

# Charles-Étienne Lavoie

PHD CANDIDATE (WORK PSYCHOLOGY) / PRESIDENT, NQUERIO

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My research integrates work psychology, self-determination theory, and advanced quantitative methods to examine motivation, work-family dynamics, and emotion regulation. I am fascinated by how carefully chosen designs and analyses can deepen our understanding of complex motivational processes such as by refining constructs and examining how they unfold across time and contexts using psychometrics and multilevel analyses. Committed to open science, I develop infrastructure like nQuerio and R tools to enhance reproducibility. In teaching, I empower students to design rigorous, meaningful studies (this CV is generated in R).

## Education

### Psychology Doctorate, research profile (PhD)

(Planned deposit: April 2026; Expected defense: June 2026)

Montréal, Québec, Canada

UNIVERSITÉ DU QUÉBEC À MONTRÉAL

September 2018 - Present

- Thesis: The role of coping strategies and emotional regulation in resolving work-family conflict episodes
- Advisor: Professor Nathalie Houlfort
- (Note: Profile change from Clinical PsyD to Research PhD)

### Psychology Doctorate, clinical profile (PsyD)

Montréal, Québec, Canada

UNIVERSITÉ DU QUÉBEC À MONTRÉAL

September 2018 - September 2024

- Schooling completed
- (Note: All courses necessary for OPQ eligibility completed prior to transfer)

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

Montréal, Québec, Canada

UNIVERSITÉ DU QUÉBEC À MONTRÉAL

September 2015 - September 2018

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

### Diploma of Collegial Studies (Social Sciences)

Montréal, Québec, Canada

COLLÈGE DE MAISONNEUVE

September 2013 - September 2015

- Special mention for involvement

## Research Internships and Visiting Positions

### Doctoral Research Intern – Future of Work Institute

Perth, Western Australia

FUTURE OF WORK INSTITUTE, CURTIN UNIVERSITY

October 2025 – February 2026

- Doctoral research internship under the supervision of Professor Marylène Gagné. The project involves fundamental conceptual refinements within self-determination theory, applying advanced quantitative methods such as three-level Bayesian structural equation modeling (timepoints nested within domains nested within persons).

## Publications

### PUBLISHED AND ACCEPTED

5. 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.
4. 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*.
3. **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.

2. **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*.

1. Houlfort, N., Cécire, P., & **Lavoie, C.-É.** (in press). Motivation au travail en visuels. In É. Vayre & V. Dolce (Eds.), *Psychologie du travail et des organisations en visuels*. De Boeck Supérieur.

#### 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

6. **Lavoie, C.-É.**, & Parker, S. K. (in preparation). SMART work design meets self-determination theory: Motivational mechanisms from Ruth Kanfer's legacy to AI-enabled work (Invited book chapter). In M. E. Beier & P. L. Ackerman (Eds.)

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.**, & Houlfort, 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.**, & Houlfort, 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. Houlfort, 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.**, & Houlfort, 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

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<b>2013-2024</b>	<b>Total Amount Offered</b> .....	<b>\$77,800</b>
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 .....	—

## Research-Related Work and Consulting

### RESEARCH LEADERSHIP AND COORDINATION

#### President and Co-Founder – nQuerio

*Montreal, QC, Canada*

NQUERIO (RESEARCH SOFTWARE FOR RESEARCHERS)

*September 2022 - 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 - December 2024*

- 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., Bayesian statistics, 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

November 2019 - December 2019

- 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)

September 2017 - September 2018;

March 2021 - May 2021

- 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)

October 2016 - September 2017

- 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

February 2015 - December 2015

- 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

## Professional Development and Advanced Methods Training

### Online short course (5 days)

Completed 2024

CURRAN-BAUER ANALYTICS – LONGITUDINAL STRUCTURAL EQUATION MODELING

- Intensive five-day course on longitudinal SEM, including growth curve models, cross-lagged models, and related advanced topics. Instructors: Daniel J. Bauer & Patrick J. Curran.

### Online short course (3 days)

Completed 2023

CURRAN-BAUER ANALYTICS – INTRODUCTION TO STRUCTURAL EQUATION MODELING

- Intensive three-day course on the fundamentals of structural equation modeling (SEM). Instructors: Daniel J. Bauer & Patrick J. Curran.

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

Montreal, QC, Canada

ONGOING ADVANCED STATISTICS MENTORING

2023 – present

- Quasi-weekly one-on-one mentoring with the department's statistician focused on structural equation modeling, multilevel modeling, longitudinal designs, and complex psychometrics, extending beyond formal coursework.

## Teaching Experience and Supervision

### Lecturer - ORH3000: Applied Research Methods in Human Resources Management

Montreal, Quebec, Canada

ESG UQAM, DEPARTMENT OF ORGANIZATION AND HUMAN RESOURCES

September 2023 - Present

- 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)

### Teaching Assistant - Sensibilisation aux pratiques de la psychologie (PSM4300)

Montreal, QC, Canada

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

September 2020 - September 2024

- Teaching assistant for the undergraduate course Sensibilisation aux pratiques de la psychologie (introduction to psychological practice and professional issues).

### Teaching Assistant - Psychologie du travail et des organisations (PSY4706)

Montreal, QC, Canada

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

January 2019 - May 2019

- Teaching assistant for the course Psychologie du travail et des organisations (work and organizational psychology).

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

Montreal, QC, Canada

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

September 2025 - December 2025 (Fall

2025)

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

## Supervision and mentoring

### Immediate Supervisor - Honours thesis in psychology

Montreal, QC, Canada

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

2024

- 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).

## Other teaching, coaching, and facilitation

### Animator - SCORE program

Montreal, QC, Canada

UQAM SPORTS CENTRE

2018/09 - 2020/03

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

### Weightroom Supervisor and Consultant

Montreal, QC, Canada

YMCA OF QUEBEC, DOWNTOWN MONTREAL BRANCH

2014/09 - 2020/03

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

### Tutor

Montreal, QC, Canada

MARGUERITE-BOURGEOIS SCHOOL BOARD

2012/01 - 2017/06

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

### Dance Troupe Coach

Montreal, QC, Canada

COLLÈGE DE MAISONNEUVE

2016/01 - 2017/04

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

### Sports Coach

Montreal, QC, Canada

MARGUERITE-BOURGEOIS SCHOOL BOARD

2014/01 - 2016/09

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

### Latin Dance Instructor

Montreal, QC, Canada

ARRIBA DANCE STUDIO

2013/01 - 2016/09

- Instructed Latin dance classes for adults and youth.

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

Montreal, QC, Canada

MONTREAL

2013/01 - 2014/05

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

## 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

7. Houlfort, N. & **Lavoie, C.-É.** (2025). *La satisfaction des besoins psychologiques au travail et à la maison : Ressources essentielles à la gestion des conflits travail-famille*. Association Internationale de Psychologie du Travail de Langue Française, Nice, France.
6. Lefrançois, M., Sultan-Taïeb, H., **Lavoie, C.-É.**, Tchuidnibi, 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

3. **Lavoie, C.-É.**, & Houliort, 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

13. **Lavoie, C.-É.**, & Gagné, M. (2026, June–July). *To expand or to refine basic psychological needs theory? Incremental competence versus novelty in a strong comparative test* [Poster presentation submitted]. 9th International Conference on Self-Determination Theory (SDT 2026), Geneva, Switzerland.
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., & Houliort, 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., & Houliort, 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., & Houliort, 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., & Houliort, 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., & Houliort, 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

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### Editorial and peer-review service

#### *Ad hoc reviewer (anonymous peer review)* Journals:

- Canadian Journal of Behavioural Science
- Human Relations
- Motivation and Emotion
- Journal of Management Studies
- Journal of Sport & Exercise Psychology

## 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.

## Other Professional Experience

### Test Administrator

Montreal, QC, Canada

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

September 2020 - Present

- 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 2024 - 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.

## 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)

## 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)

*This CV is generated from a reproducible R Markdown source using the {vitae} package. Source: <https://github.com/CharlesEtienneLavoie/cv>*