

PATRICIA G. MARTÍNEZ
Department of Management
Loyola Marymount University
Los Angeles, CA 90045
(310) 338-1960

EDUCATION

- Ph.D. in Management, University of California, Irvine, 2002
Area of Emphasis: Organizational Behavior
- B.S. in Business Administration, California State Polytechnic University, Pomona, 1991
Major: Management and Human Resources Minor: Computer Information Systems
Magna Cum Laude

ACADEMIC EMPLOYMENT

Current Academic Employment

- Associate Professor of Management
August 2013 to present, Management Department, Loyola Marymount University
Tenured teaching position in Management, College of Business Administration

Previous Academic Employment

- Assistant Professor of Management
August 2006 to July 2013, Management Department, Loyola Marymount University
Tenure-track teaching position in Management, College of Business Administration
- Visiting Assistant Professor of Management
August 2005 to July 2006, Management Department, Loyola Marymount University
- January 2002 to July 2006
University of Texas at San Antonio, College of Business, Management Department
Assistant Professor of Management, Tenure-track position
May 2005 - Successful Mid-tenure Review with contract renewal
- September 1996 to September 2000
University of California, Irvine, Graduate School of Management
Teaching Assistant, Executive MBA Programs
- September 1999
University of California, Irvine, Graduate School of Management
Small Group Facilitator, Executive MBA Programs
- January 1998 to March 1998
University of California, Irvine, Graduate School of Management
Instructor, Management of Contemporary Organizations

- September 1995 to September 2000
University of California, Irvine, Graduate School of Management
Research Assistant to Professor Jone Pearce

PROFESSIONAL EXPERIENCE

- September 1996 to May 1997
External Consultant & Training Specialist, Sales & Training Division, Auto-By-Tel, Irvine, CA
- July 1993 to September 1995
Program Manager, Los Angeles Team Mentoring, Los Angeles, CA
- December 1992 to June 1993
Senior Training Specialist, Human Resources, Transamerica Finance Group, Los Angeles, CA
- June 1991 to December 1992
Training Specialist, Human Resources, Transamerica Finance Group, Los Angeles, CA,

TEACHING/ADVISING

- Undergraduate courses
Managing People and Organizations (MGMT 3610)
Human Resources Management (MGMT 335/3998)
Strategic Human Resources Management (MGMT 4690)
- Graduate courses
Organizational Behavior (MBAA 605)
Strategic Human Resources Management (MBAE 630)
Organizational Development and Change (MBAE 636)
- Undergraduate student advising – Management Majors
Fall 2007 to present

SCHOLARSHIP/CREATIVE WORKS

Peer-Reviewed Journal Articles

- Kulkarni, M., Lengnick-Hall & Martínez, P.G. 2015. Overqualification, Mismatched Qualification, and Hiring Decisions: Perceptions of employers. *Personnel Review*, 44: 529-549. ****Awarded the 2016 Emerald Literati Best Paper of the Year, Personnel Review**
- Martínez, P.G., Lengnick-Hall, M.L., & Kulkarni, M. 2014. Overqualified? A conceptual model of managers' perceptions of overqualification in selection decisions. *Personnel Review*, 43: 957-974.

- Martínez, P.G. & Gómez, C.B. 2013. Increasing work flexibility, decreasing organizational investment and employee job attitudes and citizenship behaviors under telecommuting. *Management Research, The Journal of the Iberoamerican Academy of Management*, 11: 235 – 259.
 - Runner-up (Highly Commended Paper) for the 2013 Emerald Journals Literati Award at *Management Research Journal*
- Suazo, M., Martínez, P.G & Sandoval, R. 2011. Creating psychological and legal contracts through HRM practices: A strength of signals perspective. *Employee Responsibilities and Rights Journal*, 23: 187-204.
- Gavino, M., Martínez, P.G. & Malos, S. 2010. Contingent employment relationships between tour guides and tour operators in Ecuador: Human resource management practices and attitudinal outcomes. *Employee Responsibilities and Rights Journal*, 22: 213-234.
- Suazo, M., Martínez, P.G & Sandoval, R. 2009. Creating psychological and legal contracts through human resource practices: A signaling theory perspective. *Human Resources Management Review*, 19: 154-166.
- Solansky, S., Duchon, D., Plowman, D. & Martínez, P.G. 2008. On the Same Page: The Value of Paid and Volunteer Leaders Sharing Mental Models in Churches. *Nonprofit Management and Leadership*, 19: 203-219.
- Martínez, P.G., Sepulveda-Boykin, D., & Lengnick-Hall, M. L. 2007. Predictors of employment & labor law knowledge among diverse employee populations. *Business Journal of Hispanic Research*, 1: 78-89.
- Martínez, P.G. 2003. Paternalism as a positive form of leader-subordinate exchange: Evidence from México. *Management Research, The Journal of the Iberoamerican Academy of Management*, 1: 227-242.

Edited Book Chapters - Scholarly Books

- Gómez, C.B. & Martínez, P.G. (authors contributed equally and are listed in alphabetical order). 2017. Managing the Hispanic Workforce in the Context of Values, Acculturation and Identity. In T. Scandura & E. Mourino (Eds.) *Leading Diversity in the 21st Century*. Charlotte, NC: Information Age Publishing, 111-134.
- Martínez, P.G. 2005. Paternalism as a positive form of leadership in the Latin American context: Leader benevolence, decision-making control and human resources management practices. In M. Elvira & A. Davila (Eds.) *Managing Human Resources in Latin America: An agenda for international leaders*. Oxford, UK: Routledge Publishers.

Invited Monograph

- Martínez, P.G. The career and connections of Lyman W. Porter. *Journal of Management Inquiry*, Six Degrees Podcast Series. Sept. 21, 2015. Available at <http://jmi.sagepub.com/site/misc/Index/Podcast.xhtml>
 - Also published at <http://merage.uci.edu/events/merage/PorterTribute/>

Invited Applied Publications

- Martínez, P.G. 2007. *Diversity Recruitment Strategies: A Necessity for Meeting Unprecedented Challenges*. Orinda, CA: EdVenture Partners.
- Martínez, P.G. & Blancero, D.M. 2001. Graduate Degree Costs and Benefits. *Hispanic MBA*, 1, 29-33.

Work in Progress

- Unpacking Perceptions of Overqualification: When Excess Education or Experience Hinders (or Helps?) Interview Selection. Martínez, P.G., Lengnick-Hall, M.L., & Kulkarni, M.
- The Effect of Traditional versus Egalitarian Gender Role Attitudes and the Kaleidoscope Career Model on Career Decisions for Millennials. Segrest, S., Martinez, P. & Vance, C.
- Martinez, P.G. Gavino, M., & Malos, S. Treat me with consideration ... and pay me on time: Contingent workers in quasi-supervisory relationships in the Ecuadoran travel industry.
- Anderson, L. & Martínez, P.G. Pro-environmental behaviors and person-organization fit: Implications for recruitment practices at socially-responsible organizations.
- Ruiz, A. & Martínez, P.G. Some offenses are worse than others: Psychological contract breach and social identity.
- Martínez, P.G., Chen, D. & Niño, D. Organizational routines: A link between organizational and individual knowledge that impacts work performance.
- Martínez. P.G., Randel, A. & Ramirez, R.R. An empirical test of the ethnic citizenship behaviors construct, organizational citizenship behaviors and ethnic identity.

PRESENTATIONS

Scholarship/Research Presentations (All Refereed)

- The conundrum of individual employability for organizations: The influence of employee development on work-life balance and turnover. DiRenzo, M. & Martínez, P.G. Presented at the Western Academy of Management Conference, Palm Springs, CA, March 2017.
 - Author
- Ethnic identity salience & citizenship behaviors: Helping similar others. Martínez, P. & Gómez, C. Presented at the Academy of Management, Anaheim, CA, August 2016.
 - Author and presenter
- Student Attitudinal Outcomes from Community-based learning: Examining Changes in Motivation & Attitudes about Volunteerism. Martínez, P.G. & McGrath, C. Presented at the Colleagues in Jesuit Business Education Conference, Syracuse, NY, July, 2016.
 - Author and presenter

- Using Telecommuting Flexibility to Test the Elusive “Mental Ledgers” in Social Exchange Theory. Martínez, P.G. & Padovan, P. Presented at the Management Faculty of Color Association, San Jose, June 2016.
 - Author and presenter
- WANTED: Freelance Employees, Non-contingent NEED NOT APPLY: A Unique Contractual Work Arrangement in the Ecuadorian Travel Industry. Martínez, P.G. & Gavino, M. Presented at the Western Academy of Management, Koloa, HI, March 2015.
 - Author and presenter
- The Effect of Traditional versus Egalitarian Gender Role Attitudes and the Kaleidoscope Career Model on Career Decisions for Millennials. Segrest, S., Martínez, P. & Sanchez, N. Presented at the Western Academy of Management, Koloa, HI, March 2015.
 - Author and presenter
- Unpacking Perceptions of Overqualification: When Excess Education or Experience Hinders (or Helps?) Interview Selection. Martínez, P.G., Lengnick-Hall, M.L., & Kulkarni, M. Presented at the Western Academy of Management, Koloa, HI, March 2015.
 - Author and presenter
- “The Power of Words: The Importance of Consideration and Feedback for Freelance Contract Relationships in the Ecuadorian Tourism Industry.” Martínez, P.G. & Gavino, M. Presented at Academy of Management Annual Conference, Philadelphia, PA, August 2014.
 - Author and presenter
- “Companions in Research: A Faculty-Student Collaborative Study of Staffing Practices in Sustainable Organizations.” Martinez, P.G., Anderson, L., Hoffman, R., & Rojas, J. Presented at the Colleagues of Jesuit Business Education Annual Conference, San Francisco, CA, July 2014.
 - Author and presenter
- “You’ve come a long way...maybe? The effect of traditional and egalitarian gender role attitudes on career decisions.” Martínez, P.G., Vance, C. & Sanchez, N. Presented at the “Western Academy of Management Annual Conference,” March 2014.
 - Author and presenter
- “When organizational culture and an inclusiveness strategy clash: Seeking employee perceptions of psychological contract breach.” Ruiz, A. & Martínez, P.G. Presented at the “Western Academy of Management Annual Conference,” March 2014.
 - Author and presenter
- “Overqualification: A liability or an asset in hiring decisions?” Martínez, P.G., Lengnick-Hall, M. & Kulkarni, M. Presented at the “Western Academy of Management Annual Conference,” Santa Fe, NM, March 2013.
 - Author and presenter

- “Overqualification: Perspectives and Implications for Organizational Research.” Kulkarni, M., Martínez, P.G., & Lengnick-Hall, M. Presented at the “Western Academy of Management Annual Conference,” Santa Fe, NM, March 2013.
 - Author and presenter
- “An integrative model for the study of overqualification in organizations.” Lengnick-Hall, M., Martínez, P.G. & Kulkarni, M. Presented at the “Academy of Management Annual Meetings,” Boston, August 2012.
 - Author
- “An empirical test of the ethnic citizenship behaviors construct and its relationship with organizational citizenship behaviors and ethnic identity.” Martínez, P.G., Randel, A. & Ramirez, R.R. Presented at the “Academy of Management Annual Meetings, Gender and Diversity Division Publishing Workshop,” San Antonio, TX, August 2011.
 - Paper Presenter
- “Building relationships with key constituencies takes time ... the process and challenges along the way.” Martínez, P.G. Gavino, M., & Malos, S. Presented at the “Academy of Management Annual Meetings,” Montreal, Canada, August 2010.
 - Paper Presenter
- “Creating psychological and legal contracts through HRM practices: A strength of signals perspective.” Suazo, M., Martínez, P.G. & Sandoval, R. Presented at the “Academy of Management Annual Meetings,” Montreal, Canada, 2010.
 - Paper Presenter
- “Gender differences in dual-career couples’ career decision-making priorities: Evidence from a case scenario study.” Martínez, P.G. & Vance, C. Presented at the “Western Academy of Management,” Midway, UT, March, 2009.
 - Paper Presenter
- “A unique relationship between tour guides and tour operating companies in Ecuador.” Gavino, M., Martínez, P.G. & Malos, S. Presented at the “VII International Workshop on Human Resources,” Murcia, Spain, May 2009.
 - Author
- “The effects of overqualification on hiring decisions within the Iberoamerican context.” Martínez, P.G., Kulkarni, M., & Lengnick-Hall, M. Presented at the “Academy of Management Annual Meetings,” Anaheim, CA, August 2008.
 - Paper Presenter
- “The implications of identity for organizational relationships.” Martínez, P.G. & Segrest-Purkiss, S. Presented at the “Western Academy of Management Annual Conference,” Missoula, MO, August, 2007.
 - Paper Presenter
- “Overqualification: Liability or asset for interview selection?” Martínez, P.G., Kulkarni, M., & Lengnick-Hall, M. Presented at the “Society for Industrial and Organizational Psychology

Annual Conference (American Psychological Association Division 14) Annual Conference,” New York, April, 2007.

- Paper Presenter
- “Does being overqualified affect the chances of being interviewed?” Kulkarni, M., Lengnick-Hall, M., & Martínez, P.G. Presented at the “Academy of Management Annual Meetings,” Atlanta, GA, August 2006.
 - Paper Presenter
- “Linking organizational and individual knowledge through organizational routines: The impact on work performance,” Martínez, P.G., Niño, D. & Ramirez, R. Presented at the “Western Academy of Management Annual Conference,” Long Beach, CA, March 2006.
 - Paper Presenter
- “Paternalism in organizations: A 19th century concept with insights for 21st century organizations,” Martínez. P.G. Presented at the “Academy of Management Annual Meetings, Honolulu, HI, August 2005.
 - Paper Presenter
- “Participation and performance: It’s shared mental models that make the difference.” Martínez, P.G., Plowman, D., Thomas, S. & Duchon, D. Presented at the “Academy of Management Annual Meetings,” Honolulu, HI, August 2005.
 - Paper Presenter
- “Ethnic citizenship behaviors, organizational citizenship behavior and ethnic identity,” Martínez. P.G., Randel, A. & Ramirez, R.R. Presented at the “Academy of Management Annual Meetings,” Honolulu, HI, August 2005.
 - Paper Presenter
- “Organizational and ethnic citizenship behaviors: A preliminary study of how Latino employees pursue social identities at work,” Martínez. P.G. & Ramirez, R. R. Presented at the “Iberoamerican Academy of Management Professional Development Workshop, Academy of Management Annual Meetings,” Honolulu, HI, August 2005.
 - Paper Presenter
- “Predictors of employment & labor law knowledge among diverse employee populations,” Martínez, P.G., Sepulveda, D., & Lengnick-Hall, M. L. Presented at the “Western Academy of Management Annual Meetings,” Las Vegas, NV, August 2005.
 - Paper Presenter
- “More work flexibility means less training investment? Employee attitudes and citizenship behaviors under telecommuting,” Martínez, P.G. & Gomez, C.B. Presented at the “Western Academy of Management Annual Meetings,” Las Vegas, NV, August 2005.
 - Paper Presenter
- “Paternalistic leadership in the Latin American Context: Leader benevolence, decision-making control and HRM practices,” Martínez, P.G. Presented at the “Academy of Management Meetings,” New Orleans, LA, August 2004.

- Paper Presenter
- “Increasing work flexibility, decreasing organizational investment and the quality of the supervisory relationship under telecommuting,” Martínez, P.G., Gomez, C.B. & Griffith, R. Presented at the “Academy of Management Meetings,” New Orleans, LA, August 2004.
 - Paper Presenter
- “Organizational and ethnic citizenship behaviors: A preliminary study of how individuals pursue social identities at work,” Martínez, P.G., Ramirez, R.R. Presented at the “Management Faculty of Color Association Conference,” Baltimore, MD, August 2004.
 - Paper Presenter
- “You give and you get: Benevolence as an element of exchange in employment relationships,” Martínez, P.G. Presented at the “Western Academy of Management Meetings,” Santa Fe, NM, March 2002.
 - Paper Presenter
- “Organization-level measures and their consequences: Strategic investment in human resources management.” Martínez, P.G., Pearce, J.L., Porter, L.W. & Tsui, A.S. Presented at the “Academy of Management Meetings,” Toronto, Canada, August 2000.
 - Paper Presenter

Professional Development Presentations (All Invited) - Presenter

- “Over-Qualification: A Liability or an Asset for Job Applicants?” Merage School of Business, UC Irvine Colloquium Series, May 2015.
- “Over-Qualification: A Liability or an Asset for Job Applicants?” LMU Office of Faculty Affairs, Friday Faculty Colloquium Series, February 2014.
- “Does Being Overqualified Affect Chances of Obtaining an Employment Interview?” LMU College of Business Administration, Management Department Seminar, October 2011.
- “Careers in Academia” Presented at the “Society of Hispanic Professional Engineers Annual Conference,” Anaheim, CA, October 2011.
- “Support Programs for Incoming Graduate Students: The PhD Project,” Presented at the “Council for Opportunity in Education Conference,” San Diego, CA, September 2010.
- “Doctoral Programs in Organizational Behavior,” Presented at the “Ph.D. Project Conference,” Chicago, November 2008.
- “PhD: Investment or Sacrifice?” Presented at the “Ph.D. Project Annual Conference,” Chicago, November 2007.
- “Organizational and ethnic citizenship behaviors,” Presented for the UTSA Management Department Faculty Research Seminar, San Antonio, TX, April 2005.

- “Identity at Work,” Presented at the “LEAD Conference, National Society of Hispanic MBAs,” San Antonio, TX, June 2004.
- “Training & Development Careers,” Presented for the UTSA Society for Human Resources Management Student Chapter, 2004.
- “Doctoral Programs in Organizational Behavior; Making the Transition,” Presented at the “Ph.D. Project Annual Conference,” Chicago, November 2004.
- “Identity at Work,” Presented at the “Latino Leadership Institute, UCLA Anderson Graduate School of Management,” May 2003.
 - Presenter
- “The Dissertation Experience,” Presented at the “PhD Project Management Doctoral Students Annual Conference,” August 2003.
- “Graduate Degrees in Business: MBA and Business Doctoral Programs,” Presented at: *Cal Poly Pomona Latino Business Students Association Meeting, Pomona, CA, March 2003, National Hispanic Business Association Conference, Austin, TX, February 2003, National Society of Hispanic MBAs San Antonio Chapter Leadership Day, June 2003.*
- “Ph.D.: Investment or Sacrifice?” Presented at the “Ph.D. Project Annual Conference,” Chicago, November 2002.
- “Preparing for Comps,” Presented at the “PhD Project Management Doctoral Students Association Conference,” August 2001.
- “The Ph.D. Project,” Presented for the “Riordan Program Scholars Session,” Anderson Graduate School of Management, UCLA, 1997-1999.
- “Is a Doctoral Degree for You?” Presented at the “NSHMBA National Conference,” San Juan, Puerto Rico, October 1996
New York, NY, October 1997
Orlando, FL, October 1998
Phoenix, AR, October 1999
- “Doctoral Programs in Organizational Behavior,” Presented at the “Ph.D. Project Annual Conference,” Chicago, November 1995-1998.

RELEVANT UNIVERSITY/PROFESSIONAL/COMMUNITY SERVICE

Loyola Marymount University

- 2014, Western Conversations LMU Delegation Member, Gonzaga University
- 2012 to 2014, WASC Self-Study Steering Committee
- 2011 to 2014, Liturgical Ministry Volunteer, Mass of the Holy Spirit and Feast of St. Ignatius
- 2011 to 2013, Intercultural Faculty Committee
- 2011, LMU Preview Day Presenter

- 2009, New Faculty Orientation Panelist, “LMU and Contemporary Catholic Higher Education”
- 2008, Faculty Panelist, Latino Admitted Students Overnight Conference
- 2006, LMU Representative, Institute for Ignatian Spirituality, Seattle, WA.
- 2006, New Faculty Orientation Panelist, “University Mission – Ignatian Spirituality”

College of Business Administration

- 2014 to present, Board Member/LMU Representative, Colleagues in Jesuit Business Education
- 2015 to present, CBA Core Curriculum Task Force
- 2006 to 2007, College of Business Dean Search Committee
- 2006 to 2007, Undergraduate Curriculum Committee
- 2007, CBA Representative, Summer Assessment Workshop, Institutional Effectiveness
- 2007, Latino Business Students Association – ad hoc board advisor
- 2006, MBA program guest speaker

Department Service, Loyola Marymount University

- 2008 to present, Management Major Subcommittee/Task Force
- 2014, 2010, 2006, Management Search Committee: Entrepreneurship, Strategy, OB
- 2010, Management Department Research Colloquium Presenter
- 2006, Management Department assistant professors review lunch organizer

Professional Service – Leadership Positions

- 2016 to present, Doctoral Consortium Co-chair (Third year representative), Western Academy of Management Board of Directors
- 2014-2016, OB Track Chair, Western Academy of Management Annual Meetings
- 2014 PDW Coordinator/Organizer, Iberoamerican Academy of Management Conference
- 2013, Recruiter for PhD Project, UC Irvine Merage School of Business, Doctoral Program
- 2005, Co-Chair, Iberoamerican Academy of Management Professional Development Workshop
- 2004 to 2007, Steering Committee Member, PhD Project Annual Conference
- 2004 to 2005, Faculty Advisor, PhD Project Management Doctoral Students Association
- 2000 to 2001, Advisor, Latino Business Students Association, UC Irvine
- 1999 to 2000, Board of Directors, Orange County Chapter, National Society of Hispanic MBAs
- 1997 to 2000, Steering Committee, The Ph.D. Project, Management Doctoral Students Assoc.
- 1996 to 1997, Board of Directors, Los Angeles Junior Chamber of Commerce
- 1996 to 1997, Board of Directors, Hispanic Alumni, Cal Poly Pomona Alumni Association
- 1994 to 1996, Project Director, Project Involve, Los Angeles Junior Chamber of Commerce

Professional Service – Editorial Boards/Adhoc Reviewing

- 2016 to present, Editorial Board, *Journal of Management Research*
- 2003 to present, Editorial Board, *Management Research*
- 2014, 2012, Adhoc Reviewer, *International Journal of Human Resource Management*
- 2012 to present, Adhoc Reviewer, Western Academy of Management Annual Meeting
- 2002, 2005, Adhoc Reviewer, Western Academy of Management Annual Meeting
- 2012, Adhoc Reviewer, *Cross Cultural Management: an International Journal*
- 2009, Adhoc Reviewer, Iberoamerican Academy of Management International Conference
- 2008, Adhoc Reviewer, *Journal of Managerial Psychology*
- 2004, Adhoc Reviewer, *Journal of Business Research*

- 2003, 2005, 2008, Adhoc Reviewer, OB Division, Academy of Management Annual Meetings
- 2005, Adhoc Reviewer, Iberoamerican Academy of Management, Professional Dev. Workshop

Professional Affiliations

- Academy of Management
- Western Academy of Management
- Iberoamerican Academy of Management
- National Society of Hispanic MBAs
- Management Faculty of Color

Featured Interviews for National Publications

- 2014, 2011, 2004 “*Living The Dream: A New Generation of Minority Business School Professors*”
- 2008, “PhD Project”, *The Christian Science Monitor*
- 2003, “The PhD Project, Increasing the Number of Minority Business Doctorates,” *The Hispanic Outlook for Higher Education*, April 7.
- 2001, “Changing the Face of Business Faculty,” *Hispanic Outlook for Higher Education*
- 2001, “Go to the Head of the Class,” *Minority MBA*
- 1999, “Business Schools That Look Like America,” *Business Week*, June 21.
- 1996, “The PhD Project,” *USA Today*
- 1995, “Paths to Success,” *Hispanic Magazine*, August.

RELEVANT FELLOWSHIPS, AWARDS, POST-DOCS AND HONORS

Fellowships

- 2000 to 2001, Dissertation Fellowship: Office of the President, University of California
- 1998 to 1999, Faculty Mentor Fellowship Program, UC Irvine
- 1995 to 1997, Graduate Professional Opportunities Program Fellow, UC Irvine

Awards

- 2013, Finalist, Emerald Literati Award for Best Paper, *Management Research Journal*
- 2005, Best Paper Finalist, Western Academy of Management Annual Meeting
- 2004, Spirit Circle Awardee, PhD Project Management Doctoral Students Association
- 1999, Best Paper Finalist, Iberoamerican Academy of Management International Conference