

ÉTIENNE CHARBONNEAU

École nationale d'administration publique
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[Google Scholar](https://scholar.google.com/citations?user=crempco)
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PROFESSIONAL EXPERIENCE

- 2021 (June)- **Professor**, École nationale d'administration publique, Université du Québec
- 2015-2021 **Associate Professor**, École nationale d'administration publique, Université du Québec
- 2011-2015 **Assistant Professor**, École nationale d'administration publique, Université du Québec
- 2010-2011 **Postdoctoral Fellow**, HEC Montréal

EDUCATION

- 2010 **Ph.D. Public Administration** School of Public Affairs and Administration, Rutgers University
- 2006 **M.A. Policy Analysis** Université Laval
- 2003 **B.A. Political Science** Université Laval

TEACHING AND MENTORING EXPERIENCES

École nationale d'administration publique

Devis de recherche (doctoral)
Méthodes qualitatives (doctoral)
Fondements de la pensée en administration publique (doctoral)
Théories du management public (doctoral)
Management des organisations publiques (MPA)
Méthodes de recherche (MPA)

Rutgers University

Public Organizations (MPA)
Introduction to Public Administration (MPA)

Masters' Thesis Director

- 2015 *Laurentiu Luchi*, graduated
Benoit Ladouceur, graduated
Antoine Genest-Grégoire, graduated
- 2012 *Anais Valiquette-L'Heureux*, graduated (*codirection*)

RESEARCH AND TEACHING INTERESTS

Public Management
Digital surveillance
Research Methods

AWARDS & DISTINCTIONS

- 2019-2015 *Canada Research Chair in Comparative Public Management*
- 2015 *Roland Parenteau Prize* – Institute of Public Administration of Canada
- 2014- *Research Fellow* at the Center for Organization Research and Design (CORD)
- 2009-2010 *Rutgers Excellence Dissertation Fellowship Award*
- 2008-2009 *Rutgers-Newark Graduate School Competitive Pool Funds*
- 2008 *Pi Alpha Alpha* National Honor Society of Public Affairs and Administration

PUBLICATIONS

- Book**
- 2021 Bromberg, D.E., and É. Charbonneau. *Calibrating Public Accountability: The Fragile Relationship between Police Departments and Citizens in an Age of Video Surveillance*. New York, NY: Cambridge University Press.
- Peer Reviewed Articles**
- forthcoming Boisvert, Y., et É. Charbonneau. Efficacité du système de protection de l'intégrité et de promotion de l'éthique : proposition d'une démarche d'auto-évaluation. *Éthique publique*, 1-27.
- Charbonneau, É., Lévesque, J.-F., Tchokouagueu, F.A., Tadjigoue, Y.W.A., Tchinda, J.K., and M. Mongong. Camouflaged or Deserted? A Systematic Review of Military Empirical Research in Public Administration. *Asia Pacific Journal of Public Administration*.
- Van Ryzin, G.G., Grosso, A., and É. Charbonneau. Evidence of an Output Bias in How People Interpret Program Performance: A Replication and Extension. *Public Performance & Management Review*.
[InCites Journal Citation Reports® Ranking 2019; Public Administration 35/48; Impact Factor 1.510]
- Mullins, L., Charbonneau, É., and N.M. Riccucci. The Effects of Family Responsibilities Discrimination on Public Employees' Satisfaction and Turnover Intentions: Can Flexible Work Arrangements Help? *Review of Public Personnel Administration*.
[InCites Journal Citation Reports® Ranking 2019; Public Administration 13/48; Impact Factor 2.837]
- 2020 Charbonneau, É., and C. Doberstein. An Empirical Assessment of the Intrusiveness and Reasonableness of Emerging Work Surveillance Technologies in the Public Sector. *Public Administration Review*, 80(5), 780-791.
[InCites Journal Citation Reports® Ranking 2019; Public Administration 4/48; Impact Factor 4.063]
- Charbonneau, É., Morin, G., Slama, I., and F. Bèye. Sondage auprès des fonctionnaires fédéraux: Synthèse des contributions canadiennes à la recherche. *Administration publique du Canada*, 60(3), 409-428.
[InCites Journal Citation Reports® Ranking 2019; Public Administration 41/48; Impact Factor 0.765]
- Doberstein, C., and É. Charbonneau. The Origins and Effects of Public Servant Confidence in Whistleblowing Protection Regimes. *Public Administration*, 98(3), 643-658.
[InCites Journal Citation Reports® Ranking 2019; Public Administration 13/47; Political Science 62/180; Impact Factor 1.825]
- Charbonneau, É., Zekri, C., Castellanos, M., Kimvi, S.M., Saël, E., Pli, D.A., Ainsley, L. and H. V. Adandé. Methodologies en Administration publique : analyse comparative de la recherche au Canada et en Australie. *revue Gouvernance*, 17(1), 1-24.
- Bromberg, D.E., and É. Charbonneau. Public Service Motivation, Personality and the Hiring Decisions of Public Managers: An Experimental Study. *Public Personnel Management*, 49(2), 193-217.
[InCites Journal Citation Reports® Ranking 2019; Public Administration 39/48; Industrial Relations & Labor 22/30; Impact Factor 0.897]
- Kim, M., and É. Charbonneau. Caught between Volunteerism and Professionalism: Support by Nonprofit Leaders for the Donative Labor Hypothesis. *Review of Public Personnel Administration*, 40(2), 327-349.
[InCites Journal Citation Reports® Ranking 2019; Public Administration 13/48; Impact Factor 2.837]
- Doberstein, C., and É. Charbonneau. Experimenting with Public Sector Innovation: Revisiting Gow for the Digital Era. *Canadian Public Administration*. 63(1), 7-33.
[InCites Journal Citation Reports® Ranking 2019; Public Administration 41/48; Impact Factor 0.765]
- Bromberg, D.E., Charbonneau, É., and A. Smith. Public Support for Facial Recognition via Police Body-Worn Cameras: Findings from a List Experiment. *Government Information Quarterly*. 37(1), 1-8.

[InCites Journal Citation Reports® Ranking 2019; Information Science & Library Science 6/87; Impact Factor 5.098]

Charbonneau, É., Bromberg, D. E., and A.C. Henderson. Public Administration and Organizational Theory: Prescribing the Proper Dose. *Public Organization Review*. 20(1), 63-78.

- 2019 Charbonneau, É., Bautista-Beauchesne, N., and L. Bernier. Public Servants' Appreciation for Themes in Public Administration Scholarship. *Canadian Public Administration*. 62(1), 151-165.
[InCites Journal Citation Reports® Ranking 2019; Public Administration 41/48; Impact Factor 0.765]

Charbonneau, É., and P.-A. Bouchard St-Amant. P-Values are not Sufficient but They are Necessary: Probing the Role and Application of Statistical Significance Testing in Public Administration Research. *Public Administration Quarterly*, 43(2), 229-243.

- 2018 Bromberg, D.E., Charbonneau, É., and A. Smith. Body-Worn Cameras and Policing: A List Experiment of Citizen Overt and True Support. *Public Administration Review*. 78(6), 883-891.
[InCites Journal Citation Reports® Ranking 2018; Public Administration 2/47; Impact Factor 4.659]

Charbonneau, É., Bromberg, D., and A.C. Henderson. Steering a Swarm: Compliance and Learning in a Municipal Performance Regime. *Administration & Society*. 50(10), 1447-1477.
[InCites Journal Citation Reports® Ranking 2018; Public Administration 28/47; Impact Factor 1.698]

Charbonneau, É., Bernier, L., & Bautista-Beauchesne, N. Punching below its Weight: Canadian Public Administration Scholarship on the World Stage. *Canadian Public Administration*. 61(3), 361-384.
[InCites Journal Citation Reports® Ranking 2018; Public Administration 38/47; Impact Factor 0.883]

Genest-Grégoire, A., Charbonneau, É., and D.E. Bromberg. The Sustainability Assumption in Performance Management Reforms: Revisiting the Patterns of Implementation. *Public Organization Review*. 18(4), 525-542.

- 2017 Grosso, A., Charbonneau, É., and G.G. Van Ryzin. How Citizens Respond to Outputs, Outcomes, and Costs: A Survey Experiment about an HIV/AIDS Program. *International Public Management Journal*. 20(1), 160-181.
[InCites Journal Citation Reports® Ranking 2017; Public Administration 11/47; Impact Factor 2.739]

Charbonneau, É., and G.G. Van Ryzin. Exploring the Deep Antecedents of Public Service Motivation. *International Journal of Public Administration*. 40(5), 401-407.

Charbonneau, É., Henderson, A.C., Ladouceur, B., and P. Pichet. Process Tracing in Public Administration: The Implications of Practitioner Insights for Methods of Inquiry. *International Journal of Public Administration*. 40(5), 434-442.

- 2016 Henderson, A.C., and É. Charbonneau. An Examination of Emergency Services Research in Public Administration. *Public Administration Quarterly*, 40(3), 559-588.

Ladouceur, B., and É. Charbonneau. Portrait de l'évolution de la gestion des risques dans les ministères et les organisations publiques au Québec - 2005 à 2013. *revue Gouvernance*. 13(1), 1-21.

- 2015 Lépine, C., and É. Charbonneau. Les orientations du Livre blanc municipal: Incidences envisagées sur la gestion des petites municipalités. *Organisations et territoires*, 24(1), 105-111.

Charbonneau, É., Bromberg, D. and A.C. Henderson. Performance Improvement, Culture, and Regimes: Evidence from the Ontario Municipal Performance Measurement Program, 2000-2012. *International Journal of Public Sector Management*, 28(2), 105-120.

Charbonneau, É., Divay, G., and D. Gardey. Volatilité dans l'utilisation des indicateurs de performance municipale : bilan et nouvelle perspective d'analyse. *Administration publique du Canada*, 58(1): 89-109.

[ISI Journal Citation Reports® Ranking 2015; Public Administration 42/47; Impact Factor 0.300]

Charbonneau, É. and F. Bellavance. Performance Management in a Canadian Municipal Benchmarking Regime. *Canadian Public Administration*, 58(1): 110-137.

[ISI Journal Citation Reports® Ranking 2015; Public Administration 42/47; Impact Factor 0.300]

Charbonneau, É., and G.G. Van Ryzin. Benchmarks and Citizen Judgments of Local Government Performance: Findings from a Survey Experiment. *Public Management Review*, 17(2): 288-304.

[ISI Journal Citation Reports® Ranking 2015; Public Administration 9/47; Impact Factor 1.872]

2014 Bouchard, N., and É. Charbonneau. Liberty, Equality, Fraternity: A Harmonic Three-Movement Minuet for Publicness Theory. *Administrative Theory & Praxis*, 36(4): 532-538.

Charbonneau, É., Kim, Y., and A. C. Henderson. Reintroducing the Zone of Indifference: Disengaging the Cogs of Public Service Performance and Citizen Satisfaction. *Public Money & Management* 34(4): 305-308.

[ISI Journal Citation Reports® Ranking 2014; Public Administration 33/46; Impact Factor 0.537]

2012 Charbonneau, É. and G. Nayer. Barriers to the Use of Benchmarking Information: Narratives from Local Government Managers. *Journal of Public Management & Social Policy* 18(2): 25-47.

Charbonneau, É. and F. Bellavance. Blame Avoidance in Public Reporting: Evidence from a Provincially-Mandated Municipal Performance Measurement Regime. *Public Performance & Management Review* 35(3): 399-421.

[ISI Journal Citation Reports® Ranking 2012; Public Administration 33/47; Impact Factor 0.536]

Charbonneau, É. and G.G. Van Ryzin. Performance Measures and Parental Satisfaction with New York City Schools. *American Review of Public Administration* 41(1): 54-65.

[ISI Journal Citation Reports® Ranking 2012; Public Administration 22/45; Impact Factor 0.781]

2011 Charbonneau, É. Assessing the Effects of an Intelligence Performance Regime: Quebec's Municipal Management Indicators, 1999-2010. *International Review of Administrative Sciences* 77(4): 733-755.

[ISI Journal Citation Reports® Ranking 2011; Public Administration 18/45; Impact Factor 0.783]

2010 Van Ryzin, G.G. and É. Charbonneau. Public Service Use and Perceived Performance: An Empirical Note on the Nature of the Relationship. *Public Administration* 88(2): 551-563.

[ISI Journal Citation Reports® Ranking 2010; Public Administration 12/38; Impact Factor 1.292]

Schatteman, A.M. and E. Charbonneau. A Comparative Study of Municipal Performance Measurement Systems in Ontario and Quebec, Canada. *International Journal of Public Sector Performance Management* 1(4): 360-375.

2009 Charbonneau, E., Riccucci, N.M., Van Ryzin, G.G. and M. Holzer. The Self-Reported Use of Social Equity Indicators in Urban Police Departments in the United States and Canada. *State and Local Government Review* 41(2): 95-107

Holzer, M., Charbonneau, E. and Y. Kim. Mapping the Terrain of Public Service Quality Improvement: Twenty-five Years of Trends and Practices in the United States. *International Review of Administrative Sciences* 75(3):403-418.

[ISI Journal Citation Reports® Ranking 2009; Public Administration 17/31; Impact Factor 0.719]

2008 Charbonneau, E. and N.M. Riccucci. Beyond the Usual Suspects: An Analysis of the Performance Measurement Literature on Social Equity Indicators in Policing. *Public Performance & Management Review* 31(4):602-619.

Book Chapters

2019 Divay, G., and É. Charbonneau. Le management public sur mesure municipale. In G. Divay, S. Belley, L. Caron, É. Charbonneau et M.-C. Prémont, *Le management municipal: un gouvernement de proximité?*, 1-10. Tome 1. Québec, QC: Presses de l'Université du Québec.

- Divay, G., and É. Charbonneau. La double fonction de production organisationnelle. In G. Divay, S. Belley, L. Caron, É. Charbonneau et M.-C. Prémont, *Le management municipal: un gouvernement de proximité?*, 179-218. Tome 1. Québec, QC: Presses de l'Université du Québec.
- Divay, G., É. Charbonneau and S. Belley. La coordination intersectorielle, inhérente au management municipal." In *Le management municipal: un gouvernement de proximité?* In G. Divay, S. Belley, L. Caron, É. Charbonneau et M.-C. Prémont, *Le management municipal: un gouvernement de proximité?*, 219-258. Tome 1. Québec, QC: Presses de l'Université du Québec.
- 2018 Charbonneau, É. and N. Bautista-Beauchesne. Churning. In A. Farazmand (Ed.), *Global Encyclopedia of Public Administration, Public Policy, and Governance*. New York, NY: Springer.
- 2015 Bouchard, N. and É. Charbonneau. Analyser l'impact réglementaire : les défis documentaires et les enjeux analytiques. In Moktar Lamari, Jessica Bouchard & Éva Anstett (Eds.), *Analyse d'impact réglementaire (AIR): Balises méthodologiques pour mieux évaluer les réglementations* (pp. 63-102). Québec, QC: Presses de l'Université du Québec.
- Bernier, L. and É. Charbonneau, É. Internalisation des missions et hybridation : les entreprises publiques aujourd'hui. In P. Bance (Ed.), *L'internalisation des missions publiques par les organisations publiques*. Rouen, FR: Presses universitaires de Rouen et du Havre.
- 2012 Charbonneau, É. and Y. Kim. Reconfiguring Performance Information Linking with Accountability: Reporting and Internal Management. *Active Citizen Participation in E-Government: A Global Perspective*, In Manoharan, A. and M. Holzer (eds.), Hershey, PA, Information Science Publisher: 1-19.
- 2011 Holzer, M, Charbonneau, E, and A. Henderson. The State of the Practice of Performance Measurement in Intergovernmental Arrangements in the United States. *Policy, Performance and Management in Governance and Intergovernmental Relations: Transatlantic Perspectives*, In Ongaro, E, Massey, A., Holzer, M., and E. Wayenberg (eds.), Cheltenham, UK, Edward Elgar Publishing: 195-210.
- 2009 Charbonneau, É. Talking Like a Tax Collector or a Social Guardian? The Use of Administrative Discourse by U.S. State Lottery Agencies. in L.M. Imbeau (ed.), *Do They Walk Like They Talk? Speech and Action in Policy Processes*, New York, NY, Springer: 223-240.
- Case Comment**
- 2008 Charbonneau, E. Comments on M. Bryna Sanger's 'Getting to the Roots of Change: Performance Management and Organizational Culture'. *Public Performance & Management Review* 31(4):656-657.
- Book Review**
- 2009 Holzer, M. and E. Charbonneau. Waldo's Perspective. A book review of David H. Rosenbloom, Howard E. McCurdy, eds. *Revisiting Waldo's Administrative State: Constancy and Change in Public Administration*. *Public Administration Review* 69(1):139-140.
- Teaching Guides**
- 2011 Bromberg, D., and É. Charbonneau. Sustainable Seattle: The Sustainable Indicators & the Sustainable Urban Neighborhood Initiative. In M. Holzer, D. Kong & D. Bromberg (Eds.), *Citizen Participation: Innovative and Alternative Modes for Engaging Citizens - Cases from the United States and South Korea*. published in partnership with the *American Society for Public Administration* and the *National Center for Public Performance*: 55-76.
ISBN: 978-0-942942-13-2
- 2008 Holzer, M. and E. Charbonneau, eds. *Public Management & Administration Illustrated*. published in partnership with the *Division for Public Administration and Development Management* of the *United Nations Department of Economic and Social Affairs* and the *American Society for Public Administration*, 137p. ISBN: 0-942942-07-8 Also available:
<http://publish.myudutu.com/published/launch/568/Course7027/Launch.html> Translated into Korean, Chinese and Hebrew.

Reports

- 2019 Boisvert, Y. and É., Charbonneau. *Évaluation de l'efficacité du système de protection de l'intégrité et promotion de l'éthique au MTQ: Diagnostic et pistes de bonification du système*. Direction des services aux organisations de l'ENAP. For the Ministry of Transportations. Québec, QC.
- 2018 Bautista-Beauchesne, N., and É. Charbonneau. *Rapport d'enquête par sondage sur la satisfaction des participants aux jardins communautaires d'Ahuntsic-Cartierville*. For the Ahuntsic-Cartierville borough. Montréal, QC.
- Divay, G., Boisvert, Y., Caron, L., Caron, D., and É. Charbonneau. *Les défis d'une mutation en grande ville: Diagnostic organisationnel stratégique de la ville de Terrebonne*. Direction des services aux organisations de l'ENAP. For Ville de Terrebonne. Terrebonne, QC. (with L. Lemay et B. Mazouz' collaboration).
- 2016 Divay, G., Belley, S., Boisvert, Y., Charbonneau, É., Charest, É., Gagnon, S., . . . and L. Caron. *Ville de Laval, la mutation administrative d'une organisation municipale ébranlée : une note monographique (2014-2015)*. For *Ville de Laval*. Laval, QC.
- 2011 Bellavance, F., Charbonneau, É., and S. Messier. *Rapport final sur la validation des facteurs d'influence des indicateurs de gestion de la voirie municipale et de l'enlèvement de la neige*. Pour le *Ministère des Affaires municipales, des Régions et de l'Occupation du territoire*. Québec, QC.
- 2010 Bellavance, F., Charbonneau, É., and S. Messier. *Résultats du sondage sur l'utilisation des indicateurs de gestion*. For *Ministère des Affaires municipales, des Régions et de l'Occupation du territoire*. Québec, QC.
- 2009 Holzer, M., Fry, J., Charbonneau, E., Riccucci, N.M., and E. Burnash. *Literature Review and Analysis Related to Municipal Government Consolidation*. For the *Local Unit Alignment, Reorganization, and Consolidation Commission*. Trenton, NJ.
- Holzer, M., Fry, J., Charbonneau, E., Shick, R., and E. Burnash. *Literature Review and Analysis Related to Costs and Benefits of Service Delivery Consolidation among Municipalities*. For the *Local Unit Alignment, Reorganization, and Consolidation Commission*. Trenton, NJ.
- Holzer, M., Fry, J., Charbonneau, E., Riccucci, N. M., Shick, R., Van Ryzin, G. G., and E. Burnash. *Overview of the Literature Review and Analysis on Five Subjects Related to the Cost-Efficiency of Municipal Government*. For the *Local Unit Alignment, Reorganization, and Consolidation Commission*. Trenton, NJ.
- Holzer, M., Fry, J., Charbonneau, E., Riccucci, N. M., Kwak, S., and E. Burnash. *Literature Review and Analysis Related to Measurement of Local Government Efficiency*. For the *Local Unit Alignment, Reorganization, and Consolidation Commission*. Trenton, NJ.
- Holzer, M., Fry, J., Charbonneau, E., Van Ryzin, G. G., Wang, T., and E. Burnash. *Literature Review and Analysis Related to Optimal Municipal Size and Efficiency*. For the *Local Unit Alignment, Reorganization, and Consolidation Commission*. Trenton, NJ.

CONTRACTS AND GRANTS

- 2020-2021 Boisvert, Y., Charbonneau, É. and L. Bégin. *Quelle stratégie régulatoire pour gérer la crise de la COVID-19 : analyse de la régulation du comportement des citoyens en contexte d'état d'urgence sanitaire*. Partnership Engage grant Social Sciences and Humanities Research Council. Total award: \$25000.
- 2020-2022 Charbonneau, É. *Public Release of Body-Worn Camera Footage: The Role of Police Chiefs and Citizens Mutual Trust*. Insight Grant. Social Sciences and Humanities Research Council. (collaborators D. Bromberg & A. Smith). Total award: \$9281.
- 2018-2022 Tummers, L., Moon, J. and É. Charbonneau. *Lazy Bureaucrats? Studying Stereotypes of Civil Servants and its Effects across Countries*. VEDI. Netherlands Organisation for Scientific Research (NWO) Total award: 800000€.
- 2016-2021 Lamari, M. and three other researchers. *Évaluation prospective (ex ante) des mégaprojets au Canada : comprendre et modéliser les risques pour mieux les anticiper*. Insight. Social Sciences and Humanities Research Council. Total award: \$199353.

- 2015-2017 Divay, G. and seven other researchers. Knowledge mobilization and normative reflexivity for best practices in municipal management. Connection grant. Funded by the Social Science Humanities Research Council of Canada. Total award: \$197911.
- 2014-2017 Charbonneau, É., Study on the analytical use of performance indicators by municipal managers in Ontario. Grant for New Professors. Funded by the Fonds de recherche du Québec – Société et culture. Total award: \$39366.
- 2010-2011 Bellavance, F. Charbonneau, É., and M. Guindon. Study on the Factors Influencing the Values of Municipal Management Indicators for Road Maintenance and Snow Removal. Funded by the Ministry of Municipal Affairs, Regions and Territorial Use of Quebec. Total award: \$45000.
- 2009-2010 Bellavance, F. Charbonneau, É., and M. Guindon. Study on the Use of the Municipal Management Indicators. Funded by Ministry of Municipal Affairs, Regions and Territorial Use of Quebec. Total award: \$45000.
- 2009 Holzer, M. and then other researchers. New Jersey's Local Unit Alignment, Reorganization, and Consolidation Commission. Department of Community Affairs of New Jersey. Total award: 67200\$US.

SERVICE TO THE DISCIPLINE

- 2019 **External evaluator**
Juillet, L., and Charbonneau, É. *External Experts' Evaluation Report*. Master's in Public Affairs. Québec, QC: Université Laval. 22p.

- Editorial Board Member**
2019- *International Journal of Policy Studies*
2017- *Public Performance & Management Review*
2014-2017 *Journal of Public and Nonprofit Affairs*
2011-2014 *International Review of Public Administration*
2010-2012 *Public Performance & Management Review*

- Section Editor, Emerging Issues**
2012-2017 *Public Performance & Management Review*

- Board Member**
2012-2015 *Section on Public Performance and Management*, American Society for Public Administration

Ad Hoc Reviewer
Canadian Public Administration, Canadian Public Policy, Equity & Excellence in Education, Governance, Innovation Journal, International Journal of Emergency Services, International Journal of Public Sector Management, International Public Management Journal, International Review of Administrative Sciences, International Review of Public Administration, Journal of Health and Human Services Administration, Journal of Public Administration Research and Theory, Journal of Public and Nonprofit Affairs, Journal of Public Management & Social Policy, Journal of Urban Affairs, Perspective Afrique, Local Government Studies, Policy Sciences, Policy Studies Journal, Public Administration, Public Administration Quarterly, Public Administration Review, Public Management Review, Public Performance & Management Review, Public Personnel Management, Review of Public Personnel Administration, Revue Criminologie, revue Gouvernance, Revue Jeunes et Société, Social Science Journal, Teaching Public Administration SSHRC Insight (political science and public administration), Public Performance Measurement and Reporting Network conférence annuelle, Association francophone pour le savoir-ACFAS' annual conference (Chief Evaluator – Public Administration), Academy of Management's annual meeting, Institut d'administration publique de Québec, Research Foundation - Flanders (FWO), Springer, World Bank.

Assistant Editor

2009-2010 *Public Performance & Management Review*

SERVICE TO THE UNIVERSITY

2014-
2015-2017 **Master's thesis coordinator** – Montréal
Doctoral and M.Sc. programs director
2014-2015 **Master's thesis coordinator** – Quebec City

Committee Member
2012-2017 *Doctoral Program Committee*
2018-2019 *Work group on the library's collection*
2011-2017 *Doctoral Students Admission Committee*