

Gennaro Pica
CV

RESEARCH INTERESTS AND TOPICS:

- Epistemic Motivations
- Motivated Cognitions
- Attitudes and Social Cognitions
- Self-Regulation
- Immigration and Prejudice
- Persuasion and judgments

I am interested in the motivational and cognitive processes underlying human thinking and behavior and its effects on interpersonal relationships and group phenomena. In particular, my main focus is the understanding of how people form judgments, beliefs and attitudes, and how these cognitions are influenced by people's needs and goals. The topics I study include: How people's motivations (e.g. Need for Closure) affect cognitions (e.g., memories, attitudes, prejudice), interpersonal relationships (i.e., humility, arrogance, openness or closeness to other opinions), how people self-regulate their behavior in goal attainment, and what are the consequences of individual differences in self-regulation on behavior (e.g., multitasking, procrastination), and on intrapersonal (e.g. self-forgiveness, self-persuasion) and interpersonal phenomena (e.g., interpersonal forgiveness and persuasion).

INTERNATIONAL COLLABORATIONS:

- Prof. Arie W. Kruglanski, University of Maryland, MD, College Park (USA);
 - Prof. Tory E. Higgins, Columbia University, NY;
 - Prof. Daan van Knippenberg, Erasmus University, Rotterdam (Holland);
 - Dr Jocelyn J. Bélanger, NYU Abu Dhabi.
 - Prof. Michele Gelfand, University of Maryland, MD, College Park (USA)
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ACADEMIC POSITION:

- 2015-2020** Assistant Professor in Social Psychology at the University of Rome "La Sapienza".
Ricercatore a tempo determinato (RTD-A) in Psicologia Sociale (M-PSI 05),
Dipartimento di Psicologia dei Processi di Sviluppo e Socializzazione (Dip. 38),
Università di Roma "La Sapienza" (due to October 2020)
- 2014-2015** Post-doc fellow at the University of Rome "La Sapienza" (Assegnista di ricerca
presso l'Università di Roma "La Sapienza"). Project Title: "Power tactics and Social
Identity Theory of Leadership", supervisor: Prof. Antonio Pierro
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SCIENTIFIC NATIONAL ABILITATION - Abilitazione Scientifica Nazionale (ASN):

Qualified as Associate Professor (art.16 of the law 30 December 2010, n.240) in Social Psychology (settore concorsuale 11/E3-Psicologia sociale, del lavoro e delle organizzazioni – il 24/07/2018)

TEACHING EXPERIENCE:

- 2015-2016** Psychology of Persuasion - 9cfu (48 hours)
- 2016-2017** Psychology of Persuasion and Interpersonal Influence – 12cfu (96 hours)
- 2017-2018** Psychology of Persuasion and Interpersonal Influence – 12cfu (96 hours)
- 2018-2019** Psychology of Persuasion and Interpersonal Influence – 12cfu (96 hours)
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EXPERIENCE IN COMMITTEE

- 2019** Member in the committee for a post-doc selection in Social Psychology (valutazione comparativa N. 05/2019) at the University of Rome “La Sapienza”.
- 2019** Member in the committee for a post-doc selection in Social Psychology (valutazione comparativa N. 01/2019) at the University of Rome “La Sapienza”.
- 2018** President in the committee for “test d’ingresso alla facoltà di Medicina e Psicologia” at the University of Rome “La Sapienza”.
- 2017** President in the committee for “test d’ingresso alla facoltà di Medicina e Psicologia” at the University of Rome “La Sapienza”.
- 2017** Member in the committee for a post-doc selection in Social Psychology (valutazione comparativa N. 08/2017) at the University of Rome “La Sapienza”.
- 2017** Member in the committee for a post-doc selection in Social Psychology (valutazione comparativa N. 02/2017) at the University of Rome “La Sapienza”.
- 2016-now** Member in the committee for the doctorate program in Social Psychology at the University of Rome “La Sapienza”.
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Supervision of bachelor and master’s students

- 2009 –** Supervision of more than 30 bachelor and master psychology students, University of Rome “La Sapienza”.
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Research activity (fellowships) in international institutions

- 2013-2014** *Visiting Research Fellow*, University of Maryland, College Park, MD, USA (01/11/2013 – 30/06/2014).
- 2011-2012** *Visiting Research Fellow*, University of Maryland, College Park, MD, USA (01/09/2011 – 30/06/2012).
- 2008** *Visiting Student*, Erasmus University of Rotterdam, Holland (01/02/2008 – 31/05/2008).
- 2005-2006** *Visiting Student*, University of Helsinki, Finland (01/09/2005 – 30/06/2006).

EDITORIAL EXPERIENCE

Reviewer for National and International Journals:

- Rassegna di Psicologia
 - Journal of Applied Cognitive Psychology
 - Personality and Social Psychological Bulletin
 - European Journal of Social Psychology
 - Personality and Individual Differences
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GRANTS (Funded Research Projects):

1. Investigator “BANDO DI ATENEIO 2018”

Title: Tightness-Looseness as a Fundamental Dimension of Cultural Variation: Its variability across different Italian geographical areas and organizational contexts and the relationship with leadership-power styles and with chronic individual differences of community members.

Program: This project examined to investigate tightness-looseness as a fundamental cultural dimension within Italy.

2. Investigator “BANDO DI ATENEIO 2017”

Title: The “Need for cognitive closure and anti-immigrants attitudes: The mediating role of binding moral foundations”.

Program: This project examined to investigate the role of need for closure, an epistemic motivation associated with an aversion to uncertainty, in predicting negative attitudes towards immigrants through the mechanism of increased moral binding to superordinate cultural systems (e.g., cultural institutions, traditions, groups).

3. Investigator “BANDO DI ATENEIO 2016”

Title: The “Motivated explicit and implicit attitudes toward women as leader: Merging Need for Cognitive Closure and Role Congruity Perspectives”.

Program: This project aimed to assess the role of need for closure, an epistemic motivation associated with an aversion to uncertainty, in discriminating women in leadership positions. We hypothesized that NFC enhances the prejudice towards female managers because of the stressed perception of the incongruity between the prototype of leadership (agency, power characteristics) and the stereotypes of women (communal, warmth characteristics).

4. Principal investigator “PROGETTO AVVIO ALLA RICERCA 2014”

Title: The “More is Less” Effect in Equifinal Structures: A Further Test of the Dilution Model”.

Program: This project examined whether the dilution effect whereby the number of goals connected to a means is inversely connected to the perceived instrumentality of each means (Zhang, Fishbach, & Kruglanski, 2007) would also occur in an equifinality context where more than one means serves a single goal. The hypothesis was that the presence of multiple means to the same goal dilutes the strength of association between any one means and the goal, which in turn is construed as a lessened instrumentality of the means with respect to goal attainment.

5. Investigator “BANDO DI ATENEIO 2011”

Title: Antecedents of Justice Goal Orientations.

Program: This project examined the role of Psychological Distance and Need for Cognitive Closure in influencing Justice orientation.

6. Investigator “BANDO DI ATENEIO 2010”

Title: Effectiveness of Leaders’ Procedural Fairness under Need for Cognitive Closure”.

Program: This project aimed to test the moderating role of the need for cognitive closure in the perception of leadership fairness.

ACADEMIC EDUCATION

- 2009 –2012** *Ph.D. in Social Psychology*, University of Rome “La Sapienza”. Title of the Dissertation: “The Motivational Dynamics of Retrieval-induced Forgetting: A Test of Cognitive Energetics Theory”. Supervisors: Prof. Antonio Pierro (University of Rome “La Sapienza”) and Prof. Arie W. Kruglanski (University of Maryland, College Park, MD, USA).
- 2007-2009** *Master Degree in Psychology of Communication and Marketing*, University of Rome “La Sapienza”. Title of the Dissertation: “Leader group prototypicality and group cohesiveness”. Supervisors: Prof. Antonio Pierro (University of Rome “La Sapienza”) and Prof. Daan van Knippenberg (Erasmus University of Rotterdam, Holland). Mark: 110/110 cum laude.
- 2002-2006** *Bachelor Degree in Psychology* (course name: “Formazione, comunicazione e innovazione nei contesti sociali e organizzativi”), Università di Roma “La Sapienza”. Title of the Dissertation: “Acculturation Process and Religious Identity”. Supervisore: Prof. Stefano Livi (University of Rome “La Sapienza”).
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TRAINING EXPERIENCE

- 2008** Had a fulfilling experience at the Institutes of Cognitive Science and Technologies (Rome). Tutor: Dr. Camilla Pagani.
- 2006** Researched and organised literature on social representation in Finland. Tutor: Prof. Anna Maria De Rosa, European PhD in Social Representations and Communication, Rome.
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INDEXES OF PUBLICATIONS:

24 documents on Scopus:

- a) total number of citations: 207
 - b) average number of citations for publication: 8,63
 - c) total "impact factor": 38.277
 - d) Average "impact factor" for publication: 1,59
 - e) H-index: 8
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PUBLICATIONS:

- 1. Pica, G.,** Mallia, I., Pierro, A., Alivernini, F., Borelli, V., & Lucidi, F. (2019). Antecedents of stress linked to athletes’ career termination: the role of regulatory modes, need for closure and passion. *Journal of Applied Social Psychology*. doi:10.1111/jasp.12599 (IF=1.439).

2. **Pica, G.**, Pellegrini, V., De Cristofaro, V., Sciara, S., Pantaleo, G. & Livi, S. (2019). Exploring the Motivational Epistemic Correlates of Voting Intentions: The case of the 4th December Referendum proposed by the Italian Government. *Psicologia Sociale, 1*, 99-114, doi: 10.1482/92929
3. **Pica, G.**, Chernikova, M., Pierro, & Kruglanski, A.W. (2018). "Retrieval-induced Forgetting as Motivated Cognition. *Frontiers in Psychology, 9*:2030. doi:10.3389/fpsyg.2018.02030 (IF=2.089).
4. **Pica, G.**, Pierro, A., Pellegrini, V., De Cristofaro, V., Giannini A.M., & Kruglanski, A.W. (2018). "Keeping in Mind the Gender-Stereotype": The role of Need for Closure in the Retrieval-induced forgetting of Female Managers' qualities. *Cognitive Processing, 19*, 363-373. doi: 10.1007/s10339-018-0864-7 (IF=1.150).
5. Livi, S., **Pica, G.**, Carrus, G., Rullo, M., & Gentile, M. (2018). Motivated shield from chronic noise environment: moderation of the relationship between noise sensitivity and work wellbeing by Need for Closure. *Frontiers in Psychology, 9*:663. doi: 10.3389/fpsyg.2018.00663 (IF=2.089).
6. Pierro, A., **Pica, G.**, Higgins, E.T., & Kruglanski, A.W. (2018). "Letting myself go forward past wrongs": How regulatory modes affect self-forgiveness. *PLOS ONE, 13*, e0193357. doi: 10.1371/journal.pone.0193357 (IF=2.766).
7. **Pica, G.**, Sciara, S., Livi, S., & Pantaleo (2017). Ethnic Prejudice in Person Memory: Lessened Retrieval-Induced Forgetting of Negative Traits Ascribed to an African-American Target. *Psicologia Sociale, 12*, 351-362. doi: 10.1482/87890
8. **Pica, G.**, Bélanger, J., Pantaleo, G., Pierro, A., & Kruglanski, A.W. (2016). Prejudice in Person Memory: Self-Threat Biases Memories of Stigmatized Group Members. *European Journal of Social Psychology, 46*, 124-131. doi: 10.1002/ejsp.2140 (IF=1.973).
9. Lucidi F, **Pica G.**, Mallia L., Castrucci E., Manganelli S., Bélanger J.J., Pierro A (2016). Running away from stress: How regulatory modes prospectively affect athletes' stress through passion. *Scandinavian Journal of Medicine & Science in Sports, 26*, 703-711. doi: 10.1111/sms.12496 (IF=3.331).
10. Bélanger, J., Schori-Eyal, N., **Pica, G.**, Kruglanski, A.W., & Lafrenière, M.A.K. (2015). The "More is Less" Effect in Equifinal Structures: Alternative Means Reduce the Intensity and Quality of Motivation. *Journal of Experimental Social Psychology, 60*, 93-102. doi:10.1016/j.jesp.2015.05.005 (IF=2.500).
11. **Pica, G.**, Amato, C., Mauro, R., & Pierro, A. (2015). Individual Differences in Preference for Thought Suppression: Components and Correlates of the White Bear Suppression Inventory. *TPM - Testing, Psychometrics, Methodology in Applied Psychology, 22*, 31-42. doi:10.4473/TPM22.1.3
12. **Pica, G.**, Amato, C., Pierro, A., & Kruglanski, A.W. (2015). The Early Bird Gets the Worm: On Locomotors' Preference for Morningness. *Personality and Individual Differences, 76*, 158-160. doi: 10.1016/j.paid.2014.12.020 (IF=1.946).
13. **Pica, G.**, Pierro, A., & Giannini, A. (2014). The relationship between Thought Suppression and Retrieval-Induced Forgetting: An Analysis in Witness Memory. *Cognitive Processing, 16*, 35-44. doi: 10.1007/s10339-014-0626-0 (IF=1.388).
14. **Pica, G.**, Pierro, A., Bélanger, J., & Kruglanski, A.W. (2014). The Role of Need for Cognitive Closure in Retrieval-induced Forgetting and Misinformation Effects in Eyewitness Memory. *Social Cognition, 34*, 337-359. doi: 10.1521/soco.2014.32.4.337 (IF=1.532).
15. Pierro A., Amato C. & **Pica G.** (2014). Quando il leader interagisce in maniera equa. Gli effetti dell'equità interazionale e il ruolo moderatore del bisogno di chiusura cognitiva. *Psicologia di comunità. Gruppi, ricerca-azione e modelli formativi, 10*(2), 81-93.
16. Amato, C., Pierro, A., Chirumbolo, A., & **Pica, G.** (2014). Regulatory Modes and Time Management: How Locomotors and Assessors Plan and Perceive Time. *International Journal of Psychology, 49*, 192-199. doi: 10.1002/ijop.12047 (IF=1.198).

17. **Pica, G.**, Pierro, A., & Kruglanski, A.W. (2013). Effect of Circadian Rhythms on Retrieval-induced Forgetting. *Cognitive Processing*, 1, 29-38. doi:10.1007/s10339-013-0575-z (IF=1.357).
18. **Pica, G.**, Pierro, A., Bélanger, J., & Kruglanski, A.W. (2013). The Motivational Dynamics of Retrieval induced Forgetting: A Test for Cognitive Energetics Theory. *Personality and Social Psychology Bulletin*, 39, 1530-1541. doi: 10.1177/0146167213499237 (IF=2.515).
19. Pierro, A., **Pica, G.**, Klein, K., Kruglanski, A.W., & Higgins, E.T. (2013). Looking Back or Moving On: How Regulatory Modes Affect Nostalgia. *Motivation and Emotion*, 37, 653-660. doi: 10.1007/s11031-013-9350-9 (IF=1.837).
20. Pierro, A., **Pica, G.**, Mauro, R., Kruglanski, A.W., & Higgins, E.T. (2012). How Regulatory Modes Work Together: Locomotion-Assessment Complementarity in Work Performance. *Testing, Psychometrics, Methodology in Applied Psychology*, 16, 4, 1-16. doi:10.4473/TPM19.4.1.
21. Pierro, A., Giacomantonio, M., Mannetti, L., **Pica, G.**, Kruglanski, A.W., & Higgins, T.E., (2012). When Comparative Ads Are more Effective: Fit With audience's Regulatory Mode. *Journal of Economic Psychology*, 38, 90-103. doi:10.1016/j.joep.2012.10.006 (IF=1.081).
22. Pierro, A., Giacomantonio, M., **Pica, G.**, Giannini, A.M., Kruglanski, A.W., Higgins, E.T. (2012). Persuading drivers to refrain from speeding: Effects of message sidedness and regulatory fit. *Accident Analysis and Prevention*, 50, 917-925. doi: 10.1016/j.aap.2012.07.014 (IF= 1.867).
23. Pierro, A., Giacomantonio, M.; **Pica, G.**; Kruglanski, A. W.; Higgins, E. T. (2013). Locomotion and the preference for multi-tasking: Implications for well-being. *Motivation and Emotion*, 37, 213-223. doi:10.1007/s11031-012-9300-y (IF=1.014).
24. Pierro, A., Giacomantonio, M., **Pica, G.**, Kruglanski, A. W., & Higgins, E. T. (2011). On the psychology of time in action: Regulatory mode orientations and procrastination. *Journal of Personality and Social Psychology*, 6, 1317-1331. doi:10.1037/a0025943 (IF=5.205).
25. **Pica, G.** & Pierro, A. (2011). Attitudes and Emotions Toward Out-groups with a Different Status: the Role of Regulatory Focus Orientations. *TPM - Testing, Psychometrics, Methodology in Applied Psychology*, 18, 3, 171-180.

NATIONAL AND INTERNATIONAL CONFERENCES:

- **Pica, G.**, & Baldner, C. Talk at AIP 2018 (19-21/09/2018; Bari, Italy). Title: “The Epistemic Bases of Opinion Change and of Intellectual Attitudes of Humility vs. Arrogance”.
- Baldner, C. & **Pica, G.** Blitz Presentation at AIP 2018 (19-21/09/2018; Bari, Italy). Title: Need for Cognitive Closure and Group-Centric Attitudes Predict Decreased Sympathy Towards American Immigrants in Italy.
- **Pica, G.**, & Pierro, A. Talk at AIP 2016 (22-24/09/2016; Napoli, Italy). Title: ““Lasciarsi alle spalle gli errori del passato: il ruolo dei modi regolatori nel perdono di Sé”.
- **Pica, G.**, Pellegrini, V., De Cristofaro, V., & Pierro, A. Poster at AIP 2016 (22-24/09/2016; Napoli, Italy). Title: “Il pregiudizio in memoria: La minaccia al Sé influenza le memorie legate a membri di gruppi stigmatizzati”.
- **Pica, G.**, Pierro, A., Kruglanski, A.W. Talk at 6th International Conference on Memory, ICOM 2016 (17-22/08/2016; Budapest, Hungary). Title: “Retrieval-induced Forgetting as a Motivated Cognition Effect.
- **Pica, G.**, Pierro, A., & Kruglanski, A.W. The Role of Need for Cognitive Closure in Retrieval-induced Forgetting and Misinformation Effects in Eyewitness Memory. Talk at EASP Small Group Meeting “Motivational, affective, and cognitive sources of the knowledge formation process”, “26-30/06/2013” Cracow, Poland.

- **Pica, G.**, Giacomantonio, M., Pierro, A. Focus Regolatori e Bias Intergruppi. Relazione presentata al X Congresso AIP Torino 2010. Talk at AIP National Meeting “14-16/09/2010” Torino, Italy. Title: “Regulatory Foci and Intergroup Bias”.

OTHER PUBLICATIONS:

- <http://spsptalks.wordpress.com/2013/12/18/motivated-forgetting-by-remembering-the-way-things-were/> (**Pica, G.**, Pierro, A., Bélanger, J., & Kruglanski, A.W.)

MANUSCRIPT UNDER REVIEW:

- Pierro, **Pica, G.**, Dentale, F., Giannini, A.M., Gelfand, M., & Kruglanski, A.W. (*under review*). The unique role of regulatory mode orientations in implicit and explicit self-forgiveness. *European Journal of Social Psychology*.
- **Pica, G.**, Milyavsky, M., Pierro, & Kruglanski, A.W. (*under review*). The Epistemic Bases of Changes of Opinion and Choices: The Joint Effects of the Need for Cognitive Closure and Ascribed Epistemic Authority. *Organizational Behavior and Human Decision Processes*.
- **Pica, G.**, Jaume, L., & Pierro, A. (*under review*). Let’s go forward, I forgive you! On motivational antecedents of interpersonal forgiveness. *Current Psychology*.

MANUSCRIPT IN PREPARATION:

- **Pica, G.**, & Pierro, A. (*in preparation*). Leadership Group Prototype and Group Cohesion.
- Pugliese, E., **Pica, G.**, Ganucci Cancellieri, U., van Knippenberg, D., & Bonaiuto, M. (*in preparation*). Coping with organizational crisis: the role of social identity in employees and consumers.
- Pellegrini, V., De Cristofaro, V., & **Pica, G.** (*in preparation*). What factors lead to support anti immigration policies? The effect of epistemic uncertainty through perceived social distance from immigrants.
- Rullo, M., & **Pica, G.** (*in preparation*). The self-humanizing effect of sexuality and its consequences on morality.

OTHER SKILLS

Languages:

- Italian (native), English (excellent), Spanish (good)

Computer literate:

- Internet, Word, Excel and PowerPoint
- Statistic Software: SPSS and LISREL
- Software to experimental purpose: Inquisit

Driving: EU driving licence

Signature

