

KYLE S. H. DOBSON

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ACADEMIC POSITIONS

- 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

- 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

- 2025 – CHARLOTTESVILLE POLICE-CIVILIAN OVERSIGHT BOARD, <https://www.charlottesville.gov/>
Vice Chair
- 2024 – SOLUTIONS LAB, <https://solutions-lab.org/>
Co-Founder
- 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

- 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

Authenticity | Relationships | Empathy | Identity | Organizational Behavior

*Contributed equally

Updated 23-Jan-2026

PEER-REVIEWED PUBLICATIONS

***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

WORKING PAPERS

*Dittmann, A. G., ***Dobson, K. S. H.**, & Yeager, D. [Title Masked: Mispredictions of Rapport] *In revision*.

*Dittmann, A. G., ***Dobson, K. S. H.**, & Yeager, D. [Title Masked: Mispredictions of Rapport with Police in Conversations] *In revision*.

Brown, J. A., Archibold, E., **Dobson, K. S. H.**, Garrett, L., and Caza, B. [Title Masked: Intersubjective Authenticity.] *In prep*.

*Christensen, K. L., ***Dobson, K. S. H.**, & Turner, B. L. [Title Masked: Police & Connection to Humanity in Training.] *In revision*.

Dobson, K. S. H., Schweitzer, S., & Waytz, A. [Title Masked: Self-dehumanization and Inauthenticity.] *In revision*.

SELECTED WORKS IN PROGRESS

***Dobson, K. S. H.** & *Dittmann, A. G. [Randomized-controlled trial to improve trust and outcomes in police interactions]

***Dobson, K. S. H.** & *Dittmann, A. G. [Randomized-controlled trial to improve officers' cognitive decision-making]

***Dobson, K. S. H.**, *Ta-Johnson, V., & *Ruttan, R. L. [Using empathic accuracy to reduce escalation of violence]

***Dobson, K. S. H.**, & *Christensen, K. L. [Improving officer interactions and trust through observation and feedback]

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

PUBLICATIONS FOR POPULAR AUDIENCE

Dobson, K. S. H. (August, 19, 2025). Transparency statements restore trust & resiliency. *CREST Security Review*. https://crestresearch.ac.uk/site/assets/files/5744/dobson_-_transparency_statements_restore_trust_resiliency.pdf

Dittmann, A. G. & Dobson, K. S. H. (June 9, 2025). A simple statement that can help cops win people's trust. *Boston Globe*. <https://www.bostonglobe.com/2025/06/09/opinion/police-officers-trust-community/>

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>

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

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, Fall 2025

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

ASSOCIATION MEMBERSHIP

- Academy of Management | <https://aom.org/>
- American Society of Evidence-Based Policing | <https://americansebp.org/>
- Center for Positive Organizations | <https://positiveorgs.bus.umich.edu/>
- Initiative for Law, Societies, and Justice @ UT | <https://liberalarts.utexas.edu/justice/>
- 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/>
- Sigma XI | <https://www.sigmaxi.org/>
- Society for Personality and Social Psychology | <https://spsp.org/>