

Charles Dorison  
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## EMPLOYMENT

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- 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

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- 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

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- Lerner, J.S., **Dorison, C.A.**, & Klusowski, J. (2024). Theories and frameworks for understanding emotion and decision making. *Routledge Handbook of Emotion Theory*. *Forthcoming*.
- Moore, M., **Dorison, C.A.**, & Minson, J.A (2023). The contingent reputational benefits of selective exposure to partisan information. *Journal of Experimental Psychology: General*. *Advance online publication*.
- 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.
- 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.
- 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.

### Invited Revision

Kristal, A. & **Dorison, C.A.** Precommitment can allow leaders to maintain trust when de-escalating commitment. *Invited Revision, Journal of Applied Psychology.*

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

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.*

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

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), my co-submitters and I had two selected; both successfully reduced partisan animosity.

### Under review

**Dorison, C.A.**, Reputational rationality theory. *Under review.*

**Dorison, C.A.** & Rogers, T. Concise writing can be more effective even when it is perceived as less important. *Under review.*

### Working papers

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

**Dorison, C.A.** & Kteily, N.S. Misperceived reputational pressures lead partisans to endorse winning at all costs.

**Dorison, C.A.** & Collins, H., Expressing learning goals can foster trust for leaders who make unpopular risk decisions.

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

Manuscripts in preparation

**Dorison, C.A.** & Charlesworth, T.E.S., Toward a semantic mapping of rationality.

Jackson, J.C. & **Dorison, C.A.** Status quo bias can evolve through common social learning strategies.

Spohn, M., **Dorison, C.A.**, & Minson, J.A., Underestimating the ideological complexity of outgroup members' opinions fuels partisan conflict.

Levin, J.M. & **Dorison, C.A.**, When and why does uncertain advice signal competence?

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.

PUBLICATIONS IN PROFESSIONAL OUTLETS

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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

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2024 **McDonough School of Business**, *Instructor of Record*

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

2017 – 2024 **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.

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.

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

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### Invited talks

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 Kellogg School of Management, *Dispute Resolution Research Center*  
2020 Columbia Business School, *Management Division*  
2017 Harvard University, *Program on Negotiation*

### Conference presentations

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

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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*

## 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  
Behavioral Decision Research in Management  
Cognition & Emotion  
Collabra: 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  
Stigma & Health