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POSITIONS

2021 -	Rector's Advisor of the Gender and Diversity policy at Université libre de Bruxelles (ULB), Belgium
2019 -	Professor of Social Psychology and Organizational Behavior, at Solvay Brussels School of Economics and Management (SBS-EM), ULB, Belgium
2023 - 2024	Fulbright Schuman Scholar, Portland State University, US
2018 - 2021	Vice-Dean of Academic and Student Affairs at SBS-EM, ULB, Belgium
2015 - 2019	Associate Professor at SBS-EM, ULB, Belgium
2012 - 2015	Assistant Professor at Tilburg University, The Netherlands
2009 - 2015	Program Coordinator of European Social Cognition Network (ESCON)
2012	Postdoctoral Fellow at Columbia University, US
2010 - 2012	Research Fellow at Fonds National de Recherche Scientifique (FNRS), Belgium
2007 - 2010	Postdoctoral Fellow, Catholic University of Louvain, Belgium
2003 - 2007	Research and Teaching Assistant, Université Grenoble, Alpes France
2003 - 2006	Research and Teaching Assistant, Université de Savoie, France

EDUCATION

2007	PhD in Social Psychology, Université Grenoble Alpes, France (highest degree – “très honorable avec les felicitations du jury à l'unanimité” Thesis title: <i>Strategic Information Sharing and Use in Group Decision Making</i>)
2003	MSc in Experimental Social and Cognitive Psychology, Université Grenoble Alpes, France
2002	MSc Social and Organizational Psychology, Université de Savoie, France
2001	BSc in Psychology, Université de Savoie, France
1998 - 2000	BSc in Psychology, Babes-Bolyai University, Cluj–Napoca, Romania

RESEARCH

RESEARCH INTERESTS

diversity, equity, and inclusion; social and organizational judgement and decision-making; leadership

PUBLICATIONS

- Toma, C., Carter, A. B., & Phillips, K. W. (2025). Diversity? Great for Most Just Less So for Me: How Cognitive Abstraction Affects Diversity Attitudes and Choices. *Behavioral Sciences*, 15(5), 585.
- Mensitieri, D., Boroş, S., & Toma, C. (2025). Bringing microaggressions from the shadows to the spotlight: Unveiling silencing mechanisms and distinct patterns in coping. *Gender, work & organization*.
- De Cock, V., Celik, P., & Toma, C. (2025). The Proof is in the Pudding: Workers Care About Evidence-Based Diversity Cues. *Journal of Applied Social Psychology*, 55(1), 52-70.
- Toma, C., Boroş, S., & Popa-Roch, M. (2024). Paradoxes of diversity, equity and inclusion: from the lab to the social field. *Frontiers in Psychology*, 15, 1511223.
- De Saint Priest, O., Krings, F., & Toma, C. (2024). Too old to be included: age diversity statements foster diversity yet fall short on inclusion. *Frontiers in Psychology*, 15, 1303224.
- Toma, C., & Martin, A. (2024). Diversity management approaches for organizational justice: Insights from Belgian hospitals. *Psicologia sociale*, 18(2), 193-214.
- Renier, L., & Toma, C. (2022). I am a great open book: Narcissistic individuals feel transparent toward others. *Personality and Individual Differences*, 192, 111585
- Roblain, A., Gale, J., Abboud, S., Arnal Bacalao, C., Bornand, T., Hanioti Kokkoli, M., Klein, O., Klein, P., Lastrego, S., Licata, L., Mora, Y., Nera, K., Van der Linden, N., Van Oost, P., & Toma, C. (2022). Social control and solidarity during the COVID-19 pandemic: the direct and indirect effects of causal attribution of insufficient compliance through perceived anomie. *Journal of Community and Applied Social Psychology*, 1-11, January.
- Toma, C. Menezes, I. & Secchi, D. (2021). New horizons in organizational cognition. *International Journal of Organizational Theory and Behavior*, 23,173-176.
- Kleinogel, E.P., Renier, L., Schmid Mast, M., Toma, C. (2020). I think that I made a good impression. Meta-perception improves performance on public speaking. *Social Psychology*, 51, 370–380.

- Brandt, M. J., Kuppens, T., Spears, R., Andrighetto, L., Autin, F., Babincak ... & Zimmerman, J. L. (2020). Subjective status and perceived legitimacy across countries. *European Journal of Social Psychology*, 50, 921-942.
- Carter, A., Toma, C. & Phillips, K (2019). Diversity? Great for most just less so for me: How cognitive abstraction affects diversity attitudes and choices. *Academy of Management Proceedings*.
- Mor, S., Toma, C., Schweinsberg, M., & Ames, D. (2019). Pathways to Intercultural Accuracy: Social Projection Processes and Core Cultural Values. *European Journal of Social Psychology*, 49, 47-62.
- Butera, F., Sommet, N. & Toma, C. (2018). Confirmation as coping with competition. *European Review of Social Psychology*, 29, 299- 339.
- Toma, C., Yzerbyt, V., Corneille, V & Demoulin, S. (2017). The power of projection for powerless and powerful people: Effect of power on social projection is moderated by dimension of judgment. *Social Psychological and Personality Science*, 8, 888-896.
- Hayek, A.S., Toma, C., Guidotti, S., Oberlé, D., & Butera, F., (2017). Grades degrades group coordination: deteriorated interactions and performance in a cooperative motor task. *European Journal of Psychology of Education*, 32, 97-112.
- Toma, C. & Butera, F. (2015). Cooperation versus competition effects on information sharing and use in group decision-making. *Social and Personality Psychology Compass*, 9, 455-467.
- Hayek, A.S., Toma, C., Oberlé, D., & Butera, F., (2015). Grades inhibit cooperation: individual evaluation hampers information sharing in cooperative problem solving. *Social Psychology*, 46, 121-131.
- Hayek, A.S., Toma, C., Oberlé, D., & Butera, F., (2014). The effects of grades on the preference effect: Grading reduces consideration of disconfirming evidence. *Basic and Applied Social Psychology*, 36, 544-552.
- Machunsky, M., Toma, C., Yzerbyt, V., & Corneille, O. (2014). Social projection increases for positive targets: Ascertaining the effect and exploring its antecedents. *Personality and Social Psychology Bulletin*, 40, 1373-1388.
- Jiga-Boy, G., Toma, C. & Corneille, O. (2014). Work more and feel more: The influence of effort on affective predictions. *PlosOne*, 9(7), e101512.
- Ames, D., Mor, S., & Toma, C. (2013). The double-edge of similarity and dissimilarity mindsets: What comparison mindsets do depends on whether self or group representations are focal. *Journal of Experimental Social Psychology*, 49, 583-587.
- Toma, C., Vasiljevic, D., Oberlé, D., & Butera, F.(2013). Assigned experts with competitive goals withhold information in group decision making. *British Journal of Social Psychology*, 52, 161-172.
- Toma, C., Bry, C., & Butera, F. (2013). Because I'm worth it! (more than others...): Cooperation, competition and ownership bias in group decision-making. *Social Psychology*, 44, 248-255.
- Toma, C., Gilles, I., & Butera, F. (2013). Strategic use of preference confirmation in group decision making: The role of competition and dissent. *British Journal of Social Psychology*, 52, 44-63.
- Toma, C., Corneille, O. & Yzerbyt, V. (2012). Holding a mirror up to the self: Egocentric similarity beliefs underlies social projection in cooperation. *Personality and Social Psychology Bulletin*, 38, 1259-1271.
- Toma, C., Vasiljevic, D., Oberlé, D., Augustinova, M., & Butera, F. (2012). Le traitement motivé de l'information dans la prise de décision en groupe : Le cas du paradigme des « profils cachés ». *L'Année Psychologique*, 112, 665-695.
- Toma, C., & Woltin, K.A. (2012). Motivational and contextual considerations concerning the social projection hypothesis. *Psychological Inquiry*, 23, 1-6.
- Toma, C., Yzerbyt, V., & Corneille, O. (2012). Nice or smart? Task relevance of self-characteristics moderates interpersonal projection. *Journal of Experimental Social Psychology*, 48, 335-340.
- Bry, C., Gabarrot, F., & Toma, C. (2011). The blond, the dumb, and the Ugly: Does self-stereotyping mediate prime-to-behaviour effects? *Journal of Articles in Support of the Null Hypothesis*, 8, 9-19.
- Gilles, I., Scheidegger, R. & Toma., C. (2011). Who likes the allegiants and who likes the rebels? The roles of membership and status in the judgement of allegiant attributions. *International Review of Social Psychology*, 24, 83-106.
- Toma, C., Yzerbyt, V., & Corneille, O. (2010). Anticipated cooperation vs. competition moderates interpersonal projection. *Journal of Experimental Social Psychology*, 46, 375-381.
- Toma, C., & Butera, F. (2009). Hidden profiles and concealed Information: Strategic information sharing in group decision making. *Personality and Social Psychology Bulletin*, 35, 793-806.

GRANTS and AWARDS

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| 2024 | Actions Blanches, ULB for the project: <i>The paradox of minority leaders in agentic organizations</i> |
| 2023 | Fulbright Schuman for the project: <i>Psychological challenges of Diversity, Equity and Inclusion policies in EU and US organizations: the key role of inter-group ideologies and inclusion climate</i> |
| 2022 | Innoviris, Applied PhD Grant for the project: <i>DIVINBrussels: Psychological challenges of diversity and inclusion policies in Brussels' organizations</i> (with Julia Oberlin & Actiris, Diversity Service). |
| 2022 | G3 project <i>L'équité, la diversité et l'inclusion au sein des universités : une démarche comparative et formative</i> (With Tania Saba, Université de Montreal & Klea Faniko, Université de Genève) |

2022	FRESH-FNRS grant for the project: <i>When organisations don't walk their talk: The divergent effects of organisational decoupling in the domain of diversity and inclusion on internal stakeholders</i> (with Valérie DeCock & Pinar Celik, ULB).
2021	Best Teacher Award (for Senior Academics) at SBS-EM, ULB.
2019	Mini-Arc ULB, for the project: <i>Diversity, yes ! But not for me: Understanding diversity decoupling in the ULB organization</i> (with Laurent Licata).
2019	International Chair to welcome Katherine Phillips, Columbia University at ULB.
2018	Fonds Thiepolam, for the project <i>Diversity, yes! But not for me Diversity decoupling hinders individual and organizational innovation</i>
2017	Sustainable Development Project, Fonds Ernest Solvay, ULB
2016, 2017	FER (Fond d'Encouragement à la Recherche), ULB
2016	Grant from Fonds David et Alice van Buuren for the project <i>Méta-perception Egocentrique : quand, pourquoi, quelles conséquences ?</i>
2015	BNB (Belgian National Bank) grant for the project <i>Think Twice: Increasing Retirement Savings Through Mindful Decision-Making</i>
2010 - 2012	FNRS Fellowship (Chargée de Recherche) for the project <i>When similarity hinders cooperation: The role of naïve theories and projection judgements</i>
2007	Postgraduate Student Fellowship from the British Psychological Society, UK
2006 - 2007	IRIS Scholarship for mobility from Université de Lausanne, Switzerland.
2005	Best Paper Award from EDISCE Doctoral School, Université Grenoble Alpes.
2003 - 2006	PhD Scholarship from the French Ministry of Education and Research, France.
2002 - 2003	MIRA (Mobilité Internationale Rhône Alpes) Scholarship to support my MSc in Experimental Social and Cognitive Psychology, Université Grenoble Alpes

KEY CONFERENCES AND INVITED TALKS (last 10 years)

- Toma, C. Oberlin, J. & Dover (2025). Who really benefits from DEI policies ? An Intergroup model of DEI policy Impact, EAWOP Conference, Prague, Czech Republic.
- Toma, C. Oberlin, J. & Dover (2025). An Intergroup model of DEI policy Impact, SPSP Conference, Denver, US.
- Toma, C. Oberlin, J. (2024). Inclusive leadership: Its impact on disadvantaged employees. Congrès 2024 de l'ACRI (Canadian Association of Industrial Relations), Montréal, Canada.
- Toma, C. (2024). *Diversity decoupling: from its manifestation impact on employees*. Invited talk at the Portland State University, Portland, USA.
- Toma, C. & DeCock, V. (2023). *Diversity decoupling in top European Corporations: Myth or Fact?* EURAM Conference, Dublin, Ireland.
- Toma, C. (2023). *The interplay between DEI policies and DEI climate in organizations*. Diversity in Organizations (DiO) Conference, Brussels, Belgium.
- Toma, C., Krings, F., & DeSaint Priest, O. (2023). *Does diversity communication foster or hinder diversity and inclusion in teams?* EASP Conference, Krakow, Poland.
- Toma, C. (2022). *Psychological Processes of Diversity and Inclusion Policies*. Diversity and Inclusion Symposium, Human Insight, Netherlands.
- Toma, C., De Cock, V., Janssens, R. (2022). *Diversity Decoupling in European Corporations: Myth or Fact?* Diversity in Languages Conference, University of Vienna, Austria.
- De Cock, V., Celik, P. & Toma, C. (2022). *Le découplage de la diversité: un péril pour les organisations et les employés*. ADRIPS conférence, Bordeaux, France.
- Mumbanza, J., Licata, L., & Toma, C. (2022). *Perceptions et attitudes des employé-es à l'égard des politiques d'égalité de genre dans les organisations. Quelles différences en fonction du genre ?* ADRIPS conférence, Bordeaux, France.
- De Cock, V., Celik, P. & Toma, C. (2021). *Organisational decoupling in diversity management: A winning strategy or a hollow victory?* Equality, Diversity and Inclusion (EDI) Conference, Bern.
- De Cock, V., Celik, P. & Toma, C. (2021). *Découplage organisationnel dans la gestion de la diversité: Une stratégie gagnante ou une victoire creuse*, Colloque Jeunes Chercheurs, ADRIPS, Online.
- De Cock, V., Celik, P. & Toma, C. (2020). *Unlocking diversity & inclusion: a social sustainability case*. Academy of Management, Vancouver (online).
- De Cock, V., Celik, P. & Toma, C. (2020). *Unlocking Diversity & Inclusion at Work: Organisational Culture Change as the Key*, European Association of Social Psychology.
- Toma, C., Carter, A., & Phillips, K. (2019). *Diversity, yes! But not for me: Self-other asymmetry in diversity beliefs and choices*. Conférence EURAM, Lisbonne, Portugal.
- Toma, C., Mor, S., Schweinsberg, M., Ames, D. (2019). *Pathways to Intercultural Accuracy: Social Projection Processes and Core Cultural Values*. Conférence BAPS conférence, Liège, Belgique
- Toma, C., Carther, A., & Phillips, K. (2019). *Diversity, yes! But not for me: Self-other asymmetry in diversity beliefs and choices*. Conférence IWOT, Cluj-Napoca, Roumanie.

- Toma, C., & Martin, A. (2019). *From fairness to integration: Diversity management and organizational justice*. Conférence Diversity in Organizations, Bruxelles, Belgium
- Toma, C., & Phillips, K. (2018). *L'asymétrie soi-autrui dans la valorisation de la diversité*, Conférence ADRIPS, LLN, Belgique.
- Renier, L. & Toma, C. (2018). *Do you see me the way I see myself ? Are narcissists more egocentric than other people?*, General Meeting EASP, Grenada, Espagne.
- Toma, C. (2017). Self-other asymmetry in valuing diversity: Implications for theory and practice. Diversity in Organizations Conference, Brussels.
- Toma, C., & Phillips, K. (2016). *L'asymétrie soi-autrui dans la valorisation de la diversité*, AIPTLF conférence, Brussels, Belgium.
- Toma, C., Hayek, A.S., Oberlé, D., & Butera, F. (2016). *Grades hamper cooperative information sharing in group problem solving*. INGroup conference, Helsinki, Finland.
- Toma, C., Jiga-Boy, G., & Corneille, O. (2015). *Work more and feel more: The influence of effort on affective predictions*. SPUDM meeting, Budapest, Hungary.
- Toma, C., & Zeelenberg, M. (2015) *What (should) I want? The role of anticipated emotions on inter-temporal choices*, ESCON conference, Bensheim, Germany.
- Toma, C. (2015). *Make use of difference: The joint effect of diversity and goals in group-decision-making*. Cultural diversity symposium, Tilburg, Netherlands.

CURRENT (and past) PROJECTS with PhDs

- 2024 - Miya Tong - Leadership identity and support for minority leaders (with Smaranda Boros, Ghent University)
- 2022 - Abigail Alves - Emergence and effectiveness of minority leaders (with Pinar Celik), ULB
- 2021 - Julia Oberlin - DIVINBrussels: Psychological challenges of diversity and inclusion policies in Brussels' organizations (with Diversity Service, Actiris & ULB)
- 2020 - Delia Mensitieri – Inclusive organizations and micro-aggressions among minority employees (with Smaranda Boros), UGhent & Vlerick
- 2020 - Joseph Mumbanza – Attitudes toward gender equality policies and affirmative actions (with Laurent Licata), ULB
- 2018 -2024 Valerie De Cock - Diversity decoupling and diversity management (with Pinar Celik), ULB
- 2015 -2019 - Laetitia Renier - Meta-perception at work: Empirical and theoretical evidence for the inclusion of meta-perception and its accuracy in organizational behavior, ULB

EDITORIAL ACTIVITY and REVIEWING

Associate Editor of Social Cognition, Acta Psychologica, InMind, International Review of Social Psychology

Editorial Board of International Review of Social Psychology, Social Cognition, Co-editor of the Collection Psychologies et société, Editions Université de Bruxelles

Reviewer for Current Directions in Psychological Science, Social Psychological and Personality Science, Journal of Experimental Social Psychology, European Journal of Social Psychology, British Journal of Social Psychology, Social Cognition, Group Processes and Intergroup Relations, Basic and Applied Social Psychology, European Review of Applied Psychology, European Review of Psychology of Education, International Review of Social Psychology, Swiss Journal of Psychology, Revue Electronique de Psychologie Sociale, Psychological Reports, PlosOne.

Expert for Swiss National Science Fondation (FNRS), Agence Nationale de la Recherche (ANR- France), The Netherlands Organisation for Scientific Research (NWO), Research Foundation Flanders (FWO), PhD Project Evaluation of VU Social Sciences University Amsterdam.

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

EAWOP (European Association of Work and Organizational Psychology), AOM (Academy of Management), EASP (European Association of Social Psychology), SPSP (Society for Personality and Social Psychology), INGRoup (Interdisciplinary Network for Group Research), EURAM (European Academy of Management), ADRIPS (Association pour la Diffusion de la Recherche en Psychologie Sociale)

TEACHING	
2015 - 2025	Management of diversity and multiculturalism, Master, ULB Organizational Behaviour and Leadership, Master, ULB Negotiation Skills, Master, ULB Psychologie du travail, Bachelor, ULB,
2012 - 2015	The Psychology of Negotiation, Master, Tilburg University Work Group Psychology, Master, Tilburg University Introduction to Psychology, Bachelor, Tilburg University
2008 - 2011	Methodology, Bachelor, Catholic University of Louvain,
2006 - 2007	Social Psychology of Change, Bachelor, Université Grenoble Alpes

2005 - 2006 Psychology of Socio-Cognitive Development, Bachelor, Savoie University
 Group Dynamics, Master, Joseph Fourier Grenoble University
 2003 - 2005 Methods in Social Psychology, Bachelor, Savoie University
 Experimental Social Psychology, Bachelor, Savoie University

Summer Schools

2019 -2022 Management of diversity in organizations, at Geneva Summer School: Prejudice, Discrimination, and the Diversity Challenge, Université de Geneve.
 2016 Analysing Organizational Behaviour, Solvay Summer School, ULB

ACADEMIC RESPONSIBILITIES

ORGANIZATION OF SCIENTIFIC EVENTS

2022 Organiser of the symposium *Les enjeux psycho-sociaux des politiques de genre et de diversité dans les organisations* at the ADRIPS conférence, Université de Bordeaux
 2019, 2017 Organizer of the conference *Diversity in organizations, exploring new horizons together* at SBS-EM, ULB
 2018, 2016, 2014 Member of Scientific Committee of ADRIPS Conference, UCLouvain, Université de Geneve, Université de Grenoble
 2016 Organizer of the symposium *We need more coopetition: Overcoming the damaging effects of mixed motives in groups* at the INGRoup conference, Helsinki, Finland.
 2013 Member of Selection Committee of BAPS Conference, Belgium
 2009 - 2015 Transfer of Knowledge Conference of ESCON in Poland, Sweden, Germany, Estonia, Lithuania, Belgium, Ireland
 2008, 2009 Organizer of the Annual Meeting of Psychology Department, UCLouvain
 2006 Organizer of the 6th International Congress of Social Psychology in French, Grenoble, France.
 2000 Organizer of the International Summer School on Cognitive Development and Education, Cincis, Romania.

RESEARCH and TEACHING RESPONSIBILITIES

2021 - Academic Director of the Inter-University Certificate « Atouts de la diversité: prévenir les discriminations and promouvoir l'inclusion », ULB-UCLouvain
 2021 - President of the Pedagogical Advisory Committee at SBS-EM, ULB
 2021 - 2022 Member of the Research Advisory Committee at Excelia Business School, France
 2018 - Member of the Disciplinary Committee, ULB and President of the Disciplinary Committee at SBS-EM, ULB
 2010 - 2011 Member of Ethical Committee of Psychology Faculty, UCLouvain

OTHER RELEVANT INSTITUTIONAL RESPONSIBILITIES

2022 - Member of the COPIL network *Héritages coloniaux et décolonisation*, ULB
 2021 - Rector's Advisor of the Gender and Diversity policy, ULB
 2020 - Member and representative of ULB for the societal initiative *Inclusive panels*
 2015 - Representative of the faculty in the *Gender and Diversity Network*, ULB
 2018 - 2021 Academic Coordinator of Students with Specific Needs, SBS-EM