



Pierre Mercier, PhD

Employment History

Díaz Pinsent Mercier Research Inc.
Partner (2015 - present)

**Institutional Research and Planning
University of Ottawa**
Associate Vice-President (2004-2014)

School of Psychology, University of Ottawa
Director and Associate Dean (2001-2004)
Professor (1987-2016)

School of Psychology, Laval University
Researcher (1986-1987)

Department of Psychiatry, McGill University
Researcher (1983-1986)

Education

PhD in Psychology
McGill University (1983)

MA in Psychology
Laval University (1978)

BA in Psychology
Laval University (1976)

General Information

Languages: English – Fluent
French – Fluent
Spanish – Conversational

Security Clearance: Reliability Status

Experience Summary

Dr Mercier is a specialist in research methods, statistical analysis, computing, and surveys applied to a wide variety of areas including program evaluation, psychology, education, public sector management, judgement, risk perception and psychopharmacology.

He is the author or co-author of more than 60 peer reviewed publications, book, book chapters, invited talks and technical reports – including 4 chapters on behavioural research methods – and as many scientific communications in conferences worldwide. He has taught the statistical analysis of behavioural data and supervised 22 Honour's research projects and seven PhD theses, and served as an examiner on more than 40 Master's and PhD theses.

He is also a senior program leader through his 29 years of experience at the University of Ottawa, where he successively held the positions of professor, Program Director, Director of the School of Psychology and Associate Dean of the Faculty of Social Sciences. In this capacity, he had oversight of the curriculum of both undergraduate and graduate programs, budgeting, recruitment in a collegial environment, as well as responsibility for external relations.

More recently, he spent ten years as Associate Vice-President (AVP) for Institutional Research and Planning. During this mandate, he has overseen the production of close to 30 major data projects covering areas of surveys, descriptive and inferential statistics, forecasting, budgeting, finance, bibliometrics, prediction and evaluation of student success, revenue generation and allocation, and institutional performance. He also chaired the data exchange network of the U15 Group of Canadian Research Universities as well as the Accountability Committee of the Ontario Council of University Planning and Analysis.



+1 (613) 315-8815

pierre@dpmresearch.ca

98 Leopolds Dr., Ottawa, ON K1V7E3

www.dpmresearch.ca

Overview of Experience*

Organizational Analysis and Planning

- Strategic planning for the growth, performance and management of higher education institutions on various levels (departments, faculties, institutional functions).
- Development of multi-factor forecasting models for various organizations' functional areas including financial performance, demand for services, changes in clientele and risk management.
- Design and analysis of various quantitative tools including surveys to address specific organizational areas such as student engagement, satisfaction, and outcomes.

Applied Research

- In-depth analysis of student adaptation and predictors of student success taking into account aspects such as first-generation students, at-risk students, and perseverance metrics.
- Tailored research projects to identify contingency and risk-based decision making processes within a risk-management framework.
- Higher education outcomes related to employment and earnings post-graduation using multivariate predictive modeling.
- Bibliometric outcome studies.

Training, Conferences and Course Development

- Assessing learning outcomes using the Collegiate Learning Assessment. Ontario Council of Academic Vice-Presidents, Toronto, Canada. 2015.
- The influence and power of evaluation to build a better world: The case of Ontario universities' Quality Assurance Framework. Canadian Evaluation Society, Montréal, Canada. 2015.
- Institutional Research and University Competitivy. University of Talca, Talca, Chile. 2012.
- Universities and the Economy. Red de Análisis Institucional del Consorcio de Universidades del Estado de Chile, Valparaiso, Chile.
- University Governance. Seminar on the reform of higher education in Haïti, Port-au-Prince, Haïti. 2012. [In French]
- Data collection and management: An essential dimension for the governance of doctoral programs in universities. Douala, Cameroon. 2011. [In French]
- Undergraduate and Graduate level courses in:
 - Inferential statistics
 - Multivariate statistics
 - Contingency and risk
 - Learning and cognition

Evaluation and Performance Measurement

- Development and implementation of an institution-based balanced scorecard to monitor performance and attainment of strategic plan goals.
- Evaluation of federal government initiatives in the areas of research and socio-cultural initiatives. Recent sample projects include:
 - Evaluation of the Tri-Council Canada Graduate Scholarship Program (2015-16)
 - Evaluation of Youth Programs (Exchanges Canada/Youth Take Charge) - Canadian Heritage (2015-16)

* Full CV available upon request



+1 (613) 315-8815



pierre@dpmresearch.ca



98 Leopolds Dr., Ottawa, ON K1V7E3



www.dpmresearch.ca