

DOREEN MATTHES, PH.D.

Lecturer

Department of Management

Gatton College of Business and Economics

University of Kentucky

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EDUCATION

Doctor of Philosophy, Business Administration **2021**

Kent State University, Kent, OH | College of Business Administration

Concentration: Human Resource Management

Dissertation: "Person-Work Arrangement Fit: Understanding Voluntary Choice and Outcomes of Nonstandard Work Arrangements"

Committee: Dr. Mary Hogue (Co-Chair), Dr. Deborah Erdos Knapp (Co-Chair),
Dr. Greta Polites, Dr. C. Lockwood Reynolds

Master of Business Administration (MBA) **2015**

Kent State University, Kent, OH | College of Business Administration

Concentration: Human Resource Management

Bachelor of Science, Economics and Management Science **2012**

University of Leipzig, Leipzig, SN

Study abroad: Binghamton University, State University of New York **Fall 2010**

TEACHING

Lecturer, Department of Management **2024 – present**

University of Kentucky, Lexington, KY | Gatton College of Business and Economics

Courses taught:

- MGT 320 Principles of Human Resource Management (traditional)
- MGT 390 Special Topics in Management: People Analytics (traditional)
- MGT 395 Independent Study (traditional)

Instructor, Rucks Department of Management **2021 – 2024**

Louisiana State University, Baton Rouge, LA | E. J. Ourso College of Business

Courses taught:

- MGT 3280 Management Internship (online asynchronous)
- MGT 3320 Strategic Human Resource Management (traditional, online synchronous)
- MGT 4322 Employee Selection and Placement (traditional)

**Instructor (GA), Department of Management & Information Systems
Kent State University, Kent, OH | College of Business Administration**

2019 – 2021

Courses taught:

- MGMT 34165 Dynamics of Leadership (online synchronous)
- HRM 34180 Human Resource Management (traditional, online synchronous, online asynchronous)

**Teaching Assistant, Department of Management & Information Systems
Kent State University, Kent, OH | College of Business Administration**

2017

Courses assisted:

- MIS 24065 Fundamentals of Business Statistics (lab)

Other Teaching Contributions

Conatser, T., & Matthes, D. (2026, May 14-15). Teaching with AI in Action: Case Studies. In: Hoyt, G., Begley, T., Bundy, C., & Conatser, T. (Organizers), *Gatton College Teaching Conference: Enhancing Your Teaching and Student Learning with Generative AI* [Professional Development Workshop]. Lexington, KY, United States.

Kaplan, D., Kultalahti, S., Matthes, D., & Obenauer, W. G. (2025, April 25). *Innovative Teaching Practices in HR* [Webinar]. Academy of Management Human Resources Division.
https://youtu.be/7_U3q0mkfjs

Matthes, D. (2024, August 9-13). HR Scavenger Hunt. In: Berkley, R.A., Kaplan, D., & De Janasz, S. C. (Chairs), *Innovative and Experiential Approaches to Teaching HR* [Professional Development Workshop]. Academy of Management Annual Meeting, Chicago, IL, United States.

Matthes, D. (2024) Analyzing ChatGPT Output. In Course Hero (Editor). *30 assessment ideas using GenAI*. Course Hero. <https://facultyclub.coursehero.com/teaching-with-technology/assessment-ideas-using-genai/>

RESEARCH

Research Interests

Nonstandard work arrangements, employee vacation-taking, employee recruitment

Book Chapters

Deeg, M.D., Henck, A.F. & Matthes, D. (2021), "A Multilevel Perspective on Norm Formation and Organisational Culture During Times of Uncertainty", Kumar, P., Agrawal, A. and Budhwar, P. (Ed.) *Work from Home: Multi-level Perspectives on the New Normal*, Emerald Publishing Limited, Bingley, pp. 165-181.

Conference Presentations

Matthes, D., Hogue, M., & Knapp, D. E. (2020, August 7-11). *When IT professionals choose non-standard work: The fit between individuals and work arrangements*. [Paper presentation]. Academy of Management Annual Meeting, virtual.

Matthes, D., Hogue, M., & Knapp, D. E. (2020, June 16-30). *Understanding voluntary nonstandard workers, their characteristics and choices* [Poster presentation]. Society of Industrial and Organizational Psychology Annual Conference, virtual.

Matthes, D. (2019, April 4-6). *Explaining employee vacation-taking intentions using the Theory of Planned Behavior* [Poster presentation]. Society of Industrial and Organizational Psychology Annual Conference, National Harbor, MD, United States.

Work in Progress

Matthes, D., Hogue, M., & Knapp, D.E. Where do I fit in this new world of work? Conceptualizing person-work arrangement fit. (Manuscript in preparation)

Matthes, D., Hogue, M., Knapp, D.E., & Polites, G.L. Career experiences of nonstandard workers. (Manuscript in preparation)

Matthes, D., Hogue, M., & Polites, G.L. Why U.S. employees do or do not (intend to) take paid vacation leave. (Manuscript in preparation)

Yang, S., Matthes, D., & Guertin, L. Motivation theories and their applications in higher education: A systematic review. (Literature review)

SERVICE

Faculty Advisor for Student Organizations

Human Resource Management Club, University of Kentucky	2024 – present
SHRM at LSU, Louisiana State University	2022 – 2024

Committee Member

Department Advisory Committee, University of Kentucky	2026
2026 Level Up Leadership Summit Planning Committee, University of Kentucky	2025 – 2026
Outstanding Teaching Awards Review Committee, University of Kentucky	2025
Lecturer Search Committee, University of Kentucky	2024
College Scholarship Committee, Louisiana State University	2022 – 2024
Department Awards/Honors Committee, Louisiana State University	2021 – 2024
Department of Management Social Committee, Louisiana State University	2021 – 2022
College PhD Subcommittee, Kent State University	2017 – 2021

Undergraduate Advisor

Rucks Department of Management, Louisiana State University	2024
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Title IX Resolution Process Pool Member

Office of Civil Rights & Title IX, Louisiana State University	2022 – 2024
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Honors Thesis Director

Louisiana State University, Madeline Coward

2022 – 2023

Reviewer

Academy of Management Teaching and Learning Conference

2023, 2025

Academy of Management Annual Meeting

2019 – 2026

Society of Industrial and Organizational Psychology Annual Meeting

2021

Mentor

Individual Student Mentoring

2022 – present

University of Leipzig Mentorship Program

2021, 2025

HONORS & AWARDS2026 Gatton AI Innovation Prize – Teaching (*Honorable Mention*)2021 Dean's Best Paper Award (*Honorable Mention; co-author*)

2020 Outstanding Doctoral Student Instructor Award

2019 and 2020 Graduate Student Senate Domestic Travel Award

Beta Gamma Sigma Honors Society Lifetime Membership

2010 PROMOS Scholarship, DAAD

PROFESSIONAL ACTIVITIES**Workshops**

Course Hero AI Academy

October 2023

Course Hero Education Summit 2023

July 2023

Louisiana State University Safe Space Campaign

Spring 2023

Course Hero Education Summit 2022

July 2022

The Chronicle for Higher Education – Talking about Teaching Series

Spring 2022

Building a Rock-Solid Foundation for Inclusive Teaching

September 2020

Five Activities to Get Students Hooked for OB and HR Classrooms

August 2020

Remote Instruction: Student Engagement

July 2020

LX Consortium: Educating and Developing Gen Z

February 2020

Project Good to Go: Teaching Student Veterans with Hearing Loss

November 2019

Unlocking the Learning Process: Implementing the Principles of Active Learning

October 2019

Innovative and Experiential Approaches to Teaching HRM

August 2019

JMP 13 Pro for Text Analysis

October 2018

Meta-Analysis

May 2017

Qualtrics Intermediate

March 2017

Consortia

AOM Human Resources Division Late-Stage Doctoral Consortium

August 2020

AOM Organizational Behavior Doctoral Consortium

August 2019

Other Professional Development

CELT Faculty Book Club

September 2025 – present

CELT New Faculty Community

September 2024 – May 2025

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)	2017 – present
Society for Human Resource Management (SHRM)	2013 – present
Society of Industrial and Organizational Psychology (SIOP)	2017 – 2024

PRACTICAL EXPERIENCE

HR Area Manager Cedar Point Amusement Park Sandusky, Ohio (USA)	2016
Recruitment Technician at Cleveland Clinic Randstad USA Beachwood, Ohio (USA)	2015 – 2016
HR Intern Cedar Point Amusement Park Sandusky, Ohio (USA)	2014 and 2015
Graduate Assistant, Graduate Programs Office Kent State University, College of Business Administration Kent, Ohio (USA)	2013 – 2015
HR Management Student Assistant Eisenmann SE Böblingen (Germany)	2012 – 2013
HR and Property Management Intern Breen + Company Cleveland, Ohio (USA)	2012
J-1 Visa Intern German American Chamber of Commerce California Leipzig (Germany)	2011 – 2012
Student Assistant, Chair of Accounting and Auditing HHL Leipzig Graduate School of Management Leipzig (Germany)	2009 – 2011
HR Assistant at T-Punkt Vertriebsgesellschaft mbh Vivento Interim Services GmbH Chemnitz (Germany)	2008
Vocational Training in Office Communication, Specialized in HR Deutsche Telekom AG Chemnitz (Germany)	2005 – 2008