

## Curriculum Vitae

Prof. Dr. Regina H. Mulder  
(21-08-1966, Delfzijl, The Netherlands)

University of Regensburg  
Faculty of Human Sciences  
Chair for Pedagogy/Educational Science  
'Vocational Education and Training, Learning in Organizations'  
Tel.: +49 – (0) 941-943 3823  
Fax: +49 – (0) 941-943 4369  
E-Mail: regina.mulder@ur.de  
Website: edu2.uni-regensburg.de

### **Career**

---

|                      |   |
|----------------------|---|
| 01-04-2004 - present | Chair – full Professor (C4) Pädagogik (Pedagogy/Educational Science): Vocational Education and Training, and Learning in Organisations, University of Regensburg, Germany                       |
| 2000 – 2004          | Vice director of research institute, and head of the department of research on vocational education and training of RISBO Contractresearch b.v. / Erasmus University Rotterdam, The Netherlands |
| 1996 – 2000          | Researcher in social sciences, manager of research projects, RISBO Contractresearch b.v. / Erasmus University Rotterdam   |
| 1992 - 1996          | Researcher NWO (Netherlands Organisation for Scientific Research), placed on secondment at RISBO/ Erasmus University Rotterdam  |
| 1990                 | On-the-job training at De Jong en Van Doorne-Huiskes, Bureau voor Organisatierecherche en positieve actie, Dordrecht (bureau for organisational research and affirmative action)                |
| 1989, 1990           | Student assistant (assistance Phd-research projects) Rijksuniversiteit Groningen, The Netherlands   |

### **Qualification**

---

|      |   |
|------|---|
| 1997 | PhD-degree in Social Sciences, Erasmus University Rotterdam<br>Thesis: Enterprising future entrepreneurs: Designing learning environments for vocational education.   |
| 1992 | Masters Degree in sociology, Rijksuniversiteit Groningen<br>Specialization: Labour(market) and organizational sociology<br>Master Thesis: The effect of recruitment of employers on the allocation of jobs. |
| 1986 | Diploma VWO (secondary education, gymnasium)  |

## Positions in University of Regensburg (selection)

---

- Member of the University Council of the University, 01.10.2013 - 30.09.2015
- Member of the Senate of the University, 01.10.2011 – 30.09.2015, since 01.10.2019
- Vice Chair of the Senate of the University, 01.10.2013 – 30.09.2015
- Dean of the Faculty, 01.10.2009 – 30.09.2011
- Vice Dean of the Faculty, 01.10.2007-30.09.2009, 01.10.2011-30.09.2015
- Member of Faculty Board, 01.04.2005-30.09.2017, since 01.10.2019
- Leader of Institute of Pedagogy/Educational Science, 01.10.2006-30.09.2009, since 2018
- Chair Study Programme Committee Bachelor Educational Science, 2018 - 2020
- Chair Study Programme Committee Master Educational Science, 2018 - 2020
- Chair of Exam Committee Diplom/Magister Pädagogik of Institute of Pedagogy/Educational Science, since 01.04.2004

## RESEARCH

---

### Selection of funded projects (since 2004)

---

- "Benchmarking for Quality Assurance in Apprenticeships and Work Based Learning - BEQUAL.app". Funded by EU: ERASMUS+ (2018-2020)
- Grant for the development of Master HRD for Professionals (1 E13/2 position). Funded by the University of Regensburg (2018-2019)
- „Helfen und Selber Gesund bleiben“ (“Staying healthy while caring for others”). Evaluation of training and coaching measures for informal care givers of persons with Dementia. Funded by the Alzheimer Gesellschaft Kelheim/ Bavarian State Ministry of Health and Care (2018-2021)
- Grant for the Conference EARLI SIG 14 Learning and Professional Development, Regensburg, 24<sup>th</sup> – 26<sup>th</sup> of August, 2016 (Chair organizing committee: Prof. Dr. R.H. Mulder): German Scientific Foundation (DFG). (2016)
- Dynamics of team learning processes, products, and their determinants in the work of vocational teachers. Funded by the German Scientific Foundation (DFG). (2015-2018)
- International Teacher Education: Teacher Education Students and their on-the-job training in schools abroad (EXITE). Funded by the German Ministry for Education and Research (BMBF). (2015-2019)
- Evaluation of an online-based learning environment in vocational training. Funded by a training institute (2015)
- Innovative Research Network: ‘Maintaining a focus upon learning at work for older employees: An interdisciplinary perspective.’ Funded by the European Association for Research on Learning and Instruction (EARLI). Lead: Prof. dr. Isabel Raemdonck, Universite Catholique de Louvain, Belgique(2013-2017)
- Review on literature on organizational development and its meaning for the diffusion of innovations in vocational education in The Netherlands. Funded by Expertise Center of Vocational Education (ECBO)/ Ministry of Education, The Netherlands.

- "Jugendliche ohne Ausbildungsplatz" (Apprentices without on the job training) development and evaluation of (Design based research approach) Bavaria, Germany.
- Azubis in Europa (contractor VHS Mainburg, Germany). Task: development of training possibilities for Trainees of different companies in different countries. Funded by the EU (Leonardo Program).
- Evaluation of KESS Project (Training for Parents on guiding children at school). Funded by the VHS Mainburg / Ministry of Education in Bavaria.
- Review on Competence Based Education at Polytechnics (Tertiary Vocational Education) in Ghana. Funded by University of Groningen / Nuffic.
- Research on the relation between diversity, learning of errors and work life balance with success in consultancy (IPOB). Contractors: University of Oldenburg, University of Ingolstadt and University of Regensburg. Funded by the German Ministry for Education and Research (BMBF).
- Development of measurement instruments for assessing competencies of teachers of all kinds of schools (FALKO). Financial support by the University of Regensburg.
- Review for on the research program on vocational education. Contractors: R.H.Mulder and L. Nieuwenhuis. Funded by the Netherlands Organisation for Scientific Research (NWO).
- Other: Main applicant of ITN (in Marie Curie Programm), Minds@Work, collaboration of 5 universities and 17 companies. Scored 89 points (out of 100, threshold for funding 70 points), 3.2 mln., not funded due to insufficient available finances EU (2016).

## **Review activities Journals**

---

### Associate Editor

- Human Resource Development Quarterly (since 01-01-2019)

### Editorial board member and reviewer:

- Educational Research Review
- Human Resource Development International
- European Journal of Training and Development
- Human Resource Development Quarterly

### Occasional reviewer for several journals such as:

- Frontiers in Psychology
- International Journal of Knowledge and Learning
- Studies in Higher Education
- Vocations and Learning
- European Journal of Work & Organizational Psychology
- Journal of East European Management Studies
- Personnel Review
- Frontline Learning Research
- Human Resource Development Review
- Unterrichtswissenschaft
- Tijdschrift voor Arbeidsvraagstukken
- High Ability Studies
- Studies in Continuing Education
- Journal of Workplace Learning
- European Journal of Innovation Management

- Studies in Educational Evaluation
- Journal of Business Ethics
- Journal of Management Studies

Reviewer Scientific Programmes:

- DFG (Deutsche Forschungsgemeinschaft, since 2014)
- NWO/PROO (scientific program on research on education in The Netherlands) (since 1998)
- NRO
- FWO (Research Foundation Flanders, 2016, 2017, 2018)
- University of Antwerp, Board Evaluation Research Proposals, since 2019
- Research programme 'Society and the electronic highway' (MES, NWO-program)
- Member in selection committee NWO/Vici Program: 2005, 2006, 2007
- Member Referentencollege (Review College, 4 years) NWO
- VolkswagenStiftung
- Review of research programme of NWO / PROO on vocational education (2004)

## Membership and networks

---

- Membership of European Association of Research on Learning and Instruction (EARLI), and
- Special Interest Groups 'Instructional design' and 'Learning and professional development',
- EARLI SIG14 'Learning and Professional Development' Coordinator 2011-2015
- Membership of American Educational Research Association (AERA)
- Membership European Organization of Work and Organizational Psychology (EAWOP)
- Membership Academy of Management (AOM)
- Membership of the German Association of University Professors for Vocational Education and Training (Berufs- und Wirtschaftspädagogik)
- Membership of the Dutch association of research on education (VOR).
- Membership of the Dutch association of sociological and anthropological research.
- Membership of the German Association of Research on Pedagogy/Educational Sciences (Deutsche Gemeinschaft für Erziehungswissenschaften, DGFE)
- Participant in EC Cost A11 program (Vocational education and training): 1998-2002 (see Mulder & Sloane, 2004; Mulder, 2002 In: Achtenhagen & Thang, 2002).

## PHD SUPERVISION

---

### Completed

---

- Dr. Verena Watzek, PhD-Degree 2020: The role of emotions in team learning - Affective and cognitive aspects in teamwork of interdisciplinary work teams at vocational colleges.
- Dr. Andreas Widmann, PhD-Degree 2019: Team learning toward enhancing innovative work behaviour in vocational educator teams - The relationship between team learning conditions, team learning behaviours and team learning products over time.

- Dr. Wilfried Neumann, PhD-Degree 2017: Team Learning at Work: Activities, Products, and Antecedents of Team Learning in Organizational Complex Decision-Making Teams.
- Dr. Veronika Anselmann (geb. Leicher), PhD-Degree 2017: Informal Social Learning Activities at the Workplace: Interrelations of Learning Activities, Contexts, Triggers, Outcome, and Domain Specifics.
- Dr. Karina Fisch, PhD-Degree 2016: Transfer of Learning from Vocational Training into the Work Practice: The Influence of the Learning Environment, and the Knowledge and Motivation on the Transfer of Learning in the Domain of Nursing.
- Dr. Susanne Sauer, PhD-Degree 2016: Construction and testing of a measurement instrument for assessing pedagogical professionalism of teachers.
- Dr. Bernd Neidl, PhD-Degree 2016: Equality of opportunities in continuing professional education: the influence of socio-economic and job characteristics on the participation in various branches in Germany.
- Dr. Christoph König, PhD-Degree 2014: Selection and allocation functions of teacher education systems: Development and test of a model based on open systems theory.
- Dr. Katrin Ketterl, PhD-Degree 2013: Informal learning at work: A study on contextual factors influencing software developers' learning activities.
- Dr. Maria Rupprecht, PhD-Degree 2013: Innovative behaviour on diversity in business consultancy teams.
- Dr. Gerhard Messmann, PhD-Degree 2012: Innovative work behaviour: Investigating the nature and facilitation of vocational teachers' contributions to innovation development.
- Dr. Katrin Kahmann, PhD-Degree 2008: Construction and psychometrical validation of an instrument for assessing feedback culture in organisations.
- Dr. Johannes Bauer, PhD-Degree 2008: Learning from errors at work: Studies on nurses' engagement in error-related learning activities.

### **Current supervision PhD trajectories**

---

- Franziska Kempka: Professional development of vocational educators
- Michael Hellwig: Learning organisations
- Leonie Jacob: Professional development and proactive work behaviour in uncertain contexts
- Sebastian Gerbeth: Emotional Competences and Team Learning at work
- Patrick Beer: Technology at work and Professional Development in the finance sector
- Romina Bornhaupt: Technology at work and Professional Development in healthcare
- Louisa Reinheimer: Use of technology in professional development and organizational change

### **External member of PhD Committee (International)**

---

- Dr. Vicky Murphy, Learning from incidents and implementing action: Exploring expectations and contradictions in the energy sector, The Open University, Milton Keynes, UK, 31.10.2019
- Dr. Anne Khaled, Innovations in hands-on simulations for competence development, Universiteit van Wageningen, Netherlands, 07.10.2014

- Dr. Peter Boahin, Competency Based Training (CBT) in higher education: Towards an implementation in Ghanaian polytechnics. Rijksuniversiteit Groningen, Netherlands, 29.03.2014
- Dr. Martin Rehm, Unified Yet Separated. Empirical Study on the Impact of Hierarchical Positions within Communities of Learning, Universiteit Maastricht, Netherlands, 01.03.2013
- Dr. Miranda Timmermans, Kwaliteit van de opleidingsschool. Over Affordance, Agency en Competentieontwikkeling, Universiteit Tilburg, Netherlands, 14.03.2012
- Dr. Harmen Schaap, Students' Personal Professional Theories in Vocational Education: Developing a Knowledge Base, Universiteit van Utrecht, Netherlands, 24.06.2011
- Dr. Kariene Mittendorff, Career Conversations in Senior Secondary Vocational Education, Universiteit Eindhoven, Netherlands, 12.03.2010

## TEACHING / TRAINING

---

### Lectures Higher Education

---

- University of Regensburg, since 2004:
  - Master, Diplom, Magister Educational Science / pedagogy,
  - Bachelor Educational Science / pedagogy
  - Master Educational Science / Double Degree Educational Science (with Turku University, Finland)
  - Pedagogy for Teacher Education.
- University of Regensburg, professional Master 'LL.M.-Compliance', since 2018
- University of Regensburg, professional Master 'LL.M.-HRM', since 2020
- University of Regensburg, professional Master 'Leadership for Change', since 2021 (leader and initiator: responsible for concept, content and organization)
- University of Rotterdam, Winter 2014/2015: International Master of Pedagogy and Education (conceptualization one module)
- ICO Summer school: biannual international summer school for Phd Students, workshops: co-organizer and workshop leader (with Prof. dr. Piet van den Bossche, University Antwerp and University Maastricht in 2010, 2012, 2014, 2018)
- Invited scholar at universities:
  - University of Texas at Tyler, 2016
  - University of Salzburg, 2014
  - Glasgow Caledonian University, 2014
  - Erasmus University of Rotterdam, 2013
  - University of Antwerp, 2012
  - University of Jyväskylä, 2009, 2011, 2014, 2015
  - IESEG Lille (University of business administration), 2008, 2009, 2010
  - University of Groningen (Teacher education), 2008, 2009
  - University of Turku (Educational Science/Teacher Education), 2008, 2013, 2014, 2019

## **Training in companies**

---

Various Trainings for different (international) companies on for instance Development of Training, Managing Diversity.

## **Member External Examination Committee**

---

- External examiner (for Goethe University Frankfurt am Main) Bachelor Studies economics (incl. Macro Economics, Business Administration and Business Education), Germany, 2021.
- External examiner (for Maastricht University, UM) EDLAB (The Maastricht University Institute for Education Innovation), The Netherlands, 2019.
- External examiner (for Albert-Ludwigs-Universität Freiburg) Bachelor Bildungswissenschaft und Bildungsmanagement (Hauptfach und Nebenfach), Master Bildungswissenschaften – Lehren und Lernen, Polyvalenter Zwei-Hauptfach Bachelor mit Lehramtsoption (Teil), Master of Education (Teil), Germany, 2019.
- External examiner (for Evalag) (Professional) Master Management of Technology-Enhanced Learning, Carl von Ossietzky Universität Oldenburg, Germany, 2019.
- External examiner (for Qanu), Master Educational Science (University of Groningen, RUG), Master Educational Science (Radboud University, RU, Nijmegen), MHPE, MEBIT (University of Maastricht, UM), Bachelor and Master Educational Science (University of Amsterdam, UvA), Bachelor and Master Educational Science (University Utrecht, UU), The Netherlands, 2017.
- External examiner (for Acquin), PhD Pedagogy and Psychology, Al-Farabi Kazakh National University, Almaty, Kazakhstan, 2016.
- External examiner (for ZEVA), Master Integrative Lerntherapie, Schwäbisch Gmund, Germany, 2014.
- External examiner (for QNA), Master in Educational Science, University of Applied Sciences (HvA), Amsterdam, The Netherlands, 2012.
- External examiner (for Qanu), (Bachelor and Master) Educational Science at 5 Universities in The Netherlands, 2012.
- External examiner (chair) (for Acquin), University of Erfurt, Bachelor and Master Educational Science /Pedagogy, Instructional Design, Germany, 2012.
- External examiner (for Acquin), University of Freiburg, Bachelor Instructional Design and Master Erziehungswissenschaft, Germany, 2011.
- External examiner for the Middlesex University Business School London (UK), MSc Applied Management Programme (Master) in Pecs, Hungary, 2010.
- External examiner (for Acquin), University of Applied Sciences Esslingen, Training for qualified kindergarten teacher and leader, Germany, 2009.

## **MEMBERSHIP ADVISORY BOARD**

---

- Member international advisory board for the Graduate School of Social Sciences and Humanities of Erasmus University Rotterdam (EGS3H), since 2014.
- Member advisory board For.Bild, the Research Department of the Bavarian Chamber of Commerce, 2014-2018.

- Member board of Alzheimer Society Kelheim, since 2016.
- Mitglied Wissenschaftlichen Arbeitskreis Projekt ‚Democlust – Innovationsfähigkeit im demographischen Wandel‘ ESF Projekt von Strategische Partnerschaft Sensorik e.V. Bayerisches Clustermanagement Sensorik, 2013-2015.