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Lillien M. Ellis

Darden School of Business
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ACADEMIC POSITIONS

University of Virginia, Darden School of Business
Assistant Professor of Business Administration, 2022-present

Cornell University, ILR School
Visiting Faculty, Instructor of Organizational Behavior, 2021-2022

EDUCATION

Cornell University, ILR School – Ithaca, NY
Ph.D., Organizational Behavior, 2021

Cornell University, ILR School – Ithaca, NY
M.S., Organizational Behavior, 2017

Cornell University, ILR School – Ithaca, NY
Industrial and Labor Relations, 2014

PUBLICATIONS

Ellis, L.M. & Reilly, P. (forthcoming) The Ownership, Protection, and Theft of Ideas: A multidimensional perspective on "idea theft" in the workplace. *The Research Handbook on Workplace Creativity*. Edward Elgar Publishing.

Ellis, L.M. & Lucas, B.J. (2024) Before the Ink Dries: Creators misjudge idea thieves' preferences for early-stage ideas. *Social and Personality Psychology Compass*, 18(10), e70008.

Katz, J.H., **Ellis, L. M.** (2024) Dances with Avatar: How Creators Can Moderate the Novelty of Their Work to Achieve More Creative Success. *Academy of Management Review*. 50(1), 148-159.

Ellis, L. M. (2022) The Interpersonal Consequences of Stealing Ideas: Worse character judgements and less coworker support for an idea (vs. money) thief. *Organizational Behavior & Human Decision Processes,* 171, 104165.

- Selected media mentions: Featured articles: Inc., Forbes India, Darden's Ideas to Action, and LinkedIn
- Secondary publication by the International Association for Chinese Management Research, Management Insights (translated to Chinese; Dec. 2023)

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.

SELECTED MANUSCRIPTS IN PREPARATION

Ellis, L.M. & Prengler, M.K. Creativity and the iterative process. (Target: Administrative Science Quarterly)

Ellis, L. M., Reilly, P., Rouse, E.D. Idea Ownership and Theft (Target: Academy of Management Review)

SELECTED RESEARCH IN PROGRESS

Ellis, L.M. & Prengler, M.K. Moralized Usefulness and Creativity (early-stage data collection)

Ellis, L. M., Belmi, P., Younge, A., You're Not Steve Jobs: Informal Sanctions for High Status Idea Thieves *(mid-stage data collection)*

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

Ellis, L. M. & McKee, S. E. How Similar is Too Similar? Idea Similarity and idea theft determinations *(early-stage data collection)*

HONORS AND AWARDS

General Mills Award for Exemplary Teaching, 2020	
Benjamin Miller Research Award, 2020	$600
ILR Scheinman Institute Research Award, 2020	$1,200
Research on Inequality Grant, 2019	$2,000
Technology & The Evolution of Work, 2019	$11,700
Technology & The Evolution of Work, 2018	$20,000

Cornell 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

CONFERENCE PRESENTATIONS

Ellis, L.M. & Prengler, M.K. Creativity and the iterative process. Project Presentation, Creativity Collaboratorium, University College London (September, 2025). London, UK.

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

Ellis, L.M. Organizational Culture and the Consequences of Idea Theft. University of Virginia, Department of Cognitive Psychology (November 2023), Charlottesville, VA.

Ellis, L.M. The Consequences of Idea Theft for Organizations. Darden School of Business, University of Virginia (November 2021), Charlottesville, VA.

Ellis, L.M. The Consequences of Idea Theft for Organizations. University College London, (November 2021), London, UK.

Ellis, L.M. The Consequences of Idea Theft for Organizations. HEC Montreal, (October 2021), Montréal, QC.

Ellis, L.M. The Consequences of Idea Theft for Organizations. McCombs School of Business, University of Texas at Austin (October 2021), Austin, TX.

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 & MENTORSHIP

Instructor

- Leading Organizations (MBA), Fall 2025
- Leading Teams (MBA), Summer, 2025
- Negotiations (MBA), Summer 2025
- Establishing Yourself at Work (MBA), Spring 2025
- Leading Organizations (MBA), Spring 2024
- Leading Teams (MBA), Fall 2024
- Negotiations (MBA), Summer 2024
- Creating and Advancing Big Ideas (MBA), Spring 2024
- Leading Organizations (MBA), Fall 2023
- Leading and Managing Teams (graduate) Cornell University, Spring 2022
- Introduction to Organizational Behavior (undergraduate), Cornell University, Summer 2021
- The Ownership, Protection, & Theft of Ideas (undergraduate writing seminar), Cornell University, Fall 2020

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

Teaching Assistant

- Negotiations & Conflict Resolution (undergraduate), Cornell University, Spring 2017
- Negotiation Essentials (graduate, MBA), Cornell University, Fall 2016
- Introduction to Organizational Behavior (undergraduate), Cornell University, Fall 2016

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 Donnely, B.S. ILR, Senior Honors Thesis on Creativity & Gender (2017-2018)

Independent & Directed Research Supervision

- Britt Terrell (Spring, 2025)
- 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

Ad-hoc Reviewer:

- Academy of Management Review (2022-present)
- 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)

Principle Investigator, Ellis Idea Lab, 2017-present

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

Additional Service Activities:

- Organizer, MOC Division's Presenting in the Rough PDW (AOM, 2025-present)
- Executive Committee Member, Academy of Management MOC Division (2022-present)
- Co-organizer, MOC Division's Teaching in the Rough PDW (AOM, 2018-2024)
- Committee Member, MOC Division's Best Student Paper Award (AOM, 2019)