

# MARCUS A. VALENZUELA

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Tel: (561) 803-2464

## EDUCATION

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### **Ph.D. in Management, 2016**

Specialization: Organizational Behavior  
New Mexico State University

### **M.Ed. in Education-Instructional Specialist, 2012**

### **MBA, 2010**

### **B.S. in Computer Science, 2007**

The University of Texas at El Paso

## PROFESSIONAL EXPERIENCE

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### **Palm Beach Atlantic University**

Associate Professor (Fall 2022-present)

Assistant Professor (Fall 2020-present)

### **California State University, Bakersfield**

Assistant Professor (Aug 2016-Spring 2020)

### **New Mexico State University**

Instructor of Record and Teaching Assistant (Aug 2012-Summer 2016)

### **El Paso Independent School District**

High School Math Teacher/Adult Tutor and Coordinator (Aug 2010-Summer 2012)

### **Hewlett-Packard**

Commodity Manager (Jan 2009-May 2010)

Business Planning Analyst (Sep 2007-Dec 2008)

### **The University of Texas at El Paso**

*Information and Decision Science Department* (Spring 2011-Summer 2012)

Teaching Assistant

*Tutoring and Learning Center*

Senior Tutor of Math and Science (Summer 2003-Jan 2007)

## RESEARCH INTERESTS

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- Immigrant/minority workers and acculturation
- Organizational Behavior and Human Resource Management

## TEACHING INTERESTS

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- Organizational Behavior
- Management
- Human Resources (*SHRM-Certified Professional certified; ID: SHRMAPP152633*)
- Training and Development

## RESEARCH

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### Work Published

- **Valenzuela, M. A.,** & Schwartz, S. J. (2023). Acculturation Spillovers Between Work and Nonwork Settings. *Journal of International Management*. <https://doi.org/10.1016/j.intman.2023.101013>
- Sweet, K., Sturm, R. E., Zare, M., & **Valenzuela, M. A.** (2022) Control-Trust Dynamics during Socialization: Lessons from Workgroup Hazing. *Journal of Management Studies*. <https://doi.org/10.1111/joms.12879>.
- **Valenzuela, M. A.,** & Bernardo, A. B. I. (in press). The Potential of Fostering Connections: Insights into Polycultural Organizations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Javadizadeh, B., Ross, J., **Valenzuela, M. A.,** Adler, T. (2022). What's The Point in Even Trying? Women's Perception of Glass Ceiling Drains Hope. *Journal of Social Psychology*. <https://doi.org/10.1080/00224545.2022.2119121>.
- **Valenzuela, M. A.,** & Schwartz, S. J. (2022). Being Specific: Exploring Acculturation in Work and Private Settings. *Cultural Diversity and Ethnic Minority Psychology*. <https://doi.org/10.1037/cdp0000553>.
- **Valenzuela, M. A.,** Rogers, S. E., Flinchbaugh, C., & Wagstaff, F. (2022). Realizing Immigrant Contributions to Workgroup and Organizational Performance. *Employee Responsibilities and Rights Journal*. <https://doi.org/10.1007/s10672-021-09398-8>.
- **Valenzuela, M. A.,** Nguyen, A. M. D., & Taras, V. (2021). A review of organizational research on acculturation from a nonwork–work spillover perspective: Content analysis and future research guidelines. *International Journal of Management Reviews*, 23(4), 516-540.
- **Valenzuela, M. A.,** Flinchbaugh, C., & Rogers, S. E. (2020). Can organizations help adjust?: The effect of perceived organizational climate on immigrants' acculturation and consequent effect on perceived fit. *Journal of International Management*, 26(3), 100775.

- **Valenzuela, M. A.,** Jian, G., & Jolly, P. M. (2019). When more is better: The relationships between perceived deep-level similarity, perceived workplace ethnic diversity, and immigrants' quality of coworker relationships. *Employee Relations*, 42(2), 507-524.
- Rogers, S. E., Eaton, A. E., Voos, P. B., Chang, T. F. H., & **Valenzuela, M. A.** (2019). Assessing Employee Support during Union Organizing Campaigns. *Labor Studies Journal*. 44(4), 285-313.
- **Valenzuela, M. A.,** & Rogers, S. E. (2018). Strategizing Personality Traits- An Acculturation Approach to Person-Environment Fit and Expatriate Adjustment. *International Journal of Human Resource Management*. <https://doi.org/10.1080/09585192.2018.1526201>
- Flinchbaugh, C., **Valenzuela, M.,** & Pingshu, L. (2018). Developing employee socio-technical flexibility in a multigenerational workforce. *Journal of Management & Organization*, 24(4), 517-532.
- Ross, J., **Valenzuela, M.,** Intindola, M. L., & Flinchbaugh, C. (2017). Preparing Potential Leaders: Facilitating a learning experience on LMX and fairness in the workplace. *The International Journal of Management Education*, 15(1), 84-97.
- Chavez, C., Gomez, C., **Valenzuela, M.,** Perera, Y., (2017). Teaching leaders to lead themselves: An emerging leader exercise. *Management Teaching Review*, 2(1), pp. 80–91.
- Lewis, G., Palacios, S., & **Valenzuela, M. A.** (2016). An integrational framework of organizational moral development, legitimacy, and corporate responsibility: A longitudinal, inter-sectorial analysis of citizenship reports. *Business & Society Review*, 121(4), 593-623.
- **Valenzuela, M. A.,** Palacios, S., & Intindola, M. L. (2015). Acculturative stress: Untold stories of international students in the U.S. *Tamara Journal for Critical Organization Inquiry*, 13(4), 5-20.

### **Work Under Review**

- **Valenzuela, M. A.,** Ross, J., Crawford, W., Zare, M., & Kacmar, M. High-quality relationships with the violated leader: Testing an assumption of leader-member exchange. 3<sup>rd</sup> revise and resubmit at: *The Leadership Quarterly*.
- **Valenzuela, M. A.,** Schwartz, S. Fostering Connections: The Potential of Polycultural Organizations. 1<sup>st</sup> revise and resubmit at: *Industrial and Organizational Psychology*.

- Javadizadeh, B., Ross, J., **Valenzuela, M.A.** What's The Point In Even Trying? Women's Perception Of Glass Ceiling Drains Hope. 1<sup>st</sup> revise and resubmit at: *The Journal of Social Psychology*

## Work in Progress

### Writing Stage

- **Valenzuela, M. A.** Immigrants', acculturation, and organizational implications (Target Journal: *Journal of Organizational Behavior*).
- **Valenzuela, M. A.** Immigrants and different types of status implications: An intersectionality approach (Target Journal: *Human Resource Management*).

### Idea Generation Stage

- **Valenzuela, M. A.** Disentangling acculturation in organizations: A content analysis and considerations. (Target Journal: *Journal of Management Education*).
- **Valenzuela, M. A.,** & Rogers., S. E. How to strategize: The role of social identity salience on a foreign employee's acculturation and social identity. (Target Journal: *Academy of Management Review*).

## CONFERENCE PRESENTATIONS / REFEREED CONFERENCE PROCEEDINGS

- **Valenzuela, M. A.,** Schwartz, S. (2023). Host Country Nationals' Acculturation Attitudes: Examining a Stereotype Content and Threat Benefit Model. Presented at the *Intercultural Academy for Intercultural Research, Philadelphia, PA.*
- Ross, J. & **Valenzuela, M. A.** (2023). Which Leadership Attributes Matter Most?: An Entertaining and Insightful Classroom Activity in Leadership. *Presented at the Management and Organizational Behavior Conference, Jacksonville, Florida.*
- Sweet, K. M., Sturm, R. E., Zare, M., & **Valenzuela, M. A.** (2021). Towards a Control-Trust Theory of Workplace Hazing. *Presented at the Academy of Management (Virtual).*
- Smith, R. M., Lewis, G., Blackford, B. J., **Valenzuela, M. A.,** etc. (2020). Everything You Wanted to Know, but Were Afraid to Ask: The Shift from PhD Student to the Classroom. *Professional Development Workshop presented at the Academy of Management, Boston, Massachusetts.*
- **Valenzuela, M. A.,** & Fan, Y. (2019). Alike but not the same: Differences in Status Among Immigrants and Their Implications for Organizations. *Presented in the symposium "Inequalities and the Fight for Inclusiveness: Unpacking the Varied Experiences of Migrant Workers" at the Academy of Management, Boston, Massachusetts.*

- Javadizadeh, B., Ross, J., & **Valenzuela, M.** (2019). Women and Glass Ceiling Beliefs: The Effects on Hope and Workplace Behavior. *Presented at the Academy of Management, Boston, Massachusetts.*
- Sweet, K., Rogers, S. E., **Valenzuela, M. A.**, Zare, M., & Claw, C. (2019). Model of Workplace Hazing. *Presented at the Southwest Academy of Management, Houston, TX.*
- **Valenzuela, M. A.**, Rogers, S. E, Flinchbaugh, C., & Wagstaff, F. (2018). Considering Immigrant Employees: A Categorization-Elaboration Approach. *Presented at the Academy of Management, Chicago, Illinois.*
- Nez, C., **Valenzuela, M. A.**, Ross, J., & Flinchbaugh, C. (2018). Beyond Affective Forecasting: The Role of Emotions on Confidence Perceptions in Interpersonal Conflict. *Presented at the Western Academy of Management, Salt Lake City, Utah.*
- **Valenzuela, M. A.** & Rogers, S. E. (2017). Diversity Within Diversity: Considering Immigrant Employees and Immigrant-Salient Characteristics. *Presented at the Academy of Management, Atlanta, Georgia.*
- **Valenzuela, M. A.**, Ross, J., & Stark, J. (2017). Human Figures as an Effective Method of Teaching. *Presented at the Organizational Behavior Teaching Conference, Providence, Rhode Island.*
- **Valenzuela, M. A.**, & Rogers, S. E. (2017). Strategizing personality traits: An acculturation approach to expatriate adjustment. *Presented at Western Academy of Management, Palm Springs, California.*
- **Valenzuela, M. A.**, Jian, G., & Jolly, P. M. (2017). When More is Better: The Effects of Perceived Ethnic Diversity and Perceived Similarity on Immigrants' Coworker Relationships. *Presented at Western Academy of Management, Palm Springs, California.*
- Crawford, W., **Valenzuela, M. A.**, Ross, J., Zare, M., & Kacmar, M. (2016). High-quality exchange relationships with the violated leader: Testing an assumption of leader-member exchange. *Presented at Southern Management Association, Charlotte, North Carolina.*
- Ross, J. & **Valenzuela, M. A.**, Intindola, M. (2016). LMX the game: Facilitating a learning experience on LMX in the workplace. *Presented at the Academy of Management, Anaheim, California.*
- **Valenzuela, M. A.**, Lewis, G., Rogers, S. E., Wei, H., Han, J. H., Wagstaff, M. F., Garg, S. (2015). Challenges and coping mechanisms of international PhD students in the United States. *Professional Development Workshop at the Academy of Management, Vancouver, British Columbia, Canada.*

- Ross, J. & **Valenzuela, M. A.** (2015). Leading leadership learning: More than just Power Points. *Presented at the Organizational Behavior Teaching Conference, La Verne, California.*
- **Valenzuela, M. A.** & Rogers, S. E. (2015). Who cares what about immigrant workers? A research review. *Presented at the Labor and Employment Relations Association Annual Meeting, Pittsburgh, Pennsylvania.*
- Lewis, G., Palacios, S., **Valenzuela, M. A.** (2014). Legitimacy and isomorphism as a strategic management tool in citizenship reporting among Fortune 500 companies: A longitudinal analysis. *Presented at the Irish Academy of Management Conference, Limerick, Ireland.*
- **Valenzuela, M. A.**, Chavez, C., & Ross, J. (2014). Using Excel and PowerPoint to build educational games: A Guide for the innovative teacher. *Presented at the Organizational Behavior Teaching Conference, Nashville, TN.*
- Palacios, S & **Valenzuela, M. A.** (2014) Resource based view of the firm: Resources and capabilities as drivers of performance in the US frozen yogurt industry. *Presented at Decision Sciences Institute: Southwest Region, Dallas, TX.*
- **Valenzuela, M. A.**, Palacios, S., & Cast, M. (2014). Domains as sources of acculturative stress in international students: An ethnographic perspective. *Presented at The 2014 Graduate Research and Arts Symposium, New Mexico State University.*
- **Valenzuela, M. A.**, Chavez, C., & Palacios, S. (2013). Team risk bingo: An interactive approach for reviewing and learning. *Presented at the Organizational Behavior Teaching Conference, Asheville, NC.*
- Gibson, L. A., Chavez, C., & **Valenzuela, M. A.** (2013). Introducing a new and insightful multiple choice test format. *Presented at the Organizational Behavior Teaching Conference, Asheville, NC.*
- **Valenzuela, M. A.** & Palacios, S. (2013). A call for immigrant perceptions, behaviors, personality, and performance in American professional businesses: Rethinking heterogeneity within diversity in organizations. *Presented at the Decision Sciences Institute: Southwest Region, Albuquerque, N.M.*
- **Valenzuela, M. A.** & Palacios, S. (2013). Security perception of the US-Mexico border region, its effect on the perception of Mexico and Hispanics in the US as a culture, and its ultimate impact on the regional business. *Presented at the Decision Sciences Institute: Southwest Region, Albuquerque, N.M.*

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## **HIGHER EDUCATION TEACHING EXPERIENCE**

**Palm Beach Atlantic University**  
Instructor of Record

*Undergraduate Courses:*

- **BUM 4313: Organizational Behavior**  
*Fall 2020: (Evaluation not available due to COVID-19)*  
*Spring 2021: (Evaluation not available due to COVID-19)*
- **BUM 3333: Human Resource Management**  
*Fall 2020: (Evaluation not available due to COVID-19)*
- **BUM 2183: Principles of Management**  
*Spring 2021: (Evaluation not available due to COVID-19)*
- **BUM 4013: Production and Operations Management**  
*Fall 2020: (Evaluation not available due to COVID-19)*  
*Spring 2021: (Evaluation not available due to COVID-19)*

**California State University, Bakersfield**  
Instructor of Record

- **MGMT 3000: Organizational Behavior**  
*Fall 2016: (Mean rating per course: 4.60/5.00 and 4.63/5.00)*  
*Spring 2017: (Mean rating per course: 4.65/5.00; 4.67/5.00; and 4.63/5.00)*  
*Fall 2017: (Mean rating per course: 4.75/5.00; 4.70/5.00; and 4.72/5.00)*  
*Spring 2018: (Mean rating per course: 4.77/5.00 and 4.80)*  
*Spring 2018 (online, QM Rubric): (Mean rating: 4.76/5.00)*  
*Fall 2018 (online, QM Rubric): (Mean rating: 4.66/5.00)*  
*Spring 2019 (online, QM Rubric): (Mean rating per course: 4.65/5.00 and 4.60/5.00)*  
*Fall 2019 (online, QM Rubric): (Mean rating per course: 4.55/5.00 and 4.50/5.00)*  
*Spring 2020 (online, QM Rubric): (Mean rating per course: 4.50/5.00 and 4.50/5.00)*  
*Fall 2020: (Evaluation not available due to COVID-19)*  
*Spring 2021: (Evaluation not available due to COVID-19)*
- **MGMT 3100: Human Resource Management**  
*Fall 2019: (Mean rating: 4.55/5.00)*  
*Spring 2019 (online, QM Rubric): (Mean rating: 4.55/5.00)*
- **BA 3008: Diversity in Business Organizations**  
*Fall 2016: (Mean rating: 4.55/5.00)*
- **MGMT 3090: Career and Managerial Skills**  
*Spring 2019: (Mean rating: 4.4/5.00)*

*Graduate Courses:*

- **MGMT 6040: Advanced Organizational Behavior (Graduate level)**  
*Fall 2018: (Mean rating: 4.65/5.00)*

- **MGMT 6050: Developing Managerial Skills (Graduate level)**  
*Fall 2019: (Mean rating: 4.70/5.00)*

Co-Instructor

- **MGMT 6010: Advanced Readings in Management (Graduate level)**  
*Spring 2018: (No evaluations per Co-Instructor and University policy)*

**New Mexico State University**

Instructor of Record

- **MGT 333: Training and Development**  
*Spring 2015: (Mean rating: 4.57/5.00)*  
*Spring 2016: (Mean rating: 4.46/5.00)*
- **MGT 309: Organizational Behavior**  
*Fall 2015 (online): (Instructor mean rating: 4.72/5.00)*  
*Summer 2015 (online): (Instructor mean rating: 4.85/5.00)*  
*Fall 2014 (online): (Instructor mean rating: 4.61/5.00)*  
*Summer 2014 (online): (Instructor mean rating: 4.83/5.00)*  
*Spring 2014 (online): (Instructor mean rating: 4.80/5.00)*  
*Fall 2013 (online): (Instructor mean rating: 4.54/5.00)*

Teaching Assistant

- **MGT 332: Human Resource Management** (Fall 2014, Spring 2015)
- **MGT 503: Organizational Behavior and Mgt. Processes** (Masters class-Summer 2014)
- **MGT 453: Leadership and Motivation** (Spring, 2013, Fall, 2013)
- **MGT 454: Work Teams in Organizations** (Fall, 2013)
- **MGT 512: Quantitative Analysis for Business Decs. Making** (Masters class-Fall, 2012)

**The University of Texas at El Paso**

Teaching Assistant

- **CIS 5365: Database Management Systems** (Masters class- Summer 2012, Spring 2012)
- **CIS 5311: Management Information Systems** (Masters class- Spring 2012, Fall 2011)
- **CIS 4385: Introduction to Information Security Systems** (Fall 2011)
- **CIS 5313: Strategic Information Systems** (Masters class- Spring 2011)
- **CIS 5350: Business Systems Analysis & Design** (Masters class- Spring 2011)
- **CIS 3380: Programming with Visual Basic** (Spring 2011)

**GUEST LECTURER**

**Zhongyuan University of Technology (China)**

- March 2014 – Managerial Finance
- Summer 2012 – Marketing  
Managerial Finance

**SERVICE**

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### **Ad-hoc Reviewer**

- Academy of Management: Organizational Behavior Division, Gender and Diversity in Organizations Division
- Southern Management Association
- Western Academy of Management
- Organization Behavior Teaching Conference
- The International Journal of Human Resource Management
- International Journal of Intercultural Relations
- 3rd Annual Quantum Storytelling Conference, 2013
- Decision Sciences Institute - Southwest Region, 2013

### **Professional Associations**

- Academy of Management, GDO Membership Committee
- Academy of Management, Student Member, OB divisions
- International Academy of Intercultural Relations
- Southern Management Association
- Management & Organizational Behavior Teaching Society
- Leadership and Human Capital Management track co-chair: Latin American Council of Business Administration (CLADEA), 2017-ongoing.
- Executive member, University of Texas at El Paso Business Solution Group, 2009-2011
- Outreach Officer, Association for Computer Machinery (ACM) , 2004-2007
- Volunteer for Social and Community Service Programs, Summer 2003-Present

### **University and Department Service Committees**

- Academic Technology Committee, 2021-2022
- Curriculum and Assurance of Learning Committee, 2021-2023
- Organizational Leadership Assessment Committee, 2022-2023
- University Curriculum Committee, 2022-2023

### **AWARDS AND HONORS**

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- SHRM-Certified Professional certification, 2020-ongoing
- Palm Beach Atlantic's Excellence in Scholarship and Publications Award, 2023
- Best Reviewer Award, International Management at the Academy of Management, 2023
- Management and Organizational Behavior Teaching Society (MOBTS) Early Educator Institute scholarship award, 2023
- Rinker School of Business Outstanding Research Award, 2022-2023
- Rinker School of Business Outstanding Research Award, 2021-2022
- Provost's Scholars Award, 2019
- Honoree: Phi Beta Delta Honor Society: International Scholars Honor Society, 2018.
- Honoree: Beta Gamma Sigma: The International Honor Society for Business, 2016.
- Best Teaching Award, New Mexico State University, 2015-2016.
- Organizational Behavior Teaching Conference Doctoral Institute participant, 2014.
- Dean's List, 2005-2008.

- Monster.com Diversity Leadership Program Participant, 2006.
- CRLA (College Reading and Learning Association) Master Tutoring Certificate, 2005.
- Golden Key Association Honor Society, 2003-2006.
- Who is Who Among College Students, 2003.

## **OTHER SKILLS**

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- Bilingual in Spanish and English.
- Certificate in applying Quality Matters Rubric
- Familiar with statistical software such as Mplus, SPSS, and HLM.
- Familiar with HTML, CSS, PHP, MySQL, and JavaScript.
- Familiar with SAP, quality issues, product management, order management, Engineering processes and terms such as FAI, pilots, new product releases and engineering holds.
- Moderate experience with Java and familiarity with LINUX, C++, C, and JSP.
- Capability of implementing Software Engineering concepts.
- Buffer control and analysis.