

## CATHERINE MARCHAND, *MBA, PhD*

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### EDUCATION

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- PhD Management – Organizational Behaviour/Human Resource Management, (2010- 2015)
  - HEC Montréal, Montréal, Québec, Canada
  - Supervisor: Professor Christian Vandenberghe; Committee members: Professors Michel Tremblay, Denis Chênevert and Céline Bareil (HEC Montréal) and Kathleen Bentein (Université du Québec à Montréal) and Pascal Paillé (Université Laval, Québec)
  - Dissertation title: *Three Studies on Organizational Support's Influence on Stress, Psychological Health and Employee Performance*
  - GPA: 3.77/4.3
- MBA-research w. Organization and Human Resource Management concentration, (2007-2009)
  - Université du Québec à Montréal, Montréal, Québec, Canada
  - Supervisor: Professor Sylvie Guerrero; Committee: Professors Jacques Forest and Marie-Ève Lapalme
  - Dissertation title: *The Role of the Team in Employee Relationships: A Multi Foci Approach to Employee Retention*
  - GPA: 3.63/4.3
- BCom management w. Organization and human resource, (2003-2006)
  - UQAM, Montréal, Québec, Canada

### RESEARCH INTERESTS

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- Workplace Relationships (e.g. Multi-Foci Approach, and Supervisor, Coworkers, Organizational Support)
- Occupational Stress, Stress Appraisal, Health Psychology, and Employee Well-Being
- Work Group, Team, and Processes (e.g. Emotional Diffusion and Contagion)
- Organizational Behaviour in Healthcare (e.g. Collaborative Team, shared Stress, and Well-Being)
- Interdisciplinary Work Group in Healthcare

### TEACHING INTERESTS

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- Organizational Behaviour
- Human Resource Management
- Leadership
- Job Attitudes
- Group Behaviour and Processes
- Research Methods

### AWARDS, COMPETITIVE FUNDING, AND RESEARCH GRANT APPLICATION

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Track record of securing research funding:

- Public funding: \$13,333
  - Fonds de recherche du Québec – Société et Culture (FRQSC) ranked 1st of the category
- Internal HEC Montréal funding: \$75,000
  - Canada Research Chair in Management of Employee Commitment and Performance
  - Doctoral Program Entrance, Progress, Excellent, and Travel grand for conference
- Private funding: \$7,000
  - Roasters Foundation PhD Fellowship
  - Francis and Geneviève Melançon Foundation PhD Fellowship

Research grant application (obtained):

- Lussier, MT, Boivin, N, et al. *Let's Discuss Health*: implementation and assessment in primary care of a web strategy to motivate patients to self-manage their health and support collaboration with health care providers
  - Canadian Institutes of Health Research

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**PAPERS UNDER REVIEW**

**Marchand, C.** and C. Vandenberghe. Perceived Organizational Support, Emotional Exhaustion and Turnover: Moderating Role of Negative Affectivity. *International Journal of Stress Management* (Revised and Resubmit).

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**PUBLISHED PAPERS**

**Marchand, C.** and C. Vandenberghe. Perceived Organizational Support, Perceived Resource Loss, and Psychological health: The Moderating Effect of Negative Affectivity (In French). Under review: *Travail Humain. Management* (Accepted May 2015).

Vandenberghe, C. and **C. Marchand** (2015). The Moderator Effect of Socioemotional Needs in the Relationship between Perceived Support and Organizational Commitment (In French), *Psychologie du travail et des organisations*. 21(1), 41-59.

**Marchand, C.** and C. Vandenberghe (2014). Job Scope and Commitment: The Moderating Role of Support and Leader-Member Exchange (In French), *Relations industrielles / Industrial Relations*. 69(3), 621-644.

Zargar, M. S., C. Vandenberghe, **C. Marchand**, and A. K. Ben Ayed (2014). Job Scope, Affective Commitment, and Turnover: The Moderating Role of Growth Need Strength, *Journal of Organizational and Occupational Psychology*, 87(2), 280-304.

**Marchand, C.** and C. Vandenberghe (2014). Can Perceived Organizational Support Act as a Social Resource? An Analysis from the Perspective of Conservation of Resources Theory (In French), *Psychologie du travail et des organisations*, 20(1), 63-90.

**Marchand, C.** and C. Vandenberghe (2013). Organizational Commitment, Coping, and Affect in Organizational Context: Test of an Integrative Model (In French), *Psychologie du travail et des organisations*, 19 (2), 293.

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**REFEREED CONFERENCE PRESENTATIONS**

**Marchand, C.** and C. Vandenberghe. Perceived Organizational Support, Emotional Exhaustion and Turnover: Moderating Role of Negative Affectivity. Conference of the *European Association of Work and Organizational Psychology (EAWOP 2015)*, Oslo, Norway.

Zargar, M. S., C. Vandenberghe, and **C. Marchand**. (2013). Job Scope, Commitment, and Turnover: The Role of Motivational Traits. *Society for Industrial and Organizational Psychology (SIOP)*, Houston, Texas, USA.

**Marchand, C.**, M. S. Zargar, and C. Vandenberghe. (2012). Task Significance and Variety, Affective Commitment, and Turnover: The Moderating Role of Goal Orientation, Conference of the *Administrative Sciences Association of Canada (ASAC)*, St-John's, Newfoundland and Labrador, Canada.

**Marchand, C.** (2008). Perceived Organizational Support, Leader-Member Exchange, and Team-Member Exchange: A Multi Foci Approach on Employee Retention. Workshop from the *Center Research Advances in Organizational Behaviour and Human Resources Management Research*, Toulouse, France.

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**RESEARCH EXPERIENCE**

RESEARCH ASSISTANT:

- Centre for Health Services Studies, University of Kent, 2015-present
  - Professor and Director Stephen Peckham
    - o GP-Workforce
- Canada Research Chair in Management of Employee Commitment and Performance, HEC Montréal, 2009 - 2014
  - Professor Christian Vandenberghe
    - o Career and employees potential project
    - o Leadership, commitment, employee performance and well-being in health sector
    - o Longitudinal study on organizational support and commitment
- Research Chair in Competencies Management, UQAM, 2005-2009
  - Professor Sylvie Guerrero
    - o The Role of the Team in Employee Retention
    - o Retention of executive and professional
    - o Recruitment agencies and client satisfaction
    - o Attraction and Retention of the Y Generation
  - Professor Sylvie Guerrero & Kathleen Bentein
    - o Dirty work and coping strategy

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**TEACHING EXPERIENCE**

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**GUEST LECTURER**

- “Organisational Behaviour course” (BCom Course), Université du Québec à Montréal, Winter 2009

**TUTORING:**

Faculty of Medicine, Collaboration and Patient Partnership Direction, Université de Montréal

- Health Science Collaboration, 2012 – 2015
  - CSS1900: Discovery of health science disciplines and the concept of patient partnership
  - CSS2900: Sharing and clarifying roles
  - CSS3900: Collaborative practices and production of an interprofessional intervention plan (IIP)
- Community Health Internship, 2014
- Clinical Ethics Workshop, 2013

**MENTORING:**

- Faculty of Medicine, Université de Montréal, Winter 2014
  - Undergraduate students, interested in Collaboration and Patient Partnership
- HEC Montréal, 2009 - present
  - Graduate student in their dissertation preparation, methodology, and statistical analysis
- Université du Québec à Montréal, 2008-2009
  - ORH3000: Research Method in Human Resources Management  
Professor Kathleen Bentein

**TEACHING ASSISTANT:**

- Université du Québec à Montréal
  - ORH1163: Organisational Behaviour, 2007 – 2009  
Professor Jacques Forest
  - ORH3000: Research Method in Human Resource Management, Winter 2008 and 2009  
Professor Kathleen Bentein
  - ORH1200: Development of transferable skills in HRM, Fall 2008  
Professor Jacques Forest

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**ACADEMIC ACTIVITY AND SERVICE**

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**COORDINATOR:**

- Research Chair in Competencies Management, UQAM, 2006-2009
  - Professors Kathleen Bentein and Sylvie Guerrero
    - o Conference organization with speakers
    - o Annual report redaction
    - o Scientific and direction committee
    - o Administrative tasks

**AD-HOC REVIEWER:**

- Psychologie du Travail et des Organisation (PTO) 2014
- Academy of Management Annual Meeting (AOM) 2015

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**DOCTORAL COURSEWORK**

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**COURSES ON MANAGEMENT AND ORGANIZATIONAL BEHAVIOUR/HUMAN RESOURCE MANAGEMENT (Specialization)**

- Evaluative Research (QM-ADM 9401, UQAM)
- Conceptualization and Measurement of Job Attitudes (80-463-05; HEC Montréal)
- Group Behaviour and Process (MC-ORGB 706; McGill University)
- Fundamentals of Management Thinking (80-010-76; HEC Montréal)

**COURSES ON RESEARCH METHODS**

- Qualitative Research Method in Management (80-459-00; HEC Montréal)
- Research Methods in Management (CO-ADMI 811P; Concordia University)

**COURSE ON PEDAGOGY**

- Pedagogy in Management (80-470-07; HEC Montréal)
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#### **ADDITIONAL RESEARCH TRAINING**

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- Workshop Develop and Implement continuous quality improvement projects in the context of interprofessional collaboration in primary care, Network of Primary Care Research of Université de Montréal (RRSPUM), March 25th 2015.
- Workshop Mplus, CARMA, John Molson School of Business- Concordia University, June 2012
- Instructor: Professor Robert Vandenberg
- Research Integrity workshop, HEC Montréal, 2011
- Mandatory activity for PhD and Master student
- Workshop HLM, Research Chair in Competencies Management, UQAM, June 2009
- Instructor: Professor Assâad El-Akremit
- Workshop LISREL, Research Chair in Competencies Management, UQAM, Winter 2008
- Instructor: Professor Kathleen Bentein

#### **PROFESSIONAL EXPERIENCE HIGHLIGHTS**

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- Network of Primary Care Research of Université de Montréal (RRSPUM), 2014 - present
  - Member of the Executive committee and scientific committee
- Collaboration and Patient Partnership Direction, Faculty of Medicine, Université de Montréal, 2012 - present
  - Tutor, Mentor, and Trainer
  - Patient expert committee: permanent member
- Environment Service, City of Montréal, February 2009
  - Human Resource Management consulting

#### **TECHNICAL PROFICIENCIES AND TRAINING**

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- Technical proficiencies:
  - Statistical data analysis tools: SPSS, LISREL, Mplus, HLM
  - Qualitative data analysis tools: Atlas TI
  - Questionnaire program: Qualtrics, Survey Monkey

#### **MEMBERSHIP IN ASSOCIATIONS**

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- Society of Industrial and Organizational Psychology (SIOP)
- Academy of Management (AOM)
- European Association of Work and Organizational Psychology (EAWOP)

#### **VOLUNTEERING**

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- Recommendation table: Patient partnership consideration in professional practice and the organization and resources management, 2012 - present
  - Collaboration and Patient Partnership Direction, Faculty of Medicine, Université de Montréal
- Program committee, MBA-research, UQAM, 2008-2009,
  - Organization and Human Resource Management student representative
- Student Association, MBA-research, UQAM, Fall 2008, VP-Academic
- Student Association, MBA-research, UQAM, Winter 2008, VP-Communication

#### **PERSONAL INFORMATION**

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##### **CITIZENSHIP:**

- Canadian

##### **LANGUAGES:**

- French: Fluent
- English: Fluent