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Ella's scholarly work has been reported in the Wall Street Journal, The Boston Globe, The Los Angeles Times, The Charlotte Business Journal, The Christian Science Monitor, Newsweek, Working Women, Business Week, Black Enterprise and Essence Magazines. She is considered by industry and the academy to be one of the leading experts in organizational change, and the management of race, gender and class in organizational life. In addition, Ella appeared on CNN'S Democracy in America '96 as a nationally recognized expert of race relations in the workplace.