

Charles Dorison

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EMPLOYMENT

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

EDUCATION

2015 – 2020 **Harvard Kennedy School**
Ph.D. in Public Policy
Management, Leadership, and Decision Science Area

2011 – 2015 **Washington University in St. Louis**
B.A. in Psychology and Economics

PUBLICATIONS

Dorison, C.A. & Minson, J.A. (2022). You can't handle the truth! Conflict counterparts over-estimate each other's feelings of self-threat. *Organizational Behavior and Human Decision Processes*. 170, 104147.

Collins, H., **Dorison, C.A.**, Minson, J.A., & Gino, F. (2022). Under-estimating counterparts' learning goals impairs conflictual conversations. *Psychological Science*. *Forthcoming*.

Minson, J.A. & **Dorison, C.A.** (2022) Why is exposure to opposing views aversive? Reconciling three theoretical perspectives. *Current Opinion in Psychology*. *Advance online publication*.

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

Dorison, C.A. (2022). A reputational perspective on rational framing effects. *Behavioral and Brain Sciences*. *Forthcoming*. [commentary]

Dorison, C.A., Umphres, C., & Lerner, J.S. (2022). Staying the course: Decision makers who escalate commitment are trusted and trustworthy. *Journal of Experimental Psychology: General*. 151(4), 960-965.

Dorison, C.A., Lerner, J.S., Heller, B.H., Rothman, A.J., Kawachi, I., Wang, K., Rees, V.W., Gill, B.P., Gibbs, N...500+ co-authors... & Coles, N.A. (2022). In COVID-19 public health messaging, loss framing increases anxiety with little-to-no concomitant benefits: Experimental evidence from 84 countries. *Affective Science*. *Forthcoming*.

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

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; 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 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.*

Moore, M., **Dorison, C.A.**, & Minson, J.A. The reputational benefits of selective exposure to partisan information. *Revise & Resubmit, Journal of Experimental Psychology: General.*

Under review

Dorison, C.A., & Kteily, N.S. Looking good vs. seeking good: Group-based reputational incentives can reduce (or even eliminate) aversion to societal harm. *Under review.*

Kristal, A., **Dorison, C.A.**, & Gino, F. Precommitment allows leaders to maintain trust when de-escalating commitment. *Under review.*

Working papers

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

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

Voelkel, J.G., Stagnaro, M.N., Chu, J., Pink, S., Mernyk, J.S., Redekopp, C., Cashman, M.,...**Dorison, C.A.**,...Druckman, J.N., Rand, D.G., & Willer, R. Megastudy identifying successful interventions to strengthen Americans' democratic attitudes.

- Of the 25 selected interventions (out of over 250 submissions), I had two selected; both successfully reduced partisan animosity.

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 bidirectional model of reputation and decision making.

Jackson, J.C. & **Dorison, C.A.** Cultural evolutionary dynamics reinforce biased judgment in a social network.

Minson, J.A., Yeomans, M., Collins, H., **Dorison, C.A.**, & Gino, F. Conversational receptiveness transmits between parties in disagreement and reduces affective polarization.

Lerner, J.S., Moore, M., **Dorison, C.A.**, Zabel, C., De Jong, J., Born, D., Lilgendahl, J., Srivastava, S., & Ganz, M. The Psychology of Public Narrative: Conceptualization and Assessment

TEACHING EXPERIENCE

2022 **Kellogg School of Management**, *Instructor of record*

Course: Negotiation Fundamentals (MBA)

*Course evaluations will be available September 13

2017 – 2022 **California Police Chiefs Executive Leadership Institute**, *Instructor*

Course: Managerial Decision Making (Executive Education)

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

*I teach a nine-hour session on decision science to thirty police executives (e.g., chiefs) annually.

2018 **Harvard Kennedy School**, *Teaching Fellow and Guest Lecturer*

Course: Leadership Decision Making (Cross-listed: Undergraduate and Masters)

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

*Recipient of Bok Center Teaching Award for my role as Teaching Fellow.

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

Course: Leadership Decision Making (Executive Education)

*Over five years, I worked closely with hundreds of executives from dozens of countries. Many have since invited me to speak at their organizations.

RESEARCH PRESENTATIONS

Invited talks

2022 London School of Economics, *Organisational Behaviour Group* (scheduled)

2022 Columbia Business School, *Management Division*

2021 Georgetown McDonough School of Business, *Management Division*

2021 Harvard Kennedy School, *Management, Leadership, and Decision Science Area*

2021 Imperial College Business School, *Management & Entrepreneurship Department*

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

2022 International Association for Conflict Management (missed for family reasons)

2022 Society for Judgment and Decision Making

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

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*

PROFESSIONAL AFFILIATIONS AND REVIEWING

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
Collabra: Psychology
Journal of Behavioral Decision Making
Management Science
Psychological Science
Society for Judgment and Decision Making
Stigma & Health