

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

Biography

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.

Industry Expertise

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

Areas of Expertise

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

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

Event Appearances

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

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

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.

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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