

# SARAH SACHIKO MARTIN TOWNSEND

Curriculum Vitae

Updated January 2020

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Management and Organization  
Marshall School of Business  
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## ACADEMIC APPOINTMENTS

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- 2018 – present    *Kenneth King Stonier Assistant Professor of Business Administration*
- 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

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- 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

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*\*indicates graduate student mentee*

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

**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.

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., 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.

#### Under Review

Dittmann, A. G., Stephens, N. M., & **Townsend, S. S. M.** *An interdependence advantage: Working together leads groups from working-class contexts to outperform groups from middle-class contexts.* *Journal of Personality and Social Psychology*. Accepted pending minor revisions.

Birnbaum, H., Stephens, N. M., **Townsend, S. S. M., & Hamedani, M. G.** *A diversity ideology intervention: Multiculturalism reduces the racial achievement gap.* *Social Psychological and Personality Science*. Revise and resubmit.

**Townsend, S. S. M., Stephens, N. M., & Hamedani, M.** *Difference-education improves first-generation students' grades throughout college and increases comfort with social group difference.* *Under Review*.

\*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?* *Under review*.

Carey, R. M., Stephens, N. M., **Townsend, S. S. M. & Hamedani, M. G.** *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.* *Under review*.

#### **INVITED AND OTHER PUBLICATIONS**

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Stephens, N. M. Hamedani, M. G., & **Townsend, S. S. M.** (in press). *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.* New York: Guilford Press.

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

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 (2<sup>nd</sup> Edition): Theory and application* (pp. 512-528). 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 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**

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Akinola, M., **Townsend, S. S. M.**, McCluney C., Mehta, P.H., Casto, K., & Page-Gould, E. *Hormone-environment fit: Collective testosterone moderates the relationship between status focus and group performance.*

**Townsend, S. S. M.**, \*Truong, M., \*Smallets, S., & Kunstman, J. *Belief in meritocracy decreases threat in controllable, achievement-related situations.*

\*Truong, M. & **Townsend, S.M.** *Social class bicultural identity integration improves working-class people's fit and empowerment in the face of cultural mismatch.*

## **GRANT SUPPORT**

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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**

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- 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 AND WORKSHOPS**

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- *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**

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\*Truong, M. & **Townsend, S. S. M.** (accepted for 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**

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**Townsend, S. S. M.**, Stephens, N. M., Carey, R., & Hamedani, M. (invited for 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.** (accepted for 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.

## **SELECTED CONFERENCE POSTER PRESENTATIONS**

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**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**

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*The Atlantic*

*Huffington Post*

*The Times of India*

*CNN Español*

*New York Magazine*

*The Washington Post*

*Fox News*

*The South Asian Times*

## **TEACHING AND MENTORING EXPERIENCE**

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*University of Southern California, Marshall School of Business*

- *Organizational Behavior & Leadership (undergraduate core OB course), 2014 – present*
- *The Science of Bias, Diversity, & Inclusion (Marshall Executive Education Programs), 2018 – present*

*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:*

- *Eric Horowitz (psychology): dissertation proposal committee, 2017; dissertation committee, 2019*
- *Stephanie Smallets (management and organization): qualifying exam committee (chair), 2016; dissertation committee, 2019*
- *Mindy Truong (management and organization): qualifying exam committee (chair), 2018*
- *Ying Lin (psychology): dissertation proposal committee, 2018*
- *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*

## **PROFESSIONAL EXPERIENCE**

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*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**

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*Professional Memberships:*

*Academy of Management (AOM)*

*Association for Psychological Science (APS)*

*Society for Experimental Social Psychology (SESP)*

*Society for Personality and Social Psychology (SPSP)*

*Editorial Board: Journal of Personality and Social Psychology, 2019 – present*

*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,*

*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 Society for Personality and Social Psychology Conference Submissions, August 2018*

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

*Grant Reviewer for the National Science Foundation (multiple years)*

*University and Departmental Service*

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

*Member, Marshall Behavioral Lab Committee, 2018 – present*

*Member, Hiring Committee, MOR Department, 2018 – present*

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

*Co-organizer, Distinguished Speaker Series, MOR Department, 2016 – present*

*Member, Organizing committee for USC Marshall's International Women's Day Celebration, 2019 – present*

*Panelist, MOR Doctoral student professional development workshops, 2018, 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*