

Charles-Étienne Lavoie

PHD CANDIDATE / PRESIDENT, NQUERIO
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This CV is generated from a reproducible R Markdown source using the `{vitae}` package. Source: <https://github.com/CharlesEtienneLavoie/cv>

Education

Psychology Doctorate, research profile (PhD)

UNIVERSITÉ DU QUÉBEC À MONTRÉAL

Montréal, Québec, Canada

2018/09 - ongoing

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

Psychology Doctorate, clinical profile (PsyD)

UNIVERSITÉ DU QUÉBEC À MONTRÉAL

Montréal, Québec, Canada

2018/09 - 2024/09

- Schooling completed

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

UNIVERSITÉ DU QUÉBEC À MONTRÉAL

Montréal, Québec, Canada

2015/09 - 2018/09

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

Diploma of Collegial Studies (Social Sciences)

COLLÈGE DE MAISONNEUVE

Montréal, Québec, Canada

2013/09 - 2015/09

- Special mention for involvement

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.**, & 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

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

Lecturer - ORH3000: Applied Research Methods in Human Resources Management

Montreal, Quebec, Canada

ESG UQAM, DEPARTMENT OF ORGANIZATION AND HUMAN RESOURCES

2023/09 - ongoing

- 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

Montreal, QC, Canada

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

2020/09 - 2024/09

- 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 (Work and Organizational Psychology)

Montreal, QC, Canada

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

2019/01 - 2019/05

- 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

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)

Montreal, QC, Canada

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

UQAM SPORTS CENTRE

Montreal, QC, Canada

2018/09 - 2020/03

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

Weightroom Supervisor and Consultant

YMCA OF QUEBEC, DOWNTOWN MONTREAL BRANCH

Montreal, QC, Canada

2014/09 - 2020/03

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

Tutor

MARGUERITE-BOURGEOIS SCHOOL BOARD

Montreal, QC, Canada

2012/01 - 2017/06

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

Dance Troupe Coach

COLLÈGE DE MAISONNEUVE

Montreal, QC, Canada

2016/01 - 2017/04

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

Sports Coach

MARGUERITE-BOURGEOIS SCHOOL BOARD

Montreal, QC, Canada

2014/01 - 2016/09

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

Latin Dance Instructor

ARRIBA DANCE STUDIO

Montreal, QC, Canada

2013/01 - 2016/09

- Instructed Latin dance classes for adults and youth.

Animator - Support Program, École montréalaise pour tous

MONTREAL

Montreal, QC, Canada

2013/01 - 2014/05

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

Invited Talks

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 Talks

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. “

Conference Poster Presentations

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 Service

Student Representative

PSYCHOLOGY PROGRAM COMMITTEE

- Student Representative

Université du Québec à Montréal

2016-2022

Student Representative

HUMANITIES PROGRAM COMMITTEE

- Student Representative

Collège de Maisonneuve

2013-2015

Pedagogical Assistant

STUDENT ASSOCIATION

- Pedagogical assistant

Collège de Maisonneuve

2013-2015

Student Representative

BOARD OF STUDIES

- Student Representative

Collège de Maisonneuve

2013-2015

Administrator

STUDENT COOPERATIVE

- Administrator

Collège de Maisonneuve

2013-2015

Animator

'L'ÉTÉ-RATURE' PROJECT

- Animator

Marguerite-Bourgeois school board,
Montreal

2013-2015

Adolescent Representative

COUNCIL OF ELECTED REPRESENTATIVES

- Adolescent representative

Forum jeunesse de l'île de Montréal

2013-2015

Media Coverage

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

Other Professional Experience

President

Montreal

NQUERIO - TECHNOLOGICAL SOLUTION FOR ADVANCED SCIENTIFIC RESEARCH METHODS

2022/9 - ongoing

- Technological solution for advanced scientific research methods

Research Laboratory Coordinator

Montreal

VITRAI, UQAM, UNIVERSITÉ DU QUÉBEC À MONTRÉAL

2022 - ongoing

- Research Laboratory Coordinator

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.

Research Assistant, Technical Assistance, Statistical Consulting

Montreal

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

2021 - ongoing

- Research assistance
- Technical assistance to the ethics committee
- Statistical consulting

Consultant in Statistical and Psychometric Analysis

Montreal

GAUTHIER MURTADA AND PARTENAIRES

2019/11 - 2019/12

- Consultant in Statistical and Psychometric Analysis

Research Assistant

Montreal

ORGANIZATIONAL BEHAVIOR RESEARCH LABORATORY, UQAM

2016/10 - 2021/5

- Several projects carried out under the supervision of Professor Nathalie Houlfort and Professor Robert J. Vallerand

Research Assistant

Montreal

INSTITUT DE RECHERCHE SUR L'INTÉGRATION PROFESSIONNELLE DES IMMIGRANTS, COLLÈGE DE MAISONNEUVE

2015/2 - 2015/12

- Under the supervision of Dr. Monica Schlobach

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)