

## DANIEL J. CHIACCHIA

Department of Organizational Behaviour and Human Resource Management

University of Toronto

105 St. George St. Toronto, ON M5S 2E8

email: [daniel.chiacchia@rotman.utoronto.ca](mailto:daniel.chiacchia@rotman.utoronto.ca)

alt-email: [danielchiacchia@gmail.com](mailto:danielchiacchia@gmail.com)

---

### EDUCATION

---

- 2026      **PhD., Organizational Behaviour and Human Resource Management**  
Joseph L. Rotman School of Management, University of Toronto  
*Minor:* Social Psychology; Quantitative Methods  
*Dissertation:* Navigating Difficult Conversations in Organizations  
*Committee:* Rachel L. Ruttan, Chair (University of Toronto); Katherine A. DeCelles (University of Toronto); George E. Newman (University of Toronto)
- 2020      **MA., Social and Personality Psychology**  
York University, Toronto  
*Thesis:* From Catastrophe to Mastery: The Relationship Between Internal Control and Distress During Economic Threat  
*Committee:* Esther Greenglass, Chair (York University); Robert Cribbie (York University); Peter Darke (Schulich School of Business)
- 2017      **BA., (Specialized Honours), Psychology**  
York University, Toronto  
Summa Cum Laude  
*Supervisor:* Dr. Esther Greenglass  
*Thesis:* Stress and Coping During Difficult Economic Times: The Role of Self-Compassion

### PUBLICATIONS

---

**Chiacchia, D. J.**, Newman, G. E., & Ruttan, R. L. The head, heart, and soul: Lay theories of decision conflict and the role of the true self. [*Forthcoming*]. *Journal of Personality and Social Psychology*.

### SELECTED WORKS IN PROGRESS

---

Palacio-Posada, V., **Chiacchia, D. J.**, & Leonardelli, G. (2<sup>nd</sup> Round R&R). New kinds of group complexity in intergroup relations: An analysis of gender and sexuality. *Group Processes and Intergroup Relations*.

**Chiacchia, D. J.**, Ruttan, R.L., DeCelles, K. A, Jun, S., & Newman, G. E. Sympathy expressions are less effective when they focus on the silver lining. [*Working Paper*]

Ruttan, R.L., **Chiacchia D. J.**, & Newman, G. E. Experiential authority: Why people seek

advice from those with direct experience. [*Working Paper*].

**Chiacchia, D. J.**, Ruttan, R.L., Newman, G. E, & DeCelles, K. A. Leader messages of resilience. [*Data collection*].

**Chiacchia, D. J.**, Ruttan, R. L., & Piezunka, H. The simplicity paradox. [*Data collection*].

## OTHER PUBLICATIONS

---

Fadayomi, I., Kim, Y., **Chiacchia, D. J.**, Skowronek, S., & Arnett, R. D. (2025). Hindered help: Barries to giving social support in relationships and organizations. *Academy of Management Proceedings*, 1, p. 12870.  
<https://journals.aom.org/doi/10.5465/AMPROC.2025.12870symposium>

Boland, K. F., Stillwell, E. E., Dobrow, S., Sciarappa, S. L., Pickering, J. R., Sheprow, E., ... & Newman, G. (2025). Change, loss and grief in organizations. *Academy of Management Proceedings*, 1, p. 23573.  
<https://journals.aom.org/doi/10.5465/AMPROC.2025.23573symposium>

**Chiacchia, D.**, Ruttan, R. L, Dobson, K., DeCelles, K. A., Jun, S., ...& Chen, Z. (2024). Fostering connection, managing tension: Navigating difficult conversations in organizations. *Academy of Management Proceedings*, 1, p. 17138.  
<https://doi.org/10.5465/AMPROC.2024.17138symposium>

Gal, D., Li, T., Smith, R. K., Zhang, Y., Shin, B., **Chiacchia, D. J.**, ... & Bhattacharjee, A. (2023). Thriving on authenticity: Understanding how consumers infer authenticity in people and brands. *Advances in Consumer Research*, 51, 681-685.

Collins, B., Darewych, O. H., & **Chiacchia, D. J.** (2023). The efficacy of art therapy on hope and resilience in youth within a secure care centre. *International Journal of Art Therapy*, 28(3), 97-105. <https://doi.org/10.1080/17454832.2022.2145322>

Chiacchia, D., Greenglass, E., Antoniou, A. S., Begic, P., Buchwald, P., Chrousos, G., ... & Marjanovic, Z. (2022). Psychometric validation of the Brief Coronavirus Threat Scale (BCTS) across nine countries. *Journal of Stress, Trauma, Anxiety, and Resilience (J-STAR) – COVID-19 Special Edition*, 1(1), 1-35. <https://doi.org/10.55319/js.v1i1.1>

Greenglass, E., **Chiacchia, D.**, & Fiksenbaum, L. (2021). Investigating COVID-19 stress and coping: Substance use and behavioural disengagement. *International Journal of Psychology*. <https://doi.org/10.1002/ijop.12820>

**Chiacchia, D. J.**, Greenglass, E. R., Katter, J. Q. K., & Fiksenbaum, L. (2018). The role of self-compassion during difficult economic times. *Anxiety, Stress, and Coping*, 31(6), 611-625.  
<https://doi.org/10.1080/10615806.2018.1519703>

Green, C. D., Heidari, C., **Chiacchia, D.**, & Martin, S. M. (2016). Bridge over troubled waters? The most “central” members of psychology and philosophy associations ca. 1900. *Journal of the History of the Behavioral Sciences*, 52(3), 279-299.  
<https://doi.org/10.1002/jhbs.21792>

## RESEARCH PRESENTATIONS

---

### Conference Presentations and Organized Symposia

**Chiacchia, D. J.**, Ruttan, R. L., DeCelles, K. A., Jun, S., & Newman, G. E. (2025, July). *Why Grit Doesn't Work for Grief*. Paper presented at the Academy of Management Annual Conference, Copenhagen, Denmark.

Ruttan, R.L., **Chiacchia D. J.**, & Newman, G. E. (2025, July). *Experiential Authority: Why People Seek Advice from Those with Direct Experience*. Paper presented at the Academy of Management Annual Conference, Copenhagen, Denmark.

**Chiacchia, D. J.**, Ruttan, R. L., DeCelles, K. A., & Jun, S. (2025, July). *Why Grit Doesn't Work for Grief*. Paper presented at the International Association for Conflict Management Conference, Vermont, United States.

Ruttan, R.L., **Chiacchia D. J.**, Goetz, D., & Newman, G. E. (2025, July). *Experiential Authority: Why People Seek Advice from Those with Direct Experience*. Paper presented at the International Association for Conflict Management Conference, Vermont, United States.

**Chiacchia, D. J.**, Ruttan, R. L., DeCelles, K. A., & Jun, S. (2024, August). *Expressions of sympathy are less effective when the focus on the positive*. Paper presented at the Academy of Management Annual Conference, Chicago, United States.

**Chiacchia, D. J.**, Newman, G. E., & Ruttan, R. L. (2024, February 7). *A motivated theory of mind: Beliefs in the true self guide theories about others' preferences*. Paper presented at the Authenticity Preconference at the Annual Society of Personality and Social Psychology Conference. Virtual.

**Chiacchia, D. J.**, Newman, G. E., & Ruttan, R. L. (2023, October 26-29). *A motivated theory of mind: Beliefs in the true self guide theories about others' preferences*. Paper presented at the Authenticity Preconference at the Annual Association for Consumer Research (2023) Conference. Seattle, Washington.

Cheung, F., Campbell, A., Chan, E., Chan, K., **Chiacchia, D. J.**, Dhillon, A., Myftaraj, E., Park, H. G., & Vasiutynskyi, V. (2023, June 25-27). *The impact of the Euromaidan on Ukrainian subjective well-being*. Paper presented at the Society for the Psychological Study of Social Issues (SPSSI) Conference. Denver, Colorado.

Greenglass, E., **Chiacchia, D. J.**, & Fiksenbaum, L. (2021, March 5). *Job insecurity, employability and financial threat during COVID-19*. Paper presented at the Stress and Anxiety Research (STAR) Conference. Virtual.

Phythian, K., **Chiacchia, D. J.**, Johnson, L., & Elkader, A. (2021, March 4). *Child and Youth Mental Health (CYMH) virtual services: A preliminary analysis of client experience and clinical outcomes*. Paper presented at the Ontario Centre of Excellence for Child and Youth Mental Health Conference. Virtual.

Greenglass, E., **Chiacchia, D. J.**, & Fiksenbaum, L. (2020, July 15). *Predicting depression during a pandemic*. Paper presented at the Online Conference for Stress and Anxiety Research (STAR), Haifa, Israel.

**Chiacchia, D. J.**, Greenglass, E., Katter, J., & Fiksenbaum, L. (2018, June 26-30). The role of self-compassion during difficult economic times. In E. Greenglass (Chair), *Economic stress and psychological factors: Theoretical and empirical investigations*. Invited symposium conducted at the 2018 International Congress of Applied Psychology, Montreal, CA.

**Chiacchia, D.**, Greenglass, E., & Hughes, B. M. (2016, July 24-29). *Predicting psychological well-being: A cross-national comparison*. Paper presented at the 31<sup>st</sup> International Congress of Psychology, Yokohama, Japan. doi: 10.1002/ijop.12325.

#### Invited Talks

**Chiacchia, D. J.**, Ruttan, R. L., DeCelles, K. A., Jun, S., & Newman, G. E. (2025, April 9). *Sympathy expressions are less effective when they focus on the silver lining*. Paper presented at the Organizational Behaviour and Human Resource Management Speaker Series, Rotman School of Management, University of Toronto.

**Chiacchia, D. J.**, Ruttan, R. L., & Newman, G. E. (2022, March 30). *Teacher becomes the student: From entrenchment to enrichment through a fresh perspective*. Paper presented at the Organizational Behaviour and Human Resource Management Speaker Series, Rotman School of Management, University of Toronto.

Greenglass, E., **Chiacchia, D. J.**, & Fiksenbaum, L. (2020, December 11). *Predicting substance use in the time of COVID-19*. Paper presented at the 7<sup>th</sup> International Congress of Stress, Performance, and Wellness, Attapur, Hyderabad.

**Chiacchia, D. J.** (2020, October 19). *Overeducated, overwhelmed: Generalized versus domain specific internal control during economic threat*. York University, Department of Psychology. Talk given at the Social/Personality Area Colloquium Series, Toronto, Ontario.

**Chiacchia, D. J.** (2019, March 25). *From catastrophe to mastery: The relationship between internal control and distress during economic threat*. York University, Department of Psychology. Talk given at the Social/Personality Area Colloquium Series, Toronto, Ontario.

#### Poster Presentations

**Chiacchia, D. J.,** Newman, G. E., & Ruttan, R. L. (2023, February 22-26). *A motivated theory of mind: Beliefs in the true self guide theories about others' preferences*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Judgement and Decision-Making Preconference, Atlanta, Georgia.

**Chiacchia, D. J.** & Greenglass, E. (2020, February 27-29). *The curvilinear relationship between perceived control and distress during economic threat*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, Louisiana.

**Chiacchia, D. J.,** Greenglass, E., Katter, J., & Fiksenbaum, L. (2016, April 4). *Stress and coping during difficult economic times: The role of self-compassion*. Poster presented at the York University Undergraduate Thesis Conference, Toronto, Ontario.

## AWARDS AND HONOURS

---

2025	Ontario Graduate Scholarship (OGS) – \$15,000
2024	Clarkson Centre for Business Ethics PhD research award – \$2,206.68
2020	Joseph-Armand Bombardier Canada Graduate Scholarships (Doctoral) – \$105,000 Nominated for Best Thesis Award (Master's) – \$1,000 Faculty of Health Graduate Student Conference Travel Fund– \$795.72 Graduate Development Fund – \$700.00
2019	Ontario Graduate Scholarship (OGS) – \$15,000
2018	Canada Graduate Scholarships – Master's (CGS-M) – \$17,500
2017	The W.B. Templeton Honours Thesis Award for Most Outstanding Honours Thesis – \$100 The Ivana Guglietti-Kelly Award for Outstanding Qualitative Paper – \$500 CPA Certificate of Academic Excellence
2016	York University Continuing Education Scholarship – \$1000 Second Year Book Prize Winner Dean's Honour Roll
2015	York University Continuing Education Scholarship – \$1000 Dean's Honour Roll
2014	Graduation with High Honours (Seneca College) President's Honours List (Seneca College)

Provost's Scholarship – \$1000

## **TEACHING AND MENTORING EXPERIENCE**

---

### Teaching Assistantships

- 2024- Teaching Assistant, Power and Influence in Organizations  
Instructor: Dr. Tiziana Casciaro
- 2024- Teaching Assistant, Leading People in Organizations  
Instructor: Dr. John Oesch
- 2019-2020 Student Coordinator for the Undergraduate Research Participant Pool  
Instructor: Dr. Kerry Kawakami
- 2019-2020 PSYC2120, Social Psychology  
Instructor: Dr. Ward Struthers
- 2018-2019 PSYC2010, Writing in Psychology  
Instructor: Dr. Alice Kim

### Guest Lectures

- 2019 Understanding and Supporting Empirical Claims  
York University  
Course Director: Dr. Alice Kim

### Supervision of Undergraduate Honours Thesis

- 2023-2024 Valentina Palacio Posada (University of Toronto)
- 2016-2017 Anastasia Buchvostov (York)

## **PROFESSIONAL MEMBERSHIPS**

---

- 2025-present International Association for Conflict Management
- 2023-present Academy of Management
- 2023-present Association for Consumer Research
- 2018-present Society for Personality and Social Psychology