Gustavo “Gus” Valdez Paez

Research Assistant · AI Training & LLM Evaluation · Bilingual EN/ES · Audio & Video Producer · Specialty Coffee Professional

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Google Scholar · soundcloud.com/kruyff · youtube.com/@ProfessorNing · U.S. citizen — authorized to work in the U.S.

PROFILE

Research assistant and published co-author (organizational behavior, cross-cultural training, HR) currently studying and working at St. Cloud State University, where I lead development of **HuskyBot**, a grant-funded academic-library AI assistant built on a fine-tuned open-weight LLM. Native Spanish and fluent English speaker with 25+ years of hands-on music production (since FruityLoops 1), professional video editing in the full Adobe Creative Cloud suite, and a decade running a specialty coffee business as a certified roaster. Seeking remote work in AI training and evaluation, research support, bilingual content, and audio/video post-production.

CORE SKILLS

AI / ML	LLM fine-tuning (PyTorch, 4-bit QLoRA on Gemma), prompt design and response evaluation, RAG/academic-data pipelines, local GPU + RunPod cloud training, WSL2 / Ubuntu Linux
Research	Literature review, survey and quantitative research support, academic writing and editing, APA style, data collection and cleaning, project coordination
Languages	Spanish (native, Mexico City) · English (fluent, professional) — translation, localization, bilingual annotation and evaluation
Audio	Beat production, arrangement, mixing and mastering (FL Studio), sound design, podcast and voice editing
Video & Design	Adobe Premiere Pro, After Effects, Audition, Photoshop, Illustrator (full Creative Cloud) — YouTube/lecture editing, motion graphics, color, captions
Business	Founder/operator since 2016, e-commerce, brand building, consulting, client management, web platforms

EXPERIENCE

Lead Developer & Project Coordinator — HuskyBot · St. Cloud State University Library (FIG-R grant) May 2026 – Sep 2026

- Lead development of HuskyBot, an AI research assistant for the SCSU library designed to answer from vetted academic sources rather than open-web content.
- Prototyped and fine-tuned an open-weight LLM (Gemma 4 E4B, 4-bit QLoRA, PyTorch) on a local GPU workstation, scaling larger training runs to RunPod cloud GPUs.
- Built data-harvesting and preparation workflows for academic content; evaluated model outputs for accuracy, citation quality and hallucination.
- Coordinated timeline, deliverables and stakeholder materials for presentation to the Library Director with the project’s lead researcher.

Research Assistant & Co-Author · Organizational Behavior / HRM research, St. Cloud State University 2018 – Present

- Co-authored two Springer textbooks (Organizational Behavior, 2023; Human Resource Management, 2026) and two peer-reviewed journal articles; 66 citations on Google Scholar (h-index 4).
- Support research design, data collection, literature reviews, manuscript drafting, editing and figures.

Founder & Head Roaster · Balam Organic Coffee LLC — Balam Coffee Roasters, Big Family Coffee, coffeeguy.us — 2016 – Present

- Founded and operate a specialty coffee company: sourcing, roasting, retail café operations and online sales (bigfamilycoffee.com), built a Los Angeles customer base with a lean marketing budget.
- Building coffeeguy.us (in development): consulting, courses and equipment guidance for coffee professionals, offices and startups; developing the SAVANH specialty coffee brand.

Video Editor & Post-Production · ProfessorNing YouTube channel and independent projects — Ongoing

- Edit educational and long-form video end-to-end in Premiere Pro and After Effects: cutting, audio cleanup, motion graphics, titles, captions and thumbnails.

Music Producer & Mix Engineer · Independent ("kruyff") — Late 1990s – Present

- Producing music since FruityLoops 1; original productions, mixing and mastering published on SoundCloud (soundcloud.com/kruyff).

Co-Owner · BL Jets (private executive concierge) · Sahai Ventas (real estate investment, San Miguel de Allende, MX) — Current

- Bilingual client relations, partner coordination and business development across U.S. and Mexico markets.

PUBLICATIONS

Google Scholar: 66 citations · h-index 4 · i10-index 2

Hou, N., Tan, J., & Paez, G. V. (2026). *Human Resource Management: An Evidence-based Guide*. Springer.

Hou, N., Tan, J. A., & Paez, G. V. (2023). *Organizational Behavior: An Evidence-based Guide for MBA Students*. Springer Nature.

Hou, N., Fan, J., Tan, J., Stuhlman, M., Liu, C., & Valdez, G. (2019). Understanding ostracism from attachment perspective: Testing a moderated mediation model. *Journal of International Students, 9*(3), 856–872.

Hou, N., Fan, J., Tan, J. A., Hua, J., & Valdez, G. (2018). Cross-cultural training effectiveness: Does when the training is delivered matter? *International Journal of Intercultural Relations, 65*, 17–29.

EDUCATION

St. Cloud State University · Undergraduate, General Education — Currently enrolled

CERTIFICATIONS & TRAINING

- Specialty Coffee Roaster Certification — Boot Coffee, San Francisco (2023)
- Q Arabica Grader — candidate, in progress

TECHNICAL SETUP

AI Workstation	HP Omen — AMD Ryzen 7 9800X3D (8-core), 32 GB RAM, NVIDIA RTX 5080 16 GB VRAM, Windows 11 Pro · WSL2 / Ubuntu 24.04 for ML/data work · RunPod for larger cloud GPU training runs
Laptop	Lenovo Legion — Intel Core i7-14700HX, 32 GB RAM, Windows 11 Pro
Audio Production	Native Instruments Maschine MK3 · NI Komplete Collector Edition (current) · Ableton Live 12 · FL Studio Pro · Suno AI (Pro) · Adobe Audition
Video & Design	Adobe Creative Cloud (full suite): Premiere Pro · After Effects · Audition · Photoshop · Illustrator
Dev / ML	Python · PyTorch · Hugging Face · Jupyter · Git · Linux/WSL2 · RunPod

ADDITIONAL

Dual U.S./Mexico citizenship · Authorized to work in the U.S. · Based in Plymouth, MN (Central Time) · Fully remote-capable · Bilingual English/Spanish