

# RACHEL L. RUTTAN

Rotman School of Management, University of Toronto  
105 St. George Street, Toronto, ON M5S 3E6  
rachel.ruttan@rotman.utoronto.ca

## ACADEMIC POSITIONS

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2018- UNIVERSITY OF TORONTO, Toronto, ON  
Assistant Professor of Organizational Behaviour

2017-18 WASHINGTON UNIVERSITY, St. Louis, MO  
Assistant Professor of Organizational Behavior

## EDUCATION

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2017 NORTHWESTERN UNIVERSITY, Evanston, IL  
PH.D, Management and Organizations

2011 CORNELL UNIVERSITY, Ithaca, NY  
M.S, Industrial and Labor Relations

2009 QUEEN'S UNIVERSITY, Kingston, Canada  
B.AH., Psychology, *Summa Cum Laude*

## RESEARCH INTERESTS

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Compassion and Prosocial Behavior, Values and Moral Judgment, Emotion

## PUBLICATIONS

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\*\* Indicates Ph.D. or former Ph.D. student.

\* Denotes equal contribution.

Ruttan, R. L., Zhang, T., Barli, S.,\*\* & DeCelles, K. A. (In press). Relational Attributions for One's Own Resilience Predict Compassion for Others. *Journal of Personality and Social Psychology*.

Hur, J. H.\*, & Ruttan, R. L.\* (In press). Beliefs about Linear Social Progress. *Personality and Social Psychology Bulletin*.

Polman, E., Ruttan, R. L., & Peck, J. (In press). Using Curiosity Lures to Increase the Choice of "Should" Options. *Organizational Behavior and Human Decision Processes*.

**Chen, S.,\*\*** Ruttan, R. L., & Feinberg, M. (2023). Collective Transcendence Beliefs Shape the Sacredness of Cultural Objects. *Journal of Personality and Social Psychology*, 124, 521-543.

Radoynovska, N.\*, & Ruttan, R. L.\* (2023). A Matter of Transition: Authenticity Judgments and Attracting Employees to Hybridized Organizations. *Organization Science*, 34, 2373-2391.

Pamphile, V.\*, & Ruttan, R.L.\* (2023). The (Bounded) Role of Stated-Lived Values and Authenticity in Employee Evaluations of Organizations. *Organization Science*, 34, 2332-2351.

- Polman, E., & Ruttan, R. L. (2022). Making Utilitarian Choices but Giving Deontological Advice. *Journal of Experimental Psychology: General*, 151, 2614-2621.
- Schweitzer, S., Ruttan, R. L., & Waytz, A. (2022). The Relationship Between Power and Secrecy. *Journal of Experimental Social Psychology*.
- Ruttan, R. L., & Nordgren, L. F. (2021). Instrumental Use Erodes Sacred Values. *Journal of Personality and Social Psychology*, 121, 1223–1240.
- Hur, J. D. \*, Ruttan, R. L.\*, & Shea, C.\* (2020). The Unexpected Power of Positivity: Beliefs versus Decisions about Advisor Selection. *Journal of Experimental Psychology: General*, 149, 1969-1986.
- Ruttan, R. L., & Lucas, B. J. (2018). The Pursuit of Money and Self-Dehumanization. *Organizational Behavior and Human Decision Processes*, 149, 47-58.
- Ruttan, R. L., & Nordgren, L. F. (2016). The Strength to Face the Facts: Self-Regulation Defends Against Defensive Information Processing. *Organizational Behavior and Human Decision Processes*, 137, 86-98.
- Ruttan, R. L., McDonnell, M. H. M., & Nordgren, L. F. (2015). Having “Been There” Doesn’t Mean I Care: When Prior Experience Reduces Compassion for Emotional Distress. *Journal of Personality and Social Psychology*, 108, 610-622.
- Polman, E., & Ruttan, R. L. (2012). The Effects of Anger, Guilt, and Envy on Moral Hypocrisy. *Personality and Social Psychology Bulletin*, 38, 129-139.

## SELECTED WORKING PAPERS

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- Chiacchia, D. \*\***, Ruttan, R. L., & Newman, G.E. Egocentric Theories of Preferences: Observers Own Moral Values Guide Their Beliefs About What Others Prefer. *Revise and resubmit at Journal of Personality and Social Psychology*.
- Ruttan, R. L., & Shea, C. Seeking Out and Selecting Others: An Integrative Review of Informal Selection. *Under review at Academy of Management Annals*.
- Ruttan, R. L., **Chiacchia, D.\*\***, & Newman, G.E. Experiential Authority: Understanding the Perceived Value of Direct Experience.
- Ruttan, R. L., Adams, G. S., & DeCelles, K. A. Indifferent or Impartial? Explaining Moral Evaluations of the Neutral Self versus the Neutral Other.
- Ruttan, R.L., **Lin, J.\*\***, Hardin, A. & DeCelles, K.A. Breaking Bad: The Communicative Process of Deviance Coordination.
- Kovacheff, C.\*\*** & Ruttan, R. L. Similarity (Mis)perceptions and Compassion.
- Draga, S., \*\*** & Ruttan, R. L. Moral Aversion to Quantification.
- Ruttan, R. L., **Lin, J.\*\***, & Newman, G. E. The Moralization of Covid-19 Vaccines in the U.S.

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\* Denotes equal contribution.

\*\* Indicates Ph.D. or former Ph.D. student.

Ruttan, R. L., Lin, J.\*\* , & Nordgren, L. F. The Stated Values Penalty.

Schweitzer, S., & Ruttan, R. L. The Ironic Consequences of Premature Intimacy Seeking.

## CHAPTERS AND OTHER PUBLICATIONS

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Pamphile, V.\*\*\*, & Ruttan, R. L.\*\*\* Stated-Lived Value Congruence and Expressive Authenticity. *Academy of Management Proceedings*.

Ruttan, R. L., & Nordgren, L. F. (2015). Perceptions of Desire: A Hot-Cold Empathy Gap Perspective. In W. Hofmann and L. F. Nordgren (Ed.) *The Psychology of Desire*. New York: Guilford Press.

Ruttan, R. L., & Nordgren, L. F. (2015). The Strength to Face the Facts: Self-Regulation Defends Against Defensive Information Processing. *Academy of Management Proceedings*.

## ARTICLES FOR A POPULAR AUDIENCE

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Ruttan, R. L. (July, 2022). Taking an authentic stand. *Canadian Centre for the Purpose of the Corporation*.

Ruttan, R. L. (May 11, 2017). How'd you get here? Understand the Factors that Shape Your Life. *PBS*.

Ruttan, R. L. (November 12, 2015). Science and Big Questions Q&A.

Ruttan, R. L., McDonnell, M. H. M., & Nordgren, L. F. (October 20, 2015). It's Harder to Empathize with People if You've Been in Their Shoes. *Harvard Business Review*.

Ruttan, R. L., McDonnell, M. H. M., & Nordgren, L. F. (July 15, 2015). The Science of Empathy—Why Some People Have Less Than Others. *Quartz*.

## SELECT MEDIA MENTIONS

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*The New York Times* – We Get, and Give, Lots of Bad Advice. Here's How to Stop (April 2, 2020)

*The Wall Street Journal* – People Like Their Mentors to Be Cheerleaders. That May Be a Mistake (June 14, 2020)

*Harvard Business Review* – Working Parents, Make Friendships a Part of Your Routine (May 12, 2020)

*Bloomberg* – Your Money or Your Life (December 28, 2018)

*The Wall Street Journal* – The Rare Workers Who Thrive on Negative Feedback (September 11, 2018)

*Boston Globe* – “Curiosity May Have Killed the Cat, but it Can Help Us” (August 22, 2016)

*New York Magazine* – “One Way to Trick People into Buying Healthier Food: Clickbait Grocery Labels” (August 5, 2016)

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\* Denotes equal contribution

*Psychology Today* – “Curiosity: The Good, the Bad, and the Double-Edged Sword” (August 4, 2016)

*National Public Radio* – “Do We Have Less Sympathy for People Facing Things We’ve Overcome?” (October 20, 2015)

*New York Times* – “The Funny Thing About Adversity” (October 16, 2015)

## **GRANTS, HONORS & AWARDS**

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2023-24, Sam and Bonnie Rechter Fellow, University of Louisville College of Business Center for Positive Leadership

2023, Co-winner of the Petro Canada Young Innovators Award.

2022, Winner of the Best Symposium Award, Academy of Management – MOC Division (with Solomiya Draga and Marlys Christianson)

2022, TD Management Data and Analytics Lab Grant with Katy DeCelles and Jun Lin (\$7,227.90).

2022, Gender and the Economy Research Grant with Grusha Agarwal, Katy DeCelles, and Gabrielle Adams (\$12,270).

2021, Social Sciences and Humanities Research Council of Canada (SSHRC) IDG with Katy DeCelles (\$65,836)

2021, Social Sciences and Humanities Research Council of Canada (SSHRC) SIG Grant (\$5,500)

2021, Rotman Excellence in Teaching Award

2020, Social Sciences and Humanities Research Council of Canada (SSHRC) SIG Grant with Katy DeCelles (\$6,280)

2020, Connaught New Researcher Award, University of Toronto (\$18, 250)

2020, Rotman Excellence in Teaching Award

2019, Michael-Lee Chin Institute for Corporate Citizenship Research Grant, *Rotman School of Management* (with Miya Draga) (\$7, 317)

2019, Michael-Lee Chin Institute for Corporate Citizenship Research Grant, *Rotman School of Management* (\$9, 150)

2019, Rotman Excellence in Teaching Award

2018, Gender and the Economy Research Grant, *Rotman School of Management* (with Katrina Fincher)

2017, Best Symposium Award, Academy of Management – OB Division

2015, Most Innovative Student Paper Award, Academy of Management

2015, Academy of Management Best Paper Proceedings

2015, Best Reviewer Award, Academy of Management – OB Division

2015, Interdisciplinary Research Award, Management and Organizations Department, Kellogg School of Management (\$1500) with Vontrese Deeds Pamphile

- 2014, Best Reviewer Award, Academy of Management – OB Division
- 2011-14, Awarded grant from the Social Science and Humanities Research Council of Canada (\$20,000 per annum)
- 2012, Dispute Resolution Research Center Research Grant (\$2000) with Brian Lucas
- 2009, Medal in Psychology (Top ranked student in psychology), Queen's University
- 2009, Awarded Joseph-Armand Bombardier Canada Graduate Scholarship (\$20, 000)
- 2009, Ann Adamson Award in Psychology, Queen's University

## **WORKSHOPS AND CHAIRED SYMPOSIA**

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- 2021, 2023 Distress and Trauma in the Workplace: Individual, Interpersonal, and Organizational Perspectives (Panel Co-Chair with Miya Draga and Marlys Christianson). Annual Meeting of the Academy of Management.
- 2018 She Said "Me Too," He Said "Not Me:" A Situationist Perspective on Sexual Harassment (Symposium Co-Chair with Katrina Fincher). Annual Meeting of the Academy of Management, Chicago, IL. *Featured as a Showcase Symposium, and winner of the OB Division's Best Symposium Award.*
- 2017 Doing Good or Looking Good? Distinguishing Between Private and Public Prosociality (Symposium Co-Chair with Julian Zlatev). Annual Meeting of the Academy of Management, Atlanta, GA.
- 2017 Halfway There Doctoral Consortium (Discussant). Academy of Management, Atlanta, GA.
- 2017 Is Anything Really Sacred? Group Beliefs Can Erode Sacred Values (Symposium Co-Chair with Katrina Fincher). Annual Meeting at the Association for Psychological Science.
- 2017 Beliefs, Decisions, and Consequences of Advice-Seeking and Network Formation (Symposium Co-Chair with Julia Hur). Social and Personality Psychology annual conference, San Antonio, TX.
- 2016 Their Social Science + Your Social Issues = More Social Change (Facilitator). The Communications Network Webinar Series.
- 2016 Experimental Research in Institutional Theory PDW (Facilitator). The annual meeting of the Academy of Management, Anaheim, CA.
- 2015 Selected for Organizational Behavior Doctoral Consortium (OBDC), The annual meeting of the Academy of Management, Vancouver, BC.
- 2015 Finding Fault in Failure: Mentalizing in Evaluations and Experiences of Failure (Symposium Co-Chair with Julia Hur). Social and Personality Psychology annual conference, Long Beach, CA.
- 2014 Kellogg-Booth Student Symposium (Conference Co-Organizer with Kaitlin Woolley).

## CONFERENCE PRESENTATIONS

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- 2023 Ruttan, R. L., Adams, G., & DeCelles, K. A. Miscalibrating the Consequences of Moral Neutrality. Presentation at the Annual Meeting of the Academy of Management. Boston, MA. *Presentation included in a Showcase Symposium.*
- 2023 Hur, J., Ruttan, R. L., & Lin, J. Staying in Love from Afar: How the Moral Legitimacy of Telecommuting Sustains Commitment. Presentation at the Annual Meeting of the Academy of Management. Boston, MA. *Presentation included in a Showcase Symposium.*
- 2023 Ruttan, R. L., Adams, G., & Decelles, K. A. Miscalibrating the Consequences of Moral Neutrality. Presentation at the Society for Personality and Social Psychology Conference. Atlanta, GA.
- 2023 Newman, G. E., **Chiacchia, D.\*\***, & Ruttan, R. L. A motivated theory of mind: Beliefs in the True Self Guide Theories about Others' Preferences. Presentation at the Judgment and Decision-Making Preconference at the Society for Personality and Social Psychology Conference. Atlanta, GA.
- 2022 Chen, S., Ruttan, R. L., & Feinberg, F. Collective transcendence beliefs shape the sacredness of cultural objects. Presentation at the International Association for Conflict Management. Ottawa, ON.
- 2021 Ruttan, R. L.,\* & Hur, J. D.\* The illusion of linear social progress. Presentation at the Society for Personality and Social Psychology Conference. Virtual.
- 2021 **Draga, S.\*\***, & Ruttan, R. L. Moral aversion to quantification. Presentation at the Judgment and Decision-Making Preconference at the Society for Personality and Social Psychology Conference. Virtual.
- 2020 Pamphile, V.,\* & Ruttan, R. L.\* The (bounded) role of stated-lived value congruence and authenticity in employee evaluations of organizations. Presentation given at the Organization Science Special Issue Conference, Virtual.
- 2019 Hur, J. D., Ruttan, R. L., & Shea, C. S. The unexpected power of positivity. Presentation given at the Society for Judgment and Decision-Making, Montreal, QC.
- 2019 Ruttan, R. L.,\* & Hur, J. D.\* The illusion of linear social progress. Presentation at the Society for Experimental Social Psychology, Toronto, ON.
- 2019 Ruttan, R. L., & Fincher, K. She Said "Me, Too," He Said "Not Me:" Attributional Gaps in Sexual Harassment. Presentation given at the Academy of Management, Boston, MA.
- 2019 Dobson, K., Schweitzer, S. J., Hardin, A. E., Ruttan, R. L., Schroeder, J., Workman, K. M., & Zhao, X. Exploring dehumanization and humanization in organizational contexts. Panel Presentation given at the Academy of Management, Boston, MA.

- 2019 Ruttan, R. L., & Hur, J. D. The illusion of linear social progress. Presentation given at the International Association for Conflict Management, Dublin, Ireland.
- 2019 Ruttan, R. L., & Pamphile, V. Authenticity in organizational values. Presentation at the *Authenticity Workshop*, Atlanta, GA.
- 2018 Ruttan, R. L., & Hur, J. D. The illusion of linear social progress. Presentation at the Annual Meeting of the Academy of Management, Chicago, IL.
- 2018 Ruttan, R. L., & Nordgren, L. F. Instrumental use erodes sacred values. Presentation at the Annual Meeting of the Academy of Management, Chicago, IL.
- 2017 Ruttan, R. L., & Dittmann, A. Rivalries fuel (conspicuous) prosociality. Presentation at the annual meeting of the Academy of Management, Atlanta, GA.
- 2017 Ruttan, R. L. Instrumental use erodes sacred values. Presentation at the annual meeting for the Association for Psychological Science, Boston, MA.
- 2017 Hur, J. D., Ruttan, R. L., & Shea, C. Follow the voice: People overweigh positivity when choosing mentors. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- 2016 Ruttan, R. L., & DeCelles, K. A. Using success-construals to reduce emotional distance and foster compassion. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- 2016 Ruttan, R. L., & Nordgren, L. F. Instrumental use erodes sacred values. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- 2016 Ruttan, R. L., & Nordgren, L. F. Instrumental use erodes sacred values. Paper presented at the Transatlantic Doctoral Consortium.
- 2016 Ruttan, R. L., Polman, E., & Peck, J. Resolving the want-should conflict through curiosity. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- 2015 Ruttan, R. L., & Nordgren, L. F. The strength to face the facts: Self-control defends against motivated reasoning. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC.
- 2014 Ruttan, R. L., Nordgren, L. F., & McDonnell, M. H. The effects of prior experience on evaluations of distress-induced failure. Academy of Management, Philadelphia, PA.
- 2014 Ruttan, R. L., Mauskapf, M., & Nordgren, L. F. Institutional complexity as a constraint on individual agency. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- 2013 Ruttan, R. L., Mauskapf, M., & Nordgren, L. F. The effects of institutional complexity on the self. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.

- 2013 Ruttan, R. L., & Nordgren, L. F. The strength to face the facts: Self-control reduces motivated reasoning. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- 2012 Tolbert, P., Krause, V., & Ruttan, R. L. From small groups to herds: Informational vs. normative routes to organizational conformity. Paper presented at the Annual Meeting of the Academy of Management. Boston, MA.
- 2012 Ruttan, R. L., & Lawler, E. J. "The effects of rivalry on conspicuous consumption" Paper presented at Behavioral Decision Research in Management Conference. Boulder, CO.
- 2010 Ruttan, R. L., Jacobson, J. A., & Passey, J. "The relationship between causal uncertainty and nonconscious mimicry" Poster presented at the 11th annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

## INVITED TALKS

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- 2022-23 Stanford University, Graduate School of Business  
Authenticity Preconference, Social for Personality and Social Psychology Annual Conference, Atlanta, GA
- 2020-21 Judgment and Decision-Making Preconference, Social for Personality and Social Psychology Annual Conference, San Francisco, CA  
David Eccles School of Business, University of Utah
- 2019-20 University of Toronto, Social and Personality Psychology  
Stanford PACS Junior Scholars Forum (Postponed due to COVID-19)
- 2017-18 Tepper Business School, Carnegie Mellon University  
Rotman School of Management, University of Toronto
- 2016-17 Social and Personality Psychology, Washington University in St. Louis  
Stanford University, Graduate School of Business  
Hong Kong University of Science and Technology Business School  
Harvard Business School, Negotiations, Organizations, and Markets Unit  
UCLA, Anderson School of Management  
Washington University in St. Louis, Olin Business School  
IE University Business School  
University of Michigan, Ross School of Business  
Western University, Ivey Business School  
Wilfred Laurier University, Lazaridis School of Business and Economics

## TEACHING EXPERIENCE

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- 2019-22 Course instructor, Organizational Behaviour, University of Toronto-*Instructor ratings: Average of 4.82/5*
- 2018 Course instructor, Organizational Behavior, Washington University  
*-Instructor ratings: 9.6/10*

2017	Course instructor, Management and Organizations, Negotiations (MBA), Kellogg School of Management. -Instructor ratings: 5.4/6
2014-16	Teaching assistant for Adam Waytz, Values-Based Leadership, MBA course.
2016	Teaching assistant for Nour Kteily, Negotiations, MSMS course.
2015	Teaching assistant for David Austen-Smith, Values-Based Leadership, Exec MBA course.
2012-15	Teaching assistant for Loran Nordgren, Leadership, full-time MBA course.
2012	Teaching assistant for J. Keith Murnighan, Bargaining, part-time MBA course.
2010	Section instructor for Introduction to Organizational Behavior at Cornell University

## SERVICE

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### Reviewing

- *Proceedings of the National Academy of Sciences, 2022 – Present*
- *Organization Science, 2022 – Present*
- *Personality and Social Psychology Bulletin, 2021 – Present*
- *Psychological Science, 2021 – Present*
- *Academy of Management Journal, 2017 – Present (Editorial Review Board Member)*
- *Journal of Experimental Social Psychology, 2019 – Present*
- *Journal of Personality and Social Psychology, 2018 – Present*
- *Organizational Behavior and Human Decision Processes 2017 – Present*

### Dissertation Committees

- Solomiya Draga, University of Toronto (Member, 2020)
- Elizabeth Luckman, Washington University (Member, 2018)