

CARRIE E. NEAL

646.629.0608 – carrie.e.neal@newschool.edu

Change consultant, creative practitioner, and educator working at the intersections of intersubjectivity, queer and trans experience, textiles, and organizational change. Practice-led research foregrounds co-created textile objects as sites of memory, relationality, and minoritized knowledge, alongside long-term work in equity, diversity, and inclusion (EDI) and developmental leadership across arts, higher education, and spiritual communities.

EDUCATION

PhD in Creative Practice (In Progress)

Transart Institute & Liverpool John Moores University

Expected defense: Fall 2026

Advisors: Mark Roughley (LJMU), Michael Bowdidge (Transart), Valerie Walkerdine (Cardiff)

Thesis: Intersubjective Objects: Contemporaneous Heirlooms, Remembering and Relationships in Co-Creativity

MA in Consciousness Studies and Transpersonal Psychology

The Graduate Institute, Bethany, CT

Conferred November 2023

Advisor: Bonnitta Roy, MA

Research focus: Group intersubjectivity

Culminating project: Cultivating Capacity for Collective Intersubjectivity – Pedagogy for Change

MS in Organizational Change Management

Graduate Certificate in Leadership & Change

The New School for Public Engagement, New York, NY

Conferred May 2021

Advisor: Lori Gale Roth, EdD

Research focus: Authenticity and leadership

Culminating paper: Authenticity in Faculty Leadership – Understanding Faculty Leaders as Middle Managers

MA in Media Studies

The New School for Public Engagement, New York, NY

Conferred 2014

Faculty mentor: Chris Mann

MAT in Art Education

Manhattanville College, Purchase, NY

Conferred 2003

Field experience supervising faculty: Dr. Natalie Schifano

BFA in Visual Art (Sculpture)

Purchase College, SUNY, Purchase, NY

Conferred 2001

Culminating project: The Red Pawn: A Multimedia Theater and Projection Design Project

Faculty project advisor: Anney Bonney

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RESEARCH, CREATIVE PRACTICE, AND SCHOLARSHIP

Practice-Led Research

- Intersubjective Objects (PhD project): Longitudinal, practice-based inquiry into co-created textile objects (blankets, wall hangings, and related forms) with queer, trans, neurodivergent, and/or POC collaborators. The project investigates contemporaneous heirlooms as sites of remembering, relationship, and intersubjective meaning-making.
- Group Intersubjectivity (MA project): Development of reflective and process-based methods for cultivating collective intersubjectivity in groups, including arts-based inquiry and facilitated practices for organizational and community contexts.

Publications and Invited Writing

- “Integrative OAD: De-neutralizing the Organizational Assessment Canon to Advance Humanistic Change.” Co-authored chapter with Kathryn L. Fong and Anthony D. Meyers in *Managing for Social Justice: Harnessing Management Theory and Practice for Collective Well-Being*. Palgrave Macmillan, 2023. doi.org/10.1007/978-3-031-19971-4_14
- “What Does It Mean to Have an Equitable Classroom?” Essay for *Art History Teaching Resources*, January 2019.

Research Projects and Emerging Texts

- *Cultivating Capacity for Collective Intersubjectivity through Reflective Practice, Guided Critique, and Metacognitive Awareness*. Poster project and presentation examining “looping” (feedback and learning loops), reflective practice, and collective intersubjectivity in studio and group learning environments. Developed as part of ongoing research into how metacognitive and process-based methods can support more equitable, accessible, and pluralistic intersubjective experience.
- *Critical Reflective Practice and Faculty Leadership* (working paper, 2020; available upon request).
- In-progress dissertation chapters on co-created textile objects, intersubjectivity, and minoritized relational histories.

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ACADEMIC APPOINTMENTS AND HIGHER EDUCATION TEACHING

Part-Time Assistant Professor, Parsons School of Design, The New School, New York, NY

2017–Present

– BFA First-Year Studio, in-person (15-week semesters): Integrative Studio 1 and 2

Thematic frameworks: Shift, Memory, Fake, Systems & Strategies

– BFA First-Year Seminar, online (7-week intensives), 2020–2022: Integrative Seminar 1 and 2

Thematic frameworks: Presence, Connection, Systems & Strategies

– MFA Industrial Design, independent study: MidFlex (MFA Thesis Research Writing), Spring 2022

– Space and Performance (15-week course), co-taught with Gyun Hur, Spring 2020

Instructor / Facilitator, School of Drama (BFA), The New School University, New York, NY

Fall 2013, Fall 2014

– Portfolio 1: Learning about Learning (5-week course)

Faculty, The Graduate Institute, Bethany, CT

2019–2023

– MA Thesis supervision (Holistic Health and Healing; Learning & Thinking; Consciousness Studies & Transpersonal Psychology)

– Intensives on Creativity and Flow

Part-Time Faculty, General Studies, Salem University, WV

February 2022

– COM101: Critical Reasoning and Research in the Information Age (4-week online course)

Adjunct Professor, Studio Art Department, Manhattanville College, Purchase, NY

Fall 2005

– Two-Dimensional Design (15-week course)

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ACADEMIC AND ADMINISTRATIVE LEADERSHIP

President & Chief Operating Officer; Interim Chief Operating Officer

The Graduate Institute, Bethany, CT

Interim COO: June 2021–January 2022; President & COO: January 2022–2025

Capacities: Executive leadership; strategic planning and operations; partnership development; supervision; organizational termination and transition; integration of holistic and consciousness-focused curricula with institutional structures.

Program Coordinator, MA in Consciousness Studies and Transpersonal Psychology

The Graduate Institute, Bethany, CT

November 2019–August 2023

Capacities: Academic administration; student coaching and advising; curriculum coordination.

Director of Academic and Faculty Affairs

College of Performing Arts – School of Drama, The New School University, New York, NY

January 2012–June 2017

Capacities: Faculty affairs and development; academic and curricular affairs; partnerships and study away; social-justice-oriented projects; student affairs; implementation of anti-oppressive pedagogical approaches across programs.

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CONSULTING AND PROFESSIONAL PRACTICE

Founder & Principal

NorthFeather Solutions

January 2017–Present

Consulting, coaching, and facilitation at the intersection of organizational change, EDI, and developmental leadership. Practice is grounded in an ethos of equity and inclusion, creativity and courage, collaboration and communication, critical thinking and reflective practice, and civic engagement and global perspective. Work centers on helping organizations “map the unseen” dynamics of power, culture, and relationship so that leaders and teams can act from shared values.

Consultant

gothamCulture Consulting

December 2018–Present

Project Lead & Team Lead (Process and Learning Facilitation)

Leading ChangeMakers

June 2018–Present

Consultant

Empowered Consulting

April 2022–Present

Consulting Capacities: Strategy; developmental and adaptive management; Equity, diversity, and inclusionary culture building; Integrative organizational assessment and diagnosis; Organizational change consulting; Executive and leadership coaching; Program and workshop design; proposal development; Facilitation for boards, staff, and community stakeholders

Certified Professional Coach, ACC

NorthFeather Coaching

2017–Present

Transformative life and leadership coaching practice offering one-to-one and small-group work focused on authenticity, identity, resilience, complexity, and emotional intelligence. Supports clients in developing sense-making, adaptive capacity, and reflective practice in the context of personal, professional, and organizational change.

Mentor Coach

Institute for Healing and Awakening – Coaching with Spirit and Coaching with IFS programs

Provide one-to-one and small-group mentoring for coaches and practitioners integrating Internal Family Systems (IFS), presence-based practice, and parts work into their clinical, coaching, and organizational contexts. Support skill development, ethical grounding, and capacity for Self-led relational practice rather than delivering didactic instruction.

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SELECTED RECENT CONSULTING CLIENTS

Arts, Culture, and Education

- American Theater Group (Leading ChangeMakers)
- BOOM Charlotte (Leading ChangeMakers)
- Cornell University, Asian American Studies Program (NorthFeather Solutions)
- The Creating Change Network (Leading ChangeMakers)
- Good Shepherd Services (NorthFeather Solutions)
- The Graduate Institute for Holistic Studies (NorthFeather Solutions)
- Jewish Center for History (NorthFeather Solutions)
- The League of American Orchestras (Inclusive Stages, Leading ChangeMakers)
- National Sawdust (Leading ChangeMakers)
- Ping Chong + Company / Pink Fang (Leading ChangeMakers)
- San Francisco Symphony (Leading ChangeMakers, Jennifer Ifil-Ryan)
- Wells College, Women’s, Transgender and Queer Studies Program (NorthFeather Solutions)
- Zeitgeist – SciFi About Your World (NorthFeather Solutions)

Spiritual and Community Contexts

- Grafted NYC (NorthFeather Solutions)
- Pittsburgh Freethought Community (NorthFeather Solutions)
- Q Christian Fellowship (NorthFeather Solutions)
- Riverside Church (NorthFeather Solutions)

Municipal and Government

- City of New Haven, Department of Arts, Culture & Tourism (Leading ChangeMakers)
- NYC Department of Education (Chancellor’s Office; LeadDOE program; Office of Access and Equity; Office of Early Childhood Education)

Corporate and Nonprofit

- The DORM (Katie Fong Leadership Consulting)
- dWell NYC (Katie Fong Leadership Consulting)
- Hart Howerton (NorthFeather Solutions)
- TIAA (via The New School)

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SELECTED LECTURES, PRESENTATIONS, WORKSHOPS, AND PUBLIC ENGAGEMENT

The Language of Becoming: LGBTQ+ Identities and Coming Out

Q Christian Fellowship Annual National Conference (LGBTQ+ Christian organization)

Co-designed and presented with Eric Hovis, LCSW

January 2026

Identity, Privilege, and Perspective

Q Christian Fellowship, EDI Learning Group

Presentation and workshop

September 2025

Essentials of Effective Supervision: Building Trust, Communication, and Accountability

San Francisco Symphony, San Francisco, CA

Management workshop for Artistic Operations supervisors

July 2025

Understanding Polyamory

Q Christian Fellowship, EDI Learning Group

Co-designed and co-presented with The Right Rev. Gordon Barcalow and Darren Calhoun

April 2025

Inclusive Stages National Convenings (Workshop/Facilitation Series)

League of American Orchestras, NYC

Eight-part series on EDI and change management for Inclusive Stages Coalition members

September 2023–November 2025

Reflective Practice as Research Methodology: Heirlooms as Objects of Meaning

Transart Residency, Liverpool John Moores University, Liverpool, UK

Presentation and workshop

July 2024

Board Development Facilitation Series

Ping Chong and Company, NYC

Six-part board development workshop series (co-designed with Katie Fong)

March–December 2024

Professional Development & Learning Culture Series

National Sawdust, Brooklyn, NY

Five-part workshop series on Inclusion, Diversity, Equity, and Accessibility (co-designed with Katie Fong)

August–December 2023

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Teaching for Equity and Inclusion Series

The Faculty Center, Provost Office, The New School, NY

Co-presented modules: Introduction to Inclusive Teaching Principles; Implicit Bias and Microaggressions; Trauma-Informed Teaching; Accessibility and Universal Design

March 2023

Integrative OAD: De-neutralizing the Organizational Assessment Canon to Advance Humanistic Change

Academy of Management

Presentation, August 2022; related to co-authored book chapter (see above)

Anti-Bias Training

Hart Howerton, NYC & San Francisco, CA

Co-designed and co-presented with Katie Fong

July 2022

Understanding & Utilizing Power; Mapping Power; Anti-Bias Training

San Francisco Symphony, San Francisco, CA

Series of workshops and learning modules co-designed and co-presented with Jennifer Ifil-Ryan

September–November 2021

What Does Anti-Racism Mean for Asian/Asian American Faculty?

Asian American Studies Program and Office of Faculty Development & Diversity, Cornell University

Two-part workshop series, co-presented with Katie Fong and Peter Kuo

May 2021

Mapping Power in the Nonprofit Arts Sector

City of New Haven, Department of Arts, Culture & Tourism, New Haven, CT

Two-session workshop series (co-presented with Anthony Meyers and Bryan Glover)

February–March 2021

Faith, Identity & Social Justice

Q Christian Fellowship Annual National Conference

Workshop co-presented with Darren Calhoun

January 2021

Understanding Power & Instigating Change (Workshop Series)

Leading ChangeMakers

Three-part public workshop series on power in the arts ecosystem and change processes

October–December 2020

Survive and Thrive: Navigating Cultural and Racial Inequities in Organizations

Arts Administrators of Color Annual Convening

Co-presented, November 2020

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Engaging Identity (Workshop Series)

GraftedNYC (LGBTQ+ Christian organization)

Four-session public workshop series on identity, intersectionality, and story

October 2020

Complexity Theory and Adaptive Change; Resilience

NYC Department of Education, Office for Access and Equity; Department of Early Childhood Education

Cabinet and operations leadership workshops

February 2020; January 2020

Equity, Diversity and Inclusion in the Classroom

Provost's Office, The New School University

Annual faculty orientation workshops (August & January, 2017–2022)

Identity & Privilege; Self-Care for Spiritual Leaders

Q Christian Fellowship Annual National Conference

Workshops on identity, systemic oppression and privilege, and neurologic regulation/boundaries

January 2020

On Empathy; Emotional Intelligence & Systemic Change

NYC Department of Education, Office for Access and Equity

Workshops on empathy, EQ, and culture change in education systems

2019

Mindfulness, Mastery & Creativity

The Graduate Institute, Bethany, CT

Presentation to MA students in Consciousness Studies and Transpersonal Psychology

August 2019

Cultivating Capacity for Intersubjectivity in Groups

Parsons School of Design, The New School

Poster presentation for Faculty and Staff Learning Community for Anti-Oppression Pedagogy

May 2019

Cultivating an Equitable Classroom Environment

College Art Association Annual National Conference

Workshop for artists, educators, and administrators

February 2019

The Safety and Violence Spectrum

The Riverside Church, New York, NY

Workshops on subjectivity, empathy, and active listening

January 2018

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Cultivating an Equitable Classroom Environment (First-Year Faculty Development Working Group)

Parsons School of Design, The New School

Workshops for first-year faculty

December 2017 and January 2018

Understanding Self: Alternative Approaches to Learning

College of Performing Arts, The New School University (Kampala, Uganda)

Presentations for Ugandan secondary school students

January 2016

Pedagogy & Social Justice Round Table Series

Provost Office for Social Justice, The New School

Facilitation of open forums for faculty and staff

September 2011–May 2012

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SELECTED ACADEMIC AND COMMUNITY SERVICE

Q Christian Fellowship

Board Member, 2019–2025; Board Chair, June 2020–November 2025

Grafted NYC, New York, NY

Member, leadership council; Community Group Leadership Mentor
Summer 2016–Spring 2023

Anti-Oppression Pedagogies Working Group, The New School, Parsons

Member/organizer
Fall 2017–Fall 2020

MFA and BFA Candidate Selection Committee, School of Drama, The New School University

Co-head
Spring 2012–Spring 2017

MFA and BFA Curriculum Committees, School of Drama, The New School University

Ex officio member (MFA: Spring 2012; BFA: Fall 2016–Spring 2017)

Academic Appeals Committee, The New School University

Member, Spring 2011–Spring 2017

All University Online Course Catalog Committee, The New School University

Member, representing the College of Performing Arts, School of Drama
Spring 2012–Spring 2016

All University Curriculum Committee, The New School University

Member, representing the College of Performing Arts, School of Drama
Spring 2012–Spring 2016

Website, Marketing and Recruitment Materials Development Committee, The New School University

Member
Fall 2011–Spring 2016

Academic Technology Course Evaluation Committee, Provost's Office, The New School University

Member
Spring 2011–Spring 2016

Parsons School of Design Strategies Student Affairs Committee, The New School

Member
Fall 2009–Spring 2010

Portfolio Development Committee, Parsons School of Design Strategies, The New School

Member
Spring 2008–Fall 2009

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LEADERSHIP & TEACHING PHILOSOPHY

My approach to leading and teaching is grounded in human potential, social responsibility, and reflective practice. I work from the premise that people learn and change in relationship, and that rigorous inquiry and care for context are conditions for that change. I use process-oriented methods and metacognitive frameworks to cultivate criticality in complex, post-modern (and meta-modern) contexts where learners navigate overlapping systems of power, identity, and meaning.

Across roles as educator, supervisor, consultant, facilitator, and researcher, I focus on building capacities that support people in noticing carefully, asking better questions, recognizing patterns, making meaning, and acting with intention in relation to others. In practice, this involves inviting learners to track their own experience, name and interrogate the assumptions shaping their interpretations, situate themselves within individual and collective histories, and translate insight into concrete decisions in their work, communities, and organizations. Supervision and mentoring become collaborative sites of sense-making in which people articulate their own criteria for rigor and integrity while being held to high standards of accountability.

I understand differences in race, ethnicity, gender identity, sexuality, cultural heritage, religion and spirituality, physical and intellectual abilities, and life experience as generative for collective wisdom rather than problems to be solved. This conviction informs my work with students, collaborators, and organizational partners, and underpins my commitment to intersubjective, co-created forms of practice and knowledge. In classrooms, studios, and consulting environments, I design processes that make power visible, invite multiple standpoints into the room, and support people in staying in relationship across disagreement, so that criticality, care, and experimentation can coexist and people can practice the relational and ethical capacities needed for more just and livable futures.