

# ANNIE R. GRIER

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## EDUCATION

<b>WASHINGTON UNIVERSITY IN ST. LOUIS – St. Louis, MO</b> <i>Master of Social Work (Specialization: Research)</i>	2014
<b>UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL – Chapel Hill, NC</b> <i>Bachelor of Arts in Psychology and Communication Studies</i>	2004

## CAREER PROGRESSION

### DIRECTOR

<b>Director of Community Partnerships and Training</b> (Promotion from Smart Decarceration Initiative) <b>Institute for Justice Research and Development – Tallahassee, FL</b>	8/2018 – Present
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### Accomplishments/Highlights

- Provide leadership and direction; contribute innovative solutions to complex problems in design of a multi-million dollar research organization that is first of its kind in nation
- In addition to Director responsibilities, continue Project Management responsibilities for unfunded and funded (\$565,000) projects, resulting in execution of multiple concurrent projects integral to organization's success
- Manage staff/interns on research projects across 7 states, use best practices in managing remote and diverse teams
- Train and mentor young staff and students to enhance effectiveness, capability, engagement, and experience
- Serve as co-investigator for research projects; execute research study activities including relationship building, quantitative and qualitative data collection, product creation, and grant compliance/deliverables
- Created first-of-its-kind post-master's fellowship for recent MSW graduates working at intersection of social work and criminal justice; recruited and trained 18 fellows from across the country for 1<sup>st</sup> cohort
- Develop evidence-driven interventions adopted in communities across the country; provide consultation to government and non-profit entities to assist with implementation and evaluation of practices and policies
- Cultivate relationships with local, state, and national justice system and community-based entities to advance practice and policy reform on continuum of criminal justice spectrum
- Conduct community presentations and serve as an outward-facing liaison to the community; organize conferences/convenings that bring community into the Institute and send the Institute into community

## PROJECT MANAGEMENT/PROJECT COORDINATION

<b>Smart Decarceration Initiative – St. Louis, MO</b> (Promotion from Concordance Academy)	5/2015 – 7/2018
<b>Concordance Academy of Leadership – St. Louis, MO</b> (Promotion from Washington University)	6/2014 – 6/2016
<b>Washington University in St. Louis – St. Louis, MO</b>	9/2012 – 5/2014
<b>Metropolitan Development Council – Tacoma, WA</b>	1/2012 – 8/2012

### Accomplishments/Highlights

- Managed major unfunded and funded (\$537,572) research projects; assist criminal justice agencies with creation, implementation, and evaluation of evidence-driven practices
- Managed internal and external local, state, and national relationships
- Built capacity through grant writing and securing consulting contracts
- Developed practicum opportunities in criminal justice settings across the country; created and implemented

- group supervision model; supported practicum students with field supervision
- Established trans-disciplinary advisory boards of subject matter experts; guided team through design of innovative interventions; secured continued participation of board members
  - Integral to successful implementation of new county-wide initiative to rapidly re-house marginalized populations (including adults with criminal histories)
  - Formed strategic relationships throughout county, including partnerships with 100+ landlords and development owners, to produce creative efforts to secure affordable housing in private market; housed over 30 families in first 90 days of full operation
  - Served on panels; organized and presented at conferences/symposia (from local to national) to educate and engage community in dialogue on decarceration
  - Created policies, procedures, and evaluation metrics; analyzed data and prepared reports for senior administration, board, and partner organizations

## DIRECT/CLIENT SERVICES

<b>Lydia's Place Inc. – Pittsburgh, PA</b>	3/2008 – 7/2010
<b>Prison Mothers and Their Children – Raleigh, NC</b>	10/2005 – 3/2008
<b>The Women's Center (Teens Climb High Program) – Chapel Hill, NC</b>	8/2005 – 8/2007

### Accomplishments/Highlights

- Provided individual and group-based therapeutic support and parent education to 100+ incarcerated women to improve odds for rehabilitation and reintegration
- Developed and implemented new programs to improve individual and familial outcomes for mothers and families at various points in criminal justice system
- Designed curriculum and community programming for school-based youth development program
- Member of multi-agency collaborative: advocated for improved conditions for hundreds of female offenders, resulted in changes to service coordination/delivery
- Managed supervised-visitation program serving 100+ families throughout state of North Carolina; supervised and supported 80+ volunteers who monitored visitations
- Supervised mentor program: successfully executed recruitment, training, and retention strategies

## PROFESSIONAL & COMMUNITY SERVICE

### Professional

Field Instructor	<b>Office of Field Education</b> – Florida State University, Washington University in St. Louis and St. Louis University	11/2016 – Present
Policy Working Group Leader	<b>Promote Smart Decarceration Grand Challenge</b> (American Academy for Social Work and Social Welfare)	04/2019 - Present
Parent (Kinship Group)	<b>Ujamaa</b> – Washington University in St. Louis	7/2017 – 7/2018
Member	<b>National League of Cities: City Leadership to Reduce the Use of Jails</b> – St. Louis, MO	10/2017 – 1/2018
Advisor	<b>Women's Health in Brown</b> (student group) – Washington University in St. Louis	9/2015 – 5/2016

Teaching Assistant	<b>Criminal Justice Involved Adults: Practice and Policy Approaches</b> - Washington University in St. Louis	9/2015 – 5/2016
<b><u>Community</u></b>		
Founder	<b>Welcome Baby and With Love, Mom</b> – St. Louis, MO (prenatal and parenting programs for women in jail)	10/2015 – 7/2018
Board Member	<b>Let's Start</b> – St. Louis, MO (agency that serves women with substance abuse and incarceration histories)	9/2012 – 11/2014
Program Committee Member	<b>Women's Foundation of St. Louis</b> – St. Louis, MO	9/2013 – 11/2014
Alumni Relations Chair, Fundraising Committee	<b>Urban League Young Professionals</b> – St. Louis, MO	1/2013 – 12/2014
Allocations Panel Volunteer	<b>United Way of Greater St. Louis</b> – St. Louis, MO	3/2013 – 11/2013
Board Member	<b>New Connections</b> – Tacoma, WA (community agency that serves reentering women)	9/2011 – 9/2012
Member (President, Pittsburgh Chapter 2009)	<b>University of North Carolina General Alumni Association</b>	9/2009 – 12/2014
Founder, Lead Organizer	<b>Pittsburgh Diverse Divas</b> – Pittsburgh, PA	11/2008 – 8/2010

## PUBLICATIONS & PRESENTATIONS

### **Book Chapters**

**Grier, A.** and Bright, V. (In press). Beyond jobs: Building financial capability for adults returning to community after prison. In C. Callahan, J. Frey, & R. Imboden (Eds.), *The Routledge handbook on financial social work: direct practice with vulnerable populations*. New York, NY: Taylor and Francis Group.

Epperson, M.W., Pettus-Davis, C., **Grier, A.**, & Sawh, L. (2018). Promote Smart Decarceration. In R. Fong, J. Lubben, & R. Barth (Eds.), *Grand Challenges for Social Work and Society*. New York, NY: Taylor and Francis Group.

Pettus-Davis, C., Epperson, M. W., & **Grier, A.** (2016). Reforming civil disability policy to facilitate effective and sustainable decarceration. In M. W. Epperson & C. Pettus-Davis (Eds.), *Smart decarceration: Achieving criminal justice transformation in the 21st century*. New York, NY: Oxford University Press.

Pettus-Davis, C., Epperson, M. W., Taylor, S., & **Grier, A.** (2016). Guideposts for the smart decarceration era: Recommended strategies from researchers, practitioners, and formerly incarcerated leaders. In M. W. Epperson & C. Pettus-Davis (Eds.), *Smart decarceration: Achieving criminal justice transformation in the 21st century*. New York, NY: Oxford University Press.

### **Community Reports & Practice/Policy Briefs**

Pettus-Davis, C., Epperson, M., **Grier, A.**, Kraatz, M., Sawh, L., Kennedy, S. (2018). *Deferred prosecution programs: An implementation guide*. Florida State University. Institute for Justice Research and Development.

Copeland, P., Jacob, D., Young, D., **Grier, A.**, Kennedy, S., Tripodi, S. (2018). *Smart decarceration practice behaviors for social work and competencies*. Florida State University. Institute for Justice Research and Development.

Pettus-Davis, C., Epperson, M. W., & **Grier, A.** (2017). *Guideposts for the era of Smart Decarceration: Smart decarceration strategies for practitioners, advocates, reformers, and researchers*. Community report. Center for Social Development, Washington University in St. Louis, and University of Chicago.

Pettus-Davis, C., Epperson, M. W., & **Grier, A.** (2017). *Reverse civic and legal exclusions for persons with criminal charges and convictions* (Policy Action No. 9.1). Cleveland, OH: American Academy of Social Work & Social Welfare, Grand Challenges for Social Work initiative.

Pettus-Davis, C., Epperson, M. W., & **Grier, A.** (2016) *From mass incarceration to effective and sustainable decarceration conference report* (CSD Conference Report No. 16-43). St. Louis, MO: Washington University, Center for Social Development.

### Peer-Reviewed Journal Articles

Epperson, M., Patel, S., Sawh, L., Pettus-Davis, C., & **Grier, A.** (under review). *Examining case dismissal outcomes in prosecutorial-led diversion programs.*

### Presentations

Epperson, M., Sawh, L., Claypool, E., Pettus-Davis, C., **Grier, A.** (2018). *Deferred prosecution programs: examining the implementation of a prosecutorial innovation.* Presentation. American Society of Criminology. Atlanta, GA.

**Grier, A.** (2017). *From mass incarceration to smart decarceration.* Presentation. National Association for Social Work – New York City Conference. New York, NY.

**Grier, A.** (2017). *National study identifying actionable implementation strategies for “promote smart decarceration” grand challenge.* Presentation. Council on Social Work Education, Annual Conference. Dallas, TX.

Pettus-Davis, C. and **Grier, A.** (2017). *Deferred prosecution programs: Opportunities for social work to promote smart decarceration.* Presentation. Council on Social Work Education, Annual Conference. Dallas, TX.

Pettus-Davis, C.; Williams, E.; **Grier, A.**; Serdyukova, M.; Foster, M.; & Murugan, V. (2013). *Supporting prisoners after release: Strategies families use to prevent reincarceration.* Paper. Society for Social Work and Research, Annual Conference. San Antonio, TX.

## CERTIFICATIONS

**TEMPLE UNIVERSITY** – Harrisburg, PA 2010  
Family Development Credential

**DUKE UNIVERSITY** – Durham, NC 2009  
Certificate in Nonprofit Management

Curricula  
**ACT AGAINST VIOLENCE: Parents Raising Safe Kids Curriculum** 2009  
Certified Facilitator

**PARENTING INSIDE OUT** 2008  
Certified Coach (facilitator)

## AWARDS & HONORS

Fellow 2019  
**Network for Social Work Management** – National Fellowship

Awardee 2013  
**Graduate Research Symposium** – Washington University in St. Louis

Awardee 2013  
**Clinton Global Initiative University**

Fellow 2010 – 2011  
**Coro** – National Fellowship