

# Charlotte (Charlie) Townsend

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## ACADEMIC POSITIONS

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**Cornell University School of Industrial and Labor Relations** August 2024 –  
Postdoctoral Associate, Organizational Behavior Department

## EDUCATION

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**University of California, Berkeley** May 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

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

## PUBLICATIONS

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**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," Forthcoming at *Psychological Science*.

## UNDER REVIEW

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**Townsend, C. H.**, & Jacoby-Senghor, D. "Mirror, mirror on the wall, who will increase diversity most of all? Similarity skews perceptions of diversity impact," Under Review at *Journal of Personality and Social Psychology*.

## SELECTED RESEARCH IN PROGRESS

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**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

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- 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

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### *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 in the symposium: Trust, Power, and Group Interactions. 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-Senhor, 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

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### *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 21<sup>st</sup> 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

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**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**

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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**

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#### **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**

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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**

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**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**

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**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