

KELSEY MATTHEWS, PhD, CPA, CA

School of Accounting and Finance
University of Waterloo
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DEGREES AND DESIGNATIONS

- 2024 **Ph.D. Management (Accounting)**
Lazaridis School of Business and Economics, Wilfrid Laurier University
- 2018 **Chartered Professional Accountant and Chartered Accountant**
Chartered Professional Accountants Ontario
- 2015 **Bachelor of Business Administration**
Lazaridis School of Business and Economics, Wilfrid Laurier University

EMPLOYMENT HISTORY

University of Waterloo, Waterloo, Ontario

2023-current Assistant Professor

University of Guelph, Guelph, Ontario

2021-2022 Lecturer

Wilfrid Laurier University, Waterloo, Ontario

2020-2021 Lecturer

Ernst & Young, Assurance Services, Kitchener, Ontario

2016-2018 Senior Accountant

2016 Intermediate Accountant

2013-2014 Co-op Student (three co-op terms)

HONOURS AND AWARDS

- 2024 Management Accounting Section Mid-year Meeting Outstanding Reviewer Award
- 2022 American Accounting Association Meeting Outstanding Reviewer Award
- 2022 Social Sciences and Humanities Research Council of Canada (SSHRC) Doctoral Fellowship
- 2022 Government of Ontario Graduate Scholarship (OGS) (declined due to acceptance of SSHRC)
- 2018-2022 Wilfrid Laurier University Graduate Scholarship
- 2019-2021 Chartered Professional Accountants of Ontario Doctoral Fellowship

RESEARCH

Peer-Reviewed Publications

Matthews, K. (2021). Consequences of labor cost reduction practices: A structured literature review. *Accounting Perspectives* 20(4): 687–718.

Berger, L., L. Guo, K. Matthews, and C. Wong. (2024). Strategic bias in team members' communication about relative contributions: The effects of voluntary communication and explanation. *Behavioral Research in Accounting*, Forthcoming.

Working Papers

“Paying employees to quit: An experimental study of sorting and (de)motivational effects” with L. Berger, L. Guo, and B. Ruffle. *First round revise and resubmit at Journal of Management Accounting Research*

“Professional employees' voluntary furlough decisions” with L. Berger, and L. Guo. *Under review at Accounting, Organizations and Society*

“Investigating the use of voluntary furloughs to reduce labour costs: The effect on employee effort”

Work-In-Progress

“The effect of work horizon and employee recognition on professional employees' strategy development” with L. Berger and K. Huo

“Giving customers decision rights: The effect of tipping system design on employee effort” with W. Hu, A. Presslee, and T. Thomas

“The effect of controllability of team-based rewards on team performance: A field experiment” with K. Kelly and A. Presslee

Research Funding

External Funding

2021	CPA-Ivey Centre for Accounting & the Public Interest - \$8,000
2019	CPA Canada – CAAA Management Accounting, Performance Management Finance, Governance & Strategy Research Grant - \$8,000

Internal Funding

2024	CPA Ontario Centre for Sustainability Reporting and Performance Management - \$6,986
2023	CPA Ontario Centre for Sustainability Reporting and Performance Management - \$4,300
2023	CPA-Laurier Centre for Capital Markets and Behavioural Research - \$3,162
2021	Lazaridis Institute Seed Grant - \$9,940
2019	CPA-Laurier Centre for Capital Markets and Behavioural Research - \$7,650
2019	CPA-Laurier Centre for Capital Markets and Behavioural Research - \$4,600

Conference Presentations

2024	Accounting Behavior and Organizations Research Conference
2024	European Network for Experimental Accounting Research
2024	Canadian Academic Accounting Association Annual Conference
2024	Accounting Perspectives Emerging Scholars Symposium
2023	Canadian Academic Accounting Association Annual Conference
2023	Qualitative Accounting Research Symposium
2022	Southern Ontario Behavioural Decision Research Conference
2022	Ethics Symposium Poster Presentation
2022	Management Accounting Section Mid-Year Meeting
2022	Hawaii Accounting Research Conference
2021	Southern Ontario Behavioural Decision Research Conference
2020	Canadian Academic Accounting Association Annual Conference
2019	Lazaridis School Ph.D. Research Day Poster Presentation (awarded 3 rd place)

Invited Workshop Presentations

Paying employees to quit: An experimental study of sorting and (de)motivational effects (with L. Berger, L. Guo, and B. Ruffle)

- University of Guelph, Guelph, Ontario, 2021

Strategic bias in team member communication: The effects of voluntary communication and explanation (with L. Berger, L. Guo, and C. Wong)

- Monash University, Melbourne, Australia, 2021

TEACHING

University of Waterloo

2024	AFM 182 Foundations for Management Accounting
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Wilfrid Laurier University

2020-2021	Lecturer, Integrated Cases in Accounting (Graduate Diploma in Accounting)
2018-2019	Teaching Assistant (Introduction to Financial Accounting, Intermediate Accounting I, Intermediate Accounting II, Managerial Accounting, Auditing)

University of Guelph

2021-2022	Lecturer, ACCT*6100 Integrated Cases I (Graduate Diploma in Accounting)
2019-2020	Marker, ACCT*6200 Integrated Cases II

CPA Ontario Professional Education Program

2021-2023	Session Leader, Assurance Module
2023	Session Leader, Capstone 1 Module
2020	Session Leader, Capstone 2 Module

SERVICE

Journal Editorial Board Member

2023-current *Accounting Perspectives* (Social Media Coordinator)

Ad Hoc Journal Reviewer

Management Accounting Research

Accounting Perspectives

Journal of Management Accounting Research

Advances in Management Accounting

Conference Reviewer

2020-2024 Accounting, Behavior and Organizations Research Conference

2021-2024 Management Accounting Section Mid-Year Meeting

2020-2024 Canadian Academic Accounting Association Annual Conference

2023 Qualitative Accounting Research Symposium

2022 American Accounting Association Annual Meeting

Conference Discussant

2024 Accounting, Behavior and Organizations Research Conference

2024 Management Accounting Section Mid-Year Meeting

2023-2024 Canadian Academic Accounting Association Annual Conference

2022 Hawaii Accounting Research Conference

2020 Canadian Academic Accounting Association Annual Conference

2020 Accounting Behavior and Organizations Research Conference

Other Roles

2023-current Associate Director, Research of CPA Ontario's Centre for Sustainability Reporting and Performance Management

ACADEMIC AND PROFESSIONAL AFFILIATIONS

American Accounting Association

Canadian Academic Accounting Association

Chartered Professional Accountants (Ontario, Canada)