

Charlotte (Charlie) Townsend

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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

PUBLICATIONS

*Indicates equal contribution

Kray, L. J., *Mishra, S., ***Townsend, C. H.**, & Kennedy, J. A. “Psychological drivers of gender disparities in leadership paths,” *Trends in Cognitive Sciences*,
<https://doi.org/10.1016/j.tics.2025.10.008>

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., Kray, L. J., & Delecourt, S. “People prefer to negotiate with women, even when outcomes are identical and gender is unknown,” Revise & Resubmit at *The Proceedings of the National Academy of Sciences*.

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*.

SELECTED RESEARCH IN PROGRESS

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. (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

- 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
- 2017 Best Tepper Senior Honors Thesis

INVITED TALKS

Cornell University, ILR School, Organizational Behavior	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., 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-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

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, 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

Experimental Psychology and Organizations (ExPO) Lab

Fall 2024 –

Cornell University, Ithaca, NY

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

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 – present
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	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 AFFILIATIONS

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

Ad-Hoc Reviewer

- Organizational Behavior and Human Decision Processes
- 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

Deloitte & Touche LLP 2017 – 2019
Cyber Risk Services Consultant

Deloitte & Touche LLP Summer 2016
Cyber Risk Services Intern

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

REFERENCES

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. Alice J. Lee

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