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Kogod School of Business, American University
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ACADEMIC EMPLOYMENT

- Assistant Professor of Management August 2015 –
American University – Kogod School of Business
- Assistant Professor of Management August 2013 – July 2015
Lehigh University - College of Business and Economics
- Graduate Research Assistant & Instructor August 2009 – June 2013
University of Missouri – Robert J. Trulaske, Sr. College of Business

EDUCATION

- 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 Economics June 2003
Université Libre de Bruxelles, Brussels, Belgium

AWARDS, GRANTS, AND FELLOWSHIPS

- International Travel Award, American University, 2017
- Best Reviewer Award, Careers Division, Academy of Management, 2015
- Faculty Research Grant, Lehigh University, 2014
- SHRM Foundation Dissertation Grant, 2012

RESEARCH INTERESTS

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

PUBLICATIONS (* denotes equal contribution)

Djurdjevic, E., Stoverink, A. C., Klotz, A. C., Koopman, J., **da Motta Veiga, S. P.**, Yam, K. C., & Chiang, J. T. J. (*in press*). Workplace status: The development and validation of a scale. *Journal of Applied Psychology*.

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.

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.

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.

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.

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

da Motta Veiga, S. P. (2017). The role of humor in job search and recruitment. In C. Robert (Ed.), *Humor at Work: A Psychological Perspective* (pp. 109-120). New York, NY: Taylor & Francis.

da Motta Veiga, S. P., & Turban, D. B. (*in press*). 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*. New York, NY: Oxford University Press.

MANUSCRIPTS UNDER REVIEW

Gabriel, A. S., **da Motta Veiga, S. P.**, Butts, M. M., Turban, D. B., Chawla, N., & Green, J. D. (Don't) worry and be happy: A person-centered perspective on the role of positive and negative affect in job search. Revise and resubmit at the *Academy of Management Journal*.

Schnatterly, K., Berns, J. P., **da Motta Veiga, S. P.**, & Ward, A. J. Bad board certifications: Where do current directors go from there? Revise and resubmit at *Strategic Management Journal*.

Robert, C., & **da Motta Veiga, S. P.** Conversational humor and job satisfaction at work: Exploring the role of humor production, appreciation, and positive affect. Revise and resubmit at *International Journal of Humor Research*.

Haggard, D. L., **da Motta Veiga, S. P.**, & LaPreze, M. W. Should we talk? Co-rumination and conversation avoidance in job search. Revise and resubmit at *Career Development International*.

da Motta Veiga, S. P. Work Motivation: An integrative framework of motivation, passion, and calling. Under review at *Human Resource Management Review*.

Klotz, A. C., & **da Motta Veiga, S. P.** Recruiting under the influence: New Labor Market Entrants reactions to workplace drinking norms. Under review at the *Human Resource Management*.

CONFERENCE PRESENTATIONS

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 (chairs), *What Contributes to Job Search Self-Regulation? Understanding Individual and Contextual Factors*. Symposium to be conducted at the Academy of Management Conference, Atlanta, GA.

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 to be presented at the European Association of Work and Organizational Psychology Conference, Dublin, Ireland.

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 to be presented at the European Association of Work and Organizational Psychology Conference, Dublin, Ireland.

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 crowdfunded entrepreneurship. Paper presented at the North American Regional Science Council and Regional Science Association International, Minneapolis, MN.

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.

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.

- 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 Hoya (chair), *Employer branding and social recruiting*. Symposium conducted at the Academy of Management Conference, Anaheim, CA.
- 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.
- 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.
- 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.
- 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.
- 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.
- Robert, C., & **da Motta Veiga, S. P.**, & Wilbanks, J. E. (2015, April). *Conversational humor production and appreciation and job satisfaction*. Poster presented at the Society for I/O Psychology Conference, Philadelphia, PA.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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, Lake Buena Vista, FL.
- 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 Hoya 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, Lake Buena Vista, FL.

- 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.
- 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.
- 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.
- 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.
- 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.
- Robert, C., **da Motta Veiga, S. P., & Wilbanks, J. E.** (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.
- 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.
- 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.
- 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.

INVITED SEMINARS

- 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
- Ghent University, Faculty of Economics and Business Administration, March 2016
- Catolica-Lisbon School of Business and Economics, May 2015 & March 2016
- 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
- Lehigh University, Department of Management, October 2012
- Baruch College, Department of Management, October 2012
- Marquette University, Department of Management, September 2011

WORKING PAPERS

Chawla, N., Gabriel, A. S., **da Motta Veiga, S. P.**, & Slaughter, J. E. When No News is Not Good News: The Importance of Feedback during the Job Search. Preparing for submission to the *Journal of Applied Psychology*.

da Motta Veiga, S. P., & Turban, D. B. Self-efficacy, progress, and intensity: Competing theories for different levels of analysis and goals in job search. Preparing for submission to *Organizational Behavior and Human Decision Processes*.

da Motta Veiga, S. P., Sun, S., Turban, D. B., Song, Z., & Foo, M. D. Affect dynamics in job search: Role of core self-evaluations and affect activation. Preparing for submission to the *Journal of Applied Psychology*.

Berns, J. P., Figueroa-Armijos, M., **da Motta Veiga, S. P.**, & Dunne, T. C. Crowdfunding from the heart? Unraveling the drivers and outcomes of globally crowdfunded entrepreneurship. Preparing for submission to the *Journal of Management*.

da Motta Veiga, S. P., Clark, B. B., & Moake, T. R. The impact of social media activity on employer reputation. Preparing manuscript for submission to *Organization Science*.

Golden, S. J., Ali, A. A., **da Motta Veiga, S. P.**, Gabriel, A. S., Ryan, A. M., & Lyons, B. J. A self-determined motivation framework applied to the unfolding process of job search. Preparing for submission to the *Journal of Applied Psychology*.

Gabriel, A. S., **da Motta Veiga, S. P.**, & Butts, M. M. Goal discrepancies in the job search: Influence on self-regulatory mechanisms. Data analysis in progress.

Sguera, F., & **da Motta Veiga, S. P.** Why do some applicants accept, while others reject job offers? The role of recruitment sources, difficulty, and experience. Data analysis in progress.

Wei Xuan Ng, J., Song, Z., & **da Motta Veiga, S. P.** The facilitative role of affectivity in job search for individuals with strong goal orientations. Data collection in progress.

TEACHING EXPERIENCE

Managing Human Capital (American University, MGMT 381)

- 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 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

- Committee Member, SIOP Visibility Committee 2017-
- Ad-hoc Reviewer, Journal of Vocational Behavior 2017-
- Ad-hoc Reviewer, Journal of Applied Psychology 2016-
- Ad-hoc Reviewer, Career Development International 2014-
- Committee Member, SIOP Membership Committee 2014-2016
- Reviewer, SIOP Conference 2013-
- Reviewer, Academy of Management Conference 2010-
- Committee Member, IRB Review Committee (Lehigh University) 2013-2015
- Associate Editor to Program Chair, Careers Division, 2015 Academy of Management Conference

PROFESSIONAL AFFILIATIONS

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

INDUSTRY EXPERIENCE

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

MISCELLANEOUS

- Volunteer Assistant Coach – American University Field Hockey 2016-
- Volunteer Assistant Coach – Lehigh University Field Hockey 2013
- Coach - University of Missouri Club Field Hockey 2009-2012
- Languages: English (fluent), French (native), Portuguese (native), Spanish (fluent), Dutch (fluent), Italian (conversational)