

# Charlotte (Charlie) Townsend

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## ACADEMIC POSITIONS

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**Frankfurt School of Finance & Management** starting September 2026  
Assistant Professor, Organizational Behavior

**Cornell University School of Industrial and Labor Relations** 2024 –  
Postdoc, Organizational Behavior Department

## EDUCATION

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**University of California, Berkeley** 2024  
Ph.D. in Business Administration (Management of Organizations)  
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; Diversity; Hierarchy; Gender Roles; Work-Family Conflict

## PUBLICATIONS

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\*Indicates equal contribution

**Townsend, C.H.**, Kray, L. J., & Delecourt, S. (2026). "People prefer to negotiate with women, even when outcomes are identical and gender is unknown," *The Proceedings of the National Academy of Sciences*, <https://doi.org/10.1073/pnas.2523202123>  
**Media coverage:** [Cornell Chronicle](#), [Haas News](#)

Kray, L. J., \*Mishra, S., \***Townsend, C. H.**, & Kennedy, J. A. (2026). "Psychological drivers of gender disparities in leadership paths," *Trends in Cognitive Sciences*, <https://doi.org/10.1016/j.tics.2025.10.008>  
**Media coverage:** [Cornell Chronicle](#)

**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**

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**Townsend, C. H.,** & Jacoby-Senhor, 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*.

## **SELECTED RESEARCH IN PROGRESS**

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

Donnelly, K., Mehta, S., Taylor, T., Amormino, P., Bottesini, J., Campbell, S., Cannon, D., Clarke, B., Gao, R.Y., Hu, B., Huang, Y., Jiang, Y., Maimone, G., Miranda, J., Montealegre, A., Nichols, A., Park, A., Ryan, W., Sarwar, A., Schiavone, S., **Townsend, C. H.,** Ugurlu, O., Xu, Y., Moore, D., & Nelson L. (working paper). *Moral licensing: An empirical audit and review*.

**Townsend, C. H.,** & Lee, A. J. (data collection). *Playing the odds: Gender, stereotypes, and who gets to negotiate*.

**Townsend, C. H.,** & Kray, L. J. (data collection). *Love and labor: The hidden negotiations of domestic life*.

**Townsend, C. H.,** & Lee, A. J. (data collection). *Pick your battle: How gender shapes negotiation partner preferences*.

**Townsend, C. H.** & Osborne, M.R. (data collection). *From journal to feed: How social media curates the conversation on gender*.

**Townsend, C. H.** & Choi, A. L. (data collection). *Linked-In or Out: Examining the role of gender in FTSE-100 board network overlap*.

## **GRANTS + FELLOWSHIPS + AWARDS**

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- 2025 Negotiation and Team Resources Research Grant  
*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  
Experimental Social Science Laboratory (X-Lab) Grant  
*Project:* A preference for women negotiation partners: An examination of gender-based partner effects
- 2023 Graduate Division Travel Grant  
Center for Equity, Gender, and Leadership Travel Grant
- 2022 Outstanding Graduate Student Instructor Award at UC Berkeley  
Institute for Business Innovation Grant  
*Project:* The influence of stereotypical information on group hiring decisions.

- 2021 Center for Equity, Gender, and Leadership Grant  
*Project:* Gender differences in power and status perceptions of the powerful  
 Negotiation and Team Resources Research Grant  
*Project:* Negotiating the gender gap in household labor
- 2020 Experimental Social Science Laboratory (X-Lab) Grant  
*Project:* Gender role mindsets: A lens for examining who can "have it all"  
 Center for Equity, Gender, and Leadership Grant  
*Project:* Criteria for evaluating applicants provide justification for discrimination  
 Behavioral Lab Mini Grant  
*Project:* Competing corporate board goals
- 2019 Center for Equity, Gender, and Leadership Grant  
*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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Frankfurt School of Finance & Management, Management	2025
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. (*Upcoming*). Love and labor: The hidden negotiations of domestic life. International Association for Conflict Management Conference (Vienna, Austria).

**Townsend, C. H.** & Lee, A. (*Upcoming*). Playing the odds: Gender, stereotypes, and who gets to negotiate. Talk to be presented by Lee in the symposium: *The structural, social, and intrapersonal drivers of negotiation outcomes*. European Association of Social Psychology (Strasbourg, France).

**Townsend, C. H.**, Kray, L. J., Delecourt, S. (2025, July). Winning women: An examination of gender-based partner effects on negotiators' subjective value. Talk 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. (2025, July). Winning women: An examination of gender-based partner effects on negotiators' subjective value. Talk 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. (2025, July). Playing the odds: Gender, stereotypes, and who gets to negotiate. Talk 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

## UNDERGRADUATE MENTORING

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Isaac Haile, Research Assistant	2025 – present
Petre Lee, Research Assistant	2025 – present
Kitty Lin, Research Assistant	2025 – present
Ivy Lee, Research Assistant	2025 – present
Roselle Wang, Research Assistant	2025
Rasya Bollu, Research Assistant	2023 – 2024
Chelsea Ling, Research Assistant	2023 – 2024
Rebecca Hu, Research Assistant	2022 – 2024
Pujitha Nachuri, Research Assistant	2023 – 2024
Mary Guo, Research Assistant	2022 – 2023
Amanda Wong, Research Assistant	2021
Rosie Alexandra Ward, Research Assistant	2020 – 2021
Xuanyi Song, Research Assistant	2020 – 2021

## 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

- Sex Roles
- Organizational Behavior and Human Decision Processes
- Journal of Experimental Social Psychology
- Journal of Experimental Psychology: General
- Personality and Social Psychology Bulletin
- Academy of Management Annual Meeting

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

## REFERENCES

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**Dr. Laura J. Kray**

Professor of Management  
UC Berkeley  
laurakray@berkeley.edu

**Dr. Drew S. Jacoby-Senghor**

Associate Professor of Management  
UC Berkeley  
dsenghor@berkeley.edu

**Dr. Alice J. Lee**

Assistant Professor of Organizational Behavior  
Cornell University  
alicejlee@cornell.edu