SARAH S. M. TOWNSEND
Curriculum Vitae

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

2013-present Assistant Professor of Management and Organization
Marshall School of Business, University of Southern California

2011-2013 Visiting Assistant Professor of Management and Organizations
Postdoctoral Fellow at the Kellogg Team and Group Research Center
Kellogg School of Management, Northwestern University

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

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

<u>Under review</u>

Stephens, N. M., Hamedani, M., & **Townsend, S. S. M.** Difference-education: A New Intervention Improves Educational Outcomes for Disadvantaged Students.

Townsend, S. S. M., Truong, M., & Smallets, S. Threatened by control: Worldview moderates threat in response to having or lacking control**.**

Phillips, L.T., Stephens, N.M, **Townsend, S. S. M.**, & Goudeau. Access is Not Enough: Cultural Mismatch Persists to Limit First-Generation Students' Opportunities for Achievement Throughout College.

Destin, M., Manzo, V. M., & **Townsend, S. S. M.** Future identities motivate academic engagement and status striving among low socioeconomic status students.

INVITED PUBLICATIONS

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

Townsend, S. S. M., Stephens, N. M., Smallets, S., & Hamedani, M. Empowerment through difference: an online difference-education intervention closes the social class achievement gap.

Smallets, S., **Townsend, S. M.,** & Stephens, N. M. From grit to quit: Grit predicts task engagement only when outcomes depend on performance.

Townsend, S. S. M., & Thompson, L. Working hard when it counts: The Protestant work ethic leads to increased productivity in non-work settings.

Akinola, M., **Townsend, S. S. M.,** & McCluney, C. L. Be still our beating hearts: how a focus on adaptive physiological stress responses can improve work outcomes in diverse organizations.

AWARDS & FELLOWSHIPS

- 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, 2006-09
- European Association for Social Psychology Summer School, Cardiff University, 2008
- Ford Foundation Predoctoral Fellowship, National Academy of Sciences, 2005-08
- Society for Personality and Social Psychology, Travel Award, 2007
- Eugene Cota-Robles Fellowship, University of California, Santa Barbara, 2005-07
- 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 AND WORKSHOPS

- 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

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 meeting, 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., Stephens, N. M., Hamedani, M., & Smallets, S. (accepted for 2017, January). Empowerment through difference: An online difference-education intervention closes the social class achievement gap. 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.

SELECTED CONFERENCE POSTER PRESENTATIONS

Townsend, S. S. M., Sawyer, P. J., Major, B., Mendes, W. B. (2010, January). At least she likes me: The intersection of prejudice and social feedback on hormonal stress during intergroup interactions. Society for Personality and Social Psychology Convention, Las Vegas, NV.

Townsend, S. S. M., Major, B., Mendes, W. B. (2009, February). *Expecting* to be or *being* the target of Sexism? Chronic prejudice perceptions moderate reactions to sexism. Society for Personality and Social Psychology Convention, Tampa, FL.

Townsend, S. S. M., Major, B., Mendes, W. B. (2008, October). Worldviews moderate psychological and physiological reactions to discrimination Society for Psychophysiological Research, Austin, TX.

Townsend, S. S. M., Sawyer, P. J., Major, B., Casad, B., & Mendes, W. B. (2007, January). Anger and threat cardiovascular responses to prejudice. Society for Personality and Social Psychology Convention, Memphis, TN.

Townsend, S. S. M., Fryberg, S. A., Markus, H. R., & Wilkins, C. (2006, January). *Being mixed and mixed being: Who claims a biracial identity?* Society for Personality and Social Psychology Convention, Palm Springs, CA.

Townsend, S. S. M., Markus, H. R. & Fryberg, S. A. (2005, January). *Standing in the margins? The content and nature of biracial identity*. Society for Personality and Social Psychology Convention, New Orleans, LA.

SELECTED MEDIA COVERAGE

The Altantic, March 12, 2013

Huffington Post, January 1, 2014

Fox News, January 30, 2014
The South Asian Times, January 30, 2014
CNN Español, January 31, 2014
The Times of India, February 4, 2014
The Washington Post, February 25, 2015

TEACHING EXPERIENCE

University of Southern California, Marshall School of Business – *Organizational Behavior and Leadership* (2014-2016).

Northwestern University, Kellogg School of Management – *Leading and Managing Teams* (2011-2013).

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.

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

Professional Memberships

Academy of Management (AOM), Association for Psychological Science (APS), Interdisciplinary Network for Group Research (INGRoup), Society for Personality and Social Psychology (SPSP), Society for Psychophysiological Research (SPR), Society for the Psychological Study of Social Issues (SPSSI)

Editorial Review (Ad Hoc)

Biological Psychology, Cultural Diversity and Ethnic Minority Psychology, Group Processes & Intergroup Relations, Journal of Consumer Psychology, Journal of Behavioral Decision Making, Journal of Experimental Social Psychology, Journal of Personality and Social Psychology, Personality and Social Psychology Bulletin, Psychological Science, Psychophysiology, Self and Identity, Social Psychological and Personality Science, Social Cognition

Student Poster Award Judge at the Society for Personality and Social Psychology Conference, January, 2011.

Reviewer for Academy of Management Annual Meeting Submissions, January, 2015, 2016, 2017.

Grant Reviewer for the National Science Foundation.

University and Departmental Service

Member, Doctoral Student Selection Committee, MOR Department, 2013-present
Coordinator, OB student-faculty research meetings, 2014-present
Co-organizer, Distinguished Speaker Series, MOR Department, 2016-present