

# Danica Tisdale Fisher, Ph.D.

350 Noxontown Road, Middletown, DE 19709 • (404) 538-8786 • [danicatisdalefisher@gmail.com](mailto:danicatisdalefisher@gmail.com)

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## RELEVANT PROFESSIONAL EXPERIENCE

**ST. ANDREW'S SCHOOL**, Middletown, DE    *Coeducational, 9-12 Boarding School of 300+ students*  
DEAN OF INCLUSION AND BELONGING (2022-present)

### SENIOR LEADERSHIP

- Consult with and advise the head of school on issues related to diversity education and provide direction on the school's strategic inclusion and belonging initiatives as a member of the senior administrative team
- Attend and present at board of trustees meetings as needed
- Lead schoolwide inclusion and belonging programming and collaborate with the associate head of school, the Office of Admission, the dean of student affairs, the dean of faculty, the co-deans of residential life, and other campus administrators to strengthen St. Andrew's culture of inclusion and belonging
- Partner with the dean of student affairs to review the student handbook, evaluate student-related policies and procedures, and make equity-focused recommendations that best support students and families
- Manage the budget for the Office of Inclusion and Belonging and make strategic funding allocations for all-school programming, faculty and students' professional development, and campus affinity groups
- Chair the diversity committee and serve on the calendar, academic, and sustainability committees

### FACULTY HIRING AND SUPPORT

- Serve as a key member of the dean of faculty's recruitment and hiring team, recruiting at career fairs and interviewing all faculty candidates
- Strengthen diverse faculty recruitment by establishing membership in the *Pipeline Cooperative*, a network of twenty-three independent schools, to support the outreach, hiring, and recruitment of faculty and teaching fellows who are early career and/or students and alumni of HBCUs
- Serve as an advisory board member for the *Building Bridges* program via St. George's School in Rhode Island to mentor and recruit early and pre-professional teachers of color for independent school careers
- Design and deliver internal training for faculty in the areas of equity, inclusion, and culturally responsive and restorative practices, and advise on external professional development opportunities
- Support the school's Teaching Fellows program through outreach, recruitment, mentorship, and training of faculty fellows

### STUDENT ENGAGEMENT & SUPPORT

- Design and deliver curriculum for 300+ students, including the *Leadership & Equity* course for first-year students that introduces community building and restorative practices and promotes social emotional learning
- Collaborate with the dean of student affairs and the Wellness Office to administer schoolwide surveys and analyze data on student social-emotional health, well-being, and satisfaction in order to scaffold holistic support for student success
- Serve as a member of the dean of student affairs' core team to determine interventions and fortify the network of support for vulnerable students
- Teach a senior humanities course via the English Department on race, gender, and representation

- Manage and provide leadership training to 20 student affinity groups and 20+ faculty advisors
- Serve as an interim dorm leader for a residential hall for sophomore students

#### OUTREACH, RECRUITMENT & RETENTION

- Serve as a primary point of contact for parents and caregivers with matriculated students; particularly, around issues of equity, inclusion, and belonging
- Provide strategic support for recruitment activities like St. Andrew's Preview Days for admitted students
- Lead in-person and virtual recruitment and outreach panels; particularly, for students and families of color during the admission season
- Coordinate and oversee SASConnect, a bridge and retention program for students of color and their families, in collaboration with key campus stakeholders, including the dean of admission, the dean of student affairs, the co-deans of residential life, and the Communications Office
- Collaborate with the Admission Office in support of partner programs like Prep for Prep, The White Foundation, and the Albert G. Oliver Program to increase admission and enrollment of students of color and provide support throughout their matriculation

#### ADVANCEMENT & STRATEGIC COMMUNICATIONS

- Manage and help fundraise for an endowed fund that supports inclusion and belonging programming
- Partner with the advancement office to create alumni programs that uplift and include all voices as part of its strategic alumni outreach initiatives

#### **YALE UNIVERSITY**, New Haven, CT

##### GRADUATE SCHOOL ASSISTANT DEAN FOR DIVERSITY; TITLE IX COORDINATOR & DISCRIMINATION AND HARASSMENT RESOURCE COORDINATOR (2021-2022)

- Drove efforts to increase the outreach, recruitment, matriculation, and retention of graduate students, especially those from traditionally underrepresented backgrounds
- Consulted with members of the graduate school community about concerns and questions related to sex and gender-based discrimination; including, sexual misconduct, as well as discrimination or harassment on the basis of sexual orientation, gender identity, gender expression, non-conformance with gender stereotypes, and parenting or pregnancy status

#### **UNIVERSITY OF CALIFORNIA, DAVIS**, Davis, CA

##### DIRECTOR OF SUMMER SESSIONS (2017 – 2021)

- Oversaw the central administration of program that enrolled 14k students and generated \$25M in revenue
- Intensified the growth of summer enrollments from 2016 to 2019, including increasing actual revenue by 15.5%, student headcount by 11.6%, and credit hours by 10%+. Led unprecedented growth in enrollments for summer 2020 by 33% over summer 2019

#### **PHILLIPS ACADEMY ANDOVER**, Andover, MA *Coeducational, 9-12 boarding school of 1100+ students*

##### ASSISTANT DIRECTOR/DEAN OF ADMISSION-SUMMER SESSION (2014 – 2017)

- Led the recruitment, admission, enrollment, and housing processes for the 600+ students admitted to Andover Summer, and managed \$400k financial aid budget
- Identified key goals and metrics, tracked admissions and enrollment data, and assisted with the development of communications and marketing strategy

*SELECTED PANELS & PRESENTATIONS*

- **Building Bridges: St. George's Summer Teaching & Learning Institute**, Panelist, Independent School Teaching and Leadership Pathways, August 2023, August 2024, August 2025
- **The Montgomery School**, Workshop Presenter, "*Board Leadership and Actions for Equity and Justice*," Board of Directors Meeting, February 2023
- **NAIS POCC Atlanta**, Workshop Co-Presenter: "*Women of Color in Independent Schools: Living 'Being Mary Jane' Post-It Lives*," December 2016

*SELECTED LEADERSHIP EXPERIENCE & PROFESSIONAL SERVICE*

- **Conference Planning Committee**, 2026 National Association of Episcopal Schools' Episcopal Identity: Equity and Justice Conference, 2024-present
- **Independent School Archival History Toolkit Advisory Panel**, Klingenstein Center at Teachers College, 2024-present
- **Advisory Board Member**, Building Bridges Summer Institute, St. George's School (RI), 2024-present

*PROFESSIONAL DEVELOPMENT*

- **Fellowship for Aspiring School Heads**, National Association of Independent Schools, 2024-2025
- **Jonathan T. Glass Institute for Future Leaders**, National Association of Episcopal Schools, 2024
- **Diversity Leadership Institute**, National Association of Independent Schools, 2023
- **Executive Women's Leadership Program**, Yale University School of Management, 2022
- **Executive Leadership Academy**, University of California, Berkeley, 2018
- **Women in Education Leadership Program**, Harvard University, 2018

*CERTIFICATIONS*

- **Certificate in School Management and Leadership**, Harvard Graduate School of Education & Harvard Business School, November 2025
- **Certificate in Grant Writing and Nonprofit Development**, Emory University Continuing Education, December 2009

*EDUCATION*

**EMORY UNIVERSITY** — Atlanta, GA

Doctor of Philosophy in Women's, Gender, and Sexuality Studies

**TEMPLE UNIVERSITY** — Philadelphia, PA

Master of Arts in English

**SPELMAN COLLEGE** — Atlanta, GA

Bachelor of Arts in English, *cum laude*