

B. PARKER ELLEN III

Assistant Professor
Management and Organizational Development Group
D'Amore-McKim School of Business
Northeastern University

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EDUCATION

- Ph.D. Business Administration
Florida State University, 2015
Primary Area: Organizational Behavior and Human Resources Management
Support Area: Statistics/Research Methods
- M.S. Managerial Sciences
Georgia State University, 2007
Primary Area: Organizational Development and Change
- B.S. Civil Engineering
Auburn University, 2002
Primary Area: Traffic and Transportation
Support Area: Business Administration

RESEARCH INTERESTS

- General areas: Organizational Behavior; Social Influence
- Specific topics: Organizational Politics; Leadership

HONORS AND AWARDS

FSU Fellows Society
The Graduate School, Florida State University
2015 Inductee

Highly Commended Paper Recipient
Emerald Literati Network Awards for Excellence
Career Development International
2015

Outstanding Author Contribution
Emerald Literati Network Awards for Excellence
Research in personnel and human resources management
2015

Graduate Research and Creativity Award Finalist
The Graduate School, Florida State University
2015

Meredith P. Crawford Fellowship in Industrial-Organizational Psychology
Human Resources Research Organization
2014

Graduate Scholar Award
Phi Kappa Phi, Florida State University
2014

Outstanding Reviewer
Academy of Management, Organizational Behavior Division
2014

Outstanding Teaching Assistant Award Nominee
College of Business, Florida State University
2014

SIOP Conference Student Travel Award
Society for Industrial and Organizational Psychology
2014

Dissertation Research Grant
The Graduate School, Florida State University
2013-2014

John C. Flanagan Award for Outstanding Student Contribution
Society for Industrial and Organizational Psychology, 28th Annual Conference
2013

Featured Top Rated Poster
Society for Industrial and Organizational Psychology, 28th Annual Conference
2013

Phi Kappa Phi
Florida State University
2013

Carl A. Bramlette, Jr. Scholastic Achievement Award
Department of Managerial Sciences, Georgia State University
2007

MEDIA MENTIONS

“Six habits of the best conversationalists: Becoming a god conversationalist requires having a certain set of skills in your communication toolbox,” *Fast Company*.

<http://www.fastcompany.com/3058579/your-most-productive-self/six-habits-of-the-best-conversationalists>, April 6, 2016

EMPLOYMENT HISTORY

2015 – Present	Assistant Professor, Management and Organizational Development D’Amore-McKim School of Business Northeastern University
2011 – 2015	Research/Teaching Assistant, Department of Management College of Business Florida State University
2010	Special Projects Office of the Chief Financial Officer Kimley-Horn and Associates, Inc.
2008 - 2010	Assistant Business Manager Southeast Region Kimley-Horn and Associates, Inc.
2008 - 2010	Director Consultant Training Kimley-Horn and Associates, Inc.
2006 - 2008	Office Coordinator Atlanta-Midtown Kimley-Horn and Associates, Inc.
2004 - 2006	Project Manager Atlanta-Midtown Kimley-Horn and Associates, Inc.
2002 - 2004	Analyst Atlanta-North Kimley-Horn and Associates, Inc.
2001 - 2002	Research Assistant, Civil Engineering Department Samuel Ginn College of Engineering Auburn University

RESEARCH

JOURNAL PUBLICATIONS

11. Epitropaki, O., Kapoutsis, I., Ellen, B.P., III, Ferris, G.R., Drivas, K., & Ntotsi, A. (in press). Navigating uneven terrain: Political skill, LMX differentiation, and employee outcomes. *Journal of Organizational Behavior*.
10. McAllister, C.P., Ellen, B.P., III, Ferris, G.R. (in press). Social influence opportunity recognition, evaluation, and capitalization: Increased theoretical specification through political skill's dimensional dynamics. *Journal of Management*.
9. Wihler, A., Blickle, G., Ellen, B.P., III, Hochwarter, W.A., & Ferris, G.R. (in press). Personal initiative and job performance evaluations: The role of political skill in opportunity recognition and capitalization. *Journal of Management*.
8. Baur, J.E., Ellen, B.P., III, Buckley, M.R., Ferris, G.R., Allison, T.H., McKenny, A.F., & Short, J.C. (2016). More than one way to articulate a vision: A configurations approach to leader charismatic rhetoric and influence. *The Leadership Quarterly*, 27(1), 156-171.
7. McAllister, C.P., Ellen, B.P., III, Perrewé, P.L., Ferris, G.R., & Hirsch, D.J. (2015). Checkmate: Using political skill to recognize and capitalize on opportunities in the “game” of organizational life. *Business Horizons*, 58(1), 25-34.
6. Ellen, B.P., III (2014). Considering the positive possibilities of leader political behavior. *Journal of Organizational Behavior*, 35(6), 892-896.
5. Hochwarter, W.A., Ellen, B.P., III, & Ferris, G.R. (2014). Examining the interactive dynamics of accountability, politics, and voice. *Career Development International*, 19(4), 358-380. **Selected by the journal's editorial team as a Highly Commended Paper of 2014.**
4. Gentry, W.A., Leslie, J.B., Gilmore, D.C., Ellen, B.P., III, Ferris, G.R., & Treadway, D.C. (2013). Personality and political skill as distal and proximal predictors of leadership evaluations. *Career Development International*, 18(6), 569-588.
3. Ellen, B.P., III, Ferris, G.R., & Buckley, M.R. (2013). Leader political support: Reconsidering leader political behavior. *The Leadership Quarterly*, 24(6), 842-857.
2. Mackey, J., Ellen, B.P., III, Hochwarter, W.A., & Ferris, G.R. (2013). Subordinate social adaptability and the consequences of abusive supervision perceptions in two samples. *The Leadership Quarterly*, 24(5), 732-746.
1. Ewen, C., Wihler, A., Blickle, G., Oerder, K., Ellen, B.P., III, Douglas, C., & Ferris, G.R. (2013). Further specification of the leader political skill – leadership effectiveness relationships: Transformational and transactional leader behavior as mediators. *The Leadership Quarterly*, 24(4), 516-533.

MANUSCRIPTS UNDER REVIEW AND REVISE-AND-RESUBMIT DECISIONS

Ellen, B.P., III (under 2nd round review). Politics and pigskins: Leader political support and the Grambling University football program. *Journal of Applied Sport Management*.

Ellen, B.P., III, Bishoff, J., Steffenson, D.S., Zhang, L., Russell, Z.A., & Ferris, G.R. (under review). The impact of high performance work practice implementation on perceptions of leadership. *Human Resource Management Review*.

Wang, G., DeGhetto, K., Ellen, B.P., III, & Lamont, B. T. (proposal accepted for special issue). Antecedents of CEO duality: A meta-analytic review and theoretical extension. *Journal of Management Studies*.

MANUSCRIPTS IN PREPARATION FOR JOURNAL SUBMISSION

Ellen, B.P., III, Hochwarter, W.A., & Ferris, G.R. (drafting manuscript). Loyal to a fault: A restricted nonlinearity perspective of perceptions of organizational politics. Target: *Journal of Applied Psychology*.

Ellen, B.P., III, Frieder, R.K., Kapoutsis, I., & Hochwarter, W.A. (drafting manuscript). A political perspective of the MAC model of performance. Target: *Journal of Applied Psychology*.

Ellen, B.P., III, & Sutton, T. (analyzing data). Reciprocal task interdependence as a boundary condition of the strategic core theory of teams. Target: *Personnel Psychology*.

Silvester, J., Wyatt, M, Ellen, B.P., III, & Ferris, G.R. (under review). I think I can, and I plan to: Efficacy and intention as mediators of the political skill-influence outcome relationship. *Journal of Management*.

RESEARCH VOLUME CONTRIBUTIONS AND BOOK CHAPTERS

6. Ellen, B.P., III (forthcoming). Transformational leadership. In A. Farazmand (Ed.) *Global encyclopedia of public administration and public policy*. New Delhi, India: Springer.

5. Ellen, B.P., III, Ferris, G.R., & Buckley, M.R. (2016). Political is the new pro-social: Leaders' support of followers through political behavior. In E. Vigoda-Gadot, & A. Drory (Eds). *Handbook of organizational politics* (second edition). Northampton, MA: Edward Elgar Publishing.

4. Ferris, G.R., Harris, J.N., Russell, Z.A., Ellen, B.P., III, Martinez, A.D., & Blass, F.R. (2014). Reputation in the organizational sciences: A multi-level review, construct assessment, and research directions. In M.R. Buckley, A.R. Wheeler, & J.R.B. Halbesleben (Eds.), *Research in personnel and human resources management* (Vol. 32, pp. 241-303). Bingley, UK: Emerald Group Publishing Ltd. **Selected by the editorial team as an Outstanding Author Contribution in the 2015 Emerald Literati Network Awards for Excellence.**
3. Treadway, D.C., Douglas, C., Ellen, B.P., III, & Ferris, G.R. (2014). Political skill and team leadership: The positioning of political skill in the framework of leader competencies. In R.E. Riggio & S.J. Tan (Eds.), *Leader interpersonal and influence skills: The soft skills of leadership* (pp. 173-206). New York: Taylor and Francis.
2. Baur, J.E., Ellen, B.P., III, DeOrtentiis, P.S., Buckley, M.R., & Ferris, G.R. (2013). Meta-analysis as received wisdom in the organizational sciences: Is it meeting its intended objectives? In D. Svyantek & K. Mahoney (Eds.), *Received wisdom, kernels of truth, and boundary conditions in organizational studies* (pp. 331-353) (A volume in the series, *Research in the Organizational Sciences*). Charlotte, NC: Information Age Publishing.
1. Ellen, B.P., III, Douglas, C., Ferris, G.R., & Perrewé, P.L. (2013). Authentic and political leadership: Opposite ends of the same continuum?. In D. Ladkin & C. Spiller (Eds.), *Reflections on authentic leadership: Concepts, coalescences, and clashes* (pp. 231-236). Cheltenham, UK: Edward Elgar Publishing.

PEER REVIEWED ACADEMIC PRESENTATIONS, WORKSHOPS, AND SYMPOSIUMS

14. Deghetto, K., Wang, G., & Ellen, B.P., III (2015). *A meta-analytic review of the nomological network of CEO duality*. Paper presented at the Southern Management Association Annual Meeting, St. Pete Beach, FL, October 27-31, 2015.
13. Silvester, J., Wyatt, M, Ellen, B.P., III, & Ferris, G.R. (2015). *Political skill and campaign effectiveness: A study of Parliamentary candidates in the 2010 general election*. Paper presented at the Political Studies Association 65th Annual International Conference, Sheffield, England, March 30 – April 1, 2015.
12. Ellen, B. P., III (2014). The psychological costs of authentic leadership. In D. Ladkin & C. Spiller (Co-Chairs), *Critical Perspectives on Authentic Leadership*. Symposium presented at the Academy of Management, 74th Annual Meeting, Philadelphia, PA, August 1-5, 2014.
11. Ellen, B.P., III, Kane-Frieder, R.E., & Hochwarter, W.A. (2014). *A political perspective of the MAC model of performance*. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI, May 15-17, 2014.
10. Ellen, B.P., III, & Sutton, T. (2014). *Revisiting the strategic core theory of teams: Implications of increased interdependence*. Paper presented at the 29th Annual

Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI, May 15-17, 2014.

9. McAllister, C.P., Ellen, B.P., III, & Ferris, G.R. (2014). *Unpacking political skill: Using opportunity recognition and capitalization to explain dimensional process dynamics*. Paper presented at the Southern Management Association Annual Meeting. Savannah, GA, November 11-15, 2014.
8. Wihler, A., Blickle, G., Ellen, B.P., III, Hochwarter, W.A., & Ferris, G.R. (2014). *Personal initiative and job performance evaluations: Role of political skill*. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI, May 15-17, 2014.
7. Ellen, B.P., III, Burns, S.K., & Hochwarter, W.A. (2013). *Dealing with supervisor narcissism: The mitigating role of resource management ability*. Manuscript presented at the Southern Management Association Annual Meeting. New Orleans, LA, November 5-9, 2013.
6. Ellen, B.P., III, & Ferris, G.R. (2013). *Leader political support: reconsidering leader political behavior*. Manuscript presented at the Southern Management Association Annual meeting. New Orleans, LA, November 5-9, 2013.
5. Ellen, B.P., III, Mackey, J., Hochwarter, W.A., & Ferris, G.R. (2013). *Social adaptability as a resource buffering abusive supervision perceptions*. Poster presented in the 28th Annual Conference of the Society for Industrial and Organizational Psychology. Houston, TX, April 11-13, 2013. **John C. Flanagan Award Recipient for Outstanding Student Contribution** and for **Featured Top Rated Poster displayed at the all-conference reception**.
4. Ferris, G.R., Ellen, B.P., III, Harris, J.N., & Martinez, A.D. (2013). The role of reputation in organizational science: A multi-level review and construct assessment. In J.B. Rodell & J.W. Lynch (Co-chairs). *Employee reputation: What we know and where we are headed*. Symposium presented at the 73rd Annual Meeting of the Academy of Management, Lake Buena Vista, FL, August 9-13, 2013.
3. Hochwarter, W.A., Ellen, B.P., III, & Ferris, G.R. (2013). *Dynamics of accountability, voice, and political environments across two samples*. Paper presented in the 73rd Annual Meeting of the Academy of Management. Lake Buena Vista, FL, August 9-13, 2013.
2. Sexton, J.C., & Ellen, B.P., III. (2012). *The impact of CEO tenure and BOD conflict on incremental and radical innovation*. Paper presented in the Strategic Management Society 32st Annual International Conference entitled "Strategy in Transition." Prague, Czech Republic, October 6-9, 2012.
1. Treadway, D.C., Douglas, C., Ellen, B.P., III, & Ferris, G.R. (2012). *The positioning of political skill in the framework of "soft" leader competencies: Implications for team*

leadership. Paper presented in the 21st Annual Kravis-de Roulet Leadership Conference entitled “Understanding and assessing soft leader skills.” Claremont College, Claremont, CA, February 24-25, 2012.

CONFERENCE ACTIVITIES

Participant in Late Stage Doctoral Student Consortium, Southern Management Association Annual Meeting, Savannah, GA, 2014

Participant in Organizational Behavior Doctoral Student Consortium, Academy of Management Annual Meeting, Philadelphia, PA, 2014

Participant in 1st University of Houston Doctoral Symposium in Leadership, Department of Management, C.T. Bauer College of Business, University of Houston, 2012

Participant in Early Stage Doctoral Student Consortium, Southern Management Association Annual Meeting, Savannah, GA, 2011

SERVICE

PROFESSIONAL ASSOCIATIONS

Academy of Management (AOM)

- OB Division Ambassador (2016)
- OB Division Adopt-A-Member Mentor (2015)

Society for Industrial and Organizational Psychology (SIOP)

Southern Management Association (SMA)

EDITORIAL BOARDS

Journal of Leadership & Organizational Studies (2012-present)

AD-HOC REVIEWER

National Science Foundation, Science of Organizations Division

Human Resource Management Review (2013, 2016)

International Journal of Management Reviews (2014, 2016)

Journal of Business Ethics (2014-present)

Journal of Managerial Psychology (2015)

Journal of Organizational Behavior (2015-present)

Journal of Organizational and Occupational Psychology (2014)

The Leadership Quarterly (2013-present)

Academy of Management Conference, OB Division (2012-present)

- 2014 Outstanding Reviewer Award

Southern Management Association, OB Division (2012-present)

Society for Industrial and Organizational Psychology Conference (2014-present)

TEACHING EXPERIENCE

D'AMORE-McKIM SCHOOL OF BUSINESS, NORTHEASTERN UNIVERSITY

ORGB 3201: Organizational Behavior

Provides an overview of the actions and behaviors of people in organizations. Uses case studies, videos, experiential exercises, lectures, and discussions to explore the effects of individual, interpersonal, group, organizational, and cross-cultural factors on human behavior. Topics include groups and teams, motivation, leadership, organizational change, organizational culture, structure, conflict resolution, and communication. Both the underlying theories and principles of these topics, as well as their practical applications and implications for organizations, are covered.

COLLEGE OF BUSINESS, FLORIDA STATE UNIVERSITY

MAN 3240: Organizational Behavior

This course covers behavioral concepts, techniques, and applications for managing human resources in all types of organizations.

MAN 4143: Contemporary Leadership Challenges

This course provides broad exposure to the theories and practice of effective leadership and supervision in today's business and explores contemporary leadership challenges from a practical point of view, with opportunities to develop and practice effective leadership skills.

TEACHING EFFECTIVENESS

D'AMORE-MCKIM SCHOOL OF BUSINESS, NORTHEASTERN UNIVERSITY

The following table provides a summary of the mean scores for my overall course ratings. Student responses are presented on a scale of 1 = "Poor" to 5 = "Excellent."

Overall Instructor Rating				
Course Name	Semester	Enrollment	Class GPA	Mean Rating
Organizational Behavior	Spring 2016	18	2.82/4.00	4.60/5.00
Organizational Behavior	Spring 2016	18	3.22/4.00	4.60/5.00
Organizational Behavior	Fall 2015	19	2.70/4.00	4.47/5.00
Organizational Behavior	Fall 2015	16	3.19/4.00	4.53/5.00

COLLEGE OF BUSINESS, FLORIDA STATE UNIVERSITY

The following table provides a summary of the mean scores for my overall course ratings. Student responses are presented on a scale of 1 = "Poor" to 5 = "Excellent."

Overall Instructor Rating				
Course Name	Semester	Enrollment	Class GPA	Mean Rating
Contemporary Leadership	Spring 2015	40	3.21/4.00	4.49/5.00
Contemporary Leadership	Fall 2014	59	3.28/4.00	4.88/5.00
Contemporary Leadership	Summer 2014	29	3.00/4.00	4.85/5.00
Contemporary Leadership	Spring 2014	55	3.23/4.00	4.80/5.00
Organizational Behavior	Fall 2013	39	3.12/4.00	4.48/5.00
Organizational Behavior	Summer 2013	49	3.39/4.00	4.84/5.00
Organizational Behavior	Summer 2012	43	2.99/4.00	4.25/5.00

CORPORATE TRAINING EXPERIENCE

CONSULTANT TRAINING, KIMLEY-HORN & ASSOCIATES, INC.

Business Plan Development

This course covered the firm's business planning philosophy, including market, staff, and expense forecasting. During a case study, participants assumed the role of a management team faced with tough decisions during business planning.

Negotiation

This course covered basic negotiation theory, as well as learning through practice. Participants assumed the role of negotiating teams in a series of case studies based on actual firm experiences.

Communication & Presentation Skills

This course covered fundamentals of presentation skills, with the opportunity for multiple practice presentations with real-time feedback from video, instructors, and peers.

“Go” / “No-Go” Decisions

This course uses a series of case studies to provide participants with an understanding of what factors to consider when deciding whether to pursue a consulting engagement.