

CURRICULUM VITAE

LUIS D. L. MARTINS

Professor and Chair, Department of Management
Director, Herb Kelleher Center for Entrepreneurship, Growth, and Renewal
McCombs School of Business, University of Texas at Austin
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August, 2020

EDUCATION

NEW YORK UNIVERSITY, Leonard N. Stern School of Business, New York, NY

Ph. D., Management and Organizational Behavior. Minor in Information Systems
M. Phil., Management and Organizational Behavior. Minor in Information Systems

BARKATULLAH UNIVERSITY (FORMERLY BHOPAL UNIVERSITY), Bhopal, India

M. S., Mathematics
B. S., Mathematics and Physics

ACADEMIC POSITIONS

UNIVERSITY OF TEXAS AT AUSTIN, McCombs School of Business, Austin, TX

James B. Goodson Professor of Business, 2017 – Present
Herb Kelleher Chair in Entrepreneurship, 2016 – Present
Professor of Management, 2016 – Present
Director, Herb Kelleher Center for Entrepreneurship, Growth, and Renewal, 2016 – Present
Provost's Teaching Fellow, 2016 – Present
Chair, Department of Management, 2016 – Present
McCombs School of Business Entrepreneurship Programs Coordinator, 2016 – 2020
Founder and Faculty Director, Undergraduate Entrepreneurship Minor, 2016 – 2019
Faculty Director, MS in Technology Commercialization (MSTC) Program, 2014 – Present
Juanita Dreibelbis Fellow in Business, 2013 – 2017
Associate Professor of Management, 2010 – 2016

GEORGIA INSTITUTE OF TECHNOLOGY, College of Management, Atlanta, GA

Frank M. Merritt Associate Professor of Management, 2008 – 2010
Associate Professor of Management, 2002 – 2008

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

PUBLICATIONS

1. Martins, Luis L. 2020. Strategic diversity leadership: The role of senior leaders in delivering the diversity dividend. *Journal of Management*, 46(7): 1191-1204.
2. Choe, Nathan H., Martins, Luis L., Borrego, Maura J., & Kendall, Meagan R. 2019. Professional Aspects of Engineering: Improving Prediction of Undergraduates' Engineering Identity. *Journal of Professional Issues in Engineering Education and Practice*, 145(3): 04019006.
3. Rindova, Violina P., & Martins, Luis L. 2018. The three minds of the strategist: Toward an agentic perspective in behavioral strategy. In Mie Augier, Christina Fang, & Violina P. Rindova (ed.) *Advances in Strategic Management: Behavioral Strategy in Perspective*, Volume 39, pp. 167-179. Emerald Group Publishing.
4. Rindova, Violina P., & Martins, Luis L. 2018. From values to value: Value rationality and the creation of great strategies. *Strategy Science*, 3(1): 323-334.
5. Rindova, Violina P., Martins, Luis L., Srinivas, Santosh B., & Chandler, David. 2018. The good, the bad, and the ugly of organizational rankings: A multi-disciplinary review of the literature and directions for future research. *Journal of Management*, 44(6): 2175-2208. [Lead Article]
6. Martins, Luis L. 2016. Reputation rankings. In Craig E. Carroll (Ed.), *SAGE Encyclopedia of Corporate Reputation*. Thousand Oaks, CA: SAGE Publications.
7. Olsen, Jesse E. & Martins, Luis L. 2016. Racioethnicity, community makeup, and potential employees' reactions to organizational diversity management approaches. *Journal of Applied Psychology*, 101(5): 657-672.
8. Olsen, Jesse E., Parsons, Charles K., Martins, Luis L., & Ivanaj, Vera. 2016. Gender diversity programs, perceived potential for advancement, and organizational attractiveness: An empirical examination of women in the United States and France. *Group & Organization Management*, 41(3): 271-309. [Lead Article]
9. Rindova, Violina P., Martins, Luis L., & Yeow, Adrian. 2016. The hare and the fast tortoise: Dynamic resource reconfiguration and the pursuit of new growth opportunities by Yahoo and Google (1995–2007). In Timothy B. Folta, Constance E. Helfat, and Samina Karim (Eds.) *Advances in Strategic Management: Resource Redeployment and Corporate Strategy*, Volume 35, pp. 253 – 284. Emerald Group Publishing.
10. Martins, Luis L., Rindova, Violina P., & Greenbaum, Bruce E. 2015. Unlocking the hidden value of concepts: A cognitive approach to business model innovation. *Strategic Entrepreneurship Journal*, 9(1): 99-117.
11. Martins, Luis L., Schilpzand, Marieke C., Kirkman, Bradley L., Ivanaj, Silvester, & Ivanaj, Vera. 2013. A contingency view of the effects of cognitive diversity on team performance: The moderating roles of team psychological safety and relationship conflict. *Small Group Research*, 44(2): 96-126. [Lead Article]
12. Schilpzand, Marieke C., Martins, Luis L., Kirkman, Bradley L., Lowe, Kevin B., & Chen, Zhen X. 2013. The relationship between organizational justice and organizational citizenship behaviour: The role of cultural value orientations. *Management and Organization Review*, 9(2):

345-374.

13. Zapata, Cindy P., Olsen, Jesse E., & Martins, Luis L. 2013. Social exchange from the supervisor's perspective: Employee trustworthiness as a predictor of interpersonal and informational justice. *Organizational Behavior and Human Decision Processes*, 121(1): 1-12. **[Lead Article]**
14. Olsen, Jesse E. & Martins, Luis L. 2012. Understanding organizational diversity management programs: A theoretical framework and directions for future research. *Journal of Organizational Behavior*, 33: 1168–1187.
15. Rindova, Violina P. & Martins, Luis L. 2012. Show me the money: A multidimensional perspective on reputation as an intangible asset. In Barnett, M. & Pollock, T. (Eds.), *Oxford Handbook of Corporate Reputation*, pp. 16-33.
16. Rindova, Violina P., Yeow, Adrian, Martins, Luis L., & Faraj, Samer. 2012. Partnering portfolios, value-creation logics, and growth trajectories: A comparison of Yahoo and Google (1995 to 2007). *Strategic Entrepreneurship Journal*, 6: 133-151.
17. Martins, Luis L. 2011. Organizational change and development. In S. Zedeck (Ed.), *APA Handbook of Industrial and Organizational Psychology*, Vol. 3, pp. 691-728. Washington, D.C.: American Psychological Association.
18. Martins, Luis L. & Schilpzand, Marieke C. 2011. Global virtual teams: Key developments, research gaps, and future directions. In A. Joshi, H. Liao, & J. J. Martocchio (Eds.), *Research in Personnel and Human Resources Management*, Vol. 30, pp. 1-72. Emerald Group Publishing.
19. Martins, Luis L. & Shalley, Christina E. 2011. Creativity in virtual work: Effects of demographic differences. *Small Group Research*, 42(5): 536-561.
20. Martins, Luis L. 2009. Fluid change leadership: Navigating organizational change in dynamic contexts. In G. B. Graen & J. A. Graen (Eds.), *Predator's Game-Changing Designs: Research-Based Tools*, pp. 123-143. Charlotte, NC: Information Age Publishing.
21. Olsen, Jesse E. & Martins, Luis L. 2009. The effects of expatriate demographic characteristics on adjustment: A social identity approach. *Human Resource Management*, 48(2): 311-328.
22. 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.
23. Martins, Luis L. 2005. A model of the effects of reputational rankings on organizational change. *Organization Science*, 16(6): 701-720.
24. 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.
Reprinted in Gregory J. Boyle, John G. O’Gorman, & Gerard J. Fogarty (Eds.), *SAGE Benchmarks in Psychology: Work and Organizational Psychology, Vol. 5*, 2015. London: SAGE Publications.
25. 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.

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 & Organization Management*, 28(1): 75-106.
27. 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.
28. 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.
29. Martins, Luis L. 1998. The very visible hand of reputational rankings in US business schools. *Corporate Reputation Review*, 1(3): 293-298.
30. Milliken, Frances J., Martins, Luis L., & Morgan, Hal. 1998. Explaining organizational responsiveness to work-family issues: The role of human resource executives as issue interpreters. *Academy of Management Journal*, 41(5): 580-592.
31. 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.
32. 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.
33. Wiesenfeld, Batia M., Mezas, Stephen J., Martins, Luis L., & Bates, Kimberly (Eds.). 1996. *Introduction to Management and Organizational Analysis*. Needham Heights, MA: Simon & Schuster.
34. Martins, Luis L., Fombrun, Charles J., & Marlin, Alice T. 1995. Assessing corporate environmental performance. In F. Capra & G. Pauli (Eds.), *Steering Business toward Sustainability*, pp. 65-82. Tokyo: United Nations University Press.

REFEREED PROCEEDINGS

1. Borrego, Maura, Patrick, Anita, Martins, Luis L., & Kendall, Meagan. 2018. A new scale for measuring engineering identity in undergraduates. *Proceedings of the 2018 ASEE Gulf-Southwest Section Annual Meeting*, Austin, TX.
2. Patrick, Anita, Martins, Luis L., Borrego, Maura, Seepersad, Carolyn C., & Kendall, Meagan. 2017. A Measure of Affect towards Key Elements of Engineering Professional Practice. *Proceedings of the American Society for Engineering Education Annual Conference*, Columbus, Ohio.

3. Choe, H. Nathan, Borrego, Maura, Martins, Luis L., Patrick, Anita, & Seepersad, Carolyn C. 2017. A Quantitative Pilot Study of Engineering Graduate Student Identity. *Proceedings of the American Society for Engineering Education Annual Conference*, Columbus, Ohio.
4. Martins, Luis L., Schilpzand, Marieke C., Kirkman, Bradley L., Ivanaj, Silvester, & Ivanaj, Vera. 2010. A contingency view of the effects of cognitive diversity on team performance: The moderating roles of team psychological safety and relationship conflict. *Proceedings of the Southern Management Association*, St. Pete Beach, FL.
5. Schilpzand, Marieke C. & Martins, Luis L. 2010. Cognitive diversity and team performance: The roles of team mental models and information processing. *Academy of Management Best Paper Proceedings*, Montreal, Canada.
6. Olsen, Jesse E. & Martins, Luis L. 2010. Diversity management programs and organizational attractiveness: Testing a theoretical framework. *Academy of Management Best Paper Proceedings*, Montreal, Canada.
7. Martins, Luis L., Shalley, Christina E., & Gilson, Lucy L. 2009. Virtual teams and creative performance. *Proceedings of the 42nd Annual Hawaii International Conference on System Sciences (CD-ROM)*, Computer Society Press.
8. 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.
9. 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 (ICIS)*, pp. 607-612, New Orleans, LA.
10. 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 (ICIS)*, pp. 43-54, Amsterdam, The Netherlands.
11. Martins, Luis L. 1993. Putting organizational citizenship behavior in context: An institutional theory approach. *Proceedings of the Organizational Studies Doctoral Students Conference*.

UNDER REVIEW

1. Under second review at the *Academy of Management Annals*.
2. Under second review at *Strategic Organization*.
3. Second revise-and-resubmit at the *Academy of Management Review*.
4. Revise-and-Resubmit at the *Journal of Applied Psychology*.
5. Revise-and-resubmit at *Research in the Sociology of Organizations*.
6. Under review at *Harvard Business Review*.

RESEARCH IN PROGRESS

- Three manuscripts under revision.
- Nine manuscripts under preparation.

PRESENTATIONS

Yamamoto, K. & Martins, Luis L. Individual Beliefs about the Value of Diversity and Information Elaboration Behaviors in Teams. Paper presented at the Academy of Management Annual Meetings, Online, August, 2020.

Rindova, Violina P., & Martins, Luis L. Why does strategy need design theory? A framework for developing strategy through design thinking. Paper presented at the Strategic Management Society Special Conference on “Designing the Future: Strategy, Technology, and Society in the 4th Industrial Revolution,” (Best Paper Session), April 29, 2020.

Winner of the SMS Berkeley Best Paper Prize

Aggarwal, Ishani, Schilpzand, Marieke C., Martins, Luis L., Woolley, Anita, & Molinaro, Marco. 2019. Team Cognitive Versatility: Managing Cognitive Diversity in Teams. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Borrego, Maura, Patrick, Anita, Martins, Luis L., & Kendall, Meagan. 2018. A new scale for measuring engineering identity in undergraduates. Paper to be presented at the 2018 ASEE Gulf-Southwest Section Annual Meeting, Austin, TX.

Patrick, Anita, Martins, Luis L., Borrego, Maura, Seepersad, Carolyn C., & Kendall, Meagan. 2017. A Measure of Affect towards Key Elements of Engineering Professional Practice. Paper presented at the American Society for Engineering Education Annual Conference, Columbus, Ohio.

Choe, H. Nathan, Borrego, Maura, Martins, Luis L., Patrick, Anita, & Seepersad, Carolyn C. 2017. A Quantitative Pilot Study of Engineering Graduate Student Identity. Paper presented at the American Society for Engineering Education Annual Conference, Columbus, Ohio.

Patrick, A. D., Borrego, M. J., Martins, L. L., Choe, N. H., Seepersad, C. C., & Kendall, M. R. 2017. Constructing a Measure of Affect Towards Professional Practice: What matters for Engineers? Paper presented at the 2017 Research in Engineering Education Symposium, Bogotá, Colombia.

Harrison, David A., Martins, Luis L., and Kim, Yurianna. 2016. Diversity experienced as psychological distance: Insights and data on team member differences via Construal Level Theory. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Janardhanan, Niranjana S. & Martins, Luis L. 2016. Impact of dyadic diversity on creative voice expression. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Janardhanan, Niranjana S., Howell, Taeya M., Martins, Luis L., & Bartel, Caroline A. 2016. Centripetal, centrifugal, and equilibrating forces on team identification: A meta-analysis. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Rindova, Violina P., Kyprianou, Christina, & Martins, Luis L. 2015. A bit of doubt, a lot of respect: Sensemaking and strategy formulation in early start-ups. Paper presented at the 2015 Strategic Management Society Annual Conference, Denver, CO.

Lewis, Kyle, Martins, Luis L., & Janardhanan, Niranjana S. 2015. Project teams and routines: Increasing functional adaptation through cross-understanding. Presented at the 2015 Organization Science Winter Conference, Park City, UT.

Burris, Ethan, Martins, Luis L., & Kim, Yurianna. 2014. Tailoring the pitch: The impact of idea framing and regulatory fit on endorsement of voice. Paper presented in symposium titled "The Power of Speaking Up in Organizations: An Exploration of Outcomes of Voice" at the annual meeting of the Academy of Management, Philadelphia, PA.

Winner of the Organizational Behavior Division's 2014 Best Symposium Award

Harrison, David A., Martins, Luis L., & Kim, Yurianna. 2014. Does difference = distance? Experiencing diversity as psychological construal of teams in time. Paper presented in symposium titled "Sooner or Later: How Temporal Distance Influences Decisions and Dynamics within Organizations" at the annual meeting of the Academy of Management, Philadelphia, PA.

Martins, Luis L., Rindova, Violina P., & Greenbaum, Bruce E. 2013. A managerial cognition perspective on business models and business model innovation. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.

Martins, Luis L. 2013. How pink is too pink? Power, women's representation in top management teams, and perceptions of organizational attractiveness. Invited presentation, Olin School of Business, Washington University in St. Louis, St. Louis, MO.

Martins, Luis L., Schilpzand, Marieke C., Kirkman, Bradley L., Ivanaj, Silvester, & Ivanaj, Vera. 2012. A contingency view of the effects of cognitive diversity on team performance: The moderating roles of team psychological safety and conflict. Paper presented at the INGRoup Annual Conference, Chicago, IL.

Olsen, Jesse E. & Martins, Luis L. 2011. Diversity management approach and organizational attractiveness: A policy-capturing study. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.

Martins, Luis L. 2010. Demographic differences and performance in global virtual dyads: The role of identification. Invited presentation, University of Illinois at Urbana-Champaign.

Martins, Luis L. 2010. Demographic differences and performance in global virtual dyads: The role of identification. Invited presentation, Harvard Business School, Harvard University, Cambridge, MA.

Martins, Luis L., Schilpzand, Marieke C., Kirkman, Bradley L., Ivanaj, Silvester, & Ivanaj, Vera. 2010. A contingency view of the effects of cognitive diversity on team performance: The moderating roles of team psychological safety and relationship conflict. Paper presented at the annual meeting of the Southern Management Association, St. Pete Beach, FL.

Schilpzand, Marieke C. & Martins, Luis L. 2010. Cognitive diversity and team performance: The roles of team mental models and information processing. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.

Olsen, Jesse E., & Martins, Luis L. 2010. Diversity management programs and organizational attractiveness: Testing a theoretical framework. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.

Olsen, Jesse E. & Martins, Luis L. 2009. Acculturation strategies and values in approaches to diversity management: An integration and model. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Martins, Luis L. 2009. Demography need not be destiny: The effects of social exchange and identification on employee performance in cross-national virtual supervisor-employee dyads. Invited presentation, Moore School of Business, University of South Carolina, Columbia, SC.

Martins, Luis L., Shalley, Christina E., & Gilson, Lucy L. 2009. Virtual teams and creative performance. Paper presented at the Hawaii International Conference on System Sciences (HICSS) Annual Meeting, Big Island, HI.

Olsen, Jesse E., Parsons, Charles K., Martins, Luis L., & Ivanaj, Vera. 2008. Cross-national differences in the effects of gender diversity management on organizational perceptions. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Martins, Luis L. 2008. Discussant: Virtual Teams – Cutting Edge Research Developments. Symposium presented at the Society of Industrial/Organizational Psychology (SIOP) Annual Meeting, San Francisco, CA.

Martins, Luis L. 2008. Gender diversity management and organizational attractiveness: A complex relationship. Invited G-RED (Graduate Research in Engagement and Diversity) Visiting Scholar presentation, Department of Psychology, University of Georgia, Athens, GA.

Martins, Luis L. 2007. Bridging the gap between scholarly research and practice in the diversity field. Invited presentation at the Pursuing the Promise of Diversity Summit, American Institute for Managing Diversity, Atlanta, GA.

Martins, Luis L. 2007. Panelist: How, where, and why diversity matters: A contextualized agenda for future research. Symposium presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Winner of the Organizational Behavior Division's 2007 "Making Connections" Award for Best OB Symposium

Martins, Luis L. 2007. Discussant: Virtual team leadership in organizations. Symposium 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.

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

Martins, Luis L. & Parsons, Charles K. 2006. Effects of gender diversity management on perceptions of organizational attractiveness: The role of individual differences in attitudes and beliefs. Invited presentation, Whitman School of Management, Syracuse University, Syracuse, NY.

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, Stern School of Business, New York University, New York, NY.

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 K. 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) Annual Meeting, 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, Atlanta, GA.

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, Athens, GA.

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, New York, NY.

Kellermanns, Franz Willi & Martins, Luis L. 2002. A replication and extension of Chau's Modified Technology Acceptance Model. Annual meeting 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, CT.

Martins, Luis L. 2002. Organizational identity and managerial cognition. Invited presentation, Leonard N. Stern School of Business, New York University, New York, NY.

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, D.C.

Martins, Luis L. 2001. Discussant: Research methods in strategic management. Annual meeting of the Academy of Management, Washington, D.C.

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, D.C.

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 A., 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, Washington, D.C.

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

University of Texas at Austin IC² Institute Insight to Innovation research grant. Martins, Luis L. (PI) & Srinivas, Santosh B. (Co-PI). Justifying Opportunities: Cultural and Discursive Resources Employed by Nascent Entrepreneurs.

National Science Foundation (NSF) Grant No. 1636449. Borrego, Maura J. (PI), Seepersad, Carolyn (Co-PI), Riegle-Crumb, Catherine (Co-PI), & Martins, Luis L. (Co-PI). 2016-2019. Engineering Identity, its Predictors, and its Impact on Retention across Educational Stages. NSF Division of Engineering Education and Centers (EEC).

McCombs Research Excellence Grant. Martins, Luis L. (PI). Construal level diversity and outcomes in work teams.

Georgia Institute of Technology Center for International Business Education and Research (GT-CIBER) research grant. Martins, Luis L. (PI). Dynamics of diversity in global virtual teams.

University of Connecticut Center for International Business Education and Research (UConn-CIBER) research grant. Martins, Luis L. (PI). Managerial cognition and adoption of Internet technologies in a developing country market.

Andersen Consulting (Accenture) Institute for Strategic Change research grant. Martins, Luis L. (PI). Cognitive drivers of organizational adoption of emerging information technologies.

DOCTORAL COMMITTEES

Dissertation committee member, Jaqueline Silva, Faculdade de Ciências e Tecnologia, Universidade Nova de Lisboa, Lisbon, Portugal (Visiting student, Moody College, UT-Austin).

Dissertation committee member, Andrea Caldwell, McCombs School of Business, University of Texas at Austin. Placement: University of Texas at San Antonio.

Dissertation committee chair, Santosh Srinivas, McCombs School of Business, University of Texas at Austin. Placement: HEC-Paris.

Dissertation committee chair, Julie Sharek, McCombs School of Business, University of Texas at Austin. Placement: University of Central Florida.

Dissertation committee co-chair, Niranjan Janardhanan, McCombs School of Business, University of Texas at Austin. Placement: London School of Economics.

Dissertation committee member, Yurianna Kim, McCombs School of Business, University of Texas at Austin. Placement: Oklahoma State University.

Dissertation committee member, Suho Han, McCombs School of Business, University of Texas at Austin. Placement: Syracuse University.

Dissertation committee member, Shannon Provost (IROM Department), McCombs School of

Business, University of Texas at Austin. Placement: Boston College.

Dissertation committee member, Shannon Rariden, McCombs School of Business, University of Texas at Austin. Deceased.

Dissertation committee member, Bruce Greenbaum, McCombs School of Business, University of Texas at Austin. Placement: California Polytechnic State University.

Dissertation committee member, Mark Bayer, McCombs School of Business, University of Texas at Austin. Placement: Eastern Illinois University.

Dissertation committee member, Cindi Baldi, McCombs School of Business, University of Texas at Austin. Placement: Southeastern Louisiana University.

Dissertation committee member, Phil Roundy, McCombs School of Business, University of Texas at Austin. Placement: University of Tennessee in Chattanooga.

Dissertation committee chair, Marieke C. Schilpzand, Georgia Tech College of Management. Placement: Georgia Gwinnett College.

Dissertation committee chair, Jesse E. Olsen, Georgia Tech College of Management. Placement: University of Melbourne.

Dissertation committee member, Drew Hess, Georgia Tech College of Management. Placement: University of Virginia.

Dissertation committee member, Kimberly A. Eddleston, University of Connecticut School of Business. Placement: Northeastern University.

HONORS AND AWARDS

Winner of the SMS Berkeley Best Paper Prize for “Why does strategy need design theory? A framework for developing strategy through design thinking,” Strategic Management Society (SMS) Special Conference on “Designing the Future: Strategy, Technology, and Society in the 4th Industrial Revolution.”

Winner of the 2019 Outstanding Faculty Award (selected by the graduating class as the top professor of the program), Working Professionals MBA Program in Houston, McCombs School of Business, University of Texas at Austin.

Winner of the 2018 Outstanding Faculty Award (selected by the graduating class as the top professor of the program), Working Professionals MBA Program in Houston, McCombs School of Business, University of Texas at Austin.

MSTC Faculty Honor Roll Award – 2018, 2019.

Winner of the 2017-18 McCombs School of Business Award for Research Excellence, University of Texas at Austin.

Appointed the James B. Goodson Professor of Business in recognition of research productivity,

McCombs School of Business, University of Texas at Austin.

Winner of the 2016-17 Jim Nolen Award for Excellence in Graduate Teaching, McCombs School of Business, University of Texas at Austin.

Inducted into the Provost's Teaching Fellows, Faculty Innovation Center, University of Texas at Austin, 2016.

Winner of the 2015 Outstanding Faculty Award (selected by the graduating class as the top professor of the program), Working Professionals MBA Program in Houston, McCombs School of Business, University of Texas at Austin.

MBA Faculty Honor Roll Award – 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019 (Full-Time MBA Program; Working Professionals MBA Program in Houston; Working Professionals MBA Program in Dallas/Fort Worth), McCombs School of Business, University of Texas at Austin.

Winner of the 2013-14 Joe D. Beasley Award for Teaching Excellence in the MBA Curriculum, McCombs School of Business, University of Texas at Austin.

“The Power of Speaking Up in Organizations: An Exploration of Outcomes of Voice,” co-organized with Yurianna Kim and Ethan Burris, was the winner of the 2014 Best Symposium Award, Organizational Behavior Division, Academy of Management.

Winner of the 2012-13 Fawn and Vijay Mahajan Teaching Excellence Award for Executive Education, McCombs School of Business, University of Texas at Austin.

Appointed the Juanita Dreibelbis Fellow in Business in recognition of research productivity, McCombs School of Business, University of Texas at Austin.

Undergraduate Faculty Honor Roll Award – 2010, McCombs School of Business, University of Texas at Austin.

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

Winner of the *Journal of Management* Best Paper Award, 2009.

Winner of the “Most Valuable Professor” Award, EMBA-MOT Program Class of 2009, Georgia Tech College of Management.

Winner of the “2009 Evening MBA Professor of the Year” Award, Georgia Tech College of Management Evening MBA Program.

Winner of the EMBA-MOT “Professor of the Program” Award, Fall 2008 graduating class.

Awarded the Frank M. Merritt Professorship in recognition of research productivity, Georgia Tech College of Management, 2008 – 2010.

“How, Where, and Why Diversity Matters: A Contextualized Agenda for Future Research” co-organized with Aparna Joshi, Robin Ely, et al., was the winner of the 2007 “Making Connections

Award” for best OB symposium, Organizational Behavior Division, Academy of Management.

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

“Outstanding Professor” recognition by the Georgia Tech College of Management Student Advisory Board, 2006 – 2007.

“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.

Winner of the EMBA-MOT “Professor of the Program” Award, Fall 2006 graduating class.

Nominated by the College of Management for the 2005 and 2006 university-wide CETL/BP Amoco Junior Faculty Teaching Excellence Awards, Georgia Institute of Technology.

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

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

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

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

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

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

Winner of the 1995 – 1996 Outstanding Teaching Award, 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 the Lawrence J. Ackerman Scholar of Management, 2001 – 2002, for excellence in research, School of Business Administration, University of Connecticut.

Elected by students as faculty brother of the Delta Sigma Pi Business Fraternity, University of Connecticut.

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

Winner of the 1996 – 1997 Distinguished Dissertation Award, Leonard N. Stern School of Business, New York University.

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.

Selected for membership into Sigma Iota Epsilon, the national honorary and professional management fraternity, based on academic performance.

Selected for membership into Beta Gamma Sigma, the premier honor society recognizing business excellence, based on academic performance.

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

TEACHING

MBA and Executive MBA Courses:

MAN 383.16: Leading People and Organizations. University of Texas at Austin, Houston MBA Program, 2012 – Present.

Teaching ratings: Fall 2012: 4.9/5, 4.9/5; Fall 2013: 4.8/5, 4.8/5; Spring 2015: 4.6/5, 4.7/5; Spring 2016: 4.9/5, 4.9/5; Spring 2017: 4.9/5, 4.9/5; Spring 2018: 4.8/5; 4.9/5; Spring 2019: 4.7/5; 4.8/5; Spring 2020: 4.9/5, 4.9/5.

MAN 283.16: Leading People and Organizations. University of Texas at Austin, Full-Time MBA Program, 2012 – Present.

Teaching ratings: Spring 2012: 4.8/5, 4.8/5; Spring 2013: 4.8/5, 4.7/5; Spring 2014: 4.8/5, 4.7/5; Spring 2015: 4.6/5, 4.8/5; Spring 2016: 4.4/5, 4.8/5.

MAN 191: Strategic Innovation and Entrepreneurship. University of Texas at Austin, Working Professionals MBA Program, 2015 – Present.

Teaching ratings: Summer 2015: 4.7/5; Summer 2016: 4.8/5; Summer 2017: 4.7/5, 4.3/5, 4.4/5, 4.6/5, 4.9/5; Summer 2018: 4.6/5, 4.7/5, 4.4/5, 4.7/5, 4.5/5; Summer 2019: 4.1/5, 4.5/5, 4.6/5.

IB 391/MAN185/MAN 385: Directed Studies in Global Management. University of Texas at Austin, Full-Time and Working Professionals MBA Programs, 2013 – Present.

Teaching ratings: Spring 2013: 5/5, 5/5; Spring 2014: 4.9/5; Summer 2015: 4.9/5, 4.9/5; Spring 2016: 3.9/5; Summer 2016: 4.2/5; 4.4/5; 5/5; Summer 2017: 4.8/5; 4.5/5; 5/5; Summer 2018: 5/5, 4.4/5, 5/5; Summer 2019: 4.8/5, 4.4/5, 4.8/5.

STC 391: Technology Transfer in the Global Economy. University of Texas at Austin, Masters of Science in Technology Commercialization (MSTC) Program, 2014 – Present.

Teaching ratings: Spring 2014: 4.9/5; Spring 2015: 5/5; Fall 2015: 4.7/5; Fall 2016: 4.7/5; Fall 2017: 4.9/5; Fall 2018: 4.8/5; Fall 2019: 4.6/5.

MAN 385: Leading Innovation and Change. University of Texas at Austin, Full-Time MBA Program, 2011 – 2015.

Teaching ratings: Spring 2011: 4.6/5; Spring 2012: 4.4/5; Spring 2013: 4.5/5; Spring 2014: 4.7/5; Spring 2015: 4.4/5.

BA 291: Capstone Integrative – Focus on Leadership. University of Texas at Austin, Houston MBA and Dallas MBA Programs, 2013 – 2015.

Teaching ratings: Summer 2013: 4.7/5, 4.4/5; Summer 2014: 4.9/5, 4.8/5; Summer 2015: 4.8/5, 4.5/5.

STC 384: Commercialization Strategy. University of Texas at Austin, MSTC Program, 2011 – 2014.

Teaching ratings: Fall 2011: 4.7/5; Fall 2012: 4.7/5, 4.8/5; Fall 2013: 4.8/5; Fall 2014: 4.7/5.

MAN 385: Managing Innovation and Creativity. University of Texas at Austin, Executive MBA Program, 2010 – 2011.

Teaching ratings: Summer 2010: 4.8/5; Summer 2011: 5/5.

Innovation and Entrepreneurial Behavior. Georgia Institute of Technology, MBA Program, 2007 – 2009.

Teaching ratings: Spring 2008: 4.8/5, 5/5; Spring 2009: 5/5, 5/5, 4.8/5.

Processes of Technological Innovation. Georgia Institute of Technology, Executive MBA in the Management of Technology (EMBA-MOT) Program, 2004 – 2009.

Teaching ratings: Fall 2004: 4.7/5; Fall 2005: 4.6/5; Fall 2006: 4.6/5; Fall 2007: 4.7/5; Fall 2008: 4.8/5; Fall 2009: 4.8/5.

Leadership and Change Management. Georgia Institute of Technology, MBA Program, 2009.

Teaching ratings: Summer 2009: 5/5, 5/5.

Change Management. Georgia Institute of Technology, Executive MBA in the Management of Technology (EMBA-MOT) Program, 2008.

Teaching ratings: Fall 2008: 4.9/5.

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

Teaching ratings: Fall 2003: 4.6/5, 4.8/5.

Organizational Behavior and Theory. Georgia Institute of Technology, Global Executive MBA (G-EMBA) Program, 2006 – 2009.

Teaching ratings: Spring 2006: 4.8/5; Fall 2006: 5/5; Fall 2008: 4.4/5, 4.5/5; Fall 2009: 5/5.

Managing People in Technological Environments. Georgia Institute of Technology, Executive MBA in the Management of Technology (EMBA-MOT) Program, 2005 – 2008.

Teaching ratings: Summer 2005: 4.6/5; Summer 2006: 4.6/5; Summer 2007: 4.9/5; Summer 2008: 4.7/5.

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:

Organizational Behavior. University of Texas at Austin, 2011.
Teaching ratings: Spring 2011: 4.8/5.

Organizational Behavior. Georgia Institute of Technology, 2002 – 2006.
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 – 2005.
Teaching ratings: Fall 2002: 4.9/5; Fall 2003: 5/5; Fall 2004: 4.9/5; Fall 2005: 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:

Leading Innovation. University of Texas at Austin, 2010 – Present.

Leading Change. University of Texas at Austin, 2010 – Present.

Leading High-Performance Teams. University of Texas at Austin, 2010 – Present.

Leading Virtual Teams. University of Texas at Austin, 2010 – 2013.

Leadership and Change Management. Georgia Institute of Technology, 2004 – 2009.

Innovation Management. Georgia Institute of Technology, 2004 – 2009.

Diversity and Cultural Differences. Georgia Institute of Technology, 2004 – 2009.

Communication Skills. Georgia Institute of Technology, 2004 – 2009.

SERVICE

Service to the Profession:

Associate Editor, *Journal of Management*, 2017 – Present.

Panelist, “Publishing Strategies for Junior Scholars” Professional Development Workshop, Academy of Management Specialized Conference, Mexico City, 2020.

Member of the editorial board of the *Academy of Management Discoveries* special issue on the “Changing Nature of Work,” 2015 – 2018.

Reviewer (ad hoc) for the National Science Foundation, 1995 – Present.

Facilitator, “Cognition in the Rough” Professional Development Workshop, Academy of Management Annual Meetings, 2012 – 2014; 2017; 2019.

Facilitator, “Diamonds in the Rough” Professional Development Workshop, Academy of Management Annual Meetings, 2017; 2019.

Member of the editorial board of the *Journal of Management*, 2000 – Present.

Facilitator, “Reviewing in the Rough” Professional Development Workshop, Academy of Management Annual Meetings, 2013 – 2014.

Member of the Academy of Management Organizational Behavior Division Best Paper Committee, 2010 – 2011.

Member of the editorial board of the *Academy of Management Journal* (two terms), 2004 – 2010.

Member of the Academy of Management Division and Interest Group Relations (DIGR) Committee, 2009-2010.

Elected member of the Executive Committee of the Managerial and Organizational Cognition (MOC) Division, Academy of Management, 2005 – 2010.

2009 – 2010, Past Division Chair

2008 – 2009, Division Chair

2007 – 2008, Division Chair- Elect

2006 – 2007, Program Chair

2005 – 2006, Program Chair-Elect

Member of the editorial board of *Corporate Reputation Review*, 2000 – 2008.

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

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

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

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

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

At the University of Texas at Austin:

Member, Faculty Advisory Board, IC2 Institute, Fall 2018 – Present.

Member, WP MBA Curriculum Revision Working Group, McCombs School of Business, Fall 2018 – 2019.

Member, UT Austin Experiential Learning Faculty Working Group, 2017 – 2018.

Director, Herb Kelleher Center for Entrepreneurship, Growth, and Renewal, McCombs School of Business, Summer 2016 – Present.

Coordinator/Chair, UT Austin Entrepreneurship Coordination Committee (ECC), Summer 2016 – Present.

Member, McCombs BBA Advisory Board Student Entrepreneurship Task Force, McCombs School of Business, Fall 2016 – Present.

Committee Member, Bridging Disciplines Program (BDP) Certificate in Design Strategies, College of Fine Arts, Spring 2017 – Present.

Chair, Department of Management, McCombs School of Business, Summer 2016 – Present.

Entrepreneurship Programs Coordinator, McCombs School of Business, Fall 2016 – 2020.

Founder and Faculty Director, Entrepreneurship Minor, McCombs School of Business, 2016 – 2019.

Chair, Entrepreneurship Minor Committee, McCombs School of Business, 2016 – 2019.

Advisory Committee Member, Center for Integrated Design, College of Fine Arts, 2016 – 2018.

Conference Co-Organizer, Imagining the Future: Micro-Foundations of Creative Strategizing, McCombs School of Business, April, 2016.

Member of a Tenure Review Sub-Committee, Department of Management, Spring 2015.

Member of a Comprehensive Periodic Review Committee, Department of Management, Spring 2015.

Faculty Director, Master of Science in Technology Commercialization Program, McCombs School of Business, 2014 – Present.

Member of the MBA Programs Committee, McCombs School of Business, 2014 – 2016.

Member of the Executive Committee, Department of Management, 2014 – 2016.

Peer reviews of teaching, Department of Management, 2012, 2013, 2015 (2).

McCombs School of Business Teaching Awards Committee, 2014-15.

Member of a Tenure Review Sub-Committee, Department of Management, Fall 2014.

Co-Founder and Co-Director, Center for Leadership Excellence, McCombs School of Business, 2012 – 2014.

Member of a Promotion Review Sub-Committee, Department of Management, Fall 2013.

Member of the Working Professionals MBA Curriculum Review Taskforce, McCombs School of Business, 2012 – 2013.

Member of the Women BBA Student Retention Committee, McCombs School of Business, 2012 – 2013.

Course coordinator for MBA OB Core course, MAN 283.16: Leading People and Organizations, 2011 – Present.

Member of the Comprehensive Exam Grading Committee, Department of Management, 2010 – Present.

Member of the Dean's Advisory Committee, McCombs School of Business, 2010 – 2014.

Member of the Executive Committee, Department of Management, 2010 – 2012.

Co-developed the MBA Concentration in Strategy and Innovation, McCombs School of Business, 2010.

Member of a Third Year Review Committee, Department of Management, Fall 2010.

At the Georgia Institute of Technology:

Executive Programs Committee, College of Management, 2008 – 2009.

Area Coordinator, Organizational Behavior, College of Management, 2007 – 2009.

Co-chair, OB Search Committee, College of Management, 2007 – 2009.

Member, McDonough Chair Search Committee, College of Management, 2007 – 2008.

Georgia Institute of Technology Graduate Curriculum Committee, 2006 – 2009.

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

MBA Program Committee, College of Management (committee chair: 2006-07), 2005 – 2009.

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

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

Faculty Director, Advanced Innovation Management Executive Public Program, 2004 – 2005.

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

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

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

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

Member, OB Group Ph.D. Examinations Committee, College of Management, 2002 – 2009.

Faculty Liaison Committee, College of Management, 2002 – 2006.

At the University of Connecticut:

Management Department Faculty Search Committee, 2000 – 2002.

School of Business Global Programs Committee, 2000 – 2002.

School of Business MBA Programs Committee, 1999 – 2000.

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

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

Management Department Task Force to develop an MBA concentration in management consulting, 1998 – 1999.

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

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

Management Department Faculty Search Committee, 1997 – 1998.

Other Service

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