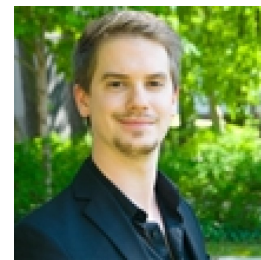


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## Ansættelse

**Institut for Statskundskab**  
SDU  
Odense M  
1. jan. 2024 → present

### Lektor

Public Administration, Welfare and Politics  
SDU  
1. jan. 2024 → present

## Publikationer

**The (next) savior has arrived? New technologies in the public sector and related citizens' expectations**  
Fischer, C. & Döring, M., 27. maj 2024, I: *Public Management and Governance Review*. 1, 1, 12 s.

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### **A trifold research synthesis on AI-induced service automation**

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**It takes (at least) two to tango: Investigating interactional dynamics between clients and caseworkers in public encounters**  
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**Motivational signals in public sector job advertisements and how they relate to attracting and hiring candidates**  
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### **Cream-skimming at the frontline: The role of administrative literacy**

Döring, M. & Jilke, S., dec. 2023, I: *Public Administration*. 101, 4, s. 1569-1586

### **It's not merely about the content: How rules are communicated matters to administrative burden**

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### **Processing stereotypes: professionalism confirmed or disconfirmed by sector affiliation?**

Döring, M. & Willems, J., 2023, I: *International Public Management Journal*. 26, 2, s. 221-239

### **Mitigating Psychological Costs: The Role of Citizens' Administrative Literacy and Social Capital**

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**'Explain, but make no excuses': service recovery after public service failures**

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**Stress-Test Sozialamt: Psychische Belastungen in der Sozialverwaltung**

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**Effektivität von Stellenanzeigen im öffentlichen Sektor**

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**How-to bureaucracy: A concept of citizens' administrative literacy**

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**Understanding Bureaucracy: A Concept and Scale Development of Citizens' Administrative Literacy**

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**Fallstudie 24: Job Crafting – das Perpetuum mobile der Digitalisierung der öffentlichen Verwaltung?**

Marx, A. & Döring, M., 2021, *Praxisfälle Public Management: Ein multidisziplinärer Ansatz mit konzeptionellen Bausteinen*. Ritz, A., Blankart, C. R., Jacobs, C. D., Lienhard, A., Radulescu, D. & Sager, F. (red.). 978-3-658-31067-7: Springer Gabler, s. 241-249

**Thema: Arbeitsplatzveränderungen durch die Digitalisierung – das „Job Crafting“ (Fallstudie 24)**

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**Folgen der Digitalisierung auf öffentliche Dienstleistungen**

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**The Public Encounter - Dynamics of Citizen - State Interactions**

Döring, M., 2019, Potsdam: Universität Potsdam. 115 s.

**Street-Level Bureaucrats und Intermediäre: Beziehung auf Augenhöhe?**

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**Das Streben nach Qualität – Qualitätssicherung und -management im deutschen Krankenhausesektor**

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**Open Government -- Der Versuch einer Abgrenzung**

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Was Bürger bem(a)erken: Eine Evaluation des Maerkers Brandenburg  
Döring, M. & Mucha, S., 2013, I: Verwaltung und Management. 19, 1, s. 45-55 11 s.

Der Einfluss von Verwaltungskultur auf die Verwendung von Performance-Daten: eine quantitative Untersuchung der deutschen kreisfreien Städte  
Döring, M., 2012, Potsdam: Leipziger Universitätsverlag, 40 s. (Schriftenreihe für Public und Nonprofit Management; Nr. 12).

## **Aktiviteter**

### **Doing a PhD in a foreign country | Writing and Publishing in Academia**

Döring, M. (Underviser) & Vogel, D. (Foredragsholder)  
19. apr. 2024

### **Administrative Literacy – Developing a Scale to Understand People’s Ability to Engage with Public Services**

Döring, M. (Paneldeltager)  
2024

### **Digitalisering som administrativ byrde**

Döring, M. (Oplægsholder)  
10. nov. 2023

### **International Journal of Public Sector Management (Tidsskrift)**

Döring, M. (Medlem af redaktionelt review bestyrelse)  
okt. 2023

### **How failed IT projects elicit negative perceptions towards change in the future**

Döring, M. (Paneldeltager)  
21. mar. 2023

### **Effektivität von Stellenanzeigen im öffentlichen Sektor**

Döring, M. (Paneldeltager)  
14. feb. 2023

### **Effektivität von Stellenanzeigen im öffentlichen Sektor**

Döring, M. (Paneldeltager)  
17. okt. 2022

### **Administrative burdens and related perspectives**

Döring, M. (Deltager) & Bækgaard, M. (Arrangør)  
29. sep. 2022

### **Bringing Back The “Social” In Social Identity Theory: How Teams’ Gender Composition Affects Ratings of Female and Male Leaders**

Döring, M. (Paneldeltager) & Kroll, A. (Medforfatter)  
10. jun. 2022

### **VHB WK ÖBWL Nachwuchsworkshop**

Döring, M. (Deltager)  
8. mar. 2022

### **How does Algorithmic Decision-Making Support Affect Street-Level Bureaucrats Service Provision?**

Döring, M. (Paneldeltager)

28. okt. 2021

**Cream-Skimming at the frontline: The role of administrative literacy**

Döring, M. (Paneldeltager)

18. okt. 2021

**How individual gender match and group composition affect our assessment of leaders**

Döring, M. (Paneldeltager)

7. okt. 2021 → 8. okt. 2021

**Vienna University of Economics and Business**

Döring, M. (Gæsteforsker)

27. sep. 2021 → 15. okt. 2021

**Interactional Dynamics of Public Encounters**

Döring, M. (Paneldeltager)

5. jun. 2021

**28. Wissenschaftlicher Kongress der Deutschen Vereinigung für Politikwissenschaft (DVPW)**

Döring, M. (Chairman)

2021

**Mitigating Psychological Costs – The Role of Citizens' Administrative Literacy and Social Capital**

Döring, M. (Paneldeltager) & Madsen, J. K. (Paneldeltager)

2021

**Motivational Signaling in Job Advertisements and their effects on Attraction and Hiring**

Vogel, D. (Paneldeltager), Döring, M. (Paneldeltager) & Sievert, M. (Paneldeltager)

2021

**VHB WK ÖBWL - Nachwuchsworkshop**

Döring, M. (Deltager)

2021

**Processing Stereotype-(dis)confirming Information in Citizen-State Interactions – The Effect of Non-Work Role Referencing**

Döring, M. (Paneldeltager)

27. apr. 2020

**Collaboration with Universität Hamburg, Germany**

Pihl-Thingvad, S. (Deltager), Vogel, R. (Deltager) & Döring, M. (Deltager)

2020 → ...

**Project Proposal: Encounter the Public Encounter - Dynamics of Citizen-State Interactions**

Döring, M. (Paneldeltager)

30. sep. 2019 → 1. okt. 2019

**Service Recovery after Public Service Failures**

Döring, M. (Paneldeltager)

19. sep. 2019

**Creaming at the Frontline: The Effect of Citizens' Administrative Literacy on the Perceived Deservingness**

Döring, M. (Paneldeltager)

13. sep. 2019

### **How Explanations help recovering from Public Service Failures**

Döring, M. (Paneldeltager)  
28. aug. 2019

### **Project Seminars: Teaching Public Administration and Consulting Hand in Hand**

Döring, M. (Paneldeltager)  
7. sep. 2018

### **How-to Bureaucracy: Administrative Literacy of Citizens**

Döring, M. (Paneldeltager)  
6. sep. 2018

### **How-to Bureaucracy: Administrative Literacy of Citizens**

Döring, M. (Paneldeltager)  
23. aug. 2018

### **Blame or Explain: How explanations help recovering from public service failures**

Döring, M. (Paneldeltager)  
12. apr. 2018

## **Priser**

### **Best Dissertation Award - Academy of Management (PNP Group)**

Döring, M. (Modtager), 2020

### **Best Paper Award - EGPA 2018 (Behavioral Public Administration Study Group)**

Döring, M. (Modtager), 2018

### **JPART Outstanding Reviewer Award**

Döring, M. (Modtager), 2022

### **Prize for Innovative Teaching**

Döring, M. (Modtager), 2017

## **Undervisning og vejledning**

### **Advanced applied quantitative methods**

Aaskoven, L., Döring, M. & Eriksen, J. A.  
01/02/2022 → 01/06/2022

### **Advanced applied quantitative methods**

Aaskoven, L. & Döring, M.  
01/02/2023 → 01/06/2023

### **Advanced Applied Quantitative Methods**

Hansen, S. W., Döring, M., van Dalen, A. & Eriksen, J. H.  
01/02/2021 → 30/06/2021

### **Advanced organizational theory for the public sector**

Opstrup, N.  
01/02/2021 → 31/08/2021

### **Advanced Organizational Theory for the Public Sector**

Döring, M.  
01/10/2020 → 23/12/2020

### **Advanced Organizational Theory for the Public Sector**

Döring, M.  
01/02/2021 → 30/06/2021

### **Forvaltningens samspil med omgivelserne**

Döring, M. & Eriksen, J. A.  
01/02/2022 → 01/06/2022

### **Forvaltningens samspil med omgivelserne**

Döring, M.  
01/02/2023 → 01/06/2023

### **Forvaltningens samspil med omgivelserne**

Döring, M.  
01/02/2022 → 31/08/2023

### **Metode 2**

Careja, R., Döring, M., Morisi, D. & Alper, K.  
01/02/2023 → 01/06/2023

### **Metode 3 for samfundsfagsstuderende på centralfag**

Döring, M.  
01/02/2023 → 01/06/2023

### **Metode 3 for samfundsfagsstuderende på centralfag**

Michelsen, J. & Döring, M.  
01/02/2019 → 31/08/2022

### **Offentlig forvaltning og organisation**

Thomsen, M. K., Döring, M. & Michelsen, J.  
01/09/2020 → 31/12/2020

### **Offentlig forvaltning og organisation**

Thomsen, M. K., Döring, M. & Damgaard, P. R.  
01/09/2021 → 31/12/2021

### **Offentlig forvaltning og organisation**

Sass Mikkelsen, K. & Thomsen, M. K.  
01/09/2018 → 31/01/2022

### **Offentlig Forvaltning og Organisation**

Guul, T. S., Döring, M. & Damgaard, P. R.  
01/10/2023 → 01/02/2024

### **Offentlig forvaltning og organisation - kandidatstudier**

Sass Mikkelsen, K., Thomsen, M. K. & Guul, T. S.  
01/09/2018 → 31/01/2023

### **Offentlig styring, organisation og ledelse**

Guul, T. S. & Döring, M.  
01/10/2023 → 01/02/2024

### **Offentlig Styring, Organisation og Ledelse**

Opstrup, N. & Döring, M.  
01/10/2022 → 31/01/2023

### **Offentlig Styring, Organisation og Ledelse**

Klausen, K. K. & Opstrup, N.  
01/09/2019 → 31/01/2023

### **Personaleledelse og arbejdsmiljø i den offentlige sektor**

Bonnesen, L. & Döring, M.  
01/02/2021 → 30/04/2021

### **Personaleledelse og arbejdsmiljø i den offentlige sektor**

Bonnesen, L. & Döring, M.  
01/02/2023 → 01/06/2023

### **Quantitative Methods for Public Policy**

Wulfgramm, M. & Döring, M.  
01/09/2021 → 31/12/2021

### **Social Data Science**

Skovsgaard, M. & Klemmensen, R.  
01/09/2018 → 31/01/2023

### **Statskundskab på arbejde**

Bonnesen, L. & Opstrup, N.  
01/09/2020 → 31/01/2023

**Statskundskab på arbejde - seminar**

Bonnesen, L.

01/09/2022 → 31/01/2023

**Videregående offentlig organisation, styring og ledelse**

Opstrup, N. & Döring, M.

01/09/2021 → 31/12/2021