

**Serge P. da Motta Veiga**  
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## ACADEMIC EMPLOYMENT

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- Visiting Senior Research Fellow Sep. 2017 – Present  
King's College London – King's Business School
- Assistant Professor of Management Aug. 2015 – Present  
American University – Kogod School of Business
- Assistant Professor of Management Aug. 2013 – July 2015  
Lehigh University - College of Business and Economics
- Graduate Research Assistant & Instructor Aug. 2009 – June 2013  
University of Missouri – Robert J. Trulaske, Sr. College of Business

## EDUCATION

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- Doctor of Philosophy in Business Administration May 2013  
University of Missouri - Robert J. Trulaske, Sr. College of Business  
Concentration: Human Resource Management/Organizational Behavior
- Licence in Economic Science June 2003  
Université Libre de Bruxelles, Brussels, Belgium

## RESEARCH INTERESTS

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Job search, careers, and recruitment  
Affect, motivation, and humor at work

## PUBLICATIONS (\* denotes equal contribution)

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1. Chawla, N., Gabriel, A. S., **da Motta Veiga, S. P.**, & Slaughter, J. E. (*forthcoming*). Does feedback matter for job search self-regulation? It depends on feedback quality. *Personnel Psychology*.
2. Berns, J. P.\*, Figueroa-Armijos, M.\*, **da Motta Veiga, S. P.\***, & Dunne, T. C. (*in press*). Dynamics of lending-based prosocial crowdfunding: Using a social responsibility lens. *Journal of Business Ethics*.
3. Haggard, D. L., Carr, J. C., & **da Motta Veiga, S. P.** (2018). The moderating effects of co-rumination on the relationships between goal orientations and anxiety, satisfaction and deviance. *Journal of Managerial Issues*, 30, 378.
4. **da Motta Veiga, S. P.**, & Turban, D. B. (2018). Insight into job search self-regulation: Effects of employment self-efficacy and perceived progress on job search intensity. *Journal of Vocational Behavior*, 108, 57-66.
5. Klotz, A. C., & **da Motta Veiga, S. P.** (2018). Recruiting under the influence: New labor market entrants' reactions to workplace drinking norms. *Human Resource Management*, 57, 1303-1316.
6. Haggard, D. L., **da Motta Veiga, S. P.**, & LaPreze, M. W (2017). Should we talk? Co-rumination and conversation avoidance in job search. *Career Development International*, 22, 742-753.
7. Robert, C., & **da Motta Veiga, S. P.** (2017). Conversational humor and job satisfaction at work: Exploring the role of humor production, appreciation, and positive affect. *HUMOR: International Journal of Humor Research*, 30, 417-438.

8. Djurdjevic, E., Stoverink, A. C., Klotz, A. C., Koopman, J., **da Motta Veiga, S. P.**, Yam, K. C., & Chiang, J. T. J. (2017). Workplace status: The development and validation of a scale. *Journal of Applied Psychology, 102*, 1124-1147.
9. **da Motta Veiga, S. P.\***, & Gabriel, A. S.\* (2016). The role of self-determined motivation in job search: A dynamic approach. *Journal of Applied Psychology, 101*, 350-361.
10. **da Motta Veiga, S. P** (2015). The role and types of job search strategies as career growth tool for mid-career professionals. *Journal of Career Development, 42*, 339-350.
11. **da Motta Veiga, S. P.**, & Turban, D. B. (2014). Are affect and perceived stress detrimental or beneficial to job seekers? The role of learning goal orientation in job search self-regulation. *Organizational Behavior and Human Decision Processes, 125*, 193-203.
12. Klotz, A. C., **da Motta Veiga, S. P.**, Buckley, M. R., & Gavin, M. (2013). The role of trustworthiness in recruitment and selection: A review and guide for future research. *Journal of Organizational Behavior, 34*, S104-S119.
13. Turban, D. B., Lee, F. K., **da Motta Veiga, S. P.**, Haggard, D. L., & Wu, S. Y. (2013). Be happy, don't wait: The role of affect in job search. *Personnel Psychology, 66*, 483-514.

#### **BOOK CHAPTERS**

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1. **da Motta Veiga, S. P.**, Turban, D. B., Gabriel, A. S., & Chawla, N. (2018). From the unfolding process to self-regulation in job search: Integrating between- and within-person approaches. In M. R. Buckley, J. R. B. Halbesleben, and A. R. Wheeler (Eds.), *Research in Personnel and Human Resource Management*. Vol. 36 (pp. 243-274). Emerald Publishing.
2. **da Motta Veiga, S. P.**, & Turban, D. B. (2018). Who is searching for whom? Integrating applicant attraction and job search research. In U.-C. Klehe and E. A. J Van Hooft (Eds.), *The Oxford Handbook of Job Search and Job Loss* (pp. 311-328). New York, NY: Oxford University Press.
3. **da Motta Veiga, S. P.** (2017). The role of humor in job search and recruitment. In C. Robert (Ed.), *The Psychology of Humor at Work* (pp. 109-120). New York, NY: Taylor & Francis.

#### **MANUSCRIPTS UNDER REVISION AND REVIEW (\* denotes equal contribution)**

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*Note: Full manuscript names redacted to protect blind peer-review.*

1. Gabriel, A. S., **da Motta Veiga, S. P.**, Butts, M. M., Turban, D. B., Chawla, N., & Green, J. D. Affect profiles in job search. Revise and resubmit at *Organization Science*.
2. Barney, C., Clark, B. B., & **da Motta Veiga, S. P.** Academic research productivity. Revise and resubmit at *Academy of Management Learning and Education*.
3. Stockman, S., Van Hoyer, G., & **da Motta Veiga, S. P.** Negative word of mouth and applicant attraction. Under review *Personnel Psychology*.
4. **da Motta Veiga, S. P.**, Clark, B. B., & Moake, T. R. Social media and employer reputation. Under review at *Corporate Reputation Review*.
5. Schnatterly, K., Berns, J. P., **da Motta Veiga, S. P.**, & Ward, A. J. Bad board certifications. Under review at the *Journal of Business Ethics*.

#### **WORKING PAPERS (\* denotes equal contribution)**

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1. **da Motta Veiga, S. P.**, Sun, S., Turban, D. B., & Foo, M. D. Self-regulation and unfolding process of job search. Preparing for submission to *Personnel Psychology*.

2. Figueroa-Armijos, M.\*, & da Motta Veiga, S. P.\* Drivers of Self-Employment for Millennials. Preparing for submission to the *Journal of Business Venturing*.
3. da Motta Veiga, S. P. Temporal personality in job search. Preparing for submission to the *Journal of Applied Psychology*.
4. da Motta Veiga, S. P.\*, Sguera, F.\*, & Castilla, E.\* Recruitment sources and job search and recruitment outcomes. Preparing for submission to *Organization Science*.
5. Golden, S. J., Ali, A. A., da Motta Veiga, S. P., Gabriel, A. S., Ryan, A. M., & Lyons, B. J. Mental health in job search. Preparing for submission to the *Journal of Applied Psychology*.
6. da Motta Veiga, S. P., Rodrigues, R. A., Guest, D., & Butler, C. L. Job search and careers. Preparing for submission to the *Journal of Career Development*.
7. da Motta Veiga, S. P., Gabriel, A. S., & Butts, M. M. Goal discrepancies in job search. Data analysis in progress.
8. da Motta Veiga, S. P., Wilhelmy, A., & Kleinmann, M. Social and psychological capital in job search. Data collection in progress.

#### INVITED SEMINARS

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- HEC Paris, October 2018
- EMLyon Business School, June 2018
- Université de Lausanne, Department of Psychology, May 2018
- Amsterdam Business Research Institute, May 2018
- Ghent University, Department of Human Resource Management, April 2018 & March 2016
- ETH Zurich, Department of Work and Organisational Psychology, April 2018
- University of Bern, Department of Work and Organisational Psychology, March 2018
- Toulouse Business School, March 2018
- King's College London, King's Business School, October 2017
- University of Zurich, Department of Work and Organisational Psychology, March 2017
- White House, Leadership Development Program, October & December 2016
- George Mason University, Department of Psychology, October 2016
- George Washington University, Department of Organizational Sciences, September 2016
- Personnel Testing Council Metropolitan Washington, March 2016
- Solvay Brussels School of Business and Economics, March 2016
- Catolica-Lisbon School of Business and Economics, March 2016 & May 2015
- University of Melbourne, Department of Management and Marketing, November 2014
- Syracuse University, Department of Management, October 2014
- University College Dublin, Management Group, October 2014
- Ohio State University, Department of Management and Human Resources, October 2012

#### AWARDS, GRANTS, AND FELLOWSHIPS

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- SNSF Scientific Exchange Grant, *Swiss National Science Foundation*, 2018 (CHF 18,500)
- International Travel Award, *American University*, 2017 (USD 3,000)
- Faculty Research Grant, *Lehigh University*, 2014 (USD 4,000)
- Dissertation Grant, *SHRM Foundation*, 2012 (USD 5,000)
- Outstanding Reviewer Award, *Journal of Vocational Behavior*, 2017, 2018
- Best Reviewer Award, Careers Division, *Academy of Management*, 2015, 2017

#### CONFERENCE PRESENTATIONS

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1. Figueroa-Armijos, M., & **da Motta Veiga, S. P.** (2019, January). *Predictors of early-career self-employment among millennials in the digital economy: The role of The Great Recession*. Paper presented at the Hawaii International Conference on System Sciences, Maui, HI.
2. **da Motta Veiga, S. P.**, & Sguera, F. (2018, August). *Who, how, and when: Interaction of gender, job application sources, and length of hiring process on job offer and job choice*. Paper presented at the Academy of Management Conference, Chicago, IL.
3. **da Motta Veiga, S. P.**, Rodrigues, R. A., Guest, D., & Butler, C. L. (2018, August). Do ambitious recent graduates keep looking for new jobs? It depends on emotional workload and perceived organizational support. In R. Blokker, J. Akkermans, S. Khapova, and P. Jansen (co-chairs), *The 21st century school-to-work transition: Improving the working lives of young people*. Symposium conducted at the Academy of Management Conference, Chicago, IL.
4. Barney, C., Clark, B. B., & **da Motta Veiga, S. P.** (2018, August). *Research productivity: A comparison of management faculty at research, balanced, and teaching universities*. Paper presented at the Academy of Management Conference, Chicago, IL.
5. **da Motta Veiga, S. P.**, & Figueroa-Armijos, M. (2018, June). *Individual and family predictors of self-employment as a sustainable career for millennials*. Paper presented at the Regional Studies Association Conference, Lugano, Switzerland.
6. Golden, S. J., Ali, A. A., **da Motta Veiga, S. P.**, Gabriel, A. S., Ryan, A. M. (2018, April). *Self-determined motivation, affect, and outcomes during job search*. Poster presented at the Society for I/O Psychology Conference, Chicago, IL.
7. Chawla, N., Gabriel, A. S., **da Motta Veiga, S. P.**, & Slaughter, J. E. (2017, August). When no news is not good news: The importance of feedback during the job search. In N. Chawla and A. S. Gabriel (co-chairs), *What contributes to job search self-regulation? Understanding individual and contextual factors*. Symposium conducted at the Academy of Management Conference, Atlanta, GA.
8. **da Motta Veiga, S. P.**, & Gabriel, A. S. (2017, May). *The role of co-rumination and social support in job search: A latent growth modeling approach*. Paper presented at the European Association of Work and Organizational Psychology Conference, Dublin, Ireland.
9. **da Motta Veiga, S. P.**, Ali, A. A., Gabriel, A. S., & Lyons, B. J. (2017, May). *Self-determination theory applied to the unfolding process of job search*. Paper presented at the European Association of Work and Organizational Psychology Conference, Dublin, Ireland.
10. Berns, J. P., Figueroa-Armijos, M., **da Motta Veiga, S. P.**, & Dunne, T. C. (2016, November). *Crowdfunding from the heart? Unraveling the drivers and outcomes of globally crowd-funded entrepreneurship*. Paper presented at the North American Regional Science Council and Regional Science Association International, Minneapolis, MN.
11. **da Motta Veiga, S. P.**, Clark, B. B., & Moake, T. R. (2016, September). *Social media as HR strategy for enhancing employer reputation*. Paper presented at the Strategic Management Society Conference, Berlin, Germany. Paper nominated for Best Conference Paper Award.
12. Wei Xuan Ng, J., Song, Z., & **da Motta Veiga, S. P.** (2016, August). *The facilitative role of affectivity in job search for individuals with strong goal orientations*. Paper presented at the Academy of Management Conference, Anaheim, CA.
13. **da Motta Veiga, S. P.**, Clark, B. B., & Moake, T. R. (2016, August). The impact of social media activity on employer reputation. In G. Van Hove (chair), *Employer branding and social recruiting*. Symposium conducted at the Academy of Management Conference, Anaheim, CA.

14. Schnatterly, K., Berns, J. P., **da Motta Veiga, S. P.**, & Ward, A. J. (2015, October). *Bad board certifications: Where do current directors go from there?* Paper presented at the Strategic Management Society Conference, Denver, CO.
15. **da Motta Veiga, S. P.**, & Turban, D. B. (2015, August). The role of activated/deactivated affect and core self-evaluations in job search self-regulation. In S. J. Golden and L. Van Dyne (co-chairs), *Challenging the status quo: Advances in behavior change research*. Symposium conducted at the Academy of Management Conference, Vancouver, Canada.
16. Gabriel, A. S., **da Motta Veiga, S. P.**, & Green, J. D. (2015, August). Positive, negative, or both? Exploring affect profiles in job search. In L. Venz and D. Unger (co-chairs), *I feel good, but why? Examining the emergence of work-related affective experiences*. Symposium conducted at the Academy of Management Conference, Vancouver, Canada.
17. Klotz, A. C., & **da Motta Veiga, S. P.** (2015, August). *Recruiting under the influence: Job applicant reactions to workplace drinking norms*. Paper presented at the Academy of Management Conference, Vancouver, Canada.
18. **da Motta Veiga, S. P.**, & Gabriel, A. S. (2015, April). *The dynamics of autonomous and controlled motivation during job search*. Poster presented in Featured Top Rated Posters session at the Society for I/O Psychology Conference, Philadelphia, PA.
19. Robert, C., & **da Motta Veiga, S. P.** (2015, April). *Conversational humor production and appreciation and job satisfaction*. Poster presented at the Society for I/O Psychology Conference, Philadelphia, PA.
20. **da Motta Veiga, S. P.**, & Gabriel, A. S. (2014, August). *The role of self-determined motivation in job search: A dynamic approach*. Paper presented at the Academy of Management Conference, Philadelphia, PA.
21. Dunne, T. C., & **da Motta Veiga, S. P.** (2014, August). The role of nonverbal impression management tactics in pre-organizational entry. In S. P. da Motta Veiga and Timothy C. Dunne (co-chairs), *New developments in impression management research during pre-organizational entry*. Symposium conducted at the Academy of Management Conference, Philadelphia, PA.
22. **da Motta Veiga, S. P.**, & Turban, D. B. (2014, May). *The role of activated and deactivated affect in job search*. Poster presented at the Society for I/O Psychology Conference, Honolulu, HI.
23. Djurdjevic, E., Stoverink, A. C., Klotz, A. C., & **da Motta Veiga, S. P.** (2014, May). *Perceived workplace status: Scale development and validation*. Poster presented at the Society for I/O Psychology Conference, Honolulu, HI.
24. Dunne, T. C., & **da Motta Veiga, S. P.** (2014, February). *Is the interview over before it begins? A self-regulatory model of nonverbal behavior in interviews*. Poster presented during the nonverbal behavior preconference at the Society for Personality and Social Psychology Conference, Austin, TX.
25. **da Motta Veiga, S. P.** (2013, August). *Excited or relieved to make progress? The role of activated and deactivated affect in job search*. Paper presented at the Academy of Management Conference, Orlando, FL.
26. Haggard, D. L., **da Motta Veiga, S. P.**, & LaPreze, M. W. (2013, August). Could everybody use somebody? The role of social support, co-rumination, and self-efficacy in job search. In G. Van Hove and E. A. J. Van Hooft (co-chairs), *New directions in understanding job search: A self-regulatory perspective*. Symposium conducted at the Academy of Management Conference, Orlando, FL.
27. **da Motta Veiga, S. P.**, & Turban D. B. (2013, April). *Self-efficacy, progress, and intensity: Examining competing predictions in job search*. Poster presented at the Society for I/O Psychology Conference, Houston, TX.

28. **da Motta Veiga, S. P.**, & Clark, B. B. (2012, September). *Can Facebook, LinkedIn, and Twitter make or break the deal? The role of social media sites in employer reputation*. Paper presented at the Annual People and Organizations Conference at the Wharton School, Philadelphia, PA.
29. **da Motta Veiga, S. P.** (2012, August). *Job search as a tool for success: A self-regulatory model of career success*. Paper presented at the Academy of Management Conference, Boston, MA.
30. **da Motta Veiga, S. P.**, & Turban, D. B. (2012, August). Who is searching for whom? Integrating applicant attraction and job search. In S. P. da Motta Veiga and L. Kuron (co-chairs), *New directions in job search: The importance of self-efficacy, goals, and applicant attraction*. Symposium conducted at the Academy of Management Conference, Boston, MA.
31. **da Motta Veiga, S. P.**, & Turban, D. B. (2011, August). What leads job seekers to intensify their search for employment? Influence of affect on job search intensity and outcomes. In S. P. da Motta Veiga (chair), *A self-regulatory approach to job search intensity and effort*. Symposium conducted at the Academy of Management Conference, San Antonio, TX. Nominated for Best Symposium Award from the Careers Division.
32. Robert, C., & **da Motta Veiga, S. P.** (2011, August). *The effects of daily humor on affect, work engagement, and job satisfaction*. Paper presented at the Academy of Management Conference, San Antonio, TX.
33. **da Motta Veiga, S. P.** (2011, May). *It's time to look for a job: Time-related individual differences as job search predictors*. Paper presented at the European Association of Work and Organizational Psychology Conference, Maastricht, The Netherlands.
34. Schnatterly, K., Ward, A. J., & **da Motta Veiga, S. P.** (2011, May). *Bad board certifications: Where do current directors go from there?* Paper presented at the Corporate Governance Conference at the University of Missouri, Columbia, MO.
35. **da Motta Veiga, S. P.** (2010, August). *An integrative model of motivation, passion, and calling in organizational research*. Paper presented at the Academy of Management Conference, Montreal, Canada.

## TEACHING EXPERIENCE

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### Managing Human Capital (American University, MGMT 381)

- Fall 2018 Overall Teaching Effectiveness: 6.91/7.0
- Fall 2017 Overall Teaching Effectiveness: 6.97/7.0
- Spring 2017 Overall Teaching Effectiveness: 6.83/7.0
- Fall 2016 Overall Teaching Effectiveness: 6.91/7.0

### Management and Organizational Behavior (American University, MGMT 353)

- Spring 2019 Overall Teaching Effectiveness: X.XX/7.0 & X.XX/7.0 (2 sections)
- Fall 2017 Overall Teaching Effectiveness: 6.94/7.0
- Spring 2017 Overall Teaching Effectiveness: 6.88/7.0
- Fall 2016 Overall Teaching Effectiveness: 6.75/7.0
- Spring 2016 Overall Teaching Effectiveness: 6.92/7.0 & 6.67/7.0 (2 sections)
- Fall 2015 Overall Teaching Effectiveness: 6.73/7.0 & 6.59/7.0 (2 sections)

### Managing and Leading People in Organizations (Lehigh University, MGT 143/243)

- Spring 2015 Overall Teaching Effectiveness: 4.88/5.0 & 4.94/5.0 (2 sections)
- Fall 2014 Overall Teaching Effectiveness: 4.98/5.0 & 4.95/5.0 (2 sections)
- Spring 2014 Overall Teaching Effectiveness: 4.90/5.0 & 4.97/5.0 (2 sections)
- Fall 2013 Overall Teaching Effectiveness: 4.74/5.0 & 4.83/5.0 (2 sections)

#### Organizational Behavior (University of Missouri, MGMT 4030)

- Spring 2013 Overall Teaching Effectiveness: 4.0/4.0
- Fall 2012 Overall Teaching Effectiveness: 4.0/4.0

#### Human Resource Management (University of Missouri, MGMT 4020)

- Summer 2011 Overall Teaching Effectiveness: 4.0/4.0
- Spring 2011 Overall Teaching Effectiveness: 3.7/4.0
- Fall 2010 Overall Teaching Effectiveness: 3.8/4.0
- Summer 2010 Overall Teaching Effectiveness: 3.6/4.0

### **PROFESSIONAL SERVICE**

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- Editorial Board Member, Journal of Management Studies 2018-present
- Editorial Board Member, Human Resource Management 2018-present
- Editorial Board Member, Journal of Vocational Behavior 2017-present
- Ad-hoc Reviewer, Journal of Applied Psychology 2016-present
- Ad-hoc Reviewer, Career Development International 2014-present
- Committee Member, SIOP Visibility Committee 2017-present
- Committee Member, SIOP Membership Committee 2014-2016
- Reviewer, SIOP Conference 2013-present
- Reviewer, Academy of Management Conference 2010-present
- Facilitator, Doctoral Consortium, Careers Division, 2018 Academy of Management Conference
- Associate Editor to Program Chair, Careers Division, 2015 Academy of Management Conference

### **PROFESSIONAL AFFILIATIONS**

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- Academy of Management (HR, OB, and CAR divisions) (AOM)
- Society of Industrial and Organizational Psychology (SIOP)
- European Association of Work and Organizational Psychology (EAWOP)

### **INDUSTRY EXPERIENCE**

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- Willis Towers Watson 2008-2009  
Human Capital Consultant, EMEA, Brussels, Belgium
- Michael Page 2008  
Recruitment Consultant, Brussels, Belgium
- BNP Paribas Fortis 2004-2007  
Corporate Banking & Capital Markets, Brussels, Belgium & London, UK
- ING 2003-2004  
Management Trainee, Paris, France & Brussels, Belgium

### **MISCELLANEOUS**

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- Volunteer Assistant Coach – American University Field Hockey 2016-
- Volunteer Assistant Coach – Lehigh University Field Hockey 2013-2014
- Languages: English (fluent), French (native), Portuguese (native), Spanish (fluent), Dutch (conversational), Italian (conversational)