

## Claudia TOMA

Office	Home
Université libre de Bruxelles SBS-EM, room R42.4.206 50 Av F D Roosevelt (CP 114/03) 1050 Brussels	1 rue de Guildes 1000 Bruxelles Belgium
Phone : + 31 (0) 13 466 29 49	Phone : +32 (0) 23 43 99 89
Email : <a href="mailto:Claudia.Toma@ulb.ac.be">Claudia.Toma@ulb.ac.be</a> Web page : <a href="http://toma.socialpsychology.org/">http://toma.socialpsychology.org/</a>	

Born: August 21, 1978, Brasov (Romania)  
Citizenship: Romanian

---

### POSITIONS

---

- From 2015 • Associate Professor at Solvay Brussels School of Economics and Management, Belgium.
- From 2012 • Assistant Professor at Tilburg University, Netherlands.
- Spring 2012 • Visitor Fellow at Columbia University, US.
- 2010 - 2012 • Research Fellow at Fonds National de la Recherche Scientifique (FNRS), Belgium.
- From 2009 • Program Coordinator of European Social Cognition Network (ESCON).
- 2007 – 2010 • Postdoctoral Fellow, Catholic University of Louvain, Belgium.
- 2006 – 2007 • University Lecturer and Researcher, Grenoble University, France.
- 2003 – 2006 • Research Assistant, Grenoble University, France.
- 2003 – 2006 • Teaching Assistant, University of Savoie, France.

---

### EDUCATION

---

- 2007 • PhD in Social Psychology, Grenoble University, France, under the supervision of Prof. Fabrizio Butera. Thesis title: *Strategic Information Sharing and Use in Group Decision Making: the Role of Cooperation and Competition*.
- 2003 • Post-graduate Diploma in “Cognitive Modelling: Neurocognition and Social Cognition”, University of Grenoble. Dissertation title: *Flexibility of distributed representations in stereotyping simulations using a recurrent connectionist model*.
- 2002 • Master Degree in Psychology, Savoie University, France. Dissertation title: *Automatic Processing of an Accessible Construct: Internality Norm*.
- 2001 • Erasmus Student .Psychology Department of Savoie University, France
- 1998 – 2000 • Bachelor in Psychology at the Faculty of Psychology and Educational Sciences, Babes-Bolyai University, Cluj–Napoca, Romania.

---

## RESEARCH

---

**RESEARCH INTERESTS** group decision-making (information sharing, confirmation bias and ownership bias in groups, cooperation and competition)

egocentric biases in judgement (social projection in cooperation, illusion of transparency and interpersonal conflicts, projection of preferences and priorities in negotiation)

### ARTICLES

- 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-behavior 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.
- Toma, C., Yzerbyt, V., Corneille, V & Demoulin, S. (working paper). The power of projection for powerless and powerful people.
- Toma, C., Corneille, O., Pronin, E., & Yzerbyt, V. (working paper). Transparent, but misunderstood: Similarity increases egocentric expectations about how we are seen by others.
- Mor, S., Toma, C., Schweinsberg, M., & Ames, D. (working paper). Intercultural judgment accuracy and the role of social projection processes. *Personality and Social Psychology Bulletin*.

#### **CONFERENCE PRESENTATIONS, POSTERS AND INVITED TALKS**

- Toma, C., Corneille, O., & Pronin, E. (2014). Similarity increases egocentric projection of how we are seen by others, Annual meeting of European Association of Social Psychology, Amsterdam, Netherlands.
- Toma, C., Kochoian, N., & Yzerbyt (2013) My accent is leaking out: Illusion of transparency and perception of stigma. Annual Meeting of Belgian Psychological Association, Louvain-la-Neuve, Belgium.
- Toma, C., Corneille, O., & Pronin, E. (2013). When similarity increases egocentrism. Illusion of transparency and interpersonal conflicts. ESCON conference, Vilnius, Lithuania.
- Jlga-Boy, G., Toma, C., & Corneille, O. (2013). Work more, then feel more: The influence of effort on affective predictions. Poster presented at The 14th Annual Meeting of the Society for Personality and Social Psychology, New Orleans, US.
- Toma, C., Yzerbyt, V., Corneille, O., & Démoulin S. (2012). The power of projection for powerful and powerless people. ESCON meeting, Estoril, Portugal.
- Toma, C. Yzerbyt, V., & Corneille, O. (2012). Be as competent and warm as I am: the influence of trait relevance on interpersonal projection. TeaP Conference, Mannheim, Germany.
- Toma, C., & Jiga-Boy, G. (2011). So much effort, but so happy: The impact of effort on affective forecasting. The 13th Transfer of Knowledge Conference of European Social Cognition Network, Sligo, Ireland.
- Pulfrey, C., Toma, C., & Butera, F. (2011). *Neo-Liberal Capitalist Values, Competition and Cheating*. General Meeting of European Association of Social Psychology, Stockholm, Sweden.

- Toma, C., Yzerbyt, V., & Corneille O. (2011). *Alike and Successful: Expectation of Success underlies Social Projection under Cooperation*. General Meeting of European Association of Social Psychology, Stockholm, Sweden.
- Toma, C., Yzerbyt, V., & Corneille O. (2011). *Be as Competent and Warmth as I am. The Influence of Trait Relevance on Social Projection*. The Annual Meeting of the Belgian Association for Psychological Sciences, Ghent, Belgium.
- Toma, C., Yzerbyt, V., & Corneille O. (2011) *If you are my partner, you must be like me. Beliefs about cooperation underlie social projection*. Poster presented at The 12th Annual Meeting of the Society for Personality and Social Psychology, San Antonio, US.
- Toma, C., Yzerbyt, V., & Corneille O. (2010). *Alike and Successful: Expected Outcome Underlies Projection Effects under Cooperation*. The Annual Meeting of the Belgian Association for Psychological Sciences, Brussels, Belgium.
- Toma, C., Yzerbyt, V., & Corneille O. (2010). *Similar or Dissimilar, That's the question! Lay Beliefs about Cooperation underlie Projection Judgements*. The 12th Transfer of Knowledge Conference of European Social Cognition Network, Goteborg, Sweden.
- Toma, C., Yzerbyt, V., & Corneille O. (2010). *Similar when We Cooperate? Interdependence Effects on Social Projection*. Poster presented at The 11th Annual Meeting of the Society for Personality and Social Psychology, Las Vegas, US.
- Toma, C., Corneille, O., & Yzerbyt, V. (2009). *He/She is like me if we cooperate. The impact of self-other interdependence on social projection*. The First Conference of Social Psychology in Ireland, Limerick, Ireland.
- Toma, C., Yzerbyt, V., & Corneille O. (2009). *Alike and Successful: Interdependence Effects on Projective Judgments*. The 11th Transfer of Knowledge Conference of European Social Cognition Network, Warsaw, Poland.
- Toma, C., Corneille, O., & Yzerbyt, V. (2008). *He/She is like me if we cooperate. But why?* The 10th Transfer of Knowledge Conference of European Social Cognition Network, Volterra, Italy.
- Toma, C., Butera, F., & Vasiljevic, D. (2008). *Being the Best in the Group: Strategic Information Sharing and Use in Group Decision Making*. The 3rd Congress of Interdisciplinary Network for Group Research, Kansas City, US.
- Toma, C., Gilles, I., & Butera, F. (2008). *Strategic Use of Preference Confirmation in Group Decision Making: The Role of Competition and Dissent*. General Meeting of European Association of Social Psychology, Opatija, Croatia.
- Toma, C., & Butera, F. (2007). *Strategic Use of Information in Group Decision Making: the Impact of Competition and Dissent*. The 10th Congress of the Swiss Society of Psychology, Zurich, Switzerland.
- Toma, C., & Butera, F. (2007). *The Best Group or the Best in the Group: Strategic Information Processing in Group Decision Making*. The Annual Meeting of British Psychological Society Social Section Conference, Canterbury, UK.
- Toma, C., Vasiljevic, D., Butera, F., & Oberlé (2007). *Quand l'expertise nuit à la décision de groupe: l'impact des métacognitions et des dynamiques compétitives sur le partage de l'information [When the expertise hinders group decisions : the impact of metacognitions and competition on information pooling]*. The 8th International Congress in Applied Psychology, Besançon, France.

- Toma, C. (2007). *Cooperation, Competition and Effects on Strategic Information Sharing and Use in Group Decision Making*. SoDoc, Cologne, Germany.
- Toma, C. (2007). *Compétition, partage et utilisation stratégique de l'information dans la prise de décision en groupe : le cas du paradigme « hidden profile »* [Competition, strategic information sharing and use in hidden profile group decision making]. The 8th Congress of Young Researchers in Social Psychology, Aix en Provence, France.
- Toma, C., & Butera, F. (2007). *Utilité de l'information dans la prise de décision : quand la confirmation amène à la différenciation intragroupe* [Information utility in decision making : when confirmation leads to intragroup differentiation]. InterLab Meetings, Archamps, France.
- Toma, C., & Butera, F. (2006). *Biais de confirmation dans la prise de décision en groupe : le rôle du conflit et de la compétition* [Confirmation bias in group decision making : the role of conflict and competition]. Colloquium of Psychology Department of University of Lausanne, Lausanne, Switzerland.
- Toma, C., & Butera, F. (2006). *Compétition et partage de l'information dans la prise de décision en groupe* [Competition and information pooling in group decision making]. InterLab Meetings, Geneva, Switzerland.
- Toma, C. (2006). *Le partage de l'information, une question d'interdépendance dans les conflits intragroupe* [Information pooling a matter of interdependence in intra-group conflicts]. Colloquium of Laboratoire de Psychologie Sociale Grenoble-Chambéry, Grenoble, France.
- Toma, C., & Schreiber, C. (2006). *Identité, genre et représentations : Apport de la psychologie sociale à la compréhension des phénomènes liés à la mixité* [Identity, gender and representations : Social psychology contribution to the understanding of coeducational problems]. Gender in éducation, Fort de France, Martinique.
- Toma, C., Butera, B., & Blanchant, E. (2006). *Partage de l'information dans les conflits intragroupe* [Information sharing in intra-group conflicts]. Poster presented at "16th Rhône-Alpes, Regional Meetings of Research, Grenoble, France.
- Toma, C., & Butera, F. (2005). *Partage de l'information et comparaison sociale dans les conflits intragroupes* [Information pooling and social comparison in intra-group conflicts]. InterLab Meetings, Grenoble, France.
- Toma, C., & Butera, F. (2005). *Si tu n'est pas avec moi, tu est contre moi : Partage de l'information dans les conflits intragroupes* [If you are not with me, you are against me : Information sharing in intragroup conflicts]. Doctoral School Meeting, Grenoble, France.
- Toma, C., & Bollon, T. (2004). *Flexibilité des représentations distribuées dans la stéréotypisation: Simulations avec un modèle connexionniste récurrent* [Flexibility of distributed representations in stereotyping : Simulations with a recurrent connectionist model]. The 5th International Congress of Social Psychology in French, Lausanne, Switzerland.
- Toma, C. (2004). *Flexibility of Distributed Representations and the Context Variability of Social Phenomena in Stereotyping*. EAESP Small Group Meeting on Social Connectionism, Genval, Belgium.

## GRANTS and AWARDS

2010 – 2012 • FNRS Fellowship

2007 • Postgraduate Student Fellowship from the British Psychological Society

- 2006 – 2007 • IRIS Scholarship for mobility from University of Lausanne
- 2005 • Best Paper Award from EDISCE Doctoral School, Grenoble
- 2003 – 2006 • PhD Scholarship from the French Ministry of Education and Research
- 2002 – 2003 • MIRA (Mobilité Internationale Rhône Alpes) Scholarship

## **REVIEWING**

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

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.

## **COLLABORATIONS**

Vincent Yzerbyt, Olivier Corneille, Catholic University of Louvain, Belgium

Daniel Ames, Columbia University, USA

Fabrizio Butera, Ingrid Gilles, University of Lausanne, Switzerland

Gabriela Jiga-Boy, Swansea University, UK

Clementine Bry, Savoie University, France

Dimitri Vasiljevic, Dominique Oberlé, University Paris X, France

Maya Machunsky, University of Mannheim, Germany

## **MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS**

APS (American Psychological Association), EASP (European Association of Social Psychology), SPSP (Society for Personality and Social Psychology), SJDP (Society for Judgement and Decision Making), INGRoup (Interdisciplinary Network for Group Research)

## **ORGANIZATION OF SCIENTIFIC EVENTS**

- 2014 • Member of Selection Committee of ADRIPS Conference (France)
- 2013 • Member of Selection Committee of BAPS Conference (Belgium)
- 2009, 2010, 2011, 2012 • Transfer of Knowledge Conference of ESCON

- 2008, 2009 • Annual Meeting of PSOR Department, Catholic University of Louvain
- 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.

---

### TEACHING

---

- 2014 - 2015 • The Psychology of Negotiation at Tilburg University, Level: master, 28 hours.
- Organizational Behaviour and Leadership at Université libre de Bruxelles, Level: master, 24 hours.
- Multiculturalism in Europe at Université libre de Bruxelles, Level: master, 24 hours.
- Group Dynamics at Université Paris I, Sorbonne, Level: master, 12 hours.
- 2012 - 2014 • Work Group Psychology at Tilburg University, Level: master, 28 hours.
- Introduction to Psychology for Social Sciences at Tilburg University, Level: bachelor, 26 hours.
- 2008 – 2011 • Tutorials for Methodology at Catholic University of Louvain, Level: 2<sup>nd</sup> year, 30 hours.
- 2006 – 2007 • Social Psychology of Change: Attitudes, Persuasion and Social influence at Grenoble University, Level: 2<sup>nd</sup> year undergraduate, 80 hours lectures and tutorial classes.
- 2005 - 2006 • Psychology of Socio-Cognitive Development at Savoie University, Level: 2<sup>nd</sup> year undergraduate, 57 hours lectures and tutorial classes.
- Group Dynamics at Joseph Fourier Grenoble University, Level: Master, 8 hours lectures.
- 2003 - 2005 • Social Psychology Methods at Savoie University, Level: 2<sup>nd</sup> year undergraduate, 72 hours tutorial classes.
- Experimental Social Psychology at Savoie University, Level: 1<sup>st</sup> year undergraduate, 56 hours tutorial classes.

### STUDENTS' WORK SUPERVISION

#### PhD students

2015 Laetitia Renier

#### Master students

2015 Jorn Pasmans, Judith Berrevoets, Simone Vlek

2014 Anouk Fredriksz, Eugène Mikoën, Ilze Jaspers, Maria Salampasi, Marly van Oirschot, Melissa Yap, Tom Jansen

2013 Marlou Weeda, Natalia Hariati, Liset Valks, Lous Eindhoven, Magriet van Bosch, Anna Balyuk, Sarah-Victoria Sevilla, Nane Kochoian

2012 Marie Renauld, Alexandra Pieters, Marie-Sarah Delfosse, Laetitia DeFays, Sarah Sevilla-Urbaneja

2011 Catherine Signon

2010 Sophie Bertolami, Oliver Arnold

2009 Evelyne Treinen

2008 Grazianna Efifani

2007 Valéria Torre

2006 Elise Blanchant