

# Charles-Étienne Lavoie

PHD CANDIDATE / PRESIDENT, NQUERIO  
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## Education

### Psychology Doctorate, research profile (PhD)

UNIVERSITÉ DU QUÉBEC À MONTRÉAL

- Thesis: The role of coping strategies and emotional regulation in resolving work-family conflict episodes
- Advisor: Professor Nathalie Houlfort

Montréal, Québec, Canada

2018/09 - ongoing

### Psychology Doctorate, clinical profile (PsyD)

UNIVERSITÉ DU QUÉBEC À MONTRÉAL

- Schooling completed

Montréal, Québec, Canada

2018/09 - 2024/09

### Bachelor's degree in psychology (B.Sc.)

UNIVERSITÉ DU QUÉBEC À MONTRÉAL

- Honor thesis (supervised by Professor Robert J. Vallerand)

Montréal, Québec, Canada

2015/09 - 2018/09

### Diploma of Collegial Studies (Social Sciences)

COLLÈGE DE MAISONNEUVE

- Special mention for involvement

Montréal, Québec, Canada

2013/09 - 2015/09

## Publications

### PEER-REVIEWED JOURNAL ARTICLES: PUBLISHED AND ACCEPTED

4. Malchelosse, K., Houlfort, N., **Lavoie, C.-É.**, & Masson, R. (2023). The role of resilience and psychological needs satisfaction in the relationship between passion for work and work-life enrichment. *Current Psychology*, 1-17.
3. Pellerin, S., Ollier-Malaterre, A., Kossek, E.E., Afota, M.C., Cousineau, L., **Lavoie, C.-É.**, Beham, B., Morandin, G., Russo, M., Jaga, A., Ma, J., Léon, E., Lu, C-q., & Parent-Rocheleau, X. (2023). The Right to Disconnect: A Policy Innovation First Step. *Stanford Social Innovation Review*.
2. **Lavoie, C.-É.**, Vallerand, R. J., & Verner-Filion, J. (2021). Passion and emotions: The mediating role of cognitive appraisals. *Psychology of Sport and Exercise*, 54, 101907.
1. **Lavoie, C.-É.**, & Houlfort, N. (accepted). The interplay of coping with role conflict and emotion regulation: Creation and validation of the Coping with Role Conflict Scale. *Frontiers in Organizational Psychology*.

### PEER-REVIEWED JOURNAL ARTICLES: UNDER REVIEW

3. Conigrave, J. H., Bradshaw, E. L., **Lavoie, C.-É.**, Lee, K., & Ryan, R. M. (under review). When alcohol fills the gap: Basic psychological need satisfaction and frustration predict hazardous drinking. Manuscript under review at *Psychology of Addictive Behaviors*.
2. Boutin, S., **Lavoie, C.-É.**, Martin-Storey, A., & Paquette, G. (under review). Are gender-based attitudes associated with relational aggression in adolescence? Manuscript under review at *Revue de psychoéducation* (thematic section on peer relationships).
1. Afota, M.-C., Ollier-Malaterre, A., Russo, M., Chung, H., Abendroth, A., Desjardins, C., Jaga, A., Kost, D., **Lavoie, C.-É.**, Leshchenko, O., Levesque, J., Lupu, I., Mabaso, B. P., Morandin, G., Nilsen, W., Nordberg, T., Pellerin, S., Poggenpoel, G. H., Rostami, A., & Seo, H. (under review). *Why work disconnection fails: A digital detox experiment among academics*. Manuscript under review at *New Technology, Work and Employment*.

MANUSCRIPTS IN PREPARATION

5. **Lavoie, C.-É.**, & Gagné, M. (in preparation). *To expand or to refine basic psychological needs theory? The case of incremental competence and novelty in self-determination theory*. Manuscript in preparation for submission to *Motivation and Emotion*.

4. **Lavoie, C.-É.**, & Houliort, N. (in preparation). *Coping strategies and emotion regulation in work-life conflict: A longitudinal study*. Manuscript in preparation for the *Journal of Occupational Health Psychology*.

3. Adu, C., **Lavoie, C.-É.**, & Houliort, N. (in preparation). *Balancing act in play: Development of role boundary management profiles among student-athletes*. Manuscript in preparation for submission to *Psychology of Sport and Exercise*.

2. Houliort, N., & **Lavoie, C.-É.** (in preparation). *Basic psychological needs and well-being at work and at home in the context of work-family conflict episodes: A daily diary study*. Manuscript in preparation for submission to the *Journal of Organizational Behavior*.

1. Masson, R., **Lavoie, C.-É.**, & Houliort, N. (in preparation). *Perceived sacrifices in boundary management: Scale development and validation*. Manuscript in preparation for submission to the *Journal of Occupational and Organizational Psychology*.

OTHER SCHOLARLY OUTPUTS (SOFTWARE)

1. **Lavoie, C.-É.** (2024). *celflow*: Helpers for good practices in data preparation for psychology research (R package). Streamlines data cleaning, transformation, quality control, and SEM power simulation. GitHub: <https://github.com/CharlesEtienneLavoie/celflow>

Recognitions & Awards

2013-2024	Total Amount Offered .....	\$77,800
2021-2023	8. Doctoral Research Award, Social Sciences and Humanities Research Council (SSHRC) .....	\$21,000
2021-2024	7. Doctoral Research Award, Fonds de recherche du Québec - Société et culture (FRQSC) .....	\$21,000
2019-2020	6. Master's Research Scholarship, Fonds de recherche du Québec – Société et culture (FRQSC) .....	\$17,500
2018-2019	5. Canada Graduate Scholarship – Master's (CGS-M), Social Sciences and Humanities Research Council (SSHRC) .....	\$17,500
2015/09	4. Entrance Scholarship in Psychology, Université du Québec à Montréal .....	\$500
2015/05	3. Special Mention for Engagement, Sports Category, Collège de Maisonneuve .....	—
2015/03	2. Engaged Student Award, Éducation 3e âge .....	\$300
2013	1. Governor General's Academic Medal (Bronze), Governor General of Canada .....	—

Teaching Experience and Supervision

<b>Lecturer - ORH3000: Applied Research Methods in Human Resources Management</b> ESG UQAM, DEPARTMENT OF ORGANIZATION AND HUMAN RESOURCES • Taught undergraduate course on research methods (Fall 2023, Winter 2024, Fall 2024) • Achieved high teaching evaluations: 3.93/4 (Fall 2023), 3.88/4 (Winter 2024), 3.89/4 (Fall 2024)	<i>Montreal, Quebec, Canada</i> 2023/09 - ongoing
<b>Teaching Assistant - Sensibilisation aux pratiques de la psychologie</b> DEPARTMENT OF PSYCHOLOGY, UNIVERSITÉ DU QUÉBEC À MONTRÉAL (UQAM) • Teaching assistant for the undergraduate course Sensibilisation aux pratiques de la psychologie (introduction to psychological practice and professional issues).	<i>Montreal, QC, Canada</i> 2020/09 - 2024/09
<b>Teaching Assistant - Psychologie du travail et des organisations (Work and Organizational Psychology)</b> DEPARTMENT OF PSYCHOLOGY, UNIVERSITÉ DU QUÉBEC À MONTRÉAL (UQAM) • Teaching assistant for the course Psychologie du travail et des organisations (work and organizational psychology).	<i>Montreal, QC, Canada</i> 2019/01 - 2019/05

## Teaching Assistant - ADM 9944: Work, Life and Career: Contemporary Identities

JOINT PHD IN ADMINISTRATION PROGRAM (UQAM-HEC MONTRÉAL-CONCORDIA-MCGILL), ESG UQAM

- Teaching assistant for a doctoral-level seminar on work, life, and career identities.

Montreal, QC, Canada

2025/09 - 2025/12 (Fall 2025)

## Supervision and mentoring

### Immediate Supervisor - Honours thesis in psychology

DEPARTMENT OF PSYCHOLOGY, UNIVERSITÉ DU QUÉBEC À MONTRÉAL (UQAM)

- **Adu, C.** (2024). *Balance in play: Development of a scale to assess boundary management among student-athletes*. Honours thesis, B.A. in Psychology, Université du Québec à Montréal. Role: immediate supervisor (formal supervisor: Professor Nathalie Houlfort).

Montreal, QC, Canada

2024

## Other teaching, coaching, and facilitation

### Animator - SCORE program

UQAM SPORTS CENTRE

- Led workshops and activities in the SCORE program at the UQAM Sports Centre.

Montreal, QC, Canada

2018/09 - 2020/03

### Weightroom Supervisor and Consultant

YMCA OF QUEBEC, DOWNTOWN MONTREAL BRANCH

- Weightroom supervisor, provided one-on-one consultations for health behavior/exercise adherence, and supervised interns.

Montreal, QC, Canada

2014/09 - 2020/03

### Tutor

MARGUERITE-BOURGEOIS SCHOOL BOARD

- Provided one-on-one academic tutoring to elementary-level students.

Montreal, QC, Canada

2012/01 - 2017/06

### Dance Troupe Coach

COLLÈGE DE MAISONNEUVE

- Coached and choreographed for a college-level dance troupe.

Montreal, QC, Canada

2016/01 - 2017/04

### Sports Coach

MARGUERITE-BOURGEOIS SCHOOL BOARD

- Self-defense and basketball instructor for elementary school extracurricular programs.

Montreal, QC, Canada

2014/01 - 2016/09

### Latin Dance Instructor

ARRIBA DANCE STUDIO

- Instructed Latin dance classes for adults and youth.

Montreal, QC, Canada

2013/01 - 2016/09

### Animator - Support Program, École montréalaise pour tous

MONTREAL

- Led support and animation activities as part of the “École montréalaise pour tous” program.

Montreal, QC, Canada

2013/01 - 2014/05

## Invited Talks and Workshops

18. **Lavoie, C.-É.** (3 December 2025). *How people regulate their emotions and cope with work-family conflicts*. Invited talk presented at the IPPE 2025 seminar series, Institute for Positive Psychology and Education (IPPE), Australian Catholic University, Sydney, Australia.
17. **Lavoie, C.-É.** (18 November 2025). *Emotion regulation, role conflict, and experiences of incremental competence and novelty*. Invited CTWD seminar, Centre for Transformative Work Design, Future of Work Institute, Curtin University, Perth, Australia.
16. **Lavoie, C.-É.** (4 June 2025). *Automating tables and figures for structural equation modeling (SEM) with R (ggplot2 and nice\_table)*. Invited talk in the course PSY7109 (Summer term), Department of Psychology, Université du Québec à Montréal, Montreal, QC, Canada.
15. **Lavoie, C.-É.** (23 May 2025). *Introduction to R and data preparation/cleaning with R*. Three-hour training workshop delivered as part of the summer series “Workshops on data collection and data preparation for research,” Department of Psychology, UQAM, Montreal, QC, Canada.
14. **Lavoie, C.-É.** (16 May 2025). *Introduction to REDCap: A new alternative for data collection in research*. Three-hour training workshop delivered as part of the summer series “Workshops on data collection and data preparation for research,” Department of Psychology, UQAM, Montreal, QC, Canada.
13. **Lavoie, C.-É.** (9 May 2025). *Making smart use of Qualtrics: Best practices to ensure data quality*. Three-hour training workshop delivered

as part of the summer series “Workshops on data collection and data preparation for research,” Department of Psychology, Université du Québec à Montréal (UQAM), Montreal, QC, Canada.

12. **Lavoie, C.-É.** (7 April 2025). *Introduction to item response theory (IRT): Fundamental concepts and interactive exploration*. Oral presentation in the course PSY7104-40 “Direct and Indirect Observation Methods” (instructor: Liesette Brunson), Department of Psychology, Université du Québec à Montréal, Montreal, QC, Canada.
11. **Lavoie, C.-É.** (20 February 2025). *Coping with role conflicts: Development and validation of a coping scale*. 90-minute presentation in the course PSY7104-40 “Direct and Indirect Observation Methods” (instructor: Liesette Brunson), Department of Psychology, Université du Québec à Montréal, Montreal, QC, Canada.
10. **Lavoie, C.-É.** (February 2025). *Introduction to self-determination theory*. Invited talk given to the Department of Psychology, Collège Bois-de-Boulogne, Montreal, QC, Canada.
9. **Lavoie, C.-É., & Robillard, È.** (29 October 2024). *Capitalizing on our strengths at work: An assessment tool*. One-hour oral presentation in the course *Psychometric Assessment of Potential and Dynamic Individual Characteristics (PSY9530)*, Department of Psychology, Université du Québec à Montréal, Montreal, QC, Canada.
8. **Lavoie, C.-É.** (10 May 2024). *Structural equation modeling with R*. Three-hour training workshop delivered as part of the same “Statistics Workshops” series, Department of Psychology, UQAM, Montreal, QC, Canada.
7. **Lavoie, C.-É.** (9 May 2024). *Data preparation and basic assumption checking with R*. Three-hour training workshop delivered as part of the same “Statistics Workshops” series, Department of Psychology, UQAM, Montreal, QC, Canada.
6. **Lavoie, C.-É.** (9 May 2024). *Making smart use of Qualtrics for effective data collection*. Three-hour training workshop delivered as part of the summer series “Statistics Workshops,” Department of Psychology, Université du Québec à Montréal, Montreal, QC, Canada.
5. **Lavoie, C.-É.** (19 October 2023). *Conference on organizational psychology*. Invited talk given to the Department of Psychology, Collège Bois-de-Boulogne, Montreal, QC, Canada (online).
4. **Lavoie, C.-É.** (23 November 2022). *Using Qualtrics in research: Introduction and best practices*. Three-hour training workshop delivered for the Department of Psychology, Université du Québec à Montréal (UQAM), Montreal, QC, Canada.
3. **Lavoie, C-E.** (2017). *Managing stress to thrive in the dance program*. Workshop presented at the Student Success Promotion Day in the Dance Program, CÉGEP Saint-Laurent, Montreal, Canada.
2. **Lavoie, C-E.** (2017). *Managing stress to foster well-being in a health promotion context*. Workshop presented at the Trainer Recertification Congress - YMCA of Quebec, Montreal, Canada.
1. **Lavoie, C-E.** (2015, 2016, & 2017). *Managing stress to thrive in college*. Workshops presented during new student welcome ceremonies at Collège de Maisonneuve, Montreal, Canada.

## Conference Presentations

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### ORAL PRESENTATIONS

6. Lefrançois, M., Sultan-Taïeb, H., **Lavoie, C.-É.**, Tchuidibi, L., Laberge, M., Major, M.-E., Messing, K., & Vallières, A. (June 2025). *(De)valuing school support staff in Québec: The role of collaborative practices in coping with precarious working conditions*. Paper presented at the 2nd International Colloquium on Occupational Health, *Does loving your job harm your health?*, University of Fribourg, Fribourg, Switzerland.
5. Tchuidnibi, L., Lefrançois, M., Sultan-Taïeb, H., **Lavoie, C.-É.**, Laberge, M., Major, M.-E., Messing, K., Vallières, A., Gosselin, A., Labonté, J.-F., Leduc, J., Mahar, I., & Raby, J. (6 May 2025). *We help each other but it's heavy sometimes... Determinants of collaboration among school support staff in a predominantly female sector*. Paper presented in the symposium *Revealing blind spots in occupational health research to prevent social and gender inequalities and their effects on workers' health*, 92nd ACFAS Congress, Montreal, QC, Canada.
4. **Lavoie, C.-É.** (18 June 2024). *Digital dialogue: Harnessing tech to transform research engagement*. Flash talk presented at the Inaugural International Workshop of the Canada Research Chair in Digital Regulation at Work and in Life, Université du Québec à Montréal (ESG UQAM), Montreal, QC, Canada.
3. **Lavoie, C.-É., & Houlfort, N.** (June 2023). *Using episodes of work-family conflict to examine how coping and emotion regulation interact*. Rapid talk presented at the 8th International Self-Determination Theory Conference (SDT 2023), Orlando, FL, United States.
2. **Lavoie, C-E., & Vallerand, R.J.** (2018). *Passion and emotions: The mediating role of cognitive appraisals*. Oral presentation at the Annual Colloquium of the Department of Psychology, UQAM, Montreal, QC, Canada.
1. **Lavoie, C-E., & Vallerand, R.J.** (2018). *Passion and emotions: The mediating role of cognitive appraisals*. Oral presentation at the Colloquium of Specialization Theses, UQAM, Montreal, QC, Canada.

### POSTER PRESENTATIONS

12. Vallières, A., **Lavoie, C.-É.**, Waage, S., Bjorvatn, B., & Lefrançois, M. (September 2025). *Validation of the Bergen Shift Work Sleep Questionnaire in workers under split shift or early morning shift*. Poster presented at World Sleep 2025, Singapore.
11. Malchelosse, K., **Lavoie, C. É.**, Masson, R., & Houlfort, N. (2022). *Psychological Needs Satisfaction as a Mediator in the Relationship Between Passion for Work and Work-Life Enrichment*. Poster presentation at the Tenth SELF International Conference.
10. Malchelosse, K., **Lavoie, C. É.**, Masson, R., & Houlfort, N. (2022). *The relationship between passion for work and the subdimensions of work-life enrichment*. Poster presentation at the 2022 conference of the Société Québécoise pour la Recherche en Psychologie (SQRP).
9. **Lavoie, C. É.**, Masson, R., Malchelosse, K., & Houlfort, N. (2021). *Effects of supervisor autonomy support on work-family balance: The mediating role of cognitive appraisals*. Poster presentation at the 2021 conference of the Société Québécoise pour la Recherche en Psychologie (SQRP), virtual conference.
8. Malchelosse, K., **Lavoie, C. É.**, Masson, R., & Houlfort, N. (2021). *Passion and inter-role enrichment: A look at workers with two occupational roles*. Poster presentation at the 2021 conference of the Société Québécoise pour la Recherche en Psychologie (SQRP), virtual conference.
7. Masson, R., **Lavoie, C. É.**, Malchelosse, K., & Houlfort, N. (2021). *Passion and role performance: A look at the mediating role of psychological needs*. Poster presentation at the 2021 conference of the Société Québécoise pour la Recherche en Psychologie (SQRP), virtual conference.
6. **Lavoie, C-E.**, Vallerand, R.J., & Verner-Filion, J. (2019). *Passion and emotions: The mediating role of cognitive appraisals*. Poster presentation at the 6th International Positive Psychology Association (IPPA) Conference, Melbourne, Australia.
5. **Lavoie, C-E.**, Vallerand, R.J., & Verner-Filion, J. (2019). *Passion and emotions: The mediating role of cognitive appraisals*. Poster presentation at the 7th International Conference on Self-Determination Theory, Egmond aan Zee, Netherlands.
4. **Lavoie, C-E.**, Vallerand, R.J., & Verner-Filion, J. (2018). *The role of cognitive appraisals as mediators of the passion-emotion relationships*. Poster presentation at the 35th Anniversary of the Social Behavior Research Laboratory, Montreal, Canada.
3. **Lavoie, C-E.**, & Vallerand, R.J. (2018). *The role of cognitive appraisals as mediators of the passion-emotion relationships*. Poster presentation at the 4th Canadian Conference on Positive Psychology, Toronto, Canada.
2. **Lavoie, C-E.**, & Vallerand, R.J. (2018). *The role of cognitive appraisals as mediators of the passion-emotion relationships*. Poster presentation at the 29th International Congress of Applied Psychology, Montreal, Canada.
1. Schlobach, M., Ostiguy, D., **Lavoie, C-E.**, and Figueroa Mendez, A. (2016). *Students as producers of intervention instruments: Social innovation at Collège de Maisonneuve*. Poster presentation at the ARC colloquium as part of the 84th Acfas Congress, Montreal, Canada.

## Academic and Community Service

### Department of Psychology, Université du Québec à Montréal (UQAM)

Montreal, QC, Canada

STUDENT REPRESENTATIVE – PSYCHOLOGY PROGRAM COMMITTEE

2015/09 – 2016/09

- Elected undergraduate student representative on the psychology program committee, contributing to discussions on curriculum and program issues.

### Collège de Maisonneuve

Montreal, QC, Canada

STUDENT REPRESENTATIVE – HUMANITIES PROGRAM COMMITTEE

2014/01 – 2015/09

- Student representative on the humanities program committee, participating in deliberations on program development and student needs.

### Collège de Maisonneuve

Montreal, QC, Canada

PEDAGOGICAL ASSISTANT – STUDENT ASSOCIATION

2014/09 – 2015/05

- Supported the student association with pedagogical initiatives and activities aimed at improving the academic experience.

### Collège de Maisonneuve

Montreal, QC, Canada

STUDENT REPRESENTATIVE – BOARD OF STUDIES

2014/09 – 2015/05

- Student representative on the Board of Studies (\*Commission des études\*), contributing to academic governance and policy discussions.

### Collège de Maisonneuve

Montreal, QC, Canada

ADMINISTRATOR – STUDENT COOPERATIVE

2013/09 – 2015/05

- Member of the board of the student cooperative, involved in decision-making regarding services offered to students.

### Marguerite-Bourgeois School Board

Montreal, QC, Canada

ANIMATOR – “L’ÉTÉ-RATURE” PROJECT

2011/06 – 2014/08

- Animator for the “L’été-rature” project, supporting youth through reading and writing activities during the summer period.

## Marguerite-Bourgeois School Board

Montreal, QC, Canada

STUDENT REPRESENTATIVE – SECONDARY-LEVEL STUDENTS

2011/05 – 2013/04

- Elected representative of secondary-level students at the school board, voicing student perspectives in consultations and meetings.

## Forum jeunesse de l'île de Montréal

Montreal, QC, Canada

ADOLESCENT REPRESENTATIVE – COUNCIL OF ELECTED REPRESENTATIVES

2011/09 – 2012/09

- Adolescent representative on the council of elected representatives of the youth forum, contributing to regional youth-engagement initiatives and deliberations.

## Media Coverage

4. **Lavoie, C.-É.** (May 2022). *Remote work: Here to stay*. Guest expert interview on LCN News (TVA network), Montreal, QC, Canada (TV interview via Zoom).

3. Coulton, M. (16 January 2022). *Working from home is a nightmare for some Quebecers, a blessing for others*. CBC News – Montreal. Online news article quoting **Charles-Étienne Lavoie** as an expert on remote work and employee well-being. Available at: <https://www.cbc.ca/news/canada/montreal/work-from-home-pandemic-1.6315579>

2. **Lavoie, C.-É.** (2 January 2022). *Remote work: Here to stay*. Guest expert interview on LCN News (TVA network), Montreal, QC, Canada (TV interview via Zoom).

1. Interview aired: (2016/9) *Experience of an engaged college student*, Salut Bonjour, TVA. Long version available in the Student Ambassadors section of the site: [lecegep.com](http://lecegep.com)

## Research-Related Work and Consulting

### RESEARCH LEADERSHIP AND COORDINATION

#### President and Co-Founder – nQuerio

Montreal, QC, Canada

nQUERIO (RESEARCH SOFTWARE FOR RESEARCHERS)

2022/9 - present

- Co-founded and lead the development of nQuerio, a research software platform designed by and for academic researchers.
- Collaborate with research teams around the world (e.g., Australian Catholic University, Columbia University, McGill University, UQAM, UQTR) to provide statistical and methodological consulting, data security and handling solutions, research logistics and technology support, and tools aligned with open science practices.

#### Research Laboratory Coordinator

Montreal

VITRAI, UQAM, UNIVERSITÉ DU QUÉBEC À MONTRÉAL

2022 - 2024/12

- Research Laboratory Coordinator

### RESEARCH CONSULTING

#### Statistical Consultant – Department of Psychology

Montreal, QC, Canada

UNIVERSITÉ DU QUÉBEC À MONTRÉAL (UQAM)

2024 - 2025

- Provided advanced quantitative consulting for multiple labs in work/organizational, educational, and developmental psychology: study design and power analysis, open science practices, large database management, advanced data analysis (SEM, longitudinal and multilevel models, etc.), R support, and guidance on writing Method and Results sections.

#### Statistical Consultant – Departments of Education and Physical Activity Sciences

Trois-Rivières, QC, Canada

UNIVERSITÉ DU QUÉBEC À TROIS-RIVIÈRES (UQTR)

2024 - 2025

- Statistical consulting for research teams in education and physical activity sciences: study design, power analysis, data management, advanced modeling (e.g., SEM, multilevel and longitudinal models), and support in interpreting and reporting quantitative results.

#### Survey Methods Consultant – Faculty of Human Sciences

Montreal, QC, Canada

UNIVERSITÉ DU QUÉBEC À MONTRÉAL (UQAM)

February 2024

- Short-term consulting contract to design and implement an online Qualtrics survey: questionnaire structure, branching logic, pilot testing, and data-collection setup for a faculty-wide survey.

## Digital Scholarship and Research Website Consultant – Professor Ariane Ollier-Malaterre

Montreal, QC, Canada

ESG UQAM

2023 - present

- Designed, implemented, and maintained the professor's online academic CV, the INTWAF research group website (International Network on Technology, Work, and Family), and the Canada Research Chair in Digital Regulation at Work and in Life team website, including information architecture, content integration, and optimization for showcasing research activities and outputs.

## Statistical Consultant – ESG UQAM

Montreal

UQAM, DEPARTMENT OF PSYCHOLOGY AND ÉCOLE SUPÉRIEURE DE GESTION (EGS)

2021 - present

- Managed and documented large and complex datasets for research projects at ESG UQAM.
- Performed advanced statistical analyses (e.g., multivariate models, structural equation modeling) and interpreted results for research teams.
- Explained statistical concepts and results to faculty and graduate students, and supported them in writing quantitative Method and Results sections.

## Consultant in Statistical and Psychometric Analysis

Montreal

GAUTHIER MURTADA AND PARTENAIRES

2019/11 - 2019/12

- Provided advanced statistical and psychometric consulting for faculty research projects (e.g., scale development, validation, and complex quantitative analyses).

## RESEARCH ASSISTANTSHIPS

### Research Assistant – Organizational Behavior Research Laboratory

Montreal, QC, Canada

DEPARTMENT OF PSYCHOLOGY, UNIVERSITÉ DU QUÉBEC À MONTRÉAL (UQAM)

2017/09 - 2018/09; 2021/03 - 2021/05

- Research assistant in Professor Nathalie Houltfort's lab on work and organizational psychology projects (e.g., survey preparation, data collection and management, preliminary quantitative analyses).

### Research Assistant – Social Behavior Research Laboratory

Montreal, QC, Canada

DEPARTMENT OF PSYCHOLOGY, UNIVERSITÉ DU QUÉBEC À MONTRÉAL (UQAM)

2016/10 - 2017/09

- Research assistant in Professor Robert J. Vallerand's lab on projects related to motivation and social behavior.

### Research Assistant – Institut de recherche sur l'intégration professionnelle des immigrants (IRIPI)

Montreal, QC, Canada

COLLÈGE DE MAISONNEUVE

2015/02 - 2015/12

- Research assistant under Dr. Monica Schlobach on projects related to the professional integration of immigrants.

## RESEARCH NETWORKS AND TEAMS

February

ESG UQAM,

2021 - Member – INTWAF Research Group (Intersection of Work, Family and Technology)

Montreal, QC,

present

Canada

2023 -

ESG UQAM,

present Member – Canada Research Chair in Digital Regulation at Work and in Life (research team)

Montreal, QC,

Canada

## Other Professional Experience

### Test Administrator

Montreal, QC, Canada

SOCIÉTÉ DE TRANSPORT DE MONTRÉAL (STM), DIVISION - STAFFING AND WORKFORCE PLANNING

2020/09 - ongoing

- Administered standardized tests in personnel selection processes at STM, ensuring standardized procedures and supporting staffing and workforce planning.

### Administrative Assistant (interim) – Ethics Committee for Student Projects (CERPE)

Montreal, QC, Canada

FACULTY OF HUMAN SCIENCES, UNIVERSITÉ DU QUÉBEC À MONTRÉAL (UQAM)

September - October 2024

- Managed and responded to emails sent to the CERPE information inbox, including screening requests, providing first-line answers, and redirecting enquiries as needed.
- Ensured continuity of service and up-to-date handling of the inbox during the temporary replacement of the regular staff member.

## COMPETENCIES

Open science, Research skills, Teamwork, Organizational psychology, Online questionnaire design, R (programming

language), Quantitative research, Statistics and data analysis, Public speaking, Qualtrics, Logistics and research technologies, Teaching and popularisation of science.

LANGUAGES

French (native), English (advanced)