

## MANUEL J. VAULONT

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Northeastern University  
Boston, MA

### EDUCATION

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#### **Doctor of Philosophy, Management** (May 2021)

Dissertation title: Examining forms of informal leadership (non)emergence and their differential consequences  
Arizona State University, Tempe, AZ

#### **Bachelor of Science, Industrial/Organizational Psychology** (July 2015)

Philipps-University Marburg, Germany

### ACADEMIC EMPLOYMENT

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#### **D'Amore-McKim School of Business, Northeastern University**

Assistant Professor (2023 – present)

#### **HKUST Business School, The Hong Kong University of Science and Technology**

Assistant Professor (2021 – 2023)

### PUBLICATIONS

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Kim, J., **Vaulont, M. J.**, Zhang, Z., & Byron, K. (in press) Looking inside the black box of gender differences in creativity: A dual-process model and meta-analysis. *Journal of Applied Psychology*.

Ozok, O., **Vaulont, M. J.**, Zyphur, M. J., Zhang, Z., Preacher, K. J., Koval, P., & Zheng, Y. (2022). Interaction effects in cross-lagged panel models: SEM with latent interactions applied to work-family conflict, job satisfaction, and gender. *Organizational Research Methods*, 25, 673–715. [doi.org/10.1177/10944281211043733](https://doi.org/10.1177/10944281211043733). *First three authors contributed equally.*

Waldman, D. A., **Vaulont, M. J.**, Balven, R. M., Siegel, D. S., & Rupp, D. E. (2022). The role of justice perceptions in formal and informal university technology transfer. *Journal of Applied Psychology*, 107, 1397–1413. [doi.org/10.1037/apl0000944](https://doi.org/10.1037/apl0000944)

**Vaulont, M. J.**, Nahrgang, J. D., Luciano, M. M., D'Innocenzo, L., & Lofgren, C. T. (2021). The room where it happens: The impact of core and non-core roles on surgical team performance. *Journal of Applied Psychology*, 101, 1767–1783. [doi.org/10.1037/apl0000835](https://doi.org/10.1037/apl0000835)

Sessions, H., Nahrgang, J. D., **Vaulont, M. J.**, Williams, R., & Bartels, A. (2021). Do the hustle! Empowerment from side-hustles and its effects on full-time work performance. *Academy of Management Journal*, 64, 235–264. [doi.org/10.5465/amj.2018.0164](https://doi.org/10.5465/amj.2018.0164)

Fehr, R., Welsh, D. T., Yam, K. C., Baer, M. D., Wu, W., & **Vaulont, M. J.** (2019). The role of moral decoupling in the causes and consequences of unethical pro-organizational behavior. *Organizational Behavior and Human Decision Processes*, 153, 27–40. [doi.org/10.1016/j.obhdp.2019.05.007](https://doi.org/10.1016/j.obhdp.2019.05.007)

## MANUSCRIPTS UNDER REVIEW

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† Denotes doctoral student at project onset

**Vaulont, M. J.**, Jun, S., Zhang, Z., & Zyphur, M. J. [Shifting to remote work]. (under fourth round review at *Academy of Management Journal*).

Zhang, N., Xu, H., **Vaulont, M. J.**, & Zhang, Z. [Causality testing using machine learning]. (under review at *Psychometrika*).

## MEDIA COVERAGE AND OTHER PUBLICATIONS

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The Wall Street Journal. (November 1, 2021). *How a side-hustle can boost your job performance*. [wsj.com/articles/how-a-side-hustle-can-boost-your-job-performance-11635533208](https://www.wsj.com/articles/how-a-side-hustle-can-boost-your-job-performance-11635533208)

Nahrgang, J., Sessions, H., **Vaulont, M.**, & Bartels, A. (March 18, 2020). *Make your side hustle work*. Harvard Business Review. [hbr.org/2020/03/make-your-side-hustle-work](https://hbr.org/2020/03/make-your-side-hustle-work)

## CONFERENCE PRESENTATIONS

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\*Denotes presenter

Androulidaki, A.<sup>†</sup>, Brosi, P., & **Vaulont, M. J.** (2024, May). *Signaling inclusion: The role of leader positive emotional expressions in the process of follower organizational socialization*. Presentation at the Interdisciplinary Perspectives on Leadership Symposium, Thessaloniki, Greece.

**Vaulont\***, M. J., Nahrgang, J. D., Black, N. A.<sup>†</sup>, & Crawford, E. R. (2023, August). *Examining multiple team membership time fracture, attention residue, and personal resources in predicting performance*. Symposium presentation at the Annual Meeting of the Academy of Management, Boston, MA.

- Vaulont\*, M. J., & Zhang, Z.** (2023, August). *Cross-generational effects of parents' perceived overqualification on children's human capital and work income*. Presentation at the Annual Meeting of the Academy of Management, Boston, MA.
- Vaulont\*, M. J., Zhang, Z., & Nahrgang, J. D.** (2023, May). *Configurations of leadership identity claiming and granting: Examining downstream consequences of informal leadership (non)emergence*. Presentation at the Interdisciplinary Perspectives on Leadership Symposium, Rhodes, Greece.
- Vaulont, M. J., & Nahrgang\*, J. D.** (2022, August). *Configurations of leadership identity claiming and granting: Development of a dyadic-level measure*. Symposium presentation at the Annual Meeting of the Academy of Management, Seattle, WA.
- Vaulont\*, M. J., Nahrgang, J. D. N., Black, N. A.†, & Crawford, E. R.** (2022, July). *Examining the role of multiple team membership time fracture and attention residue in predicting performance*. Paper presentation at the INGRoup Annual Meeting, Hamburg, Germany.
- Vaulont\*, M. J., O'Neil, E., Bennett, G., Lange, D., & Robert, J.** (2021, July). *Integrity, identity, and pluralistic ignorance: When scientific values impede the reporting of wrongdoing*. Paper presentation at the Virtual 37<sup>th</sup> EGOS Colloquium.
- Vaulont\*, M. J. & Zhang, Z.** (2020, August). *Comparing two approaches to testing within-level interactions using panel data*. Paper presentation at the Virtual Annual Meeting of the Academy of Management.  
*Winner of the Sage Publications/Research Methods Division Best Student Conference Paper Award 2020*
- Wang, L., Zhang, Z., Shi, L., & Vaulont\*, M. J.** (2019, August). *Leader-follower congruence in perceived overqualification and leader perspective taking: An experimental investigation*. Symposium presentation at the Annual Meeting of the Academy of Management, Boston, MA.
- Vaulont\*, M. J., Nahrgang, J. D., Luciano, M. M., Miller, C. T., & D'Innocenzo, L.** (2019, July). *The role of task complexity and presence of the strategic core in predicting team outcomes in surgical teams*. Symposium presentation at the INGRoup Annual Meeting, Lisbon, Portugal.
- Zhang, Z., Vaulont, M. J., Yang, Y., & Jia, L.** (2019, April). *CEO leadership and gender predict error aversion culture and firm performance*. Poster presentation at the Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Wang, L., Zhang, Z., Shi, L., & Vaulont, M. J.** (2019, April). *Are we on the same side? Effects of leader-follower congruence in overqualification*. Poster presentation at the Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Zhang, Z., **Vaulont\***, **M. J.**, Yang, Y., & Jia, L. (2018, November). *Firm-level outcomes of CEO transactional leadership: The role of error aversion culture and CEO gender*. Paper presentation at the INFORMS Annual Meeting, Phoenix, AZ.

Sessions, H., Nahrgang, J. D., **Vaulont\***, **M. J.**, Williams, R., & Bartels, A. (2018, August) *Do the hustle! The enriching and conflicting effects of side-hustles on full-time work performance*. Symposium presentation at the Annual Meeting of the Academy of Management, Chicago, IL.

Waldman\*, D. A., Balven, R. M., Fenters, V., Siegel, D. S., & **Vaulont\***, **M. J.** (2017, August) *The role of organizational justice in academic entrepreneurship*. Showcase symposium presentation at the Annual Meeting of the Academy of Management, Atlanta, GA.

Wang\*, J. H., Kim\*, J. K., Liu, S., Zhang, Z., & **Vaulont, M. J.** (2017, August). *A meta-analytic investigation of overqualification and its consequences*. Symposium presentation at the Annual Meeting of the Academy of Management, Atlanta, GA.

**Vaulont, M. J.**, Spitzmuller, M., & Raub, S. (2016, April). *Measuring proactive and reactive helping: Development of a scale*. Poster presentation at the Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

## **INVITED PRESENTATIONS AND WORKSHOPS**

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University of Zurich (2022)

Kühne Logistics University (2022)

Northeastern University (2022)

University of Exeter (2021)

Frankfurt School of Finance and Management (2020)

The Hong Kong University of Science and Technology (2020)

Hong Kong Baptist University (2020)

Hong Kong Polytechnic University (2020)

## **AWARDS, FELLOWSHIPS, AND GRANTS**

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Mark L. and Karen D. Vachon Faculty Fellowship (7'500 USD) – 2023

Dean's Recognition of Excellent Teaching – 2022

Sage Publications/Research Methods Division Best Student Conference Paper Award – 2020

Gladys DeJarnatt Graduate Support Endowment (for exemplary overall performance as a doctoral student) – 2019

## **REVIEWING**

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### Editorial Board Member

Personnel Psychology, 2023 – present

### Adhoc reviewer

Academy of Management Journal

Business Ethics Quarterly

Journal of Applied Psychology

Journal of Business Ethics

### Conference reviewer

INGRoup Annual Conference, 2019 – present

AOM Annual Meeting, 2017 – present (Outstanding Reviewer Award: 2017)

SIOP Annual Conference, 2016 – present

## **RESEARCH INTERESTS**

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Alternative work arrangements, diversity, leadership, teams

## **PROFESSIONAL AFFILIATIONS AND SERVICE**

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Interdisciplinary Network for Group Research (INGRoup), 2018 – present

Academy of Management (AOM), 2016 – present

OB Division Awards Committee, 2022 – present

OB Division Making Connections Committee Member, 2021 – present

Society for Industrial and Organizational Psychology (SIOP), 2015 – present