Hall Directors.
- Created and implemented a Housing employee and student employee job satisfaction assessment resulting in an 84% response rate of satisfaction in employment responsibilities and a sense of belonging to the department.
- Served as lead editor and content manager for Housing website monthly updates, StarRez Conduct Management System, and New Employee training manuals.
- Served on the Campus Sexual Assault and Crises 10-member team, responding to notifications of sexual assault incidents and mental health concerns; and conducting workshops on supporting victims of sexual assault while serving on a monthly on-call/on-duty rotation.
- Served on the UCO Emergency Response team, responding to mental health concerns, opening shelters for disaster weather responders and community members, and updating emergency response housing manuals.

Other Teaching Experience

Foundations of College Student Affairs Administration, Teaching Intern, University of Georgia

2016

- Contributed to the successful transition of first-year master's students from undergraduate to graduate studies through a three-credit-hour course introducing masters-level graduate students to the student affairs profession.
- Provided students with information about the characteristics of college students, college student development theories, student success, and the associated implications for student leaders.
- Addressed a review of student affairs history and foundational documents; discussion of the values and philosophy that infuse the field; examination of the ethical, legal, and organizational frameworks and structures that inform student affairs professionals; and exploration of current issues that affect student affairs practice.
- Developed course syllabi and website content to provide coursework, allow for class discussion, grade coursework, and retrieve students' coursework uploaded for every assignment through eLearning Communities (ELC).

Professional Involvement & Professional Training

- Montgomery County Public Schools Equity Committee member, 2019-2022
- VT Diversity in Human Resources Committee member, 2020-2021
- Gender at VT Committee member, 2019-2020
- Montgomery Central School Mentor, 2018-Present
- Clarke County Mentor, 2016-2018
- UGA Graduate and Professional Scholars Issues and Concerns & Alumni Relations Committee Chair, 2015-2018
- NASPA National Undergraduate Fellows Program Mentor, 2011-2016
- Southern Association of College Student Affairs Conference, 2015-2018
- NASPA National Conference attendee, 2006-2019
- Alpha Phi Alpha Fraternity Inc., 2003-Present

Publications

- Grimes, J. (2022, March 14). It's More Than a Degree: Black Men's Motivation for Pursuing Doctorates in Education. *International Journal of Qualitative Studies in Education*.
- Grimes, J. (2021). Black Male Gentleness. In Strohschen, G. & Elazier, K.B. (Eds), *Blackmaled by Academia* (pp. 142-151). American Scholars Press.

- Jalali, Y., Lee, S., & Grimes, J. (2021, January 26). *The HBCU/MSI Research Summit: Building Relationships and Exploring the Process of Inter-Institutional Partnership Between a PWI and HBCUs and MSIs* [Paper Presentation]. Collaborative Network for Engineering and Computer Diversity, Virtual.
- Ghoston, M., Grimes, T.O., Graham, J., & Grimes, J. (2020). Faculty perspectives on strategies for successful navigation of the dissertation process. *The Professional Counselor*.
- Grimes, J., Dean, D., & Smith, D. (2019). Developing Best Practices to Mentor and Empower African American Male Administrators in Higher Education. In M. G. Burke & U. M. Robinson (Eds.), *No Ways Tired: The Journey for Professionals of Color in Student Affairs* (Vol. 2, pp. 41-51). Charlotte, NC: Information Age Publishing.

Conferences and Presentations

- Grimes, J. (March, 2021). "Black Men's Motivations for Pursuing Doctorates in Education." The paper presentation discusses why Black men pursue doctorates in education at an HWI at the American Association of Blacks in Higher Education, Virtual.
- Grimes, J. (November 2020). "Using Visual Methods to Understand Black Men's Perspectives on Racism, Identity, Mental Health, and Success"? Research presentation about using Photo-Voice and Photo-Elicitation in research with Black Men at the 2020 Association for the Study of Higher Education Conference, Virtual Conference in New Orleans, LA.
- Grimes, J. (January 2020). "Successful Dissertation Advising in Counselor Education: What Works"? A workshop discussing research findings from a recent study examining strategies used in Counselor Education programs to help doctoral students successfully navigate the dissertation process at the 2020 Hawaii International Conference on Education, Honolulu, HI.
- Grimes, J. (January 2020). "Why Do You Think I'm Here: Don't Be Scared, I'm a Gentle Black Man." The paper discusses factors influencing Black men's pursuit of graduate degrees at the 2020 Hawaii International Conference on Education, Honolulu, HI.
- Grimes, J. (March 2019). "Don't Be Scared, I'm a Gentle Black Man." A paper presentation about Black Men performing gentleness, code-switching, and battling racism at the 2019 NASPA Annual Conference, Los Angeles, CA.
- Grimes, J. (March 2019). "Is a Terminal Degree for me? We'll Help Answer That Question". Panelists at the 2019 NASPA Annual Conference, Los Angeles, CA.
- Grimes, J. (February 2019). "Tip Toeing in My Jordans: Strategies for Goal Setting." Talk about goal setting and the Jordan brand at the Uplifting Black Male Conference, Blacksburg, VA.
- Grimes, J. (November 2018). "Black Male Doctoral Students: Motivating Factors for Pursuing a Doctoral Degree in Education." Dissertation of the Year award presentation discusses my dissertation on the intrinsic and extrinsic factors impacting Black Men's pursuit of a doctorate in education at the SACSA Annual Conference, Myrtle Beach, SC.
- Grimes, J. (November 2018). "Don't Be Scared, I'm a Gentle Black Man." A paper presentation about Black Men performing gentleness, code-switching, and battling racism at the SACSA Annual Conference, Myrtle Beach, SC.
- Grimes, J. (May 2017). "Doctoral Racism Battle Plan: Black Doctoral Students Coping with Racism." A paper presentation about coping strategies to battle racism in doctoral programs was presented at the Critical Race Studies in Education Association Annual Conference, Indianapolis, IN.
- Grimes, J. (November 2015). "Mentor and Empower African American Male Administrators in Higher Education." Talk about mentoring African American Male Administrators in Higher Education presented at the SACSA Annual Conference, Greenville, SC.
- Grimes, J. (March 2015). "Developing Best Practices to Mentor and Empower African American Male Administrators in Higher Education." Talk about African American Male Mentorship in Higher Education presented at the NASPA Annual Conference, New Orleans, LA.
- Grimes, J. (February 2015). "To Be Bold, Become a NUFPP: An Overview of the NASPA Undergraduate Fellows Program (NUFP)." Interactive session on program highlights, benefits/opportunities, and starting a NUFPP program on your campus, Athens, GA.
- Grimes, J. (March 2014). "The Voiceless Leaders of Higher Education Administration: Where are the African American Male Administrators?" Talk about African American Male Mentorship in Higher Education presented at the NASPA Annual Conference, Baltimore, MD.
- Grimes, J. (March 2013). "African American Males in Student Affairs Panel." Panelists at the NASPA IV-West Regional Conference 2013, Rapid City, SD.
- Grimes, J. (July 2013). "Wobble and Weeble: Navigating the Twists and Turns of the Profession." Trained professionals in navigating student affairs at the NASPA DLI Conference 2013 and NASPA IV-West Regional Conference 2013, Rapid City, SD.
- Grimes, J. (March 2013). "How to Navigate the Job Search." Presentation on navigating a job search at the NASPA Annual Conference, Orlando, FL.
- Grimes, J. (February 2012). "Social Media and the Impact on Student Leaders." Talk on the social media usage of student leaders at the Big 12 Conference, Norman, OK.

Grants & Funding

The University of Georgia Graduate School Dean's Award in Social Sciences

2017

Honors & Awards

- SACSA Dissertation of the Year Award 2018
- The University of Georgia Graduate School Dean's Award in Social Sciences 2017
- The University of Central Oklahoma Housing Department Spotlight Employee 2011, 2012
- NAACP Outstanding Grad/Law Student 2008-2009