

Carrie R. Oelberger

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RESEARCH INTERESTS

Human resources, labor markets, and careers; Interactions between work and home life; Values, meaning, and identity; Professionalization of nonprofit work; Institutional norms and network typology; Grantmaking foundations; International aid

ACADEMIC EMPLOYMENT

University of Minnesota, Humphrey School of Public Affairs, Minneapolis, MN
Assistant Professor of Public and Nonprofit Leadership and Management (2014-present)

EDUCATION

Stanford University, Stanford, CA

Ph.D., 2014, Organization Studies

Dissertation Title: "Private lives and public service: Role negotiation, career paths, and the microfoundations of institutional norms"

Committee Members: Woody Powell (Chair), Doug McAdam, Debra Meyerson, Francisco Ramirez

M.A., 2010, Sociology

Qualifying Paper Title: "*Cui bono?* The pursuit of private goals through nonprofit organizations"

Victoria University, Wellington, New Zealand

M.A., 2006, Indigenous Education

Haverford College, Haverford, PA

B.A. with Honors, 1999, History

Thesis Title: "Academics and Acculturation at the Carlisle Indian Industrial School, 1879-1918"

RECENT FELLOWSHIPS AND AWARDS

2015-17 Work Family Research Network Early Career Scholars Fellowship
2012 ARNOVA Doctoral Fellow
2011-12 Stanford Philanthropy and Civil Society (PACS) Fellowship (Tuition and Stipend)
2011 Stanford Dissertation Support Grant
2009 ARNOVA Emerging Scholars Award
2007-08 Foreign Language and Area Studies (FLAS) Fellowship (Tuition and Stipend, declined)
2007-11 Stanford Graduate Fellowship for Science and Engineering (Tuition and Stipend)
2006-07 Rotary Ambassadorial Fellowship (Travel, Tuition and Stipend)

PEER REVIEWED MANUSCRIPTS

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)

Oelberger, Carrie R. (Forthcoming). "*Cui bono?* Private Goals in the Design of Public Organizations." *Administration and Society*.

BOOK CHAPTERS

Powell, Walter W., Achim Oberg, Valeska Korff, **Carrie R. Oelberger**, and Karina Kloos. (Forthcoming). "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 (Forthcoming). "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

WORKING PAPERS

Oelberger, Carrie R. "There's More to Life than (Meaningful) Work: How the Pursuit of Meaning in One's Personal Life Informs Career Management Strategies"

Oelberger, Carrie R. "Competing for Meaning: Work-Life Conflict in Deeply Meaningful Work"

Oelberger, Carrie R. "Measuring (All) Motives: Developing a Comprehensive Scale of Work Values"

Oelberger, Carrie R. "Beyond Assumptions of Altruism: Job Satisfaction in an Age of Nonprofit Professionalization"

Oelberger, Carrie R. and Jesse Lecy. "Institutional Learning? Organizational Exploration, Partner Selection, and the Structuring of Transnational Networks."

INVITED TALKS

2016 "Meaning Analysis as a Strategy to Navigate Complex Choice Points and Careers"
Yale University (School of Management, 13th Annual Meaning Meeting)
Notre Dame (Mendoza College of Business, Wellbeing Symposium)

2015 "Negotiating Personal and Professional Identities in International Aid Work"
Yale University (School of Management, 12th Annual Meaning Meeting)

“Opportunities and constraints: Career investments and workforce mobility in international aid.”
University of Minnesota (Carlson School of Management, Work and Organizations Mini-Conference)

“Negotiating a Meaningful Life: Personal Relationships and Career Paths in International Aid”
University of Minnesota (Department of Sociology, Workshop Series)
University of Minnesota (Minnesota Population Center; Work, Family, Time Workshop)

2014 “Institutional exploitation and exploration: Socio-spatial distance of new partner selection.”
University of Minnesota (Carlson School of Management, Strategic Management and Entrepreneurship Seminar Series)

2013 “A thousand wildflowers or an English garden? Investment patterns and the structuring of transnational networks.”
Emory University (Goizueta Business School, 1st Annual Social Entrepreneurship Meeting)
University of Washington (Bothell Business School)

“When the personal, the professional, and the political clash: Role negotiation and the balancing act between private lives and public service.”
University of Michigan (Ross Business School, 10th Annual Meaning Meeting)

CONFERENCE PRESENTATIONS

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, Paper Session. Hartford, CT.
- “The operative goals of private foundations.” Academy of Management Annual Meeting, Public and Nonprofit Division 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 “Innovation and replication: Managing the uncertainty of international grantmaking.” American Sociological Association Annual Meeting. Denver, CO
- “Co-exist, Colonize, or Combine? Accounting for patterns of discourse on nonprofit evaluation.” Academy of Management Annual Meeting, Organization and Management Theory Division Session, Boston, MA.
- 2010 “For the public good? A typology of independent foundation organizational structures.” American Sociological Association Annual Meeting, Public and Nonprofit Division. Atlanta, GA
- 2009 “U.S. foundation grantmaking patterns to non-Western NGOs.” Association for Research on Nonprofit and Voluntary Associations Annual Meeting, Paper Session. Cleveland, OH.
- “For the public good? A typology of independent foundation organizational structures.” Association for Research on Nonprofit and Voluntary Associations Annual Meeting, Poster Session. Cleveland, OH. *Winner of Best Poster Award.

SERVICE AND MEMBERSHIPS

American Sociological Association, Member, 2008 – present. Sections: Organizations, Occupations, and Work; Economic Sociology; Global/Transnational Sociology

Association for Research on Nonprofit and Voluntary Associations, Member, 2008 – present

Academy of Management, Member, 2010 – present. Sections: Organization Management Theory (OMT), Public and Nonprofit (PNP)

Work and Family Researchers Network, Member, 2011 – present

Public Management Research Association, Member 2013-present

Ad hoc reviewer: *Social Forces*, *Human Relations*, *Nonprofit and Voluntary Sector Quarterly*, *Journal of Public Administration Research and Theory*, *Public Administration Review*, *Nonprofit Management and Leadership*

OP-EDS AND POLICY BRIEFS

Oelberger, Carrie R. (7 May 2015) How does professionalization impact international human rights organizations? Open Global Rights Blog. <https://www.opendemocracy.net/openglobalrights/carrie-oelberger/how-does-professionalization-impact-international-human-rights-org>

PROFESSIONAL AND INDUSTRY EXPERIENCE

- Advisor for a six-year, \$3 million program of international grantmaking. Review 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)

RESEARCH SKILLS

- Qualitative: structured and unstructured interviews, ethnography, field study, archival research
- Quantitative: longitudinal survey design and analysis, social network analysis, statistical analyses (factor analyses, quasi-experimental methods, OLS and discrete outcomes regression)
- Software knowledge: Stata, SPSS, UCINet, Pajek, Qualtrics, NVivo, HyperResearch

LANGUAGE SKILLS

English (native), Swahili (fluent), French (basic), Spanish (basic)

Updated: January, 2017