

Lumumba Seegars
Wyss House, Harvard Business School, Boston, MA 02163
(713) 205-2877
Lseegars@hbs.edu

Education

PhD in Organizational Behavior (2021, Expected)
Harvard University

AB in Social Studies, *Cum Laude in Field*; high honors in concentration (2009)
Harvard University

Senior Honors Thesis: “Some of my best friends are White”: The effects of intergroup contact on Black students' susceptibility to stereotype threat (*Summa cum laude minus/Magna cum laude plus*)

Journal Articles

Kyle, Michael Anne, *Seegars, L.*, Benson, J.M., Blendon, R.J., Huckman, R.S., Singer, S.J. “Toward a Corporate Culture of Health: Results of a National Survey.” *The Milbank Quarterly*. Forthcoming.

Book Chapters and Edited Volumes

Seegars, L. & Ramarajan, L. “Blacks leading Whites: How mutual and dual (ingroup and outgroup) identification affect inequality.” Chapter 19 in *Race, Work, and Leadership: New Perspectives on the Black Experience*, edited by Laura Morgan Roberts, Anthony J. Mayo, and David A. Thomas, 359–372. Boston, MA: Harvard Business Review Press. Forthcoming.

Seegars, L., & Hewlin, P. F. (2017). Conformity. In V. Zeigler-Hill & T. K. Shackelford (Eds.), *Encyclopedia of Personality and Individual Differences* (pp. 1–7). Springer International Publishing.

Manuscripts under Review

**Seegars, L.*, *Kim, S.S., & Hewlin, P.F. Facades of conformity and social dominance orientation [Title blinded for review]. Under review at *Organization Science*.

*These authors share first-authorship

Selected Works in Progress

Seegars, L. & Ramarajan, L. Dominant Identity Focusing to Reduce Group-Based Inequality through Constructing Positive Authentic Identities. *Drafting Manuscript*

Seegars, L., Reid, E.M., & Ramarajan, L. What am I worth?: Wage security and the (in)secure self. *Drafting Manuscript*

Invited Talks, Conference Presentations, and Departmental Presentations

Seegars, L., Reid, E.M., & Ramarajan, L. (June 2019) *The Insecure Self: Organizational Members' Response to a Living Wage Initiative*. Paper presented at the Positive Organizational Studies Conference, Ann Arbor, MI.

**Seegars, L.*, *Kim, S.S., & Hewlin, P.F. (August 2018) *Implications of Psychological Safety and (In)Authenticity for High Social-Dominance-Oriented Employees*. Paper presented at the Academy of Management, Chicago, IL.

Creary, S.J., Seegars, L. & Ramarajan, L. (August 2018) *Building an inclusive environment: Constructing complex diversity perspectives in global organizations*. Paper presented at the Academy of Management, Chicago, IL.

Seegars, L. & Ramarajan, L. (August 2018) *Dominant Identity Focusing to Reduce Group-Based Inequality through Constructing Positive Authentic Identities*. Paper presented at the Academy of Management, Chicago, IL.

Seegars, L., Ramarajan, L. (August 2017) *Whose Fight is it Anyway? A multiple identities view of how dominant group members can challenge inequality*. Paper presented at the Academy of Management, Atlanta, GA.

Seegars, L., Ramarajan, L. (April 2017) *Whose Fight is it Anyway? A multiple identities view of how dominant group members can challenge inequality*. Paper presented at the Harvard Business School Gender & Work Conference, Boston, MA.

Seegars, L. (October 2016) *The Work of Growth*. Presented at City Year, New York. New York, NY.

Seegars, L. (May 2016). *I fit; therefore, I do (or don't): Group-based hierarchy, person-environment fit, and the allocation of resources*. Presented at Harvard Social Psychology Second Year Talk. Cambridge, MA.

Seegars, L. (August 2015). *Mixed Messages: The interaction between organizations and job functions when determining fit*. Presented at Harvard Social Psychology Brownbag. Cambridge, MA.

Teaching and Advising

Harvard Business School, Boston, MA, Teaching Assistant:
Authentic Leadership Development

Harvard University, Cambridge, MA, Guest Lecturer:
Psychology of the Political Left and Right

Harvard University, Cambridge, MA, Senior Thesis Advisor:
Jonathan Roberts

Awards and Honors

Gender and Diversity in Organizations (GDO) Showcase Symposium (2017), Academy of Management

University Mentoring and Service

Tutor, Program for Research in Markets and Organizations (2019)
Residential Tutor, Kirkland House (2015-2017; 2019-Present)
Lab Manager, The Sidanius Lab (2016-2017)

Professional Service

Reviewer, Academy of Management
Organized Professional Development Workshop, Academy of Management 2018

Professional Memberships

Academy of Management

Management Doctoral Students Association

- President, 2017-2018
- Planning committee, 2018-2019

Previous Non-Academic Work Experience

Benjamin E. Mays High School, Atlanta Public Schools and Teach For America

- Teacher, High School Special Education and Math

Nitestar

- Actor Educator

The Leadership Program

- Teaching Artist and Facilitator

Organizing for America – Pennsylvania

- Field Organizer

Pan African Orthodox Christian Church

- Executive Assistant to Senior Pastor