

## Lillian M. Ellis

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University of Virginia  
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### ACADEMIC POSITIONS

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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

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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

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**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 (OBHDP)*, 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.

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#### SELECTED MANUSCRIPTS IN PREPARATION

**Ellis, L. M.,** Goncalo, 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

**Ellis, L. M.,** Generative “artists”: A mixed-method study of the ai-assisted creative process (*mid-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*)

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#### 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

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#### CONFERENCE PRESENTATIONS

**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.** 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

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### *Instructor*

- Leadership and Organizational Behavior (MBA), Spring 2024
- Leading Teams (MBA), Fall 2024
- Negotiations (MBA), Summer 2024
- Creating and Advancing Big Ideas (MBA), Spring 2024
- Leadership and Organizational Behavior (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 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:

- 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:

- Co-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)