

Charlotte (Charlie) Townsend

Haas School of Business
University of California, Berkeley
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EDUCATION

University of California, Berkeley *Expected 2024*
Ph.D. in Business Administration (Management of Organizations)
Dissertation Title: A preference for women negotiating partners: An examination of gender-based partner effects.
Dissertation Committee: 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

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

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*, <https://doi.org/10.1177/01461672231178349>.

Hart, C. G., **Townsend, C. H.**, & Delecourt, S. (2024). "Who believes gender research? How readers' gender shapes the evaluation of gender research" *Social Psychology Quarterly*, <https://doi.org/10.1177/01902725241234855>.

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," Accepted at *Psychological Science*.

SELECTED RESEARCH IN PROGRESS

Townsend, C. H., & Jacoby-Senghor, D. "Mirror, mirror on the wall, who will increase diversity most of all? Similarity skews perceptions of diversity impact," Submitted at *Psychological Science*.

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

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.*

Townsend, C. H. & Choi, A. L. (data collection). *Linked-In: Examining the role of gender in board network overlap.*

GRANTS + FELLOWSHIPS + AWARDS

- 2024 IACM Marjorie & Daniel Druckman Research Fellowship, \$5,000
- 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

INVITED TALKS

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| Cornell University, ILR School, OB | 2024 |
| Columbia University, Columbia Business School, Management | 2024 |

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.,** Mishra, S., Kray, L. J. (2024, August). Not all powerful people are created equal: An examination of gender and pathways to social hierarchy through the lens of social cognition. Talk to be presented by Mishra in the symposium: Gender and leadership: Bringing communal gender stereotypes into theoretical focus. Academy of Management Annual Meeting (Chicago, IL).
- Townsend, C. H.,** Mishra, S., Kray, L. J. (2024, July). Not all powerful people are created equal: An examination of gender and pathways to social hierarchy through the lens of social cognition. Talk to be presented by Mishra. International Association for Conflict Management Conference (Singapore).
- Townsend, C. H.,** Kray, L. J. (2023, August). Holding the belief that gender roles can change reduces women's work-family conflict. Talk 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 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

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