

CURRICULUM VITAE

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EDUCATION

University of Montreal
Ph.D., Industrial Relations, 1996.
M.Sc., Industrial Relations, 1991.
B.Sc., Industrial Relations, 1988.
Certificate, Arts and Sciences, 1987.

SCHOLARSHIP

Doctoral scholarship awarded by the University of Sherbrooke (1992 - 1996).

EXPERIENCE

University of Montreal, School of Industrial Relations
Full Professor (2007 - present).
Associate Professor (2001 - 2007).

Sichuan University, University Immersion Program (UIP)
Visiting Professor (July 2014)

Concordia University, John Molson School of Business
Visiting Professor (2012 - 2013).

Católica-Lisbon, School of Business & Economics
Visiting Researcher (2012).

Toulouse Business School
Visiting Professor (2005).

University of Sherbrooke, Faculty of Administration
Associate Professor (1999 - 2001).
Assistant Professor (1996 - 1999).
Scholarship Professor (1992 - 1996).

University of Montreal, HEC Montréal & School of Industrial Relations
Teaching Assistant (1991 - 1994).

RESEARCH

Grants

Awarded a team grant (Alain Marchand, Nancy Beauregard, Andrée Demers, Pierre Durand, Victor Haines) by the **Canadian Institutes of Health Research (CIHR)** for a research program titled “« Work, family and mental health : a gender-based comparative study” (\$71,623) (2014 - 2015).

Awarded a team grant (Sylvie St-Onge & Victor Y. Haines III) by the **Social Sciences and Humanities Research Council of Canada (SSHRC)** for a study on work-family enrichment (\$76, 500) (2011 - 2014).

Awarded a team grant (Victor Y. Haines III & Vincent Rousseau) by the **Social Sciences and Humanities Research Council of Canada (SSHRC)** for a study on employee business awareness (\$74, 694) (2010-2014).

Awarded a team grant (Alain Marchand, Andrée Demers, Pierre Durand, Victor Y. Haines III, Steve Harvey, Vincent Rousseau, Marie-Hélène Parizeau) by the **Fonds de la recherche en Santé du Québec (FRSQ)** for an interdisciplinary study of workplace mental health programs (\$416,407) (2008 - 2014).

Awarded a team grant (Alain Marchand, Andrée Demers, Pierre Durand, Victor Y. Haines III, Sonia Lupien, Marie-Hélène Parizeau, Marcel Simard, Steve Harvey) by the **Canadian Institutes of Health Research (CIHR)** for a research program titled “Developing better assessment, interventions, and policies in occupational mental health: A multi-disciplinary approach” (\$1,480,239) (2007 - 2013).

Awarded a team grant (Michel Magnan, Sylvie Saint-Onge, Denis Cormier, Victor Y. Haines III & Joung Kim) by the **Fonds québécois de la recherche sur la société et la culture (FQRSC)** for a study of the correlates and consequences of governing board decisions (\$238,425) (2003 - 2008).

Awarded a team grant (Michel Magnan, Sylvie Saint-Onge, Denis Cormier, Victor Y. Haines III & Joung Kim) by the **Social Sciences and Humanities Research Council of Canada** (SSHRC) for a study of governing board performance correlates and consequences (\$125, 259) (2003 - 08).

Awarded a team grant (Alain Marchand, Andrée Demers, Pierre Durand, Victor Y. Haines III, Sonia Lupien, Marie-Hélène Parizeau, Marcel Simard, Steve Harvey) by the **Canadian Institutes of Health Research** (CIHR) for the preparation of a research proposal on occupational health (\$7,000) (2006).

Awarded a team grant (Mario Roy, Denis Harrisson & Victor Y. Haines III) by **Human Resources Development Canada** (HRDC) for a study of role coping of union stewards involved in union-management partnerships (\$98,000) (2003 - 2005).

Awarded a strategic research grant (Paul Bernard, Johanne Collin, Hélène David, Henri Dorvil, Hubert Doucet, Pierre Durand, Oscar Firbank, Victor Haines, Sylvia Kairouz, Laurence Monnais, Louise Nadeau, Marcelo Otero, Michel Perreault, Marie Robert, Marcel Simard, Trygve Ugland, Deena White) by the **Fonds québécois de la recherche sur la société et la culture** (FQRSC) for the Groupe de recherche sur les aspects sociaux de la santé et de la prévention (GRASP) (\$75,000) (2004 - 2005).

Awarded a team grant (Marie-Hélène Jobin, Victor Y. Haines III & Alain Rondeau) by the **Conseil du Trésor** (Government of Quebec) for a study of results-based management in the public sector (\$80,890) (2002 - 2003).

Awarded a team grant (Victor Y. Haines III & Patrice Jalette) supported by **Statistics Canada** and other partners for participation at the Conference on Workplace Issues held in Ottawa in September of 2002 (\$3,745).

Awarded an individual grant by the **Fonds québécois de la recherche sur la société et la culture** (FQRSC) for a study of the influence of information technology on the human resource function (\$46,550) (1999 - 2003).

Awarded a team grant (Sylvie Saint-Onge & Victor Y. Haines III) by the **Fonds québécois de la recherche sur la société et la culture** (FQRSC) for a study of the evolving practice of performance management (\$82,200) (1999 - 2003).

Awarded internal research funds by the **University of Montreal** (\$15,000) (2001).

Awarded internal research funds by the **University of Sherbrooke** (\$16,000) (1996 - 1999).

Refereed journal articles

- ⇒ Haines, V. Y., III, Hamouche, S., & Saba, T. (in press). Career success: Fit or Marketability? *Career Development International*.
- ⇒ Marchand, A., Durand, P., Haines, V. Y., III, & Harvey, S. (in press). The multilevel determinants of workers' mental health: Results from the SALVEO study. *Social Psychiatry and Psychiatric Epidemiology*.
- ⇒ Haines, V. Y., III, Harvey, S., Durand, P., & Marchand, A. (2013). *Core self-evaluations, work-family conflict, and burnout*. *Journal of Marriage and Family*, 75, 778-793.
- ⇒ Marchand, A., Haines, V. Y., III, & Dextras-Gauthier, J. (2013). *Quantitative analysis of organizational culture in occupational health research: A theory-based validation in 30 workplaces of the organizational culture profile instrument*. *BMC Public Health*, 13, 443. doi: 10.1186/1471-2458-13-443
- ⇒ Haines, V. Y., III, Marchand, A., Genin, E., & Rousseau, V. (2012). A balanced view of long work hours. *International Journal of Workplace Health Management*, 5, 104-119.
- ⇒ Dextras-Gauthier, J., Marchand, A., & Haines, V. Y., III (2012). Organizational culture, work organization conditions, and mental health: A proposed integration. *International Journal of Stress Management*, 19, 81-104.
- ⇒ Haines, V. Y., III, Rousseau, V., Grimard-Brotheridge, C., & Saint-Onge, E. (2012). A qualitative investigation of employee business awareness. *Personnel Review*, 41, 73-87.
- ⇒ Haines, V. Y., III, & Saba, T. (2012). Challenges to professional identities and emotional exhaustion. *Career Development International*, 17, 120-136.
- ⇒ Haines, V. Y., III, & St-Onge, S. (2012). Performance management effectiveness: Practices or context? *The International Journal of Human Resource Management*, 23, 1158-1175.

- ⇒ Harrison, D., Roy, M., & Haines, V. Y., III (2011). Union representatives in labour-management partnerships: Roles and identities in flux. *British Journal of Industrial Relations*, 49, 411-435.
- ⇒ Rousseau, V., Haines, V. Y., III, & St-Onge, È. (2011). L'art de prendre conscience de l'environnement d'affaires: exploration et prise en compte du concept. *Revue internationale de psychosociologie et de gestion des comportements organisationnels*, 17, 147-155.
- ⇒ Haines, V. Y., III, Brouillard, S., & Cadieux, N. (2010). Une analyse longitudinale (1975-2005) de l'évolution de la profession ressources humaines. *Relations industrielles/Industrial Relations (RI/IR)*, 65, 491-513.
- ⇒ Haines, V. Y., III, Jalette, P., & Larose, K. (2010). Unbundling the influence of human resource management practices on employee voluntary turnover rates in the Canadian non-governmental sector. *Industrial and Labor Relations Review*, 63, 228-246.
- ⇒ Marchand, A., Harvey, S., & Haines, V. Y., III (2009). Crossover of workplace aggression on to partner's alcohol intake. *International Journal of Workplace Health Management*, 2, 22-33.
- ⇒ Haines, V. Y., III, Marchand, A., Rousseau, V., & Demers, A. (2008). The mediating role of work-to-family conflict in the relationship between shiftwork and depression. *Work & Stress*, 22, 341-356.
- ⇒ Haines, V. Y., III, & Lafleur, G. (2008). Information technology usage and human resource roles and effectiveness. *Human Resource Management*, 47, 525-540.
- ⇒ Haines, V. Y., III, Saba, T., & Choquette, E. (2008). Intrinsic motivation for an international assignment. *International Journal of Manpower*, 29, 443-461.
- ⇒ Dupuis, M.-J., Haines, V. Y., III, & Saba, T. (2008). Gender, family ties, and international mobility: Cultural distance matters. *International Journal of Human Resource Management*, 19, 274-295.
- ⇒ Roy, M., Harrison, D., & Haines, V. Y., III (2007). Le partenariat patronal-syndical et la gestion des conflits : les rôles clés des représentants. *Gestion - revue internationale de gestion*, 31 (4), D9-D15.
- ⇒ Haines, V. Y., III, Marchand, A., & Harvey, S. (2006). Crossover of workplace aggression experiences in dual-earner couples. *Journal of Occupational Health Psychology*, 11, 305-314.
- ⇒ Haines, V. Y., III, & Taggar, S. (2006). Antecedents of team reward attitudes. *Group Dynamics*, 21, 211-213.
- ⇒ Taggar, S., & Haines, V. Y., III (2006). I need you, you need me: A model of initiated task interdependence. *Journal of Managerial Psychology*, 21, 211-230.
- ⇒ Harvey, S., & Haines, V. Y., III (2005). Employer treatment of employees during a community crisis: The role of procedural and distributive justice. *Journal of Business and Psychology*, 20, 53-68.

- ⇒ Saint-Onge, S., Haines, V. Y., III, Aubin, I., Rousseau, C., & Lagassé, G. (2005). Pour une meilleure reconnaissance des contributions au travail. *Gestion – revue internationale de gestion*, 30 (2), 89-101.
- ⇒ Saint-Onge, S., Klarsfeld, A., & Haines, V. Y., III (2004). La rémunération basée sur les compétences: déterminants et incidences. *Relations industrielles/Industrial Relations (RI/IR)*, 59, 651-680.
- ⇒ Haines, V. Y., III, Saint-Onge, S., & Marcoux, A. (2004). Performance management design and effectiveness in quality-driven organizations. *Canadian Journal of Administrative Sciences*, 21, 146-161.
- ⇒ Haines, V. Y., III (2004). Les technologies de l'information et la gestion de la relève. *Gestion – revue internationale de gestion*, 29 (3), 50-53.
- ⇒ Saba, T., & Haines, V. Y., III (2002). Des cadres prêts à accepter des affectations internationales : une question de profil ou de pratiques incitatives? *Gestion - revue internationale de gestion*, 27 (1), 33-40.
- ⇒ Haines, V. Y., III, Saint-Onge, S., & Archambault, M. (2002). Environmental and person antecedents of telecommuting outcomes. *Journal of End User Computing*, 14 (3), 32-50.
- ⇒ Haines, V. Y., III, & Bédard, J.-P. (2001). Early retirements and the dynamics of social knowledge creation. *Journal of Intellectual Capital*, 2, 273-283.
- ⇒ Haines, V. Y., III, Merrheim, G., & Roy, M. (2001). Understanding reactions to safety incentives. *Journal of Safety Research*, 32, 17-32.
- ⇒ Saint-Onge, S., Haines, V. Y., III, & Sevin, H. (2000). L'influence de l'appui du supérieur hiérarchique, des collègues et des dirigeants sur le succès en télétravail. *Relations industrielles/Industrial Relations (RI/IR)*, 55, 414-448.
- ⇒ Haines, V. Y., III, & Saba, T. (1999). Understanding reactions to international mobility policies and practices. *Human Resource Planning*, 22 (3), 40-52.
- ⇒ Haines, V. Y., III, Guérin, G., & Saint-Onge, S. (1999). Les effets de l'horaire flexible sur le roulement et l'absentéisme d'employés ayant des responsabilités parentales. *Canadian Journal of Administrative Sciences*, 16, 323-333.
- ⇒ Haines, V. Y., III, Petit, A., & Lefrançois, S. (1999). Explaining client satisfaction with an employee assistance program. *Employee Assistance Quarterly*, 14, 65-78.
- ⇒ Haines, V. Y., III, & Saba, T. (1999). International mobility policies and practices: Are there gender differences in importance ratings? *Career Development International*, 4, 206-211.
- ⇒ Haines, V. Y., III, & Arcand, M. (1997). Évolution de la pratique de la gestion des ressources humaines: une analyse de contenu d'annonces de presse (1975-1985-1995). *Relations industrielles/Industrial Relations (RI/IR)*, 52, 583-608.

- ⇒ Guérin, G., Saint-Onge, S., Haines, V. Y., III, Trottier, R., & Simard, M. (1997). Les pratiques d'aide à l'équilibre emploi-famille dans les organisations du Québec. *Relations industrielles/Industrial Relations (RI/IR)*, 52, 274-303.
- ⇒ Haines, V. Y., III, & Petit, A. (1997). Conditions for successful human resource information systems. *Human Resource Management*, 36 (2), 261-275.
- ⇒ Arcand, M., & Haines, V. Y., III (1996). La gestion des ressources humaines: une évolution constante. *Revue Organisation*, 5 (2), 49-64.
- ⇒ Haines, V. Y., III, & Arcand, M. (1996). Les nouvelles exigences de la gestion des ressources humaines en Amérique du Nord. *Personnel - Association Nationale des Directeurs et Cadres de la fonction Personnel*, 370, 7-9.
- ⇒ Petit, A., & Haines, V. Y., III (1994). Trois instruments d'évaluation du rendement. *Gestion - revue internationale de gestion*, 19 (3), 59-68.
- ⇒ Guérin, G., Saint-Onge, S., Trottier, R., Simard, M., & Haines, V. Y., III (1994). Les pratiques organisationnelles d'aide à la gestion de l'équilibre travail-famille: la situation au Québec. *Gestion - revue internationale de gestion*, 19 (2), 74-82.
- ⇒ Saint-Onge, S., Guérin, G., Trottier, R., Haines, V. Y., III, & Simard, M. (1994). L'équilibre travail-famille: un nouveau défi pour les organisations. *Gestion - revue internationale de gestion*, 19 (2), 64-73.

Papers in refereed conference proceedings

- ⇒ Bélanger, J., Haines, V. Y., III, & Bernard, M. (2011). Rational persuasion in action: human resource professionals and the cost/benefit argument. *Proceedings of the Administrative Sciences Association of Canada*, 32, 106-122.
- ⇒ Haines, V. Y., III, & Saba, T. (2011). Let them be professionals! Identity threat and emotional exhaustion. *Proceedings of the Administrative Sciences Association of Canada*, 32, 46-59.
- ⇒ Rousseau, V., Haines, V. Y., III, & Saint-Onge, È. (2007). Exploration du concept de la conscience de l'environnement d'affaires. *Proceedings of the Association française de gestion des ressources humaines*, 1-11.
- ⇒ Essafi, A., Haines, V. Y., III, & Jalette, P. (2007). Formation continue et roulement volontaire : exploration théorique d'un dilemme organisationnel. *Proceedings of the Association française de gestion des ressources humaines*, 1-19.
- ⇒ Saint-Onge, S., Haines, V. Y., III, & Sahinyan, A. (2007). Les incidences des orientations stratégiques des firmes sur la formation qu'elles offrent aux cadres en matière de gestion des performances. *Proceedings*

- of the *Journée de recherche sur la « Socialisation organisationnelle »*, Université Paris-Dauphine, CREPA, 94-121.
- ⇒ Haines, V. Y., III, Saint-Onge, S., & Marcoux, A. (2003). Performance management design and effectiveness in quality-driven organizations. *Proceedings of the Administrative Sciences Association of Canada*, 24, 1-13. **[HR Division Honorable Mention]**
 - ⇒ Saint-Onge, S., Klarsfeld, A., & Haines, V. Y., III (2002). Les régimes de rémunération basée sur les compétences : quelle contingence par rapport à la stratégie? Quels effets? *Proceedings of the Association française de gestion des ressources humaines, Tome 3*, 329-347.
 - ⇒ Saba, T., & Haines, V. Y., III (2000). Accepter une affectation à l'étranger: déterminants individuels et pratiques incitatives. *Proceedings of the Administrative Sciences Association of Canada*, 21 (9), 1-13.
 - ⇒ Saint-Onge, S., Haines, V. Y., III, & Sevin, H. (2000). L'influence de l'appui offert par l'entourage personnel sur le succès en télétravail. *Proceedings of the Administrative Sciences Association of Canada*, 21 (9), 37-49.
 - ⇒ Merrheim, G, Haines. V. Y., III, & Roy, M. (1999). Les conditions de succès d'un programme d'incitation à la santé et sécurité du travail. *Proceedings of the Association québécoise pour l'hygiène, la santé et la sécurité du travail, Canada*, 372-381.
 - ⇒ Haines, V. Y., III, Guérin, G., & Saint-Onge, S. (1998). Part-time work in a work-family balancing context: Impressions and workplace effects. *Proceedings of the Association internationale de relations professionnelles*, 2, 263-265.
 - ⇒ Haines, V. Y., III, & Saba, T. (1998). Which international relocation policies and practices work best for women managers? *Proceedings of the International Federation of Scholarly Associations of Management*, 55-57.
 - ⇒ Haines, V. Y., III, Guérin, G., & Saint-Onge, S. (1998). Maternité et travail à temps partiel. *Proceedings of the Association internationale de psychologie du travail de langue française*, 5, 165-175.
 - ⇒ Haines, V. Y., III, & Archambault, M. (1997). Réussir en télétravail: les caractéristiques individuelles et du milieu de travail. *Proceedings of the Association francophone de gestion des ressources humaines*, 266-276.
 - ⇒ Haines, V. Y., III, & Lefrançois, S. (1997). La satisfaction de la clientèle à l'égard d'un programme d'aide aux employés. *Proceedings of the Administrative Sciences Association of Canada*, 18 (9), 66-75.
 - ⇒ Haines, V. Y., III, & Petit, A. (1996). User support and human resource information system success. *Proceedings of the International Federation of Scholarly Associations of Management*, 179-180.
 - ⇒ Guérin, G., Saint-Onge, S., Haines, V. Y., III, Trottier, R., & Simard, M. (1995). Caractéristiques des pratiques d'aide à la gestion de l'équilibre

- travail-famille implantées par les organisations du Québec. *Proceedings of the Direction de l'animation de la recherche et des études statistiques*.
- ⇒ Haines, V. Y., III, & Petit, A. (1995). Conditions for HRIS success. *Proceedings of the Human Resource Planning Society*.
 - ⇒ Guérin, G., Saint-Onge, S., Haines, V. Y., III, Trottier, R., & Simard, M. (1994). La gestion organisationnelle de l'équilibre travail-famille: pratiques implantées, déterminants et effets perçus. *Proceedings of the Congrès international de psychologie du travail*, 43.
 - ⇒ Guérin, G., Saint-Onge, S., Wils, T., Haines, V. Y., III, Trottier, R., & Simard, M. (1994). Profil des organisations ayant implanté au Québec des pratiques d'aide à la gestion de l'équilibre travail-famille. *Proceedings of the Association française de gestion des ressources humaines*, 221-231.
 - ⇒ Daigle, D., Haines, V. Y., III, & Petit, A. (1994). Implementation and user-satisfaction measures of human resource information systems success. *Proceedings of the International Federation of Scholarly Associations of Management*, 7-8.
 - ⇒ Saint-Onge, S., Guérin, G., Trottier, R., Simard, M., & Haines, V. Y., III (1994). Les caractéristiques des organisationnelles influençant l'implantation des pratiques d'équilibre travail-famille: une enquête auprès des organisations du Québec. *Proceedings of the Administrative Sciences Association of Canada*, 15 (11), 90-100.
 - ⇒ Saint-Onge, S., Guérin, G., Trottier, R., Simard, M., & Haines, V. Y., III (1993). L'équilibre travail-famille: un enjeu organisationnel. *Proceedings of the Association française de gestion des ressources humaines*, 175-184.

Books

- ⇒ Saint-Onge, S., Guerrero, S., Haines, V. Y., III, & Audet, M. (2013). *Relever les défis de la gestion des ressources humaines* (4th ed.). Montreal: gaëtan morin éditeur, Chenelière Éducation.
- ⇒ Saint-Onge, S., Guerrero, S., Haines, V. Y., III, & Audet, M. (2009). *Relever les défis de la gestion des ressources humaines* (3rd ed.). Montreal: gaëtan morin éditeur, Chenelière Éducation.
- ⇒ Saint-Onge, S., & Haines, V. Y., III (2007). *Gestion des performances au travail : bilan des connaissances*. Brussels: De Boeck.
- ⇒ Saint-Onge, S., Audet, M., Haines, V. Y., III, & Petit, A. (2004). *Relever les défis de la gestion des ressources humaines* (2nd ed.). Montreal: gaëtan morin éditeur, Chenelière Éducation.
- ⇒ Haines, V. Y., III (2002). *Human resource management: A financial institution perspective* (Rev. ed.). Montreal: The Institute of Canadian Bankers.

- ⇒ Haines, V. Y., III (2000). *Human resource management: A financial institution perspective*. Montreal: The Institute of Canadian Bankers.
- ⇒ Saint-Onge, S., Audet, M., Haines, V. Y., III, & Petit, A. (1998). *Relever les défis de la gestion des ressources humaines*. Montreal: gaëtan morin éditeur, Chenelière Éducation.
 - ⇒ Awarded the **Prix du ministre de l'Éducation**.
 - ⇒ Awarded the **Prix François-Albert-Angers 1999** (HEC Montréal).
 - ⇒ Reviewed by Tania Saba in *Relations industrielles/Industrial Relations (RI/IR)*, 1999, 54 (4), 818-820.
 - ⇒ Reviewed in *Travail et Santé*, 2002, 18 (2), 17.

Edited proceedings

- ⇒ Haines, V. Y., III (Ed.). (2004). *Proceedings of the Annual Conference of the Administrative Sciences Association of Canada, Human Resources Division*. Quebec, 25 (9), 168 pages.

Articles or chapters in an edited book

- ⇒ Haines, V. Y., III, & Bélanger, J. (2012). Les compétences des professionnels en ressources humaines : une analyse d'annonces de recrutement (1975-2005). In F. Ben Hassel & B. Raveleau (Eds.), *Professionnaliser la fonction ressources humaines* (p. 71-89). Quebec : Presses de l'Université Laval.
- ⇒ Morin, D., & Haines, V. Y., III (2011). L'approche par objectifs et ses exigences. In S. Saint-Onge (Ed.), *Gestion de la performance au travail : défis et tendances* (p. 155-162). Montréal: HEC Montréal, Collection «Gestion et Savoirs».
- ⇒ Petit, A., & Haines, V. Y., III (2011). Trois instruments d'évaluation du rendement. In S. Saint-Onge (Ed.), *Gestion de la performance au travail : défis et tendances* (p. 135-154). Montréal: HEC Montréal, Collection «Gestion et Savoirs».
- ⇒ St-Onge, S., Haines, V. Y., III, Aubin, I., Rousseau, C., & Lagassé, G. (2011). Pour une meilleure reconnaissance des contributions au travail. In S. Saint-Onge (Ed.), *Gestion de la performance au travail : défis et tendances* (p. 375-402). Montréal: HEC Montréal, Collection «Gestion et Savoirs».
- ⇒ Haines, V. Y., III (2010). Information technology for HR planning. In M. Belcourt & K. J. McBey (Eds.), *Strategic human resources planning* (4th ed., Chapter 5, pp. 115-137). Toronto: Nelson.
- ⇒ Haines, V. Y., III, & Morin, D. (2007). L'approche par objectifs et ses exigences. In S. Saint-Onge (Ed.), *Gérer les performances au travail : défis,*

- tendances, pratiques, conditions* (p. 287-294). Montréal: HEC Montréal, Collection «Racines du savoir».
- ⇒ Petit, A., & Haines, V. Y., III (2007). Trois instruments d'évaluation du rendement. In S. Saint-Onge (Ed.), *Gérer les performances au travail : défis, tendances, pratiques, conditions* (p. 263-282). Montréal: HEC Montréal, Collection «Racines du savoir».
- ⇒ Saint-Onge, S., Haines, V. Y., III, Aubin, I., & Rousseau, C. (2007). Pour une meilleure reconnaissance des contributions au travail. In S. Saint-Onge (Ed.), *Gérer les performances au travail : défis, tendances, pratiques, conditions* (p. 388-415). Montréal: HEC Montréal, Collection «Racines du savoir».
- ⇒ Morin, D., Haines, V. Y., III, & Dolan, S. S. (2007). L'approche par objectifs. In S. Saint-Onge & V. Y. Haines III (Eds.), *Gestion des performances au travail: bilan des connaissances*, chapter 5, (pp. 215-250). Brussels: De Boeck.
- ⇒ Haines, V. Y., III (2007). Information technology for HR planning. In M. Belcourt & K. J. McBey (Eds.), *Strategic human resources planning* (3rd ed., pp. 121-141). Toronto: Nelson.
- ⇒ Saint-Onge, S., Haines, V. Y., III, Aubin, I., Rousseau, C., & Lagassé, G. (2006). Pour une meilleure reconnaissance des contributions au travail. In M. Tremblay (Ed.), *La mobilisation des personnes au travail* (pp. 703-730). Montreal: HEC Montréal, Collection Racines du savoir.
- ⇒ Petit, A., & Haines, V. Y., III (2001). Trois instruments d'évaluation du rendement. In A. Gosselin & S. Saint-Onge (Eds.), *Gérer la performance au travail : tendances et conditions de succès* (pp. 184-203). Montreal: HEC Montréal, Collection Racines du savoir.
- ⇒ Guérin, G., Saint-Onge, S., Haines, V. Y., III, Trottier, R., & Simard, M. (2000). Les pratiques d'aide à l'équilibre emploi-famille dans les organisations du Québec. In M. Côté & T. Hafsi (Eds.), *Le management aujourd'hui: une perspective nord-américaine* (pp. 726-744). Quebec & Paris: Les Presses de l'Université Laval & Économica.
- ⇒ Petit, A., & Haines, V. Y., III (2000). Trois instruments d'évaluation du rendement. In M. Côté & T. Hafsi (Eds.), *Le management aujourd'hui: une perspective nord-américaine* (pp. 961-972). Quebec & Paris: Les Presses de l'Université Laval & Économica.
- ⇒ Petit, A., & Haines, V. Y., III (1998). Trois instruments d'évaluation du rendement. In A. Gosselin (Ed.), *La performance au travail* (pp. 137-156). Montreal: HEC Montréal, Collection Racines du savoir.
- ⇒ Saint-Onge, S., Guérin, G., Haines, V., Trottier, R., & Simard, M. (1996). Caractéristiques des pratiques d'aide à la gestion de l'équilibre travail-famille implantées par les organisations du Québec. In R. Bourque, M.-L. Morin, J. Saglio & G. Vallée (Eds.), *Les transformations*

des relations professionnelles : études françaises et québécoises (pp. 127-147). Paris: La documentation française.

- ⇒ Petit, A., & Haines, V. Y., III (1995). Trois instruments d'évaluation du rendement. In L. Lapierre (Ed.), *La performance au travail* (pp. 62-71). Montreal: HEC Montréal, Collection Racines du savoir.

Paper presentations or poster sessions at refereed meetings and symposia

- ⇒ Haines, V. Y., III, Ben Mansour, J., Dubé, M.-E., & Morin, D. (2014, August). *Étude longitudinale explorant le rôle des réactions affectives à un événement corporative durant un changement organisationnel*. Paper presented at the meeting of the Association Internationale de Psychologie du Travail de Langue Française, Florence, Italy.
- ⇒ Haines, V. Y., III, Patient, D. L., & Marchand, A. (2014, May). *Organizational culture, human resources management, and job burnout in the just organization: A theoretical framework*. Paper presented at the meeting of the Administrative Sciences Association of Canada, Muskoka, Canada. **[Honourable Mention]**
- ⇒ Haines, V. Y., III, Rousseau, V., & Gauvreau-Jean, V. (2013, June). *Employee business awareness: Initial scale development and validation*. Paper presented at the meeting of the Administrative Sciences Association of Canada, Calgary, Canada.
- ⇒ Haines, V. Y., III (2013, May). *L'évolution des compétences spécialisées en gestion des ressources humaines et en relations industrielles: Une analyse longitudinale (1975-2005)*. Paper presented at the meeting of the Canadian Industrial Relations Association, Toronto, Canada.
- ⇒ Genin, É., Haines, V. Y., III, Rousseau, V., & Marchand, A. (2013, May). *Do long working hours have a positive effect on decision latitude?* Paper presented at the meeting of the Canadian Industrial Relations Association, Toronto, Canada.
- ⇒ Haines, V. Y., III, Patient, D. L., & Marchand, A. (2013, April). *Organizational culture, human resource management, and systemic justice: What does the "just" organization look like?* Paper presented at the meeting of the International Academy of Management and Business (IAMB), Lisbon, Portugal.
- ⇒ Haines, V. Y., III, Hamouche, S., & Saba, T. (2012, June). *Expanding career success research: Insights from the person-organization fit and external marketability perspectives*. Paper presented at the meeting of the International Federation of Scholarly Associations of Management (IFSAM), Limerick, Ireland.
- ⇒ Haines, V. Y., III, Patient, D. L., & Marchand, A. (2012, June). *The "just" workplace: Principles of justice and justice-oriented human resource*

- management policies and practices*. Paper presented at the meeting of the International Federation of Scholarly Associations of Management (IFSAM), Limerick, Ireland.
- ⇒ Hamouche, S., Haines, V. Y., III, & Saba, T. (2012, May). *Les déterminants du succès subjectif de carrière : congruence-personne-organisation et possibilités de mobilité externe*. Paper presented at the meeting of the Association francophone pour le savoir (ACFAS), Montreal, Quebec.
- ⇒ Haines, V. Y., III, & Saba, T. (2011, July). *Let them be professionals! Identity threat and emotional exhaustion*. Paper presented at the meeting of the Administrative Sciences Association of Canada, Montreal, Quebec.
- ⇒ Dextras-Gauthier, J., Marchand, A., & Haines, V. Y., III (2011, June). *Organizational culture, work organization conditions, and mental health: A proposed integration*. Paper presented at the European Academy of Management (EURAM), Tallinn, Estonia.
- ⇒ Haines, V. Y., III, Pulido, B., Marchand, A., & Harvey, S. (2011, May). *Psychological safety climate: Scale development*. Paper presented at the meeting of the European Association of Work and Organizational Psychology, Maastricht, Netherlands.
- ⇒ Haines, V. Y., III, & Bélanger, J. (2011, May). *La compétence du professionnel en ressources humaines : point de vue du recruteur*. Paper presented at the meeting of the Association francophone pour le savoir (ACFAS), Sherbrooke, Quebec.
- ⇒ Haines, V. Y., III, & St-Onge, S. (2010, November). *Performance management effectiveness: Practices or context?* Paper presented at the meeting of the Association francophone de gestion des ressources humaines, Saint-Malo, France.
- ⇒ Haines, V. Y., III, Marchand, A., Rousseau, V., & Genin, É. (2010, July). *Durée du travail et santé mentale : une nouvelle façon de poser le problème*. Paper presented at the meeting of the Association internationale de psychologie du travail de langue française, Lille, France.
- ⇒ Haines, V. Y., III, Harvey, S., Durand, P., & Marchand, A. (2010, July). *Évaluations de soi, conflit travail-famille et épuisement*. Paper presented at the meeting of the Association internationale de psychologie du travail de langue française, Lille, France.
- ⇒ Haines, V. Y., III, Brouillard, S., & Cadieux, N. (2010, June). *Une analyse longitudinale (1975-2005) de l'évolution de la profession ressources humaines*. Paper presented at the meeting of the Canadian Industrial Relations Association, Quebec, Quebec.
- ⇒ Bélanger, J. et Haines, V. Y., III (2010, June). *Les professionnels en ressources humaines et l'approche coûts/bénéfices : vers un nouveau modèle*

- de partenariat stratégique?* Paper presented at the meeting of the Canadian Industrial Relations Association, Quebec, Quebec.
- ⇒ Haines, V.Y., III, Marchand, A., Durand, P., & Harvey, S. (2009, October). *Personality and work-family conflict: Looking beyond work and nonwork factors*. Poster session presented at the meeting of the Canadian Congress for Research on Mental Health and Addiction in the Workplace, Toronto, Canada.
- ⇒ Saint-Onge, S., Haines, V. Y., III et Thériault, M. (2009, September). *Une analyse des déterminants des régimes collectifs de rémunération variable à court terme*. Paper presented at the meeting of the Association française de gestion des ressources humaines, Toulouse, France.
- ⇒ Dextras-Gauthier, J., Marchand, A., & Haines, V.Y., III (2009, May). *Culture organisationnelle et santé mentale des travailleurs*. Paper presented at the meeting of the Canadian Industrial Relations Association, Gatineau, Quebec.
- ⇒ Dextras-Gauthier, J., Marchand, A., & Haines, V.Y., III (2009, May). *Culture organisationnelle et santé mentale des travailleurs*. Paper presented at the meeting of the Association francophone pour le savoir, Ottawa, Ontario.
- ⇒ Haines, V.Y., III, & Rousseau, V. (2008, August). *Conscience de l'environnement d'affaires, engagement organisationnel et comportements de citoyenneté : un cadre théorique intégrateur*. Paper presented at the meeting of the Association internationale de psychologie du travail de langue française, Quebec, Quebec.
- ⇒ Taggar, S., & Haines, V. Y., III (2008, August). *The effects of intra-group trust and interdependence on emotional exhaustion in teams*. Paper presented at the meeting of the Academy of Management, Anaheim, California, United States.
- ⇒ Haines, V. Y., III, Rousseau, V., & Saint-Onge, È. (2008, May). *A qualitative investigation of employee business awareness in mutual investment employee-organization relationships*. Paper presented at the meeting of the Administrative Sciences Association of Canada, Halifax, Nova Scotia.
- ⇒ Saint-Onge, S., Haines, V. Y., III, & Sahinyan, A. (2007, July). *Les incidences des orientations stratégiques des firmes sur la formation qu'elles offrent aux cadres en matière de gestion des performances*. Paper presented at the Journée de recherche sur la « Socialisation organisationnelle » du CREPA (DRM, CNRS, UMR 7088), en collaboration avec le LIRHE et le GRACCO, et en partenariat avec l'AGRHE, Université Paris-Dauphine, Paris, France.
- ⇒ Haines, V. Y., III, Marchand, A., Rousseau, V., & Demers (2007, June). *Shiftwork, work-to-family conflict and depression: Test of a social*

- explanation*. Paper presented at the meeting of the Administrative Sciences Association of Canada, Ottawa, Ontario.
- ⇒ Marchand, A., Harvey, S., & Haines, V. Y., III (2007, May). *Les effets croisés de la violence au travail sur l'abus d'alcool*. Paper presented at the meeting of the Association francophone pour le savoir, Trois-Rivières, Quebec.
 - ⇒ Haines, V. Y., III, & Taggar, S. (2007, April). *Direct, indirect, and moderating effects of LMX on emotional exhaustion*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New York, United States.
 - ⇒ Haines, V. Y., III, Marchand, A., & Harvey, S. (2006, June). *Crossover of workplace aggression (violence, intimidation, and sexual harassment) in dual-earner couples*. Paper presented at the meeting of the Administrative Sciences Association of Canada, Banff, Alberta. **[HR Division Best Paper]**
 - ⇒ Marchand, A., Demers, A., Simard, M., Durand, P., Haines, V. Y., III, & Rousseau, V. (2006, June). *Work, family and psychological distress: Are there gender differences?* Paper presented at the meeting of the International Congress on Occupational Health, Milan, Italy.
 - ⇒ Dupuis, M.-J., Haines, V. Y., III, & Saba, T. (2005, August). *Family ties and international mobility*. Paper presented at the meeting of the Academy of Management, Honolulu, United States.
 - ⇒ Haines, V. Y., III, & Lafleur, G. (2005, May). *The influence of information technology on the roles and effectiveness of the human resources function*. Paper presented at the meeting of the Administrative Sciences Association of Canada, Toronto, Canada.
 - ⇒ Roy, M., Harrisson, D., & Haines, V. Y., III (2005, March). *The influence of cooperative labour-management relations on union leader roles*. Paper presented at the meeting of the International Labour Process Conference, Glasgow, Scotland.
 - ⇒ Haines, V. Y., III, & Jalette, P. (2004, May). *L'influence des pratiques de gestion des ressources humaines*. Paper presented within the symposium titled "L'analyse des données d'enquêtes : acquis et défis pour l'avancement des connaissances en sciences sociales" at the meeting of the Association francophone pour le savoir, Montreal, Canada.
 - ⇒ Haines, V. Y., III, Jalette, P., & Larose, K. (2003, August). *An organizational-level analysis of the influence of human resource management practices on turnover*. Paper presented at the meeting of the Academy of Management, Seattle, United States.
 - ⇒ Saint-Onge, S., Klarsfeld, A., & Haines, V. Y., III (2002, November). *Les régimes de rémunération basée sur les compétences : quelle contingence par rapport à la stratégie? Quels effets?* Paper presented at the meeting of

- the Association française de gestion des ressources humaines, Nantes, France.
- ⇒ Haines, V. Y., III, & Jalette, P. (2002, Novembre). *An organizational-level analysis of the impact of human resource management practices on employee turnover*. Paper presented at the Conference on workplace issues in Canada, sponsored by the Canadian Employment Research Forum, the Canadian Workplace Research Network, Human Resources Development Canada, and Statistics Canada, Ottawa, Canada.
 - ⇒ Haines, V. Y., III, & Martel, D. (2002, August). *The direct and moderating influences of lateral and vertical relationships on emotional exhaustion*. Paper presented at the meeting of the Academy of Management, Denver, United States.
 - ⇒ Haines, V. Y., III, Saint-Onge, S., & Marcoux, A. (2002, July). *La gestion des performances en contexte de qualité*. Paper presented at the meeting of the Association internationale de psychologie du travail de langue française, Brussels, Belgium.
 - ⇒ Girard, R., & Haines, V. Y., III (2002, June). *Theories we use : An overview and analysis of theory application in human resource management*. Paper presented at the meeting of the International Industrial Relations Association, Toronto, Canada.
 - ⇒ Haines, V. Y., III, & Taggar, S. (2001, August). *A comprehensive Model of preferences for team-based rewards*. Paper presented at the meeting of the Academy of Management, Washington, United States.
 - ⇒ Taggar, S., & Haines, V. Y., III (2001, August). *A multi-level model of interdependence and individual effectiveness in teams*. Paper presented at the meeting of the Academy of Management, Washington, United States.
 - ⇒ Haines, V. Y., III, & Jalette, P. (2001, May). *Training, human resource management and productivity*. Paper presented at the meeting of the Canadian Industrial Relations Association, Quebec, Canada.
 - ⇒ Haines, V. Y., III, & Bédard, J.-P. (2001, January). *Early retirements and the dynamics of social knowledge creation*. Paper presented at the meeting of the World Congress on the Management of Intellectual Capital, Hamilton, Canada.
 - ⇒ Haines, V. Y., III, & Harvey, S. (1999, June). *Les réactions des travailleurs aux actions de leur employeur durant la crise du verglas*. Paper presented at the meeting of the Canadian Industrial Relations Association, Sherbrooke, Canada.
 - ⇒ Harvey, S., & Haines, V. Y., III (1999, May). *Employer treatment of employees during the 1998 ice storm: The role of procedural & distributive justice*. Paper presented at the meeting of the Canadian Psychological Association, Halifax, Canada.

- ⇒ Saba, T., & Haines, V. Y., III (1998, June). *Mobilité internationale des cadres: caractéristiques individuelles et pratiques incitatives*. Paper presented at the meeting of the Canadian Industrial Relations Association, Ottawa, Canada.
- ⇒ Haines, V. Y., III, Lefrançois, S., & Petit, A. (1998, June). *Un regard sur les motifs de consultation d'un programme d'aide aux employés*. Paper presented at the meeting of the Canadian Industrial Relations Association, Ottawa, Canada.
- ⇒ Arcand, M., & Haines, V. Y., III (1995, June). *Évolution de la profession en GRH*. Paper presented at the meeting of the Administrative Sciences Association of Canada, Windsor, Canada.
- ⇒ Haines, V. Y., III (1993, June). *Applicabilité des mesures quantitatives d'évaluation de la fonction ressources humaines*. Paper presented at the meeting of the Canadian Industrial Relations Association, Ottawa, Canada.
- ⇒ Haines, V. Y., III (1993, June). *L'applicabilité de l'analyse coûts/bénéfices dans un contexte d'équilibre travail-famille*. Paper presented at the meeting of the Administrative Sciences Association of Canada, Lac Louise, Canada.

Magazine articles

- ⇒ Hamouche, S., Haines, V. Y., III, & Saba, T. (2013, June /July / August). Le succès de carrière: deux visions qui s'affrontent... *Effectif: Le magazine de l'Ordre des conseillers en ressources humaines agréés*, 16 (3), 38-41.
- ⇒ Roy, M., Harrisson, D. Haines, V. Y., III, St-Jacques, D., & Fortier, L. (2008, Spring). La transformation du rôle des intervenants syndicaux vivant un partenariat syndical-patronal. *Regards sur le travail*, 4 (3), 23.
- ⇒ Haines, V. Y., III (2005, October/November). Want to play a more strategic role? Information technology may make the difference. *HR Professional*, 42.
- ⇒ Morin, D., & Haines, V. Y., III (2003, November/December). L'approche par objectifs et ses exigences. *Effectif: Le magazine de l'Ordre des conseillers en ressources humaines agréés*, 6 (5), 14-20.
- ⇒ Chouinard, A., Haines, V. Y., III, & Hogue, B. (1999, Summer). Le recrutement branché, des possibilités quasi infinies... *Effectif: Le magazine de l'Ordre des conseillers en ressources humaines agréés*, 17-21.
- ⇒ Mongeon, A., Haines, V. Y., III, Saint-Onge, S., Archambault, M., & Boily, F. (1999, Summer). Productivité et rétention, performance et qualité de vie: l'expérience de Nortel. *Effectif: Le magazine de l'Ordre des conseillers en ressources humaines agréés*, 34-37.

- ⇒ Haines, V. Y., III (1997, October/November). Effective management of human resource information systems. *HR Professional*, 33, 35.
- ⇒ Haines, V. Y., III (1997). Restructurations, technologies, emploi et famille. *Effectif: Le magazine de l'Ordre des conseillers en ressources humaines agréés*, 19 (5), 14-15.
- ⇒ Haines, V. Y., III, & Petit, A. (1995). Satisfaction à l'égard des SIRH: résultats d'une étude canadienne, *Effectif: Le magazine de l'Ordre des conseillers en ressources humaines agréés*, 18 (2), 18-19.
- ⇒ Haines, V. Y., III, & Petit, A. (1994, December). Explaining HRIS success. *Resource CHRSP*, 3.
- ⇒ Haines, V. Y., III, & Petit, A. (1994, September). Survey results: The success of human resource information systems. *Resource CHRSP*, 4.
- ⇒ Saint-Onge, S., Guérin, G., Trottier, R., Haines, V. Y., III, & Simard, M. (1994, January). La responsabilité des organisations en matière d'équilibre travail-famille. *Effectif: Le magazine de l'Ordre des conseillers en ressources humaines agréés*, 9-11.
- ⇒ Saint-Onge, S., Guérin, G., Trottier, R., Simard, M., & Haines, V. Y., III (1994). L'implantation des pratiques d'équilibre travail-famille: la situation des organisations du Québec. *Effectif: Le magazine de l'Ordre des conseillers en ressources humaines agréés*, 17 (10), 16-17.
- ⇒ Jalette, P., & Haines, V. Y., III (1993, Fall). Investir dans les ressources humaines: le jeu en vaut-il la chandelle? *Communiqué de l'Association des diplômées de l'École de relations industrielles de l'Université de Montréal - Adderium*, 5.
- ⇒ Guérin, G., Saint-Onge, S., Rondeau, L., Trottier, R., & Haines, V. Y., III (1993). Recherche en cours sur les pratiques d'équilibre travail-famille. *Montréal Plus*, 1 (3), 12.

Presentations at non refereed meetings

- ⇒ Haines, V. Y., III (2007, November). *Employee business awareness, organizational commitment, and extra-role behaviours*. Presentation at the Center for Strategic Leadership, School of Business and Economics, Wilfrid Laurier University, Waterloo, Ontario.
- ⇒ Haines, V. Y., III (2007, April). *La rédaction d'articles savants*. Presentation at the Faculty of Graduate Studies, University of Montreal, Montreal, Quebec.
- ⇒ Haines, V. Y., III (2007, March). *La gestion du rendement dans la relation d'encadrement*. Presentation at the Institut d'administration publique de Québec (IAPQ), Chicoutimi, Quebec.
- ⇒ Haines, V. Y., III (2006, March). *La communication persuasive*. Presentation at Investors Group Institute, Montreal, Quebec.

- ⇒ Haines, V. Y., III (2005, December). *GRH au Canada : Stress, harcèlement psychologique et équité en emploi*. Presentation at the École supérieure de commerce, Toulouse, France.
- ⇒ Haines, V. Y., III (2005, November). *La gestion des ressources humaines dans les conseils d'administration*. Presentation at the Centre de recherche européenne sur l'emploi et les ressources humaines, Toulouse, France.
- ⇒ Haines, V. Y., III (2005, November). *Intrinsic motivation for an international assignment*. Presentation at the ESADE-Business School, Barcelona, Spain.
- ⇒ Haines, V. Y., III (2005, September). *Le régime québécois d'assurance parentale et la conciliation travail-famille* (three conferences). Presentations at the Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec, Montreal & Quebec, Quebec.
- ⇒ Haines, V. Y., III (2004, December). *L'impact des nouvelles formes d'organisation des services sur les programmes de gestion des ressources humaines*. Presentation at the Association des hôpitaux du Québec (AHQ), Laval, Quebec.
- ⇒ Haines, V. Y., III (2004, November). *Plan de mobilisation : prévoir et déjouer les résistances*. Presentation at the Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec, Montreal, Quebec.
- ⇒ Haines, V. Y., III (2004, September). *Gestion moderne des ressources humaines*. Presentation at the Salon sur les meilleures pratiques d'affaires du Mouvement québécois de la qualité, Montreal, Quebec.
- ⇒ Haines, V. Y., III (2003, May). *L'influence des technologies de l'information sur la fonction ressources humaines*. Presentation at the meeting of the Association des gestionnaires en ressources humaines de l'Estrie, Sherbrooke, Quebec.
- ⇒ Haines, V. Y., III et Saint-Onge, S. (2002, November). *La gestion du rendement au travail : où en sont les organisations québécoises*. Presentation at the Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec, Montreal, Quebec.
- ⇒ Haines, V. Y., III et Saba, T. (2000, December). *Accepter une affectation à l'étranger: à quelles conditions?* Presentation at the Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec, Montreal, Quebec.
- ⇒ Haines, V. Y., III et Saint-Onge, S. (2000, March). *Les conditions de réussite du télétravail*. Presentation at the Centre francophone de recherche en informatisation des organisations (cefrio), Quebec, Quebec.

- ⇒ Haines, V. Y., III (1999, November). *Les défis de la gestion des ressources humaines*. Presentation at the École supérieure internationale de gestion (ESIG), Casablanca, Maroc.
- ⇒ Haines, V. Y., III (1998, July). *Équilibre emploi-famille : l'état de la recherche*. Presentation at the Information Systems Management Corporation, Montreal, Quebec.
- ⇒ Haines, V. Y., III (1997, December). *Nouvelles formes d'organisation du travail*. Presentation at the Association du personnel administratif et professionnel de l'Université de Sherbrooke, Sherbrooke, Quebec.
- ⇒ Haines, V. Y., III et Saint-Onge, S. (1997, April). *Potentiel de performance de l'ARTT: rapport coûts/bénéfices et impacts du travail à temps partiel et des horaires variables*. Presentation at the Institut international de recherche, Montreal, Quebec.
- ⇒ Aussant, M.A., Cimon, A., Guérin, G., Haines, V. Y., III et Saint-Onge, S. (1997, March). *Le conflit emploi-famille: ses causes, ses effets et sa gestion*. Presentation at the Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec, Montreal, Quebec.
- ⇒ Haines, V. Y., III et Arcand, M. (1996, February). *L'évolution de la pratique de la gestion des ressources humaines*. Presentation at the Groupement des étudiants en ressources humaines de la Faculté d'administration de l'Université de Sherbrooke, Sherbrooke, Quebec.
- ⇒ Haines, V. Y., III (1995, November). *La gestion des ressources humaines*. Presentation at the Project Management Institute, Montreal, Quebec.
- ⇒ Haines, V. Y., III (1995, March). *La performance des employés d'entretien et d'administration*. Presentation at the Comité des ressources matérielles de la Montérégie, Brossard, Quebec.
- ⇒ Haines, V. Y., III (1994, November). *SIRH: les facteurs de succès des usagers*. Presentation at the International Association for Human Resource Information Management, Toronto, Ontario.
- ⇒ Haines, V. Y., III (1994, October). *Presentation of the HRIS Satisfaction Survey*. Presentation at the International Association for Human Resource Information Management, Montreal, Quebec.

Participation at round tables (panels)

- ⇒ Richards, R., Haines, V. Y., III, Laflamme, C., Marchand, A., & Legault, D. (2012, October). *La santé au travail : un genre particulier?* Round table at the 2012 conference: Travailleur, travailleuse : ma réalité, ma santé! Équipe de recherche sur le travail et la santé mentale (ERTSM), Montreal, Quebec.
- ⇒ Haines, V. Y., III, Harvey, S., Lupien, S., Parizeau, M.-H., Potvin, C., Sévigny, R., & Poulin, M. (2009, September). *Santé mentale au travail : connaître et surveiller le problème*. Round table (panel) at the colloque

sur la santé mentale au travail : le vrai visage de la situation. Canadian Institutes of Health Research and Fonds de la recherche en santé du Québec, Montreal, Quebec.

Service to Scholarly Societies

- ⇒ Session Chair for the 2013 annual conference of the Administrative Sciences Association of Canada.
- ⇒ Session Chair for the 2013 International Academy of Management and Business conference.
- ⇒ Participation in a job interview simulation within the doctoral consortium of the 2011 annual Conference of the Administrative Sciences Association of Canada.
- ⇒ Session Chair for the 2010 annual conference of the Canadian Industrial Relations Association.
- ⇒ Session Discussant for the 2008 annual conference of the Administrative Sciences Association of Canada.
- ⇒ Session Discussant for the 2007 annual conference of the Administrative Sciences Association of Canada.
- ⇒ Session Chair for the 2006 annual conference of the Administrative Sciences Association of Canada.
- ⇒ Division Chair for the Human Resources Division of the Administrative Sciences Association of Canada (2005/2006).
- ⇒ Session Chair for the 2005 annual conference of the Administrative Sciences Association of Canada.
- ⇒ Program Chair for the Human Resources Division of the Administrative Sciences Association of Canada (2004/2005).
- ⇒ Academic Reviewer for the Human Resources Division of the Administrative Sciences Association of Canada (2003/2004).
- ⇒ Session Chair for the 2003 annual conference of the Administrative Sciences Association of Canada.
- ⇒ Session Chair for the 2001 annual conference of the *Association canadienne-française pour l'avancement des sciences*.
- ⇒ Member of the organizing committee of the 2000 annual conference of the *Association des gestionnaires en ressources humaines de l'Estrie*.
- ⇒ Held an information meeting for undergraduate students to discuss the nature of business research (01/00).
- ⇒ Organized a lunchtime research presentation, entitled "Individual creativity and group ability to utilize individual creative resources: A multi-level model," by Dr. Simon Taggar (11/99).
- ⇒ Local coordinator for the 1999 conference of the Canadian Industrial Relations Association.

- ⇒ Chair of the graduate student session held during the 1999 conference of the Canadian Industrial Relations Association.
- ⇒ Organized a lunchtime research presentation, entitled “*La confiance dans les modèles de négociations raisonnées,*” by Dr. Reynald Bourque (11/98).
- ⇒ Organized research presentations with Cornell University doctoral students (1995).

Published book reviews

- ⇒ Haines, V. Y., III (1999). The talent solution: aligning strategy and people to achieve extraordinary results, by E.L. Gubman. *Gestion - revue internationale de gestion*, 24 (2), 92-94.
- ⇒ Haines, V. Y., III (1994). Transfer of training: action-packed strategies to ensure high payoff from training investments, by M.L. Broad, & J.W. Newstrom. *Relations industrielles/Industrial Relations (RI/IR)*, 49, 197-198.

Chapter reviewed for an edited book

- ⇒ *Transformation du monde du travail: regards interdisciplinaires en relations industrielles*. Edited book published by the Department of Industrial Relations, Université du Québec en Outaouais (2012).

Papers reviewed for refereed journals

- ⇒ Personnel Review (2014: 1 paper).
- ⇒ Journal of Marriage and Family (2014: 1 paper).
- ⇒ Work & Stress (2014: 1 paper).
- ⇒ Human Resource Management (2014: 1 paper).
- ⇒ The Social Science Journal (2013: 1 paper).
- ⇒ Journal of Occupational and organizational Psychology (2013: 1 paper).
- ⇒ International Journal of Human Resource Management (2013: 1 paper).
- ⇒ International Journal of Case Studies in Management (2013: 1 article)
- ⇒ International Journal of Workplace Health Management (2013: 1 paper).
- ⇒ Relations industrielles/Industrial Relations (RI/IR) (2013: 1 paper).
- ⇒ Career Development International (2013: 1 paper).
- ⇒ Relations industrielles/Industrial Relations (RI/IR) (2012: 1 paper).
- ⇒ Human Relations (2012: 1 paper).
- ⇒ Career Development International (2012: 1 paper).

- ⇒ Gestion - revue internationale de gestion (2012: 2 papers).
- ⇒ Work & Stress (2012: 1 paper).
- ⇒ International Journal of Human Resource Management (2011: 1 paper).
- ⇒ Personnel Review (2011: 1 paper).
- ⇒ Relations industrielles/Industrial Relations (RI/IR) (2011: 1 paper).
- ⇒ Gestion - revue internationale de gestion (2011: 3 papers).
- ⇒ International Journal of Workplace Health Management (2011: 1 paper).
- ⇒ Centre de cas HEC Montréal (2011: 2 case studies).
- ⇒ Canadian Journal of Administrative Sciences (2011: 1 paper).
- ⇒ Addiction (2010: 1 paper).
- ⇒ Gestion - revue internationale de gestion (2010: 1 paper).
- ⇒ Relations industrielles/Industrial Relations (RI/IR) (2010: 1 paper).
- ⇒ Canadian Journal of Administrative Sciences (2010: 1 paper).
- ⇒ Centre de cas HEC Montréal (2009: 1 case study).
- ⇒ Gestion - revue internationale de gestion (2009: 2 papers).
- ⇒ Relations industrielles/Industrial Relations (RI/IR) (2009: 1 paper).
- ⇒ Gestion - revue internationale de gestion (2008: 1 paper).
- ⇒ Human Resource Management (2008: 1 paper).
- ⇒ Human Resource Management (2007: 1 paper).
- ⇒ International Journal of Psychology (2007: 1 paper).
- ⇒ Gestion - revue internationale de gestion (2007: 2 papers).
- ⇒ Career Development International (2006: 1 paper).
- ⇒ Relations industrielles/Industrial Relations (RI/IR) (2006: 1 paper).
- ⇒ Career Development International (2005: 1 paper).
- ⇒ Member of the nomination committee for the Best Paper Awards, Canadian Journal of Administrative Sciences (2005).
- ⇒ Personnel Review (2004: 2 papers).
- ⇒ Human Resource Management (2003: 1 paper).
- ⇒ Relations industrielles/Industrial Relations (RI/IR) (2003: 1 paper).
- ⇒ Canadian Journal of Administrative Sciences (2003: 1 paper).
- ⇒ Gestion - revue internationale de gestion (2002: 2 papers).
- ⇒ Recherches féministes (2001: 1 article).
- ⇒ Relations industrielles/Industrial Relations (RI/IR) (2001: 1 paper).
- ⇒ Canadian Journal of Administrative Sciences (2000: 1 paper).
- ⇒ Gestion - revue internationale de gestion (2000: 1 paper).
- ⇒ Relations industrielles/Industrial Relations (RI/IR) (2000: 1 paper).
- ⇒ Canadian Journal of Administrative Sciences (1999: 1 paper).
- ⇒ Gestion - revue internationale de gestion (1999: 1 paper).
- ⇒ Gestion - revue internationale de gestion (1998: 3 papers).
- ⇒ Psychologie du travail et des organisations (1998: 1 paper).
- ⇒ Relations industrielles/Industrial Relations (RI/IR) (1997: 1 paper).

Papers reviewed for refereed conferences

- ⇒ Administrative Sciences Association of Canada (2013: 4 papers).
- ⇒ Administrative Sciences Association of Canada (2012: 2 papers).
- ⇒ Administrative Sciences Association of Canada (2011: 2 papers).
- ⇒ International Decision Sciences Institute (2009: 1 paper).
- ⇒ Administrative Sciences Association of Canada (2008: 3 papers).
- ⇒ Administrative Sciences Association of Canada (2007: 7 papers).
- ⇒ Canadian Industrial Relations Association (2005: 1 paper).
- ⇒ Administrative Sciences Association of Canada (2005: 7 papers).
- ⇒ Association francophone de gestion des ressources humaines (2004: 2 papers).
- ⇒ Administrative Sciences Association of Canada (2003: 1 paper).
- ⇒ Administrative Sciences Association of Canada (2002: 1 paper).
- ⇒ Administrative Sciences Association of Canada (2000: 2 papers).
- ⇒ Canadian Industrial Relations Association (1999: 1 paper).
- ⇒ Association francophone de gestion des ressources humaines (1997: 4 papers).
- ⇒ Administrative Sciences Association of Canada (1997: 2 papers).
- ⇒ Administrative Sciences Association of Canada (1994: 1 paper).

Projects reviewed for funding agencies

- ⇒ SSHRC, review for Insight Grant proposal (2014).
- ⇒ IRSST, research report reviewed (2013).
- ⇒ FQRSC scholarship program (2001-2002 financial year).
- ⇒ FQRSC (2000-2001 financial year).
- ⇒ FQRSC scholarship program (2000-2001 financial year).

Cited in popular press

- ⇒ CBC News (2012, February 21). Téléjournal Mauricie.
- ⇒ Lampert, A., & MacDonald, D. (2008, February 19). Family day idea shrugged off here: Workers, firms prefer flexibility. *The Gazette*.
- ⇒ Tremblay, J. (2006, May 8). Comment retenir ses employés? *La Presse*, *La Presse Affaires*, 1, 4.
- ⇒ Tremblay, J. (2006, May 8). Comment retenir ses employés ? *Le Soleil*, 30.
- ⇒ Demers, N. (2006, January 15). Mon lit, mon ordi. *Jobboom Magazine*.
- ⇒ Roy, R. (2004). Ressources humaines et TI - L'art de placer le bon employé au bon endroit. *CEFRIO - Perspectives*, 3, 37-41.

- ⇒ Schwartz, S. (2004, September 11). Early bird gets the praise. *The Gazette*, Life 3.
- ⇒ Benessaieh, K. (2003, December 3). Des employés traités aux petits oignons. *La Presse*, A15.
- ⇒ Dugas, S. (2003, January 27). L'ABC pour employer les générations X et Y. *La Presse*, D1-D4.
- ⇒ Human Resources Development Canada (2002). Young employees: Handle with care. *ISO-Youth Bulletin*, 5 (1), 1, 4.
- ⇒ Pratte, A. (2000, April 22). Conflits travail-famille: l'horaire flexible n'est pas la solution. *La Presse*, A1-A2.
- ⇒ Décarie, S. (1999, Septembre). Elles ont négocié leur horaire de travail. *Coup de pouce*, 39-45.
- ⇒ Fisette, G. (1999, April 30). Savoir gérer l'humain ou périr... *La Tribune*, D4.
- ⇒ Desjardins, S. (1998, February). GRH - Québec : Nos producteurs ont-ils une place? *Info-Tech Magazine*, 16-20.
- ⇒ Tison, M. (1997, Summer). Travail-famille - Équilibrer sa vie: travail d'hercule? *Partenaires (Bell Canada)*, 15-19.

TEACHING

Reviewed the pedagogical material of the second Human Resources Management course (REI2240G) for the Faculty of Continuing Education, University of Montreal (2008).

Participated in the development of a teaching CDROM on performance management for the distance learning program at the University of Quebec in Montreal.

Participated in the development of the teaching guide - CDROM - *Relever les défis de la gestion des ressources humaines*, 2^e édition.

Developed and taught doctoral seminar on human resource management theories (University of Montreal).

Developed and taught the strategic human resource management seminar in the master's program M.Sc. (University of Montreal).

Developed and taught the strategic human resource management course in the MBA and Executive MBA programs (Sherbrooke, Longueuil, and Casablanca).

Developed and taught the human resource management seminar in the master's program M.Sc. (University of Sherbrooke).

Developed and taught human resource management courses at the undergraduate level, including (a) introduction to human resource management, (b) human resource management systems, (c) human resource planning and staffing, (d) training and performance management, and (e) cases and exercises in human resource management (University of Montreal, Queen's University, University of Sherbrooke, Bishop's University, HEC Montréal).

Developed and delivered two three-hour talks for a doctoral seminar (D.B.A., University of Sherbrooke).

Also taught the human resource management course in the Professional Banking Program of the Institute of Canadian Bankers (now CSI).

Academic supervision

- ⇒ Member of the jury for Ph.D. comprehensive exams, School of Industrial Relations, University of Montreal, 2001, 2002, 2003, 2004, 2007, 2009.
- ⇒ Member of the jury for Ph.D. comprehensive exams, Faculty of Education, University of Sherbrooke, June 2003.
- ⇒ Member of the jury of 7 doctoral degree dissertations.
- ⇒ Member of the jury of 24 master's degree theses.
- ⇒ Member of the jury of 6 master's degree intervention-essays.
- ⇒ Supervision of 2 doctoral degree dissertations.
- ⇒ Co-supervision of 1 doctoral degree dissertation.
- ⇒ Supervision of 24 master's degree theses.
- ⇒ Co-supervision of 6 master's degree theses.
- ⇒ Supervision of 5 master's degree intervention-essays.

SERVICE INTERNAL

Member of the nominations committee, Faculty of Arts & Sciences, University of Montreal (2014 - present).

Member of the evaluation committee for renewals and promotions, School of Industrial Relations, University of Montreal (2009 - present).

Member of the doctoral program revision committee, School of Industrial Relations, University of Montreal (2014 - 2015).

Panelist at a roundtable discussion on the employment interview, doctoral and postdoctoral summer school, Faculty of Graduate Studies, University of Montreal (2014).

Member of the selection committee for professors in human resource management and labour relations, School of Industrial Relations, University of Montreal (2013 - 2014).

Member of the research ethics committee, Faculty of Arts & Sciences, University of Montreal (2007 - 2012).

Member of the organizing committee for the 65th Anniversary of the School of Industrial Relations, University of Montreal (2010 - 2011).

Member of the nominating committee for the head of the Department of Economics, Faculty of Arts and Sciences, University of Montreal (2010 - 2011).

Member of the selection committee for a professor in health and safety, School of Industrial Relations (2010).

Served on a teacher evaluation committee, School of Industrial Relations, University of Montreal (2008).

Coach of the University of Montreal's team for the 2004 Industrial Relations Excellence Contest (2003 - 2004; 2007).

Member of the selection committee for a research assistant position within the mental health project (CIHR) (2007).

Assisted in the preparation of the University of Montreal's team for the 2007 Industrial Relations Excellence Contest (2007).

Member of the selection committee for a professor in human resource management, School of Industrial Relations, University of Montreal (2003)

Member of the selection committee for a professor in labour law, School of Industrial Relations, University of Montreal (2002).

Host at the School of Industrial Relation's open house day, School of Industrial Relations, University of Montreal (2002).

Coach of the University of Montreal's team for the 2002 Canadian University Tournament in Human Resources (2001 - 2002).

Academic director of graduate diploma in managerial competencies, Faculty of Administration, University of Sherbrooke (1998 - 2001).

Responsible for the undergraduate certificate in occupational health and safety, Faculty of Administration, University of Sherbrooke (1998 - 2001).

Research Committee member, Faculty of Administration, University of Sherbrooke (1997 - 2001).

Co-created the Management Department's Web site, Faculty of Administration, University of Sherbrooke (2000).

**SERVICE
EXTERNAL**

Associate Researcher within the Université de Montréal Public Health Research Institute (IRSPUM) (2010 - present).

University Researcher with the *Centre interuniversitaire québécois de statistiques sociales (CIQSS)*, FQRSC, Regroupements stratégiques / Accès aux équipements majeurs (2005 - present).

Editorial Board Member, *Canadian Public Administration* (2001 - present).

Editorial Board Member, *Canadian Journal of Administrative Sciences* (2000 - present).

Instructor, CSI Global Education Inc. (1999 - present).

Member of the committee that examined the results obtained at the professional certification exam administered by the *Ordre*

des conseillers en ressources humaines et en relations industrielles agréés du Québec (2012 - 2013).

Reviewer for the Carolyn Dexter Award 2012, Academy of Management (2012).

Member of the ASAC Award Committee for the Jean Perrien Award for best paper in financial services (2012).

Jury Member for the Excalibur Canadian University Tournament in Human Resources (2012).

Associate Editor, French publications, *Canadian Public Administration* (2007 - 2011).

Associate Researcher with the Chair for the study of work design (CÉOT), University of Sherbrooke (2000 - 2010).

Member of the committee that bestowed the 2009 Rosabeth Moss Kanter Award for Excellence in Research on Work and Family (2010).

Jury Member for the Excalibur Canadian University Tournament in Human Resources (2010).

Associate Researcher with the *Groupe de recherche sur les aspects sociaux de la santé et de la prévention (GRASP)*, FQRSC, Regroupements stratégiques / Centres de recherche (2003 - 2009).

Vice-President of the Governance Board of Commodus (2007 - 2009).

Member of the Governance Board and member of the Executive Committee of the *Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec* (2007 - 2009).

Member of the award committee for the 2008 Roland Parenteau Award for the best French paper published in the *Canadian Public Administration Journal* (2008).

Served as reviewer for the 2001 Best Ph.D. Dissertation Award, International Alliance for Human Resources Research (2002).

Served as subject matter expert to develop the questions used as part of the knowledge exam for awarding the CHRP designation (2002).

Jury Member for the Excalibur Canadian University Tournament in Human Resources (2001).

Trainer, speaker or consultant

- Abitibi-Consolidated (Bowater)
- Agence de la santé et des services sociaux Chaudière-Appalaches
- Association des hôpitaux du Québec
- Association du personnel administratif et professionnel de l'Université de Sherbrooke
- Bois-de-Boulogne College, Employee Assessment Center
- Captus Press
- Cascades
- CEGEP Saint-Jean-sur-Richelieu
- Centre des ressources matérielles de la Montérégie
- City of Montreal-East
- Colabor
- CSI
- Dalsa Semiconductor, Bromont
- Desjardins
- Domtar
- Employment and Immigration Canada
- Henry Birks & Sons (silver factory)
- Hewitt Associates
- Industry Canada
- Institut d'administration publique de Québec
- Investors Group Institute
- Ministère de l'Éducation, Loisir et Sport, Québec
- Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec
- Project Management Institute
- Régie des rentes du Québec
- Transat A.T.

Research collaborations

- Bank of Montreal (BMO)
- Camoplast
- Cascades
- Danone
- Hydro-Quebec
- Institut de Cardiologie de Montréal
- Institut universitaire de gériatrie de Sherbrooke
- National Bank
- Nortel
- Prevost Car
- Revenu Canada
- Standard Life

DISTINCTIONS Article titled “Crossover of Workplace Aggression Experiences in Dual-Earner Couples” selected as a nominee in 2008 for the annual Rosabeth Moss Kanter Award for Excellence in Work-Family Research by the Center for Families at Purdue University and the Boston College Center for Work and Family.

Laureate, Awards and Distinctions 2007, Faculty of Arts and Sciences, University of Montreal.

Outstanding Paper 2007, Journal of Managerial Psychology, Emerald Literati Network Awards for Excellence.

Laureate, Awards and Distinctions 2006, Faculty of Arts and Sciences, University of Montreal.

HR Division Best Paper, ASAC, 2006.

HR Division Honorable Mention, ASAC, 2003.

Recipient of the *Prix du ministre de l'Éducation* for *Relever les défis de la gestion des ressources humaines*, 1999.

Recipient of the *Prix François-Albert-Angers* 1999, HEC Montréal, for *Relever les défis de la gestion des ressources humaines*.

Scholarship Professor, Faculty of administration, University of Sherbrooke, 1992-1996.

ASSOCIATIONS Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec.

Canadian Association of Administrative Sciences.

Association francophone de gestion des ressources humaines.

Academy of Management.