

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

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

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)

Organizational Behavior (Global MBA Program), <i>Professor</i>	2026
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MIT Sloan School of Management

15.311: Organizational Processes (MBA Core), <i>Professor</i>	2024 – 2025
15.341: Individuals, Groups, and Organizations (PhD Seminar), <i>Guest Lecturer</i>	2025

Stanford Graduate School of Business

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

SERVICE

Professional and Field Service

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)

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. Program Manager	<i>Austin, TX</i> 2016 – 2019
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