

CLAUDIA C. TORRES

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EDUCATION

Ph.D.	University of Notre Dame, Mendoza College of Business Management (Organizational Behavior)	Expected 2027
	Dissertation: <i>Toying with who I am: The intrapersonal and interpersonal consequences of identity play at work</i> (proposal defended June, 2026) Committee: Jason Colquitt (Chair), Brittany Solomon, Dorian Boncoeur	
M.S.	University of Notre Dame, Mendoza College of Business Management	2021
B.A.	University of Notre Dame Neuroscience and Behavior	2020

RESEARCH INTERESTS

- Play at work
- Meaning
- Trust

MANUSCRIPTS UNDER REVIEW

Sharma, S., Colquitt, J. A., & Torres, C. C. (revise and resubmit). Why do jokes foster trust?: Cognitive versus affective explanations for the leader humor to trust in leader connection. *Organizational Behavior and Human Decision Processes*.

Colquitt, J. A., Torres, C. C., & McClain, J. T. (revise and resubmit). Moving beyond the target: An existential meaning-based explanation for justice effects on work behavior. *Academy of Management Review*.

McClain, J. T., Colquitt, J. A., & Torres, C. C. (revise and resubmit). Meaning in life and work: An integrative meta-analysis of general and dimensional effects. *Psychological Bulletin*.

Colquitt, J. A., Boncoeur, O. D., & Torres, C. C. (under review). Giving the benefit of the doubt: Relational hope as an additional lens for explaining trust dynamics between coworkers. *Organization Science*.

WORK IN PROGRESS

Torres, C. C., & Colquitt, J. A. (data collection). Pretending the odds are against them: The effects of underdog emulation on work motivation. Target: *Academy of Management Journal*.

Torres, C. C. (data collection). Identity play at work: A measure validation for use in quantitative studies. Target: *Journal of Applied Psychology*.

Boncoeur, O. D., & Torres, C. C. (research design). Trust and loneliness: An approach-avoid examination of their within-person connection. Target: *Journal of Applied Psychology*.

Torres, C. C., Colquitt, J. A., & McClain, J. T. (research design). Making fairness happen: Justice proactivity as a tool for fostering meaning amid uncertainty. Target: *Organization Science*.

TEACHING EXPERIENCE

- MGTO 20000: *Foundations of Leadership* (Fall 2025)
Instructor rating: 4.6/5.0
Enrollment: 29 undergraduates
- MGTO 20000: *Foundations of Leadership* (Spring 2025)
Instructor rating: 4.8/5.0
Enrollment: 20 undergraduates

CONFERENCE ACTIVITY

Sharma, S., Colquitt, J. A., & Torres, C. C. (2026). How jokes beget trust: Building and testing theory about leader humor and employee trust in leaders. In K. Henderson (Moderator), *The role of trust in organizations*. To be presented at the annual meeting of the Academy of Management. Philadelphia, PA.

Torres, C. C. (2026). *Mindsets that matter: Humor, curiosity, and the choice to belong*. Symposium chaired at the annual meeting of the Society for Personality and Social Psychology. Chicago, IL.

Sharma, S., Colquitt, J. A., & Torres, C. C. (2026). Leading with laughter: Leader humor and

employee trust. In C. C. Torres (Chair), *Mindsets that matter: Humor, curiosity, and the choice to belong*. Presented at the annual meeting of the Society for Personality and Social Psychology. Chicago, IL.

Torres, C. C. (2024). Transitioning to life as a doctoral student. In S. E. Rogers (Moderator), *Management: Organizational behavior*. Invited panelist at the annual meeting of the Management Doctoral Student Association. Chicago, IL.

ACADEMIC AFFILIATIONS

- Academy of Management
 - Organizational Behavior division
 - Managerial and Organizational Cognition division
 - Diversity, Equity, and Inclusion division
- Management Doctoral Student Association
 - Cohort liaison (2024-2025)
 - Membership committee chair (2024-2025)
 - Membership committee member (2022-2023)
- Society for Personality and Social Psychology
- American Psychological Association

REVIEWING ACTIVITY

- *Journal of Experimental Psychology: Applied*

WORK EXPERIENCE

- Huron Consulting Group 2021-2022
 - Healthcare consulting analyst
 - New Brunswick, NJ