

# **Ariane OLLIER-MALATERRE, PhD**

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**Full Professor, Université du Québec A Montréal, Canada**  
**Director of the International Network on Technology, Work and Family**  
**Canada Research Chair on Digital Regulation at Work and in Life**

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Personal website with all pre-prints: <https://sites.google.com/site/olliermalaterre/home>

## **ACADEMIC POSITIONS**

Since 2013 UNIVERSITE DU QUEBEC A MONTREAL, ESG SCHOOL OF MANAGEMENT  
Full Professor, Organisation and Human Resources Department. Tenured 2015, Promoted 2018  
Director of the International Network on Technology, Work and Family  
Senior-level (tier 1) Canada Research Chair on Digital Regulation, 2023-2030  
Invited Professor in China 2019

2012 – 2013 MC GILL UNIVERSITY, DESAUTELS FACULTY OF MANAGEMENT  
Visiting Professor, Organizational Behavior Department

2008 – 2013 NEOMA ROUEN BUSINESS SCHOOL, FRANCE  
Associate Professor, Management and Strategy Department  
Director of the research center “Contemporary pathways of Career, Life and Learning”

2007 – 2008 BOSTON COLLEGE  
Post-doctoral fellow, Sloan Center on Aging & Work – 16 months  
Adjunct Faculty, Carroll School of Management – 4 months

2004 – 2007 ESSEC BUSINESS SCHOOL And CNAM UNIVERSITY PARIS  
PhD Candidate and Research Assistant  
Member of the LISE-CNRS Sociology Research laboratory, CNAM University

## **EDUCATION**

2007 PhD ESSEC BUSINESS SCHOOL and CNAM UNIVERSITY PARIS  
Management and Organizational Behavior, High distinction and congratulations of the jury  
PhD dissertation: *Gérer le hors-travail ? Pertinence et efficacité des pratiques d'harmonisation travail – hors-travail, aux Etats-Unis, au Royaume-Uni et en France*, 653 p., <http://tel.archives-ouvertes.fr/tel-00196916/fr/>

2004 Master of Science CNAM UNIVERSITY PARIS  
Organizational Behavior and Human Resources Management, Summa cum laude  
Masters dissertation: *Les nouveaux départs de carrière, une étude exploratoire sur une population d'ingénieurs du CNAM*, 152 p.

1995 Master of Science PARIS IX-DAUPHINE UNIVERSITY  
International Finance, With distinction

1994 Master of Science SCIENCES PO PARIS "Grande Ecole"  
Management and Political Sciences  
Summa cum laude, Special congratulations of the Jury

## AWARDS, DISTINCTIONS AND GRANTS

### Selected awards & distinctions

- 2023 Best paper Award Nominee, 56<sup>th</sup> Hawai'i International Conference on Systems Sciences
- 2022 Maestro of Many, Team award for the Top 10 countries with largest retained samples, GLOBE (Global Leadership and Organizational Behavior Effectiveness)
- 2021 Outstanding International Implications Paper, Academy of Management Organizational Behavior Division
- 2021 Annual Meeting Best Paper 2021, Academy of Management Organizational Behavior Division
- 2020 Best Published Paper Award, Academy of Management Careers Division
- 2020 Guy-Bégin Award of the Société Québécoise pour la recherche en psychologie
- 2020 Best Student Paper Award (as co-author), Psychology department, UQAM
- 2018 Top 50 Overall Contributor to Work and Family Research Award, Work and Family Researchers Network
- 2018 Nominee for the Ellen Galinsky Generative Researcher Award, Work and Family Researchers Network
- 2018 Outstanding Reviewer Award, Computer in Human Behavior
- 2017 Best Student Paper Award (as co-author), Psychology department, UQAM
- 2015 Keynote speech, Community Work and Family Bi-annual Conference, Malmö, Sweden
- 2014 Rosabeth Moss Kanter Award for Excellence in Work-Family Research, Center for Work and Family, Boston College and Purdue University, in competition with 2500 articles
- 2014 Early Career Research Award (Prix de la relève), School of Management, UQAM
- 2011 Outstanding Reviewer Award, Gender and Diversity in Organizations, Academy of Management
- 2011 Master Class, European Commission Brussels
- 2011 Hearing by French Prime Minister's Strategic Analysis Center
- 2011 Book "Politiques de l'intime" Prize winner of HR Award Le Monde-Syntech-Sciences Po
- 2008 Best Paper Award, Organizational Behavior, Academy of Management, 2008 (among 656 papers)

### Selected grants

- SSHRC Canada Research Chair, Holder, 2023-2030, \$1,400,000  
Tier 1 CRC on Digital regulation at work and in life
- UQAM Partnership Research Committee, 2023-2024, \$15,960  
Partnership with the unions CSN, CSQ, and FTQ on employee electronic surveillance: La surveillance électronique des employés au Québec
- Insight SSHRC, Co-applicant, 2023-2027, rank 1/50, \$290,225  
Flourishing and suffering across the GLOBE: A multi-country study of how societal culture, leadership, and hybridized work affect meaningfulness and positive and negative work and life outcomes
- SSHRC post-doctoral fellowship obtained for Luc Cousineau, 2023, \$45,000 (declined)
- ESG UQAM post-doctoral fellowship obtained for Luc Cousineau, 2022, \$15,000
- FRQSC Concerted Actions, Co-applicant, 2022-2025, \$149,758  
Démystifier les conséquences mitigées du télétravail sur la santé psychologique et la performance subjective du personnel du secteur tertiaire: Étude des paradoxes du télétravail et des mécanismes psychologiques sous-jacents
- ESG-UQAM International research team competition, 2021-2023, \$32,000
- Insight SSHRC, Principal Investigator, 2018-2023, \$96,090  
An International Study of Work-Family Experiences: A Multi-Level Perspective
- Society for Industrial Organizational Psychology Grant, 2018, Co-Principal Investigator, \$4,500
- Insight Development SSHRC, Principal Investigator, rank 1/36, 2014, \$69,593  
The collision of professional and personal identities on online social networks

UQAM Starting grant, Principal Investigator, 2013, \$12,000  
Rouen Business School Research center annual budget 2010-2013, €28,000  
Contemporary pathways of Career, Life and Learning,  
Wharton School's Leadership Center, Co-Principal Investigator, \$16,000  
The collision of professional and personal identities on online social networks  
French National Research Agency (ANR), Co-Principal Investigator, € 13,000  
Longitudinal study of children's socialization  
Post-doctoral fellowship, Sloan Foundation, 2007-2008, \$60,000  
Post-doctoral research grant from GlaxoSmithKline, 2007-2008, \$45,000  
PhD Research Grant from ESSEC Business School Doctoral Program, 2004-2007, €47,000

## REFEREED MONOGRAPHS AND EDITED BOOKS

Ollier-Malaterre, A. (2023). *Living with Digital Surveillance in China: Citizens' Narratives on Technology, Privacy and Governance*. London: Routledge Studies in Surveillance. Series editors: K. Ball, W. Webster, C. Raab, & P. Fussey. 338 Pages. ISBN 9781032517704.  
<https://www.routledge.com/9781032517704>

Parent-Rochelleau, X., & Ollier-Malaterre, A. (Eds) (Forthcoming 2024). *Le management à l'ère numérique - Nouvelles pratiques, réalités et régulations*. Presses Universitaires du Québec, collection Organisations, ressources humaines et relations de travail.

## REFEREED PUBLICATIONS

Ollier-Malaterre, A. (2023). Social contagion in employees' assessment of work-life practices: a framework of social contagion processes, assessment dimensions, and national context. *Community, Work & Family*. DOI: [10.1080/13668803.2023.2244656](https://doi.org/10.1080/13668803.2023.2244656)

Beham, B., Ollier-Malaterre, A., Allen, T.D., Baierl, A., Alexandrova, M., Artiawati, Beauregard, A., Carvalho, V. S., Cho, E., Coden da Silva, B., Dawkins, S., Escribano, P., Gudeta, K. H., Huang, T., Jaga A., Kost, D., Kurowska, A., Leon, E., Lewis, S., Lu, C., Martin, A., Masuda, A., Morandin, G., Noboa, F., Ohu, E., Peters, P., Rajadhyaksha, U., Russo, M., Sohn, Y. W., Straub, C., Tammelín, M., & Van Engen, M. (In Press). Humane Orientation, Work-family Conflict, and Positive Spillover across Cultures. *Journal of Applied Psychology*. Selected as Editor's Choice.

Ollier-Malaterre, A. (2023). La régulation du numérique au travail. Un pilier de la transformation numérique responsable. *Revue RH*, Ordre des Conseillers en Ressources Humaines Agréés.

Afota, M.C., Cañibano, A., Ollier-Malaterre, A., Provost Savard, Y., & Léon, E. (2023). Remote Workers' Privacy Concerns, Psychological Climate for Face Time and Organizational Affective Commitment. *Proceedings of the 56<sup>th</sup> Hawai'i International Conference on Systems Sciences (HICSS)*.  
<https://scholarspace.manoa.hawaii.edu/items/63979784-650a-4e09-bdfc-6441565a2a41>

Afota, M.C., Provost Savard, Y., Ollier-Malaterre, A., & Léon, E. (2022). Work-From-Home Adjustment in the US and Europe: The Role of Psychological Climate for Face Time and Perceived Availability Expectations in the US and Europe. *International Journal of Human Resource Management*.  
<https://doi.org/10.1080/09585192.2022.2090269>

Jaga, A. & Ollier-Malaterre, A. (2022). "You can't eat soap": Reimagining COVID-19, work, family, and employment from the Global South. *Work, Employment & Society*, 36(4), 251–257.

Rothbard, N., Ramarajan, L., Ollier-Malaterre, A., & Lee, S. S. (2022). OMG! My Boss Just Friended Me: How Evaluations of Colleagues' Disclosure, Gender, and Rank Shape Personal/Professional Boundary Blurring Online. *Academy of Management Journal*. 65, 35–65.

Ma, J., Ollier-Malaterre, A., & Lu, C-q. (2021). The Impact of Techno-stressors on Work-Life Balance: The Moderation of Job Self-efficacy and the Mediation of Emotional Exhaustion. *Computers in Human Behavior*. 122, article 106811 <http://dx.doi.org/10.1016/j.chb.2021.106811>

Ollier-Malaterre, A. (2021). Privacy, Face and Social Respectability in a Digital China. *AoIR Selected Papers of Internet Research*, 2021. <https://doi.org/10.5210/spir.v2021i0.12001>

Ollier-Malaterre, A., & Foucreault, A. (2021). When are Social Network Sites Connections with Coworkers Beneficial? The Roles of Age Difference and Preferences for Segmentation between Work and Life. *Journal of the Association for Information Systems*. 22(5), 1454-1471.

Afota, M.C., Provost Savard, Y., Ollier-Malaterre, A., & Léon, E. (2021). Work-From-Home Adjustment in the COVID-19 Pandemic: The Role of Psychological Climate for Face Time. In Sonia Taneja (Ed.), *Proceedings of the Eighty-first Annual Meeting of the Academy of Management*. 2021(1). <http://dx.doi.org/10.5465/AMBPP.2021.81>

Raina, M., Ollier-Malaterre, A., & Singh, K. (2020). Happily Exhausted: Work-Family Dynamics in India. *Occupational Health Science*. 4(1-2), 191–211.

Kossek, E. E., & Ollier-Malaterre, A. (2020). Desperately seeking sustainable careers: Redesigning professional jobs for the collaborative crafting of reduced-load work. *Journal of Vocational Behavior*, 117. Open access: <https://www.sciencedirect.com/science/article/pii/S000187911930079X?via%3Dihub>

Ollier-Malaterre, A., Haar, J., Sunyer, & A., Russo, M. (2020). Supportive Organizations, Work–Family Enrichment, and Job Burnout in Low and High Humane Orientation Cultures. *Applied Psychology: An International Review*, 69(4): 1215-1247.

Ollier-Malaterre, A., Jacobs, J., & Rothbard, N.P. (2019). Technology, work and family: Digital cultural capital and boundary management. *Annual Review of Sociology*. 45, 425–447.

Russo, M., Ollier-Malaterre, A., & Morandin, G. (2019). Breaking out from constant connectivity: Agentic regulation of smartphone use. *Computers In Human Behavior*, 98, 11-19.

Ollier-Malaterre, A. (2019). La compétence numérique de gestion des frontières sur les réseaux sociaux numériques : un capital culturel technologique à la Bourdieu. *Lien social et politiques*, revue INRS, 81, 121-137. <https://www.erudit.org/fr/revues/lsp/2018-n81-lsp04317/1056307ar/>

Bourdeau S., Ollier-Malaterre, A., (shared fist authorship), & Houlfort, N. (2019). Not All Work-life Policies Are Created Equal: Career Consequences of Using Enabling versus Enclosing Work-life Policies. *Academy of Management Review*. 2019, 44(1), 172-193.

Afota, M.C., Ollier-Malaterre, A., & Vandenberghe, C. (2019). How Supervisors Set the Tone for Long Hours: Vicarious Learning, Subordinates' Self-Motives and the Contagion of Working Hours. *Human Resource Management Review*. 29(4). <https://doi.org/10.1016/j.hrmmr.2018.11.001>

Ollier-Malaterre, A. & Foucreault, A. (2019). Connections with Coworkers on Social Network Sites: The Good, the Bad and the Ugly. *Proceedings of the 52<sup>nd</sup> Hawaii International Conference on Systems Sciences (HICSS)*, 769-778. <http://hdl.handle.net/10125/59517>

Haar, J., Sune, A., Russo, M., & Ollier-Malaterre, A. (2019). A Cross-National Study on the Antecedents of Work-Life Balance from the Fit and Balance Perspective. *Social Indicators Research (SOC)*, 142(1), 261–282.

- Russo, M., Ollier-Malaterre, A., Kossek, E.E., & Ohana, M. (2018). Boundary Management Permeability and Relationship Satisfaction in Dual-Earner Couples: The Asymmetrical Gender Effect. *Frontiers in Psychology*, 9:1723. doi: 10.3389/fpsyg.2018.01723.
- Riva, E., Lucchini, M., den Dulk, L. & Ollier-Malaterre, A. (2018). The skill profile of the employees and the provision of flexible working hours in the workplace: A multilevel analysis across European countries. *Industrial Relations Journal*, 49(2), 128-152.
- Morandin, G., Russo, M., & Ollier-Malaterre, A. (2018). Put down that phone! Smart use of smartphones for work and beyond. *Journal of Management Inquiry*, 27(3), 352–356.
- Ollier-Malaterre, A. (2018). Care across the globe: The impact of national culture and structure. *Sociologia e Politiche Sociali*, 20(3), 9-24.
- Ollier-Malaterre, A. & Luneau-de Serre, K. (2018). Connecting with Coworkers on Social Network Sites: Strategies, Social Norms and Outcomes on Work Relationships, *Proceedings of the 51<sup>st</sup> Hawaii International Conference on Systems Sciences (HICSS)*, 441-450. <http://hdl.handle.net/10125/49945>
- Foucreault, A., Ollier-Malaterre, A., & Ménard, J. (2018). Organizational Culture and Work-Life Integration: A Barrier to Employees' Respite? *The International Journal of Human Resource Management*, 29(16), 2378-2398.
- Baruch Y., Prouska, R., Ollier-Malaterre, A. & Bunk, J. (2017). Swearing at Work: The mixed outcomes of profanity, *Journal of Managerial Psychology*, 32(2), 149-162.
- Ollier-Malaterre, A. (2017). Cross-national work–life research: Common misconceptions and pervasive challenges. *Community, Work and Family*: 20 (1), 92-98.
- Ollier-Malaterre, A., & Foucreault, A. (2017). Cross-national work-life research: Cultural and structural impacts for individuals and organizations. *Journal of Management*, 43(1), 111-136.
- Ollier-Malaterre, A., & Andrade, C. (2016). Not for everyone: Intra-organizational divides and the stratification of access to work-life policies. *Community, Work and Family*, 19 (5), 519-537.
- Kossek, E.E., Ollier-Malaterre, A., Lee, M.D., Hall, T., & Pichler, S. (2016). Line Managers' Experiences with Reduced-load Work for Professionals in Embracing and Ambivalent Organizational Contexts. *Human Resource Management*, 55(1), 143-171.
- Ollier-Malaterre, A., & Rothbard, N. (2015). Social Media or Social Minefield? Surviving in the New Cyberspace Era. *Organizational Dynamics*, 44 (1), 26-34.
- Haar, J., Russo, M., Sune, A., & Ollier-Malaterre, A. (2014). Outcomes of work-life balance on job satisfaction, life satisfaction and mental health: A study across seven cultures. *Journal of Vocational Behavior*, 85(3), 361–373.
- Ollier-Malaterre, A., McNamara, T., Matz-Costa, C., Pitt-Catsoupes, M., & Valcour, M. (2013). Looking Up to Regulations, Out at Peers or Down at the Bottom Line: How Institutional Logics Affect the Prevalence of Age-Related HR Practices. *Human Relations*, 66(10), 1373-1395.
- Ollier-Malaterre, A, Rothbard, N., & Berg, J. (2013). When worlds collide in cyberspace: How Boundary Work in Online Social Networks Impacts Professional Relationships. *Academy of Management Review*, 38(4), 645-659.
- Ollier- Malaterre, A., Valcour M., den Dulk, L. & Kossek, E.E. (2013). Theorizing national context to develop comparative work-life research: A review and research agenda. *European Management Journal*, 31(5), 433-447.

Den Dulk, L. Groeneveld, S., Ollier- Malaterre, A., & Valcour M. (2013). National context in work-life research: A multi-level cross-national analysis of the adoption of work-life policies by employers in Europe. *European Management Journal*, 31(5), 478-494.

Ollier-Malaterre, A. (2012). L'enrichissement entre vie professionnelle et vie personnelle : revue et programme de recherche. *Psychologie du Travail et des Organisations*, 18(2), 160-173.

Ollier-Malaterre, A. (2011). Building a Citizenship Argument on top of the Business Case Argument: A Systemic Perspective on Work-Family Articulation. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 418-421.

Valcour, M., Ollier-Malaterre, A., Matz-Costa, C., Pitt-Catsoupes, M., & Brown, M. (2011). Influences on Employee Perceptions of Organizational Work-Life Support: Signals and Resources. *Journal of Vocational Behavior*, 79(2), 588-595.

Ollier-Malaterre, A. (2010). Contributions of work-life and resilience initiatives to the individual/organisation relationship. *Human Relations*, 63(1), 41-62.

Ollier-Malaterre, A. (2010). Les pratiques work-life des employeurs anglo-saxons favorisent-elles l'implication ? *Revue de Gestion des Ressources Humaines*, 78, 2-16.

Ollier-Malaterre, A. (2010). De la conciliation à la résilience : 40 ans d'évolution lexicale aux Etats-Unis. *Travail, Genre et Sociétés*, 24, 111-128.

Ollier-Malaterre, A. (2010). Conciliation vie professionnelle – vie personnelle : l'éthique en pratique. *Entreprise éthique*, n° 32, April, 87-95.

Ollier-Malaterre, A. (2009). Organizational Work-Life initiatives: Context matters. France compared to the UK and the US. *Community, Work and Family*, 12(2), 159-178. <http://hdl.handle.net/2345/719>

Ollier-Malaterre, A. (2009). Vie professionnelle et vie personnelle aux Etats-Unis : que font les employeurs ? *Informations Sociales*, 153, 78-84.

Ollier-Malaterre, A. (2008). Comment les employeurs appréhendent-ils la vie hors-travail de leurs salariés? Une comparaison entre le modèle français et le modèle anglo-américain. *Recherches et Prévisions*, 92, 47-60.

Ollier-Malaterre, A. (2008). Contributions of Work-Life and Resilience Initiatives to the Individual/Organization Relationship. In George T. Solomon (Ed.), *Proceedings of the Sixty-Sixth Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643.

de Bry, F., & Ollier-Malaterre, A. (2006) L'intégration du hors-travail dans la GRH : entre paternalisme et empowerment. *Proceedings of the 17th AGRH Annual Congress*, Reims Management School, Reims.

Ollier-Malaterre, A. (2005) Gérer le Hors-travail ? Les programmes Work/Life aux Etats-Unis. *Proceedings of the 16<sup>th</sup> AGRH Annual Congress*, University Paris IX-Dauphine, Paris.

## **BOOK CHAPTERS AND REVIEWS**

Cousineau, L., Ollier-Malaterre, A., Parent-Rochelleau, X., & Charbonneau, E. (Forthcoming 2024). La surveillance électronique au travail : nouvelles réalités et enjeux. Dans Parent-Rochelleau, X., & Ollier-Malaterre, A. (Eds) *Le management à l'ère numérique - Nouvelles pratiques, réalités et régulations*. Presses Universitaires du Québec, collection Organisations, ressources humaines et relations de travail.

Ollier-Malaterre, A., Allen, T., Kossek, E. E., Lu, C-q., Morandin, G., Pellerin, S., Rostami, A., Russo, M. (Forthcoming). Technology Regulation in the Service of Sustainable Work-life Balance. In Kruiyen, P., André, S., & van der Heijden, B. *Maintaining a Healthy, Sustainable Work-Life Balance Throughout the*



*Life Course: An Interdisciplinary Path to a Better Future*. Edward Edgar New Horizons in Management series.

Guerrero, S., Oiry, E., & Ollier-Malaterre, A. (2023). La vie en rose. Globalization Challenges for Human Resources Management in a Canadian Lingerie Leader, In Castro Christiansen, L., Biron, M., Budhwar, P., & Harney, B. (Dir.), *Global Human Resource Management Casebook*, Third Edition, Routledge (259-268).

Ollier-Malaterre, A. (2023). Eroding Boundaries and Creeping Control: “Digital Regulation” as New Normal Work, In Bergum, S., Peters, P. and Vold, T. (Dir.), *Virtual Management and the New Normal. New perspectives on HRM and Leadership since the COVID-19 Pandemic*, Palgrave Macmillan. (313–332), [https://doi.org/10.1007/978-3-031-06813-3\\_16](https://doi.org/10.1007/978-3-031-06813-3_16)

Ollier-Malaterre, A. & Foucreault, A. (2018). GLOBE’s Cultural Dimensions: Implications for Global Work Family Research, In K. Shockley, W. Shen and R. Johnson (Eds.), *Cambridge Handbook of the Global Work-Family Interface* (69-85). Cambridge: Cambridge University Press.

Ollier-Malaterre, A. (2017). National Context and Employer-driven Work-Life Policies. In R. Burke, & L. Calvano (Eds.), *The Sandwich Generation: Caring for Oneself and Others at Home and at Work* (177-195): Edward Elgar Publishing.

Merriweather Woodson T., & Ollier-Malaterre, A. (2016). An Intersectional Approach to Diversity Management in the United States and France. In Ng, E., Klarsfeld, A., Booyesen, L, Castro-Christiansen, L., & Kuvaas, B. (Eds), *Research Handbook of International and Comparative Perspectives on Diversity Management* (69-88). Edward Elgar Publishing.

Ollier-Malaterre, A. (2016). Cross-National Work-Family Research, In Allen, T.D. & Eby, L.T. (Eds), *Oxford Handbook of Work and Family* (315-332). New York: Oxford University Press,

Rothbard, N. & Ollier-Malaterre, A. (2016). Boundary Management. In Allen, T.D. & Eby, L.T. (Eds), *Oxford Handbook of Work and Family* (109-124). New York: Oxford University Press,

Ollier-Malaterre, A., Sarkisian, N., Stawiski, S. & Hannum, K.M. (2013). Work-Life Balance and Performance across Countries: Cultural and Institutional Approaches, in D. Major and R. Burke (Eds), *Handbook of Work-Life Integration of Professionals: Challenges and Opportunities* (pp. 357-380), Cheltenham UK: Edward Elgar.

Ollier-Malaterre, A. (2013). Les organisations et la vie hors-travail de leurs membres : incorporation, relégation et substitution au fil du temps. In Tremblay, D.G. (Ed.), *Temporalités sociales, temps prescrits, temps institutionnalisés* (pp. 17-31), Québec : Presse de l’Université de Québec.

Alis, D., Demaison, K., Dumas, M., Ollier-Malaterre, A. & Pitavy, P. (2013). Quand l’investissement dans la sphère hors travail profite à la sphère au travail et réciproquement. In J.M Peretti (Ed.), *Tous solidaires*, Editions d’Organisation.

Kossek, E.E. & Ollier-Malaterre, A. (2013). Work-Family Policies: Linking National Contexts, Organizational Practice and People for Multi-Level Change, in S. A. Y. Poelmans, J. Greenhaus, & M. Las Heras Maestro (Eds), *Expanding the Boundaries of Work-Family Research: A Vision for the Future* (pp. 3-30), United Kingdom: Palgrave.

Alis D., Dumas, M. & Ollier-Malaterre, A. (2012). Les politiques d’articulation entre vie professionnelle et vie personnelle, In J. Allouche (Ed.), *Encyclopédie des Ressources Humaines* (pp. 1571-1577), Paris: Vuibert.

Ollier-Malaterre, A., Dumas, M. & Alis, D. (2012). Veiller à l’articulation vie professionnelle – vie personnelle », In J.M Peretti (Ed.), *Tous DRH* (pp. 113-123), Editions d’Organisation.

McNamara, T., Ollier-Malaterre, A., Parry, E., & Pitt-Catsoupes, M. (2011). Assessing Quality of Employment: Considering Age Composition of the Workforce and Country Context. In P.A. Lapointe, J. Pelletier & F. Vaudreuil (Eds). *Different Perspectives on Work Changes* (pp. 287-302), Les Presses de l'Université Laval, ISBN : 978-2-7637-9494-5.

McNamara, T., Ollier-Malaterre, A., Parry, E., & Pitt-Catsoupes, M. (2010). L'évaluation de la qualité de l'emploi et la prise en compte de la composition en âge de la main-d'œuvre et du contexte national. In P.A. Lapointe, J. Pelletier & F. Vaudreuil (Eds). *Regards croisés sur les mutations du travail* (pp. 283-298), Les Presses de l'Université Laval, ISBN : 978-2-7637-9120-3.

Ollier-Malaterre, A. (2010). Book review of *Work less, live more? Critical analysis of the work-life boundary*, Edited by C. Warhust, D.R. Eikhof and A. Haunschild, Palgrave Macmillan, 2008, *British Journal of industrial Relations*, 48(2), 634-635.

Ollier-Malaterre, A. (2009) Book review of *Total Leadership. Be a better leader, Have a richer life*, by S.D. Friedman, Harvard Business School Press, 2008, *Human Resource Management*, 48(4), 665-667.

Ollier-Malaterre, A. (2009). Book review of *CEO of Me: Creating a Life that Works in the Flexible Job Age*, by E. E. Kossek & B. Lautsch, Wharton Publishing, 2008 - *Human Resource Management*, 47(4), 851-854.

Ollier-Malaterre, A. (2009). Les pratiques d'harmonisation travail - hors travail des entreprises anglo-saxonnes, moteur ou frein de l'égalité professionnelle hommes-femmes ? In C. Nicole-Drancourt (Ed.), *Conciliation travail-famille : attention travaux* (pp. 189-200). Paris: L'Harmattan, collection Logiques sociales.

Ollier-Malaterre, A. (2009). Les pratiques d'harmonisation travail – hors-travail des organisations américaines, ou l'agrégation des temporalités et des espaces. In I. Berrebi-Hoffmann (Ed.), *Politiques de l'intime- Des utopies sociales d'hier aux mondes du travail d'aujourd'hui* (pp. 129-144). Paris: La Découverte, collection Recherches. Prize winner of HR Award Le Monde-Syntech-Sciences Po, 2011.

## **REFEREED CONFERENCES (5 RECENT YEARS)**

Ollier-Malaterre, A. (2023). *Living with Digital Surveillance in China: Citizens' Narratives on Technology, Privacy and Governance* (Book session). *Association of Internet Researchers, Philadelphia*.

Ollier-Malaterre, A. (2023). De-Westernizing Privacy: Meanings of Privacy in a Digital China. *Community, Work and Family*, Rio de Janeiro.

Afota, M.C., Provost Savard, Y., Léon, E., & Ollier-Malaterre A. (2023). Changes in belongingness, meaningful work, and emotional exhaustion among new high-intensity telecommuters: A latent growth modeling approach. *European Group for Organizational Studies*, Cagliari.

Wu, Z., Lu, C.-q., Ollier-Malaterre, A., Ma, Y., Wang, G., Liang, J. (2023). Workplace inaction: Conceptualization, formation, and scale development. *International Association for Chinese Management Research Conference*, Hong Kong.

Cécire, P., Richards, J., Provost Savard, Y., Houlfort, N., Ollier-Malaterre A., Boudreau, S., & Rostami, A. (2023). *Association internationale de psychologie du travail de langue française*, Montréal. Télétravail, santé psychologique et performance : l'influence des paradoxes associés aux besoins psychologiques fondamentaux.

Provost Savard, Y., Afota, M.C., Léon, E., & Ollier-Malaterre A. (2023). *Association internationale de psychologie du travail de langue française*, Montréal. Télétravail et sentiment d'affiliation : relations avec le sens au travail et l'épuisement émotionnel en contexte pandémique.



Afota, M.C., Cañibano, A., Ollier-Malaterre, A., Provost Savard, Y., & Léon, E. (2023). *Hawai'i International Conference on Systems Sciences (HICSS)*. Remote Workers' Privacy Concerns, Psychological Climate for Face Time and Organizational Affective Commitment.

Afota, M.C., Vandenberghe, C., & Ollier-Malaterre, A. (2022). *European Group for Organizational Studies*, Vienna. Is too much LMX still LMX? A conceptual exploration of the too much of a good thing effect of LMX through a relational perspective.

Ollier-Malaterre, A. (2022). *Work Family Researchers Network*, NYC. COVID-19, Forced Work-Life Integration and the Reinvention of Organizational Control.

Beham, B., Ollier-Malaterre, A., Allen, T.D., Baierl, A., Alexandrova, M., Artiawati, Beauregard, A., Carvalho, V. S., Cho, E., Coden da Silva, B., Dawkins, S., Escribano, P., Gudeta, K. H., Huang, T., Jaga A., Kost, D., Kurowska, A., Leon, E., Lewis, S., Lu, C., Martin, A., Masuda, A., Morandin, G., Noboa, F., Ohu, E., Peters, P., Rajadhyaksha, U., Russo, M., Sohn, Y. W., Straub, C., Tammelin, M., & Van Engen, M. (2022). *Work Family Researchers Network*, NYC. Humane Orientation, Work-family Conflict, and Positive Spillover across Cultures.

Cousineau, L., Ollier-Malaterre, A., & Parent-Rochelleau, X. P. (2022). *Surveillance & Society Conference of the Surveillance Studies Network*, Rotterdam (Hybrid). Employee Surveillance Technologies: Prevalence, Classification, and Invasiveness.

Ollier-Malaterre, A. (2021). *Association of Internet Researchers (Virtual)*. Privacy, Face and Social Respectability in a Digital China.

Afota, M.C., Provost Savard, Y., Ollier-Malaterre, A., & Léon, E. (2021). *Academy of Management (Virtual)*. Work-From-Home Adjustment in the COVID-19 Pandemic: The Role of Psychological Climate for Face Time.

Sajadi, P., Vandenberghe, C., & Ollier-Malaterre, A. (2021). *European Academy of Management (Virtual)*. Identity Negotiation and Social Dominance in Peer Dyads.

Sajadi, P., Vandenberghe, C., & Ollier-Malaterre, A. (2020). *Academy of Management (Virtual)*. Identity (In)congruence in Ethnically/Racially "Superior/Inferior" Peer Dyads.

Beham, B., Ollier-Malaterre, A., Allen, T.D., Eckner, J., Alexandrova, M., Artiawati, Baierl, A., Beauregard, A., Carvalho, V. S., Cho, E., Coden da Silva, B., Dawkins, S., Escribano, P., Gudeta, K. H., Huang, T., Jaga A., Kost, D., Kurowska, A., Leon, E., Lewis, S., Lu, C., Martin, A., Masuda, A., Morandin, G., Noboa, F., Ohu, E., Peters, P., Rajadhyaksha, U., Russo, M., Sohn, Y. W., Straub, C., Tammelin, M., & Van Engen, M. (2020). *Work Family Researchers Network*, NYC (accepted; withdrawn due to COVID-19). Humane orientation and work-family boundary management -- Findings from the International Study of Work and Family (ISWAF).

Ollier-Malaterre, A. & Foucreault, A. (2020). *International Congress of Psychology*, Prague (accepted; withdrawn due to COVID-19). Connections with Coworkers on Social Network Sites, Closeness and OCBI in teams.

Kossek, E.E. & Ollier-Malaterre, A. (2019). *Academy of Management*, Boston. Desperately Seeking Sustainable Careers: Redesigning Professional Jobs for the Collaborative Crafting of Reduced-Load Work.

Monneuse, D. & Ollier-Malaterre, A. (2019). *Academy of Management*, Boston. Only One Life and So Many Options: A Dynamic Model of Work-Life Balancing.

Ollier-Malaterre, A. (2019). *European Group for Organizational Studies*, Edimbourg. Technology and boundaries between work and life: Connectivity, privacy, and self-presentation challenges in Western countries and China.

Beham, B., Ollier-Malaterre, A., Allen, T.D., Eckner, J., Alexandrova, M., Artiawati, Baierl, A., Beauregard, A., Carvalho, V. S., Cho, E., Coden da Silva, B., Dawkins, S., Escribano, P., Gudeta, K. H., Huang, T., Jaga A., Kost, D., Kurowska, A., Leon, E., Lewis, S., Lu, C., Martin, A., Masuda, A., Morandin, G., Noboa, F., Ohu, E., Peters, P., Rajadhyaksha, U., Russo, M., Sohn, Y. W., Straub, C., Tammelin, M., & Van Engen, M. (2019). *Community, Work and Family*, Malta. The International Study of Work and Family (ISWAF): Preliminary Findings from 25 Countries.

Sajadi, P., Vandenberghe, C., & Ollier-Malaterre, A. (2019). *Administrative Sciences Association of Canada*, Montreal. Why and when does identity (in)congruence occur in ethnically/racially diverse dyads: A social dominance perspective.

Ollier-Malaterre, A. & Foucreault, A. (2019). *Hawai'i International Conference on Systems Sciences*. Connections with Coworkers on Social Network Sites: The Good, the Bad and the Ugly.

**62 other communications in refereed conferences between 2005 and 2018** including

Academy of Management (2008, 2009, 2011, 2013, 2014, 2015, 2018)

American Sociological Association (2017, 2018)

Community, Work and Family (2007, 2011, 2015, 2017)

European Academy of Management (2007)

European Group for Organizational Studies (2007, 2016)

Hawai'i International Conference on Systems Science (2018)

IESE Business School International Center of Work and Family (2005, 2007, 2009, 2011, 2013)

Israel Organizational Behavior Conference (2011)

Society for the Advancement of Socio-Economics (2017)

Society for Industrial and Psychological Conference (2009)

Wharton School People and Organizations Conference (2011, 2014)

Work Family Researchers Network (2014, 2016, 2018).

**INVITED PUBLICATIONS (5 RECENT YEARS)**

Ollier-Malaterre, A., & Pellerin, S., with Kossek, E.E., Afota, M.C., Cousineau, L., Lavoie, C.E., Beham, B., Morandin, G., Russo, M., Jaga, A., Ma, J., Léon, E., Lu C-q., & Parent-Rocheleau, X. (2023). Le droit à la déconnexion : un pilier de la régulation du numérique dans nos vies. *Le Devoir*.

Morandin, G., Russo, M., Pellerin, S., Ollier-Malaterre, A., Kossek, E.E., Afota, M.C., Cousineau, L., Lavoie, C.E., Beham, B., Jaga, A., Ma, J., Léon, E., Lu C-q., & Parent-Rocheleau, X. (2023). Diritto e volontà di disconnessione, due elementi che devono viaggiare in parallelo, *Harvard Business Review Italia*. April: 106-107.

Pellerin, S., Ollier-Malaterre, A., Kossek, E.E., Afota, M.C., Cousineau, L., Lavoie, C.E., Beham, B., Morandin, G., Russo, M., Jaga, A., Ma, J., Léon, E., Lu C-q., & Parent-Rocheleau, X. (2023). The Right to Disconnect. *Stanford Social Innovation Review*. Winter 2023.

[https://ssir.org/articles/entry/the\\_right\\_to\\_disconnect](https://ssir.org/articles/entry/the_right_to_disconnect)

Ollier-Malaterre, A. (2021). Le Covid-19, travail, vie personnelle et réinvention du contrôle organisationnel, *Analyse, Opinion, Critique*. 10 novembre. <https://aoc.media/analyse/2021/11/09/le-covid-19-travail-vie-personnelle-et-reinvention-du-controle-organisationnel/>

Afota, M.C., Léon, E., Provost Savard, Y., & Ollier-Malaterre, A. (2021) To demonstrate their commitment, teleworkers are making themselves more available than ever, *The Conversation Canada*, April 29 <https://theconversation.com/to-demonstrate-their-commitment-teleworkers-are-making-themselves-more-available-than-ever-159751>

Ollier-Malaterre, A. (2021) Remote work can be a lot better than this, *Knowable Magazine* (Annual Reviews) April 26 <https://knowablemagazine.org/article/society/2021/remote-work-can-be-lot-better-this>

Afota, M.C., Léon, E., Provost Savard, Y., & Ollier-Malaterre, A. (2021) Face au scepticisme des employeurs, les télétravailleurs se rendent plus disponibles pour signaler leur engagement. *The Conversation France*. [https://theconversation.com/face-au-scepticisme-des-employeurs-les-teletravailleurs-se-rendent-plus-disponibles-pour-sigaler-leur-engagement-154431?utm\\_source=linkedin&utm\\_medium=bylinelinkedinbutton](https://theconversation.com/face-au-scepticisme-des-employeurs-les-teletravailleurs-se-rendent-plus-disponibles-pour-sigaler-leur-engagement-154431?utm_source=linkedin&utm_medium=bylinelinkedinbutton)

Russo, M., Ollier-Malaterre, A., & Morandin, G. (2019). If You Want to Use Your Phone Less, First Figure Out Why. *Harvard Business Review*, June 10, <https://hbr.org/2019/06/if-you-want-to-use-your-phone-less-first-figure-out-why>

Ollier-Malaterre, A. (2019). *La Conversation Canada*, Media sociaux au travail : quel type d'utilisateurs êtes-vous ? <https://theconversation.com/medias-sociaux-au-travail-quel-type-dutilisateurs-etes-vous-110838>

**20 other invited publications between 2005 and 2018 including *Harvard Business Review* (2015).**

## **INVITED KEYNOTE AND OTHER RESEARCH TALKS (5 RECENT YEARS)**

- 2023 Center for Research into Information, Privacy and Surveillance (CRISP), University of Stirling's Management School, University of St Andrews School of Management, and University of Edinburgh's School of Social and Political Sciences and School of Law  
Book talk: Living with Digital Surveillance in China.
- 2023 UK National Association of Data Protection Officers [NADPO]  
Book talk: Living with digital surveillance in China: Privacy loss and its repercussions
- 2023 University of Cape Town, Organisational Psychology  
Virtual guest lecture: Psychological consequences of Living with Digital Surveillance in China
- 2023 Invited Keynote speech, Conférence internationale Capital Humain, Organisations et Développement (CIHOD), Université Sultan Moulay Slimane, Beni Mellal, Morocco
- 2022 Texas A&M University, Industrial/Organizational Psychology department  
Work from Home, Eroded Boundaries, and the Reinvention of Organizational Control
- 2022 Sciences Po Paris, Centre de Sociologie des Organisations  
Debate : Une société saturée d'organisations ?
- 2021 University of Cape Town, Organisational Psychology  
Virtual guest lecture: Technology and boundary management
- 2021 Invited Keynote speech, Canadian Psychological Association  
Industrial and Organizational Psychology Section: Work from Home during a Pandemic: Blurred Work-Life Boundaries and the Renewal of Organizational Control
- 2020 Sciences Po Paris, Sociological Analyses of the Pandemic  
Covid and Work: Blurred Work-Life Boundaries and the Reinvention of Organizational Control
- 2020 Driehaus College of Business, DePaul University  
Virtual guest lecture: Cross-national work-family research
- 2020 University of Quebec in Montreal, Department of Psychology  
Work-life Boundary management in a pandemic
- 2019 Peking University, Psychology Department  
Digitalization, Technology, and Boundary Management
- 2019 Shanghai University of International Business and Economics  
Institute for Artificial Intelligence and Change Management: Digitalization, Technology, and Boundary Management

2019 Boston College Center for Work and Family, Global Workforce Roundtable  
Not All Work-life Policies Are Created Equal: Career Consequences of Using Enabling versus Enclosing Work-life Policies

**23 other invited talks between 2005 and 2018** including Baruch College, Boston College, Boston University, ESSEC Business school, Lise-CNRS, MIT, Sloan Center on Aging & Work, Sloan Foundation Conference, University of Bologna, U.S. Office of Personnel Management and School of Public Affairs at American University.

## **INVITED PRACTITIONER TALKS/TRAINING (5 RECENT YEARS)**

- 2022 Nurau Talks, LinkedIn Live  
Mental health in the workplace
- 2022 Bilingual training session for the Riverside School Board  
In-presence, Remote and Hybrid Work: Challenges and Recommendations
- 2022 Webinar for the Conseil québécois des ressources humaines en tourisme (CQRHT)  
La gestion interculturelle et l'accueil des immigrants
- 2022 Academy of Management, Webinar AOM Scholars  
The Remote Disconnect: Challenges and Opportunities within the Future of Work.  
<https://aom.org/blog-detail/releases/2022/03/09/the-remote-disconnect-challenges-and-opportunities-within-the-future-of-work>
- 2021 ESG+, Conférence des associations de cadres et de professionnels des universités québécoises  
Santé psychologique et climat de travail en contexte de travail hybride : Analyse et pistes d'action.
- 2021 Service aux collectivités UQAM, Webinar for 300 union UQAM-CSN-CSQ-FTQ representatives  
Télétravail en contexte de pandémie : risques psycho-sociaux et pistes d'action.
- 2020 Réseau de Recherches en Santé des Populations du Québec (RRSPQ)  
TIC et COVID-19 : Le télétravail et ses frontières.

**16 other practitioners' talks between 2005 and 2017 including** Accenture, ANDRH, ANVIE, BNP-Paribas, European Commission, Mazars, Pronexia, Professional Association for Investment Communications Resources.

## **DISSEMINATION OF RESEARCH TO THE MEDIA (5 RECENT YEARS)**

### **Radio, podcasts, TV, web videos and series**

- 2023 *Ici Radio Canada Première : Les matins d'ici* (Ottawa), *Par ici l'info* (Sherbrooke), *Y' a pas deux matins pareils* (Toronto) and 10 other shows, July 17. Réduire les réunions au travail.
- 2023 *QUB radio, Alexandre Dubé*, July 3. Le droit à la déconnexion.
- 2023 *Ici Radio Canada Première : Première heure, Phare Ouest, Le Café show*, and 10 other shows, May 31. L'indice de bonheur au travail.
- 2023 *98.5 FM Parlons-nous*, May 1, L'épuisement professionnel vu par les collègues.
- 2023 *Ici Radio Canada Première : Les Matins d'ici, Première heure, Toujours le matin* and 10 other shows March 28, Les patrongiciels.
- 2023 *Ici Radio Canada Première : Planète économie, Phare Ouest* and 14 other shows, March 17, Le droit à la déconnexion.
- 2023 *98.5 FM Parlons-nous* February 15, Pour ou contre les congés pour l'adoption d'un animal ?
- 2023 *Radio Canada TV, Zone Economie ICI RDI*, January 13, Interdire les réunions, une bonne idée ?
- 2022 *Télé-Québec, L'indice McSween, Pile ou face*, October 6, Travailler à distance ou au bureau, les deux côtés de la médaille.

- 2022 *98.5 FM Parlons-nous, Valérie Lebeuf*, September 10, Télétravail et retour au bureau.
- 2022 *CBC Radio Canada*, September 2, Le droit à la déconnexion. By Marjorie April. 16 morning shows including Première heure in Québec, Phare Ouest in Vancouver, Bon pied bonne heure ! in Gaspésie-Îles-de-la-Madeleine.
- 2022 *Ici Radio Canada Le téléjournal Saguenay-Lac-Saint-Jean*, March 27, La télémigration.
- 2022 *98.5 FM Puisqu'il faut se lever, Paul Arcand*. March 9, Des employés qui ne veulent plus rien savoir du présentiel !
- 2022 *Ici Radio Canada Première*. Bonjour la Côte, March 8, Le télétravail, là pour de bon.
- 2022 *CBC Radio Canada*, January 31, Le multitâche est-il efficace ? 10 morning shows including Phare Ouest in Vancouver, Y a pas deux matins pareils in Toronto and Info-Réveil in Rimouski.
- 2021 *Radio Campus Paris, Numer'X*, October 14, Le télétravail.
- 2021 *QUB radio*, September 8, Ballado Protéger sa vie privée, est-ce encore possible ?
- 2021 *Le Sept, Web Serie 2021 on electronic monitoring of employees*
- 2021 *Global News Radio 640 Toronto*, May 8, How COVID-19 could complicate a 'right to disconnect'.
- 2021 *CBC Radio Canada, Quebec AM*, April 26, Web cams and teleworking: protecting your privacy.
- 2021 *Ici Radio-Canada Première*, April 15, L'épuisement professionnel en télétravail.
- 2020 *Radio-Canada, Les Années Lumière*, September 6, Le nouveau monde du travail : Entrevue avec Ariane Ollier-Malaterre. Chercheuse ressource pour toute l'émission. Par Sophie-Andrée Blondin.
- 2020 *Radio-Canada, Les Années Lumière*, April 5, La science du télétravail.
- 2019 *Work-life Hub Podcast*, November 5, Are all work-life policies created equal?
- 2019 *Radio-Canada*, August 19, Appareils mobiles : la gestion des frontières entre les technologies, le travail et la famille.
- 2019 *Radio-Canada Alberta, La Croisée*, August 19, Le téléphone mobile, le troisième partenaire du couple.
- 2019 *YouTube, Bilingual video ESG UQAM : Media sociaux au travail : 4 stratégies*

**9 other radio, podcasts, TV between 2013 and 2018 including CBC Vancouver, Radio-Canada TV, Sirius XM Business Radio and TVA Montréal.**

**Press**

- 2023 *Revue Gestion*, June 19, Quelle flexibilité au travail en été?
- 2023 *La Presse*, May 23. Quand le calendrier partagé en dit long sur la vie privée.
- 2023 *Le Monde*, March 16, Les salariés américains redécouvrent la vie en dehors du travail. By Caroline Talbot.
- 2023 *The Washington Post*, February 1, Tired of after-work emails and calls? In these countries, they're outlawed.
- 2022 *Insider*, December 20, Elon Musk asked Twitter users whether he should stay on as CEO, but he'd already made up his mind to go. By Rebecca Knight and Matthew Kish.
- 2022 *Knowledge at Wharton*, August 1, What Happens When Your Boss Sends You a Friend Request?
2022. *The Wall Street Journal*, June 27, I'm Out of the Office. Really.
- 2022 *Insider*, May 31, Adidas has lured employees back to campus with free meals and fitness classes.
- 2022 *Business Insider* May 22, Your next job could include a do-over interview and a role for your BFF.
- 2022 *Ici Radio Canada Saguenay-Lac-Saint-Jean*, March 27, La « télémigration » comme solution à la pénurie de main-d'œuvre?
- 2022 *Radio Canada*, February 28, Le télétravail, là pour de bon.
- 2022 *CBC News*. January 16, Working from home is a nightmare for some Quebecers, a blessing for others.
- 2021 *Actualités UQAM*. December 13, Le télétravail est là pour rester.
- 2021 *24H Montréal*, October 27, Mode de travail hybride: attention à la création d'un boys club.
- 2021 *Journal Metro*, October 27, Améliorer son propre bien-être au travail.
- 2021 *Revue Gestion*, September 29, Améliorer son propre bien-être au travail.

- 2021 *Harvard Business School Working Knowledge*, September 27, Managers, Your Employees Don't Want to Be Facebook 'Friends'.
- 2021 *Business Insider*, June 28, The Great American Burnout is just getting started.
- 2021 *CCRMagazine.com*, June 1, Face-time pressure may force us back to the office, new research reveals.
- 2021 *PsychReg*, June 1, Face-time pressure may force us back to the office, new research reveals.
- 2021 *Global News*, May 28, Pulling the plug on work: How COVID-19 could complicate a 'right to disconnect'.
- 2021 *Quality Digest*, May 28, Remote Work Can Be a Lot Better Than This.
- 2021 *Gestion, HEC Montréal*, March 1, Télétravail : encadrez-vous correctement vos équipes ?
- 2021 *Academy of Management Insights*, February 23, OMG! My Boss Just Friended Me.
- 2021 *La Tribune*, February 17, Face au scepticisme des employeurs, les télétravailleurs se rendent plus disponibles pour signaler leur engagement.
- 2021 *Le Monde*, February 17, Avec le Covid-19, l'intérêt du travail en binôme gagne les Etats-Unis.
- 2021 *Gestion, HEC Montréal*, February 1, Télétravail : comment demeurer fidèle au poste?
- 2021 *National Alliance for Caregiving, Caregiving.org*, February. We are all caregivers.
- 2021 *Le Journal de Montréal 24h*, January 18, Condenser 5 jours de travail en 4, une bonne idée?
- 2020 *L'Usine digitale*, December 15, « La frontière entre vies privée et professionnelle s'érode depuis longtemps, mais on observe une accélération », explique Ariane Ollier Malaterre.
- 2020 *Slate*, November 28, Comment concilier militantisme et carrière professionnelle ?
- 2020 *BBC*. November 27, How can employees also be social-media activists?
- 2020 *Courrier Cadres*, October 23, Covid-19 et télétravail : comment préserver l'esprit d'équipe ?
- 2020 *L'actualité*, August 5, Bureau, il est temps de se dire au revoir.
- 2019 *Le Journal de Montréal*, August 16, Les appareils mobiles ont une influence sur la vie de couple.
- 2019 *TVA Nouvelles*, August 16, Les appareils mobiles ont une influence sur la vie de couple, selon une étude.
- 2019 *Quartz*, August 13, The three-stage blueprint for "crafting" a flexible career.
- 2019 *Purdue University, Research Foundation News*, August 1, Doing more with less: Flexible, reduced-load jobs a win-win for workers, employers.
- 2019 *Forbes*, July 2, Are You Missing Out On The Latest Workplace Revolution? The Untapped Potential Of Job Sharing.
- 2019 *Corriere della Sera*, June 18, Malati di smartphone, ecco le strategie per staccarsi dal telefono.
- 2019 *Actualités UQAM*. January 7, Répondra, répondra pas? Les appareils mobiles bousculent les frontières entre travail et vie familiale.

**33 other mentions in the press between 2007 and 2018 including *Financial Times, Washington Post, Le Monde, Le Point, La Presse***

## **ACADEMIC MEMBERSHIPS & EXTERNAL SERVICE**

### **Memberships**

Academy of Management

Organizational Behavior, Communication, Digital Technology, and Organization, Human Resources and Careers divisions

Work and Family Researchers Network

Association of Internet Researchers

### **Professional associations' service**

Academy of Management Careers Division



Mentor to early career faculty since 2021  
Panel of media experts since 2020  
Representative at large 2014-2017  
Academy of Management Human Resources Division  
Ambassador for Canada since 2013  
Work and Family Researchers Network  
Founder and Chair of the Technology, Work, and Family Research Community (100+ members, interdisciplinary, international) since 2014  
Montreal Work-life Network  
Co-founder since 2015  
Association de Gestion des Ressources Humaines 2018 and 2021  
International journals ranking committee

### **Editorial and evaluation service**

Member of the editorial board

*Human Resource Management Review* since 2016  
*Revue de Gestion des Ressources Humaines* since 2013  
*Group & Organization Management*, 2012-2017  
*Journal of Vocational Behavior*, 2012-2017

Special issue co-editor

*Sociologia e Politiche Sociali*, 2018: “I working carers: Culture, diritti e policies”  
*European Management Journal*, Elsevier, 2013: “National context in work-family/work-life research”, Lead co-editor

Ad-hoc reviewer for journals

*Academy of Management Journal*, *Journal of Management*, *Human Relations*, *Human Resource Management (Wiley)*, *Human Resource Management Journal*, *Organization Science*, *Applied Psychology: An International Review*, *European Management Journal*, *Journal of Computer-Mediated Communication*, *Computer in Human Behavior*, *Community, Work and Family*, *International Journal of Human Resource Management*, *German Journal of Human Resource Management*, *@GRH*, *Social Science Computer Review*, *International Public Management Journal*, *Sloan Work and Family Encyclopedia*, *Politiques sociales et familiales*.

Ad-hoc Reviewer for funding agencies

Social Sciences and Humanities Research Council of Canada (SSHRC), Fonds de Recherche du Québec Société et Culture (FRQSC), European Science Foundation (ESF), Institut National d'Etudes Démographiques (INED), Belgian Fund for Scientific Research – FNRS, Israeli Science Foundation (ISF), U.S.-Israel Binational Science Foundation, Collaboration of Humanities and Social Sciences in Europe (CHANSE).

Ad-hoc Reviewer for conferences

Academy of Management Conference, Human Resources International Conference, Equality, Diversity and Inclusion Conference, Work Family Researchers Network Conference, Hawaii International Conference on Systems Sciences (HICSS).

### **International scientific committees**

Employers and Families National Longitudinal Study, Institut National d'Etudes Démographiques (INED), France. Since 2020.

Project “Worklife” funded by the French National Research Agency (ANR), Institut National d'Etudes Démographiques (INED), France. Since 2019.

Work Family Researchers Network bi-annual conference scientific committee. 2017-2018.

### **Conference/Track organization and facilitation (5 recent years)**

- 2023 Organizer of the first book session held at an annual conference (new format), *Association of Internet Researchers*
- 2023 Discussant, workshop “Politique du temps. Horaires atypiques de travail, expériences et résistances”, ANR Worklife, Institut National d'Etudes Démographiques
- 2022 Co-organiser of the Technology, Work and Family Networking Community Research Incubator, Work and Family Researchers Network
- 2021 Co-organiser of 2 virtual incubators for the Technology, Work and Family research community of the Work and Family Researchers Network
- 2020 Discussant, virtual workshop “Work-life conflicts: new approaches and data”, ANR Worklife, Institut National d'Etudes Démographiques
- 2020 Co-organiser and chair of the symposium “Technology, Work and Family, Part 1: Technology-Driven Transformations in Parenting, Care and Work”, Work Family Researchers Network
- 2020 Co-organiser of the symposium “Technology, Work and Family, Part 2: Individual Agency in the Face of Technology”, Work Family Researchers Network
- 2020 Co-organiser and co-chair of the “Technology, Work and Family Research Incubator”, Work Family Researchers Network
- 2020 Panelist, “The future of work/family research”, Work Family Researchers Network
- 2019 Panelist, “Fostering Work-Life Inclusive Business Schools: Improving Organizational Science & Women’s Equality” Professional Development Workshop, Academy of Management
- 2018 Committee member, Academy of Management Organizational Behavior Division’s Best Paper award committee
- 2018 Critic, Author meets critic session. Work Family Researchers Network
- 2018 Co-organiser and panelist of the symposium “Early lessons from the International Study of Work and Family Experiences”, Work Family Researchers Network
- 2018 Panelist, Alliance Special Session “Work-family interface around the world: Science and Practice”, International Congress of Applied Psychology
- 2018 Organiser, panel, Montreal Work-life Network

**27 other roles between 2008 and 2017** including organizing an International Conference in 2011, (co)organizing 12 symposia, discussing 2 books in Author meets critic sessions, serving on Academy of Management Best Paper award committees and on conference program committees.

## **STUDENT SUPERVISION**

### **Post-doctoral and PhD supervision**

- Luc Cousineau, post-doctoral supervision, 2021-2023
- Ashkan Rostami, PhD co-supervision, 2021-
- Dennis Monneuse, PhD supervision, 2018-
- Mahima Raina, Psychology PhD research internship, Fall 2015
- Annie Foucreault, Psychology PhD research internship, Summer and Fall 2015

### **PhD dissertation committees**

- Moulik Mimi Soumendranath Rooma, Indian Institute of Technology Kharagpur, 2023
- Brittany Jackson, Concordia University, 2023
- Justine Richards, UQAM, 2023
- Caroline Galipeau, UQAM, 2023
- Pascale Cécire, UQAM, 2021
- Noura El-Khatib, Université Paris-Est, France, 2017-2021

Camille Desjardins, Toulouse Business School, 2021  
Yanick Provost-Savard, University of Montréal, 2020  
Marie-Colombe Afota, HEC Montreal, 2017-2020  
Faezeh Amirkamali, The University of Texas at Arlington 2017-2018  
Émilie Champagne, Université de Montréal, 2013-2017  
Raghd Al-Hajj, Concordia University, 2017-2020  
Heather Cluley, Concordia University, 2016  
Marie Lachapelle, HEC Montreal, 2016  
Christine Bataille, Mc Gill, 2014  
Ameeta Jaga, University of Cape Town, 2014  
Samba Deme, 2014

### **Masters and undergraduate**

#### **ESG UQAM**

Supervision of 9 masters' dissertations; evaluation of 5 masters' dissertations  
Supervision of 1 undergraduate research internship

#### **ROUEN BUSINESS SCHOOL**

Supervision of 8 masters' dissertations and 12 research projects  
Best student dissertation award of the year in 2012

### **TEACHING**

#### **ESG UQAM**

PhD seminar: Careers, Work and Life: Contemporary Identities, 2015-2023

Joint PhD program McGill-Concordia-HEC-UQAM

Created the course 2015, attracted 50 doctoral students

PhD seminar: Work in the 21<sup>st</sup> Century, 2015, 2017, 2019

Organizational & Industrial psychology

Masters: Individuals and Organisations in a Cross-cultural Context, 2017-2022

Masters: Strategic Human Resource Management, 2013-2019

Undergraduates: Organizational Behavior 2013-2016

#### **MC GILL DESAULTELS FACULTY OF MANAGEMENT**

PhD seminar: Behavioral Sciences Seminar, 2012

Joint PhD program McGill-Concordia-HEC-UQAM

MBA: Cross-cultural management, 2013

#### **ROUEN BUSINESS SCHOOL**

Executive Education: Leadership and Change Management, 2010-2012

Created the course 2010

MBA: Developing the Effective organization, 2012-2014

Created the course 2012

International MBA and Chinese MBA

MBA: Managing People and Developing Leadership skills, 2012-2013

MBA: Career, Work and Life Integration, 2010

Summer School Michigan State University: Cross-cultural differences 2009, 2011

Sessions voted by students amongst 3 best sessions of summer school

Master Grande Ecole: Organizational Behavior and Theory, 2009

Master Grande Ecole: Human Resource Management, 2009-2012

Undergraduates: People Management, 2009, 2011

BOSTON COLLEGE - CARROLL SCHOOL OF MANAGEMENT  
Undergraduates: Leadership, 2008

SCIENCES-PO PARIS "GRANDE ECOLE"

Introduction to Business Life, 2001-2004

Developed role plays, case studies, joint courses with professionals and managers

Ranked first out of 20 lecturers by students

## **SELECTED SERVICE AND ADMINISTRATIVE RESPONSIBILITIES**

UQAM

School of Management Research Committee, 2020 (substitute), 2021-2023

University-wide Research Evaluation Committee, 2016-2019

Research chairs competition, evaluation of research centers, teaching release competition

School of Management Strategic Positioning Committee, 2018

PhD program committee, 2014-2016

Founding member of the UQAM network of digital research, 2015-

Social liaison committee, 2015-2016

ROUEN BUSINESS SCHOOL

Director of the research center "Contemporary pathways of Career, Life and Learning" 2010-2013

15 researchers, conferences organizations, monthly research seminars, annual research report, accreditation committees

Coordinator of the Organizational Behavior core course 2009-2010

Coordinator of the People Management course 2009-2013

Undergraduate Program Committee, Students Admission Committee and Faculty Search Committee

BOSTON COLLEGE, SLOAN CENTER ON AGING & WORK

Associate Director of the Global Initiatives 2007-2009

SCIENCES-PO PARIS "Grande Ecole"

Management of the course "Introduction to Business Life" 2002-2004

Project Manager for the Registrar's Office 2002-2004

## **OTHER PROFESSIONAL EXPERIENCE**

1995-2000 & 2001-2002 ACCENTURE

Manager in the Media & Entertainment Practice

Managed consulting assignments mostly in the field of Organization & Process Reengineering and Change Management; e.g. a marketing reorganization project, a productivity and service improvement program, a "due diligence" examination

2000-2001 INTERNET START-UP

B2B marketplace for small and medium sized automotive suppliers in Europe

Co-founder and Managing Director from creation to closure

Business Development: gained financial support from public innovation agencies

Human Resources: managed a team of 6 people, assumed administrative duties

Company Management: took on legal, accounting and finance responsibilities

Processes & IT: defined e-procurement services and managed the web site development

## **LANGUAGES**

French: Native

English: Fluent, teaching language

German: Intermediate

Mandarin: Beginner

Italian: Beginner