SARAH S. M. TOWNSEND

Curriculum Vitae

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ACADEMIC APPOINTMENTS

2011-present 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

Advisor: Brenda Major

Dissertation title: The audacity of hope or the righteousness of justification? Two components of the

Protestant Work Ethic

M.A. Psychology, Stanford University, 2002

Advisors: Hazel R. Markus and Jeanne Tsai

B.A. Psychology and Comparative Studies in Race & Ethnicity, Stanford University, 2002

RESEARCH INTERESTS

Alignment of cultural beliefs between context and person: How engagement and stress are a function of whether the prevailing cultural beliefs in organizational and social contexts are (mis)aligned with the beliefs of individuals

Cultural diversity within the U.S.: Variation in cultural beliefs by social class, race/ethnicity, and gender, as well as individual endorsement leads to differences in how people think and behave

Psychophysiology: Use of cardiovascular and neuroendocrine responses to differentiate adaptive and maladaptive stress and to index moment-to-moment changes in experience and engagement

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

PEER-REVIEWED PUBLICATIONS

Stephens, N. M., **Townsend, S. S. M.**, Markus, H. R., & Phillips, T. (in press). 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.

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

Townsend, S. S. M., Eliezer, D., Major, B., & Mendes, W. B. Influencing the World versus Adjusting to Constraints: Social Class Moderates Responses to Discrimination.

Major, B., Sawyer, P. J., Kuntsman, J. W., **Townsend, S. S. M.**, & Mendes, W. B. Why are you being so nice to me? How suspicion of Whites' motives shapes minorities' responses to positive feedback.

INVITED PUBLICATIONS

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

Major, B., & **Townsend, S. S. M.** (in press). Meaning making in response to unfairness. *Psychological Inquiry*. [commentary]

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., Major, B., & Spencer-Rogers, J. Seeing the world through blue-colored glasses: A discrimination worldview.

Townsend, S. S. M., & Kim, H. S. When uniqueness turns to deviance: Racial diversity dampens preferences for uniqueness among European Americans.

Townsend, S. S. M., Kim, H. S., & Mesquita, B. Emotional concordance and stress reduction: A neuroendocrinological approach.

Townsend, S. S. M., & Major, B. Justifying the system when? Temporal focus moderates the consequences of endorsing the Protestant Work Ethic.

INVITED LECTURES AND WORKSHOPS

- 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)

CONFERENCE TALKS AND SYMPOSIA

- **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.
- Major, B., **Townsend, S. S. M.**, & Sawyer, P. J. (2010, February). Worldview disconfirmation is stressful. The annual conference of The Society for Personality and Social Psychology, Las Vegas, NV.
- **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. *Symposium Co-Chair
- **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 Wellbeing, Kyoto University, Kyoto, Japan.
- Stephens, N., Markus, H. R., & **Townsend, S. S. M.** (2008, February). How social class contexts shape the meanings of choice. The annual conference of The Society for Personality and Social Psychology, Albuquerque, NM.
- **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.
- Uchida Y., Markus, H. R., **Townsend, S. S. M.**, Omoregie, H. & Kitayama, S. (2004, July). The cultural script: Comparing Olympic coverage in Japan and the United States. The Japanese Social Psychology Association. Hokkaido, Hokusei-gakuen University.
- **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, 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, 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., Major, B., Mendes, W. B. (2008, February). Worldviews moderate psychological and physiological reactions to discrimination. Society for Personality and Social Psychology, Albuquerque, NM.

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, 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, 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, New Orleans, LA.

TEACHING EXPERIENCE

Instructor

Leading and Managing Teams, Kellogg School of Management (Winter, Spring, 2011; Achieved 8.4/10). Cultural Psychology, University of California, Santa Barbara (Summer, 2008).

Guest Lecturer

Introduction to Cultural Psychology with Hazel Markus, Stanford University (Spring, 2011). Laboratory in Social Psychology with Heejung Kim, University of California, Santa Barbara, (Fall, 2008). Introduction to Cultural Psychology with Hazel Markus, Stanford University (Spring, 2007).

Teaching Assistant

Introduction to Statistics with Jessica Hehman, University of California, Santa Barbara (2006). Mind, Culture & Society with Hazel Markus, Stanford University (2003-04 & 2004-05). Introduction to Social Psychology with Benôit Monin, Stanford University (2002). Introduction to Statistical Methods with Ewart Thomas, Stanford University (2002). Introduction to Psychology with James Gross, Stanford University (2001).

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

TEACHING INTERESTS

- Leadership
- · Teams and Groups
- Negotiations
- Power and Politics
- Managing workforce diversity
- Research methods and psychophysiology in organizational behavior

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)

European Journal of Social Psychology

Journal of Personality and Social Psychology

Journal of Experimental Social Psychology

Personality and Social Psychology Bulletin

Psychological Science

Social Psychological and Personality Science

Social Cognition

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

DEPARTMENTAL AND UNIVERSITY SERVICE

Department of Psychological and Brain Sciences, University of California, Santa Barbara

Social Psychology Colloquium Planning Committee member, 2008-09

Graduate Executive Committee member, 2008-09

Department Convention co-chairperson, 2007-08

Executive Committee member, 2007-08

Graduate Division, University of California, Santa Barbara, Student Recruitment & Retention Intern, 2006-07