

PART A

1 - Research Project Title

Promoting Women's Active Role in Society: The Fundamental Role of Personnel Selection and Online Communication

2 - Duration (months)

36 months

3 - Main ERC field

SH - Social Sciences and Humanities

4 - Possible other ERC field

5 - ERC subfields

1. SH4_2 Personality and social cognition; emotion
- 2.
- 3.

6 - Key Words

1. GENDER EQUALITY
2. GENDER DISCRIMINATION

7 - Principal Investigator

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8 - List of the Research Units

n°	Associated Investigator	Category	University/Research Institution	E-mail address
1.	RUBINI Monica	Professore Ordinario	Università degli Studi di BOLOGNA	monica.rubini@unibo.it (adesione completata il 15/01/2016)
2.	PACILLI Maria Giuseppina	Professore Associato (L. 240/10)	Università degli Studi di PERUGIA	maria.pacilli@unipg.it (adesione completata il 14/01/2016)

9 - Research project abstract

The project aims to pursue two goals: examining how women are discriminated in the context of personnel selection and investigating whether and how women are discriminated in the online context by focusing on sexual-harassment in social networks.

As regard the first goal the research will employ archival and experimental methodology to pursue four subordinate aims. First, it will be examined whether selectors rely on different criteria in evaluating male and female applicants. Going beyond previous research on gender stereotypes, a recently developed model on social judgment which relies upon three basic dimensions that is, competence, sociability, and morality will be applied to the personnel selection context. We expect that competence would be the primary criterion for male applicants as it fits the stereotype of men as agentic. However, females – who are stereotypically attributed high warmth – are expected to meet more criteria – i.e., to be competent and moral and sociable – to be hired.

Second, it will be explored whether male and female selectors rely on different dimensions in evaluating male and female candidates. Third, we will examine whether discrimination toward female candidates takes place independently from job status. Finally, through the comparison between archival and experimental studies, we will examine whether the described phenomena can be detected both in real-life selection procedures and in simulated hiring decisions.

As far as the goal related to discrimination in the online context, the research aims to generate a detailed quantitative and qualitative picture of the magnitude and features of cyber-sexual harassment and its social perception and to examine experimentally the relationship between exposure to sexualized representations of women and moral concern towards female victims of cyber-sexual harassment.

Overall, the collected evidence will contribute to a deeper understanding of the processes at the basis of gender inequality in society. We will show that in the context of personnel selection and personnel promotion to higher status positions female applicants have to reach higher threshold on multiple criteria to be hired. This research will thus go beyond studies on gender stereotypes and backlash effects as it will examine for the first time the role of morality, disentangled from generic concerns for others and capability of having good relationship with others.

As regard the phenomenon of cyber-sexual harassment, we expect that the planned studies will contribute to the understanding of this heinous behavior in many different and complementary ways. First, we will contribute to a deeper understanding of the magnitude and features of cyber-sexual harassment both from a quantitative and qualitative perspective. Moreover, this line of research will improve scientific knowledge of the social perception of cyber-sexual harassment and its consequences on young people's well-being.

10 - Total cost of the research project, per single item

Associated Investigator	item A.1	item A.2.1	item B	item C	item D	item E	item F	Total
RUBINI Monica	37.868 €	96.784 €	80.791 €	3.000 €	4.000 €	8.000 €	38.984 €	269.427 €
PACILLI Maria Giuseppina	20.300 €	96.000 €	69.780 €	3.000 €	6.000 €	10.000 €	€	205.080 €
Total	58.168 €	192.784 €	150.571 €	6.000 €	10.000 €	18.000 €	38.984 €	474.507 €

- item A.1: enhancement of months/person of permanent employees
- item A.2.1: cost of contracts of non-employees, specifically to recruit
- item B: Overheads (flat rate equal to 60% of the total cost of staff, A.1 + A.2.1, for each research unit)
- item C: cost of equipment, instruments and software
- item D: cost of consulting services and similar
- item E: other operating costs
- item F: prize (to take advantage of the prize it is mandatory to attach to the project a declaration signed by the Rector of the university, according to the outline of section B2.7)

PART B**B.1**

1 - State of the art

Why women meet enormous difficulties in the job market? Why are they discriminated and harassed even in the online context?

This project addresses these two crucial issues from a social psychological perspective. In the following a review of the major achievements in the pertinent literature is outlined.

PERSONNEL SELECTION

In their archival studies, Rubini and Menegatti (2014) highlighted how women's career in the academic context can be hindered in a subtle and yet powerful way. Analyzing judgments of academic selection procedures, they found that judgments of female applicants were formulated using negative terms at a more abstract level – implying higher stability and likelihood of repeatability – and positive terms at a more concrete level than those of male applicants. Thus, although the blatant use of gender stereotypes is not acceptable in academia, the strategic use of language abstraction contributes to shaping a reputation for women as less deserving scientists than men (see also Menegatti, Mariani, & Rubini, 2012). However, the specific content of descriptions of male and female candidates was not taken into account. The content of gender stereotypes has been addressed in the pertinent literature which shows that women are seen as generally "nice but incompetent" (i.e., warm) and men as "competent but maybe not so nice" (Fiske, 1998, p. 377). These representations of men and women have been used to legitimize role discrepancies in society. Accordingly, men are expected to be agentic, namely forceful and decisive, whereas women are expected to be communal, namely, kind. However, recent studies suggest that the broad cluster of communion/warmth encompasses two distinct dimensions (Leach, Ellemers, & Barreto, 2007): sociability, which refers to individuals' ability to establish connections with others, and morality, which pertains to perceived (contextual) correctness of social behavior. Evidence shows that social judgment on individuals and groups is pursued on the basis of these three relevant dimensions, that is, morality, competence and sociability, and that morality is the primary criterion that dominates the overall evaluation of others (Brambilla, Rusconi, Sacchi & Cherubini, 2011). However, these studies did not address whether these fundamental dimensions of impression formation and especially morality vary in importance in terms of gender of the target. Surprisingly, no studies have examined the role of morality, competence and sociability in personnel selection. In the context of this work, we move beyond the distinction between agency/communion or competence/warmth, and explicitly address morality – which in a work context can pertain to correctness, honesty and trust-worthiness of candidates – as distinct from competence and sociability.

ONLINE CONTEXT

Gender discrimination does not occur only in relevant offline contexts - such as in the workplace - but also in the on-line environment. Social networking websites have become an important channel of communication characterized by multiple opportunities as well as by several pitfalls. If on the one hand online social interactions offer the chance to establish personal/professional relationships, on the other they often provide a platform for cyber-sexual harassment.

Cyber-sexual harassment constitutes a form of harassment that includes gender harassment and unwanted sexual attention (Barak, 2005). The former involves sending, posting, and sharing degrading comments that deliberately insult individuals because of their gender. The latter refers to messages that explicitly communicate sexual intentions.

Research has shown that cyber-sexual harassment is disproportionately targeted at girls, and it presents a sexualized nature (Pew, 2014). In Europe, a wide survey on gender violence (FRA, 2014) has shown that girls aged 18-29 are more likely to be the target of cyber-sexual harassment.

Cyber-sexual harassment can be associated with the sexualization and sexual objectification of women by media. In the last decades the portrayal of females by traditional and new media has become increasingly sexualized (Morahan-Martin, 2000; APA report, 2007). Being regularly exposed to sexualized female images can affect people's attitude towards victims of cyber-sexual harassment, their intention to help them and their proclivity to engage in cyber-sexual harassing conducts. Sexualization increases sexual objectification, which involves a reduction of a person to an object (Loughnan & Pacilli, 2014; Pacilli, Tomasello & Cadinu in press). When sexually objectified, women lose their moral relevance. Sexualized rape victims are viewed as suffering less for being raped and people are less willing to help them, whereas the rapists are seen as less accountable. The loss of moral standing of objectified women may help us understand why men who objectify women are inclined to act violence against them (Rudman & Mescher, 2012).

2 – Detailed description of the project: methodology, targets and results that the project aims to achieve and their significance in terms of advancement of knowledge

AIMS AND METHODOLOGY.

Given that women's rate of occupation is still significantly lower than men's rate (e.g., in Italy only 47% of women have a job in comparison to 67% of men, ISTAT, 2015) and that even in the online context young women have been the target of cyber sexual harassment (i.e., 25% according to PEW, 2014) this project aims to pursue two goals related to these phenomena:

1) to examine how women are discriminated in the workplace and in particular in personnel selection; 2) to examine whether and how women are discriminated in the web context by focusing on sexual-harassment in social networks.

DISCRIMINATION IN PERSONNEL SELECTION

The research will employ archival and experimental methodology to pursue four subordinate aims:

1) First, we will examine whether selectors rely on different criteria in evaluating male and female applicants (Studies 1 to 7). Going beyond previous research on gender stereotypes (Glick & Fiske, 2007), we will build on a recent model of social judgment according to which judgment is organized around the three basic dimensions of competence, sociability, and morality (Leach et al., 2007). We expect that competence would be the primary criterion for male applicants as it fits the stereotype of men as agentic (e.g., Abele, 2003; Heilman, 2012). However, we expect that females – who are stereotypically attributed high warmth (Glick & Fiske, 2007) – would be required to meet more criteria – i.e., to be competent and moral and sociable – to be hired.

2) Second, we will explore whether male and female selectors rely on different dimensions in evaluating male and female applicants (Studies 2 to 7). Are women more critical against female rather than male applicants (e.g., Derks, Ellemers, van Laar, & de Groot, 2011), or are women less biased than men in their judgment (Rubini & Menegatti, 2014)?

3) Third, we will examine whether discrimination toward female candidates takes place independently from job status (Studies 2, 3 and 7).

4) Finally, through the comparison between archival and experimental studies, we will examine whether the described phenomena can be detected both in real-life selection procedures and in simulated hiring decisions.

To address these aims, a set of three archival studies will focus on real reports of personnel selection and performance appraisals, which are already available to the research unit. In Study 1 the reports provided by a professional committee in charge of selection for employees in an Italian private organization will be content-analyzed, in order to examine whether selectors justify the selection and rejection of male and female applicants by relying on different criteria. In Study 2 we will examine performance appraisals aimed to decide on promotion of candidates composed by employees' supervisors of an Italian public company. Unlike Study 1 (where collective judgments will be considered), Study 2 will allow to explore possible differences due to the gender of the evaluators. Moreover, in this study we will analyze whether gender differences occur for jobs of different grades, ranging from B (e.g., manual/repetitive labor worker) to C (e.g., administrative/technical assistant) to D (e.g., administrative/technical officer). Study 3 will complement the previous studies by examining gender discrimination in reports of internal selections made to hire candidates for top-level positions (EP grade; executive office/office manager) in an Italian public company.

Overall, this set of archival studies will provide ecological demonstration of the gender differences hypothesis (subordinate aim 1), and will also reveal the possible impact of selector gender (subordinate aim 2). These studies will also provide evidence on the generalizability of gender bias in evaluation through different job grades (subordinate aim 3).

A second set of four experimental studies will address the research aims in a laboratory setting. Specifically, Study 4 will examine whether the perceived relevance of different evaluation dimensions vary as a function of applicant as well as evaluator gender. It will also examine whether hostile vs. benevolent sexist views account for the observed effects.

Further studies will examine how actual employment decisions are influenced by individuating information about male and female candidates' qualifications. Specifically, Study 5 will examine the relative weight of applicants' morality and competence in predicting their likelihood of being selected. Study 6 will analyze the impact of competence and morality information on a different employment decision, that is, the renewal of the labor contract to male or female candidates. Finally, Study 7 will add to previous studies by considering a further employment decision – i.e., applicants' career advancement – and by manipulating candidates' actual job grades, in order to test how information about competence and morality of male and female candidates influences their likelihood of being promoted across different job grades.

DISCRIMINATION IN THE ONLINE CONTEXT

This line of research will pursue two subordinate aims:

- 1) Generating a detailed quantitative and qualitative picture of the magnitude and features of cyber-sexual harassment and its social perception (Study 1, 2).
- 2) Examining experimentally the relationship between exposure to sexualized representations of women and moral concern towards female victims of cyber-sexual harassment (Study 3, 4, 5 and 6).

In Study 1, we will monitor ten public profiles on social media (Twitter, Facebook, YouTube) of female bloggers, politicians and journalists, collecting the received comments in a six-months period in order to examine the presence of sexist/objectifying comments to these profiles. Firstly, the team research will establish selection criteria for identifying the public profiles that will be involved in the research. Then on a weekly basis, the comments on women's online articles and contents, will be collected. After the time period dedicated to the collection of data, a content analysis will be conducted on the collected materials.

Study 2, aims to understand the personal experience of cyber-sexual harassing incidents in 900 Italian males and females (aged 18 to 35) as well as their attitude towards cyber-sexual harassment and their ability to identify the online incidents as harassing. Participants will be recruited from different geographical areas of Italy controlling for their level of education. Participants will be asked to indicate: whether and how often they have experienced cyber-sexual harassing incidents and how much consider those events as harassing. Regarding personal experience of cyber-sexual harassment, they have also to indicate which costs have they paid in their social life (open-ended question) and whether they have chosen to reduce their presence in Internet, in general or on some websites and social networks. Moreover, they have to evaluate a set of cyber-sexual harassing behaviors in terms of severity and dangerousness. Participants' subjective well-being and life satisfaction will be measured through psychometric scales.

These first two studies will generate a detailed picture of features of cyber-sexual harassment and of its social perception in the Italian context (subordinate aim 1). A second set of 4 studies will be aimed at examining socio-cultural factors affecting perception of victims of cyber-sexual harassment and the intention to help them. On this purpose, four experimental studies will be conducted in a laboratory setting (subordinate aim 2).

In Study 3, participants will be asked to read a piece of a communicative exchange allegedly taken from an online forum. In this piece, one of the female participants will be described as the victim of cyber-harassment from other participants, who will send her several offensive and threatening sexual messages. Thus, according to the experimental condition, the moderator of the forum (a) will explicitly blame the harassment, (b) will minimize the verbal aggression, or (c) will remain behind the scene and not comment on the aggression. Then, participants will be asked to express their attitudes towards the victim and the perpetrators, how much they evaluate the described event in terms of severity and dangerousness, how responsible is the girl for being treated this way, and outline why the girl has received this mistreatment (open-ended question). Finally, participants will be asked to indicate how they think she could suffer for the event, and how much they are available to help her.

In Study 4, Study 3 will be replicated with a significant difference: in Study 4, in fact, participants will be faced with a picture of the victim. According to the experimental condition, the picture will depict either a sexualized or a non-sexualized woman. The main dependent variables will be the same adopted in Study 3.

In Study 5, participants will be asked to read a fictitious interview in which a woman describes an episode of cyber-harassment against her. Participants will be escorted in a laboratory, and they will read the interview in the presence of a second participant – actually a confederate. According to the experimental condition, the confederate will be either a male or a female. After reading the interview, according to the experimental condition the confederate (a) will not comment on the interview itself, (b) will justify the cyber-harassment episode by attributing the responsibility to the woman's behavior, or (c) will explicitly defend the victim.

Then, participants will be asked to indicate: how much they evaluate the described event in terms of severity and dangerousness, how responsible is the girl for being treated this way, and outline why the girl has received this mistreatment (open-ended question). Finally, participants will be asked to indicate how they think she could suffer for the event, and how much they are available to help her.

In Study 6, participants will be faced with a video-interview in which a woman with a sexualized aspect describes an episode

of cyber-harassment against her. As in Study 4, participants will be escorted in a laboratory, and they will watch the interview in the presence of a second participant – actually a confederate. After watching the video-interview, according to the experimental condition the confederate (a) will not comment on the interview itself, (b) will justify the cyber-harassment episode by attributing the responsibility to the woman's sexualized aspect, or (c) will explicitly defend the victim. The main dependent variables will be the same adopted in Study 3 and 4.

In all the four experimental studies, a number of possible individual moderators will be assessed, such as participants' sexism and social dominance orientation.

EXPECTED RESULTS AND ADVANCEMENT OF SCIENTIFIC KNOWLEDGE

Overall, the collected evidence will contribute to a deeper understanding of the processes at the basis of gender inequality in society. If, as we wish, our hypotheses will be confirmed we will be able to show that in the context of personnel selection and personnel promotion to higher status positions female applicants have to reach higher threshold on multiple criteria to be hired. This research will thus go beyond studies on gender stereotypes (e.g., Heilman & Parks-Stamm, 2007; Glick & Fiske, 2007) and backlash effects (Rudman & Glick, 1999, 2001) as it will examine for the first time the role of morality, disentangled from generic concerns for others and capability of having good relationship with others (i.e., the characteristics stereotypically attributed to females), in selection decisions on women. Moreover, this research will highlight whether gender discrimination at work is perpetrated in a similar vein by male and female selectors and supervisors. Whereas previous research on this issue has provided mixed evidence (Derks, Ellemers, van Laar, & de Groot, 2011; Gorman, 2005, Rubini & Menegatti, 2014), this research will help clarify this issue by revealing whether female and male evaluators rely on different criteria in taking their decisions about female and male applicants. Finally, the results of this research will add to current theorization of social judgment by connecting for the first time the literature on impression formation with the work on personnel selection and gender differences.

As regard the phenomenon of cyber-sexual harassment, we expect that the planned studies will contribute to the understanding of this heinous behavior in many different and complementary ways. First, we will contribute to a deeper understanding of the magnitude and features of cyber-sexual harassment both from a quantitative and qualitative perspective. Moreover, this line of research (Study 1 and 2) will improve scientific knowledge of the social perception of cyber-sexual harassment and of the consequences on young people's well-being and life satisfaction. Crucially, a further expected result concerns a close look at individuals' reactions to sexualized images. In particular, we expect to strongly deep our understanding about how being exposed to sexualized representations of girls and women increases proclivity to engage in cyber-sexual harassing behaviors and reduces moral concern toward the victims of cyber-sexual harassment (Study 3, 4, 5, 6).

Thus, evidence we are going to collect will produce a clearer picture of a fundamental process that is widely present and dangerous in the actual life.

DISSEMINATION OF FINDINGS

Three dissemination strategies will be used.

1)ARTICLES. We are strongly motivated to report the findings of these lines of research in several scientific publications on high-level impact journals in order to share this work with the scientific community. In particular, given the interest of this investigation for the theme of gender differences in the workplace and cyber-sexual harassment, we aim to publish results of these studies on highly ranked Journals (Q1, Q2 ISI-WOS, Scopus)

2)PRESENTATIONS TO NATIONAL AND INTERNATIONAL CONFERENCES. Results will be shared through presentations at national and international conferences (such as the General Meeting of EASP and the yearly AIP meetings) and a Small Group Meeting will be proposed to the executive committee of EASP.

3) COMMUNICATION TO THE GENERAL PUBLIC. Given the applied importance of the topicS under investigation, dissemination to the general public is crucial and will take place through general-audience publications such as Global Observer, In- Mind etc..Results will be also presented in training courses for professionals.

The final workshop of the research network which will take place in Bologna - will be open to the general public, journalists and professionals will be invited to attend the event.

3 - Project development, with identification of the role of each research unit and research organizations involved, with regards to expected targets, and related modalities of integration and collaboration

The two research units (RU) will contribute to pursue the research aims in a strongly integrated manner in order to shed light on main impediments to gender equality in western societies. The successful partnership between the two RUs is assured by a long-term scientific relationship which has been established through previous PRINs and subsequently strengthened through a FIRB project (prot. RBFR128CR6 2012) in which M. G. Pacilli e S. Moscatelli were principal investigators of the RUs of Perugia and Bologna respectively.

On the one hand, these past collaborations will allow the researchers of the two RUs to stand on a scientific common ground which will be very useful to achieve the aims of the project.

On the other hand, the specific expertise of each researcher involved in the project will be used to implement the studies that will be carried out by both units in Bologna and Perugia.

Specifically, as reported below, the research project is articulated in eight phases during which the RUs will carried out the studies and meet regularly to jointly plan the research designs and procedures, interpret results, and disseminate research findings.

FIRST YEAR

PHASE 1

Within one month after the approval of the project, a two days kick-off meeting, involving all researchers, will take place to rehearse the scientific aims and the relevant theoretical issues of the project. Moreover, the specific expertise of the researchers will be employed to finalize the design and the procedure of the studies that will be conducted in the first year.

In this occasion, the two units will jointly set up the content analysis scheme for the archival material examined by the RU of Bologna (Study 1-3) and the on-line material examined by the RU of Perugia (Study 1).

Specifically, the kick-off meeting will establish:

a)the criteria to code the dimensions of morality, competence and sociability used in selection procedures' records (Study 1, 2, 3 of Bologna RU). These criteria will be defined, basing on the expertise of S. Pagliaro (e.g., Pagliaro, 2012; Ellemers,

Pagliari, & Barreto, 2014; Leach, Bilali, & Pagliaro, 2014), M. Rubini, M. Menegatti and M. Mariani (Menegatti, Mariani, & Rubini, 2012); It must be stated that the morality issue is of interest for both research units. It is assumed to be a fundamental criterium of job selection for women and moral concern is assumed to play an important role in the prevention of cyber-sexual harassment of women.

b) the coding criteria to examine the degree of sexism and objectification in the comments to female public profiles will be established (Study 1, RU of Perugia), based on the expertise of M.G. Pacilli (Loughnan & Pacilli, 2014; Pacilli, 2014; Pacilli, Tomasetto & Cadinu, in press; Pacilli, Roccato, Pagliaro & Russo, in press), M. Rubini and M. Menegatti (Rubini & Menegatti, 2014).

c) the sampling criteria and methods for the survey on cyber-sexual harassment experience in young people will be established, based on the expertise of M.G. Pacilli and S. Pagliaro (Baldry, Pacilli & Pagliaro, 2015).

Another important common characteristic of this project is the systematic integration between archival (which provide ecological validity to the expected findings) and experimental studies (which should provide construct validity to the results).

PHASE 2

The two RU will implement the studies planned for the first year.

a) The RU of Bologna will carry out Study 1, 2 and 3 in which the content of selection reports will be coded to assess whether selectors justify the selection and rejection of male and female applicants by relying on different criteria and possible differences due to selectors' gender (Study 2) and the grade of the job position (Study 3).

b) The RU of Perugia will collect data of Study 1 and 2. Study 1 examines the presence of sexist/objectifying comments to public profiles on social media of female bloggers, politicians and journalists. Study 2 is a survey on 900 Italian males and females aimed to understand the personal experience of cyber-sexual harassing incidents as well as the attitude towards cyber-sexual harassment.

PHASE 3

At the end of the first year, the members of the two research groups will meet at Utrecht University (NL) with N. Ellemers, who is a well-recognized international expert scholar on career development of women and morality. The researchers of the two RUs and N. Ellemers have already collaborated in several research project as documented by FIRB 2012 (n. RBFR128CR6 - Unit of Bologna) and numerous common publications (e.g., Brambilla, Sacchi, Pagliaro, & Ellemers, 2013; Ellemers, Pagliaro, Barreto, & Leach, 2008; Ellemers, Pagliaro, & Barreto, 2014; Pagliaro, Brambilla, Sacchi, D'Angelo, & Ellemers, 2013; Pagliaro, Ellemers, & Barreto, 2011).

The meeting will allow analysing and discussing the first results and, on this basis, considering eventual modifications of the planned studies, methods and designs.

Moreover, it will be planned how to communicate the preliminary results to the scientific community, for instance through a small group meeting of the European Association of Social Psychology (EASP) to be held at the beginning of the third year of the project (N. Ellemers has been president of the EASP, 1999-2002).

The RUs will also start to set up shared publications based on the first results.

SECOND YEAR

PHASE 4

The second year will be mainly devoted to conduct the studies programmed by each RU on the basis of the indications obtained from the analysis of the results emerged in the first year.

a) The RU of Bologna will carry out Study 4 to examine the perceived relevance of different evaluation dimensions, and possible differences due to evaluator gender, and Study 6 and 7 to examine how actual employment decisions (hiring and renewal of labour contract) are influenced by individuating information about male and female candidates' qualifications.

b) The RU of Perugia will analyze data of Study 1 and 2 collected in the first year of the project. It will also carry out Study 3 and 4 to examine socio-cultural factors affecting perception of victims of cyber-sexual harassment and the intention to help them in a fictitious online communication exchange.

PHASE 5

A mid-project meeting will take place at the end of the second year at the University of Exeter with the participation of M. Barreto, whose research is mainly focused on sexism, power relationship and morality in organizations and is current president of EASP. The researchers of the two RUs and M. Barreto have already collaborated in several research project as documented by FIRB 2012 (n. RBFR128CR6 - Unit of Perugia) and numerous common publications (e.g., Ellemers, Pagliaro, Barreto, & Leach, 2008; Ellemers, Pagliaro, & Barreto, 2014; Pagliaro, Ellemers, & Barreto, 2011).

During this meeting the main results will be analysed and discussed with two aims: a) planning the subsequent and final studies, and b) working on common publications.

PHASE 6

The two RUs will write manuscripts on the results obtained in the first two years to be submitted for publication in international journals.

THIRD YEAR

PHASE 7

At the beginning of the year the EASP (if accepted by EASP) small group meeting on the topic of the project will take place. This phase of the project will be mainly devoted to finalize the studies and writing distinct and common publications in collaboration with N. Ellemers and M. Barreto.

a) The RU of Bologna will carry out Study 7, which examines how information about competence and morality of male and female candidates influences their likelihood of being promoted across different job grades.

b) The RU of Perugia will conduct Study 5 and 6 to further investigate socio-cultural factors affecting perception of victims of cyber-sexual harassment and the intention to help them in a more interactive way, by means of an interactive paradigm in which confederates will play a bogus role.

PHASE 8

After six months the two units will have a final meeting to discuss the results of the overall project, prepare the final research reports and finalize scientific manuscripts to be submitted to national and international social psychological journals. The final open workshop, in which N. Ellemers and M. Barreto will be invited speakers, will be also planned for the end of the third year. The aim of the workshop is to report results to members of public institutions in order to plan possible contextual applications that support women's equality. To this aim, members of public institutions, journalists, and the more general public will be invited to the workshop that will be held in Bologna.

To the aim of pursuing the aforementioned studies, the unit of Bologna is applying for a temporary researcher (RTD A) contract and a post-doc research grant, for an overall total of 48 months. These contracts for non employees will be

supported by Item A.1.2 and partially supported by Item B given that it will take long time for the bureaucratic procedures needed to advertize and then assign the contract to the most suitable candidates. The unit of Perugia is applying for four research grants which will be supported by Item A.1.2 (see below Part B.6, point 6 "Major new contracts for staff specifically to recruit").

Please note that the time (i.e., number of months/person) expected to be spent by the academic staff of the two research units will be much higher than that formally reported in the project (overall 9 months/person). This has been exclusively done to keep under control the cost of the project.

TIMING SCHEDULE OF COORDINATION AND INTEGRATION

The 14 studies will be carried out in close collaboration between the two RUs and their integration will be promoted through a constant monitoring by the principal investigator. The Time schedule below illustrates how this integration will be

Aims	Year 1		Year 2		Year 3	
1. How women are discriminated in personnel selection						
Different criteria to select men and women	BO & PG (establish coding criteria)	BO Study 1-2-3	BO Study 4-5	BO Study 6	BO Study 7	
Role of selectors' gender		BO Study 2	BO Study 4-5	BO Study 6	BO Study 7	
Role of job status		BO Study 2-3			BO Study 7	
Comparison between real-life and simulated hiring decisions		BO Study 1-2-3	BO Study 4-5	BO Study 6	BO Study 7	
2. Discrimination in the web context						
Magnitude and features of cyber-sexual harassment?	BO & PG (establish coding criteria, sampling plan)	PG study 1-2	PG study 1-2	PG Study 2		
Sexualized representation of women and moral concern toward victims				PG study 3-4	PG study 5-6	
Integration						
Meetings	Kick-off meeting		Mid-project meeting (Utrecht University)		Final meeting (Exeter University)	
Dissemination of results						
Publications	Set up first papers		Write common papers	Submit first papers		Submit final papers
Collaboration with journalists and institutions						Open workshop
Conferences		EASP general meeting		AIP	Small Group Meeting (EASP)	AIP

implemented.

4 – Possible application potentialities and scientific and/or technological and/or social and/or economic impact of the project

Gender equality is a key priority of Horizon 2020. Thus, a crucial challenge is to improve gender equality and remove socio-cultural barriers that generate direct and indirect gender discrimination in the workplace as well as in the online

environment.

With respect to the issue of gender discrimination in personnel selection, these findings will provide helpful suggestions for the improvement of assessment procedures and training of the persons who are in charge of selection and promotion decisions.

First, we expect that the planned studies will show that women are required to meet higher standards along multiple evaluative dimensions to be chosen for a job, whereas men just need to show competence. If it is so, women are less likely to be hired than men, need to strive harder on all fronts to get a job, and are more likely to be rejected as soon as they appear to be low on a criterion. By considering job of different grades, our findings will also help explain why women still face a "glass ceiling" when they strive for top-level positions.

Second, these findings will highlight possible advantages/disadvantages of including more women in personnel decision-making. If this research will prove that female evaluators are less biased than male evaluators (as in Rubini & Menegatti, 2014), one could conclude that more women should be included in hiring committees in order to obtain more balanced work force.

Third, these findings will contribute to the development of fairer selection procedures by showing the positive or negative consequences of introducing morality as an explicit criterion in personnel evaluation. Although inviting selectors to consider morality – which is usually a taken-for-granted characteristic (van Prooijen & Ellemers, 2015) – can be positive for organization, if our hypothesis are supported morality can constitute an additional hurdle for women to take. Thus, selectors should be trained to consider information about applicant morality together with information about his/her competence and sociability, as well as to be careful in applying similar standards when evaluating female and male applicants. Training selectors to be aware that women meet more subtle and explicit difficulties in being higher will hopefully contribute to a higher equality in the salaries that man and women get as payment for their professional engagements.

With respect to the second issue addressed in this research – i.e., gender discrimination in the web context – the planned studies will show whether besides facilitating democracy, social networking services convey sexualized representations of women and shelter particularly harmful discrimination practices towards them. In the public opinion, the seriousness of cyber-sexual harassment remains still underestimated, as people may think that sexual harassing behavior is something merely related to the "virtual" world of Internet and it is therefore not harmful to the victims. On the contrary, if the expected results will be demonstrated, this research will highlight the importance of increasing people's awareness on the gravity of this phenomenon. Cyber- sexual harassment harms dignity of women and dehumanizes them, reducing them to sexual objects. It interferes with women's agency, reinforces gender hierarchy, and women's digital citizenship. Thus, despite occurring online, cyber-sexual harassment strongly affects women's lives offline.

An innovative aspect of this research project is that it focuses on the widespread sexualization of girls and women in the media and examines how these media messages can increase social acceptance and tolerance of sexual harassment in online and offline environments. Being regularly exposed to sexualized and degrading images of women, young people may not recognize cyber-sexual harassment when they see it, and may even participate in it without realizing its negative implications. A reflection upon media's recurrent representations of women is therefore crucial to comprehend how these representations affect people's attitudes and behavior, and provide scripts regarding interaction between women and men, which often imply a consideration of women as sexual objects (Loughnan & Pacilli, 2014).

Thus, this research will highlight the importance of raising people's awareness about the gendered nature of cyber-sexual harassment, the negative consequences of being exposed to sexualized representations of women as well as the psychological, social and cultural factors that sustain disadvantages for women in online environment. In this respect, the findings of these studies will provide important suggestions for key communicators (e.g., media professionals, journalists, gender equality experts etc.), politicians, teachers, and also secondary school students, who can be particularly exposed to the risks connected to cyber-sexual harassment.

5 – Costs and fundings, for each research unit (automatically calculated)

n°	Associated or principal investigator	Total cost	Co-funding (item A.1)	MIUR funding (other items)
1.	RUBINI Monica	269.427 €	37.868 €	231.559 €
2.	PACILLI Maria Giuseppina	205.080 €	20.300 €	184.780 €
	Total	474.507 €	58.168 €	416.339 €

B.2

1 – Scientific curriculum of PI (highlighting, for LS and PE fields, of bibliometric indicators related to publications and citations, and, for SH field, of the quality and impact of publications; awards and other honors; degree of success in Italian or international previous projects)

RUBINI Monica

MONICA RUBINI,
Born 8 August 1962.
Married, two children.

ACADEMIC EDUCATION

1992-1995: Post-Doc Fellow. University of Bologna, University of Maryland (U.S.A).
1988-1991: PhD in Social Psychology, University of Bologna (IT), University of Sussex (UK).
1988: Visiting research assistant, University of Sussex (UK).
1985: Master Degree in Science of Education (Curriculum in Psychology), University of Bologna.

ACADEMIC POSITIONS

2011-: Full Professor in Social Psychology, Faculty of Psychology, University of Bologna.
2001-2011: Associate Professor in Social Psychology, Faculty of Psychology, University of Bologna.
1995-2001: Lecturer in Social Psychology, University of Bologna.

INSTITUTIONAL POSITIONS

2015-: Head of the PhD program in Psychology. Department of Psychology University of Bologna.
2010-2013: Head of the PhD Program in Psychological Science, University of Bologna.
2008-2011: Head of the PhD Program in Social, Developmental and Organizational Psychology, University of Bologna.
2006- present: Head of the Laboratory for the Study and Reduction of Prejudice (SOCIAL-LAB Department of Psychology, University of Bologna).

VISITING POSITIONS

1999 February: Visiting Scholar. Instituto Superior de Psicologia Aplicada, Lisbon, Portugal.
1995-1996 September- April: Visiting Scholar. Department of Psychology, University of Maryland, USA.
1994 September to December: Fulbright Visiting Scholar. Department of Psychology, University of Maryland, USA.
1992 October: Visiting Scholar. Department of Psychology, Free University of Amsterdam (NL).
1991 January-July: Post Graduate Research Fellow the Department of Psychology, Free University of Amsterdam (NL).
1990 January-June 1990: Post Graduate Research Fellow. School of Social Sciences, University of Sussex (UK).
1988-1989 July-November: Post Graduate Research Fellow. School of Social Sciences, University of Sussex (UK).

ORGANIZATION OF SCIENTIFIC EVENTS

2008-2009: Member of the Scientific Committee of the International Meeting "Young People, Europe and the Mediterranean: Territories, Identities and Policies, Forlì 26-28 March 2009.
2007: Scientific Organizer of 8th Nazionale Meeting of the Italian Association of Psychology (AIP), Social Psychology Section.

SCIENTIFIC QUALIFICATIONS, HONORS AND GRANTS

2008-2011: Member of the Executive Committee of the Italian Association of Psychology (AIP), Social Psychology Section,
2008-2009: Best paper award of the Journal of Language and Social Psychology .

1994: Fulbright Visiting Scholarship.
1993: Scientific award "Gianfranco Minguzzi".
1992: Two-years Post-doctoral Scholarship
1989: Erasmus Scholarship for visiting PhD students
1988: Three years PhD Scholarship.
1987: Ministry of Education and University Scholarship for Postgraduate Education Abroad.

RECENT GRANTS

2007: Co-P.I. of PRIN 2007PJYAKF "Fattori di Moderazione del Pregiudizio Sociale".
2012-: Member of FIRB RBFR128CR project.

EDITORIAL ACTIVITY

2014-: Member of the Editorial Board of the International Review of Social Psychology.
2006-: Member of the Editorial Board of "Psicologia Sociale, Social Psychology" (Il Mulino).
Referee for the journals: European Journal of Social psychology, Journal of Personality and Social Psychology, Personality and Social Psychology Bulletin, Group Processes and Intergroup Relations. Giornale Italiano di Psicologia.
Panelist for Soros Foundation, Polish National Science Foundation, Swiss national Science Foundation.

MEMBERSHIP TO SCIENTIFIC SOCIETIES

International Society for Political Psychology
European Association of Experimental Social Psychology
European Association for Research on Adolescence
Italian Association of Psychology (AIP)

INTERNATIONAL SCIENTIFIC COLLABORATION

Susan Branje (University of Utrecht NL)
Richard Crisp (Aston Business School, UK)
Elisabetta Crocetti (Universiteit Utrecht, NL)
Naomi Ellemers (University of Utrecht, NL)

Edita Fino (Università di Tirana, Albania)
Miles Hewstone (University of Oxford, UK)
Wim Meeus (Universiteit Utrecht, NL)
Felicia Pratto (University of Connecticut, USA)
Gun Semin (ISPA, Portogallo; Koç University, Turkey)

INVITED ADDRESS

Rubini, M. (2014). Hindering women's career: Gender linguistic bias in personnel selection. EASP Pre-conference "Gender inequality in Science: The subtle (and not so subtle) differences in the challenges that men and women encounter when pursuing an academic career". XVII General Meeting, Amsterdam, The Netherlands, July 8.

H INDEX: 11

RECENT PUBLICATIONS

PEER REVIEWED INTERNATIONAL ARTICLES

Albarelo, F., & Rubini, M. (2015). The Role of Reduced Humanity in Producing Linguistic Discrimination. *Personality and Social Psychology Bulletin*. doi:10.1177/0146167214561195. (Q1).

Crocetti, E., Rubini, M., Branje, S., Koot, H.M., Meeus, W. (in press) Self-Concept Clarity in Adolescents and Parents: A Six-Wave Longitudinal and Multi-Informant Study on Development and Intergenerational Transmission, *Journal of Personality*. (Q1.)

Prati F, Menegatti M, Rubini M (2015). The Beneficial Role of Multiple Categorization and Intergroup Contact in Reducing Linguistic Out-Group Derogation. *JOURNAL OF LANGUAGE AND SOCIAL PSYCHOLOGY*, vol. 34, p. 475-500, ISSN: 0261-927X, doi: 10.1177/0261927X14567777. (Q2).

Prati F, Vasiljevic M, Crisp R J, Rubini M (2015). Some extended psychological benefits of challenging social stereotypes: Decreased dehumanization and a reduced reliance on heuristic thinking. *GROUP PROCESSES & INTERGROUP RELATIONS*, vol. 18, p. 801-816, ISSN: 1368-4302, doi: 10.1177/1368430214567762. (Q2).

Prati F., Crisp R.J., Rubini M. (2015). Counter-stereotypes reduce emotional intergroup bias by eliciting surprise in the face of unexpected category combinations. *JOURNAL OF EXPERIMENTAL SOCIAL PSYCHOLOGY*, vol. 61, p. 31-43, ISSN: 0022-1031, doi: 10.1016/j.jesp.2015.06.004. (Q1).

Prati F., Rubini M. (2015). Multiple social categorizations, social identities and the reduction of intergroup prejudices | Categorizzazioni, appartenenze sociali multiple e riduzione del pregiudizio intergruppi. *PSICOLOGIA SOCIALE*, vol. 10, p. 13-34, ISSN: 1827-2517, doi: 10.1482/79435. (Scopus).

Prati, F., Moscatelli, S., Pratto, F. & Rubini, M. (in press). Predicting Support for Arabs' Autonomy from Social Dominance: The Role of Identity Complexity and Dehumanization. *Political Psychology*. (Q1.)

Rubini, M., Menegatti, M., & Moscatelli, S. (2014). The strategic role of language abstraction in achieving symbolic and practical goals. *European Review of Social Psychology*. doi:10.1080/10463283.2014.985501. (Q1).

Menegatti, M., & Rubini, M. (2014). Initiating, maintaining, or breaking up? The motivated use of language abstraction in romantic relationships. *Social Psychology*, 45, 408-420. doi:10.1027/1864-9335/a0002000. (Q2).

Moscatelli S., Albarello, F., Prati, F., & Rubini, M. (2014). Badly off or better off than them? The impact of relative deprivation and relative gratification on implicit and overt intergroup discrimination. *Journal of Personality and Social Psychology*, 107, 248-264. doi:10.1037/a0036704. (Q1).

Rubini, M., & Menegatti, M. (2014). Hindering women's careers in academia: Gender linguistic bias in personnel selection. *Journal of Language and Social Psychology*, 33, 632-650. doi:10.1177/0261927x14542436. (Q2).

Moscatelli, S. & Rubini, M. (2013). The impact of group entitativity on negative outcome allocations. *Journal of Social Psychology*, 153, 149-160. doi:10.1080/00224545.2012.712068. (Q3).

Pratto, F., Çidam, A., Stewart, A.L., Bou Zeineddine, F., Aranda, M., Aiello, A., Chryssochoou, X., Cichocka, A., Cohrs, C., Durrheim, K., Eicher, V., Foels, R., Górska, P., Lee, I., Licata, L., Li, L., Liu, J., Morselli, D., Meyer, I., Muldoon, O., Muluk, H., Petrovic, N., Prati, F., Papastamou, S., Petrovic, I., Prodromitis, G., Rubini, M., Saab, R., van Stekelenburg, J., Sweetman, J., Zheng, W., & Henkel, K.E. (2013). Social Dominance in Context and in Individuals: Contextual Moderation of Robust Effects of Social Dominance Orientation in 15 languages and 20 countries. *Social Psychology and Personality Science*, 4 (5), 587-599. doi: 10.1177/1948550612473663

Albarello, F., & Rubini, M. (2012). Reducing dehumanisation outcomes towards Blacks: The role of multiple categorisation and human identity. *European Journal of Social Psychology*, 42, 875-882. doi: 10.1002/ejsp.1902. (Q1).

Menegatti, M., & Rubini, M. (2012). From the individual to the group: The enhancement of linguistic bias. *European Journal of Social Psychology*, 42, 36-40. doi:10.1002/ejsp.856.(Q2).

Moscattelli, S. & Rubini, M. (2011). The impact of group entitativity on linguistic discrimination: Ingroup favoritism and outgroup derogation in the explanation of negative outcome allocations. *Social Psychology*, 42, 292-299. doi:10.1027/1864-9335/a000071. (Q2).

VOLUMES

Palmonari, A. Cavazza, N. e Rubini, M (2012). *Psicologia sociale*. Bologna: Il Mulino. ISBN 978-88-15-23953-2

PEER REVIEWED ITALIAN ARTICLES

Prati, F., e Rubini, M. (in press). Categorizzazioni, appartenenze sociali multiple e riduzione del pregiudizio intergruppi. [Social multiple categorizations and affiliations and reduction of intergroup prejudice]. *Psicologia Sociale*.

Moscattelli, S., Menegatti, M., Albarello F., & Rubini, M. (2014). La Negazione della Moralità nel Linguaggio degli Insulti. *In-Mind Magazine* 7, (1-5).

Menegatti, M., Mariani, M.G. , & Rubini, M. (2012). Discriminazione di genere nella selezione del personale: il ruolo implicito dell'astrazione linguistica. *Psicologia Sociale*, 7, 229 – 238. doi:10.1482/37696.

Prati, F. e Rubini, M. (2012). Le relazioni familiari nell'adolescenza dei figli. Processi d'influenza intergenerazionali e di gruppo. *Psicologia Sociale*, 1, 31-52. doi: 10.1482/36755

2 - Scientific curriculum of associated investigators (highlighting, for LS and PE fields, of bibliometric indicators related to publications and citations, and, for SH field, of the quality and impact of publications; awards and other honors)

1.

PACILLI Maria Giuseppina

PERSONAL INFORMATION

Born: Manfredonia (FG), February 27th 1976

ACADEMIC POSITIONS

July 2015 – Present, Associate Professor, Univ. of Perugia

October 2007 – June 2015, Researcher, Univ. of Perugia

2007 – June 2015, Aggregate Professor, Univ. of Perugia

2005 – 2006. Post-doc Researcher (2005-2006), Univ. of Perugia

RESEARCH INTERESTS

Current main areas of research and consultation are: Sexualization and Sexual Objectification, Gender violence, Morality and Dehumanization, Prejudice towards gay and lesbian people

EDUCATION AND TRAINING

2007-Visiting scholar, Univ. of New York. Supervisor: Prof. John T. Jost

2005 – 2006. Post-Doc "Modern prejudice towards ethnic minorities: theoretical and methodological issues". Univ. of Perugia.

2004. Ph.d. in Community Psychology, Univ. of Lecce – Thesis Title: "Current fear of crime, sense of community and loneliness in Italian adolescents: The role of autonomous mobility and play during childhood" (Supervisor: Miretta Prezza).

1999. MA in Psychology (summa cum laude), Univ. of Rome "La Sapienza" – Thesis Title: "Women and Gender studies in Italian University" (Supervisor: Miretta Prezza)

GRANTS

PNRA – PROGRAMMA NAZIONALE DI RICERCHE IN ANTARTIDE- 2013 – MIUR (RU HEAD, Title "Understanding how attachment styles, personality traits, and their biological determinants regulate individual adaptation to living in small confined groups")

FIRB 2012 – ITALIAN MINISTRY MIUR (RU HEAD, Title "The Importance of Being Honest- Morality as fundamental dimension of social relations")

CORECOM 2012 – REGION OF UMBRIA (MEMBER TEAM, Title "Combating gender discrimination in the communication of public institutions, RU HEAD, Paolo Mancini)

PRIN 2007 – ITALIAN MINISTRY MIUR (MEMBER TEAM; Title "Moderator Factors of Social Prejudice" (RU HEAD: A. MUCCHI-FAINA; PI: A. Palmonari- M.Rubini).

POST-DOC GRANT (March 2006 - February 2007) "Modern prejudice towards ethnic minorities:

theoretical and methodological issues"

COURSES FOR PH.D. AND MASTER STUDENTS

- "Body, gender and sexual objectification" (November 2015), Gender Equality Master, Univ. of Cagliari.
- "Sexual objectification in the media" (November 2014), Univ. of Perugia.
- "Sexual objectification: Theories and Research" (June 2014), Univ. of Turin.
- "Gender stereotypes and sexual objectification" (March 2013), Univ. of Perugia.

H INDEX = 7 (December, 13th, 2015)

EDITORIAL WORK

Editor-in-Chief for the Journal "In-Mind Italia".

ORGANIZATION/COORDINATION OF WORKSHOPS

- When people become things- Body and gender as unique dimensions of humanity. November 24, 2015, Perugia. In collaboration with Centro Pari Opportunità Comune di Perugia.
- How to combat gender stereotypes and gender discrimination in the on-line and off-line environment. November 25, 2015, Gubbio (PG). In collaboration with Centro Pari Opportunità Comune di Gubbio.
- Sexual Harassment of women in the web, May 27, 2015. In collaboration with UNESCO Perugia.
- Declaration of Dignity. Sexual Objectification of women, May 16, 2013, Perugia. In collaboration with Centro Pari Opportunità Regione Umbria.
- Sexual objectification. Which consequences for women? A workshop with the Spanish artist Yolanda Dominguez. November 21-22, 2012, Perugia. In collaboration with Centro Pari Opportunità Regione Umbria
- Gender Studies Seminars, A.A. 2014-2015, A.A. 2015-2016, Univ. of Perugia

- Coordinator with F. Giacalone of the Gender Studies Research Group of Department of Scienze Politiche, Univ. of Perugia

MEMBER OF THE BOARD OF THE FOLLOWING DOCTORAL PROGRAMS:

- Teorie e Ricerche Sulla Politica (ciclo: 28) – Univ. of Perugia.
- Scienze Umane (ciclo: 29), Univ. of Perugia.
- Politica, Politiche Pubbliche e Globalizzazione (ciclo: 30), Univ. of Perugia.
- Politica, Politiche Pubbliche e Globalizzazione (ciclo: 31), Univ. of Perugia.

SELECTED PUBLICATIONS (2009-PRESENT)

1. Pacilli, M.G., Tomasetto, C. & Cadinu, M. (in press). Exposure to Sexualized Advertisements Disrupts Children's Math Performance by Reducing Working Memory. *Sex Roles. A Journal of Research*. doi:10.1007/s11199-016-0581-6
2. Pacilli, M.G., Roccato, M., Pagliaro, S. & Russo, S. (in press). From political opponents to enemies? The role of perceived moral distance in the animalistic dehumanization of the political outgroup. *Group Processes and Intergroup Relations*. doi: 10.1177/1368430215590490
3. Baldry, A., Pacilli, M.G., & Pagliaro, S. (2015). She's not a person...She's just a woman! Infra-humanization and intimate partner violence. *Journal of Interpersonal Violence*, 30, 1567-1582.
3. Loughnan, S.T., & Pacilli, M.G. (2014). Seeing and treating others as sexual objects: Towards a more complete mapping of sexual objectification. *TPM, Testing, Psychometrics, Methodology in Applied Psychology*, 21, 309-325.
4. Pacilli, M.G., Mucchi-Faina, A., Pagliaro, S., Mirisola, A. & Alparone, F. (2013). When affective (but not cognitive) ambivalence predicts discrimination towards a minority group. *The Journal of Social Psychology*, 1, 10-24.
5. Pagliaro, S., Pacilli, M.G., Alparone, F.R., Radogna, C. & Mucchi-Faina, A. (2012). Ambivalence toward the ingroup underlies individual identity management strategies. *Current Research in Social Psychology*, 20, 21-30.
6. Pagliaro, S., Alparone, F.R., Pacilli, M.G. & Mucchi-Faina, A. (2012). Managing a social identity threat: Ambivalence towards the ingroup as psychological disengagement. *Social Psychology*, 43(1), 41-46.
7. Pacilli, M.G., Taurino, A., Jost, J.T. & van der Toorn, J. (2011). System justification, right-wing conservatism, and internalized homophobia: Gay and lesbian attitudes toward same-sex parenting in Italy. *Sex roles: A Journal of Research*, 65, 580-595.
8. Mucchi-Faina, A., Pacilli, M.G. & Pagliaro, S. (2011). Automatic Reactions to the Labels "Minority" and "Majority" Are Asymmetrical: Implications for Minority and Majority Influence. *Social influence*, 6(3), 181-196.
9. Mucchi-Faina, A., Pacilli, M.G. & Pagliaro, S. (2010). Minority influence, social change, and social stability. *Social and Personality Psychology Compass*, 4/11, 1111-1123.
10. Mucchi-Faina, A., Pacilli, M.G. & Verma J. (2010). The two faces of familism: A cross-cultural research in India and Italy. *Psychological Studies*, 55, 365-373.
11. Mucchi-Faina, A., Pacilli, M.G., Pagliaro, S. & Alparone, F.R. (2009). Ambivalence in intergroup evaluation: The role of the fairness norm. *Social Justice Research*, 22, 117-133.

Books

1. Pacilli, M.G. (2014). Quando le persone diventano cose. Corpo e genere come uniche dimensioni di

umanità [When people become things. Body and gender as unique dimensions of humanity]. Bologna: Il Mulino.
2. Mucchi Faina, A., Pacilli, M.G. e Pagliaro, S. (2012). L'influenza sociale [Social Influence]. Bologna: Il Mulino.

CONFERENCE PRESENTATION AND COLLOQUIA (2011-PRESENT)

- Pacilli, M.G., Spaccatini, F., Brancato, M. Mucchi-Faina, A. (2015). The negative effects of sexualization on social perception. Rovereto, June, 11-13 Objectification. Seeing and treating people as Objects. Small group meeting of European Association of Social Psychology.
- Pacilli, M.G., Tomasetto, C. Fachechi, E. & Morbidini, C. (2015). The impact of sexualized images on children cognitive performance. Milan, 14th European Congress of Psychology.
- Spaccatini, F., Pacilli, M.G., Brancato, M. & Mucchi Faina, A. (2015). Gli effetti negativi della sessualizzazione sulla percezione sociale: il ruolo dell'età e del genere. Congresso Nazionale AIP sezione psicologia sociale, Palermo, 17-19 Settembre.
- Pacilli, M.G., Tomasetto, C. Fachechi, E. & Morbidini, C. (2014). The effects of sexualization prior to adolescence: Exposure to sexualized commercials disrupts children's cognitive performance. General Meeting of the European Association of Social Psychology, 9-12 July, Univ. of Amsterdam.
- Pacilli, M.G., Pagliaro, S., Sacchi, S., Brambilla, M. (2014). Straight to heaven: Rectitude as embodied morality. Symposium on "Moral Failure", 1-2 Luglio 2014, Dipartimento di Psicologia dello Sviluppo e della Socializzazione, Università di Padova.
- Pacilli, M.G., Pagliaro, S. Gramazio, S. Baldry A. (2013). Quando l'abito (non) fa il monaco: effetti dell'oggettivazione sessuale e della moral patency sulla disponibilità all'aiuto [Effects of sexual objectification and moral patency on helping intentions]. XII Congresso Nazionale AIP sezione psicologia sociale. Padova, Italy.
- Pacilli, M.G. & Roccato, M. (2012). Da avversari a nemici: la deumanizzazione dell'outgroup nelle persone di destra e di sinistra. XI National congress of Italian Association of Psychology – Social Psychology section, Chieti, Italy, September 20-23.
- Pacilli, M.G. (2012). System justification, right-wing conservatism, and internalized homophobia: Gay and lesbian attitudes toward same-sex parenting. Paper presented at the "Homophobia and related topics" Workshop, Padova, Italy Jun 18.
- Pacilli, M.G., Mucchi-Faina, A. & Pagliaro, S. (2011). Positive, negative, or mixed? Attraction for the majority does not imply aversion for the minority" Poster presented at the 16th EASP General Meeting. Stockholm, Sweden. July, 12-16.
- Mucchi-Faina, A. & Pacilli, M.G. (2011). Gender gap in politics: a study with Italian political science students. PIDOP Conference 2011 Bologna, Italy, May, 11-12.

3 – Principal scientific publications of PI

1. F. Albarello, M. Rubini (2015). The role of reduced humanity in producing linguistic discrimination. PERSONALITY AND SOCIAL PSYCHOLOGY BULLETIN, vol. 41, p. 224-236, ISSN: 0146-1672, doi: 10.1177/0146167214561195 - **Articolo in rivista**
2. Prati F, Menegatti M, Rubini M (2015). The Beneficial Role of Multiple Categorization and Intergroup Contact in Reducing Linguistic Out-Group Derogation. JOURNAL OF LANGUAGE AND SOCIAL PSYCHOLOGY, vol. 34, p. 475-500, ISSN: 0261-927X, doi: 10.1177/0261927X14567777 - **Articolo in rivista**
3. Prati F, Vasiljevic M, Crisp R J, Rubini M (2015). Some extended psychological benefits of challenging social stereotypes: Decreased dehumanization and a reduced reliance on heuristic thinking. GROUP PROCESSES & INTERGROUP RELATIONS, vol. 18, p. 801-816, ISSN: 1368-4302, doi: 10.1177/1368430214567762 - **Articolo in rivista**
4. Prati F., Crisp R.J., Rubini M. (2015). Counter-stereotypes reduce emotional intergroup bias by eliciting surprise in the face of unexpected category combinations. JOURNAL OF EXPERIMENTAL SOCIAL PSYCHOLOGY, vol. 61, p. 31-43, ISSN: 0022-1031, doi: 10.1016/j.jesp.2015.06.004 - **Articolo in rivista**
5. Michela Menegatti, Monica Rubini (2014). Initiating, maintaining, or breaking up?: The motivated use of language abstraction in romantic relationships. SOCIAL PSYCHOLOGY, vol. 45, p. 408-420, ISSN: 1864-9335, doi: 10.1027/1864-9335/a000200 - **Articolo in rivista**
6. Monica Rubini, Menegatti Michela (2014). Hindering Women's Careers in Academia: Gender Linguistic Bias in Personnel Selection. JOURNAL OF LANGUAGE AND SOCIAL PSYCHOLOGY, vol. 33, p. 632-650, ISSN: 0261-927X, doi: 10.1177/0261927X14542436 - **Articolo in rivista**
7. Moscatelli, Albarello, Prati, Rubini (2014). Badly off or better off than them? The impact of relative deprivation and relative gratification on intergroup discrimination. JOURNAL OF PERSONALITY AND SOCIAL PSYCHOLOGY, vol. 107, p. 248-264, ISSN: 0022-3514, doi: 10.1037/a0036704 - **Articolo in rivista**
8. Rubini M., Menegatti M., Moscatelli S. (2014). The strategic role of language abstraction in achieving symbolic and practical goals. EUROPEAN REVIEW OF SOCIAL PSYCHOLOGY, vol. 25, p. 263-313, ISSN: 1046-3283, doi: 10.1080/10463283.2014.985501 - **Articolo in rivista**
9. Felicia Pratto, Atilla Çidama, Andrew L. Stewart, Fouad Bou Zeineddine, María Aranda, Antonio Aiello,

- Xenia Chrysoschoou, Aleksandra Cichocka, Christopher Cohrs, Kevin Durrheim, Véronique Eicher, Rob Foels, Paulina Górska, I-Ching Lee, Laurent Licata, Liu Li, James H. Liu, Davide Morselli, Ines Meyer, Orla Muldoon, Hamdi Muluk, Nebojsa Petrovic, Francesca Prati, Stamos Papastamou, Igor Petrovic, Gerasimos Prodromitis, Monica Rubini, Rim Saab, Jacqueliën van Stekelenburg, Joseph Sweetman, Wenwen Zheng, Kristen E. Henkel (2013). Social Dominance in Context and in Individuals Contextual Moderation of Robust Effects of Social Dominance Orientation in 15 Languages and 20 Countries. *SOCIAL PSYCHOLOGICAL & PERSONALITY SCIENCE*, vol. 4, p. 587-599, ISSN: 1948-5506, doi: 10.1177/1948550612473663 - **Articolo in rivista**
10. M. Menegatti, M. Rubini (2013). Convincing Similar and Dissimilar Others: The Power of Language Abstraction in Political Communication. *PERSONALITY AND SOCIAL PSYCHOLOGY BULLETIN*, vol. 39, p. 596-607, ISSN: 0146-1672, doi: 10.1177/0146167213479404 - **Articolo in rivista**
11. F. Albarello, M. Rubini (2012). Reducing dehumanization outcomes towards Blacks: The role of multiple categorization and of human identity. *EUROPEAN JOURNAL OF SOCIAL PSYCHOLOGY*, vol. 42, p. 875-882, ISSN: 0046-2772, doi: 10.1002/ejsp.1902 - **Articolo in rivista**
12. Menegatti M., Rubini M. (2012). From the individual to the group: The enhancement of linguistic bias. *EUROPEAN JOURNAL OF SOCIAL PSYCHOLOGY*, vol. 42, p. 36-40, ISSN: 0046-2772, doi: 10.1002/ejsp.856 - **Articolo in rivista**
13. S. Moscatelli, M. Rubini (2011). The impact of group entitativity on linguistic discrimination: Ingroup favoritism and outgroup derogation in the explanation of negative outcome allocations. *SOCIAL PSYCHOLOGY*, vol. 42, p. 292-299, ISSN: 1864-9335, doi: 10.1027/1864-9335/a000071 - **Articolo in rivista**
14. Crocetti E., Rubini M., Berzonsky M., Meeus W. (2009). Brief report: The Identity Style Inventory - Validation in Italian adolescents and college students. *JOURNAL OF ADOLESCENCE*, vol. 32, p. 425-433, ISSN: 0140-1971 - **Articolo in rivista**
15. CROCETTI E., RUBINI M., PALMONARI A. (2008). Attaccamento a genitori e ai pari e sviluppo dell'identità in adolescenti e giovani. *PSICOLOGIA CLINICA DELLO SVILUPPO*, vol. 2, p. 331-355, ISSN: 1824-078X - **Articolo in rivista**
16. Crocetti E., Rubini M., Luyckx K., Meeus W. (2008). Identity formation in early and middle adolescents from various ethnic groups: From three dimensions to five statuses.. *JOURNAL OF YOUTH AND ADOLESCENCE*, vol. 37, p. 983-996, ISSN: 0047-2891 - **Articolo in rivista**
17. Crocetti E., Rubini M., Meeus W. (2008). Capturing the dynamics of identity formation in various ethnic groups: Development and validation of a three-dimensional model.. *JOURNAL OF ADOLESCENCE*, vol. 31, p. 207-222, ISSN: 0140-1971 - **Articolo in rivista**
18. Moscatelli S., Albarello F., Rubini M. (2008). Linguistic discrimination in minimal groups: The impact of status differentials. *JOURNAL OF LANGUAGE AND SOCIAL PSYCHOLOGY*, vol. 27, p. 140-154, ISSN: 0261-927X, doi: 10.1177/0261927X07313652 - **Articolo in rivista**
19. Rubini M., Menegatti M. (2008). Linguistic bias in personnel selection. *JOURNAL OF LANGUAGE AND SOCIAL PSYCHOLOGY*, vol. 27, p. 168-181, ISSN: 0261-927X, doi: 10.1177/0261927X07313653 - **Articolo in rivista**
20. Rubini M., Moscatelli S., Albarello F., Palmonari A. (2007). Group Power as a Determinant of Interdependence and Intergroup Discrimination. *EUROPEAN JOURNAL OF SOCIAL PSYCHOLOGY*, vol. 37, p. 983-996, ISSN: 0046-2772 - **Articolo in rivista**

4 - Principal scientific publications of associated investigators

1. PACILLI Maria Giuseppina

1. Loughnan S, Pacilli MG (2014). Seeing (and treating) others as sexual objects: towards a more complete mapping of sexual objectification. *TPM. TESTING, PSYCHOMETRICS, METHODOLOGY IN APPLIED PSYCHOLOGY*, vol. 21, p. 309-325, ISSN: 1972-6325 - **Articolo in rivista**
2. Baldry A.C., Pacilli M.G., Pagliaro S. (2015). She's not a person...She's just a woman! Infra-humanization and intimate partner violence. *JOURNAL OF INTERPERSONAL VIOLENCE*, vol. 30, p. 1567-1582, ISSN: 0886-2605, doi: 10.1177/0886260514540801 - **Articolo in rivista**
3. Pacilli M.G. (2014). Quando le persone diventano cose. Corpo e genere come uniche dimensioni di umanità. *bologna:Bologna : Società Editrice Il Mulino*, ISBN: 9788815251077 - **Monografia o trattato scientifico**
4. M.G. Pacilli, A. Faina, M. Berti (2012). La politica in Italia: un affare per soli uomini?. *PSICOLOGIA SOCIALE*, vol. 2, p. 185-199, ISSN: 1827-2517 - **Articolo in rivista**
5. M.G. Pacilli (2014). La comunicazione di genere delle istituzioni pubbliche: il punto di vista dei testimoni privilegiati. In: *La comunicazione istituzionale al femminile. Per una comunicazione attenta al genere*. p. 146-164, Perugia:Edizioni Corebook, ISBN: 9788896560709 - **Contributo in volume (Capitolo o Saggio)**
6. Pacilli M.G., Taurino A., Jost J.T., van der Toorn J. (2011). System justification, right-wing conservatism, and internalized homophobia: Gay and lesbian attitudes toward same-sex parenting in Italy. *SEX ROLES*, vol. 65, p. 580-595, ISSN: 0360-0025, doi: 10.1007/s11199-011-9969-5 - **Articolo in rivista**
7. Pacilli M.G., Pagliaro S., Santinelli C. (2014). Dalla distanza morale fra ingroup e outgroup alla

- negazione dell'umanità altrui: il caso delle appartenenze politiche. PSICOLOGIA SOCIALE, vol. 1, p. 95-105, ISSN: 1827-2517 - **Articolo in rivista**
8. M.G. Pacilli, A. Mucchi-Faina, S. Pagliaro, A. Mirisola, F.R. Alparone (2013). When Affective (but not Cognitive) Ambivalence Predicts Discrimination towards a Minority Group. THE JOURNAL OF SOCIAL PSYCHOLOGY, vol. 153, p. 10-24, ISSN: 0022-4545, doi: 10.1080/00224545.2012.701251 - **Articolo in rivista**
 9. A. Mucchi Faina, M.G.Pacilli, S.Pagliaro (2012). L'influenza sociale. BOLOGNA:Società Editrice Il Mulino, ISBN: 9788815239365 - **Monografia o trattato scientifico**
 10. Pagliaro S., Alparone F.R., Pacilli M.G., Mucchi Faina A. (2012). Managing a social identity threat: Ambivalence towards the ingroup as psychological disengagement. SOCIAL PSYCHOLOGY, vol. 43, p. 41-46, ISSN: 1864-9335, doi: 10.1027/1864-9335/a000079 - **Articolo in rivista**
 11. Pagliaro Stefano, Pacilli Maria Giuseppina, Alparone Francesca Romana, Radogna Claudio, Mucchi-Faina Angelica (2012). Ambivalence toward the ingroup underlies individual identity management strategies. CURRENT RESEARCH IN SOCIAL PSYCHOLOGY, vol. 20, p. 21-30, ISSN: 1088-7423 - **Articolo in rivista**
 12. Mucchi Faina A., Pacilli M.G., Pagliaro S. (2011). Automatic reactions to the labels "minority" and "majority" are asymmetrical: Implications for minority and majority influence. SOCIAL INFLUENCE, vol. 6, p. 181-196, ISSN: 1553-4510, doi: 10.1080/15534510.2011.596365 - **Articolo in rivista**
 13. MUCCHI FAINA A., PACILLI M.G., PAGLIARO S (2010). Minority influence, social change and social stability. SOCIAL AND PERSONALITY PSYCHOLOGY COMPASS, vol. 4/11, p. 1111-1123, ISSN: 1751-9004, doi: 10.1111/j.1751-9004.2010.00314.x - **Articolo in rivista**
 14. Mucchi-Faina A., Pacilli M.G., Verma J. (2010). The two faces of familism: A cross-cultural research in India and Italy. PSYCHOLOGICAL STUDIES, vol. 55, p. 365-373, ISSN: 0033-2968, doi: 10.1007/s12646-010-0042-1 - **Articolo in rivista**
 15. Pacilli M.G. (2008). Le forme moderne di pregiudizio etnico: proposte teoriche e strumenti di misura. PSICOLOGIA SOCIALE, vol. 2, p. 225-260, ISSN: 1827-2517, doi: 10.1482/27419 - **Articolo in rivista**
 16. Maria Giuseppina Pacilli, Ilaria Giovannelli, Miretta Prezza, Maria Lucia Augimeri (2013). Children and the public realm: antecedents and consequences of independent mobility in a group of 11?13-year-old Italian children. CHILDREN'S GEOGRAPHIES, vol. 11, p. 377-393, ISSN: 1473-3285, doi: 10.1080/14733285.2013.812277 - **Articolo in rivista**
 17. Alparone F.R., Pacilli M.G. (2012). On children's independent mobility: The interplay of demographic, environmental, and psychosocial factors. CHILDREN'S GEOGRAPHIES, vol. 10, p. 115-128, ISSN: 1473-3285, doi: 10.1080/14733285.2011.638173 - **Articolo in rivista**
 18. Prezza M., Zampatti E., Pacilli M.G., Paoliello, A. (2008). Territorial sense of community, ethnic prejudice and political orientation. JOURNAL OF COMMUNITY & APPLIED SOCIAL PSYCHOLOGY, vol. 18, p. 315-332, ISSN: 1052-9284, doi: 10.1002/casp.927 - **Articolo in rivista**
 19. Prezza M., Pacilli M.G., Dinelli S. (2004). Loneliness and new technologies in a group of roman adolescents. COMPUTERS IN HUMAN BEHAVIOR, vol. 20, p. 691-709, ISSN: 0747-5632, doi: 10.1016/j.chb.2003.10.008 - **Articolo in rivista**
 20. M. PREZZA, M. G. PACILLI (2002). Perceived social support from significant others, family and friends and several sociodemographic characteristics.. JOURNAL OF COMMUNITY & APPLIED SOCIAL PSYCHOLOGY, vol. 12, p. 422-429, ISSN: 1052-9284, doi: 10.1002/casp.696 - **Articolo in rivista**

5 – Main staff involved, highlighting the time commitment expected

List of the Research Units

Unit 1 - RUBINI Monica

Personnel of the research unit

n°	Surname Name	Category	University/Research Institution	E-mail address	Months/person expected
1.	RUBINI Monica	Professore Ordinario	Università degli Studi di BOLOGNA	monica.rubini@unibo.it (adesione completata il 15/01/2016)	3,0
2.	MOSCATELLI Silvia	Professore Associato (L. 240/10)	Università degli Studi di BOLOGNA	silvia.moscatelli@unibo.it (adesione completata il 09/12/2015)	1,0
3.	MENEGATTI Michela	Ricercatore confermato	Università degli Studi di BOLOGNA	m.menegatti@unibo.it (adesione completata il 09/12/2015)	1,0
4.	MARIANI Marco	Ricercatore	Università degli Studi di	marcogiovanni.mariani@unibo.it	0,5

Giovanni	confermato	BOLOGNA	(adesione completata il 09/12/2015)	
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Possible sub-unit

Surname	Name	Category	E-mail address	Months/person expected

Unit 2 - PACILLI Maria Giuseppina**Personnel of the research unit**

n°	Surname Name	Category	University/Research Institution	E-mail address	Months/person expected
1.	PACILLI Maria Giuseppina	Professore Associato (L. 240/10)	Università degli Studi di PERUGIA	maria.pacilli@unipg.it (adesione completata il 14/01/2016)	3,0
2.	PAGLIARO Stefano	Professore Associato (L. 240/10)	Università degli Studi "G. d'Annunzio" CHIETI-PESCARA	s.pagliaro@unich.it (adesione completata il 15/12/2015)	0,5

6 - Major new contracts for staff specifically to recruit

n°	Associated or principal investigator	Number of contracts RTD expected	Number of research grants expected	Number of PhD expected	Predictable overall time commitment (months)
1.	RUBINI Monica	1	1	0	48
2.	PACILLI Maria Giuseppina	0	4	0	48
	Total	1	5	0	96

7 - Declaration Upload

- [Rubini Monica Prin 2015 Annex 4-1.pdf](#)

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Date 15/01/2016 ore 12:39