

## Deborah Pruitt, Ph.D.

**Profile** Founded Group Alchemy Consulting to help groups achieve their purpose and have great impact in the world. Bring over 20 years experience as organization development consultant, research anthropologist, and educator to building the capacity of culturally diverse, collaborative, learning organizations. Rich knowledge of the foundations of culture helps 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 Expertise

Organization culture and change, capacity building, strategic planning, vision alignment, fundraising planning, multicultural community building, board development, needs assessment, program evaluation, meeting design and facilitation.

#### Clients:

Affordable Housing Associates, Berkeley, CA  
Alameda MultiCultural Community Center, CA  
Arts Benicia, Benicia, CA  
Bay Area Intl Development Organizations, CA  
Bennett College, Greensboro, NC  
Berkeley Community Media, Berkeley, CA  
Berkeley Neighborhood Computers, Berkeley, CA  
Berkeley Public Library Foundation, Berkeley, CA  
Big Brothers Big Sisters, Oakland, CA  
Boardnet, San Mateo, CA  
Carteret Community College, NC  
Carteret County Chamber of Commerce, NC  
City of Piedmont, CA  
Community Resources for Science, Oakland, CA  
Creative Growth Art Center, Oakland, CA  
East San Jose Multi-Service Center, San Jose, CA  
Family Emergency Shelter Coalition, Hayward, CA  
Friends Outside, Martinez, CA  
Independent Press Association, San Francisco, CA  
Kaiser Medical Center, San Jose, CA  
Little Brothers-Friends of the Elderly, San Francisco, CA  
Loaves and Fishes Family Kitchen, San Jose, CA  
McKenzie & Co, San Francisco, CA  
National Action Council for Minorities in Engineering, New York, NY  
National Center for Employee Ownership, Oakland, CA  
Norcal Waste Management, San Francisco, CA  
National Hispanic University, Oakland, CA  
Project Greensboro, Greensboro, NC  
Richmond Arts Center, Richmond, CA  
Survivor's International, San Francisco, CA  
University of California, Berkeley, CA  
University of California: Office of the President  
The Watershed Project, Richmond, CA

### Workshops and Seminars

*Collaborative Management and Board Development Workshops* include:  
Strategic Planning: Planning to Plan; Board Service: Building an Effective Board; Board Recruitment; Effective Meetings; Planning a Retreat, Effective Teams. Presented for various clients 1993-present.  
*Talking Diversity: Cross-Cultural Communication at Work*,  
The Management Center Best Practices Conference, San Francisco, 2000.  
*Community Leadership*: Carteret County: Chamber of Commerce Leadership Conference, 1996.  
*Multicultural Leadership*: National Action Council for Minorities in Engineering, 1995-1996.  
*Qualitative 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 at Kaiser Hospital, Redwood City, CA; Dec 2001.  
*Teaching Introductory Anthropology: Comments on Ethics, Scholarship, and Action*, UCB, 2001.  
*Tourism & Economic Development*: Greensboro College, West Georgia College, 1996.

### Research and Development

*Groups, Identity and Power* - ongoing research.  
*Community development: New models of neighborhood empowerment*, 1995 Project Greensboro.  
*Participative management in employee-owned companies*, 1988 NCEO.  
*Employee stock ownership, implications for workplace democracy*, 1988 Lowie Fund, UC Berkeley.  
*Corporate culture and change*, 1988 McKenzie & Co.  
*Tourism, economic development and culture*, Caribbean 1989-1991; South Pacific, ongoing.  
*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.

## Deborah Pruitt, Ph.D.

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

**College Teaching Experience**

Introduction to Cultural Anthropology	Introduction to Physical Anthropology
Religion, Magic, and Witchcraft	Introduction to Academic Study
Ethics in Research	Qualitative Research Methods
American Cultures	Ethical Inquiry into Societal Issues

**Publications**

“Teaching Introductory Anthropology: Comments on Ethics, Scholarship, and Action,” *Kroeber Society Journal* 2004.

"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, 1992.

*Employee Participation Programs in Employee Ownership Companies*, NCEO, 1989.

**Employment History**

**Current Employment**

- Self-Employed: Group Alchemy Consulting, Organization and Planning Consulting, 1983-Present.
- Adjunct Faculty Western Institute. for Social Research, Berkeley, CA, 2000-Present

### Previous Work Experience

Academic Teaching, Research and Program Development

- Tenured Instructor of Anthropology Laney College, Oakland, CA 1999-2007.
- Part-time Instructor - Anthropology: Laney College, Chabot College, Los Medanos College, Diablo Valley College, New College of California, Greensboro College, UC Berkeley 1994-2002.
- 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 , 1976-1982

- Sales Administrative Coordinator, Emco, Inc.
- National Sales Coordinator, Proton Corp.
- Sales and Service Account Manager, Saunders Leasing System

**Community Activities**

- Board President, Ashkenaz Music & Dance Community Center, Berkeley, CA (1998-2003).
- Piedmont Land Conservancy, Greensboro, NC (1995).
- "Defining Sustainable Communities" conference, Oakland, CA (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; NSF Graduate Fellowship; Outstanding Graduate Student Instructor, UC Berkeley; Lowie Fund Travel Grant; Charles Fish Scholarship, Linguistic Society of America Fellowship, Charlotte Newcomb Fellowship.