

Lillien M. Ellis  
—CURRICULUM VITAE—  
Cornell University  
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EDUCATION

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- Ph.D. Cornell University, ILR School  
Organizational Behavior, May 2021  
Dissertation: **The Consequences of Idea Theft**  
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

RESEARCH INTERESTS

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Idea theft; creativity; unethical behavior; entrepreneurship and corporate knowledge work; social norms

REFEREED PUBLICATIONS

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

OTHER PUBLICATIONS

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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.

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 MANUSCRIPTS IN PREPARATION
 

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

**Ellis, L. M.**, Reilly, P. Stealing Genius: A multi-level theoretical perspective on idea theft (Target: *Academy of Management Review*)

**Ellis, L. M.**, Goncalo, J. A., Chatman, J.A., Idea Ownership & Theft: Individualism-Collectivism norms and the judgment, punishment, and emulation of idea theft. (Target: *Organization Science*)

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 SELECTED RESEARCH IN PROGRESS
 

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

**Ellis, L. M.**, Legacy Lessons: How group affiliations ameliorate independent inventors' fears of intellectual property infringement (*mid stage data collection*)

**Ellis, L. M.** There's No 'I' In Idea: A backlash effect for claiming someone stole your idea. (*early stage data collection*)

**Ellis, L. M.**, Coles, R.C., Shardlow, E. Show & Tell, or Else: How demands for non-disclosure agreements (NDA) impact entrepreneur-venture capitalist relationships (*early stage data collection*)

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 HONORS AND AWARDS
 

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General Mills Award for Exemplary Teaching, 2020	
Benjamin Miller Research Award, 2020	\$600
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

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 CONFERENCE PRESENTATIONS
 

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**Ellis, L. M.**, Goncalo, J. A., Chatman, J.A., Idea Ownership & Theft: Individualism-Collectivism norms and the judgment, punishment, and emulation of idea theft. Paper Presentation, Berkeley Culture Conference, Berkeley Haas Culture Initiative (January 2021), 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), 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.** 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

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**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

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Instructor – *Both courses taught remotely due to COVID-19*

- Introduction to Organizational Behavior (undergraduate), Cornell University, Summer 2021 (Overall Teaching, **5.0/5.0**)
- The Ownership, Protection, & Theft of Ideas (undergraduate & graduate), Cornell University, Fall 2020 (Overall Teaching, **4.8/5.0**)
  - I designed this interdisciplinary course based on my research program and expertise

#### 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

- “Negotiation,” Introduction to Human Resource Management,
- “Experimental Research Methods,” Introduction to Research Methods, Spring 2016

#### Senior Honors Thesis Supervision (“second reader”)

- 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 Research 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)

#### SERVICE AND PROFESSIONAL AFFILIATIONS

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##### Ad-hoc Reviewer

- Organizational Behavior and Human Decision Processes (2019-present)
- 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)

##### Executive Board Member, National Inventors Club (Feb 2021-present)

- Conduct research to inform the practices related to entrepreneur outreach and intellectual property education

##### Principal Investigator & Lab Director

- Ellis Idea Lab (Cornell), 2017-present

##### Lab Manager

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

##### 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

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

Dr. Vanessa K. Bohns (co-chair)  
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