

KYLE S. H. DOBSON

Frank Batten School of Leadership and Public Policy | University of Virginia
235 McCormick Road | Charlottesville, VA 22904-4893

Email: kyle.dobson@virginia.edu | Website: <https://www.kyleshdobson.com>

ACADEMIC POSITIONS

2023 – UNIVERSITY OF VIRGINIA, Frank Batten School of Leadership and Public Policy
Incoming Assistant Professor of Public Policy

2020-2023 THE UNIVERSITY OF TEXAS AT AUSTIN, Population Research Center
Postdoctoral Research Fellow

EDUCATION

2015-2020 NORTHWESTERN UNIVERSITY, Kellogg School of Management
Ph.D., Management & Organizations

2009-2013 UNIVERSITY OF DELAWARE
B.S., Psychology

FUNDED GRANTS

2021-2023 Yeager, D. S. & Dobson, K. S. H. “Using the science of authenticity to reduce inequality in policing and education.” William T. Grant Foundation, \$110,000.

2019 Dobson, K. S. H. & Dittmann, A. G. “Promoting positive community-police interactions through transparency.” Dispute Resolution and Research Center, \$4,950.

RESEARCH INTERESTS

Authenticity | Relationships | Empathy | Identity | Organizational Behavior

PEER-REVIEWED PUBLICATIONS

*Kouchaki, M., *Dobson, K. S. H., Waytz, A., & Kteily, N. S. (2018). The link between self-dehumanization and immoral behavior. *Psychological Science*, 29:1234-1246. <https://doi.org/10.1177/0956797618760784>

*Schweitzer, S., *Dobson, K. S. H., & Waytz, A. (2023) Political bot bias in the perception of online discourse. *Social Psychological and Personality Science*. <https://doi.org/10.1177/19485506231156020>

MANUSCRIPTS IN REVISION & UNDER REVIEW

*Dobson, K. S. H., *Dittmann, A. G., & Yeager, D. S. A transparency statement improves community-police interactions. *Under Review at Nature Communications*. <http://dx.doi.org/10.13140/RG.2.2.12294.24642>

- Best Conference Paper Award, International Association for Conflict Management (2023)

WORKING PAPERS

*Dobson, K. S. H. & *Dittmann, A. G., & Yeager, D. S. The illusion of rapport: How coercive power disparities undermine high-quality connections with authorities. *In preparation for Academy of Management Journal*.

Dobson, K. S. H., Schweitzer, S. & Waytz, A. Losing yourself means losing your humanity: The relationship between inauthenticity and self-dehumanization. *In preparation for Scientific Reports*.

*Joint first-authorship

Du, K. M., Ponce de Leon, R., & **Dobson, K. S. H.** Workplace Advice to “Just Be Yourself!” Repels Stigmatized Employees. *In preparation*.

Christensen, K. L., Turner, B. L., & **Dobson, K. S. H.** [Title Masked: Police & Implicit Beliefs During Training.] *In preparation for Proceedings of the National Academy of Sciences*.

SELECTED WORKS IN PROGRESS

Dobson, K. S. H., Smith, E. N., & Yeager, D. S. Using the science of authenticity to reduce inequality in education.

***Dobson, K. S. H.**, *Dittmann, A. G., & Shah, A. K. Utilizing perspective-getting to increase empathic accuracy and compassion in enforcement interactions.

***Dobson, K. S. H.** & *Dittmann, A. G. A theoretical framework for building authentic connections and swiftly repairing trust with law enforcement.

Dobson, K. S. H., Jazaieri, H., & Hardin, A. E. Exploring and reducing barriers to employee authenticity.

Dobson, K. S. H., Burris, E. R., & Thomas-Hunt, M. Socially-oriented authenticity: Exploring how attending to others can increase authenticity and voice.

PUBLICATIONS FOR POPULAR AUDIENCE

Roose, N. J. & **Dobson, K. S. H.** (May 12, 2020). Working Parents, Make Friendships a Part of Your Routine. *Harvard Business Review*. <https://hbr.org/2020/05/working-parents-make-friendships-a-part-of-your-routine>

INVITED PRESENTATIONS

Dobson, K. S. H. (May 2023). Innovative Approaches to Measuring Community Perspectives of Public Safety. Presentation and panelist at the *National Academy of Sciences*, Washington, DC.

Dobson, K. S. H., Dittmann, A. G., & Yeager, D. S. (September 2022). A transparency statement transforms community-police interactions. Paper presented at *The University of Texas System Chiefs of Police Conference*, Austin, TX.

Dobson, K. S. H., Dittmann, A. G., & Yeager, D. S. (August 2022). A transparency statement transforms community-police interactions. Paper presented at the *University of Virginia, Frank Batten School of Leadership and Public Policy Faculty Research Speaker Series*, Charlottesville, VA. <https://batten.virginia.edu/kyle-dobson>

Dobson, K. S. H., Dittmann, A. G., & Yeager, D. S. (May 2022) Using transparency to build authentic connections with law enforcement. Paper presented at the *University of Michigan, Adderley Positive Research Incubator*, Ann Arbor, MI. <https://positiveorgs.bus.umich.edu/events/kyle-dobson/>

Dobson, K. S. H., Dittmann, A. G., & Yeager, D. S. (February 2022) Transparency statements transform community-police interactions. Paper presented at *The University of Texas at Austin, Population Research Center Seminar Series*, Austin, TX. <https://liberalarts.utexas.edu/prc/events/prc-friday-seminar-kyle-dobson>

CONFERENCE PRESENTATIONS

Dobson, K. S. H., Dittmann, A. G., & Yeager, D. S. (February 2023). The illusion of rapport: Coercive power disparities make authentic conversations seem inauthentic. Paper presented at the Society for Personality and Social Psychology Authenticity Preconference, Virtual. <https://spsp.org/events/annual-convention/preconferences/authenticity>

Dobson, K. S. H., Dittmann, A. G., & Yeager, D. S. (August 2022). Using transparency to build authentic connections with law enforcement. Paper presented at the Academy of Management (AOM) Annual Meeting, Seattle, WA.

Dobson, K. S. H., Dittmann, A. G., & Yeager, D. S. (June 2022). Using transparency to build authentic connections with law enforcement. Paper presented at the Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, MI.

*Joint first-authorship

- Dobson, K. S. H. (February 2021). Losing yourself means losing your humanity: The relationship between inauthenticity and self-dehumanization. Paper presented at the Society for Personality and Social Psychology Annual Conference.
- Dobson, K. S. H. (August 2020). Losing yourself means losing your humanity: The relationship between inauthenticity and self-dehumanization. Paper presented at the Academy of Management (AOM) Annual Meeting.
- Dobson, K. S. H. & Schweitzer, S. (August 2019). Exploring Dehumanization and humanization in organizational contexts. Co-organizer at the Academy of Management (AOM) Annual Meeting, Boston, MA.
- Dobson, K. S. H., Ruttan, R. L., Hardin, A. E., & Todd, A. R. (August 2019). The role of self-separation in empathic concern towards others. Paper presented at the Academy of Management (AOM) Annual Meeting, Boston, MA.
- Dobson, K. S. H., Ruttan, R. L., Hardin, A. E., & Todd, A. R. (June 2019). The role of self-separation in empathic concern towards others. Paper presented at the Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, MI.
- Dobson, K. S. H. & Pillemer, J. (August 2018). Authenticity and social connections at work. Co-organizer of OB and MOC Divisions *Showcase Symposium* at the Academy of Management (AOM) Annual Meeting, Chicago, IL.
- Dobson, K. S., Schweitzer, S., & Waytz, A. (January, 2017). Dehumanization enables socially undesirable behavior. Poster at Society for Personality and Social Psychology Annual Conference, San Antonio, Texas.
- Dobson, K. S., Converse, B., O'Connor, K., & Segura, A. (January, 2016). Moral partitioning: Protecting the core self from bad behavior by partitioning tainted identities. Poster at Society for Personality and Social Psychology Annual Conference, San Diego, California.
- Dobson, K., Dozier, M., & Bernard, K. (May 2011). Assessing the accuracy of parent and teacher ratings of children's behaviors. Presented at Association for Psychological Science. Washington, D.C.
- Most, S. B., Kuvaldina, M., Dobson, K., & Kennedy, B. L. (May 2011). Prior perceptual decisions drive subsequent perceptual experience: Negative priming increases inattention blindness. Presented at Vision Sciences Society. Naples, FL.

TEACHING EXPERIENCE

Teaching Assistant

Beyond Diversity: The Fundamentals of Inclusive Leadership | Kellogg School of Management
Winter 2017; Winter & Fall 2019; Winter & Spring 2020

Leadership in Organizations | Kellogg School of Management
Fall 2016; Winter, Summer, & Fall 2017; Fall 2018

Leading and Managing Teams | Kellogg School of Management
Spring 2017

Negotiation Fundamentals | Kellogg School of Management
Fall 2018; Fall 2019

*Leading with Empathy:
Enhancing Your Emotional Intelligence to Lead in Diverse Settings* | Kellogg School of Management
Spring 2020

PROFESSIONAL SERVICE

- 2022-present New Blue, Director of Research | <https://newblue.org/>
Leading and coordinating collaborations between researchers and law enforcement fellows interested in organizational reform and policy change that improves police-community relationships and safety.

*Joint first-authorship

- 2016-2019 Kellogg Research Partners, with Leigh L. Thompson, Ph.D.
Developed a program linking researchers to executives in organizations for intervention development and field research.
- 2016-2019 Kellogg School of Management, Management & Organizations Buddy System Organizer
Led program for connecting first-year Ph.D. students to older student “buddies” to help with support during students’ first year.
- 2017 Kellogg School of Management, Management & Organizations Ph.D. Student Recruiting Committee

ASSOCIATION MEMBERSHIP

- Academy of Management | <https://aom.org/>
- Center for Positive Organizations | <https://positiveorgs.bus.umich.edu/>
- Initiative for Law, Societies, and Justice @ UT | <https://research.utexas.edu/research-collaborations/rigs/criminal-legal-system-rig/>
- International Association of Chiefs of Police | <https://www.theiacp.org/>
- National Organization of Black Law Enforcement Executives | <https://noblenational.org/>
- The Ph.D. Project | <https://phdproject.org/>
- Positive Relationships at Work Micro Community | <https://positiverelationshipsatwork.org/>
- Society for Personality and Social Psychology | <https://spsp.org/>
- The Tenure Project | <https://foster.uw.edu/tenure-project/>