

# 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

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)

## 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 Houltfort 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)