

# **Luis Martins**

**Professor and Chair of the Management Department at The University of Texas at Austin, McCombs School of Business**

Austin, TX, US

Workplace diversity, team dynamics, group decision making, organizational change, and innovation

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## **Description**

Luis L. Martins is an educator, researcher and trainer with new insights on workplace factors that impact productivity, creativity and innovation, and satisfaction within organizations. He addresses the impact of diversity within organizations, global virtual teams, workplace culture, team psychology, work balance, individual and team identity, and many other vital organizational topics. At the heart of his studies are questions of how we can work together more effectively, more creatively, and with more satisfaction and mutual trust.

Martins is the chair of the management department, director of the Herb Kelleher Center for Entrepreneurship, and the Juanita Dreibelbis Fellow in Business at the McCombs School of Business, The University of Texas at Austin. He serves as the faculty director of the MS in Technology Commercialization program.

Prior to joining UT in January, 2010, he was on the faculty of the College of Management at the Georgia Institute of Technology, the School of Business at the University of Connecticut, and the Stern School of Business at New York University.

His research has appeared in several top management journals, such as Academy of Management Review, Academy of Management Journal, Journal of Applied Psychology, and Organization Science, and has been covered in major newspapers such as the New York Times and the Chicago Tribune. In 2009, he won the Journal of Management's Best Paper Award for his research on the dynamics of virtual teams.

Martins has won several teaching awards, most recently the 2008 Professor of the Program Award from the EMBA program and the 2009 Professor of the Year Award from the Evening MBA program at the Georgia Tech College of Management. His consulting and executive development clients include Accenture, Coca Cola, FBI Crime Labs, General Electric, Lockheed Martin, McKesson, NASA, Powerwave Technologies, and Waffle House.

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## **Industry Expertise**

Training and Development, Professional Training and Coaching, Management Consulting, Human Resources, Corporate Leadership, Research

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## **Topics**

Organizational Change, Innovation, Entrepreneurship, Team Performance, Creativity, Team Dynamics, Global Virtual Work Teams, Group Decision Making, Diversity Management, Work Balance, Workplace Behavior

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## **Affiliations**

The University of Texas at Austin, McCombs School of Business : Juniata Dreibelbis Fellow in Business, Journal of Management : Editorial Board, Annual Academy of Management Meetings : Reviewer, The University of Texas at Austin, McCombs School of Business : Co-Director, Center for Leadership Excellence, Academy of Management Journal: Editorial Board Two Terms

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## **Past Talks**

**Does Difference = Distance? Experiencing Diversity as Psychological Construal of Teams in Time**  
Annual Meeting of the Academy of Management

**A Managerial Cognition Perspective on Business Models and Business Model Innovation**  
Annual Meeting of the Academy of Management

**How Pink is too Pink? Power, Women's Representation in Top Management Teams, and Perceptions of Organizational Attractiveness**  
Invited Presentation

**A Contingency View of the Effects of Cognitive Diversity on Team Performance: The Moderating Roles of Team Psychology Safety and Conflict**  
INGRoup Annual Conference

**Diversity Management Approach and Organizational Attractiveness: A Policy-Capturing Study**  
Annual Meeting of the Academy of Management

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## **Education**

**New York University - Stern School of Business**  
Ph.D. Management and Organizational Behaviour, Minor in Information Systems

**New York University - Stern School of Business**  
M.Phil. Management and Organizational Behaviour, Minor in Information Systems

**Barkatullah University (formerly Bhopal University)**  
M.Sc. Mathematics

**Barkatullah University (formerly Bhopal University)**  
B.Sc. Mathematics and Physics

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## **Accomplishments**

**Academy of Management Best Symposium Award**  
Winner of the 2014 "Best Symposium Award" for symposium entitled "The Power of Speaking Up in Organizations: An Exploration of Outcomes of Voice," awarded by the Organizational Behavior Division, Academy of Management.

**Joe D. Beasley Award for Teaching Excellence**

MBA Curriculum, McCombs School of Business, University of Texas at Austin.

**Fawn and Vijay Mahajan Teaching Excellence Award**

Awarded for excellence in executive education by the McCombs School of Business at The University of Texas at Austin.

**MBA Faculty Honor Roll**

MBA Faculty Honor Roll “ 2012, 2013, 2014 (Full-Time MBA Program; Working Professionals MBA Program in Houston; Working Professionals MBA Program in Dallas), McCombs School of Business, University of Texas at Austin.

**Best Paper Award**

“Social exchange from the supervisor’s perspective” co-authored with Cindy P. Zapata and Jesse Olsen was the winner of the 2010 Best Paper Award, Conflict Management Division, Academy of Management Annual Meetings, Montreal, Canada.

**Best Paper Award**

Awarded by the Journal of Management.

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**Testimonials****Dan Stotz**

Luis is one of those rare individuals who is both a master teacher in the classroom and a researcher, and consultant, who understands real-world business issues related to innovation, leadership, and change management.

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