
Patricia Deyton, M.Div., M.S.W.
Faculty Director, Center for Gender in Organizations
Senior Lecturer
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Simmons College
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EDUCATION

M.Div. Yale University, New Haven, CT,
M.S.W. Columbia University, New York, NY, Social Work in Administration.
B.S. Empire State College, Saratoga, NY, Human Services Administration
Certificate in Ethics, Darden School, University of Virginia

ACADEMIC EMPLOYMENT

Instructor, Harvard University, Extension School (2002 - 2010). Leading and Managing Effective Nonprofit Organizations; Gender, Leadership, and Management.
Lecturer, Lesley University (2005 - 2010). Seminar in Nonprofit Management.
Lecturer, Simmons College Graduate School of Library and Information Science (2006 - 2010). Principles of Management; Leading Organizational Change.
Lecturer, Simmons College School of Health Sciences (2009-2010). Leading Self and Small Groups; Leadership and Change.
Lecturer, Simmons College Graduate School of Library and Information Science Ph.D. Program (2008 - 2010). Financial Management;
Lead Faculty: Capstone Course: Leadership.
Senior Lecturer, Simmons School of Management (2002 - 2010). Leading and Managing Effective Nonprofit Organizations (MBA program); Organizations and Their Environments (MBA Program); Introduction to Management (Undergraduate Program); Managing the Diverse Workforce (Undergraduate Program); Change and Negotiations (Undergraduate Program), Socially Minded Leadership (Undergraduate Program).
Instructor, Harvard University, Radcliffe Graduate Seminars (1997 - 2001). Effective Nonprofit management Cited as Distinguished Faculty, 2000.
Lecturer, George Washington University, Elliott School of International Affairs (1999 - 2000). Leading and Managing Effective Nonprofit Organizations.

BUSINESS EMPLOYMENT

National

Faculty Director, Center for Gender in Organizations, Simmons School of Management (2004 - 2010). Center for Gender in Organizations, Simmons School of Management. The Center for Gender in Organizations (CGO) is the internationally-recognized research arm of the Simmons School of Management (SOM). It is committed to innovative work on gender, diversity and organizational change. CGO is a resource for organizational leaders, business executives, scholars, practitioners and SOM students.
President, The Deyton Consulting Group (2001 - 2010). Specializing in Strategic Planning, Board Development, Executive Coaching. Co-founder of The Forum For Women Leaders of Nonprofits. .
Executive Director, The Council of Women World Leaders and the International Assembly of Women Ministers, John F. Kennedy School of Government, Harvard University (2001 - 2004). Management of program planning and development, budget development and management, fund

raising, oversight of multiple international relationships and external relations, liaison to Kennedy School, staff supervision.

Chief Executive Officer, American Red Cross of Massachusetts Bay (1989 - 2001). Leadership responsibility for American Red Cross Chapter with \$11 million budget; 250 staff; 9,000 volunteers; coordination of Red Cross activities in Massachusetts; primary liaison to public, corporate and nonprofit leaders; multiple national level assignments.

CONSULTING

2008 - 2010: Cambridge Community Services, Strategic Planning; Board Development, Financial Development

2004 - 2010: Council of Women World Leaders, Program, Financial, Governance

2009: Web of Benefit, Agency expansion

2008: Emerson Umbrella for the Arts, Board Development

2004 - 2006: Elizabeth Peabody House, Strategic Planning; Board Development

PROFESSIONAL INTERESTS

Research Interests

The role of nonprofit organizations as the gate-keepers of ethics in American society

The growing impact of non-governmental organizations and women leaders in advancing democracy

Gender and Organization Effectiveness

Intersections of Gender and Diversity

Gender and Education

Publications:

MANUAL

Deyton, P., Pradham, G., & McKinley, S. (2008). *Virtual Manual for Nonprofit Management*. .

RESEARCH GRANTS

Funded

2011 - Deyton, P., Japanese Women's Leadership Initiative Forum and Seminar (\$220,000), US-Japan Foundation.

2011 - Deyton, P., Japanese Women's Leadership Initiative (\$48,283), Fish Family Foundation.

2010 - Deyton, P., Agricultural Development Program Gender Analysis (\$65,909), Gates Foundation.

2010 - Deyton, P., Harvard Medical School Sub-Award Women of Color in Academic Medicine (\$95,048), National Institute of Health.

2010 - Deyton, P., Capacity Building for Gender Equity and Institutional Change, Phase IV (\$315,468), PI-Carnegie Corporation of New York.

2010 - Deyton, P., Japanese Women's Leadership Initiative (\$45,000), Fish Family Foundation.

2008 - Deyton, P., Japanese Women's Leadership Initiative (\$52,500), The Fish Foundation.

2008 - Deyton, P., Diversifying the Leadership in Women's research, Policy and Advocacy Centers (\$8,000), Diversity in Leadership of CGO; Support of new scholars, National Council for Research on Women.

2008 - Deyton, P., Practicing Gender Equality in Science (PRAGES) (\$90,000 of a total grant amount of \$100,000), European Commission.

2007 - Deyton, P., Virtual Manual for Nonprofit Management (\$10,000), Work in progress, The Boston Foundation.

2007 - Deyton, P., Japanese Women's Leadership Initiative (\$47,700), The Fish Foundation.

2007 - Deyton, P., Capacity Building for Gender Equity and Institutional Change, Phase III (\$300,000), PI-Carnegie Corporation of New York.

2006 - Deyton, P., Virtual Manual for Nonprofit Management (\$10,000), Work in progress, The Boston Foundation.

2005 - Deyton, P., Working Across Differences (\$88,000), Ford Foundation.

OTHER RESEARCH ACTIVITIES

Contribution to Practice

2008 - Other Publications. Paths to Leadership: Women's Experiences and Aspirations for Service on Governing Boards. Results from the Simmons School of Management 2007 Leadership Conference Survey. Co-author.

2007 - Other Publications. American Journal of Health-System Pharmacy: Report of the American Society of Health-System Pharmacists on Pharmacy's Changing Demographics.

2005 - Other Publications. Harvard University Extension School Commencement Address: Leadership and Ethics. Published by Harvard University Extension School

2002 - Other Publications. The Role of Women Leaders in Nonprofits, published by the JFK School of Government, Harvard University

Service:

SERVICE TO THE UNIVERSITY

Department Assignments

Nonprofit Concentration Coordinator:
2010

Faculty Advisor:

2007-2008 through 2008-2009: MBA Club for Nonprofit Leadership: Simmons School of Management MBA Club for Nonprofit Leadership

Member:

2007-2008: OB Faculty Search Committee

2007-2008 through 2008-2009: Undergraduate Department Honors Task Force

College Assignments

Chair:

2007-2008 through 2008-2009: Human Rights/Social Justice Initiative

SERVICE TO THE PROFESSION

Negotiation and Leadership Conference: The Changing Faces of Leadership and Overcoming Bias in Negotiations

2010, Harvard Extension Service and Leadership Society, Panel Facilitator and Speaker: Race, Gender and Religion in Negotiations

Academic Conference: Moderator / Facilitator

2006: Harvard Business School Africa Business Conference, Panel Moderator: Leading Women in Business - Challenges and Opportunities, Cambridge, Massachusetts (International).

Advisor

2009: International Colloquium on Women's Leadership, Development, Empowerment, Peace and Security, Program Advisor; Steering Committee member, Monrovia, Liberia (International).

2008 - 2010 NSF Advance Grant/Westat University, Advisory Panel for NSF Advance Grant, Rockville, Maryland (National).

Board Member: Advisory Board

2006-2007: Master of Liberal Arts in Management Advisory Council, Harvard University Extension School, Cambridge, Massachusetts (Regional).

Board Member: Board of Trustees

2007-2010: Longy School of Music, Chair, Governance Committee (Regional).

Board of Directors: Substantial Involvement

2009: United Methodist Foundation of New England, Chair, Marketing and Development Committee, Hampstead, New Hampshire (Regional).

2008-2010: Council of Women World Leaders, International Women's Leadership, Washington, District of Columbia (International).

2008-2009: International Women's Leadership and Empowerment, Inc., International Women's Leadership, Washington, District of Columbia (International).

2007-2010: New England Foundation of the United Methodist Church, Governance - Foundation, Boston, Massachusetts (Regional).

2007: Satelife, Watertown, Massachusetts, Governance - Health Education/IT/Developing Countries, Watertown, Massachusetts (International).

2005: Massachusetts Health Council, Governance and Leadership (Chair) Health Services Consortium, Boston, Massachusetts (Regional).

2004: American Red Cross, Governance - Nonprofit, Cape Cod, Massachusetts (Regional).

Invited Lecture

2010: University of Argentina, Buenos Aires, Lecture: Missions and Ethics in Nonprofit Management (3 classes), Buenos Aires, Argentina (Regional).

2009: Theological Opportunities Program, The Impact of Gender Dynamics in the Workplace (Local).

2008: Theological Opportunities Program, Gender and Leadership, Cambridge, Massachusetts (Local).

2006: Harvard University Extension School Annual Alumni Association Conference, Gender Differences in Negotiations, Cambridge, Massachusetts (Regional).

Keynote Address

2010: Gender Equality Awards Dinner, Keynote address at Makerere University: Opportunities and Challenges for Gender and Leadership in Higher Education (300), Kampala, Uganda .

2010: Lesley University Wise Women Conference, Keynote to conference for baby boomer women, Cambridge, Massachusetts (Local).

2010: University of Argentina School of Business, Keynote to Public Relations Conference (200): Best Practices for Volunteer Programs, Buenos Aires, Argentina (Regional).

2010: University of Argentina School of Business, Keynote address to Alumni Association (400): Differences in Communication Styles between Women and Men, Buenos Aires, Argentina (Regional).

2006: Harvard University Extension School, Commencement Address: Leadership and Ethics, Cambridge, Massachusetts (Regional).

Member: Committee/Task Force

2007: Advisory Group, Girl Scout Council of America Leadership Initiative, Empowerment of Girls for Leadership (National).

1999-2010: The Boston Club, Executive Women and Leadership, Boston, Massachusetts (Local).

2006: American Association of Pharmacists in Healthcare: Study Commission for Workplace change, Study and publication of recommendations for workplace changes, Baltimore, Maryland (National).

2005-2006: US Fund for UNICEF, Advisory Council Member, Boston, Massachusetts (Regional).

2005: Northeastern University College of Engineering, ADVANCE Advisory Board (Gender Equity & Leadership initiative), Boston, Massachusetts (Local).

Presentation

2010: Simmons College Grant Writing Workshop, Presentation on successful grant writing for the humanities (80), Boston, Massachusetts (Local).

2010: Novartis, Presentation on the Advancement of Women into Leadership in Business. 50 participants, Cambridge, Massachusetts (International).

2010: Simmons Graduate School of Library and Information Science, Workshops: Volunteer Management; Boards of Directors, Boston, Massachusetts (Regional).

2009: Army Librarians Training Institute, Training Workshop: Writing Effective Case Statements. 120 participants, Southbridge, Massachusetts (International).

2009: BlackBaud Software Systems Women's Network, Gender and Negotiations, Cambridge, Massachusetts (Regional).

2009: PriceWaterhouseCoopers Advisory Women's Leadership Network, Presentation: Principled Leadership and Strategic Sourcing, Boston, Massachusetts (Regional).

2009: PricewaterhouseCoopers Women's Leadership and Development Series, Webcast: How Gender Influences Negotiations. 280 participants, Boston, Massachusetts (National).

2009: National Conference of YWCA Executive Directors, Presentation on Gender Dynamics in the Workplace to 55 YWCA Executive Directors (National).

2009: Colleges of the Fenway, Bystander Awareness Training (Local).

2009: Women's Forum, Principal Financial Group, Women, Gender and Negotiations. Presentation to 30 members of National Women's Forum, Cambridge, Massachusetts (National).

2008: Property & Portfolio Research, Inc. (PPR) Women's Initiative, Gender and Negotiations, Boston, Massachusetts (Local).

2008: Triumverate Environmental Women In Networking, Opting in for Leadership: Gender Dynamics in the Workplace, Cambridge, Massachusetts (Local).

2008: Needham-Newton Chamber of Commerce Women in Networking, Presentation, Opting in for Leadership, to 70+ members, Newton, Massachusetts (Local).

2008: Massachusetts Conference on Women, Panel Presentation: Women's Networks that Work, Boston, Massachusetts (State).

2008: Women in Development, Panel member: Is There a Glass Ceiling for Women in Development, Boston, Massachusetts (Local).

2007: Women in Transportation/Boston Executive Retreat, Strategic Planning Facilitation Workshop for WTS Leadership and Executives, Boston, Massachusetts (Regional).

2007: PriceWaterhouseCoopers Women's Professional Development Conference, Workshop presentations (2): Women and Negotiations, Rye, New York (National).

2007: Women in Health Care Management, Presentation on Negotiation Skills for Women in Health Care professionals, Waltham, Massachusetts (Regional).

2006: Simmons School of Management Panel on Working across Differences, a discussion on workplace diversity with a panel of senior-level women (Local).

2006: National Conference of Executive Directors: Reach Out and Read, Presentation and Training: Roles of Governing and Advisory Boards in Nonprofits, Boston, Massachusetts (National).
