

## 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*

## PUBLICATIONS

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- Kristal, A. & **Dorison, C.A.** (2024). Precommitment can allow decision-makers to maintain trust when de-escalating commitment. *Journal of Applied Psychology*.
- 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*.
- Voelkel, J.G., Stagnaro, M.N., Chu, J., Pink, S., Mernyk, J.S., Redekopp, C., Cashman, M.,...**Dorison, C.A.**,... & Willer, R. (2024). Megastudy identifying successful interventions to strengthen Americans' democratic attitudes. *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*.
- Moore, M., **Dorison, C.A.**, & Minson, J.A. (2023). The contingent reputational benefits of selective exposure to partisan information. *Journal of Experimental Psychology: General*.
- 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. [equal authorship]
- 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.
- 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

Minson, J.A., Yeomans, M., Collins, H., & **Dorison, C.A.**, & Gino, F. Conversational receptiveness transmits between parties and bridges ideological conflict. *Accepted pending minor revision, Journal of Personality and Social Psychology*.

**Dorison, C.A.** The benefit of bias: When and why do observers reinforce decision making errors in organizations? *Revise & Resubmit, Organizational Behavior and Human Decision Processes*.

**Dorison, C.A.** & Charlesworth, T.E.S. What is rationality, who is it ascribed to, and why does it matter? Evidence from Internet text for 66 social groups and 101 occupations. *Revise & Resubmit, Psychological Science*. [equal authorship]

#### Under review

**Dorison, C.A.** & Rogers, T. Shorter written messages are more effective but are perceived as less important. *Under review*.

**Dorison, C.A.** & Collins, H.K. Expressing learning goals can build trust for decision-makers who make unpopular risk choices. *Under review*.

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

Moore, M., **Dorison, C.A.**, Lilgendahl, J., Ganz, M., Klusowski, J., Zabel, C. de Jong, J., Born, D.H., Lee, I.S., Srivastava, S., Delaney, N., Koenig, F., & Lerner, J.S. The psychology of public narrative: Conceptualization and assessment. *Under review*.

#### Working papers

**Dorison, C.A.** & Kteily, N.S. Loyal to a fault: Mistaken reputational pressures fuel partisan endorsement of winning at all costs.

Manuscripts in preparation

**Dorison, C.A.** & Tulan, D. Reputationally motivated mistakes.

**Dorison, C.A.**, & Heller, B. Are decision biases socially rewarded by experts? Evidence from the National Football League Draft.

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

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 – Present **McDonough School of Business**, *Instructor of Record*

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

Teaching evaluation: 4.7/5

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

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

Teaching evaluation: 4.8/5

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)

## RESEARCH PRESENTATIONS

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### Invited talks

2024 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 Kellogg School of Management, *Dispute Resolution Research Center*  
2020 Columbia Business School, *Management Division*  
2017 Harvard University, *Program on Negotiation*

### Conference presentations

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

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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

2018 Harvard University Derek Bok Center for Teaching & Learning, *Teaching Award*  
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 (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

Updated: February 2025

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)  
Stigma & Health