Charlie Dorison

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EMPLOYMENT

2023 – present **McDonough School of Business, Georgetown University**
Assistant Professor
Management Division

2022 – 2023 **Kennedy School of Government, Harvard University**
Postdoctoral Fellow
Shorenstein Center on Media, Politics and Public Policy

2020 – 2023 **Kellogg School of Management, Northwestern University**
Postdoctoral Fellow
Dispute Resolution Research Center
Management & Organizations Department

EDUCATION

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

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

RESEARCH

Kristal, A. & **Dorison, C.A**. (2025). Precommitment can allow decision-makers to maintain trust when de-escalating commitment. *Journal of Applied Psychology.*

Dorison, C.A. & Charlesworth, T.E.S. (2025). What is rationality, whom is it ascribed to, and why does it matter? Evidence from Internet text for 66 social groups and 101 occupations. *Psychological Science.* [Equal Authorship]

Dorison, C.A. & Kteily, N.S. (2024). Group-based reputational incentives can blunt sensitivity to societal harms and benefits. *Journal of Experimental Psychology: General*.

Wang, K., Rees, V.W., **Dorison, C.A.,** Kawachi, I., & Lerner, J.S. (2024). The role of positive emotion in harmful health behavior: Implications for theory and public health campaigns. *Proceedings of the National Academy of Sciences*.

Moore, M., **Dorison, C.A.,** & Minson, J.A (2023). The contingent reputational benefits of selective exposure to partisan information. *Journal of Experimental Psychology: General.*

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.* [Equal Authorship]

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

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

Dorison, C.A., Lerner, J.S., Heller, B.H., Rothman, A.J., Kawachi, I., Wang, K., Rees, V.W., Gill, B.P., Gibbs, N…400+ 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.*

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

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

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.*

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.*

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*.

Dorison, C.A., Minson, J.A., & Rogers, T. (2019). Selective exposure partly relies on faulty affective forecasts. *Cognition.*

<u>Invited Resubmissions</u>

Dorison, C.A. & Heller, B. Positive social evaluations for suboptimal decisions in the NFL Draft. *Revise & Resubmit, Organizational Behavior and Human Decision Processes.*

Minson, J.A., Yeomans, M., Collins, H. & **Dorison, C.A.** Conversational receptiveness can transmit between parties and bridge ideological conflict. *Revise & Resubmit, Organization Science.*

Dorison, C.A. & Rogers, T., Write less: Shortened messages can be more effective even when perceived as less important. *Revise & Resubmit, Organizational Behavior and Human Decision Processes.*

Under review

Dorison, C.A. & Tulan, D., Social incentives can generate intentional decision-making errors that undermine cognitive training. *Under review.*

Dorison, C.A. & Collins, H.K., Expressing learning goals can build trust for unpopular risk decisions. *Under review.* [Equal Authorship]

Jackson, J.C., & **Dorison, C.A.,** Costly status quo bias can emerge and intensify from common social learning strategies. *Under review.*

Working papers

Dorison, C.A., DeWees, B. & Minson, J.A. Disagreement can create social barriers to independent judgment aggregation despite concomitant accuracy benefits.

Dorison, C.A., & Heller, B., The contingent wisdom of public crowds: Evidence from the NFL Draft.

Dorison, C.A. Reputation and decision making. [Invited, *Handbook of JDM*]

Spelman, T., **Dorison, C.A.** & Kteily, N.S. Loyal to a fault: Mistaken reputational pressures can fuel undesirable partisan behavior.

Spohn, M., **Dorison, C.A.,** & Minson, J.A., Ideological variation and partisan conflict.

ADDITIONAL PUBLICATIONS

Publications in academic outlets (invited + big team science in which I played a secondary role)

Voelkel, J.G., Stagnaro, M.N., Chu, J., Pink, S., Mernyk, J.S., Redekopp, C., Cashman, M.,…**Dorison, C.A.,**… & Willer, R. (2024). Megastudy testing 25 treatments to reduce antidemocratic attitudes and partisan animosity. *Science.*

Tulan, D., **Dorison, C.A.,** Gibbs, N., & Minson, J.A. (2024). Can conversational receptiveness build trust in the media? *Policy Insights from the Behavioral and Brain Sciences.*

Lerner, J.S., **Dorison, C.A.,** & Klusowski, J. (2024). Theories and frameworks for understanding emotion and decision making. *Routledge Handbook of Emotion Theory.*

Buchanan, E., Lewis, S., [and 100+ others, including **Dorison, C.A.**] (2023). The Psychological Science Accelerator's COVID-19 rapid-response dataset. *Nature Scientific Data.*

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

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

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

Publications in professional outlets

Rogers, T. & **Dorison, C.A.** Fix your communication culture. *Harvard Business Review.* August 6, 2025.

Collins, H.K., **Dorison, C.A.,** Gino, F., & Minson, J. A. How to disagree productively. *Harvard Business Review.* May 10, 2023

Minson, J.A., **Dorison, C.A.,** & Rogers, T. What Bernie Sanders and Ted Cruz supporters have in common. *CNN Opinion.* November 14, 2019

TEACHING EXPERIENCE

Spring 2027 **McDonough School of Business,** *Instructor of Record*
Course: Decision Making and Sports (Undergraduate, 40 students)

2024 – Present **McDonough School of Business,** *Instructor of Record*
Course: Management & Organizational Behavior (Undergraduate, 50 students x 3 sections/year)
Teaching evaluations (average across 9 sections): 4.9/5

2017 – Present **California Police Chiefs Executive Leadership Institute,** *Instructor of Record*
Course: Managerial Decision Making (Executive Education, 30 students/year)
Teaching evaluation (average across all sections with recorded evaluations): 4.8/5

2025 **Harvard Kennedy School,** *Instructor of Record*
Course: Leadership Strategies for Smart Decisions (Executive, 60 students)
Teaching evaluation: 4.5/5

2022 **Kellogg School of Management,** *Instructor of Record*
Course: Negotiation Fundamentals (MBA, 33 students)
Teaching evaluation: 5.5/6

2018 **Harvard Kennedy School,** *Teaching Fellow and Guest Lecturer*
Course: Leadership Decision Making (Cross-listed: Undergraduate and Masters, 60 students)
Teaching evaluation: 4.6/5

2015 – 2019 **Harvard Kennedy School,** *Curriculum Coach*
Course: Leadership Decision Making (Executive Education, 60 students x 3 sections/year)
Teaching evaluation: Not collected

RESEARCH PRESENTATIONS

Invited talks
2026 Harvard University, *Psychology Department (Cognitive-Social Seminar Series)*
2026 Berkeley Haas School of Business, *Management of Organizations Group*
2025 JPMorgan Chase Institute
2024 Northwestern Kellogg School of Management, *Dispute Resolution Research Center*
2023 Chicago Booth School of Business, *Center for Decision Research*
2022 Georgetown McDonough School of Business, *Management Division*
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 Northwestern Kellogg School of Management, *Dispute Resolution Research Center*
2020 Columbia Business School, *Management Division*
2017 Harvard University, *Program on Negotiation*

Conference presentations
2025 Society for Judgment and Decision Making
2024 Society for Judgment and Decision Making
2024 Academy of Management
2023 Academy of Management
2023 Society for Judgment and Decision Making
2023 Society for Experimental Social Psychology (chaired symposium)
2023 Behavioral Science and Policy Association
2022 Society for Experimental Social Psychology
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

2026 Georgetown McDonough School of Business, *Sports Business* (with Blake Heller)
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

2024 Academy of Management Research Methods Division, *Winner, Best Professional Development Workshop [as panelist for Experimenting: Best Practices and Future Directions]*
2024 Society for Judgment and Decision Making, *3rd place, Best student poster award [for co-authored work led by Max Spohn]*
2022 Society for Judgment and Decision Making, *1st place, Best student poster award [for co-authored work led by Molly Moore]*

2018 Harvard University Derek Bok Center for Teaching & Leaning, *Teaching Award*
2017 Society for Personality and Social Psychology (SPSP), *Graduate Student Travel Award*
2016 SPSP Political Psychology Preconference, *Graduate Student Award*

PROFESSIONAL AFFILIATIONS, REVIEWING, AND SERVICE

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; Behavioral Decision Research in Management (conference)*; Cognition & Emotion; Collabra: Psychology; European Journal of Social Psychology; Journal of Behavioral Decision Making; Journal of Experimental Psychology: Applied; Journal of Experimental Psychology: General; Journal of Experimental Social Psychology; Journal of Personality and Social Psychology; Management Science; Organizational Behavior and Human Decision Processes; Organization Science; Personality and Social Psychology Bulletin; Psychological Science;* Society for Judgment and Decision Making (Conference + Featured Research)*; Stigma & Health*

Service at Georgetown University
Business of Sports Advisory Committee (2025-present)
Undergraduate Research Committee (2025-2026)
Management Area Faculty Search Committee (2025-2026)
Undergraduate Faculty Advising Committee (Spring 2024)
Behavioral Research and Lab Oversight Committee (2023-2025)