

Charles Dorison  
charles.dorison@kellogg.northwestern.edu  
charlesdorison.com

## EMPLOYMENT

---

- Summer 2023    **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*

## PUBLICATIONS

---

- 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*.
- Lerner, J.S., **Dorison, C.A.**, & Klusowski, J. (2023). Theories and frameworks for understanding emotion and decision making. *Handbook of Emotion Theory*. *Forthcoming*.
- 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*. 33(10), 1732-1752.

Minson, J.A. & **Dorison, C.A.** (2022) Why is exposure to opposing views aversive? Reconciling three theoretical perspectives. *Current Opinion in Psychology*. 101435.

**Dorison, C.A.** & Heller, B. (2022). Observers penalize decision makers whose risk preferences are unaffected by loss-gain framing. *Journal of Experimental Psychology: General*. 151(9), 2043-2059.

**Dorison, C.A.** (2022). A reputational perspective on rational framing effects. *Behavioral and Brain Sciences*. 45, e226. [commentary]

**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*. 3, 577–602.

**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*. 151(4), 960-965.

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. Winning at all costs? Democrats and Republicans are less willing to license material suffering for strategic gain than partisans believe. *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.,** & Kteily, N.S. Looking good vs. seeking good: Group-based reputational incentives can reduce (or even eliminate) aversion to societal harm.

**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.,** A process model of reputation and decision making.

Jackson, J.C. & **Dorison, C.A.** Social learning supports the evolution of biased decision making

Minson, J.A., Yeomans, M., Collins, H., **Dorison, C.A.,** & Gino, F. Conversational receptiveness transmits between parties 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 across fourteen experiments

## TEACHING EXPERIENCE

---

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

Course: Negotiation Fundamentals (MBA, 33 students)

Teaching evaluation: 5.47/6 (Kellogg-wide average: 5.01/6)

\*Scored in 80<sup>th</sup> percentile of teaching ratings for Negotiation Fundamentals over the past 5 years.

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

Course: Managerial Decision Making (Executive Education, 30 students/year)

Teaching evaluation: 4.78/5

\*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, 60 students)

Teaching evaluation: 4.61/5

\*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, 180 students/year)

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

2020 Columbia Business School, *Management Division*

2017 Harvard University, *Program on Negotiation*

### Conference presentations

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

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  
Organizational Behavior and Human Decision Processes  
Personality and Social Psychology Bulletin  
Psychological Science  
Society for Judgment and Decision Making  
Stigma & Health