

Carrie R. Oelberger

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EMPLOYMENT

Assistant Professor	University of Minnesota	Humphrey School of Public Affairs	2014-present
Affiliate Faculty	University of Minnesota	Department of Sociology	2015-present
Affiliate Faculty	University of Minnesota	Center for Gender and Public Policy	2016-present

EDUCATION

PhD	Stanford University, Stanford, CA Organization Studies	2014
MA	Stanford University, Stanford, CA Sociology Qualifying Paper Title: “ <i>Cui Bono?</i> The Pursuit of Private Goals Through Nonprofit Organizations”	2010
MA	Victoria University, Wellington, New Zealand Mātauranga Māori (Indigenous Knowledge)	2006
BA	Haverford College, Haverford, PA History (with Honors) Thesis Title: “Academics and Acculturation at the Carlisle Indian Industrial School, 1879-1918”	1999

RESEARCH INTERESTS

- Public-private dynamics in organized prosocial work, that which is intended to benefit others.
- Work and employment, including human resources, labor markets, careers, and the work-life interface.
- The professionalization of organized prosocial work.

PROFESSIONAL MEMBERSHIP

Association for Research on Nonprofit and Voluntary Associations	2008-present
Academy of Management	2010-present
Sections: Organization Management Theory (OMT), Public and Nonprofit (PNP)	
Work and Family Researchers Network	2011-present
European Group for Organization Studies	2017-present
American Sociological Association	2008-present
Sections: Organizations, Occupations, and Work; Economic Sociology	

FELLOWSHIPS AND AWARDS

University of Minnesota

- 2017-2019 University of Minnesota Grant-in-Aid of Research, Artistry and Scholarship (GIA), \$48,110
 2018 Multicultural Research Award from the Institute for Diversity, Equity, and Advocacy, \$6,371

External Sources

- 2018 Junior Scholar at Stanford's Forum in Civil Society, the Nonprofit Sector, and Philanthropy
 2015-17 Work Family Research Network Early Career Scholars Fellowship
 2011-12 Stanford Philanthropy and Civil Society (PACS) Fellowship (Tuition and Stipend)
 2012 ARNOVA Doctoral Fellow
 2011 Stanford Dissertation Support Grant, \$8,000
 2009 ARNOVA Emerging Scholars Award
 2007-11 Stanford Graduate Fellowship for Science and Engineering (Tuition and Stipend)
 2006-07 Rotary Ambassadorial Fellowship (Travel, Tuition, and Stipend)

Grants/Contracts

US DEPT OF LABOR, "Paid Leave Policy and African-American Families in Minneapolis and Saint Paul". Co-Investigator, Declined by Sponsor. (November 1, 2016 - January 26, 2017).

RESEARCH AND PUBLICATIONS

Refereed Journal Articles

- Oelberger, Carrie R.** (2019). "The "Dark Side" of Deeply Meaningful Work: Work-Relationship Turmoil and the Moderating Role of Occupational Value Alignment." *Journal of Management Studies*.
- Oelberger, Carrie R.** (2018). "Cui Bono? Public and Private Goals in Nonprofit Organizations." *Administration and Society*. 50(7), 973-1014
- Quinn, Rand, **Carrie R. Oelberger**, and Debra E. Meyerson. (2016). "Getting to Scale: Ideas, Resources, and the Diffusion of the Charter Management Organization." *Teachers College Record*. 118 (9)

Book Chapters (Peer Reviewed)

- Powell, Walter W., Achim Oberg, Valeska Korff, **Carrie R. Oelberger**, and Karina Kloos. (2017). "Institutional Analysis in a Digital Era: Mechanisms and Methods to Understand Emerging Fields." In New Themes in Institutional Analysis: Topics and Issues from European Research, C. Mazzo, R. Meyer, G. Krücken, and P. Walgenbach (editors), Cheltenham: Edward Elgar
- Oelberger, Carrie R.**, Anne-Meike Fechter, and Ishbel McWha-Hermann (2017). "Managing Human Resources in International NGOs." In The Nonprofit Human Resource Management Handbook: From Theory to Practice, J. Sowa and J. Word (editors), CRC Press/Taylor and Francis

Journal Manuscripts Currently Under Review

Oelberger, Carrie R. “How People with Work Devotion and Family Aspirations Navigate Career Decision-Making” *Research at Organization Science*

Journal Manuscripts Currently in Development

Oelberger, Carrie R. “Beyond Assumptions of Altruism: Examining Nonprofit Employee Work Preferences, Experiences, Satisfaction, and Turnover” (Target journal: *Academy of Management Journal*)

Oelberger, Carrie R., Jesse Lecy, and Simon Shachter. “Examining Decision-Making Under Uncertainty: International Grantmakers and their Selection of Local versus Global NGOs” (Target journal: *Nonprofit and Voluntary Sector Quarterly*)

Oelberger, Carrie R and Simon Shachter. “Institutional Learning: How Private Foundations Can Help Us Get Beyond Organizational Learning” (Target journal: *Administrative Science Quarterly*)

Oelberger, Carrie R., Achim Oberg, and Walter Powell. “Emergence or Evolution? A Historical Analysis of Discourse on Social Impact” (Target journal: *Voluntas*)

Oelberger, Carrie R., and Robin Phinney. “Work-Life Integration among People who Perform Relational Work” (Target journal: *Administrative Science Quarterly*)

Invited Presentations

- 2019 University of Auckland (Business School)
- 2018 University of California, Irvine (Merage Business School)
 University of California, Irvine (Department of Urban Planning and Public Policy)
 University of California, Davis (Graduate School of Management, Qualitative Conference)
 Yale University (School of Management, 15th Annual Meaning Meeting)
 Stanford University (Junior Scholars Forum in Civil Society, the Nonprofit Sector, and Philanthropy)
- 2017 Yale University (School of Management, 14th Annual Meaning Meeting)
 University of Minnesota (Minnesota Population Center; Work, Family, Time Workshop)
- 2016 Yale University (School of Management, 13th Annual Meaning Meeting)
 Notre Dame (Mendoza College of Business, Wellbeing Symposium)
- 2015 Yale University (School of Management, 12th Annual Meaning Meeting)
 University of Minnesota (Carlson School of Management, Work and Organizations Mini-Conference)
 University of Minnesota (Department of Sociology, Workshop Series)
 University of Minnesota (Minnesota Population Center; Work, Family, Time Workshop)

- 2014 University of Minnesota (Carlson School of Management, Strategic Management and Entrepreneurship Seminar Series)
- 2013 Emory University (Goizueta Business School, 1st Annual Social Entrepreneurship Meeting)
University of Washington (Bothell Business School)
Syracuse University (Maxwell School)
University of Michigan (Ross Business School, 10th Annual Meaning Meeting)

Refereed Conference Presentations

- 2018 “The “Dark Side” of Deeply Meaningful Work: Work-Relationship Turmoil and the Moderating Role of Occupational Value Alignment.” Work-Family Researchers Network. Washington, D.C.
- “How People with Work Devotion and Family Aspirations Navigate Career Decision-Making” European Group of Organizational Scholars. Tallinn, Estonia
- “Privatizing the Public Sphere? Exploring the Roles of Nonprofit Organizations in a Neoliberal Democracy” Professional Development Workshop (Co-Convener) at Academy of Management (PNP Division). Chicago, IL.
- 2017 “Tipping the Scales: How Meaningful Work Increases Work-Life Conflict and the Moderating Role of Occupational Value Alignment with Close Others” Academy of Management Annual Meeting, OB/OMT/PNP Symposium. Atlanta, GA
- “Beyond Assumptions of Altruism: Job Satisfaction in an Age of Nonprofit Professionalization”
Academy of Management Annual Meeting, PNP Session. Atlanta, GA
Association for Research on Nonprofit and Voluntary Associations Annual Meeting, Grand Rapids, MI
- “Retention and its Discontents: How Employees Navigate Emotionally Consequential Career Decisions”
International Conference for Work and Family. ESADE, Barcelona, Spain
European Group of Organizational Scholars. Copenhagen, Denmark
Wharton’s People and Organizations Conference. Philadelphia, Pennsylvania
- “How Transnational is International Grantmaking?”
West Coast Data Conference. Evans School of Public Policy, Seattle, WA
Association for Research on Nonprofit and Voluntary Associations Annual Meeting, Grand Rapids, MI
- 2016 “Institutional Exploitation and Exploration” American Sociological Association Annual Meeting. Seattle, WA.
- “There’s More to Life than (Meaningful) Work: How the Pursuit of Meaning in One’s Personal Life Informs Career Management Strategies”
Work-Family Researchers Network Annual Meeting. Washington, D.C.

Meaningful Work Symposium. Auckland University of Technology. Auckland, New Zealand.

- 2015 “Negotiating a Meaningful Life: Personal Relationships and Career Paths in International Aid” Association for Research on Nonprofit and Voluntary Associations Annual Meeting, Paper Session. Chicago, IL.
- “Socio-spatial Distance of New Partner Selection in Transnational Grantmaking.” Academy of Management Annual Meeting, OMT Session. Vancouver, BC.
Public Management Research Association Annual Meeting. Minneapolis, MN.
- 2014 “Private Lives and Public Service: Transnational Aid Work in the New Economy.” Eastern Sociological Society Annual Meeting, Invited panel on Invisible Work in Visible Work. Baltimore, MD.
- 2013 “Fulfilled or Fed-up? Public Service Work in the New Economy.” Association for Research on Nonprofit and Voluntary Associations Annual Meeting, Hartford, CT.
- “The Operative Goals of Private Foundations.” Academy of Management Annual Meeting, PNP Session. Orlando, FL.
- “Stability or Mobility? Career Opportunities and Constraints at the Job, Organizational, and Field levels.” Public Management Research Association Annual Meeting. Madison, WI.
- “Families and Philanthropy: A Proposed Typology of Independent Foundation Organizational Structures.” Public Management Research Association Annual Meeting. Madison, WI.
- 2012 “Co-exist, Colonize, or Combine? Accounting for Patterns of Discourse on Nonprofit Evaluation.” Academy of Management Annual Meeting, OMT Session, Boston, MA.

TEACHING AND CURRICULUM DEVELOPMENT

University of Minnesota

Teaching

PA 5011: Management of Organizations

PA 5151/PA 8151: Organizational and Institutional Perspectives on Global Development

PA 8003: Doctoral Seminar on Management

Curriculum Development

Substantial revisions to PA 5011 for Fall 2015, based on interviews with current and former students, zip evaluations, and lengthy meetings with Professor Melissa Stone

Developed a new course, PA 5151, for Spring 2016

Co-designed a new course, PA 8106, in collaboration with the full management and leadership faculty

Faculty Development Activities Regarding Teaching

Met with experts from the Center for Educational Innovation (2015)

Participated in a 5-week webinar on Effective Teaching offered by the Center for Faculty Development and Diversity (2015)

ADVISING AND MENTORING

Graduate/Professional Student Activities

Doctoral Committees Served On

Danbi Seo (Humphrey School, member, 2016-present)
Haram Seo (Carlson School, member, 2017-present)
Emily Springer (Sociology, member, 2016-present)
Aimzhan Izatyeva (Sociology, member, 2017-present)
Nir Rotem (Sociology, member, 2017-present)
Emily Bryant (Sociology, Boston University, outside member, 2017-present)
Catherine McKay (Humphrey School, member, 2017-2018)

Master's Students Professional Papers

Brooke Dirtzu (MPP, chair, 2018)
Jenna Andriano (MPP, member, 2016)
Matt Gieseke (MPP, member, 2016)

Master's Student Advisees

Athena Empson Adkins (MPA, 2017-present)
Jessica Hartnett (MPA, 2017-present)
Keri Schneider (MPA, 2017-present)
Akua Opoku (MPP, 2017-present)
Hanna Ruth (MPP, 2017-present)
Ashley Lawson (MPP, 2017-present)
Matthew Baumann (MPP, 2017-present)
Brooke Dirtzu (MPP, 2017-present)
Teresa De Vries (MPP, 2016-present)
Lindsey Hofer (MPP, 2016-present)
Kirsten Henry (MPP, 2016-present)
Fun Fun Cheng (MPA, 2017-2018)
Jessica Nelson (MPA, 2017-2018)
Jennifer Strait (MPA, 2017-2018)
Nicholas Neuman (MPP, 2016-2018)
Caitlin Zaroni (MPP, 2016-2018)
Sarah Abe (MPP, 2015-2018)
Kirsten Gray (MPA, 2017-2018)
Amineh Safi (MPP, 2016-2018)

Research Assistants Supervised

Diego Villagra Mostaceros
Lauren Walker
Devan Stewart
Tayler Nelsen (volunteer)
Kai Peterson
Muizz Alaradi
Alyce Eaton

Teaching Assistants Supervised

Alex Sevett
Nishank Varshney
Anna Johnson
Chelsey Arbury

Undergraduate Student Honors Theses Supervised

Natalie Velenchenko (Carlson School, 2018)
Madeline Verbeten (Carlson School, 2017)

Other Mentoring Activities (Duration of Mentorship Noted)

Other Mentorship at the University of Minnesota

Taylor Nelsen (Sociology PhD, 2017-present)
Karnamadakala Rahul Sharma (Humphrey School PhD, 2015-2016)
Kaylee Myhre Errecaborde (Humphrey School PhD, 2015)
Nicholas Poggioli (Carlson School PhD, 2015-2016)
Patty Dahm (Carlson School PhD, 2015)
Evan Stewart (Sociology PhD, 2015)
Jasmine Trang Ha (Sociology PhD, 2016)
Kate Gurke (MS-STEP, 2017)

Outside Mentorship

Simon Shachter, Sociology, University of Chicago (2017-present)
Lindsey Cameron, University of Michigan Ross School of Business (2016-present)
Alice Chan, Harvard Business School (2016-present)
Gemma Houldey, University of Sussex (2016-present)

SERVICE AND PUBLIC OUTREACH

Professional Service

Ad Hoc Reviewer:

Nonprofit and Voluntary Sector Quarterly
Journal of Public Administration Research and Theory
Public Administration Review
Nonprofit Management and Leadership
Social Forces
Human Relations
National Science Foundation

Notes Editor, Work and Family Researchers Network (2017-2018)

Interviewed Christine Bataille, faculty member at Ithaca College, on her research on work-family conflict for working women, and wrote a two page report, published through the WFRN network

Symposium Lead, Academy of Management (2016-2017)

Organized a symposium of leading scholars examining the "dark side" of meaningful work for the annual Academy of Management conference, the leading scholarly meeting for management scholars

Philanthropy Track, ARNOVA Conference (2016 & 2017)

Reviewed 60 proposals, provided recommendations and feedback (2016, member)

Reviewed 200 proposals, collated recommendations from other reviewers, made final decisions, and clustered accepted papers into panels (2017, chair)

Humphrey School Service

Member, Public and Nonprofit Leadership Center (2014-present)

Member, MDP Committee (2017-present)

Coordinator, Gender Policy Report (2016-present)

Member, Management and Leadership Search Committee (2017)

Participant, Global Policy Faculty Search (2017)

Reviewer, Internship Grant Selection Committee (2017)

Participant, PhD Student Reception (2017)

Member, Alumni Board (2016-2017)

Member, Planning Committee, Public Management Research Conference (2014-2015)

Presenter to Advisory Council Meeting (2014)

Community Service

- Guest Speaker, Equity Works Network, Minneapolis. (2017)
- Presented research to MN congressional members in Washington D.C. in support of paid sick leave, paid family leave, and fair scheduling. (2016)
- Assisted in a review of survey development for methodological integrity for nonprofit organization that supports youth development. (2016)
- Invited to participate in the "core group" of the Silos to Circles network, a Minnesota-based, cross-sector, multi-stakeholder collaboration, seeking to foster community capacity for health and well-being by supporting, learning from, and responding to community resiliency planning efforts to build a case for policy and funding innovation. (2016)
- Participated in three lengthy meetings and ongoing conversations with the Minnesota Council on Foundations (MCF) to assist in developing a contract with the PNLC to provide professional development for their foundation members on philanthropic activity, grantmaking, and organizational issues. (2015)

OP-EDS, MEDIA APPEARANCES, AND PUBLIC PRESENTATIONS

“Navigating Work-Life Conflict” (8 March 2018) Civios Interview.

<https://www.hhh.umn.edu/news/navigating-work-life-conflict>

“Moms Lack Support in Workplace” (14 October 2015) Minnesota Daily.

<http://www.mndaily.com/article/2015/10/moms-lack-support-workplace>

“How Does Professionalization Impact International Human Rights Organizations?” (7 May 2015) Open

Global Rights Blog. <https://www.opendemocracy.net/openglobalrights/carrie-oelberger/how-does-professionalization-impact-international-human-rights-org>

Public Presentations

Theory to Practice: Work-Life Integration (2017)

Co-designed and implemented a training course with community practitioner, Suzanne Koeplinger, for students, staff, and faculty at UMN, in addition to community members, as an introduction to work-life integration.

Social Network Analysis for Doctoral Research (2017)

Designed and taught a workshop to HHH PhD students on social network analysis in doctoral research, including an overview of theory and methods, and links to resources within the U and beyond for further study

Social Network Analysis for Public Affairs (2017)

Designed and implemented a training seminar for UMN and non-UMN students, staff, faculty, and other interested in utilizing theory and/or methods of SNA to analyze and understand public affairs work.

Guest Lectures

International NGOs (2017; 3 instances)

Humphrey School PhD Seminar (2015)

Major-Project Seminar, Sociology Dept. (2016)

Global Public Policy (2016)

PROFESSIONAL AND INDUSTRY EXPERIENCE

- Advisor for a six-year, \$3 million program of international grassroots grantmaking. Reviewed performance bi-annually, and update recommendations to the board for renewal grants. (2009-2014)
- Consultant for grantmaking foundations on issues around monitoring and evaluation. Conducted two major organizational evaluations (2006-2008). Developed and implemented 7-day M&E training workshop for 20 leaders from 10 grassroots NGOs in Tanzania. Facilitated two-day workshop between NGOs and foundation staff. (2010)
- Founder and Director for *Jifunze*, a U.S.-based nonprofit organization that takes an integrated approach to community education in East Africa, with international financial support and strong collaboration with local and national government. Responsible for the overall direction and strategy for the organization. (1999-2006)

- Recruited to design and develop a liberal arts college-based academic center to support issues of peace, justice, and global citizenship through research, teaching, and practice. (2004-2005)
- Designer of a model community educational resource center for rural areas in East Africa. Oversaw management, construction, and implementation of first center in Kiteto, Tanzania. (2001-2004)