

## Carrie R. Oelberger

University of Minnesota  
Humphrey School of Public Affairs, #249  
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### EMPLOYMENT

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|                                                                           |              |
|---------------------------------------------------------------------------|--------------|
| Associate Professor of Management and Leadership, University of Minnesota | 2024-present |
| Humphrey School of Public Affairs                                         |              |
| Affiliate Faculty Department of Sociology                                 | 2015-present |
| Affiliate Faculty Center for Gender and Public Policy                     | 2016-present |
| Affiliate Faculty Interdisciplinary Center for the Study of Global Change | 2018-present |
| McKnight Land-Grant Professor, University of Minnesota                    | 2023-2025    |
| Assistant Professor of Management and Leadership, University of Minnesota | 2014-2024    |

### EDUCATION

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|-------|-------------------------------------------------------------------------------------|------|
| PhD   | Stanford University, Stanford, CA<br>Organization Studies                           | 2014 |
| MA    | Stanford University, Stanford, CA<br>Sociology                                      | 2010 |
| PGDip | Victoria University, Wellington, New Zealand<br>Māori and Pacific Nations Education | 2006 |
| BA    | Haverford College, Haverford, PA<br>History (with Honors)                           | 1999 |

### FELLOWSHIPS AND AWARDS

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#### University of Minnesota

2023-2025 McKnight Land-Grant Professorship, \$50,000

2020 Best Instructor of the Year, Humphrey School of Public Affairs

2019-2020 Institute for Advanced Study Residential Fellowship, Spring 2020.

2018 Best Instructor of the Year, Humphrey School of Public Affairs

2017-2019 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

**RESEARCH AND PUBLICATIONS** \*denotes co-author is a student or research assistant

***Refereed Journal Articles***

Gaynor, Tia S. and **Carrie R Oelberger**. (2025). "A Dying Moment: Liberating the public service with bardos and butterflies." *Administrative Theory & Praxis*, 1-11. (<https://www.tandfonline.com/doi/full/10.1080/10841806.2025.2555646>)

**Oelberger, Carrie R.**, Alyce Eaton\*, and Jung Ho Choi\*. (2025) "One Size Fits All? Exploring Motivation for Public Employees with a Job Fit Framework and Response Surface Analysis." *Review of Public Personnel Administration*, 45(2), 333-364. (<https://doi.org/10.1177/0734371X231218898>)

**Oelberger, Carrie R.** (2024) "Work Devotion as Identity Armor? How Single Professionals with Relationship Aspirations Use Career Decisions to Manage Their Identities" *Organization Science*, 35(4), 1443-1472. (<https://doi.org/10.1287/orsc.2018.11618>)  
- Won Best Paper Award at EGOS (European Group of Organizational Scholars) in 2019.

**Oelberger, Carrie R.** (2024) "Beyond Assumptions of Altruism: Examining Nonprofit Work with a Job Fit Framework and Response Surface Analysis." *Nonprofit Management and Leadership*, 35(1), 191-217. (<https://doi.org/10.1002/nml.21610>)

**Oelberger, Carrie R.** (2024) "Avoiding Burnout with Compassionate Accompaniment: A Novel Approach to Training, Selecting, Managing, and Regulating Frontline Workers." *Nonprofit Policy Forum*, 15(2), 153-166. (<https://doi.org/10.1515/npf-2023-0007>)

**Oelberger, Carrie R.**, and Simon Shachter\*. (2021). "National Sovereignty and Transnational Philanthropy: The Impact of Countries' Foreign Aid Restrictions on U.S. Foundation Funding" *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*, 32(2), 204-219. (<https://link.springer.com/article/10.1007/s11266-020-00265-y>)

**Oelberger, Carrie R.**, Jesse Lecy, and Simon Shachter\*. (2020). "Going the Extra Mile: The Liability of Foreignness in U.S. Foundation International Grantmaking to Local NGOs." *Nonprofit and Voluntary Sector Quarterly*, 49(4), 776-802. (<https://journals.sagepub.com/doi/10.1177/0899764020901812>)

**Oelberger, Carrie R.** (2019). "The "Dark Side" of Deeply Meaningful Work: Work-Relationship Turmoil and the Moderating Role of Occupational Value Homophily." *Journal of Management Studies*. 56(3), 558-588 (<https://onlinelibrary.wiley.com/doi/abs/10.1111/joms.12411>)

**Oelberger, Carrie R.** (2018). “*Cui Bono? Public and Private Goals in Nonprofit Organizations.*” *Administration and Society*. 50(7), 973-1014 (<https://journals.sagepub.com/doi/10.1177/0095399716659735>)

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), 1-44 (<https://journals.sagepub.com/doi/abs/10.1177/016146811611800902>)

### ***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 or in Development***

**Oelberger, Carrie R** and Simon Y. Shachter. “The Dynamics of Ecosystem Curation: A Field-Level Theory with Longitudinal Analysis of Transnational Investments” Preparing for submission at *Organization Studies*.

**Oelberger, Carrie R.** “The Myth of Agency.” Preparing for submission at *Administrative Science Quarterly*.

**Oelberger, Carrie R** and Tia Gaynor. “Equanimity in Action: Towards a Theory of Liberatory Leadership and Liberatory Organizations.” Preparing for submission at *Academy of Management Review*.

Lecy, Jesse and **Carrie R Oelberger**. “Managers, Mentors, Monitors, and Coaches: The Role of Organizational Leadership in Creating and Preventing Employee Burnout.” Preparing for submission at *Journal of Public Administration Research and Theory*.

### ***Invited Presentations***

2025      Panelist for Academy of Management Symposium on Crafting Qualitative Dissertations (Copenhagen, Denmark).

- 2024 Panelist for Academy of Management Symposium on Crafting Qualitative Dissertations (Chicago, IL).
- 2023 Yale University (School of Management, 19<sup>th</sup> Annual Meaning Meeting)  
Panelist for Academy of Management Symposium on Crafting Qualitative Dissertations (Boston, MA).
- 2022 11<sup>th</sup> Annual Nonprofit Public Policy Symposium, 9 to 5: What a Way to Make a Living  
Interrogating Public-Private Boundaries: Considerations for designing for the public good (ARNOVA annual meeting)
- 2021 City, University of London (Bayes Business School)  
Panelist for Academy of Management Symposium on Crafting Qualitative Dissertations (Online).  
Yale University (School of Management, 18<sup>th</sup> Annual Meaning Meeting)
- 2020 Yale University (School of Management, 17<sup>th</sup> Annual Meaning Meeting)  
University of Pennsylvania (Guest Speaker at Symposium on International Organizations: Life cycles and Vitality. Cancelled due to COVID-19.)  
Panelist for Academy of Management Symposium on Crafting Qualitative Dissertations (Online).
- 2019 Invited panelist for Academy of Management Session on Identity and Meaningful Work (Boston).  
University of Auckland (Business School)  
University of Canterbury (Business School)  
Victoria University, Wellington (School of Management)  
Center for Labour, Employment and Work (Victoria University, Wellington)  
Motu: Economic and Public Policy Research (Wellington, New Zealand)
- 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, 15<sup>th</sup> Annual Meaning Meeting)  
Stanford University (Junior Scholars Forum in Civil Society, the Nonprofit Sector, and Philanthropy)
- 2017 Yale University (School of Management, 14<sup>th</sup> Annual Meaning Meeting)  
University of Minnesota (Minnesota Population Center; Work, Family, Time Workshop)
- 2016 Yale University (School of Management, 13<sup>th</sup> Annual Meaning Meeting)  
Notre Dame (Mendoza College of Business, Wellbeing Symposium)
- 2015 Yale University (School of Management, 12<sup>th</sup> 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, 1<sup>st</sup> Annual Social Entrepreneurship Meeting)  
University of Washington (Bothell Business School)  
University of Oregon  
Syracuse University (Maxwell School)  
University of Minnesota (Humphrey School)  
Yale University (School of Management, 10<sup>th</sup> Annual Meaning Meeting)

***Refereed Conference Presentations***

- 2025 “Rethinking Agency with Accompaniment: How Frontline Staff Succeed by Adjusting the Locus of Power” New Directions Workshop, Minneapolis
- 2024 “Managers, Mentors, Monitors, and Coaches: The Role of Organizational Leadership in Creating and Preventing Employee Burnout”  
Public Management Research Conference (PMRC), Seattle
- 2023 “The Myth of Agency”  
European Group of Organizational Scholars, Cagliari
- 2022 “The Myth of Agency”  
Wharton’s People and Organizations Conference, Plenary Presentation, Philadelphia  
Academy of Management, Seattle  
Association for Research on Nonprofit and Voluntary Associations, Raleigh
- 2021 “Work Devotion as Identity Shield.”  
Academy of Management, virtual
- “Avoiding Burnout: How Institutional Outsiders Embody Successful Alternative Roles”  
Positive Organizational Scholarship, virtual  
European Group of Organizational Scholars, virtual  
Association for Research on Nonprofit and Voluntary Associations, Atlanta
- 2020 “The Role of Goals and Needs in the Authentic Self in Work and Family Domains”

Academy of Management. [Cancelled due to COVID-19 pandemic.]

- 2019 “Who Am I Without Work?” How Relationship Aspirations Threaten the Work Devoted Self, and How People Use Work Prioritization as Identity Insurance to Manage Uncertainty.”  
Academy of Management, Boston.  
Association for Research on Nonprofit and Voluntary Associations, San Diego
- “How Warm is the Glow? Using Polynomial Regression and Response Surface Methodology to Examine How Preferences for and Experiences of Prosocial Work Interact to Influence Job Satisfaction.”  
Association for Research on Nonprofit and Voluntary Associations, San Diego
- “Institutional Learning: How Private Foundations Can Help Us Get Beyond Organizational Learning.”  
International Research Society for Public Management, Wellington, New Zealand.
- 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, 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, 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, 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.

## CONFERENCES ORGANIZED

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*New Directions Workshop* (Annually, 2020 to present)

Sponsored by the University of Minnesota

The annual New Directions workshop cultivates a community of scholars who seek to understand systems that perpetuate inequity and injustice. We examine the communities, organizations, movements, governments, and institutions that both maintain and challenge such systems. What sets us apart from other academic conferences is (1) the breadth of disciplinary perspectives included in our community and (2) the unique format of our meetings. First, by encouraging critical reflection on the assumptions we each make in our own research, we push each other in new directions. Second, we believe that making progress on crucial questions requires new ways of gathering, of sharing our work, and of giving feedback. Our workshop aims to increase rigor and relevance, and decrease performativity and posturing, all while being kind to one another.

## PROFESSIONAL MEMBERSHIPS

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|                                                                           |              |
|---------------------------------------------------------------------------|--------------|
| Association for Research on Nonprofit and Voluntary Associations (ARNOVA) | 2008-present |
| Academy of Management (AoM)                                               | 2010-present |
| Sections: Organization Management Theory (OMT), Public & Nonprofit (PNP)  |              |
| Work and Family Researchers Network (WFRN)                                | 2011-present |
| European Group for Organization Studies (EGOS)                            | 2017-present |
| American Sociological Association (ASA)                                   | 2008-2018    |

## TEACHING AND CURRICULUM DEVELOPMENT

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### University of Minnesota

*Teaching and Curriculum Development (All Syllabi Available on my Website or Upon Request)*

PA 5011: Management of Organizations

- Revised each semester it has been taught, including the removal and addition of different weeks of content, updating to include practitioner speakers, and revising assignments

PA5124: Understanding and Addressing Burnout

- Developed a new course with enrollment drawing across the University of Minnesota. Revised and updated each time it was taught.

PA 5151: Organizational and Institutional Perspectives on Global Development

- Developed a new course, with significant revisions each of the four times it was taught based upon lessons learned from other courses and student feedback..

PA5124: Dialogue as a Transformative Practice

- Developing a new course to be taught in Fall 2026 with enrollment drawing across the University of Minnesota.

PA5190: Embodied Leadership

- Developing a new course to be taught in Spring 2027 with enrollment drawing across the University of Minnesota.

PA 8151: Doctoral Seminar on Organizational and Institutional Perspectives on Global Development

- Designed a new doctoral seminar for students from across University of Minnesota.

PA 8106: Doctoral Seminar on Management

- Co-designed and taught a new course in organizational theory in collaboration with management and leadership faculty

*Faculty Development Activities Regarding Teaching*

The Embodiment Institute's "Embodiment Basics" Course (2026)

Center for Courage and Renewal "Foundations" Program (2026)

Hakomi Association's "The Hakomi Method" (2025)

Mindfulness Association's "Foundations in Compassion" (2025)

Black Octopus Society/Resmaa Menakem's "Embodied Somatic Abolitionism" (2025)

Authentic Relating Training: Levels 1 & 2 (2025)

Barre Center's Insight Dialogue Awakening White Awareness Course (2025)

Constructive Dialogue Institute's Foundations in Facilitating Dialogue (2024)

University of Minnesota's "Navigating Challenging Conversations" Workshop (2024)

University of Michigan's Intergroup Dialogue Training (2023)

Blackbird Revolt's "Racism Untaught" Workshop (2022)

University of Minnesota's "Anti-Racism Work: Dismantling your Practice" (2021)

University of Minnesota's "Teaching with Intention: Facilitating Challenging Classroom Conversations" (2018)

Center for Faculty Development and Diversity's Effective Teaching Webinar (2015)

**Stanford University**

*Teaching Assistant*

Statistical Methods, for Ph.D. students

Organizational Behavior, for M.A. students

Seminar in Public Service, for M.B.A. students

**ADVISING AND MENTORING**

**UMN Doctoral Dissertation Committees**

1. Farzam Boroomand (Carlson School, Strategy Group, member, 2022-present)
2. Alejandra Diaz (Humphrey School, member, 2019-2025) "Historically Underrepresented: Examining How DEI Policy and Practice Construct Representation in Higher Education"

3. Shuyi Deng (Humphrey School, member, 2021-2024) “Racial Disparities in Nonprofit Funding: Bringing BIPOC Nonprofits into Focus”
4. Aimzhan Izatyeva (Sociology, member, 2017-2023) “Single Fathers and Employment Discrimination: Penalized or Protected?”
5. Jung Ho Choi (Humphrey School PhD, prospectus committee member, 2020-2022)
6. Nir Rotem (Sociology, member, 2017-2022) “Humanitarianism, Development, and Human Rights: The Boundaries of Social Fields in Today’s World Society”. Hebrew University.
7. Haram Seo (Carlson School, Strategy Group, member, 2017-2021) “Corporate Philanthropy as an Ideological Tool for Advocacy”. Texas A&M University.
8. Bori Csillag (Carlson School, Work and Organizations Group, member, 2019-2021) “Perpetual Pivot Points: How Gig Careerists Experience and Navigate Job Search and Job Change”. Oregon State University.
9. Tayler Nelsen (Sociology, prospectus committee member, 2017-2020)
10. Emily Springer (Sociology, prospectus committee member, 2016-2020)
11. Danbi Seo (Humphrey School, prospectus committee member, 2015-2018) "Resource development and use in the early stages of collaboration"
12. Cate McKay (Humphrey School, prospectus committee member, 2015-2017)

## **Graduate/Professional Student Activities**

### *Master’s Students Professional Papers*

1. Wajih Hassan (MHR, chair, 2024)
2. Mere Nailatikau (MPP, member, 2024)
3. Kyla Rathjen (MHR, chair, 2023)
4. Brooke Dirtzu (MPP, chair, 2018)
5. Jenna Andriano (MPP, member, 2016)
6. Matt Gieseke (MPP, member, 2016)

### *Undergraduate Student Honors Theses Supervised*

1. Natalie Velenchenko (Carlson School of Management, 2018)
2. Madeline Verbeten (Carlson School of Management, 2017)

### *Master’s Student Advisees*

1. Eddie Napoli-Quisling (MPP, 2023-2025)
2. Sadie Botine (MPP, 2024-2026)
3. Nurudin Barre (MHR, 2024-2026)
4. Zoe Bartholomew (MPA, 2022-2025)
5. Constance Carlson (MPA, 2022-2025)
6. [Maria Gjerdrum](#) (MPP, 2022-2024)
7. Yeng Vang (MPP, 2022-2024)
8. Kirsten Lidyaev (nee Henry) (MPP, 2016-present)
9. Eric Howard (MPA, 2020-2022)
10. Ian Williams (MPA, 2020-2022)
11. Calla Oftedahl (MPA, 2020-2022)
12. Kaitlin Ostlie (MPA, 2019-2021)

13. Heidi Jedlicka Halvarson (MPA, 2019-2021)
14. Rosalie Talbot (MHR, 2019-2021)
15. Ania McDonnell (MPP, 2019-2021)
16. Martha Crean (MPP, 2019-2021)
17. Sarah Friedman (MPP, 2019-2021)
18. Andre Ingram (MPP, 2019-2021)
19. Tegan Lecheler (MPP, 2019-2021)
20. Athena Empson Adkins (MPA, 2017-2019)
21. Jessica Hartnett (MPA, 2017-2019)
22. Keri Schneider (MPA, 2017-2019)
23. Akua Opoku (MPP, 2017-2019)
24. Hanna Ruth (MPP, 2017-2019)
25. Ashley Lawson (MPP, 2017-2019)
26. Matthew Baumann (MPP, 2017-2019)
27. Brooke Dirtzu (MPP, 2017-2019)
28. Teresa De Vries (MPP, 2016-2019)
29. Lindsey Hofer (MPP, 2016-2019)
30. Fun Fun Cheng (MPA, 2017-2018)
31. Jessica Nelson (MPA, 2017-2018)
32. Jennifer Strait (MPA, 2017-2018)
33. Kirsten Gray (MPA, 2017-2018)
34. Nicholas Neuman (MPP, 2016-2018)
35. Caitlin Zanonì (MPP, 2016-2018)
36. Amineh Safi (MPP, 2016-2018)
37. Sarah Abe (MPP, 2015-2018)

*Research Assistants Supervised*

1. Kimberly Napoline (2021-2022)
2. Steve Rogness (2019-2021)
3. Muizz Alaradi (2018-2019)
4. Kai Peterson (2018)
5. Alyce Eaton (2017-2019)
6. Tayler Nelsen (volunteer, 2017-2019)
7. Devan Stewart (2015-2017)
8. Lauren Walker (2015-2016)
9. Diego Villagra Mostaceròs (2014-2015)

*Teaching Assistants Supervised*

1. Osahon Akpata-Tanious (2024-2025)
2. Merewalesi Nailatikau (2023-2024)
3. Marcail Distantè (2022-2023)
4. Rowan Hilty (2021)
5. James Clinton (2019)
6. Vanessa Voller (2019)
7. Nishank Varshney (2017)
8. Anna Johnson (2017-2018)

9. Alex Sevett (2016-2017)
10. Eric Armacanqui (2015-2016)
11. Chelsey Arbury (2015)

### **Other Mentoring Activities (Duration of Mentorship Noted)**

#### *Other Mentorship at the University of Minnesota*

1. Shahrin Upoma (Humphrey School President's Postdoctoral Fellow, 2021-2023)
2. Karnamadakala Rahul Sharma (Humphrey School PhD, 2015-2016)
3. Kaylee Myhre Errecaborde (Humphrey School PhD, 2015)
4. Nicholas Poggioli (Carlson School of Management PhD, 2015-2016)
5. Patty Dahm (Carlson School of Management PhD, 2015)
6. Evan Stewart (Sociology PhD, 2015)
7. Jasmine Trang Ha (Sociology PhD, 2016)
8. Kate Gurke (MS-STEP, 2017)

#### *Outside Mentorship*

1. Soojung Lee (Education PhD, Harvard University, external committee member, 2023-present)
2. Simon Shachter (Sociology PhD, University of Chicago, 2017-present)
3. Emily Bryant (Sociology PhD, Boston University, external committee member, 2017-2019)

## **SERVICE AND PUBLIC OUTREACH**

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### **Professional Service**

#### **Ad Hoc Reviewer:**

*Academy of Management Journal, Administrative Science Quarterly, Organization Science, Journal of Management Studies, American Journal of Sociology, Social Forces, Human Relations, Journal of Public Administration Research and Theory, Public Administration Review, Review of Public Personnel Administration, Nonprofit and Voluntary Sector Quarterly, Nonprofit Management and Leadership (Editorial Board), Third World Quarterly, National Science Foundation*

Panelist, Academy of Management PDW "Navigating Qualitative Dissertations" (2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025)

#### **Co-Convener, Academy of Management (2018)**

Organized a professional development workshop for over 40 leading scholars entitled, "Privatizing the Public Sphere? Exploring the Roles of Nonprofit Organizations in a Neoliberal Democracy" for the annual Academy of Management conference, the leading scholarly meeting for management scholars.

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)

**University of Minnesota Service**

Member, McKnight Land-Grant Selection Committee (2024)

Member, Interdisciplinary Center for the Study of Global Change (2018-present)

Member, Minnesota Population Center (2015-present)

**Humphrey School Service**

Area and Committee Responsibilities

Area Chair, Leadership and Management Area (Spring 2025)

Member, Leadership and Management Area (2014-present)

Member, Global Policy Area (2014-present)

Coordinator, Gender Policy Report (2016-present)

Member, Curriculum Committee (2025)

Member, Executive Council (2024-present)

Member, Awards Committee (2022-present)

Member, Admissions Committee (2019-2021)

Member, Public and Nonprofit Leadership Center (2014-2019)

Member, MDP Committee (2017-2019)

Member, Alumni Board (2016-2017)

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

Faculty Searches

Participant, Global Policy Faculty Search (2023)

Member, Management and Leadership No-Search Hire Committee (2023)

Participant, Stassen Global Policy Faculty Search (2023)

Participant, MURP Faculty Search (2023)

Participant, Management and Leadership Faculty Search (2021)

Member, Management and Leadership Postdoc Search Committee (2020)

Participant, Global Policy Faculty Search (2019)

Participant, STEP Faculty Search (2019)  
Participant, STEP Faculty Search (2018)  
Member, Management and Leadership Faculty Search Committee (2017)  
Participant, Global Policy Faculty Search (2017)

Other

Reviewer, Internship Grant Selection Committee (2017)  
Participant, PhD Student Reception (2016-present)  
Presenter to Advisory Council Meeting (2014)

**Community Service**

- Guest on Eudaimonic by Design PodClub to discuss the myth of agency and how to avoid burnout in 2025 (April 2025)
- Guest on student-run 2025 Climate series: Avoiding Burnout (April 2025)
- Guest on Meaningful Work Matters podcast (November 2024)
- Guest on MPR's Angela Davis show to discuss burnout and vacation (June 2024)
- Breakfast Bites presentation through UMN extension on Burnout (May 2024)
- Presented research-relevant findings to an audience of over 500 nonprofit leaders (2022)
- Advisor and contributor to Equity Works Network, organizing and presenting relevant research on work-life integration and sustainable human resource practices (2017-present)
- 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. (2016-2018)
- 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)
- Participated in three day-long meetings and ongoing conversations with the Minnesota Council on Foundations (MCF) to assist in professional development for their foundation members on philanthropic activity, grantmaking, and organizational issues. (2015)