

SARAH SACHIKO MARTIN TOWNSEND

Curriculum Vitae

Updated March 2025

Management and Organization
Marshall School of Business
University of Southern California
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ACADEMIC APPOINTMENTS

University of Southern California

- 2020 – present Associate Professor of Management and Organization, Marshall School of Business
2023 – present Vice Dean of Culture and Community Success, Marshall School of Business
2024 – present Associate Professor of Psychology (by courtesy), Department of Psychology
2021 – 2022 Interim Assistant Vice Dean of Diversity, Equity, and Inclusion, Marshall School of Business
2018 – 2020 Kenneth King Stonier Assistant Professor of Business Administration, Marshall School of Business
2013 – 2020 Assistant Professor of Management and Organization, Marshall School of Business

Kellogg School of Management, Northwestern University

- 2011 – 2013 Visiting Assistant Professor of Management and Organizations
Postdoctoral Fellow at the Kellogg Team and Group Research Center

EDUCATION

- Ph.D. Social Psychology, University of California, Santa Barbara, 2011
M.A. Psychology, Stanford University, 2002
B.A. Psychology and Comparative Studies in Race & Ethnicity, Stanford University, 2002

PEER-REVIEWED PUBLICATIONS

*indicates graduate student mentee

Stephens, N. M., Emery, L. F., **Townsend, S. S. M.**, & Song, H. J. (2024). Taking a social-class-in-context perspective on the psychology of social class. *Journal of Social Issues*, 80(4), 1484–1503.

Dittmann, A. G., Stephens, N. M., & **Townsend, S. S. M.** (2024). Interdependent behavior only benefits employees from working-class backgrounds when it is both enacted and valued. *Journal of Experimental Psychology: General*, 153(3), 720–741.

Stephens, N. M., **Townsend, S. S. M.**, Carey, R. M., Hamedani, M. G., Brannon, T. N., & Murphy, M. C. (2024). The academic benefits of Difference-Education and Belongingness interventions extend to diverse higher education settings. *Journal of Experimental Psychology – General*, 153(2), 399–417.

Carey, R. M., Stephens, N. M., **Townsend, S. S. M.** & Hamedani, M. G. (2022). Is diversity enough? Cross-race and cross-class interactions in college occur less often than expected, but benefit members of lower-status groups when they occur. *Journal of Personality and Social Psychology*, 123(5), 889–908.

Hall, E. V., **Townsend, S. S. M.**, & Carter, J. (2021). *What's in a name?* The hidden historical ideologies embedded in the Black and African-American racial labels. *Psychological Science*, 32(11), 1720–1730.

Townsend, S. S. M., Stephens, N. M., & Hamedani, M. (2021). Difference-education improves first-generation students' grades throughout college and increases comfort with social group difference. *Personality and Social Psychology Bulletin*, 47(10), 1510–1519.

Birnbaum, H. J., Stephens, N. M., **Townsend, S. S. M.**, & Hamedani, M. G. (2021). A diversity ideology intervention: Multiculturalism reduces the racial achievement gap. *Social Psychological and Personality Science*, 12(5), 751–759.

Stephens, N. M., Rivera, L. A., & **Townsend, S. S. M.** (2020). The cycle of workplace bias and how to interrupt it. *Research in Organizational Behavior*, 40, 100137.

Dittmann, A. G., Stephens, N. M., & **Townsend, S. S. M.** (2020). An interdependence advantage: Working together leads groups from working-class contexts to outperform groups from middle-class contexts. *Journal of Personality and Social Psychology*, 119(3), 517-539.

Phillips, L.T., Stephens, N.M., **Townsend, S.S.M.**, & Goudeau, S. (2020). Access is not enough: Cultural mismatch persists to limit first-generation students' opportunities for achievement throughout college. *Journal of Personality and Social Psychology*, 119(5), 1112-1131.

Townsend, S. S. M., Stephens, N. M., *Smallets, S., & Hamedani, M. (2019). Empowerment through difference: An online difference-education intervention closes the social class achievement gap. *Personality and Social Psychology Bulletin*, 45, 1068-1083.

Stephens, N. M., Hamedani, M., & **Townsend, S. S. M.** (2019). Difference matters: Teaching students a contextual theory of difference can help them succeed. *Perspectives on Psychological Science*, 14, 156–174.

- Winner of the Otto Klineberg Intercultural and International Relations Award

Destin, M., Manzo, V. M., & **Townsend, S. S. M.** (2018). Thoughts about a successful future encourage action in the face of challenge. *Motivation and Emotion*, 42, 321-333.

Major, B., Kuntsman, J. W., Malta, B. D., Sawyer, P. J., **Townsend, S. S. M.**, & Mendes, W. B. (2016). Suspicion of motives shapes minorities' responses to positive feedback in interracial interactions. *Journal of Experimental Social Psychology*, 62, 75-88.

Stephens, N. M., **Townsend, S. S. M.**, Hamedani, M., Destin, M., & Manzo, V. (2015). A difference-education intervention equips first-generation college students to thrive in the face of stressful college situations. *Psychological Science*, 26, 1556-1566.

Hall, E. V., Phillips, K. W., & **Townsend, S. S. M.** (2015). A rose by any other name? The consequences of subtyping "African Americans" from "Blacks." *Journal of Experimental Social Psychology*, 56, 183-190.

Stephens, N. M., Cameron, J., & **Townsend, S. S. M.** (2014). Lower social class does not (always) mean greater interdependence: Women in poverty have fewer social resources than working-class women. *Journal of Cross Cultural Psychology*, 45, 1060-1072.

Townsend, S. S. M., Kim, H. S., & Mesquita, B. (2014). Are you feeling what I'm feeling? Emotional concordance attenuates experiences of stress. *Social Psychological and Personality Science*, 5, 526-533.

Townsend, S. S. M., Eliezer, D., Major, B., & Mendes, W. B. (2014). Influencing the world versus adjusting to constraints: Social class moderates responses to discrimination. *Social Psychological and Personality Science*, 5, 226-234.

Stephens, N. M., **Townsend, S. S. M.**, Markus, H. R., & Phillips, L. T. (2012). A cultural mismatch: The adverse effect of independent cultural norms on the neuroendocrine and affective responses of first-generation college students in American universities. *Journal of Experimental Social Psychology, 48*, 1389-1393.

Townsend, S. S. M., Fryberg, S. A., Wilkins, C. L., & Markus, H. R. (2012). Being mixed: Who claims a biracial identity? *Cultural Diversity and Ethnic Minority Psychology, 18*, 91-96.

Sawyer, P., Major, B., Casad, B. J., **Townsend, S. S. M.**, & Mendes, W. B. (2012). Discrimination and the stress response: Psychological and physiological consequences of anticipating prejudice in interracial interaction. *American Journal of Public Health, 102*, 1020-1026.

Townsend, S. S. M., Major, B., Gangi, C., & Mendes, W. B. (2011). From "In the air" to "Under the skin:" Cortisol responses to social identity threat. *Personality and Social Psychology Bulletin, 37*, 151-164.

Eliezer, D., **Townsend, S. S. M.**, Sawyer, P. J., Major, B., & Mendes, W. B. (2011). System-justifying beliefs moderate the relationship between perceived discrimination and resting blood pressure. *Social Cognition, 29*, 303-321.

Townsend, S. S. M., Major, B., Sawyer, P. J., & Mendes, W. B. (2010). Can the absence of prejudice be more threatening than its presence? It depends on one's worldview. *Journal of Personality and Social Psychology, 99*, 933-947.

Townsend, S. S. M., Markus, H. R., & Bergsieker, H. B. (2009). My choice, your categories: The denial of multiracial identities. *Journal of Social Issues, 65*, 185-204.

Uchida, Y., **Townsend, S. S. M.**, Markus, H. R., & Bergsieker, H. B. (2009). Emotions as within or between people? Cultural variation in lay theories of emotion expression and emotion inference. *Personality and Social Psychology Bulletin, 35*, 1427-1439.

Stephens, N. M., Markus, H. R., & **Townsend, S. S. M.** (2007). Choice as an act of meaning: The case of social class. *Journal of Personality and Social Psychology, 93*, 814-830.

Markus, H. R., Uchida, Y., Omeregic, H., **Townsend, S. S. M.**, & Kitayama, S. (2006). Going for the gold: American and Japanese models of Olympic agency. *Psychological Science, 17*, 103-112.

Under Review

*Truong, M., Birnbaum, H., Dittman, A. G., Stephens, N. M., **Townsend, S. S. M.**, Emery, L., & Carey, R. M. Feminine defaults are associated with a reduction in the gender participation gap in MBA classrooms. Invited resubmission.

Dittmann, A. G., Stephens, N. M., **Townsend, S. S. M.**, & Rivera, L. A. The double-edge sword of elite preparation: Elite preparation sensitizes professionals from working-class backgrounds to interpersonal challenges and strengths. Under review.

INVITED AND OTHER PUBLICATIONS

Stephens, N. M., Emery, L. F., & **Townsend, S. S. M.** (in press) Social class. *Invited chapter to appear in The Handbook of Social Psychology, 6th ed.*

Townsend, S. S. M. (2022). How a culture of conformity can stymie even the best of DEI intentions. *Fast Company*, September 12.

Hall, E. V., **Townsend, S. S. M.**, & Carter, J. T. (2022). Black or African American: Does the history of a racial label affect what that label says about me? *Character and Context, Society of Personality and Social Psychology.*

Stephens, N. M., Hamedani, M. G., & **Townsend, S. S. M.** (2020). Difference-education: Improving disadvantaged students' academic outcomes by changing their theory of difference. In G. Walton & A. Crum (Eds.) *Handbook of*

Wise Interventions: How Social-Psychological Insights Can Help Solve Problems (pp. 128-147). New York: Guilford Press.

Townsend, S. S. M. & Stephens, N. M. (2019). A surprising path to improving working-class students' academic achievement. *SPSP News*, September 17.

Stephens, N. M., & **Townsend, S. S. M.** (2019). Understanding how people detect social class from speech requires taking a cultural psychological perspective. *Proceedings of the National Academy of Sciences*, *116*, 23871-23873.

Stephens, N. M., & **Townsend, S. S. M.** (2019). The unseen reason working-class students drop out. *Politico*, January 16.

Stephens, N. M., **Townsend, S. S. M.**, Dittmann, A. G. (2018). Social class disparities in higher education and in the workplace: The role of cultural mismatch. *Current Directions in Psychological Science*.

Townsend, S. S. M. & *Truong, M. (2017). Cultural models of self and social class disparities at organizational gateways and pathways. *Current Opinion in Psychology*, *18*, 93-98.

Stephens, N. M., & **Townsend, S. S. M.** (2017). Research: How you feel about individualism is influenced by your social class. *Harvard Business Review*, May 22.

Stephens, N. M., Dittmann, A. D., & **Townsend, S. S. M.** (2017). Social class and models of competence: How gateway institutions disadvantage working-class Americans and how to intervene. In A. Elliot, C. Dweck, & D. Yeager (Eds.), *Handbook of competence and motivation (2nd Edition): Theory and application* (pp. 512-528). New York: Guilford Press.

Stephens, N. M., & **Townsend, S. S. M.** (2015). The norms that drive behavior: Implications for Cultural Mismatch Theory. *Journal of Cross-Cultural Psychology*, *46*, 1304-1306.

Stephens, N. M., & **Townsend, S. S. M.** (2015). How can incentives improve the success of disadvantaged college students? Insights from the social sciences. In B. Castleman, S. Schwartz, & S. Baum (Eds.) *Decision-Making for College Success Behavioral Insights to Improve Access and Persistence* (pp. 63-78). New York, NY: Routledge.

Townsend, S. S. M., & Thompson, L. (2014). Implications of the Protestant work ethic for cooperative and mixed-motive teams. *Organizational Psychology Review*, *4*, 4-26.

Stephens, N. M., & **Townsend, S. S. M.** (2013). How can incentives improve the success of disadvantaged college students? Insights from the social sciences. Policy brief for a project sponsored by the Bill and Melinda Gates Foundation at George Washington University.

Stephens, N. M., & **Townsend, S. S. M.** (2013). Rank is not enough: Why we need a sociocultural perspective to understand social class. *Psychological Inquiry*, *24*, 126-130.

Townsend, S. S. M., Eliezer, D., & Major, B. (2013). The embodiment of meaning violations. In K. Markman, T. Proulx, & M. J. Lindberg (Eds.) *The Psychology of Meaning*. Washington, DC: American Psychological Association.

Major, B., & **Townsend, S. S. M.** (2012). Meaning making in response to unfairness. *Psychological Inquiry*, *23*, 361-366.

Major, B., & **Townsend, S. S. M.** (2010). Coping with bias. In J. F. Dovidio, M. Hewstone, P. Glick, & V. M. Esses (Eds.), *Handbook of prejudice, stereotyping, and discrimination* (pp. 410-425). Thousand Oaks, CA: Sage.

Major, B., & **Townsend, S. S. M.** (2010). Psychological implications of attitudes and beliefs about status inequality. In J. Forgas, J. Cooper, & W. Crano (Eds.), *The Psychology of Attitudes and Attitude Change* (pp. 251-264). New York: Psychology Press.

Major, B., & **Townsend, S. S. M.** (2010). Protestant work ethic. In J. M. Levine & M. A. Hogg (Eds.), *Encyclopedia Group Processes and Intergroup Relations* (pp. 671-674). Los Angeles, CA: Sage.

Fryberg, S. A., & **Townsend, S. S. M.** (2007). The psychology of invisibility. In G. Adams, M. Biernat, N. R. Branscombe, C. S. Crandall, & L. S. Wrightsman (Eds.), *Commemorating Brown: The Social Psychology of Racism and Discrimination* (pp. 173-193). Washington, DC: American Psychological Association.

MANUSCRIPTS IN PREPARATION

*Truong, M., **Townsend, S.S.M.**, *Smallets, S., & Stephens, N. M. Crossing up or down: When is anticipating cross-class interactions more threatening than same-class interactions?

*Truong, M., **Townsend, S.S.M.**, *Torrez, B., & Stephens, N. M. Talking about gender in the workplace: The benefits of a contextual approach to gender differences.

GRANT SUPPORT

2018 – 2020 Lord Foundation. Difference-Education: An Intervention to Reduce Inequality and Improve Intergroup Understanding. PI: Sarah Townsend. Total award: \$100,512.72.

AWARDS & FELLOWSHIPS

- Recipient, Impact Award, The Tenure Project, 2024
- Fellow, Society for Personality and Social Psychology, 2022
- Excellence in Research Award, Department of Management and Organization, USC, 2021
- Professor of the Week, *Poets and Quants*, 2019
- Rising Star, Association for Psychological Science, 2016
- Excellence in Research Award, Department of Management and Organization, USC, 2015
- Charles G. McClintock Graduate Fellowship in Social Psychology, Department of Psychological and Brain Sciences, University of California, Santa Barbara, 2009
- National Science Foundation Graduate Research Fellowship, 2006 – 2009
- European Association for Social Psychology Summer School, Cardiff University, 2008
- Ford Foundation Predoctoral Fellowship, National Academy of Sciences, 2005 – 2008
- Society for Personality and Social Psychology, Travel Award, 2007
- Eugene Cota-Robles Fellowship, University of California, Santa Barbara, 2005 – 2007
- Psi Chi, National Psychology Honors Society, Stanford University Chapter, 1999 – 2002
- Honors Thesis Prize, Comparative Studies in Race and Ethnicity, Stanford University, 2001
- Vice Provost Grant for Undergraduate Research with Professors Hazel Markus and Claude Steele, 2001

INVITED LECTURES, PANELS, AND WORKSHOPS

- University of Southern California, Center for Economic and Social Research (December, 2024)
- University of Hawai'i Mānoa, Diversity Colloquium, Department of Psychology (April, 2023)
- Irresistible Conference by The Josh Bersin Company, Keynote Panel (May, 2022)
- University of California Berkeley, Berkeley Haas Culture Initiative (January, 2022)
- University of Nevada Las Vegas, Department of Psychological & Brain Sciences (September, 2021)
- University of California Berkeley, Haas School of Business, Department of Management of Organizations (December, 2019)

- University of California Santa Barbara, Department of Psychological and Brain Sciences (November, 2019)
- President's Symposium speaker at annual meeting of the Society for the Science of Motivation (May, 2019)
- Emory University, Goizueta Business School, Department of Organization and Management (Sept., 2018)
- University of California Los Angeles, Department of Psychology (May, 2018)
- Diversity and Inclusion Training Week speaker, University of Southern California (January, 2017)
- University of California Los Angeles, Anderson School of Business, Department of Management and Organizations (May, 2016)
- University of California Los Angeles, Department of Psychology (December, 2014)
- University of Southern California, Office of Diversity and Strategic Initiatives (May, 2014)
- University of California, Irvine, Department of Psychology (April, 2014)
- University of Southern California, Department of Psychology (October, 2013)
- Bill and Melinda Gates Foundation, Higher Education Conference, George Washington Univ. (June, 2013)
- University of Chicago, Department of Psychology (January, 2013)
- University of Southern California, Marshall School of Business (December, 2012)
- Columbia University, Department of Psychology (December, 2012)
- Northwestern University, Kellogg School of Management (December, 2012)
- Yale University, Department of Psychology (November, 2012)
- Northwestern University, Department of Psychology (December, 2011)
- Negotiation and Teams Teaching Workshop, Kellogg School of Management (November, 2011)
- Northwestern University, Kellogg School of Management (March, 2011)
- University of California at Berkeley, Haas School of Business (January, 2011)
- Massachusetts Institute of Technology, Sloan School of Management (January, 2011)
- Tufts University, Department of Psychology (December, 2010)
- University of Illinois at Chicago, Department of Psychology (December, 2010)
- University of North Carolina at Greensboro, Department of Psychology (December, 2010)
- Stanford University, Department of Psychology (November, 2010)
- Rutgers the State University of New Jersey, Department of Psychology (November, 2010)
- Stanford University, Stanford Graduate School of Business (April, 2010)

CHAired CONFERENCE SYMPOSIA

*Truong, M. & **Townsend, S. S. M.** (2020, February). *Diversifying intergroup relations research: Differences and similarities across marginalized groups*. Symposium co-chaired at the annual Society for Personality and Social Psychology Convention, New Orleans, LA.

Townsend, S. S. M. & Hall E. V. (2018, February). *Moving beyond diversity to inclusion: Building inclusive schools and workplaces*. Symposium co-chaired at the annual Society for Personality and Social Psychology Convention, Atlanta, GA.

*Smallets, S. & **Townsend, S. S. M.** (2016, August). *Revealing the hidden: Psychophysiology provides new insights into individuals' work place experiences*. Symposium co-chaired at the Academy of Management Annual Meeting, Anaheim, CA.

Townsend, S. S. M. & Hall E. V. (2016, January). *What's in a name? The powerful effects of labels for others and the self.* Symposium co-chaired at the annual Society for Personality and Social Psychology Convention, San Diego, CA.

Townsend, S. S. M., & Campos, B. (2014, May). *Paving new paths to positive intergroup relations through culture.* Symposium co-chaired at the annual Association for Psychological Science Convention, San Francisco, CA.

Townsend, S. S. M., & Major, B. (2009, May). *Getting under the skin: How psychophysiology is advancing our understanding of intergroup threat.* Symposium co-chaired at the annual Association for Psychological Science Convention, San Francisco, CA.

CONFERENCE PRESENTATIONS

Townsend, S.S.M., *Truong, M., *Torrez, B., & Stephens, N. M. (2024, February). Talking about gender in the workplace: The benefits of a contextual approach to gender differences. The Self and Identity Pre-Conference for the Society for Personality and Social Psychology Convention, San Diego, CA.

Townsend, S. S. M., Stephens, N. M., Carey, R., & Hamedani, M. (2020, February). Empowerment through difference: Closing the social class achievement gap and improving intergroup understanding with difference education. The Intervention Science Pre-Conference for the Society for Personality and Social Psychology Convention, New Orleans, LA.

*Truong, M., & **Townsend, S. S. M.** (2020, February). Crossing the class divide: Divergent threat responses when anticipating cross-class interactions. The Society for Personality and Social Psychology Convention, New Orleans, LA.

Dittmann, A., Stephens, N. M., & **Townsend, S. S. M.** (2019, February). In interdependent performance situations, people from working-class contexts outperform their counterparts from middle-class contexts. The Society for Personality and Social Psychology Convention, Portland, OR.

*Truong, M., & **Townsend, S. S. M.** (2018, August). People from working-class backgrounds benefit from social class bicultural identity integration. The Academy of Management Annual Meeting, Chicago, IL.

*Smallets, S., **Townsend, S. S. M.**, Truong, M., & Stephens, N. M. (2018, August). Crossing the class divide: responses to anticipating cross-class interactions. The Academy of Management Annual Meeting, Chicago, IL.

Dittmann, A., Stephens, N. M., & **Townsend, S. S. M.** (2018, August). Interdependent organizations promote fit and retention in employees from working- class contexts. The Academy of Management Annual Meeting, Chicago, IL.

Hamedani, M., **Townsend, S. S. M.**, Stephens, N. M., & *Smallets, S. (2018, March). Empowerment through difference: An individually administered difference-education intervention closes the social class achievement gap. The Society for Personality and Social Psychology Convention, Atlanta, GA.

*Truong, M., **Townsend, S. S. M.**, & *Smallets, S. (2017, August). Threatened by control: worldview moderates threat in response to having or lacking control. The Academy of Management Annual Meeting, Atlanta, GA.

*Smallets, S., **Townsend, S. S. M.**, & Stephens, N.M. (2017, August). When grit is not enough: degree of personal control moderates the benefits of grit. The Academy of Management Annual Meeting, Atlanta, GA.

Dittmann, A., Stephens, N. M., & **Townsend, S. S. M.** (2017, August). How social class background impacts workplace experience. The Academy of Management Annual Meeting, Atlanta, GA.

Townsend, S. S. M., Stephens, N. M., Hamedani, M., & *Smallets, S. (2017, January). Closing the social class achievement gap with difference-education. The Society for Personality and Social Psychology Convention, San Antonio, TX.

*Smallets, S., **Townsend, S. S. M.**, & Stephens, N. M. (2016, August). The benefits of grit depend on the link between performance and rewards. The Academy of Management Annual Meeting, Anaheim, CA.

Townsend, S. S. M., Stephens, N. M., Hamedani, M., & *Smallets, S. (2016, January). Fitting in by being different: An online difference-education intervention closes the social class achievement gap by promoting academic and social fit. The Emerging Psychology of Social Class Pre-Conference for the Society for Personality and Social Psychology Convention, San Diego, CA.

Townsend, S. S. M., Eliezer, D., Major, B., & Mendes, W. B. (2015, February). Influencing the world versus adjusting to constraints: Social class moderates responses to discrimination. Social Neuroendocrinology Pre-Conference for the Society for Personality and Social Psychology, Long Beach, CA.

Townsend, S. S. M. & Stephens, N. M. (2014, August). How does situational rank shape psychological functioning? It depends on one's social class background. The Academy of Management Annual Meeting, Philadelphia, PA.

Townsend, S. S. M., Eliezer, D., Major, B., & Mendes, W. B. (2014, May). Middle-class but stigmatized: How middle-class cultural norms may hamper coping with discrimination. The Association for Psychological Science Convention, San Francisco, CA.

Townsend, S. S. M., Eliezer, D., Major, B., & Mendes, W. B. (2013, August). Influencing the world versus adjusting to constraints: Social class moderates responses to discrimination. The Annual Conference of The American Psychological Association, Honolulu, HI.

Townsend, S. S. M., Eliezer, D., Major, B., & Mendes, W. B. (2013, April). Influencing the world versus adjusting to constraints: Social class moderates responses to discrimination. The Annual Meeting of the Social Psychologists of Chicago, Chicago, IL.

Townsend, S. S. M., Sawyer, P. J., Major, B., & Mendes, W. B. (2010, October). The stress of rejection: Perceived partner prejudice moderates responses to negative and positive feedback. The annual conference of The Society of Experimental Social Psychology, Minneapolis, MN.

Townsend, S. S. M., Fryberg, S. A., & Markus, H. R. (2010, June). Barriers to being biracial: Claiming and maintaining a biracial identity. The 8th Biennial Society for the Psychological Study of Social Issues Convention, New Orleans, LA.

Townsend, S. S. M., & Major, B. (2009, May). Worldview verification: Threat and challenge in response to discrimination. The Association for Psychological Science Convention, San Francisco, CA.

Townsend, S. S. M. (2008, March). Alone or with others: Comparing the conjoint and disjoint models of emotion. Kokoro Research Center's Workshop on Socio Cultural Aspects of Emotion Regulation and Psychological Well-being, Kyoto University, Kyoto, Japan.

Townsend, S. S. M., Major, B., & Mendes, Wendy (2007, August). Worldview moderation of responses to discrimination. Expanding Horizons in Cultural Psychology, Stanford, CA.

Tsai, A. & **Townsend, S. S. M.** (2004, July). Equality or propriety: A cultural models to understanding power and social hierarchy. The Annual Conference of The American Psychological Association, Honolulu, HI.

Townsend, S. S. M., & Kelsick, A. (2001, April). The psychology of mixed race. Pan-collegiate Conference on the Mixed Race Experience, Harvard University, Cambridge, MA.

TEACHING AND MENTORING EXPERIENCE

University of Southern California, Marshall School of Business

- *Leading People, Teams, and Organizations* (FT MBA core course), 2021 – present
- *Leadership Development Core – Diversity, Equity, and Inclusion*, 2022
- *Organizational Behavior & Leadership* (FT MBA core course), 2021
- *If Not You, Who? The Future of Leadership*, 2020
- *Seminar in Organizational Behavior* (PhD core OB course), 2020 – 2021
- *The Science of Bias, Diversity, & Inclusion (Marshall Executive Education Programs)*, 2018 – present
- *Organizational Behavior & Leadership* (undergraduate core course), 2014 – 2020

Northwestern University, Kellogg School of Management – *Leading and Managing Teams* (2011 – 13)

University of California, Santa Barbara – *Cultural Psychology* (Summer, 2008)

Co-director of Summer Internship Program, Intergroup Relations and Psychophysiology Laboratory, Department of Psychological and Brain Sciences, University of California, Santa Barbara, 2007

Dissertation and Pre-dissertation Committees, University of Southern California:

- Alysia Burbidge (psychology): dissertation committee, 2024
- Yiran Wang (management and organization): qualifying exam committee (co-chair), 2023
- Jacob Roberson (management and organization): qualifying exam committee, 2023
- M. Osborne (management and organization): qualifying exam committee, 2020; dissertation committee, 2022
- Mindy Truong (management and organization): qualifying exam committee (chair), 2018; dissertation committee (chair), 2021
- S. Casey O'Donnell (psychology): dissertation proposal committee, 2020; dissertation committee, 2021
- Ying Lin (psychology): dissertation proposal committee, 2018; dissertation committee, 2021
- Eric Horowitz (psychology): dissertation proposal committee, 2017; dissertation committee, 2019
- Stephanie Smallefs (management and organization): qualifying exam committee (chair), 2016; dissertation committee, 2019
- Ju Rie Han (management and organization): qualifying exam committee, 2017
- Oliver Fisher (psychology): dissertation proposal committee, 2017
- Eduardo Jones (psychology): dissertation committee, 2017
- Roshni Raveendhran (management and organization), qualifying exam committee, 2014

SELECTED MEDIA COVERAGE

The Atlantic
CNN Español
Fox News

Huffington Post
New York Magazine
The South Asian Times

The Times of India
The Washington Post

PROFESSIONAL EXPERIENCE

Lab Manager, for Dr. Hazel Rose Markus, Stanford University, 2003 – 05

Research Assistant, for Dr. Dale Miller, Graduate School of Business, Stanford University, 2003 – 04
Research Analyst, National Opinion Research Center, Health Policy Area, Washington, DC. 2002 – 03

PROFESSIONAL ASSOCIATIONS AND SERVICE

Associate Editor

Personality and Social Psychology Bulletin, 2021 – 2023

Editorial Boards

Journal of Personality and Social Psychology, 2019 – present

Academy of Management Discoveries, 2021 – 2024

Ad Hoc Editorial Review

Academy of Management Discoveries, Biological Psychology, Cultural Diversity and Ethnic Minority Psychology, Group Processes & Intergroup Relations, Journal of Consumer Psychology, Journal of Behavioral Decision Making, Journal of Experimental Psychology: General, Journal of Experimental Social Psychology, Organizational Behavior and Human Decision Processes, Personality and Social Psychology Bulletin, Perspectives on Psychological Science, Proceedings of the National Academy of Sciences, Psychological Science, Psychophysiology, Self and Identity, Social Psychological and Personality Science, Social Cognition

Additional Reviewer Service

Reviewer for Society for Personality and Social Psychology Conference Submissions, 2018

Reviewer for Academy of Management Annual Meeting Submissions (multiple years)

Grant Reviewer for the National Science Foundation (multiple years)

Faculty Affiliate with the USC Race and Equity Center

Professional Memberships

Academy of Management (AOM)

Association for Psychological Science (APS)

Society for Experimental Social Psychology (SESP)

Society for Personality and Social Psychology (SPSP)

School and Departmental Service

Reviewer, FORWARD Summit Scholarships, 2024

Presenter, FTMBA Admit Day, 2024

Moderator, FORWARD Summit, 2022

Coordinator, MOR Participant Pool, 2020 – present

Member, Doctoral Student Selection Committee, MOR Department, 2013 – present

Member, Marshall Behavioral Lab Committee, 2018 – present

Member, USC Marshall's International Women's Day Celebration planning committee, 2019 – 2022

Panelist, MOR Doctoral student professional development workshops, 2018, 2020, 2022, 2024

Member, Hiring Committee, MOR Department, 2018 – 2020

Coordinator, OB student-faculty research meetings, 2014 – 2018

Co-organizer, Distinguished Speaker Series, MOR Department, 2016 – 2020

Member, Committee for redesign of the undergraduate organizational behavior core class, 2017 – 2018

Panelist, M-Power (Marshall Panels on Women's Experiences in Research) sessions on managing coauthor relationships, 2016, and managing impressions as a woman in academia, 2015