

# Charlotte (Charlie) Townsend

<https://charlotte-townsend.com/>  
[ctownsend@cornell.edu](mailto:ctownsend@cornell.edu)

## ACADEMIC POSITIONS

**Cornell University School of Industrial and Labor Relations**  
Postdoc, Organizational Behavior Department

August 2024 –

## EDUCATION

**University of California, Berkeley** 2024

Ph.D. in Business Administration (Management of Organizations)

*Dissertation Title:* A preference for women negotiation 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., Mishra, S., & Kray, L. J.** (2024). "Not all powerful people are created equal: An examination of gender and pathways to social hierarchy through the lens of social cognition," *Psychological Science*, <https://doi.org/10.1177/09567976241260251>  
**Media coverage:** [Cornell Chronicle](#), [Haas Magazine](#)

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.**, 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>.

## UNDER REVIEW

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

Kray, L. J., Kennedy, J. A., **Townsend, C. H.**, & Mishra, S. “The social-cognitive mechanisms of gendered leadership paths,” Invited manuscript under review at *Trends in Cognitive Sciences*.

## **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.**, & Lee, Al. (data collection). *Playing the odds: Gender, stereotypes, and who gets to negotiate*.

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

**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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- 2025 Negotiation and Team Resources Research Grant, \$840  
*Project: A preference for women negotiation partners: An examination of gender-based partner effects*
- 2024 NextGen Professors Program (2024-2025 Cohort)  
IACM Marjorie & Daniel Druckman Research Fellowship, \$5,000  
Experimental Social Science Laboratory (X-Lab) Grant, \$4,720  
*Project: A preference for women negotiation partners: An examination of gender-based partner effects*
- 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*

## INVITED TALKS

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Cornell University, ILR School, Organizational Behavior	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.,** Kray, L. J., Delecourt, S. (*Upcoming*). Winning women: An examination of gender-based partner effects on negotiators' subjective value. Talk to be presented in the symposium: *Attachments in negotiation: The influence of material and social attachments on negotiation outcomes*. Academy of Management Annual Meeting (Copenhagen, Denmark).

**Townsend, C. H.,** Kray, L. J., Delecourt, S. (*Upcoming*). Winning women: An examination of gender-based partner effects on negotiators' subjective value. Talk to be presented in the symposium: *The role of gender and its impact on negotiation processes and outcomes*. International Association for Conflict Management Conference (Burlington, VT).

**Townsend, C. H. & Lee, A.** (*Upcoming*). Playing the odds: Gender, stereotypes, and who gets to negotiate. Talk to be presented in the symposium: *How Social Attachments Influence Negotiation Processes and Outcomes*. International Association for Conflict Management Conference (Burlington, VT).

**Townsend, C. H.,** Mishra, S., Kray, L. J. (2024, November). Not all powerful people are created equal: An examination of gender and pathways to social hierarchy through the lens of social cognition. Society for Judgment and Decision Making Annual Meeting (New York, NY).

**Townsend, C. H.,** Kray, L. J., Delecourt, S. (2024, November). A preference for women negotiation partners: An examination of gender-based partner effects. Society for Judgment and Decision Making Annual Meeting (New York, NY).

**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 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 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-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

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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, 2024)

- 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 – Spring 2024  
*UC Berkeley, Berkeley, CA*

**SOMO Lab**, PI: Juliana Schroeder & Clayton Critcher    Fall 2019 – Spring 2022  
*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
Rebecca Hu, Research Assistant	2022 – present
Pujitha Nachuri, Research Assistant	2023 – 2024
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 AFFILIATIONS

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

## SERVICE

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### Ad-Hoc Reviewer

- Academy of Management Annual Meeting
- Personality and Social Psychology Bulletin
- Journal of Experimental Psychology: General

### University Service

- MORs DEI Taskforce, 2021-2022
- IPSR Colloquium Committee, 2021-2022
- Student Visit Day Organizer, 2021

## NON-ACADEMIC WORK EXPERIENCE

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<b>Deloitte &amp; Touche LLP</b>	2017 – 2019
Cyber Risk Services Consultant	
<b>Deloitte &amp; Touche LLP</b>	Summer 2016
Cyber Risk Services Intern	
<b>Machine Learning Department, Carnegie Mellon University</b>	2014 - 2017
Work Study	

## REFERENCES

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**Dr. Laura J. Kray**

Professor of Management and the Ned & Carol Spieker Leadership Chair  
UC Berkeley  
laurakray@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