

Charles 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

PEER-REVIEWED PUBLICATIONS

- Moore, M., **Dorison, C.A.**, & Minson, J.A. (2023). The contingent reputational benefits of selective exposure to partisan information. *Journal of Experimental Psychology: General*. Forthcoming.
- Lerner, J.S., **Dorison, C.A.**, & Klusowski, J. (2023). Theories and frameworks for understanding emotion and decision making. *Handbook of Emotion Theory*. Forthcoming.
- 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*. 10, 87.
- 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*
- Press: Washington Post, CNN, NPR, El Pais, Behavioral Scientist

Invited Revision

Minson, J.A., Yeomans, M., Collins, H., & **Dorison, C.A.** Conversational receptiveness transmits between parties and bridges ideological conflict. *Invited Revision, Journal of Personality and Social Psychology*

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. *Invited Revision, Science*.

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

Under review

Dorison, C.A., & Kteily, N.S. Group-based reputational incentives can blunt sensitivity to societal harms and benefits. *Under review*.

Dorison, C.A., DeWees, B., & Minson, J.A. Beyond accuracy: The reputational costs of independent judgment aggregation. *Under review*.

Dorison, C.A., How can leaders foster trust when making decisions under risk? *Under review*.

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

Working papers

Dorison, C.A., Reputational rationality theory.

Dorison, C.A., & Kteily, N.S. Winning at all costs in partisan politics.

Dorison, C.A., Umphres, C., DeWees, B., & Lerner, J.S. 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.

Manuscripts in preparation

Dorison, C.A., Rogers, T., & Moore, D.A. Leaders can communicate under-confidence to motivate supporter behavior.

Jackson, J.C. & **Dorison, C.A.** Decision biases can evolve through common social learning strategies.

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.

Wang, K., Rees, V.W., **Dorison, C.A.**, Kawachi, I., & Lerner, J.S. Gratitude reduces appetitive risk behavior.

PUBLICATIONS IN PROFESSIONAL OUTLETS

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

2024 **McDonough School of Business**, *Instructor of Record (scheduled)*

Course: Management & Organizational Behavior (Undergraduate, 50 students x 3 sections)

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 80th percentile of teaching ratings for Negotiation Fundamentals over the past 5 years.

2017 – 2023 **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

2023 Chicago Booth School of Business, *Center for Decision Research (scheduled)*

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

2023 Society for Judgment and Decision Making (scheduled)
2023 Society for Experimental Social Psychology (chaired symposium, scheduled)
2023 Academy of Management
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

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

Journal of Experimental Psychology: General

Journal of Experimental Social Psychology

Management Science

Organizational Behavior and Human Decision Processes

Organization Science

Personality and Social Psychology Bulletin

Psychological Bulletin

Psychological Science

Society for Judgment and Decision Making

Stigma & Health