

dr. ee beaton 
 Erynn Elizabeth Beaton

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Organizational theorist, nonprofit scholar, critical humanist, and aspiring intellectual activist who studies the ways in which the nonprofit sector and its organizations combat, reflect, and sometimes reproduce structural inequalities.

RESEARCH KEYWORDS

nonprofits, philanthropy, inequality, social change, managerialism, sexual harassment, advocacy, social movement organizations, privilege, feminism, qualitative

ACADEMIC APPOINTMENT

THE OHIO STATE UNIVERSITY, COLUMBUS OH • 2017 – PRESENT
 - Associate Professor, Nonprofit Management at the John Glenn College of Public Affairs
 - Associate Fellow, QualLab

EDUCATION

UNIVERSITY OF MASSACHUSETTS, BOSTON MA • 2017
 - Ph.D., Business Administration, Organizations & Social Change
 - Dissertation: "Managerialism, Mission & Values: Micromechanisms of Nonprofit Institutionalization"

NORTHWESTERN UNIVERSITY, CHICAGO IL • 2010
 - M.B.A. from Kellogg with majors in Social Enterprise, Marketing, and Entrepreneurship

UNIVERSITY OF NEBRASKA, LINCOLN NE • 2005
 - Bachelor of Journalism with a major in Advertising, minor in Math

PUBLICATIONS

PEER REVIEWED JOURNAL ARTICLES

Ma,* Y., **Beaton, E.E.**, & Bhati, A. (2022). Sexual Harassment Policies in Nonprofits. *Nonprofit Management & Leadership*, 33(2), 411-426.

Beaton, E.E. (2021). Ethnography: Tales of the Nonprofit Field. *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*.

Beaton, E.E., LePere-Schloop, M., & Smith,* R. (2022). A Review of Sexual Harassment Prevention Practices: Toward a Nonprofit Research Agenda. *Nonprofit & Voluntary Sector Quarterly*, 51(4), 901-915.

Beaton, E.E., LePere-Schloop, M., & Smith,* R. (2021). "Whatever it Takes": Sexual Harassment in the Context of Resource Dependence. *Journal of Public Administration Research & Theory*, 31(4), 617-633.

Beaton, E.E. (2021). Institutional Leadership: Maintaining Mission Integrity in the Era of Managerialism. *Nonprofit Management & Leadership*, 32(1), 55-77.

Beaton, E.E., Foster, P., & DeJordy, R. (2021). The Lived Experience of Managerialization: Understanding Values Conflict in Nonprofits through a Pragmatic Institutionalism. *Journal of Management Studies*, 58(6), 1471-1506.

Beaton, E.E., & Dowin Kennedy, E. (2021). Responding to Failure: The Promise of Market Mending for Social Enterprise. *Public Management Review*, 23(5), 641-664.

Beaton, E.E. (2021). No Margin, No Mission: How Practitioners Justify Nonprofit Managerialization. *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*, 32, 695-708.

* Denotes a student co-author (at time of submission)

Beaton, E.E., MacIndoe, H., & Wang,* T. (2021). Combining Nonprofit Service and Advocacy: Organizational Structures and Hybridity. *Nonprofit & Voluntary Sector Quarterly*, 50(2), 372-396.

MacIndoe, H., & **Beaton, E.E.** (2019). Friends or Foes? How Managerial Perceptions of the Political Opportunity Structure Shape Nonprofit Advocacy. *Public Performance & Management Review*, 42(1), 59-89.

Scully, M., Rothenberg, S., **Beaton, E.E.**, & Tang, Z. (2018). Mobilizing the Wealthy: Doing “Privilege Work” and Challenging the Roots of Inequality. *Business & Society*, 57(6), 1075-1113.

Beaton, E.E., & Hwang,* H. (2017). Increasing the Size of the Pie: The Impact of Crowding on Nonprofit Sector Resources. *Nonprofit Policy Forum*, 8(3), 211-235.

CHAPTERS, ESSAYS, ENTRIES, REVIEWS, & EXTRACTS

Beaton, E.E. (Forthcoming). A Feminist Standpoint on Board Governance. In Eikenberry, A., Mirabella, R., & Sandberg, B. (Eds.) *Critical Perspectives on Nonprofit and Voluntary Organization Management*. Melvin & Leigh.

Beaton, E.E. (Forthcoming). Pimped for Charity: A Feminist Analysis of Sexual Harassment in Fundraising. In Mirabella, R., Coule, T., & Eikenberry, A. (Eds.) *Handbook of Critical Perspectives on Nonprofit Organizing and Voluntary Action: Concepts, Applications and Future Directions*. Edward Elgar Publishing.

Beaton, E.E., LePere-Schloop, M., & Smith,* R. (2023). Fundraisers’ Experiences of Sexual Harassment. In Breeze, B., Day Lafferty, D., & Wiepking, P. (Eds.) *The Fundraising Reader*. Taylor & Francis.

Lamothe, M., LePere-Schloop, M., Lim, S., Yeo, J., **Beaton, E. E.**, Brower, R., Kim, S., Lee, M., & Yoo, E. (2022). Sexual Misconduct: Policies to Improve Institutional Accountability and Reduce Individual Burdens. *Nonprofit Policy Forum*, 13(4), 361-370.

Beaton, E.E., & Dale, E. (Forthcoming). Sexual Harassment. In Kearns, K., & Wang, W. (Eds.) *Encyclopedia of Nonprofit Management, Leadership, and Governance*. Edward Elgar Publishing.

Dowin Kennedy, E., **Beaton, E.E.**, & Haigh, N. (2020). Increasing Social Impact Among Social Enterprises and Traditional Firms. In Billis, D., & Rochester, C. (Eds.) *Handbook on Hybrid Organisations* (pp. 251-272). Edward Elgar Publishing.

RESEARCH REPORTS

LePere-Schloop, M., & **Beaton, E.E.** (2022). Speaking Truth to Power in Fundraising: A Toolkit. Arlington, VA: Association of Fundraising Professionals.

Beaton, E.E., Colchin,* E., Ma,* Y., & Bhati, A. (2021). Ohio Nonprofit COVID-19 Survey: A Report of Wave 3 Results. Columbus, OH: The Ohio Attorney General’s Office, Philanthropy Ohio, & the Ohio Association for Nonprofit Organizations.

Beaton, E.E., Colchin,* E., & Ma,* Y. (2020). Ohio Nonprofit COVID-19 Survey: A Report of Wave 2 Results. Columbus, OH: The Ohio Attorney General’s Office, Philanthropy Ohio, & the Ohio Association for Nonprofit Organizations.

Beaton, E.E. (2020). Ohio Nonprofit COVID-19 Survey: A Report of the Results. Columbus, OH: The Ohio Attorney General’s Office and Philanthropy Ohio.

WORK IN PROGRESS

UNDER REVIEW

Ma,* Y. & Beaton, E.E. “Human Services Program Adaptation and Change During the Pandemic.” Under first-round review at *Human Services Organizations: Management Leadership and Governance*. [R&R for a special issue on the implications of the COVID-19 pandemic for nonprofit human service organizations.]

MANUSCRIPTS IN DEVELOPMENT

Beaton, E.E., & Hwang, H. "Giving for Personal Gain: Philanthropy and Economic Inequality in the United States." [Presented at AOM 2018; most recent version received a "reject and resubmit" at *Business & Society*; will resubmit after addressing editor comments.]

MacIndoe, H., & Beaton, E.E., Pache de Athayde,* M.M., & Ojelabi,* O. "Giving Voice: Examining the Strategic Repertoires of Nonprofit Advocacy for Marginalized Populations." [Presented at ARNOVA 2021; finalizing for submission to *Nonprofit Policy Forum*.]

Beaton, E.E. "Subjected to Harassment: Deconstructing a Sexual Harassment Experience." [Presented at the 2020 PAR Symposium on Race and Gender; undergoing revisions based on friendly review feedback from the editor at *Gender, Work, and Organizations*, the current target journal.]

Khurana,* S. & Beaton, E.E. "Employee Silence: The Case of Sexual Harassment in Fundraising." [Developed for a 2022 *Administrative Science Quarterly* Workshop; accepted draft undergoing revisions based on the editor's feedback during the session.]

..... CONFERENCES & TALKS

LePere-Schloop, Beaton, E.E. (2022) Sexual Exploitation and Sexual Harassment in Fundraising. *ARNOVA 51st Annual Conference*. Raleigh, NC, November.

LePere-Schloop, Beaton, E.E. (2022) Speaking Truth to Power in Fundraising: Critical Issues for Inclusion and Equity. *AFP ICON*. Las Vegas, NV, May.

Scott,* C., Rodriguez Leach,* N., & Beaton, E.E. (2021). Philanthropy as Whiteness. *ARNOVA 50th Annual Conference*. Atlanta GA, November.

Khurana,* S., Beaton, E.E., & LePere-Schloop, M. (2021). Employee Silence: The Case of Sexual Harassment in Fundraising. *ARNOVA 50th Annual Conference*. Atlanta GA, November.

MacIndoe, H., & Beaton, E.E., Pache de Athayde,* M.M., & Ojelabi,* O. (2021). Giving Voice: Examining the Strategic Repertoires of Nonprofit Advocacy for Marginalized Populations. *ARNOVA 50th Annual Conference*. Atlanta GA, November.

Beaton, E.E. (2021). Governance and Fundraising Post-COVID. *National Association of Attorneys General (NAAG) & National Association of State Charities Officials (NASCO) Annual Charities Conference*. Virtual, October.

Beaton, E.E., LePere-Schloop, M. & Davis,* J. (2020). Deconstructing Power in Experiences of Sexual Harassment. *Public Administration Review Symposium on Race and Gender*. Virtual, September.

Beaton, E.E., LePere-Schloop, M., & Smith,* R. (2019). The Sexual Exploitation of Fundraisers: A Resource Dependence Perspective on Sexual Harassment. *ARNOVA 48th Annual Conference*. San Diego CA, November. [Presented as part of a Paper Panel]

Khurana,* S., Beaton, E.E., & LePere-Schloop, M. (2019). Queering #MeToo: Deconstructing Sexual Violence in Nonprofit Workplaces. *ARNOVA 48th Annual Conference*. San Diego CA, November. [Presented as part of a Paper Panel]

Beaton, E.E., & LePere-Schloop, M. (2019). Sexual Harassment in the Fundraising Profession. *AFP Women's Impact Initiative Summit*. Phoenix AZ, October.

Beaton, E.E., LePere-Schloop, M., & Smith,* R. (2019). A Dialogue on Preventing Sexual Harassment in Nonprofits. *78th Annual Meeting of the Academy of Management*. Boston MA, August.

Beaton, E.E., MacIndoe, H., & Wang,* T. (2019). Structuring Service & Advocacy: Nonprofit Policy Advocacy as a Case of Organizational Hybridity. *78th Annual Meeting of the Academy of Management*. Boston MA, August.

- Beaton, E.E., LePere-Schloop, M. & Smith,* R. (2019). Women's Experiences with Sexual Misconduct in Nonprofit & Public Organizations. *Public Management Research Conference*. Chapel Hill NC, July.
- LePere-Schloop, M., Beaton, E.E., & Smith,* R. (2018). Women's Experiences with Sexual Misconduct in Nonprofit Organizations. *ARNOVA 47th Annual Conference*. Austin TX, November.
- Beaton, E.E., MacIndoe, H., & Wang,* T. (2018). Understanding Nonprofit Policy Advocacy as a Case of Organizational Hybridity. *ARNOVA 47th Annual Conference*. Austin TX, November.
- Beaton, E.E., & Hwang,* H. (2018). The Role of Philanthropy in Reproducing Inequality. *77th Annual Meeting of the Academy of Management*. Chicago IL, August.
- Beaton, E.E. (2018). Mission-based Leadership: A Leadership Theory for the Nonprofit Sector. *77th Annual Meeting of the Academy of Management*. Chicago IL, August.
- MacIndoe, H., & Beaton, E.E. (2017). Friends or Foes? How Nonprofit Dynamic Political Capabilities are Shaped by Perceptions of the Policy Environment. *ARNOVA 46th Annual Conference*. Grand Rapids MI, November.
- Beaton, E.E. (2017). Confessions From a (Social Change) Fieldwork Novice. *ARNOVA 46th Annual Conference*. Grand Rapids MI, November. [Presented as part of a Paper Panel]
- Beaton, E.E., Wissman Weber,* N., & Haigh, N. (2017). Up the Creek? Resilience in a Less Successful Social Movement. *33rd EGOS Colloquium*. Copenhagen Denmark, July.
- MacIndoe, H., & Beaton, E.E. (2017). Friends or Foes? How Nonprofit Dynamic Political Capabilities are Shaped by Perceptions of the Policy Environment. Symposium for the special issue titled Public Administration, Public Policy and Nonprofit Studies Research: Are We All Touching the Same Camel? in *Public Performance & Management Review*. Washington DC, June. [Presented by co-author]
- Scully, M. & Beaton, E.E. (2017). Mobilizing the Wealthy: Doing "Privilege Work" and Challenging the Roots of Inequality. *Harvard Kennedy School Initiative for Social Innovation and Change*. Boston MA, March.
- Beaton, E.E. (2016). Fighting Fire with Fire: How Nonprofits Protect Themselves from Mission Drift. *ARNOVA 45th Annual Conference*. Washington DC, November.
- Beaton, E.E. (2016). Cognitive Coupling: Theories in Use as Perpetuators of Institutionalization. *76th Annual Meeting of the Academy of Management*. Anaheim CA, August. [Presented as part of a Symposium Panel, served as organizer]
- Beaton, E.E. (2016). Inhabiting institutional logics: Illustrating a "constellation" of local logics. *76th Annual Meeting of the Academy of Management*. Anaheim CA, August. [Presented as part of a Symposium Panel]
- Beaton, E.E. (2016). The One-to-Many Relationship Between Local Vocabularies & Institutional Logics. *32nd EGOS Colloquium*. Naples Italy, July.
- Foster, P., & Beaton, E.E. (2016). Cultural Domains & Cognitive Networks: Brokerage and Multilevel Networks in Creative Industries. *32nd EGOS Colloquium*. Naples Italy, July.
- Beaton, E.E., & MacIndoe, H. (2015). The Impact of State Associations of Nonprofits on Nonprofit Understanding of and Engagement in Policy Advocacy. *ARNOVA 44th Annual Conference*. Chicago IL, November.
- Beaton, E.E. (2015). Intersectoral P[art]nerships. *ARNOVA 44th Annual Conference*. Chicago IL, November.

Beaton, E.E. (2015). Matchmaking: Learning the Art of Generating Social Capital from Fundraisers. *Nonprofit Academic Centers Council*. Chicago IL, July.

Beaton, E.E. (2014). Nonprofit Proliferation: The Strength in Numbers. *ARNOVA 43rd Annual Conference*. Denver CO, November.

MacIndoe, H., & Beaton, E.E. (2014). Listening to the Voices of Massachusetts Nonprofits: Understanding Sector-wide Policy Priorities. Panel titled "The New Advocacy Finds Its Voice." *ARNOVA 43rd Annual Conference*. Denver CO, November.

PUBLIC MEDIA

Beaton, E.E., LePere-Schloop, M. (2022, May 26). 3 in 4 fundraisers have experienced sexual harassment on the job – often because of inappropriate behavior from donors. *The Conversation*. Reprinted in the New Pittsburg Courier and the Houston Chronicle.

Vedantam, S. (Host) 2017, December 18. Never Go To Vegas, And Other Unspoken Rules Of Being An A-Lister. *NPR's The Hidden Brain* [Audio podcast].

Beaton, E.E., Scully, M., & Rothenberg, S. (2017, July 20). How some rich people are trying to dismantle inequality. *The Conversation*. Reprinted in Business Insider, Salon, and The Huffington Post.

AWARDS & GRANTS

- Association of Fundraising Professionals Early Career Emerging Scholar Award, 2022.
- OSU Outreach & Engagement Grant, 2021. (\$9,395)
- COVID-19 Grant. OSU Outreach & Engagement, 2020 & 2021. (\$4,500)
- Gabriel G. Rudney Memorial Award for Best Outstanding Dissertation, 2018. (\$1,000)
- Finalist for the Grigor McClelland Doctoral Dissertation Award, 2018.
- Academy of Management Public & Nonprofit Division Top Reviewer Award, 2018.
- ARNOVA Emerging Scholar, 2017.
- ARNOVA Doctoral Fellow, 2016. (\$750)
- UMB Doctoral Dissertation Research Grant, 2016. (\$5,000)
- ARNOVA Conference Scholarship & Travel Grant, 2014 & 2015. (\$455 each year)
- UMB College of Management Doctoral Award for Academic Excellence, 2015. (\$250)

COURSES TAUGHT

THE OHIO STATE UNIVERSITY

PA2150: Introduction to Nonprofit Organizations (UG, SP18, AU17,19-22)

PA7950: Nonprofit Capstone (G, SP19-23)

PA7194: Nonprofit Research Seminar (G, SP22)

PA7573: Public Affairs Qualitative Methods (G, SP21,23)

PA8193: Individual Study ("Critical Perspectives, Organizations, and Social Change," G, SU19)

UNIVERSITY OF MASSACHUSETTS BOSTON

MGT303: Managing Organizations (UG, AU15)

MBAMGT660: Business & Its Environment (G, Online, AU16)

MBAMKT684: Brand Management (G, SP16)

ADVISING & MENTORSHIP

Doctoral Dissertation Committee Member: Nicole Rodriguez Leach (CURRENT)

Doctoral Dissertation Committee Member: Yinglin Ma (GRADUATED SP22)

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SERVICE TO THE FIELD

EDITORIAL BOARDS & PEER REVIEW

- Editorial Board Member, *Nonprofit & Voluntary Sector Quarterly* (2022-2025 TERM)
- Editorial Board Member, *Public Administration Review* (2022-2025 TERM)
- Regular reviewer for *VOLUNTAS*, *Nonprofit Management & Leadership*, *Public Management Review*, *Administration & Society*, *Business & Society*

CONFERENCES & COMMITTEES

- Member, NVSQ Outstanding Article Committee (2023)
- Chair, AOM PNP Professional Development Workshops (2023)
- Member, ARNOVA Anti-Harassment Committee (2021-2023 TERM)
- Leadership Team Member, ARNOVA Critical Perspectives Section (2021-2024 TERM)
- Associate Editor, AOM PNP Division Conference (2019-2022)
- Chair, AOM PNP Division Dissertation Award (2022)
- Member, NVSQ Outstanding Article Committee (2021)
- Co-Chair, AOM PNP Doctoral Consortium (2020 & 2021)
- Member, NVSQ Data and Transparency Initiative Qualitative Subgroup (2020-2022)
- Member, ARNOVA President's Harassment Task Group (2019-2020)
- Co-Chair, ARNOVA Conference Track (2018)

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PUBLIC SERVICE

- Council Member, Ohio Attorney General's Charitable Advisory Council (2019-PRESENT)
- Grant Reviewer, City of Columbus ELEVATE! Program (2022)