

Chelsea R. Lide

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ACADEMIC POSITIONS

Massachusetts Institute of Technology, Sloan School of Management

Assistant Professor of Work and Organization Studies

2024 – present

EDUCATION

Stanford University, Graduate School of Business

Ph.D. in Business Administration, Organizational Behavior

2024

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

2016

PUBLICATIONS

Flynn, F. J. & Lide, C. R. (2023). Communication Calibration: 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. Second-Order Prejudice: How Our Beliefs About Others’ Biases Perpetuate Discrimination in Organizations. (*under review*)

Halevy, N., Lide, C. R., Vani, P., & Landry, A. P. Minority Exceptionalism, Positive Stereotypes, and the Superhumanization of Black Americans. (*under review*)

Lide, C. R. Lay Theories of Psychological Safety in Organizations. (*data collection*)

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

Lide, C. R., & Gruenfeld, D. H. Strategies to Promote Inclusive Leadership. (*data collection*)

Lide, C. R. The Diversity Double-Bind: How Conflicting Cues Stall Corporate DEI Efforts. (*data collection*)

WORKS IN PROGRESS, *cont.*

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

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

INVITED TALKS

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

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 School of Management (Fall 2024)

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

Stanford Graduate School of Business

- OB 528: Racial Bias and Structural Inequality (MBA Elective), *Course Assistant*
 - Winter 2023: **4.91** out of 5
- OB 581: Negotiations (MBA Elective), *Course Assistant*
 - Average 2021 – 2023: **4.43** out of 5
- OB 533: Acting with Power (MBA Elective), *Course Assistant*
 - Average 2021 – 2022: **4.86** out of 5
- OB 205: Managing Groups and Teams (MBA Core), *Course Assistant*
 - Average 2020 – 2023: **4.83** out of 5
- OB 206: Organizational Behavior (MBA Core), *Course Assistant*
 - Average 2020 – 2022: *no ratings available*

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)

The PhD Project Management Doctoral Student Association (MDSA)

INDUSTRY EXPERIENCE

Google, Inc.

Program Manager

Austin, TX

2016 – 2019

- Designed and implemented a global, company-wide candidate experience program to help improve Google’s diversity hiring efforts
- Authored quarterly talent and competitive intelligence insights for the Google Board of

Directors

- Consistently met or exceeded goals (100-140%) in every performance review cycle
- Received 15 awards for outstanding work, contributions to the team, and partnership across Google