December 2025

# Chelsea R. Lide

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## ACADEMIC POSITIONS

**Massachusetts Institute of Technology, Sloan School of Management**

Class of 1948 Career Development Assistant Professor 2025 – present

Assistant Professor of Work and Organization Studies 2024 – present

## EDUCATION

**Stanford University, Graduate School of Business**

Ph.D. in Business Administration, Organizational Behavior

Dissertation: "Second-Order Prejudice: How Our Beliefs About Others' Biases Perpetuate Discrimination in Organizations"

- *Runner Up*, 2023 INFORMS/Organization Science Best Dissertation Proposal Competition

**Harvard College**

B.A. in Psychology (*cum laude*), secondary in Linguistics

## PUBLICATIONS

Halevy, N., **Lide, C. R**., Vani, P., Landry, A. P., & Miclau, E. (accepted). Superhumanization as social creativity: Positive exemplars and cultural appropriation concerns shape identity management. *Social Psychological and Personality Science*.

Flynn, F. J. & **Lide, C. R.** (2023). Communication Miscalibration: The Price Leaders Pay for Not Sharing Enough. *Academy of Management Journal*, 66(4), 1102-1122.

- Ranked in the Top 10 most read AMJ articles in 2023

## WORKS IN PROGRESS

**Lide, C. R.**, & Berg., J. M. The Company You Keep: How Company Homogeneity Cues Shape Second-Order Prejudice and Discrimination

**Lide, C. R.** Lay Theories of Psychological Safety in Organizations.

**Lide, C. R.**, & Flynn, F. J. Antecedents of Perceived Inclusion in Organizations.

**Lide, C. R.**, & Gruenfeld, D. H. Strategies to Promote Inclusive Leadership.

## WORKS IN PROGRESS, *cont.*

**Lide, C. R.** Do You See What I See?: How Organizational Identification Shapes Second-Order Prejudice.

**Lide, C. R.** Out of Sight, Out of Mind: Maintaining an Egalitarian Worldview through Discrimination.

## INVITED TALKS

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| Massachusetts Institute of Technology, Sloan School of Management (IWER) | 2026 |
| University of California, Los Angeles, Anderson School of Management | 2023 |
| University of Southern California, Marshall School of Business | 2023 |
| Carnegie Mellon University, Tepper School of Business | 2023 |
| Ohio State University, Fisher College of Business | 2023 |
| Massachusetts Institute of Technology, Sloan School of Management | 2023 |
| Rice University, Jones Graduate School of Business | 2023 |
| Michigan State University, Eli Broad College of Business | 2023 |
| Stanford University, Psychology Department, Social Lab | 2023 |
| University of California, Berkeley, Haas School of Business, HIGHER Lab | 2023 |

## CONFERENCES

**denotes presenter*

***Presentations***

**Lide, C. R.*** & Berg, J. M. (2023). Second-Order Prejudice: How Our Beliefs About Others' Biases Perpetuate Discrimination in Organizations. INFORMS Annual Meeting (Phoenix, AZ).

**Lide, C. R.*** & Berg, J. M. (2023). Second-Order Prejudice: How Our Beliefs About Others' Biases Perpetuate Discrimination in Organizations. Diversity in Management and Organizations Conference (Virtual).

**Lide, C. R.*** (2023). Second-Order Prejudice: Development and Validation of a Construct and Scale. Academy of Management Annual Conference (Boston, MA).

**Lide, C. R.*** (2023). The Diversity Double-Bind: How Organizations Signal DEI-Work is Both Needed and Non-Promotable. Society for Judgement and Decision Making Doctoral Symposium (Virtual).

Halevy, N.*, **Lide, C. R.**, Vani, P., & Landry, A. (2023). Exposure to Exceptional Minority Performers Shapes Racial Bias. International Association for Conflict Management Annual Conference (Thessaloniki, Greece).

Halevy, N., & **Lide, C. R.*** (2022). Identifying Sociocultural Sources of Racial Superhumanization Bias. Society for Personality and Social Psychology Annual Conference (San Francisco, CA).

Flynn, F. J. & **Lide, C. R.*** (2021). Under-Communication and the Empathy Gap: The Price Leaders Pay for Not Sharing Enough. Academy of Management Annual Conference (Virtual).

***Chaired Symposia***

**Lide, C. R.** & Halevy, N. (Chairs), Stereotypes in the Wild: Race, Gender, and Human Nature. Society for Personality and Social Psychology Annual Conference (San Francisco, CA).
*Presenters: Sophie Trawalter, Adam Waytz, Sapna Cheryan.*

***Organized Professional Development Workshops***

Mercado, M., Hollie, L., **Lide, C. R.**, Hubbard, A. M., & De La Haye, D. C. (2023). Understanding the Challenges in Measuring Subtle Bias: Context Conscious DEI Research. Academy of Management Annual Conference (Boston, MA).

## AWARDS AND FELLOWSHIPS

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| Runner Up, 2023 INFORMS/Org Science Best Dissertation Proposal Competition | 2023 |
| Diversity Dissertation Research Opportunity (DDRO) | 2023 |
| Diversifying Academia, Recruiting Excellence Fellowship (DARE) | 2022 – 2024 |
| Enhancing Diversity in Graduate Education Fellowship (EDGE) | 2019 – 2024 |
| Mellon Mays Undergraduate Research Fellowship | 2014 – 2016 |
| Behavioral Labs in the Social Sciences Research Fellowship | 2015 |

## TEACHING

**MIT Sloan Global Programs (Tsinghua SEM – Beijing, China)**

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| Organizational Behavior (Global MBA Program), *Professor* | 2026 |

**MIT Sloan School of Management**

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| 15.311: Organizational Processes (MBA Core), *Professor* | 2024 – 2025 |
| 15.341: Individuals, Groups, and Organizations (PhD Seminar), *Guest Lecturer* | 2025 |

**Stanford Graduate School of Business**

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| OB 528: Racial Bias and Structural Inequality (MBA Elective), *Course Assistant* | 2023 |
| OB 581: Negotiations (MBA Elective), *Course Assistant* | 2021 – 2023 |
| OB 533: Acting with Power (MBA Elective), *Course Assistant* | 2021 – 2022 |
| OB 205: Managing Groups and Teams (MBA Core), *Course Assistant* | 2020 – 2023 |
| OB 206: Organizational Behavior (MBA Core), *Course Assistant* | 2020 – 2022 |

## SERVICE

### *Professional and Field Service*

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| Panelist, "Halfway there, but now what: Advice for pre-dissertation doctoral students", AOM PDW (Chicago, IL) | 2024 |
| Reviewer, Academy of Management Annual Conference | 2022 – 2024 |
| Organizational Behavior Panel, PhD Project Conference (Chicago, IL) | 2023 |
| University Representative, PhD Project Conference (Chicago, IL) | 2022 – 2023 |
| Service Committee Member, PhD Project MDSA | 2022 – 2023 |

### *University and Departmental Service (Stanford)*

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| Panelist, Stanford GSB Admit Day Student Panel | 2024 |
| Student Representative, Stanford WASC Accreditation Commission | 2023 |
| Panelist, GSB Advisory Council Special Committee on Faculty and Research | 2023 |
| Panelist, Diversifying Academia Recruiting Excellence (DARE) Panel | 2023 |
| Panelist, GSB Town Hall Dean's Panel | 2023 |
| Co-Organizer, Doctoral Association for Black Business Students (DABBS) | 2022 – 2023 |
| Peer Advisor, Stanford GSB Research Fellows Program | 2022 – 2023 |
| Panelist, Introduction to Diversity in Doctoral Education and Scholarship | 2022 – 2023 |
| Co-organizer, Inaugural Stanford GSB Alumni Conference | 2022 |
| Panelist, Stanford Admissions Information Session | 2021 – 2022 |
| Interviewer, Rising Scholars Conference, in conversation with Condoleezza Rice | 2020 |

## PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)

Society for Personality and Social Psychology (SPSP)

Society for Judgement and Decision Making (SJDM)

International Association for Conflict Management (IACM)

American Psychological Association (APA)

## INDUSTRY EXPERIENCE

**Google, Inc.** *Austin, TX*
Program Manager 2016 – 2019