

# **CURRICULUM VITAE**

**M. ALIX VALENTI**  
**University of Houston Clear Lake**  
**2700 Bay Area Blvd.**  
**Houston, TX 77058**  
**e-mail: valenti@uhcl.edu**

## **ACADEMIC PREPARATION**

The University of Texas at Dallas, Richardson TX  
Ph.D. International Management Studies

New York University, School of Law, New York, NY  
LL.M.

St. John's University, School of Law, Jamaica, NY  
J.D.  
Associate Managing Editor, St. John's Law Review  
St. Thomas More Scholarship

University of Houston, Houston TX  
M.B.A.  
Beta Gamma Sigma

Molloy College, Rockville Centre, NY  
BA, Mathematics  
National Honor Society of Catholic Colleges  
Mu Sigma Mu National Mathematics Honor Society

## **RESEARCH INTERESTS**

Corporate governance, including the role of the board of directors and incentive pay effectiveness; employment law issues; gender differences in the organization; social networks and group theory

## **ADMINISTRATIVE EXPERIENCE**

2014 to 2020, Program Coordinator, Legal Studies Program  
2009 to 2020, Program Coordinator, Masters in Human Resources Management Program

Duties include:

- Preparation and presentation of program reviews to Provost and State Coordinating Board
- Chaired search committee resulting in hiring of two Assistant Professors of Legal Studies to meet the demand of the University's four-year initiative

- Chaired search committee resulting in hiring of a new Assistant Professor of Management to cover courses in the Masters in Human Resource Management Program
- Revised legal studies program curriculum to include a new capstone course and two new electives and to provide more on-line delivery of courses
- Coordinate spring, summer and fall schedules, insuring that courses are adequately covered by full-time faculty and adjunct professors
- Prepare annual Assurance of Learning data and reports for AACSB compliance
- Oversee assignments of student interns to employers participating in our internship programs
- Review applications to master's program to determine acceptance into the program
- Maintain advertising campaign for the master's program including banner ads on HR Houston website and exhibition at the annual Gulf Coast HR Symposium
- Act as faculty co-advisor for student chapters of SHRM and Legal Studies Association

## **ACADEMIC EXPERIENCE**

2016 to present, Professor, 2009 to 2016, Associate Professor, 2003 to 2009, Assistant Professor, Department of Management, College of Business, University of Houston-Clear Lake; Courses developed and taught: Compensation and Benefits (graduate level); Legal Concepts for Business Professionals (graduate level); Legal Environment of HRM (graduate level); Human Behavior in Organizations (graduate level); HR Metrics and Performance Management (graduate level); Legal Writing and Appellate Process (undergraduate level); Legal Research (undergraduate level); Wage and Salary Administration (undergraduate level); Legal Concepts for HR Professionals (undergraduate level); Legal Environment of Business (undergraduate level)

Fall 2019; Spring/Summer 2020, Instructor, UHCL Health Care Management Certificate Program for Residents; Course taught: Human Resource Management module

Fall, 2012, 2013, Spring, 2014, Adjunct Professor, University of St. Thomas, Houston, TX; Course taught: Organizational Behavior (graduate level)

Summer, 2009, Visiting Professor, Institute of Human Resource Management, National Sun Yat-sen University, Kaohsiung, Taiwan; Course taught: Organizational Behavior (graduate level)

Fall, 2008, Visiting Fulbright Professor, National Sun Yat-sen University, Kaohsiung, Taiwan; Courses taught: Organizational Behavior (graduate level); Human Resource Management (graduate level)

Fall 2008, Visiting Professor, Peking University, Shenzhen Graduate School, Shenzhen, P.R.C.; Course taught: Human Resource Management (graduate level)

Summer 2007, Instructor, HR Program for 16 HR professionals from Sinopec, Inc., China

Spring, 2003, Teaching Assistant, Power and Politics (M.B.A. level), The University of Texas at Dallas; Assisted professor by participating in an ongoing class simulation to illustrate the use of power in organizations

Fall, 2002, Teaching Assistant, Foundations of Organizational Theory (Ph.D. level), “Network Approaches”, The University of Texas at Dallas

Fall, 2002, Teaching Assistant, Foundations of Organizational Theory (M.B.A. level), “International Perspectives”, The University of Texas at Dallas

Spring, 2002, Instructor, Organizational Behavior, The University of Texas at Dallas

Summer, 2001, Instructor, Organizational Behavior, The University of Texas at Dallas

1994 – 1998, Faculty Member, B-1 Cadre, Fundamentals of Employee Benefits Programs, World at Work (formerly the American Compensation Association)

## **CONFERENCE PRESENTATIONS**

Valenti, A. “Class Actions after *Wal-Mart Stores, Inc. v. Dukes*: Difficult but Not Impossible” Southern Academy of Legal Studies in Business, virtual, March, 2021

Valenti, A. “A Case of Organizational Change for DRDA” North American Case Research Association, virtual, October, 2020

Valenti, A. “Thirty Years after Passage of the ADA: Are Disabled Americans Better Off?” Academy of Legal Studies in Business, virtual, August, 2020

Valenti, A. & Mayfield, C. “The Impact of Organizational and Professor Support on Students’ Intentions to Stay” Southwest Academy of Management, San Antonio, TX, March, 2020

Valenti, A. “LGBT Employment Rights in an Evolving Legal Landscape” Southern Academy of Legal Studies in Business, San Antonio, TX, March, 2020

Valenti, A. & Horner, S. “The Human Capital of Boards of Directors and Innovation: An Empirical Examination of the Pharmaceutical Industry.” Southwest Academy of Management, Dallas, TX, March, 2019

Valenti, A. “Sexual Harassment Claims in Federal Court: An Empirical Analysis.” Southern Academy of Legal Studies in Business, San Antonio, TX, February, 2019

Valenti, A. "Score 2 for Employees, 0 for Employers: Court of Appeals Rules in Employees' Favor in Trade Secrets and Claw Back Provision Cases." Southern Academy of Legal Studies in Business, San Antonio, TX, March, 2018

Valenti, M. A. et al. "Accommodating Faculty Members with Disabilities under the ADA: Getting Beyond Stigma, Stress and Shame" Academy of Management, Atlanta, August, 2017

Valenti, A. & Horner, S. "Human Capital of Boards of Directors and Innovation: An Empirical Examination of the Pharmaceutical Industry," International Conference on Business and Economic Studies, Houston, TX, March, 2017

Valenti, A. "Judicial Deference to Administrative Agencies: Now You See It, Now You Don't." Southern Academy of Legal Studies in Business, San Antonio, TX, March, 2017

Boyd, R. O., Carden, L., & Valenti, A. "Religion in the Workplace: Examining a Model to Mitigate Discrimination." Southern Academy of Legal Studies in Business, San Antonio, TX, March, 2017

Valenti, A. & Horner, S. "The Board of Directors as a Human Capital Resource of the Firm," International Corporate Governance Society, Waltham, MA, October, 2016

Valenti, A. & Johnson, V. "The Impact of *EEOC v. Abercrombie & Fitch Stores, Inc.* on Employers' Duty to Accommodate Religion in the Workplace," Academy of Legal Studies in Business, San Juan, PR, August, 2016

Valenti, A. & Johnson, V. "The Impact of *King v. Burwell* on Judicial Review of IRS Regulations: A Return to *National Muffler* or Something Else," Academy of Legal Studies in Business, San Juan, PR, August, 2016

Valenti, A., Kirkman, D. & Wooten, K. C. "Multidisciplinary Scientific Research Teams: An Empirical Study of Critical Success Factors, Leadership and the Role of Project Management," Academy of Management, Vancouver, Aug. 2015; Project Management Institute North American Congress, Orlando, FL, October, 2015

Valenti, A. "Target Corp.: Making Work Fun, Fast, and Friendly" North American Case Research Association, Orlando FL, October, 2015

Valenti, A. "Leadership for the Millennial Generation." Southwest Academy of Management, Houston, TX, March, 2015

Carden, L., Boyd, R. O., & Valenti, A. "A Strategic Framework for Managing and Controlling Safety Risks: The Safety Work Model." Southern Academy of Legal Studies in Business, San Antonio, TX, March, 2015

- Valenti, A., & Rockett, T. "Managing Student Teams: Antecedents and Effects of Conflict and Diversity in Virtual and Face-to-Face Teams." Southern Management Association, Savannah, GA, November, 2014
- Valenti, M. A. "Employee Engagement: Leading the Millennial Generation." Academy of Management, Philadelphia, August, 2014
- Rockett, T., & Valenti, A. "A Relationship Betrayed: Examining the Effects of Betrayal on Individuals and Groups." InGroup, Raleigh, NC, July 2014
- Valenti, A. "*University of Texas Southwest Medical Center v. Nassar*: Will Plaintiffs' Claims of Retaliation Be More Difficult to Prove?" Southern Academy of Legal Studies in Business, San Antonio, TX, March 2014
- Valenti, A. & Schneider, M. "Does Internal Context Matter? A Comparison of Public-to-Private Transactions, Pre and Post the Economic Crisis." Southwest Academy of Management, Dallas, TX, March 2014
- Valenti, A. "Target Corp.: Making Work Fun, Fast and Friendly." Southwest Case Research Association, Dallas, TX, March, 2014.
- Valenti, A., Wooten, K., Burke, L., & Elkins, T. "Protecting Employee Rights and Insuring Diversity in a Free Market Economy." Academy of Management, Orlando, August, 2013
- Schneider, M., Valenti A., Mir, R. A., & Hurtado, J. M., "Capitalism, Corporate Governance, and Corporate Citizenship: Addressing or Contributing to Contemporary Social-Economic Issues." Eastern Academy of Management International, Seville, Spain, June, 2013
- Valenti, A., & McGlashan, R. "Case Study: Target Corp.'s Decision to Expand into Canada." Southwest Case Research Association, Albuquerque, NM, March, 2013
- Valenti, A., Rockett, T., Kirkman, D., & Ziegler, L. "Innovation in Management Education: From Simulations to Wikis." Southwest Academy of Management, Albuquerque, NM, March, 2013
- Valenti, A. "Amendments to the ADA: How Will It Change Judicial Consideration of Employees' Claims of Discrimination?" Southern Academy of Legal Studies in Business, San Antonio, TX, March,, 2013
- Rockett, T. & Valenti, A. "When a Friend Becomes a Foe: The Effects of Relational Rifts on Individuals and Groups." Southern Management Association, Fort Lauderdale, November, 2012

Valenti, A. & Schneider, M. "Evaluating the Role of Risk in the Decision to Go Private: A Behavioral Approach." Southwest Academy of Management, New Orleans, LA, March, 2012

Valenti, A & Benson, J. "Innovation in Legal Studies Education: An Integrated Case Study Approach." Southern Academy of Legal Studies in Business, San Antonio, TX, March 2012

Valenti, A. & Horner, S. "Women at the Top: Individual and Organizational Differences between Male and Female CEOs." Global Academy for Business and Economic Research, New York, NY, October, 2011

Lin, Y. T., Chen, I., & Valenti, A. "Does the Physical Environment Enhance Creativity?: The Mediating Role of Mood." Academy of Management, San Antonio, August, 2011

Valenti, A., "*Severance v. Patterson*: Texas Supreme Court Rules That Private Property Cannot Become Public Property under the Texas Open Beaches Act." Southern Academy of Legal Studies in Business, San Antonio, TX, March, 2011

Horner, S., & Valenti, A. "Succession Events for Female CEOs: Are There Cracks in the Glass Ceiling?" Academy of Management, Montreal, Canada, August, 2010

Horner, S., & Valenti, A. "Balance of Power and the Decision to Name a Newly Appointed CEO As Chair." Academy of Management, Montreal, Canada, August, 2010

Horner, S., & Valenti, A. "CEO Duality: How the Balance of Power within a Firm Affects the Decision to Name a Newly Appointed CEO as Chair." Southwest Academy of Management, Dallas, TX, March, 2010

Valenti, A., & Horner, S. "How Boards of Directors' Social Capital Affects Board Monitoring." National Business and Economics Society, Kauai, HI, March, 2010

Schneider, M., & Valenti, A. "Going Private: Antecedents and Implications for PTP Firms and the Market-Based Society." Academy of Management, Chicago, IL, August, 2009

Schneider, M., & Valenti, A. "Does a Company's "Going Private" Tend to Harm Its Stakeholders?" International Association for Business and Society, June, 2009

Valenti, A., & Luce, R. "The Affects of Firm Performance on Corporate Governance." Southwest Academy of Management, Oklahoma City, OK, March, 2009

Wooten, K. C., & Valenti, A., Tombaugh, J. R & White, L. P. "The Practical and Theoretical Basis for Electronic Student Portfolios." Academy of Management, Anaheim, CA, August 2008

Rockett, T., & Valenti, A. "When Good Relationships Go Bad: Effects of a Relational Rift on Individual and Group Behaviors." Academy of Management, Anaheim, CA, August 2008

Valenti, A. "Elder Care Benefits." Benefits Expo & Forum, Dallas, TX, September, 2007

Valenti, A. et al. Symposium: "Career Development in the Twenty-First Century: Effects on Management Education and Entrepreneurship." Academy of Management, Philadelphia, PA, August, 2007

Valenti, A. et al. Caucus: "Empowerment: Conceptual Issues and Approaches for Research." Academy of Management, Philadelphia, PA, August, 2007

Rockett, T. & Valenti, A., "When a Good Relationship Goes Bad: A Theoretical Examination of the Impact of Change on Affect." InGroup, Lansing, MI, July 2007

Valenti, A., "Covenants Not to Compete: Texas Supreme Court Expands Employers' Ability to Enforce Executory Contracts." Southern Academy of Legal Studies in Business, San Antonio, TX, March 2007

Valenti, A., "The Sarbanes-Oxley Act of 2002: Has It Brought About Changes in Corporate Boards of Directors?" Southern Management Association, Clearwater Beach, FL, October, 2006

Valenti, A., "Sarbanes-Oxley: Changes at the Top." Southern Academy of Legal Studies in Business, San Antonio, TX, March 2006

Boatman, W., Elden, M., Perkins-Hall, S. & Valenti, A., "Information Literacy: What Happens in Teams." Southwestern Business Administration Teaching Conference, Houston, TX, October 2005.

Valenti, A., Kucinski, N. E., Luoma, P., & Luce, R. "Boards of Directors and Boards of Trustees: Common Ground? Governance Structures and Performance." Symposium, Academy of Management, Honolulu, HI, August, 2005

Wooten, K., White, L., & Valenti, A. "Using Frame Analysis and Systems Theory to Teach an Integrated Organizational Behavior/Management Principles Course." Professional Development Workshop, Academy of Management, Honolulu, HI, August, 2005

Valenti, A., "New Developments in Employee Benefits: Implications and Complications." Southern Academy of Legal Studies in Business, San Antonio, TX, March 2005

Valenti, A., Elden, M., Perkins-Hall, S., & Boatmen, W. "Learning How to Use Student Team Effectively: An Example of a Faculty Learning Committee at Work." Southwestern Business Administration Teaching Conference, Houston, TX, October 2004.

Valenti, A. "Female Corporate Directors: An Institutional Approach to Appointments." Academy of Management, New Orleans, LA, August, 2004

Luce, R. & Valenti, A. "A Life Cycle Approach to Shifting Governance Priorities: An integrated Theoretical Approach." Academy of Management, New Orleans, LA, August, 2004

Valenti, A. "Eliminating Personal Loans to Executives Signals Changes to the Executive Pay Package." Southern Academy of Legal Studies in Business, San Antonio, TX, March 2004

Valenti, A. "An Evolutionary Examination of Organizational Networks." Southwest Academy of Management, Orlando, FL, March 2004

Valenti, A. "Shareholder Activism in the 20<sup>th</sup> Century: Towards a Model of Shareholder Democracy." Academy of Management, Seattle, WA, August 2003

Valenti, A. "Reconstituted Ties Revisited." Academy of Management, Seattle, WA, August 2003

Valenti, A. "Using Film to Teach Organizational Behavior." Academy of Management, Seattle, WA, August 2003 (poster session)

Valenti, A. "Equity Ownership by Outside Directors: How Much Is Too Much?" Southwest Academy of Management, Houston, TX, March, 2003

Valenti, A. "The Effects of Relational Demography on Group Behavior: A Network Approach." Academy of Management, Denver, CO, August, 2002

Valenti, A. "Employee Decisions and 401(k) Plan Participation: An Empirical Analysis." Southwest Academy of Management, New Orleans, LA, March, 2001

## **PUBLICATIONS**

Valenti, A. 2021. Sexual Harassment Claims in Federal Court: An Empirical Analysis. Southern Law Journal, 31(1), forthcoming.

Valenti, A. 2021. LGBT Employment Rights in an Evolving Legal Landscape: The Impact of the Supreme Court's Decision in *Bostock v. Clayton County, Georgia*. Employee Responsibilities and Rights Journal, 33(1), 3-23. Available at <https://doi.org/10.1007/s10672-020-09359-7>.



Valenti, A. & Horner, S. 2020. The Human Capital of Boards of Directors and Innovation: An Empirical Examination of the Pharmaceutical Industry. *International Journal of Innovation Management*, 24(6), 1-32.

Valenti, A. & Horner, S. 2020. Leveraging Board Talent for Innovation Strategy, *Journal of Business Strategy*, 41(1). Available at <https://doi.org/10.1108/JBS-12-2018-0207>

Valenti, A. 2019. Leadership Preferences of the Millennial Generation, *Journal of Business Diversity*, 19(1). Available at <https://doi.org/10.33423/jbd.v19i1.1357>

Valenti, A. 2019. Texas Court of Appeals Applies the Covenants Not to Compete Act to a Forfeiture Provision in an Employment Agreement, *Houston Business and Tax Law Journal*, 29(1), 62-83.

Valenti, A. 2018. Texas Court of Appeals Dismissal of Claim under TCPA Makes Protection of Trade Secrets More Difficult, *Southern Law Journal*, 28(2), 215-228.

Valenti, A. & Johnson, V. 2018. The Impact of *King v. Burwell* on Judicial Review of Administrative Action: An Exception to *Chevron*, A Move from Textualism, or Something Else? *Houston Business and Tax Law Journal*, 28(1), 78-118.

Valenti, A. & Johnson, V. 2017. The Real Impact of *EEOC v. Abercrombie & Fitch Stores, Inc.*: “Look Policies” - Effective Business Strategies or Legal Liabilities? *Corporate Counsel Review*, 36(1), 1-32

Valenti, A. 2017. Target Corp.: Making Work Fun, Fast and Friendly, *Journal of Business Cases and Applications*, 17(1), 115-123.

Boyd, R. O., Carden, L.L. & Valenti, A. 2017. Religion and the Workplace: Examining a Model to Mitigate Discrimination, *Southern Journal of Business and Ethics*, 9(1), 124-133.

Valenti, A. 2016. Assessing the Need for a Formal Mentoring Program: The Effect of Age and Sex, *World Journal of Management*, 7(1), 151-167.

Liu, Y, Valenti, A. & Chen, Y. J. 2016. Corporate Governance and Information Transparency in Taiwan’s Public Firms: The Moderating Effect of Family Ownership. *Journal of Management and Organization*, 1-18

Horner, S. V. & Valenti, A. 2016. CEO Succession, the Role of Power, and CEO Duality. *Economics & Business Journal: Inquiries & Perspectives*, 7(1): 3-26.

Carden, L.L., Boyd, R. O. & Valenti, A. 2015. Risk Management and Corporate Governance: Safety and Health Work Model. *Southern Journal of Business and Ethics*, 7, 137-148.

Lee, T. R. & Valenti, A. 2015. Information Transfer among Global Supply Chain Participants: A Study of Relationships between Taiwan and the United States. *International Journal of Innovation and Learning*, 17(3), 371 – 386.

Valenti, A. & McGlashan, R. 2014. Target's Decision to Expand to Canada. *Journal of Applied Case Research*. 12(1), 47-64. Available at [http://swcra.net/wp-content/uploads/2015/01/V12\\_N1f\\_Target\\_Case.pdf](http://swcra.net/wp-content/uploads/2015/01/V12_N1f_Target_Case.pdf)

Valenti, A. & Schneider, M. 2014. Does Corporate Governance Matter: A Comparison of Public-to-Private Transactions Pre and Post the Economic Crisis? *Journal of Managerial Issues*, 26(2), 94-111.

Valenti, A. 2014. *University of Texas Southwestern Medical Center v. Nassar*: Will Plaintiffs' Claims of Retaliation Be More Difficult to Prove? *Atlantic Law Journal*, 16, 95-121.

Valenti, A. Carden, L. L., & Boyd, R. O. 2014. Corporate Social Responsibility and Businesses, Examining the Criteria for Effective Corporate Implementation Utilizing Case Studies. *International Journal of Business and Social Science*, 5(3), 1-14.

Valenti, A. 2014. Amendments to the Americans with Disabilities Act: How Will It Change Judicial Consideration of Employees' Claims of Discrimination. *Southern Law Journal*, 24(1), 89-111.

Lee, T., Valenti, A. & Le, T. P. N. 2013 The Business Activities Affecting Supply Chain Participants: An Empirical Study. *International Journal of Data Analysis and Information Systems*, 5(1), 29-40.

Rockett, T. & Valenti, A. 2013. When a Friend Becomes a Foe: The Effects of Relational Rifts on Individuals and Groups. *Journal of Management Policy and Practice*, 14, 57-69.

Valenti A. 2013. Trends in Executive Compensation: CEO and CFO Pay from 2006 through 2011. *International Journal of Human Resources Management Research*, 2013, Article ID 473497, DOI: 10.5171/2013.473497.

Valenti, A. & Horner, S. 2012. Women at the Top: Individual and Organizational Differences between Male and Female CEOs. *Global Review of Business and Economic Research*, 8(1), 91-108.

Valenti, A. & Schneider, M. 2012. Exploring the Effects of Managerial Ownership on the Decision to Go Private: A Behavioral Agency Model Approach. *Administrative Issues Journal*, 2(2), 40-56.

Valenti, A. & Benson, J. 2012. Innovation in Legal Studies Education: An Integrated Case Study Approach. *Southern Journal of Business and Ethics*, 4, 68-79.

Valenti, A. & Burke, L. 2012. Employment Discrimination: An Empirical Study of Individuals' Reactions to Offensive Workplace Conduct. *Mustang Journal of Law and Legal Studies*, 3, 10-29.

Horner, S. & Valenti, A. 2012. CEO Duality: Balance of Power and the Decision to Name a Newly Appointed CEO as Chair. *Journal of Leadership, Accountability and Ethics*, 9(3), 53-74.

Valenti, A. & Burke, L. A. 2012. Which Forms of Employment Discrimination Are Likely to Trigger Employee Action: Implications for Employers? *Western Journal of Human Resource Management*, Summer 2012, 6-20.

Lui, Y., Valenti, A. & Yu, Hui-Yun. 2012. Presuccession Performance, CEO Succession, Top Management Team, and Change in a Firm's Internationalization: The Moderating Effect of CEO/Chairperson Dissimilarity. *Canadian Journal of Administrative Sciences*, 29, 67-78.

Valenti, A. 2011. *Severance v. Patterson*: Does Enforcement of the Texas Open Beaches Act Constitute a "Taking"? *Southern Journal of Business and Ethics*, 3, 19-32.

Schneider, M. & Valenti, A. 2011. A Property Rights Analysis of Newly Private Firms: Opportunities for Owners to Appropriate Rents and Partition Residual Risks. *Business Ethics Quarterly*, 21, 445-471.

Valenti, A., Luce, R. & Mayfield, C. 2011. The Effects of Firm Performance on Corporate Governance. *Management Research Review*, 34(3), 266-283.

Valenti, A., Mayfield, C. & Luce, R. 2010. What attracts directors to boards of small and mid-sized companies? *Journal of Small Business Strategy*, 21(1), 65-82.

Valenti, A. & Horner, S. V. 2010 Corporate Directors' Social Capital: How Centrality and Density Impact Board Monitoring. *Journal of Applied Business and Economics*, 11(4), 117-127.

Valenti, A. & Burke, L. A. 2010. Post-*Burlington*: What Employers and Employees Need to Know about Retaliation. *Employee Responsibility and Rights Journal*, 22, 235-251.

Schneider, M. & Valenti, A. 2010. The Effects of Going Private: The Newly Private Corporation and the Dimensions of Corporate Performance. *Business & Society Review*, 115(1), 76-106.

Valenti, A. 2009. *Burlington Northern & Santa Fe Railway Co. v. White*: Are Plaintiffs More Successful in Litigating Retaliation Claims? *ALSB Journal of Employment and Labor Law*, 11(2), 146-178.

Wooten, K. C. & Valenti, A. 2008 The Questionable Impact of Gender upon Job Loss Reactions: Implications for Employee Counseling. *Journal of Employment Counseling*, 45, 145-156.

Valenti, A. 2008 The Sarbanes-Oxley Act of 2002: Has It Brought About Changes in the Board of Directors of Large U.S. Corporations? *Journal of Business Ethics*, 81, 401-412.

Valenti, A. & Rockett, T. 2008. The Effects of Demographic Differences on Forming Intergroup Relationships. *Small Group Research*, 39, 179-202.

Valenti, A., & Burke, L. A. 2008. Employers' Reneging on Offers of Employment: Concepts, Cases, and Considerations. *HR Advisor: Legal & Practical Guidance*, 14(1), 22-30.

Valenti, A. 2007. Covenants Not to Compete: Texas Supreme Court Expands Employers' Ability to Enforce Executory Contracts. *Southern Law Journal*, 17(1), 99-110.

Valenti, A. 2007. 401(k) Plan Participation: What Factors Affect Contribution Levels and Investment Decisions? *Journal of Deferred Compensation*, 13(1), 50-73.

Valenti, A. 2007. Appointments of Female Corporate Directors: An Institutional Perspective, *Directors and Boards*, 3rd Qtr. 2007.

Valenti, A. & Wolfe, M. 2007. 1993 to 2003: Changes to Executive Pay. *Journal of Compensation and Benefits*, 23(1), 24-28.

Valenti, A. Trends in Employer-Provided Benefits: Implications and Complications, *Southern Law Journal*, Fall 2005

Valenti, A., Elden, M., Perkins-Hall, S. & Boatman, W. 2004. Tools for Managing Student Teams. *Southwestern Business Administration Journal*, 5(1), 1-15

Valenti, A. Eliminating Personal Loans to Executives Signals Changes to the Executive Pay Package. *Southern Law Journal*, Fall 2004.

Proceedings, Valenti, A. Leadership for the Millennial Generation. Academy of Management Annual Meeting October 2014(1):10741-10741. DOI 10.5465/AMBPP.2014.10741abstract

Proceedings, Valenti, A. & Luce, R. The Effects of Firm Performance on Corporate Governance. Southwest Academy of Management, Oklahoma City, OK, March 2009.

Proceedings, Valenti, A. & Schneider, M. Why Do Firms Go Private? A Theoretical Examination of the Environmental and Organizational Antecedents of the Public-to-Private Decision. Southern Management Association, St. Petersburg, FL, November, 2008.

Proceedings, Valenti, A., Elden, M., Perkins-Hall, S. & Boatman, W. Learning How to Use Student Team Effectively: An Example of a Faculty Learning Committee at Work., Southwestern Business Administration Teaching Conference, Houston, TX, October 2004

Proceedings, Valenti, A. An Evolutionary Approach to Organizational Networks? Southwest Academy of Management, Orlando, FL, March, 2004

Proceedings, Valenti, A. Equity Holdings by Outside Board Members: How Much Is Too Much? Southwest Academy of Management, Houston, TX, March, 2003

Proceedings, Valenti, A. Employee Decisions and 401(k) Plan Participation. Southwest Academy of Management, New Orleans, LA, March, 2001

## **BOOK AND BOOK CHAPTER**

Valenti, A., Employment Law, Austin, TX: Sentia Publishing

Valenti, A., & Horner, S. 2013. Factors Supporting Women's Career Advancement: Differences between Male and Female CEOs in the United States. In S. Vinnicombe, R. J. Burke, S. Blake-Beard, & L. L. Moore (Eds.). Handbook of Research on Promoting Women's Careers. Cheltenham, UK: Edward Elgar.

## **PROFESSIONAL SERVICE AND AFFILIATIONS**

Track Chair, Southwest Academy of Management, 2005-2007; 2011-2014: Human Resources, Careers, and Gender & Diversity in Organizations

Co-Track Chair, Southwest Case Management Association, Reviewer, 2014-2015

Editorial Board Member: International Journal of Electronic Customer Relationship Management (IJECRM)

Representative-at-Large, Southwest Academy of Management Board of Directors, 2007-2011

Ad Hoc Reviewer: Journal of Business Ethics; Management Research Review, Canadian Journal of Administrative Sciences, Journal of Management and Organization, Journal of Business Research

Academy of Management, Reviewer  
Southwest Academy of Management, Reviewer  
Southwest Case Management Association, Reviewer  
Southern Management Association, Reviewer  
Eastern Academy of Management, Reviewer

### **UNIVERSITY SERVICE**

Program Coordinator, Graduate Program, Human Resource Management, 2009-present  
Program Coordinator, Legal Studies, 2014-present

Faculty Senate, 2013-2018

Facilities Support Services Committee, 2013-2014, Chair, 2014-2018; Parking Subcommittee, Chair, 2013-2014

Faculty Life Committee, 2013-2018

University Council, 2014-2018

Promotion and Tenure Policy Committee, 2018-present

Faculty Development Support Fund Committee, 2012-present

Various Three-Year Review Committees

Various Tenure and Promotion Committees

Various Search Committees

Faculty Advisor: Society of Human Resource Management, Chapter 5146

### **SPECIAL RECOGNITION**

Best Paper Award, Global Academy of Business and Economics Research, October 2011

Nominated for Distinguished Paper Award, Southwest Academy of Management, Dallas, TX, March 2010

Faculty Research Support Grants, Office of Sponsored Programs, University of Houston Clear Lake, 2006, 2009, 2011, 2014, 2015

Fulbright Scholar, 2008-2009, National Sun Yat-sen University, Peking University, Shenzhen Graduate School, and National Chung Hsing University

Grant from Taipei Economic and Cultural Office in Houston to travel to Taiwan and make presentations to five universities as a Visiting Scholar, November, 2007, including I-Shou University, Kaohsiung Normal University, National Sun Yat-sen University, National Yunlin University of Science and Technology, and Shu-Te University

Outstanding Paper Award, Management Education Track, Southwest Academy of Management, Houston, TX, March 2007

Outstanding Paper Award, Organization and Management Theory Track, Southwest Academy of Management, Houston, TX, March 2003

## **INDUSTRY EXPERIENCE**

|   |             |
|---|-------------|
| Mercer Human Resources Consulting, Kansas City, MO and Dallas, TX |             |
| Principal   | 1995 – 2002 |
| Consultant  | 1994 – 1995 |
| Exxon Corporation, Irving, TX                                     | 1991 – 1994 |
| Exxon Company, U.S.A., Houston, TX                                | 1988 – 1991 |
| Senior Attorney   |             |
| Pitney Bowes, Inc., Stamford, CT                                  |             |
| Senior Employee Benefits Specialist                               | 1988        |
| Senior Tax Analyst  | 1985 – 1988 |

## **ASSOCIATION MEMBERSHIPS**

Academy of Management  
Southwest Academy of Management  
Southern Academy of Management  
Southern Academy of Legal Studies in Business  
American Bar Association, Tax Section, Employee Benefits Committee  
New York Bar Association, Tax Section  
Texas Bar Association  
National Association of Stock Plan Professionals, past board member, Dallas Chapter  
Profit Sharing and 401(k) Council, past member, Legal & Legislative Committee, Education Committee  
Society of Human Resource Management

World at Work (formerly the American Compensation Association), past faculty member and editor