

Dr. Charlotte Traeger

Curriculum Vitae
December 2022

KPM Center for Public Management
University of Bern
Schanzeneckstrasse 1
3001 Bern - Switzerland
Charlotte.traeger@kpm.unibe.ch

ACADEMIC EXPERIENCES

- 08/2022-
Present **University of Bern, Bern**
Postdoctoral researcher at the KPM Center for Public Management, working with Prof. Claus D. Jacobs
- 01/2020-
07/2022 **Hertie School of Governance, Berlin**
Senior research associate in the department of Organization, Strategy and Leadership, led by Prof. Johanna Mair
- 01/2017-
09/2019 **ESCP Business School, Berlin**
Research associate at the chair of Business Information Systems, Chair of Prof. Markus Bick
- 09/2018-
12/2018 **Macquarie University, Sydney**
Visiting research fellow, invited by Prof. Debbie Haski-Leventhal
- 09/2015-
12/2016 **ESCP Business School, Berlin**
Research associate at the chair of Organization and HRM, Chair of Prof. Kerstin Alfes

EDUCATION

- 09/2016-
09/2020 **ESCP Business School, Berlin**
 - PhD in Organization and Human Resource Management (Magna Cum Laude). Title: The professionalization of volunteer management: How organizational practices affect volunteers
 - Doctoral committee: Prof. Kerstin Alfes (1st supervisor, ESCP), Prof. Amanda Shantz (University of St. Gallen), Prof. Christian Durach (ESCP), Prof. Markus Bick (2nd Supervisor, ESCP)
- 09/2008-
09/2012 **ESCP Business School, Paris - London - Berlin**
Program 'Grande Ecole' - Master in Management and Master of Science 'sehr gut'
- 09/2006-
06/2008 **National School of Commerce Bessières, Paris**
'Classe préparatoire aux Grandes Ecoles': Intensive study for successful competitive entry exams to the French top business schools system. Only top 5% accepted nationally

PUBLICATIONS

- 2022 Seelos C., Mair J. and Traeger C. The future of grand challenges research: Retiring a hopeful concept and endorsing research principles. *International Journal of Management Reviews* 00, 1–19. <https://doi.org/10.1111/ijmr.12324>
- 2022 Traeger C., Haski-Leventhal D. and Alfes K. Extending socialization theory: Empirical evidence from volunteer work for refugees in France and in Australia. *Human Relations*, 75(6), 1140-1166
- 2022 Traeger C., Alfes K. and Fürstenberg, N. Perceived organizational support and volunteer outcomes: Evidence from a German environmental nonprofit organization. *Nonprofit and Voluntary Sector Quarterly*, DOI: <https://doi.org/10.1177%2F08997640221103292>

- 2022 Traeger C., Haski-Leventhal D. and Alfes K. Volunteers are at the frontline of the refugee crisis: here's how we can help them do a better job. **The Conversation France**, <https://theconversation.com/volunteers-are-at-the-frontline-of-the-refugee-crisis-heres-how-we-can-help-them-do-a-better-job-173715>.
- 2019 Traeger C. and Alfes K. High-performance human resource practices and volunteer engagement: The role of empowerment and organizational identification. **Voluntas: International Journal of Voluntary and Nonprofit Organizations**, 30, 1022–1035
- 2018 Traeger C., Loewe C. et. al. Exploiting MOOCs for access and progression into higher education institutions and employment market. [//moonliteproject.eu](http://moonliteproject.eu)
- 2019 Read et. al. The MOONLITE Meta-MOOC. A MOOC detailing how to design and utilize MOOCs for refugees. [//moonliteproject.eu](http://moonliteproject.eu)
- 2019 Kluijfhout et. al. The MOONLITE Policy Report on MOOCs for Social Inclusion: Maximizing the potential and minimizing the risks to design and utilize moocs. [//moonliteproject.eu](http://moonliteproject.eu)
- 2019 Camilleri et. al. Cost-Benefit Analysis of MOOC Provision. Applying triple-bottom line reporting to MOOCs and Distance Learning. [//moonliteproject.eu](http://moonliteproject.eu)

GRANTS AND AWARDS

- 2020 **Top Reviewer Award** from the public and nonprofit division of the **Academy of Management** conference.
- 2018 Competitive scholarship of the **German Academic Exchange Service (DAAD)** for a research visit to the Macquarie University (Sydney).
- 2018 Competitive scholarship of the **University of Technology Sydney** for the Sydney International Metropolis conference.
- 2017 Competitive award from the **ESCP Business School** research funding.

CONFERENCE PAPERS AND PRESENTATIONS

- 2020 **Traeger C., Alfes K. and Fürstenberg N.** A Moderated Mediation Model Linking perceived Organizational Support to Volunteer Outcomes. Paper presented at the **80th annual meeting of the Academy of Management (Online)**
- 2019 **Traeger C., Haski-Leventhal D. and Alfes K.** Expanding socialization theory: Volunteering for refugees in France and in Australia. Paper presented at the **79th annual meeting of the Academy of Management. Boston, MA, USA**
- 2018 **Traeger C., Haski-Leventhal D. and Alfes K.** The socialization of new volunteers in Australian nonprofit organizations helping refugees. Paper presented at the **PhD workshop of the International Metropolis conference. Sydney, AU**
- 2018 **Traeger C., Langner N., Alfes K.** Enabling volunteers and stakeholders to improve people's lives: What can organizations do? Symposium organized for the **78th annual meeting of the Academy of Management. Chicago, IL, USA**
- 2018 **Langner N., Traeger C. and Alfes K.** Visionary leadership in NPOs: Implications for volunteers and beneficiaries. Symposium paper presented at the **78th annual meeting of the Academy of Management. Chicago, IL, USA**
- 2018 **Langner N., Alfes K. and Traeger C.** The relationship between team-level HRM practices and team effectiveness: Testing mediating pathways. Paper presented at the **18th annual meeting of the European Academy of Management. Reykjavik, ISL**

- 2017 **Traeger. C.** HR practices and volunteer engagement: The mediating role of empowerment and identification. Paper presented at the **77th annual meeting of the Academy of Management**. Atlanta, GE, USA
- 2016 **Traeger C. and Alfes K.** Corporate volunteering programs and the use of social media. Paper presented at the **7th International Conference on CSR**. Berlin, DE

THIRD-PARTY FUNDED RESEARCH PROJECT

- 2016-2019 **Local coordinator of the Erasmus + MOONLITE** project funded by the European Commission. **Horizon2020**; 3 years
- Managed and coordinated the work package 'Implementation of online solutions to enhance refugees and students' access to higher education and labor market'
 - Co-designed and co-developed a MOOC
 - Conducted cost-benefit analysis for MOOC

IN-HOUSE FUNDED TEACHING PROJECT

- 2015-2016 **Coordinator for the creation and launch of the ESCP Business School MOOC 'Intercultural Management'**. 1 year
- Coordinated the MOOC design and development between five campuses and four professors

SERVICE TO THE ACADEMIC COMMUNITY

Reviewing activities

- *Society and Business Review*
- *Nonprofit and Voluntary Sector Quarterly*
- *International Journal of Human Resource Management*
- *European Management Review*
- *Voluntas: International Journal of Voluntary and Nonprofit Organizations*
- European Academy of Management conference
- Academy of Management conference

BUSINESS EXPERIENCE

- 06.2015-07.2013 **Scansonic MI, Berlin**
- Assistant to the CEO - Managed projects in strategy and finance
- 04.2013-10.2012 **Louis Vuitton, Munich**
- Assistant store manager - Managed team, shop and treasury
- 07.2011-04.2011 **Coca-Cola, Berlin**
- Intern in the department of Commercial and Strategic Customers
- 03.2011-10.2010 **Beiersdorf, Nivea Visage, Hamburg**
- Intern in the department of International Brand Management

LANGUAGE SKILLS

French (native)

English (business fluent)

German (business fluent)