

Charlotte (Charlie) Townsend

Haas School of Business
University of California, Berkeley
2220 Piedmont Ave, Berkeley, CA 94720
609.439.5358

ctownsend@berkeley.edu
<https://charlotte-townsend.com/>

EDUCATION

University of California, Berkeley	<i>Expected 2024</i>
Ph.D. in Business Administration (Management of Organizations)	
<i>Dissertation Title:</i> A preference for women negotiating partners: An examination of gender-based partner effects.	
<i>Dissertation Committee:</i> Dr. Laura Kray (Chair), Dr. Drew Jacoby-Senghor, Dr. Solène Delecourt, & Dr. Heather Haveman	
M.S. in Business Administration	2021
Carnegie Mellon University	2017
B.S. in Economics	
B.A. in Psychology	
College Honors, University Honors	

RESEARCH INTERESTS & DISSERTATION SUMMARY

Gender; Stereotypes; Negotiations; Work-Family Conflict; Gender Roles; Diversity; Hierarchy

Dissertation: My dissertation examines perceptions of negotiation partners. I find that across multiple samples, negotiators prefer women as negotiating partners despite the persistent stereotype that men are better negotiators. I find negotiators have more positive overall evaluations of women negotiating partners, which predicts a greater desire for future interaction with women negotiating partners. This pattern cannot be explained by women giving up more value in the negotiations as I observe identical economic outcomes, on average, for women and men. I also find this preference holds even when negotiations are conducted anonymously via chat (i.e., when negotiators cannot infer the gender of their partner at rates above chance), suggesting the preference for women negotiators is rooted in actual behavior. Leveraging structural topic modeling, I analyze open-ended feedback provided by negotiation partners and find that women are described as engaging in more behaviors intended to create value and meet their partners' needs. My dissertation will further tease apart the extent to which the preference for women negotiators reflects behavioral differences versus stereotypes (e.g., the "women are wonderful" effect). My research suggests that women's strengths and successes in negotiations remain misunderstood.

PUBLICATIONS

Townsend, C. H., Kray, L. J., & Russell, A. G. (2023). Holding the belief that gender roles can change reduces women's work-family conflict. *Personality and Social Psychology Bulletin*, 01461672231178349.

MANUSCRIPTS UNDER REVIEW

*Indicates equal contribution

*Hart, C. G., ***Townsend, C. H.**, & *Delecourt, S. “Who believes gender research? How readers’ gender shapes the evaluation of gender research” Second round R&R at *Social Psychology Quarterly*.

Townsend, C. H., Mishra, S., & Kray, L. J. “Not all powerful people are created equal: An examination of gender and pathways to social hierarchy through the lens of social cognition,” Under Review at *Psychological Science*.

SELECTED RESEARCH IN PROGRESS

Townsend, C. H., & Jacoby-Senghor, D. (working paper A). *The soundness of hiring metrics: How do you solve a problem like criteria...*

Townsend, C. H., & Jacoby-Senghor, D. (working paper B). *DEI delusions: Similar job candidates are ironically perceived as improving diversity.*

Donnelly, K., ... **Townsend, C. H.**, ... & Nelson, L. D. (working paper). *Moral licensing: An empirical audit and review.*

Townsend, C. H., & Kray, L. J. (data collection). *Improving intra-household negotiations.*

Townsend, C. H., & Kray, L. J. (data collection). *The influence of stereotypical information on group hiring decisions.*

GRANTS + FELLOWSHIPS + AWARDS

- 2023 Graduate Division Travel Grant, \$1,500
Center for Equity, Gender, and Leadership Travel Grant, \$2,000
- 2022 Outstanding Graduate Student Instructor Award at UC Berkeley
Institute for Business Innovation Grant, \$3,000
Project: The influence of stereotypical information on group hiring decisions.
- 2021 Center for Equity, Gender, and Leadership Grant, \$2,500
Project: Gender differences in power and status perceptions of the powerful
Negotiation and Team Resources Research Grant, \$10,000
Project: Negotiating the gender gap in household labor
- 2020 Experimental Social Science Laboratory (X-Lab) Grant, \$3,920
Project: Gender role mindsets: A lens for examining who can "have it all"
Center for Equity, Gender, and Leadership Grant, \$4,000
Project: Criteria for evaluating applicants provide justification for discrimination
Behavioral Lab Mini Grant, \$1,500
Project: Competing corporate board goals
- 2019 Center for Equity, Gender, and Leadership Grant, \$5,000
Project: Examining the influence of gender role mindsets on couples’ quest for having it all
- 2017 Best Tepper Senior Honors Thesis

CONFERENCE PRESENTATIONS

Chaired Symposia

Examining Gender Disparities Across Cultural Levels. (2023, August). Academy of Management Annual Meeting. Co-Chair: Laura J. Kray.

Work Hard Parent Hard: Gender and Work Life Conflict in the COVID-19 Pandemic. (2022, August). Academy of Management Annual Meeting. Co-Chair: Laura J. Kray.

Presentations

Townsend, C. H., Kray, L. J. (2023, August). Holding the belief that gender roles can change reduces women's work-family conflict. Talk to be presented in the symposium: *Examining Gender Disparities Across Cultural Levels*. Academy of Management Annual Meeting (Boston, MA).

Townsend, C. H., Kray, L. J., & Delecourt, S. (2023, July). A preference for women negotiating partners: An examination of gender-based partner effects in negotiators' subjective value. Talk to be presented in the symposium: *When and How Gender Affects Outcomes and Relationships in Negotiation*. International Association for Conflict Management Conference (Thessaloniki, Greece).

Townsend, C. H., & Kray, L. J. (2023, February). Holding the belief that gender roles can change reduces women's work-family conflict. Talk presented in: *Gender Preconference*. Society for Personality and Social Psychology Annual Conference (Atlanta, GA).

Townsend, C. H., & Jacoby-Senghor, D. (2023, January). Homogenous hiring: Similar job candidates are ironically perceived as improving diversity. Berkeley Culture Conference (Berkeley, CA).

Townsend, C. H., Kray, L. J. (2022, August). Holding the belief that gender roles can change reduces women's work-family conflict during COVID. Talk presented in the symposium: *Work Hard Parent Hard: Gender and Work Life Conflict in the COVID-19 Pandemic*. Academy of Management Annual Meeting (Seattle, WA).

Hart, C. G., **Townsend, C. H.,** Delecourt, S. (2022, August). Does the gender of researchers and their audience shape the evaluation of research about gender inequality? Talk presented (by Hart) in the session: *Microsociological Perspectives on Gender Inequality*. American Sociological Association Annual Meeting (Los Angeles, CA).

Townsend, C. H., & Kray, L. J. (2022, February). Holding the belief that gender roles can change reduces women's work-family conflict during the COVID-19 pandemic. Talk presented in: *Gender Preconference*. Society for Personality and Social Psychology Annual Conference (virtual).

Townsend, C. H., & Kray, L. J. (2021, July). Gender role mindsets: A lens for examining why women still can't "Have It All". Talk presented in the session: *Effects of Gender at the Workplace*. International Association for Conflict Management Conference (virtual).

Townsend, C. H., Kray, L. J. (2020, August). Gender role mindsets: A lens for examining who can "Have It All". Talk presented in the symposium: *New Insights on the Gender Gap in Negotiation, Competition, and Career Choices*. Academy of Management Annual Meeting (virtual).

TEACHING EXPERIENCE

University of California, Berkeley

Negotiations and Conflict Resolution Fall (2021, 2022, 2023)

- Teaching Assistant for Dr. Solène Delecourt
- Full-time MBA

Gender, Equity, and Leadership in the 21st Century Summer (2021, 2022, 2023)

- Teaching Assistant for Dr. Laura J. Kray
- Executive MBA
- Global Network for Advanced Management course

Equity Fluent Leadership Fall 2020

- Teaching Assistant for Kellie McElhaney
- Full-time MBA

Carnegie Mellon University

Principles and Intermediate Economics, Fall (2016, 2017)

- Grader for the economics department
- Undergraduate

Introduction to Psychology Fall 2015

- Teaching Assistant for Dr. Kenneth Kotovsky
- Undergraduate

RESEARCH EXPERIENCE

DJS/HIGHER Lab, PI: Drew Jacoby-Senghor and Sa-kiera Hudson Fall 2019 – present
UC Berkeley, Berkeley, CA

SOMO Lab, PI: Juliana Schroeder & Clayton Critcher Fall 2019 – present
UC Berkeley, Berkeley, CA

Graduate Student Researcher, PI: Jennifer Chatman Summer 2021 – Spring 2022
UC Berkeley, Berkeley, CA

Senior Honors Thesis Program, PI: Stephen Spear Fall 2016 - Summer 2017
Tepper School of Business, Carnegie Mellon University, Pittsburgh, PA

Center for Behavioral and Decision Research, PI: Alex Imas Fall 2015
Carnegie Mellon University, Pittsburgh, PA

Summer Research Internship, PI: Adam Galinsky Summer 2015
Columbia Business School, Columbia University, New York, NY

Summer Research Internship, PI: Yael Niv Summer 2014
Princeton Neuroscience Institute, Princeton University, Princeton, NJ

UNDERGRADUATE MENTORING

Rasya Bollu, Research Assistant	2023 – present
Chelsea Ling, Research Assistant	2023 – present
Pujitha Nachuri, Research Assistant	2023 – present
Rebecca Hu, Research Assistant	2022 – present
Mary Guo, Research Assistant (Master’s Student at Northwestern)	2022 – 2023
Amanda Wong, Research Assistant	2021
Rosie Alexandra Ward, Research Assistant (Master’s Student at Cambridge)	2020 – 2021
Xuanyi Song, Research Assistant	2020 – 2021

METHODOLOGICAL EXPERIENCE

Selected Graduate Seminars

- Full-Cycle Research Design (*Instructor: Dr. Aruna Ranganathan*)
- Qualitative Research Methods (*Instructor: Dr. Laith Ulaby*)
- Reproducibility and Open Science (*Instructors: Dr. Don Moore, Dr. Leif Nelson*)
- Research in Micro-Organizational Behaviors (*Instructors: Micro MORs faculty*)
- Data Analysis (*Instructor: Dr. Frederic Theunissen*)
- Introduction to Programming in R (*Instructor: Dr. Deborah Nolan*)

PROFESSIONAL MEMBERSHIPS AND SERVICE

Academy of Management (AOM)
Society for Personality and Social Psychology (SPSP)
International Association for Conflict Management (IACM)

MORs DEI Taskforce, 2021-2022
IPSR Colloquium Committee, 2021-2022
Student Visit Day Organizer, 2021
Academy of Management Conference Reviewer, 2020

PROFESSIONAL EXPERIENCE

Deloitte & Touche LLP 2017 – 2019
Cyber Risk Services Consultant

Deloitte & Touche LLP Summer 2016
Cyber Risk Services Intern

Machine Learning Department, Carnegie Mellon University Fall 2014
Work Study - Spring 2017

REFERENCES

Dr. Laura J. Kray

Professor of Management and the Ned & Carol Spieker Leadership Chair
UC Berkeley
kray@haas.berkeley.edu

Dr. Drew S. Jacoby-Senghor

Associate Professor of Management
UC Berkeley
dsenghor@berkeley.edu

Dr. Solène Delecourt

Assistant Professor of Management
UC Berkeley
solened@berkeley.edu