

## CLAUDIA C. TORRES

5th Year PhD Candidate  
Mendoza College of Business  
Management & Organization  
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### EDUCATION

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|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| Ph.D. | University of Notre Dame, Mendoza College of Business<br>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)<br>Committee: Jason Colquitt (Chair), Dorian Boncoeur, Brittany Solomon |               |
| M.S.  | University of Notre Dame, Mendoza College of Business<br>Management                                                                                                                                                         | 2021          |
| B.A.  | University of Notre Dame<br>Neuroscience and Behavior                                                                                                                                                                       | 2020          |

### RESEARCH INTERESTS

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- Play at work
- Meaning
- Trust

### MANUSCRIPTS UNDER REVIEW

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Sharma, S., Colquitt, J. A., & Torres, C. C. (revise and resubmit; under second review). 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

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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

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

## CONFERENCE ACTIVITY

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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*. 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

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- Academy of Management
  - Organizational Behavior division
  - Managerial and Organizational Cognition division
  - Diversity, Equity, and Inclusion division
- Management Doctoral Student Association
  - Cohort liaison (2024-2025, 2026-2027)
  - Membership committee chair (2024-2025)
  - Membership committee member (2022-2023)
- Society for Personality and Social Psychology
- American Psychological Association

## REVIEWING ACTIVITY

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- *Journal of Experimental Psychology: Applied*

## WORK EXPERIENCE

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