

RACHEL L. RUTTAN

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ACADEMIC POSITIONS

- 2018- UNIVERSITY OF TORONTO, Toronto, ON
Assistant Professor of Organizational Behaviour
- 2017-18 WASHINGTON UNIVERSITY, St. Louis, MO
Assistant Professor of Organizational Behavior

EDUCATION

- 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

Compassion and Prosocial Behavior, Values and Moral Judgment, Emotion

PUBLICATIONS

*Denotes equal contribution.

- Ruttan, R. L., & Nordgren, L. F. (In Press). Instrumental Use Erodes Sacred Values. *Journal of Personality and Social Psychology*.
- 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.

UNDER REQUESTED REVISION

Pamphile, V.,* & Ruttan, R.L.* Stated Values and Authenticity. *Invited for second round of revision at Organization Science.*

Radoynovska, N.,* & Ruttan, R.L.* Social Evaluations of Hybrid(ized) Organizations. *Under second round review at Organization Science.*

Polman, E.,* Ruttan, R. L.,* & Peck, J. Curiosity Interventions. *Revise and Resubmit at Journal of Consumer Research.*

Polman, E., & Ruttan, R. L. Moral Advice. *Revise and Resubmit at Journal of Experimental Psychology: General.*

SELECTED WORKING PAPERS

**Bold name indicates Ph.D. or former Ph.D. student*

Ruttan, R. L.,* & Hur, J. D.* The Illusion of Linear Progress for Social Values.

Draga, S., & Ruttan, R. L. Moral Aversion to Quantification.

Schweitzer, S., & Ruttan, R. L. When Closeness Creeps Us Out: Negative Affective Responses to Intimacy Seeking.

Ruttan, R. L., & Nordgren, L. F. The Stated Values Penalty.

Ruttan, R. L., DeCelles, K. A., & Zhang, T. Using Success-Construals to Reduce Emotional Distance and Foster Compassion..

Ruttan, R. L., & Fincher, K. Situational Ambiguity and Sexual Harassment.

Fincher, K., & Ruttan, R. L., & Morris, M. W. What is Sacred? Toward a Unified Theory of Sacred Values.

CHAPTERS AND OTHER PUBLICATIONS

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

**Joint first authorship; Winner of the Most Innovative Student Paper Award at the Academy of Management Conference 2017*

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

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

- 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)
- 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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| 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, <i>Rotman School of Management</i> (with Miya Draga) (\$7, 317) |
| 2019 | Michael-Lee Chin Institute for Corporate Citizenship Research Grant, <i>Rotman School of Management</i> (\$9, 150) |
| 2018 | Gender and the Economy Research Grant, <i>Rotman School of Management</i> (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

- 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

- 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

- 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

- 2019 Course instructor, Organizational Behaviour, University of Toronto
-Instructor ratings: 4.9/5
- 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

Reviewing

- *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)