

# Charles Dorison

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charlesdorison.com

## EMPLOYMENT

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2020 – present **Kellogg School of Management, Northwestern University**  
Postdoctoral Fellow, Dispute Resolution Research Center  
Management & Organizations Department

## EDUCATION

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2015 – 2020 **Harvard Kennedy School, Harvard University**  
Ph.D. in Public Policy (Judgment and Decision Making track)

2011 – 2015 **Washington University in St. Louis**  
B.A. in Psychology and Economics  
*Magna Cum Laude*, with Distinction in Economics

## RESEARCH GOALS AND INTERESTS

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I enthusiastically pursue two research goals: Uncovering fundamental insights about human behavior and creating actionable recommendations that improve organizational outcomes. To achieve these goals, I ground my research in behavioral experiments and intentionally study diverse populations, including citizens from over 80 countries, national security professionals, city mayors, police chiefs, and private-sector managers. Finally, I embrace principles of open science: I publicly post my data and pre-register my experiments.

My primary line of research reconsiders classic work on decision-making biases through a social/organizational lens, revealing that several seemingly suboptimal behaviors appear functional once reputational incentives are introduced. This work uncovers a novel trade-off between what is often best for the organization (maximizing expected value) and what is often best for the focal decision maker (managing one's reputation). My second line of research examines how emotions drive decision making in two important domains: conflict and health. Together, my research integrates theory and methods from psychology, organizational behavior, economics, and affective science to examine barriers to effective managerial decision making.

## PUBLICATIONS

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### Published/Forthcoming

**Dorison, C.A., & Heller, B** (2022). Observers penalize decision makers whose risk preferences are unaffected by loss-gain framing. *Journal of Experimental Psychology: General*. *Forthcoming*.

Lerner, J.S., **Dorison, C.A.**, & Klusowski, J. (2022). Theories and frameworks for understanding emotion and decision making. *Handbook of Emotion Theory*. *Forthcoming*.

**Dorison, C.A.,** Umphres, C., & Lerner, J.S. (2021). Staying the course: Decision makers who escalate commitment are trusted and trustworthy. *Journal of Experimental Psychology: General*. Advance online publication.

Logg, J., & **Dorison, C.A.** (2021). Pre-registration: Weighing costs and benefits for researchers. *Organizational Behavior and Human Decision Processes*. 167, 18-27.

Wang, K., Goldenberg, A., **Dorison, C.A.**, Miller, J., Lerner, J.S., Gross, J.J., & 400+ others (2021). A global test of brief reappraisal interventions on emotions during the COVID-19 pandemic. *Nature Human Behaviour*. 8, 1089-1110.  
- Press: Washington Post, Vox

Minson, J.A. & **Dorison, C.A.** (2021) Toward a psychology of attitude conflict. *Current Opinion in Psychology*. 43, 182-188

**Dorison, C.A.**, Wang, K., Rees, V., Kawachi, I., Ericson, K.M.M., & Lerner, J.S. (2020). Sadness, but not all negative emotions, heightens addictive substance use. *Proceedings of the National Academy of Sciences*, 117(2), 943-949.  
- Top 5% of all articles tracked by Altmetric  
- Press: covered by 30+ news outlets

**Dorison, C.A.**, Klusowski, J., Han, S., & Lerner, J.S. (2020). Emotion in organizational judgment and decision making. *Organizational Dynamics*. 49, 100702.

**Dorison, C.A.**, Minson, J.A., & Rogers, T. (2019). Selective exposure partly relies on faulty affective forecasts. *Cognition*. 188(1), 98-107.  
- Editor's choice in *Science*  
- Top 10 social media mentions of articles published in *Cognition* since 2017 (as of May 2019)  
- Press: Washington Post, CNN, NPR, El Pais, Behavioral Scientist

### Revise/Reject and Resubmit

**Dorison, C.A.**, DeWees, B., & Minson, J.A. Beyond accuracy: The reputational costs of independent judgment aggregation. *Revise & Resubmit, Organizational Behavior and Human Decision Processes*.

Collins, H., **Dorison, C.A.**, Minson, J.A., & Gino, F. Learning goals in attitude conflict. *Revise and Resubmit, Psychological Science*.

**Dorison, C.A.** & Minson, J.A. You can't handle the truth (but I can)! Errors in affective perspective taking during attitude conflict. *Revise & Resubmit, Organizational Behavior and Human Decision Processes*.

**Dorison, C.A.**, Lerner, J.S., Heller, B.H., Rothman, A.J., Kawachi, I., Wang, K., Rees, V.W., Gill, B.P., Gibbs, N., Coles, N.A., & 500+ others. In COVID-19 public health messaging,

loss framing increases anxiety with little-to-no concomitant benefits: Experimental evidence from 84 countries. *Revise & Resubmit, Affective Science*.

Eadeh, F., **Dorison, C.A.**, & Lambert, A. A new model of conservative shifts after terrorist threat: Anger (not fear) and narrow (not broad). *Reject with opportunity to resubmit, Psychological Science*.

#### Under review

**Dorison, C.A.**, & Kteily, N.S. Reputational stakes shape partisans' reactions to material suffering. *Under review*.

Kristal, A., **Dorison, C.A.**, & Gino, F. Maintaining trust when de-escalating commitment: Using precommitment to signal consistency. *Under review*.

Moore, M., **Dorison, C.A.**, & Minson, J.A. Selective exposure to information is partly driven by reputational considerations. *Under review*.

#### Working papers

**Dorison, C.A.**, DeWees, B., Rahwan, Z., Robichaud, C., & Lerner, J.S. Inefficient (but seemingly fair) resource allocations are used to signal trustworthiness.

**Dorison, C.A.**, Umphres, C., DeWees, B., & Lerner, J.S. The benefits of bias: Individuals who exhibit sunk cost bias receive reputational and economic rewards for doing so.

#### Manuscripts in preparation

**Dorison, C.A.**, & Kteily, N.S. Hoping for the worst? Partisans (and researchers) over-estimate others' willingness to trade-off material suffering for group-based reputational gain.

**Dorison, C.A.**, A reputational theory of rationality.

Lerner, J.S., Moore, M., **Dorison, C.A.**, Zabel, C., De Jong, J., Born, D., Lilgendahl, J., Srivastava, S., & Ganz, M. Public narrative: Thirteen empirical studies of leadership measurement and development.

#### RESEARCH PRESENTATIONS

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##### Invited talks

2021 Psychological Science Accelerator, *Annual Meeting*

2021 Harvard Business School, *Jachimowicz Lab*

2021 Harvard Business School, *Goldenberg/Jordan Lab*

2020 Harvard University, *Moral Psychology Research Lab*

2020 Psychological Science Accelerator, *Annual Meeting*

2020 Kellogg School of Management, *Dispute Resolution Research Center*

2020 Columbia Business School, *Management Division*

2017 Harvard University, *Program on Negotiation*

### Conference presentations

2021 Academy of Management

2021 International Association for Conflict Management

2021 American Psychological Association

2021 New England Managerial Decision Making Symposium

2021 Society for Personality and Social Psychology (chaired symposium)

2020 Academy of Management

2020 International Association for Conflict Management

2020 Society for Judgment and Decision Making

2019 Academy of Management

2019 Boston Judgment and Decision Making Day

2018 Behavioral Decision Research in Management

2018 Society for Judgment and Decision Making

2018 Behavioral Science and Policy Association

2018 University of Pennsylvania Behavioral Science and Health Symposium

2018 Harvard Behavioral Insights Group Workshop on Behavioral Insights in Health

2017 Society for Judgment and Decision Making

2017 Society for Affective Science

### FELLOWSHIPS, GRANTS, AND AWARDS

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#### Fellowships

2019 - 2020 Harvard Graduate School of Arts and Sciences, *Dissertation Completion Fellowship*

2018 - 2019 Harvard Kennedy School, *Taubman Center for State and Local Government*

2018 - 2019 Harvard Kennedy School, *Ash Center for Democracy*

2017 - 2019 Harvard Kennedy School, *Center for Public Leadership*

2015 - 2017 Harvard Kennedy School, *Graduate Research Program*

#### Grants

2017 Harvard Kennedy School, *Center for Public Leadership* (with Jennifer Lerner)

2017 Harvard Kennedy School, *Foundations of Human Behavior* (with Julia Minson)

2016 Harvard Law School, *Program on Negotiation* (with Julia Minson)

2016 Harvard University, *Mind-Brain-Behavior Interfaculty Initiative* (with Jennifer Lerner)

#### Awards

2017 Society for Personality and Social Psychology (SPSP), *Graduate Student Travel Award*

2016 SPSP Political Psychology Preconference, *Graduate Student Award*

## TEACHING EXPERIENCE

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2022 (scheduled) **Kellogg School of Management**, *Teaching Assistant*

Course: Negotiation Fundamentals (Instructor: Nour Kteily)

2021 **Kellogg School of Management**, *Observer*

Course: Negotiation Fundamentals (Instructor: Eli Finkel)

2017 – 2021 **California Police Chiefs Executive Leadership Institute**, *Instructor\**

Course: Managerial Decision Making

Mean: 4.78/5; Median: 5/5; Mode: 5/5

2018 **Harvard Kennedy School Degree Program**, *Teaching Fellow and Guest Lecturer\*\**

Course: Leadership Decision Making (Instructor: Jennifer Lerner)

Mean: 4.61/5; Median: 5/5; Mode: 5/5

2015 – 2019 **Harvard Kennedy School Executive Education**, *Curriculum Coach*

Course: Leadership Decision Making (Faculty Chair: Jennifer Lerner)

\*Taught nine-hour session on decision science to thirty police chiefs each year. Cancelled in 2020 due to COVID-19.

\*\*Recipient of Bok Center Teaching Award.

## PROFESSIONAL AFFILIATIONS AND REVIEWING

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### Professional affiliations

Academy of Management

International Association for Conflict Management

Society for Judgment and Decision Making

Society for Personality and Social Psychology

Behavioral Science and Policy Association

Society for Affective Science

### Reviewing

American Journal of Health Economics

Cognition & Emotion

Journal of Behavioral Decision Making

Management Science

Psychological Science

Stigma & Health