

## KYLE S. H. DOBSON

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Non-Profit | Email: [kyle@solutions-lab.org](mailto:kyle@solutions-lab.org) • Website: <https://www.kyleshdobson.com>

### ACADEMIC POSITIONS

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- 2023 – **UNIVERSITY OF VIRGINIA**, Frank Batten School of Leadership and Public Policy  
*Assistant Professor of Public Policy and Psychology*
- 2020-2023 **THE UNIVERSITY OF TEXAS AT AUSTIN**, Population Research Center  
*Postdoctoral Research Fellow*

### EDUCATION

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- 2015-2020 **NORTHWESTERN UNIVERSITY**, Kellogg School of Management  
Ph.D., Management & Organizations
- 2009-2013 **UNIVERSITY OF DELAWARE**  
B.S., Psychology

### ADDITIONAL ACADEMIC AND SERVICE ROLES

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- 2024 – **SOLUTIONS LAB**, <https://solutions-lab.org/>  
*Co-Founder; Eastern Region Director*
- 2023 – **TEXAS BEHAVIORAL SCIENCE AND POLICY INSTITUTE**, <https://txbspi.prc.utexas.edu/>  
*Research Affiliate*
- 2022 – **NEW BLUE**, <https://newblue.org/>  
*Co-Director of Research*

### FUNDED GRANTS

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- 2025 Dobson, K. S. H. & Dittmann, A. G. Arnold Ventures Innovation Days “A Randomized-Controlled Trial to Improve Officers’ Cognitive Decision-Making with AI Tools” \$153,481.50.
- 2024 Dobson, K. S. H. & Dittmann, A. G. Arnold Ventures Innovation Days “Recruiting and Retaining Effective Police with Causal Research” \$49,000.
- 2024 Dobson, K. S. H. & Dittmann, A. G. Arnold Ventures Innovation Days “Leveraging Modern Data to Advance Causal Research on Policing” \$49,000.
- 2024- Dobson, K. S. H. & Dittmann, A. G. Arnold Ventures Research Planning Grant “An RCT to Improve Trust in Police through Transparency in Communications” \$98,840.
- 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

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Authenticity | Relationships | Empathy | Identity | Organizational Behavior

## PEER-REVIEWED PUBLICATIONS

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- \***Dobson, K. S. H.**, \*Dittmann, A. G., & Yeager, D. S. (2025) A transparency statement improves trust in community-police interactions. *Nature Communications*. <https://doi.org/10.1038/S41467-024-55709-6>
  - **Best Conference Paper Award, International Association for Conflict Management (2023)**
- \*Dittmann, A. G., \***Dobson, K. S. H.**, & Schweitzer, S. (2025) How behavioral science interventions can disrupt the cycle of bias in AI-assisted police work. *Behavioral Science & Policy*. <https://doi.org/10.1177/23794607241300788>
- \*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>
- \*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>

## MANUSCRIPTS IN REVISION & UNDER REVIEW

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### WORKING PAPERS

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- \*Dittmann, A. G., \***Dobson, K. S. H.**, & Yeager, D. [Title Masked: Mispredictions of Rapport] *In revision*.
- Christensen, K. L., Turner, B. L., & **Dobson, K. S. H.** [Title Masked: Police & Connection to Humanity in Training.] *In revision*
- \*Dittmann, A. G., \***Dobson, K. S. H.**, & \*Chiappi, A. [Working Title: Inauthenticity and Integrity Violations in Relationships with Power Disparities] *In preparation*.
- Dobson, K. S. H.**, Schweitzer, S., Christensen, K. L., & Waytz, A. Losing yourself means losing your humanity: The relationship between inauthenticity and self-dehumanization. *In preparation*.

## SELECTED WORKS IN PROGRESS

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- \***Dobson, K. S. H.**, \*Hecht, C., & \*Smith, E. N. Improving disciplinary interactions between those with and without power.
- \***Dobson, K. S. H.** & \*Dittmann, A. G. Utilizing perspective-getting to increase compassionate service in enforcement interactions.
- \***Dobson, K. S. H.**, \*Jazaieri, H., & Hardin, A. E. Exploring and reducing barriers to employee authenticity.
- \***Dobson, K. S. H.** & \*Dittmann, A. G. Randomized controlled trial of the effects of transparency statements across a variety of police-community interactions.

## PUBLICATIONS FOR POPULAR AUDIENCE

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- 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

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- Dobson, K. S. H. & Dittmann, A. G. D. (September 2024) Navigating Relationships Across Coercive Power Disparities: Mitigating the Illusion of Rapport with Transparency Statements at *London Business School Seminar Series*, London, England.
- 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

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- Dobson, K. S. H. & Dittmann, A. G. (February 2025). How behavioral science interventions can disrupt the cycle of bias in AI-assisted police work. Paper presented at the Society for Personality and Social Psychology Advancing Police-Community Research Preconference. [https://spsp.org/events/annual-convention/preconferences#item-accordion-item--9805\\_panel~:text=Kyle%20Dobson%2C%20University%20of%20Virginia](https://spsp.org/events/annual-convention/preconferences#item-accordion-item--9805_panel~:text=Kyle%20Dobson%2C%20University%20of%20Virginia)
- 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.
- 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

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### *Instructor of Record*

*Police-Community Relations: Improving Interactions* | Frank Batten School of Leadership and Public Policy  
Spring 2024 • Undergraduate Capstone & Graduate Student Elective

*Behavioral Science in Civic Leadership* | Frank Batten School of Leadership and Public Policy  
Fall 2024

### *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

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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

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- 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/>