

Lumumba Seegars  
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## Academic Positions

### Harvard Business School

Assistant Professor of Business Administration, Organizational Behavior Unit (2021 – Present)

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## Education

### Harvard University

PhD in Organizational Behavior (2021)

- *Dissertation committee:* Robin Ely (Chair), Lakshmi Ramarajan, Michèle Lamont

### Harvard University

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

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## Publications

Kyle, M.A., **Seegars, L.**, Benson, J.M., Blendon, R.J., Huckman, R.S., Singer, S.J. 2019. “Toward a Corporate Culture of Health: Results of a National Survey.” *The Milbank Quarterly*.

**Seegars, L.** & Ramarajan, L. 2019. “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.

**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.

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## Selected Works in Progress

**Seegars, L.** Navigating latent privilege: How the intersection of privileged and subordinate social identities shapes relationships in identity-based spaces for marginalized employees. *Manuscript in preparation*

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

**Seegars, L.** Sanctioned Radicals: How perceptions of racial and gender hierarchies shape collective organizing around racial and gender identities in the workplace. *Data Analysis*

**Seegars, L.**, & Ramarajan, L. Challenging racial subordination in the workplace: Counter-racialization among Black and Asian employees. *Data analysis*

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## Invited Talks, Conference Presentations, and Departmental Presentations

**Seegars, L.** (Fall 2020) *Sanctioned Radicals: Comparing employees’ collective organizing around race and gender*. Presented at:

- Yale School of Management
- Harvard Business School
- Boston College, Carroll School of Management
- MIT, Sloan School of Management
- Cornell University, SC Johnson College of Business

**Seegars, L.** (April 2020) *Sanctioned Radicals: Comparing collective organizing around race and gender at work*. Presented at the Women and Public Policy Program Seminar, Cambridge, MA.

**Seegars, L., Reid, E.M., & Ramarajan, L.** (September 2019) *What am I worth? Wage security and the insecure self*. Paper presented at the People and Organizations Conference, Philadelphia, PA.

**Seegars, L., Reid, E.M., & Ramarajan, L.** (August 2019) *What am I worth? Wage security and the insecure self*. Paper presented at the Academy of Management, Boston, MA.

**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.

## **Teaching and Advising**

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Harvard Business School, Boston, MA, Assistant Professor:

*Leadership and Organizational Behavior (LEAD)*

Harvard Extension School, Cambridge, MA, Head Instructor:

*Diversity and Inclusion Management*

- Taught simultaneously in person, online live, and on-demand with recorded video

Harvard Business School, Boston, MA, Teaching Assistant:

### *Authentic Leadership Development*

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

Student Advisor, Program for Research in Markets and Organizations (2019)

Residential Advisor, Kirkland House (2015-2017; 2019-2021)

- Career advising
- Race relations advising

### **Awards and Honors**

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Harvard Business School Dean's Award (2021)

Best Paper Based on a Dissertation, GDO division of AOM (2020)

Harvard Business School Departmental Nominee, AOM OB Doctoral Consortium (2020)

Harvard Graduate School of Arts and Sciences Dissertation Completion Fellowship (2020)

Showcase Symposium organizer, GDO division of AOM (2017)

### **Professional Service and Memberships**

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Steering Committee, POISED (Positive Organizational Inclusion Scholarship for Equity and Diversity) microcommunity (2020-Present)

Management Doctoral Students Association (The PhD Project)

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

Member, Academy of Management

Reviewer, Academy of Management

Spotlight Ambassador, OB Division Plenary Spotlight, AOM (2019)

Co-Organizer, Gender and Race in Organizations workshop at Harvard Business School, (2017-2018)

Lab Manager, The Sidanius Lab (2016-2017)

### **Previous Non-Academic Work Experience**

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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

