

Lillien M. Ellis
—CURRICULUM VITAE—
Cornell University
Ives Hall, Ithaca, NY 14853
E-mail: lmd228@cornell.edu

EDUCATION

- Ph.D. Cornell University, ILR School
Organizational Behavior, May 2021 (expected)
Dissertation: **Idea Theft: An unstudied collision of workplace creativity and ethics**
Chairs: Jack A. Goncalo & Vanessa K. Bohns
Committee: Emily M. Zitek (Psychology) and Devon Proudfoot (Human Resource Management)
- M.S. Cornell University, ILR School
Organizational Behavior, May 2017
Thesis: **The Interpersonal Consequences of Stealing Ideas: Worse character judgements and less coworker support for an idea (vs. money) thief**
Committee: Jack A. Goncalo, Emily M. Zitek, Melissa J. Ferguson
- B.S. Cornell University, ILR School
Industrial & Labor Relations, May 2014
Awarded Highest Honors and Distinction for Senior Thesis: **Masculine Overcompensation & Creative Performance in Organizational Life**

RESEARCH INTERESTS

Idea theft; individual & team creativity; ethics; entrepreneurship; negotiations & conflict resolution.

PUBLICATIONS

Goncalo, J. A., Katz, J. H., **Ellis, L. M.** (2018) P.I.E.C.E. Together: How Social Norms Support the Process of Team Creativity. Paulus, P.B., & Nijstad, B.A. (Eds.) The Oxford Handbook of Group Creativity: Innovation through collaboration. Oxford University Press: Oxford, UK.

MANUSCRIPTS IN REVISION

Ellis, L. M. The Interpersonal Consequences of Stealing Ideas: Worse character judgements and less coworker support for an idea (vs. money) thief. **Revise & Resubmit at Organizational Behavior & Human Decision Processes**

WORKING PAPERS

Ellis, L. M., Goncalo, J. A. Idea Ownership & Theft: Individualism-Collectivism norms and the judgment, punishment, and emulation of idea theft. (**Manuscript Preparation.** Target: Organizational Behavior & Human Decision Processes)

Ellis, L. M. & Lucas, B. J. Take the Seed or the Fruit? (Mis)predicting idea thieves' preference for early- vs. late-stage ideas (**Manuscript Preparation.** Target: Psychological Science)

Goncalo, J. A., **Ellis, L. M.,** Duguid, M. M. Status & Idea Evaluation: Explaining the bias in favor of men. (**Manuscript Preparation.** Target: Journal of Experimental Social Psychology)

WORK IN PROGRESS

Goncalo, J. A., **Ellis, L. M.,** Duguid, M. M. Attributions of Creativity: Gendered characteristics drive perceptions of team vs. individual creativity (late-stage data collection)

Lucas, B. J., **Ellis, L. M.,** Berry, Z. T., (Anti-)Egalitarianism Influences Openness to Ideas from Creators from High-Status vs. Low-Status Backgrounds (late-stage data collection)

Ellis, L. M., Katz, J. H., Strom, P. Idea Theft (vs. Money Theft) and Dysfunctional Conflict Resolution Strategies (mid-stage data collection)

Ellis, L. M., McCarthy, J. E., Coles, R. S. Protecting the Stash: How entrepreneurs navigate fears of idea theft while seeking funding for new ventures (early-stage data collection)

Ellis, L. M., McCarthy, J. E., Coles, R. S. Show and Tell, or Else: How demanding an NDA influences the impressions venture capitalists form of an entrepreneur's competence and the viability of their proposal (early-stage data collection)

Ellis, L. M. Abandoning the "Lone" to Save the Inventor: Collective Individualism in the face of threats to intellectual property rights (early-stage data collection)

HONORS & AWARDS

General Mills Award for Exemplary Teaching, 2020	
ILR Scheinman Institute Research Award, 2020	\$1,200
Inequality Research Grant, 2019	\$2,000
Technology & The Evolution of Work, 2019	\$11,700
Technology & The Evolution of Work, 2018	\$20,000
Dissertation Research Grant, 2017	\$1,000
Benjamin Miller Research Award, 2017	\$1,000
M.S. Thesis Research Grant, 2016	\$600
Conference Travel Awards, 2015-2020	\$6,350
SUNY Chancellor's Award for Student Excellence, 2012	

CONFERENCE PRESENTATIONS

Ellis, L. M. The Interpersonal Consequences of Stealing Ideas: Worse character judgements and less coworker support for an idea (vs. money) thief. International Association for Conflict Management (July 2020, expected), Virtual Conference.

Ellis, L. M. & Lucas, B. J. Take the seed or the fruit? (Mis)predicting idea thieves' preference for taking early-stage vs. late-stage ideas. Paper Presentation, Managerial and Organizational Cognition Division, Academy of Management (August 2020, expected), Virtual Conference.

Ellis, L. M. The Trouble with Stealing Ideas: Interpersonal Consequences for a Thief. Paper Presentation, Managerial and Organizational Cognition Division's Tuesday Coolness Session, Academy of Management (August 2019), Boston, MA.

Ellis, L. M., Katz, J. H., Strom, P. Dances with Thieves: How stealing ideas vs. money influences how coworkers manage conflict. Discussion Paper, International Association for Conflict Management (July 2019), Dublin, Ireland.

Ellis, L. M., Goncalo, J. A., Duguid, M. M. Status and Idea Evaluation: Explaining the Bias in Favor of Men. Rapid Fire Presentation, International Association for Conflict Management (July 2019), Dublin, Ireland.

Ellis, L. M. The Trouble with Stealing Ideas: Interpersonal Consequences for a Thief. Paper Presentation, Transatlantic Doctoral Consortium (TADC), London Business School (May 2019), London, UK.

Ellis, L. M. The Trouble with Stealing Ideas: Interpersonal Consequences for a Thief. Paper Presentation, European Doctoral Consortium, University of Warwick Business School (March 2019), Coventry, UK.

Ellis, L. M. & Lucas, B. J. Take the seed or the fruit? (Mis)predicting idea thieves' preference for taking early-stage vs. late-stage ideas. Data Blitz Presentation, Society for Personality and Social Psychology (February 2019), Portland, OR.

Ellis, L. M. Is it Worse to Steal Money or Ideas? Impression formation and punishment for a motivated thief. Presentation, Managerial and Organizational Cognition Division, Academy of Management (August 2018), Chicago, IL.

Ellis, L. M. & Lucas, B. J. Creators (mis)predict idea thieves' preferences for stealing early-stage versus late-stage ideas. Rapid Fire Presentation, International Association for Conflict Management (July 2018), Philadelphia, PA.

INVITED TALKS

Ellis, L. M. The Interpersonal Consequences of Stealing Ideas: Worse character judgements and less coworker support for an idea (vs. money) thief. Department of Management, Whitman College of Business, Syracuse University (March 2020), Syracuse, NY.

Ellis, L. M. Is it Worse to Steal Money or Ideas? Impression formation and punishment for a motivated thief. Poster Session, selected as one of two student representatives for The ILR School, Cornell University, Festival of Scholarship (August 2017), Ithaca, NY.

Ellis, L. M. Is it Worse to Steal Money or Ideas? Impressions of and punishments for a thief. Invited Talk, Implicit Social Cognition Lab, Department of Psychology. Cornell University (August 2017), Ithaca, NY.

TEACHING

Instructor

- The Ownership, Protection, & Theft of Ideas (undergraduate & graduate), Cornell University, Fall 2020, expected

Teaching Assistant

- Negotiations & Conflict Resolution (undergraduate), Cornell University, Spring 2017
TA of 5 recitation sections, Average Overall Teaching Ability 5.0/5.0
- Negotiation Essentials (graduate, MBA), Cornell University, Fall 2016
- Introduction to Organizational Behavior (undergraduate), Cornell University, Fall 2016
TA of 2 recitation sections, Average Overall Teaching Ability: 4.71/5.0

Guest Lecturer

- “Experimental Research Methods,” Introduction to Research Methods, Spring 2016

Senior Honors Thesis Supervision

- Ryan McCurry, B.S. ILR, Senior Honors Thesis on Academic Entrepreneurship (2019-2020)
- William Donnelly, B.S. ILR, Senior Honors Thesis on Creativity & Gender (2017-2018)

Independent & Directed Study Supervision

- Ryan McCurry (Fall, 2017)
- Andrew Young (Fall, 2018)
- Juliet Remi (Fall, 2018)
- Helen Barna (Spring, 2019)
- Lindsey Fuchs (Spring, 2019)
- Anika Bajpai (Spring, 2019)
- Aaron Lafazan (Fall, 2019)
- Levi Orenstein-Wolf (Fall, 2018)

SERVICE AND PROFESSIONAL AFFILIATIONS

Principal Investigator & Lab Director

- Ellis Idea Lab (Cornell), 2017-present

Lab Manager

- Experimental Psychology in Organizations Lab (EXPO Lab; Cornell), 2016-2018

Ad-hoc Reviewer

- Journal of Experimental Social Psychology (2018-present)
- Academy of Management Annual Meeting (2016-present)

- International Association for Conflict Management (2017-present)
- Society for Personality and Social Psychology (2018-present)

Additional Service Activities

- Co-Organizer, MOC Division's Teaching in the Rough PDW (AOM, 2018-present)
- Committee Member, MOC Division's Best Student Paper Award (AOM, 2019)

REFERENCES

Dr. Jack A. Goncalo (co-chair)
University of Illinois, Champaign-Urbana
Geiss School of Business
Champaign, IL
Goncalo@Illinois.edu

Dr. Vanessa K. Bohns (co-chair)
Cornell University
ILR School
Ithaca, NY
vkb28@cornell.edu

Dr. Emily Zitek
Cornell University
ILR School
Ithaca, NY
emz34@cornell.edu

Dr. Devon Proudfoot
Cornell University
ILR School
Ithaca, NY
Devon.Proudfoot@cornell.edu