

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 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

ORAL PRESENTATIONS

6. Lefrançois, M., Sultan-Taïeb, H., **Lavoie, C.-É.**, Tchuindibi, 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)

STUDENT REPRESENTATIVE – PSYCHOLOGY PROGRAM COMMITTEE

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

Montreal, QC, Canada

2015/09 – 2016/09

Collège de Maisonneuve

STUDENT REPRESENTATIVE – HUMANITIES PROGRAM COMMITTEE

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

Montreal, QC, Canada

2014/01 – 2015/09

Collège de Maisonneuve

PEDAGOGICAL ASSISTANT – STUDENT ASSOCIATION

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

Montreal, QC, Canada

2014/09 – 2015/05

Collège de Maisonneuve

STUDENT REPRESENTATIVE – BOARD OF STUDIES

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

Montreal, QC, Canada

2014/09 – 2015/05

Collège de Maisonneuve

ADMINISTRATOR – STUDENT COOPERATIVE

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

Montreal, QC, Canada

2013/09 – 2015/05

Marguerite-Bourgeois School Board

ANIMATOR – “L’ÉTÉ-RATURE” PROJECT

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

Montreal, QC, Canada

2011/06 – 2014/08

Marguerite-Bourgeois School Board

STUDENT REPRESENTATIVE – SECONDARY-LEVEL STUDENTS

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

Montreal, QC, Canada

2011/05 – 2013/04

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

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)