

## **Deborah J. Pruitt, Ph.D.**

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Organization development consultant, research anthropologist, and educator with over 15 years experience building the capacity of culturally diverse, collaborative, learning organizations. Dr Pruitt applies her rich knowledge of the foundations of culture to help groups broaden their competency and harmonize their diverse talents.

### **EDUCATION**

Ph.D. Anthropology, University of California at Berkeley, 1993.

M.A. Anthropology, University of California at Berkeley, 1987.

B.A. Anthropology, University of Maryland, Summa Cum Laude, 1985.

### **CONSULTING SPECIALTIES**

Organization development, strategic planning, fundraising planning, multicultural community building, board development, needs assessment, evaluations, meeting design and facilitation.

### **SAMPLE OF RECENT CONSULTING PROJECTS** (full contact list available on request)

- Strategic Planning, needs assessment, focus groups, Community Resources for Science, 2000, 2002, 2004.
- Executive coaching, organization development, board retreat, Survivor's International, 2003.
- Family Emergency Shelter Coalition, strategic planning, board retreats, 2001, 2003.
- Program Evaluation, Alameda Multicultural Community Center, Fall 2001.
- East San Jose Multiservice Center: Organization development coaching and retreat facilitation, Oct2000 - Jul2001.
- Community Resources for Science: Strategic Plan, Oct2000 - Jan2001, Focus group, May 2001.
- Berkeley Community Media, Berkeley, CA, board retreat May2001, Feb2002.
- Berkeley Neighborhood Computers: Strategic Plan, May2000.

### **WORKSHOPS AND SEMINARS**

- Research Methods, graduate seminar, Western Institute for Social Research, 2003, 2004.
- "Facing Advance Directives: Multicultural Factors in End of Life Decisions," educational series for physicians and healthcare professionals at Kaiser Hospital, Redwood City, CA; Dec 2001.
- Strategic Planning and Collaborative Management: Various nonprofit and educational clients, 1993-present.
- Nonprofit Board Development Series: with Boardnet, San Mateo, CA, 2000-2001.
- Talking Diversity: Cross-cultural Communication at Work: Management Center Best Practices Conference, 2000.
- Community Leadership: Carteret County, NC: Chamber of Commerce Leadership Conference, 1996.
- Multicultural Leadership: National Action Council for Minorities in Engineering, 1995-1996.
- "Teaching Introductory Anthropology: Comments on Ethics, Scholarship, and Action," UC Berkeley, April2001.
- Tourism & Economic Development: Greensboro College, West Georgia College, 1996.

### **RESEARCH AND TEACHING SPECIALTIES**

Organizational culture and development, anthropology of work, cross-cultural communication, economic development, tourism, Caribbean, South Pacific, social inequality, gender, religion, ethics.

### **RESEARCH EXPERIENCE**

- Tourism, economic development and culture, Caribbean 1989-1991; South Pacific, ongoing.
- Community development, new models of neighborhood empowerment, 1995 (Project Greensboro).
- Improving the quality of undergraduate education at five UC campuses, 1992 (Office of the President).
- Economic development in Jamaica, Field Research 1989-1991 (Inst. for Intercultural Studies, UCB).
- Participative management in employee owned companies, 1988 (National Center for Employee Ownership).
- Employee stock ownership, implications for workplace democracy, 1988 (Lowie Fund, UC Berkeley).
- Corporate culture and change, 1988 (McKenzie & Co.).

## TEACHING EXPERIENCE

- Seminars, supervise graduate students: Western Institute for Social Research, Berkeley, 2001 - present.
- Introduction to Cultural Anthropology; Religion, Magic, and Witchcraft; Introduction to Physical Anthropology; Laney College, Chabot College, Diablo Valley College, 1999 - Present.
- Ethics in Research: UC Berkeley, Spring 2000.
- Ethical Inquiry into Societal Issues: Humanistic Studies Department, Los Medanos College, Fall 1999.
- Introduction to Academic Study: Molecular and Cell Biology, UC Berkeley, Fall 1993.

## PUBLICATIONS

- "Teaching Introductory Anthropology: Comments on Ethics, Scholarship, and Action," *Kroeber Society Journal*.
- "Women's Domestic Power and Family Laws in Jamaica," with Suzanne Lafont in *Daughters of Caliban*, Consuelo Lopez Springfield, ed. Indiana University Press, 1997.
- "Gender and Travel: Romance Tourism in Jamaica," *Annals of Tourism Research*, March, 1995, *Trouble in Paradise*, edited by Christian Stock, Freiburg: Germany, Informationszentrum 3.welt, 1997.
- "Foreign Mind": *Tourism, Identity and Development in Jamaica*, Dissertation, May, 1993.
- *All-University Conference on Undergraduate Education: Report*; University of California, Oakland, CA 1992.
- *Employee Participation Programs in Employee Ownership Companies*, National Center for Employee Ownership.

## EMPLOYMENT HISTORY

### Current Employment

Faculty Member Anthropology Laney College, Oakland, CA 1999-Present  
Faculty Member Western Inst. for Social Research, Berkeley, CA, 2000-Present  
Organization and Planning Consulting 1983-Present.

### Previous Work Experience

Part-time Instructor - Anthropology: Laney College, Chabot College, Diablo Valley College, UC Berkeley.  
Associate Consultant and Project Manager, Stockton Associates, Berkeley, CA, 1998-1999.  
Program Coordinator: Biology Scholars Program/Biology Dept. UC Berkeley; 1992-1994.  
Project Specialist: Office of Education Development, UC Berkeley; 1992.  
Project Specialist: National Center for Employee Ownership, Oakland, CA; 1988-89.  
Research & Teaching Assistant: Dept. of Anthropology, UC Berkeley; 1986-1989.  
Business Administration and Sales, Emco, Inc., Proton Corp., Saunders Leasing System, 1976-1982.

## COMMUNITY SERVICE

- Board of Directors, Ashkenaz Music & Dance Community Center, Berkeley, CA (1998-2003).
- Created database management system for Piedmont Land Conservancy, NC (1995).
- Assisted in organizing national conference, "Defining Sustainable Communities" (1994).
- Formed an association of craft producers in Jamaica, W.I. (1990-91).
- Contributed to documentary on transnational corporations and poverty (1989).
- Contributed to developing a statewide association of cooperatives in California (1988).

## HONORS AND AWARDS

Dissertation Research Grant: Institute for Intercultural Studies, UC Berkeley, 1989; NSF Graduate Fellowship, 1986-1989; Outstanding Graduate Student Instructor, UC Berkeley, 1988-89; Lowie Fund Travel Grant, 1988; Charles Fish Scholarship, 1985; Linguistic Society of America Fellowship, 1984; Charlotte Newcombe Foundation, 1984; John J. Leidy Foundation Scholarship, 1984.