

LUIS L. MARTINS
Associate Professor of Management
Georgia Institute of Technology
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EDUCATION

NEW YORK UNIVERSITY, Leonard N. Stern School of Business, New York, NY
Ph. D., Management and Organizational Behavior. Minor in Information Systems. September 1997

NEW YORK UNIVERSITY, Leonard N. Stern School of Business, New York, NY
M. Phil., Management and Organizational Behavior. Minor in Information Systems. September 1995

BHOPAL UNIVERSITY, Bhopal, India
M. S., Mathematics. May 1988

BHOPAL UNIVERSITY, Bhopal, India
B. S., Mathematics and Physics. May 1986

EMPLOYMENT

GEORGIA INSTITUTE OF TECHNOLOGY, College of Management, Atlanta, GA
Associate Professor of Organizational Behavior, 2002 – Present

UNIVERSITY OF CONNECTICUT, School of Business, Storrs, CT
Assistant Professor of Management, 1997 – 2002

NEW YORK UNIVERSITY, Leonard N. Stern School of Business, New York, NY
Instructor of Management, 1995 – 1997

NEW YORK UNIVERSITY, Leonard N. Stern School of Business, New York, NY
Research Assistant, Department of Management, 1991 – 1995

PUBLICATIONS

Refereed Journal Articles:

Martins, Luis L. & Parsons, Charles K. (2007). Effects of gender diversity management on perceptions of organizational attractiveness: The role of individual differences in attitudes and beliefs. *Journal of Applied Psychology*, 92(3): 865–875.

Martins, Luis L. 2005. A model of the effects of reputational rankings on organizational change. *Organization Science*, 16(6): 701-720.

Martins, Luis L., Gilson, Lucy L., & Maynard, M. Travis. 2004. Virtual Teams: What do we know and where do we go from here? *Journal of Management*, 30(6): 805-835.

Martins, Luis L. & Kellermanns, Franz Willi. 2004. A model of business school students' acceptance of a Web-based course management system. *Academy of Management Learning and Education*, 3(1): 7-26.

Martins, Luis L., Milliken, Frances J., Wiesenfeld, Batia M., & Salgado, Susan R. 2003. Racioethnic diversity and group members' experiences: The role of the racioethnic diversity of the organizational context. *Group and Organization Management*, 28(1): 75-106.

Martins, Luis L., Eddleston, Kimberly A., & Veiga, John F. 2002. Moderators of the relationship between work-family conflict and career satisfaction. *Academy of Management Journal*, 45(2): 399-409.

Martins, Luis L., & Kambil, Ajit. 1999. Looking back and thinking ahead: Effects of prior success on managers' interpretations of new information technologies. *Academy of Management Journal*, 42(6): 652-661.

Milliken, Frances J., Martins, Luis L., & Morgan, Hal. 1998. Explaining organizational responsiveness to work-family issues: The role of Human Resource managers as issue interpreters. *Academy of Management Journal*, 41(5): 580-592.

Martins, Luis L. 1998. The very visible hand of reputational rankings in U.S. business schools. *Corporate Reputation Review*, 1(3): 293-298.

Milliken, Frances J., & Martins, Luis L. 1996. Searching for common threads: Understanding the multiple effects of diversity in organizational groups. *Academy of Management Review*, 21(2): 402-433.

Refereed Proceedings Articles:

Schilpzand, Marieke C., Martins, Luis L., & Kirkman, Bradley L. 2006. The relationship between organizational justice and organizational citizenship behavior: The moderating effects of cultural values. *Proceedings of the Southern Management Association*, Clearwater, FL.

Winner of the 2006 Best Doctoral Student Paper in Track Award, Ethics, Social Issues, and Diversity Track

Martins, Luis L. & Kellermanns, Franz Willi. 2001. User acceptance of a Web-based information system in a non-voluntary context. In J. I. DeGross (Ed.), *Proceedings of the Twenty-Second International Conference on Information Systems*: 607-612, New Orleans, LA.

Martins, Luis L., & Kambil, Ajit. 1995. Learning from experience: Managerial interpretations of past and future information technologies. In J. I. DeGross, G. Ariav, C. Beath, R. Hoyer, and C. Kemerer (Eds.), *Proceedings of the Sixteenth International Conference on Information Systems*: 43-54, Amsterdam, The Netherlands.

Martins, Luis L. 1993. Putting Organizational Citizenship Behavior in Context: An Institutional Theory Approach. *Proceedings of The First Organizational Studies Doctoral Students Conference*.

Other Publications:

Reger, R., Barney, J., Bunderson, S., Foreman, P., Gustafson, L., Huff, A., Martins, L., Sarason, Y., & Stimpert, L. 1998. A strategy conversation on the topic of organizational identity. In D. Whetten & P. Godfrey (Eds.), *Identity in Organizations: Developing Theory Through Conversations*. Thousand Oaks, CA: Sage Publications.

Wiesenfeld, Batia M., Mezias, Stephen J., Martins, Luis L., & Bates, Kimberly (Eds.). 1996. *Introduction to Management and Organizational Analysis*. Needham Heights, MA: Simon & Schuster.

Martins, Luis L., Fombrun, Charles J., & Marlin, Alice T. 1995. Assessing corporate environmental performance. In Fritjof Capra & Gunter Pauli (Eds.), *Steering Business Toward Sustainability*: 65-82. Tokyo: United Nations University Press.

HONORS AND AWARDS

Winner of the 2007 “Making Connections Award,” for symposium entitled “How, Where, and Why Diversity Matters: A Contextualized Agenda for Future Research,” awarded by the Organizational Behavior Division, Academy of Management.

“Best Doctoral Student Paper in Track” award for paper (co-authored with Maria C. Schilpzand and Bradley L. Kirkman) presented at the 2006 Southern Management Association Meetings, Clearwater, FL.

Voted “Professor of the Program” by the EMSMOT 11 class (Fall 2006 graduating class).

Selected as 2007 Hesburg Award Teaching Fellow, Georgia Institute of Technology.

Nominated by the College of Management for the 2006 university-wide CETL/BP Amoco Junior Faculty Teaching Excellence Award, Georgia Institute of Technology.

Nominated by the College of Management for the 2005 university-wide CETL/BP Amoco Junior Faculty Teaching Excellence Award, Georgia Institute of Technology.

2003 – 2004 Excellence in Undergraduate Teaching – Honorable Mention Award, College of Management, Georgia Institute of Technology.

2002 MBA Teacher of the Year – First Year, School of Business, University of Connecticut.

2000 School of Business Undergraduate Teaching Award, University of Connecticut.

1999 Outstanding Professor of the Year Award, from Sigma Phi Epsilon, University of Connecticut.

Stern School Award for Excellence in Teaching, 1997, Leonard N. Stern School of Business, New York University.

Outstanding Teaching Award, 1995-1996, Leonard N. Stern School of Business, New York University.

Citation of Excellence with Highest Quality Rating, by ANBAR Electronic Intelligence, for international recognition of outstanding contribution to the literature, for: “Searching for common threads: Understanding the multiple effects of diversity in organizational groups.” *Academy of Management Review*, 1996, 21(2): 402-433.

Appointed Research Fellow of the Georgia Institute of Technology Center for International Business Education and Research (GT-CIBER), 2002 – 2004.

Appointed the Lawrence J. Ackerman Scholar of Management, 2001 – 2002, for excellence in research. School of Business Administration, University of Connecticut.

Appointed Research Fellow of the University of Connecticut Center for International Business Education and Research (UConn-CIBER), 2000 – 2002.

Stern's Distinguished Dissertation Award, 1996-1997, Leonard N. Stern School of Business, New York University.

Research cited in several newspapers, including the *New York Times* and the *Chicago Tribune*.

Beta Gamma Sigma Award, 1997, for academic performance, Leonard N. Stern School of Business, New York University.

Joseph H. Taggart Fellowship, based on research and academic performance, New York University, 1994-1995.

New York University Fellowship, based on academic performance, 1991-1994.

Elected by students as faculty brother of the Delta Sigma Pi business fraternity, University of Connecticut.

Selected for membership into Sigma Iota Epsilon, honors society in Management, based on academic performance.

Selected for membership into Beta Gamma Sigma, honors society in Business, based on academic performance.

TEACHING

MBA Courses developed and taught:

Organizational Behavior and Theory. Georgia Institute of Technology, Global Executive MBA (G-EMBA) Program, 2006 – present.

Teaching ratings: Spring 2006: 4.8/5; Fall 2006: 5/5

Processes of Technological Innovation. Georgia Institute of Technology, Executive MBA in the Management of Technology (EMBA-MOT) Program, 2004 – present.

Teaching ratings: Fall 2004: 4.7/5; Fall 2005: 4.6/5; Fall 2006: 4.6/5

Managing People in Technological Environments. Georgia Institute of Technology, Executive MBA in the Management of Technology (EMBA-MOT) Program, 2005 – present.

Teaching ratings: Summer 2005: 4.6/5; Summer 2006: 4.6/5; Summer 2007: 4.9/5

Leadership and Organizational Behavior. Georgia Institute of Technology, 2003 – 2004.

Teaching ratings: Fall 2003: 4.6/5; 4.8/5

Managing Organizations for the Future. University of Connecticut, 1999 – 2002.

Teaching ratings: Fall 1999: 9.4/10, 9.6/10; Fall 2000: 9.4/10, 9.6/10; Spring 2001: 9.4/10, 9.5/10; Spring 2002: 9.5/10, 9.3/10, 9.5/10

Organizational Dynamics. University of Connecticut Executive MBA Program, 2000 – 2001.
Teaching ratings: Spring 2001: 10/10

Undergraduate Courses developed and taught:

Organizational Behavior. Georgia Institute of Technology, 2002 – present.
Teaching ratings: Fall 2002: 4.9/5, 4.9/5; Fall 2004: 4.9/5, 4.9/5; Fall 2005: 4.8/5, 5/5; Fall 2006:
4.9/5, 4.9/5

Special Topics: Managing Organizations in a Changing Business Environment. Georgia Institute of
Technology, 2003 – Present.
Teaching ratings: Fall 2003: 5/5; Fall 2004: 4.9/5; Fall 2005: 4.9/5

Special Topics: Managing Organizations for the Future. Georgia Institute of Technology, Fall 2002.
Teaching ratings: Fall 2002: 4.9/5

Managerial and Interpersonal Behavior. University of Connecticut, 1997 – 2000.
Teaching ratings: Fall 1997: 9.3/10, 9.4/10; Spring 1998: 9.6/10, 9.7/10; Fall 1998: 9.5/10, 9.7/10;
Spring 1999: 9.6/10, 9.6/10; Fall 1999: 9.6/10, 9.7/10.

Management and Organizational Analysis. New York University, 1995 – 1997.
Teaching ratings: Fall 1995: 6.8/7; Fall 1996: 6.8/7; Spring 1997: 6.7/7; 6.9/7.

Executive Education Public Program courses taught:

Leadership and Change Management. Georgia Institute of Technology, 2004 – present.

Innovation Management. Georgia Institute of Technology, 2004 – present.

Diversity and Cultural Differences. Georgia Institute of Technology, 2004 – present.

Communication Skills. Georgia Institute of Technology, 2004 – present.

PRESENTATIONS

Martins, Luis L. 2007. Panelist: How, Where, and Why Diversity Matters: A Contextualized Agenda for
Future Research. Symposium to be presented at the annual meeting of the Academy of Management,
Philadelphia, PA.

Winner of the Organizational Behavior Division's 2007 "Making Connections Award"

Martins, Luis L. 2007. Discussant: Virtual team leadership in organizations. Symposium to be presented
at the annual meeting of the Academy of Management, Philadelphia, PA.

Schilpzand, Marieke C., Martins, Luis L., & Kirkman, Bradley L. 2006. The relationship between
organizational justice and organizational citizenship behavior: The moderating effects of cultural values.
Paper presented at the annual meeting of the Southern Management Association, Clearwater, FL.

Martins, Luis L. 2006. Managerial scanning mechanisms and successful use of the Internet among small
and medium enterprises in an emerging market: Evidence from the hotel industry in India. Invited
presentation, Leonard N. Stern School of Business, New York University.

- Martins, Luis L. & Shalley, Christina E. 2005. Demographic differences and creativity in virtual work. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.
- Martins, Luis L. & Parsons, Charles. 2005. Role of diversity programs and gender composition in organizational attractiveness. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.
- Martins, Luis L. & Shalley, Christina E. 2005. Creativity in virtual work: Effects of demographic differences. Paper presented at the Society of Industrial/Organizational Psychology (SIOP), Los Angeles, CA.
- Martins, Luis L. & Shalley, Christina E. 2004. The effects of demographic differences on creativity in a virtual work context. Invited presentation, School of Industrial and Systems Engineering, Georgia Institute of Technology.
- Martins, Luis L., Gilson, Lucy L., & Maynard, M. Travis. 2004. Virtual Teams: A review of the literature and future directions. Paper presented at the annual meeting of the Academy of Management, New Orleans, LA.
- Martins, Luis L. 2004. Teaching well and liking it. Presentation in the MOC/OMT/ODC Doctoral Consortium. Annual meeting of the Academy of Management, New Orleans, LA.
- Martins, Luis L. 2004. A model of the effects of reputational rankings on organizational change. Invited presentation, Department of Management, Terry College of Business, University of Georgia.
- Martins, Luis L. 2003. Faculty panelist, OB/OMT/ODC Doctoral Consortium. Annual meeting of the Academy of Management, Seattle, WA.
- Martins, Luis L. 2003. Discussant: Organizational identity: A dynamic link to action in organizations. Annual meeting of the Academy of Management, Seattle, WA.
- Martins, Luis L. 2003. Managerial cognition and organizational responsiveness to reputational rankings. Invited presentation, Leonard N. Stern School of Business, New York University.
- Kellermanns, Franz Willi & Martins, Luis L. 2002. A replication and extension of Chau's Modified Technology Acceptance Model. Annual meetings of the Southern Management Association, Atlanta, GA.
- Martins, Luis L. 2002. Panelist: E-media resources management. Annual meeting of the Academy of Management, Denver, CO.
- Martins, Luis L. 2002. Invited Panelist, The Waterbury Forum on "Technology: Its Global Impact on Connecticut's Future," Waterbury, Connecticut.
- Martins, Luis L. 2002. Organizational identity and managerial cognition. Invited presentation, Leonard N. Stern School of Business, New York University.
- Martins, Luis L. & Kellermanns, Franz Willi. 2001. User acceptance of a Web-based information system in a non-voluntary context. Twenty-Second International Conference on Information Systems, New Orleans, LA.
- Martins, Luis L. 2001. Panelist: E-media resources management. Annual meeting of the Academy of Management, Washington, DC.

- Martins, Luis L. 2001. Discussant: Research methods in strategic management. Annual meeting of the Academy of Management, Washington, DC.
- Milliken, Frances J., Wiesenfeld, Batia M., Martins, Luis L., & Salgado, Susan R. 2001. The relative effects of racioethnic and value diversity on group functioning in two organizational contexts. Paper presented at the annual meeting of the Academy of Management, Washington, DC.
- Martins, Luis L. 2000. Institutional influences on the relationship between managerial sensemaking and organizational change. Invited presentation at the Third Institutions, Conflict, and Change Workshop, Northwestern University, Evanston, IL.
- Martins, Luis L. 2000. Panelist: Future directions of the Academy's E-media. Annual meeting of the Academy of Management, Toronto, Canada.
- Martins, Luis L. 2000. Organizational changes in response to reputational rankings: The role of managerial interpretations. Invited presentation at the Richard Ivey School of Business, University of Western Ontario, London, Ontario, Canada.
- Martins, Luis L. 2000. Organization in the Internet Age. Invited presentation at the Department of Management Studies, Goa University, Goa, India.
- Martins, Luis L. 1999. Managerial interpretations and organizational change. Invited presentation, School of Management, Boston University, Boston, MA.
- Martins, Luis L., & Rindova, Violina P. 1999. We point, you click: Infomediaries on the internet. Invited presentation at the Second Institutions, Conflict, and Change Workshop, Northwestern University, Evanston, IL.
- Salgado, Susan R., Martins, Luis L., Milliken, Frances J., & Wiesenfeld, Batia M. 1999. Context matters: The effects of diversity on group interaction patterns and outcomes in heterogeneous and homogeneous contexts. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Martins, Luis L., Eddleston, Kimberly-Ann., Veiga, John F., & Kidder, Deborah. 1999. Expanding the dominant model of career satisfaction: Effects of work-family conflict. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Martins, Luis L., Milliken, Frances J., Wiesenfeld, Batia M., & Salgado, Susan R. 1998. Cognitive Processes by Which Diversity Impacts the Functioning of Groups: An Exploratory Study. Paper presented at the annual meeting of the Academy of Management, San Diego, CA.
- Martins, Luis L. 1998. Stakeholders as facilitators of and constraints on organizational learning. Paper presented at the Academy of Management's Mid-Year Conference on Organizational Learning: Moving from Theory to Research, The George Washington University.
- Martins, Luis L. 1997. Reputational Rankings as Strategic Issues. Paper presented at the conference on Corporate Reputation, Image, and Competitiveness, New York University, New York, NY.
- Martins, Luis L., & Milliken, Frances J. 1996. The role of stakeholders in the process of issue interpretation. Paper presented at the annual meeting of the Academy of Management, Cincinnati, OH.

Martins, Luis L., Wiesenfeld, Batia M., & Milliken, Frances J. 1996. The challenges of understanding diversity. Research Forum presented at the annual meeting of the Academy of Management, Cincinnati, OH.

Martins, Luis L., & Kambil Ajit. 1995. Effects of managers' past experiences on future sensemaking: An empirical study. Paper presented at the Institute for Operations Research and the Management Sciences (INFORMS) Fall National Meeting, New Orleans, LA.

Martins, Luis L. 1995. The role of organizational identity in top managers' strategic issue interpretations of reputational rankings. Paper presented at the Identity II Conference, Deer Valley, UT.

Martins, Luis L. 1995. Institutional mirrors: Reputational effects on U.S. business schools. Paper presented at the annual meeting of the Academy of Management, Vancouver, Canada.

Martins, Luis L., & Milliken, Frances J. 1994. The importance of knowing what your constituents think: Linking managers' perceptions of the environment with those of external constituents. Paper presented at the ORSA/TIMS Fall College on Organizations, Detroit, MI.

Martins, Luis L. 1994. Impacts of advanced information technologies on professional service firms. Paper presented at the annual meeting of the Academy of Management, Dallas, TX.

Martins, Luis L. 1994. Shades of green: Determinants of similarities in environmental issue interpretations of a firm and its key stakeholders. Paper presented at the annual meeting of the Academy of Management, Dallas, TX.

Milliken, Frances J., Martins, Luis L., & Morgan, Hal. 1994. Determinants of an organization's responsiveness to work-family issues: A test of competing theories. Paper presented at the annual meeting of the Academy of Management, Dallas, TX.

Martins, Luis L. 1994. Strategic issue construction: The example of the recycling issue in the Pulp and Paper industry. Paper presented at The Social Construction of Industries and Markets Conference, Chicago, IL.

GRANTS

Research grant from the Georgia Institute of Technology Center for International Business Education and Research (GT-CIBER).

Research grant from the University of Connecticut Center for International Business Education and Research (UConn-CIBER).

Research grant from the Andersen Consulting Institute for Strategic Change.

SERVICE

Service to the Profession:

2007 – Present. Division Chair- Elect, Managerial and Organizational Cognition (MOC) Division, Academy of Management

2006 – 2007. Program Chair, Managerial and Organizational Cognition (MOC) Division, Academy of Management

2005 – 2006. Program Chair-Elect, Managerial and Organizational Cognition (MOC) Division, Academy of Management

2004 – Present. Member of the editorial board of the *Academy of Management Journal*. (currently serving second term).

2000 – Present. Member of the editorial board of the *Journal of Management* (currently serving third term).

2000 – Present. Member of the editorial board of *Corporate Reputation Review*.

1995 – Present. Ad Hoc Reviewer, *Academy of Management Review*, *Administrative Science Quarterly*, *Organization Science*, *Journal of International Business Studies*, *Group and Organization Management*, *Journal of Management Studies*, and *Journal of Organizational Change Management*.

1992 – Present. Reviewer, Annual Academy of Management Meetings.

Co-organizer, “Cognition in the Rough V” workshop. Annual meeting of the Academy of Management, Denver, CO, August 2002.

2000 – 2003. Faculty Representative-at-Large, Managerial and Organizational Cognition Division, Academy of Management.

1995 – 2000. Web Page Manager, Managerial and Organizational Cognition Division, Academy of Management.

1996 – 1998. Member of Academy of Management Program Task Force.

At the Georgia Institute of Technology:

2007 – present. Co-chair, OB Search Committee, College of Management.

2006 – present. Georgia Institute of Technology Graduate Curriculum Committee.

2005 – present. MBA Program Committee, College of Management (Chair 2006-2007).

2006 – 2007. Evening MBA Program Committee, College of Management.

2004 – 2007. Teaching Effectiveness Committee, College of Management.

2005 – 2006. Co-chair, OB Search Committee, College of Management.

2003 – 2006. Georgia Institute of Technology Student Computer Ownership Committee.

2004 – 2005. Faculty Director, Advanced Innovation Management executive public program.

2004 – 2005. MBA Format Task Force, College of Management.

2003 – 2004. Ph.D./Research Committee, College of Management.

Presented to the DuPree College of Management Advisory Board, as part of a faculty panel, December 2003.

Presented to the Georgia Institute of Technology Foundation Board, as part of a faculty panel, December 2003.

Presented in the Spring 2003 Dupree College of Management PhD teaching brownbag series.

Presented in the Fall 2003 Dupree College of Management PhD teaching brownbag series.

Presented in the Consultants' Roundtable Discussion organized by the Alpha Kappa Psi business fraternity at the Georgia Institute of Technology, November 20, 2003.

Fall 2003. MBA Core Faculty Committee, College of Management.

2002 – Present. Faculty Liaison Committee, College of Management.

At the University of Connecticut:

2000 – 2002. Management Department Faculty Search Committee.

2000 – 2002. School of Business Global Programs Committee.

1998 – 2002. School of Business MBA Admissions Advisory Council.

1999 – 2000. School of Business MBA Programs Committee.

1998 – 1999. School of Business Undergraduate Program and Students Committee.

1998 – 1999. Management Department task-force to develop an MBA concentration in management consulting.

1997 – 2002. Management Department PhD General Examinations Committee, PhD Qualifying Paper Committee, and PhD Admissions Committee.

1997 – 2002. Management Department representative/presenter at several school and university events introducing students to majors and careers in management.

1997 – 1998. Management Department Faculty Search Committee.

Other service

1998 – 2002. Volunteer with Habitat for Humanity, University of Connecticut Chapter.

Updated: November, 2007