

AIMEE DARS ELLIS

Department of Management; School of Business; Ithaca College; Ithaca, NY 14850; aellis@ithaca.edu

EDUCATION

Ph.D., W. P. Carey School of Business

Arizona State University, 2008

Concentration: Organizational Behavior

Dissertation: "The Impact of Corporate Social Responsibility on Employee Attitudes and Behaviors"

Committee Members: Dr. Amy Hillman (Chair), Dr. Kevin Corley, Dr. Peter Hom

M.B.A., Michael F. Price College of Business

University of Oklahoma, 2003

Concentration: Marketing and Management Information Systems

B.A., With Highest Honors, University of Chicago, 1995

Concentration: General Studies in the Humanities

ACADEMIC EXPERIENCE

Assistant Professor of Management, Department of Management, School of Business

Ithaca College

Ithaca, NY

August 2008 to present

Research Associate and Instructor, Department of Management, W. P. Carey School of Business

Arizona State University

Tempe, AZ

August 2003 to May 2008

RESEARCH INTERESTS

Social Responsibility/ Stakeholder Management, Sustainability, Gender and Diversity in Organizations, Emotions in Organizational Life, Research Methods

TEACHING INTERESTS

Organizational Behavior, Team Skills, Responsible Leadership, Business Ethics, Social Environment of Business, Sustainability

REFEREED PUBLICATIONS

McCall, M., Bruneau, C.L., Ellis, A.D., & Mian, K. (In Press). "A framework for understanding consumptive delay: Rebate proneness and redemption." *Journal of Product and Brand Management*.

Hom, P.W., Roberson, L., & Ellis, A.D. (2008). "Challenging conventional wisdom about employee turnover: Revelations from corporate America." *Journal of Applied Psychology*, 93(1): 1-34.

Cardy, R. L., Miller, J.S., & Ellis, A.D. (2007). "Employee equity: Towards a person-based approach to HRM." *Human Resource Management Review*, 17: 140-151.

BOOK CHAPTERS AND OTHER PUBLICATIONS

- Ellis, A.D. & Tsui, A.S. (2007). "Survival of the fittest or the least fit? When psychology meets ecology in organizational demography," In Ostroff, C. & Judge, T.A. (Eds.). *Perspectives on Organizational Fit*. New York: Lawrence Erlbaum Associates, 287-351.
- Tsui, A.S., & Ellis, A. (2005). "Organizational demography." In Nicholson, N. Audia, P. & Pillutla, M. (Eds.) *Blackwell Encyclopedic Dictionary of Organizational Behavior*. London: Blackwell, 279-280.
- Beth, J., Dunaway, C., Ellis, A., Johnson, E., & Rowe, K. (2005). Sonic: America's drive-in. In Hitt, M.A., Ireland, R.D. & Hosskisson, R.E. (Eds.) *Strategic Management: Concepts and Cases, 6e*. Mason, OH: Thomson South-Western, 365-387.

CONFERENCE PROCEEDINGS

- Ellis, A.D. (forthcoming) "The impact of corporate social responsibility on employee attitudes and behaviors." *Proceedings of the Sixty-eighth Annual meeting of the Academy of Management*.
- Hom, P.W., Roberson, L., & Ellis, A.D. (2006). "Challenging conventional wisdom about employee turnover: Revelations from corporate America." In K. Mark Weaver (Ed.), *Proceedings of the Sixty-fifth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.

CONFERENCE PAPERS

- Ellis, A.D. (2009). "The impact of corporate social responsibility on employee attitudes and behaviors." Paper accepted for presentation at the annual meeting of the Academy of Management, Chicago. [Also selected for publication in *Best Papers Proceedings*].
- Ellis, A.D. (2009). "Employee attitudes toward and participation in green management practices." All-Academy symposium paper accepted for presentation at the annual meeting of the Academy of Management, Chicago.
- Ellis, A.D. (2009). "Integrating humane education into the business school." Paper selected for presentation at the annual Organizational Behavior Teaching Conference, Charleston, SC.
- Ellis, A.D. (2008). "Opportunities for personal social action in the for-profit firm." Paper presented at the annual meeting of the Academy of Management, Anaheim.
- Ellis, A.D., Miller, J.S., & Cardy, R.L. (2007). "Assessing employee equity: Preliminary development of a measure." Paper presented at the annual meeting of the Academy of Management, Philadelphia.
- Hom, P.W. & Ellis, A.D. (2007). "Ajzen's Theory of Planned Behavior: A latent growth modeling approach." Paper presented at the annual meeting of the Academy of Management, Philadelphia.
- Cardy, R. L., Miller, J.S., & Ellis, A.D. (2007). "Exploring the concept of a person-based approach to I-O Psychology and HRM." Symposium paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York City.

Hom, P.W. & Ellis, A.D. (2007). "Benchmarking quit statistics." Symposium paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York City.

Hom, P.W., Roberson, L., & Ellis, A.D. (2006). "Challenging conventional wisdom about employee turnover: Revelations from corporate America." Paper presented at the annual meeting of the Academy of Management, Atlanta. [Also selected for publication in *Best Papers Proceedings*].

Cardy, R.L & Ellis, A.D. (2006). "Alternative performance frameworks: Directions for research and practice." Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas.

Ellis, A.D. & Tsui, A.S. (2005). "Survival of the fittest: When psychology meets ecology in organizational demography." Paper presented at the annual meeting of the Academy of Management, Honolulu.

Ellis, A.D. & Tsui, A.S. (2005). "Survival of the fittest: When psychology meets ecology in organizational demography." Paper presented at the 9th annual Summit del Sol. [Invited presentation].

Ellis, A.D. (2004). "Depression in the workplace." Symposium paper presented at the annual meeting of the Academy of Management, New Orleans.

WORKS-IN-PROGRESS

Hom, P.W. & Ellis, A.D. "Testing Ajzen's theory of planned behavior using second order factor latent growth modeling." (Data collection complete, targeted for *Journal of Applied Psychology*)

Jacobson, K.J.L., Ellis, A.D., & Pepper, M.B. "Mentoring women in Ph.D. Business programs: A qualitative approach." (Data collection underway)

Kelly, E., Ellis, A.D., & Rosenthal, S. "Crisis of conscience: Pharmacist refusal to provide health care services on moral grounds."

AWARDS AND HONORS

University Graduate Scholar, Arizona State University, 2003-2006

Outstanding Reviewer Award, Organizational Behavior Division, Academy of Management, 2007

Graduate College Travel Grant, Arizona State University, Spring 2006, Spring 2007

Choctaw Nation Higher Education Scholarship, 2006, 2007

TEACHING EXPERIENCE

Assistant Professor, Ithaca College

FLEFF Minicourse: Business Stakeholders and Sustainability (MGMT 103), Spring 2009

Business Sustainability and Social Entrepreneurship (MGMT 497), Spring 2009

Organizational Behavior and Management (MGMT 206), Spring 2009

World of Business (BINT 101), Fall 2008

Instructor, Arizona State University

Responsible Leadership (MGT 410), Spring 2008, Fall 2007, Summer 2006

Organizational Management and Leadership (MGT 300), Summer 2007, Winter 2006,
Summer 2005, Winter 2004

Collaborative Team Skills (MGT 310), Spring 2007, Fall 2006

Teaching Assistant, Arizona State University

Organization Theory and Behavior (MGT 502), Fall 2005 (Two Sections), Fall 2003

Teaching Assistant, University of Oklahoma

Prejudice and the Civil Rights Movement (PSY 4920), Spring 2003

PROFESSIONAL AFFILIATIONS, SERVICE, AND ACTIVITIES

Member

Academy of Management, 2001-present

Gender and Diversity in Organizations Division

Organizational Behavior Division

Research Methods Division

American Psychological Association, 2004-present

Evaluation, Measurement, and Statistics, Division 5

Society for the Psychology of Women, Division 35

Beta Gamma Sigma, 2003-present

International Association for Business and Society, 2007-present

Management Doctoral Students Association, The PhD Project, 2004-present

Organizational Behavior Teaching Society, 2005-present

Society for Industrial and Organizational Psychology, 2003-present

Ad Hoc Reviewer

Journal of Management Learning and Education, 2007

Conference Reviewer

Academy of Management Annual Conference, 2003-2008

International Conference on Emotions and Worklife, 2006

Western Academy of Management, 2005

Association of Women in Psychology, 2004-2005

Grant Reviewer

Arizona State University Graduate and Professional Students Association Research Grant,
2003-2004

Nominated Attendee, Doctoral Student Consortium, Gender and Diversity in Organizations

Division, annual meeting of the Academy of Management, Honolulu, August 2005

Chair, Planning Committee, 11th annual Summit del Sol, hosted by the Department of Management,

W. P. Carey School of Business, 2007

Member, “Big Brother/Big Sister” Task Force, Department of Management, W. P. Carey School of Business, 2007

Member, Planning Committee, 9th annual Summit del Sol, hosted by the Department of Management, W. P. Carey School of Business, 2005

Session Chair, International Conference on Emotions and Worklife, August 2006

Member, Program Assessment Committee (SoB), Ithaca College, August 2008-Present

Member, Sustainability Committee (SoB), Ithaca College, August 2008-Present

Member, Bookstore Advisory Committee (All-School), Ithaca College, August 2008-Present

WORK EXPERIENCE

Sales Manager, UNIVERSITY OF OKLAHOMA PRESS, Norman, OK, 9/98-2/01

Marketing and Sales Manager, UNIVERSITY OF UTAH PRESS, Salt Lake City, UT, 9/96-8/98

Assistant Sales Manager, UNIVERSITY OF CHICAGO PRESS, Chicago, IL, 6/95-8/96