9th European Conference on Gender Equality in Higher Education (and Research)

Scientific Programme

Monday September 12th, 2016 – morning

Four keynote presentations on the morning of Monday September 12th, 2016

09:00-09:30: Conference Opening: Officials and Conference Organisers

09:30-10:00: Pascal Huguet (CNRS Director of Research, Director of the Laboratory of Social and Cognitive Sciences-LAPSCO, UMR 6024, CNRS-University of Clermont Ferrand): social stereotypes and unconscious gender bias

10:00-10:30: Marieke van den Brink (Professor of Gender and Diversity, Faculty of Social Sciences, Radboud University, The Netherlands): gender equality and diversity policies, construction of scientific excellence in academia and research

10:50-11:20: Ineke Klinge (Visiting Professor, Institute of Gender in Medicine, Charité Universitätsmedizin, Berlin, Germany, and Chair of Horizon 2020 Advisory Group on Gender): integrating sex and gender analysis into research contents

11:20-11:50: Manon Bergeron (Professor, Department of Sexology, Université du Québec à Montréal, Canada) and/or Simon Lapierre (Associate Professor, School of Social Work, University of Ottawa, Canada): sexual harassment and gender-based violence in Canadian universities

11:50-12:20: Discussion

Monday September 12th, 2016 - afternoon

Final Dissemination and Policy Conference of the EC FP7-funded GENDER-NET ERA-NET

14:10-15:40: GENDER-NET Plenary session 1: Gender equality through structural change in research institutions

15:50-17:20: GENDER-NET Plenary session 2: Gendering research contents and programmes

17:30-19:00: Cocktail offered by the GENDER-NET and Poster Session

Tuesday September 13th, 2016 (all day) & Wednesday September 14th (morning)

Parallel sessions: scientific programme from accepted contributions to the call for abstracts

Three overarching themes:  
A: Barriers to women’s careers in higher education and research
B: Public policies and gender equality initiatives
C: Gender research and teaching
Tuesday September 13th, 2016

9h-10h30

A1 Session: Gendered academic culture and environment (Chair: Anke Lipinsky, GESIS-Leibniz Institute for the Social Sciences, Germany)

- Katerina Cidlinska (National Contact Centre for Gender and Science, Institute of Sociology, Czech Academy of Sciences, Czech Republic), Gendered impacts of institutional academic culture and working conditions on decision to leave academic path in various research domains
- Tara Atluri (Ontario College of Art and Design University, Canada), Ivory Towers and Saffron Streets, Gender, Education and Space in Contemporary India
- Lisa K. Horvath, Tanja Hentschel, Claudia Peus (Technical University of Munich, Germany), Susanne Braun (Ludwig Maximilian University of Munich, Germany), Gaining and retaining women in science: Psychological factors influencing application behaviour and selection processes

A2 Panel: The role of LGBTI in anti-discrimination and gender diversity work in European Higher Education: Queering and Diversifying Gender in Higher Education (Chair: Christelle Hamel, Institut National d’Études Démographiques, France)

- Lisa Mense, Stephanie Sera (University of Duisburg-Essen, Germany)
- Alva Traebert (University of Edinburgh, UK)
- Sarah Vader (Rhine-Waal University of Applied Sciences, Germany)

B1 Panel: Finding Common Ground: Enabling Scientific Research Institutions that Foster Women’s Careers through the Training and Engagement of Leaders (Chair: Catherine Didion, National Academies, USA)

- Carlotta Arthur (Henry Luce Foundation, USA)
- Lydia Villa-Komaroff (Member of US National Academies’ Committee on Women in Science, Engineering and Medicine and former Chief Scientific Officer of a biotech company, USA)
- Loretta Moore (Member of US National Science Foundation’s Committee on Equal Opportunities in Science and Engineering and ADVANCE PI at Jackson State University, USA)

B2 Panel: The Norwegian Balanse initiative (Chair: Ingeborg Owesen, Research Council of Norway, Norway)

- Solveig Kristensen (University of Oslo, Norway)
- Anne Marit Skarsbo (University of Bergen, Norway)
- Lynn Nygaard (PRIO- Peace Research Institute, Oslo, Norway)
- Vivian Lagesen (Norwegian University of Science and Technology, Norway)
- Jorun Ulvestad, University College of Southeast Norway, Norway
- Vibeke Hervik Bull (University of Stavanger, Norway)
- Stephen Seiler (University of Agder, Norway)
- Nina Jon (Norwegian Police University College, Norway)
- Katrine Berg (Norwegian Police University College, Norway)
- Hilde Blix (University of Tromsø, Norway)

**B3 Panel: Challenging research and higher education institutions from inside: Experiences from the FP7 EGERA project**
*(Chair: Hélène Périvier, USPC OFCE-Sciences Po Paris, France)*

- Viviane Albenga (IUT Bordeaux) *Between Knowledge and Power: Triggering Structural Change for Gender Equality from Inside*
- Anne Boring (USPC Sciences Po Paris France) *Gender Biases and Stereotypes in Student Evaluations of Teaching*
- Kateřina Hodická (Czech Globe, Czech Academy of Science) Implementing a structural change project on gender equality in a Climate Change Research Institute: lessons learnt
- Maribel Ponferrada (Universitat Autonoma de Barcelona, Spain) *Resistances to Gender Sensitive Research. Analysis from the implementation of EGERA Project (2014-2017) and the UAB Third Action Plan for Equality*
- Jolien Voorspoels, Petra Meier (Antwerp University, Belgium), *Implementing gender quotas in academia: staff attitudes at a mid-range Belgian university*
- Discussant: Maria Bustelo (Universidad Complutense de Madrid, Spain)

**C1 Session: Training students and professionals on discrimination issues** *(Chair: Marina Hughson, University of Belgrade, Serbia)*

- Patrick Farges, Anne Isabelle François (USPC Université Sorbonne Nouvelle-Paris 3), *Gender in Continuing Education – A French Case Study in Learning from Experience*
- Gabrielle Richard (Université de Paris-Est Créteil, France), Mona Greenbaum (LGBT Family Coalition, Canada), *Helping teachers tackle homophobia, sexism and gender-based violence: Lessons learned by the LGBT Family Coalition in Montréal (Canada)*
- Kate Winter, (Creighton University, Australia), Kelly Mack (Association of American Colleges and Universities, USA) *Culturally Responsive Pedagogy in Computer Science: Teaching to Increase Diversity and Equity in STEM (TIDES)*

10h50-12h20

**A3 Session: Gender bias in recruitment and assessment** *(Chair: Fredrik Bondestam, Swedish Secretariat for Gender Research, Sweden)*

- Peter van den Besselaar (Vrije Universiteit Amsterdam, the Netherlands), Helene Schiffbänker, Florian Holzinger (Joanneum Research Vienna, Austria), Ulf Sandstrøm (KTH Stockholm, Sweden), Lucia Alvarez Polo (Tecnalia Bilbao, Spain), *Explaining Gender Bias in Grant Selection - The ERC starting grants case*
- Lola Gonzalez-Quijano (GIS Institut du Genre, France), Rose-Marie Lagrave, Nicole Mosconi, Anne Pépin (Mission pour la place des femmes au CNRS, France), *Observations on gender equality during interviews of a selection of researchers’ recruitment and promotion panels at the French National Center for Scientific Research*
- Gabriella Caminotto (City University London, UK), ‘I’d rather see the best person get the job’: exploring some of the challenges for gender equality interventions in UK Higher Education Administration

**A4 Session: Work-life balance and indirect discrimination in higher education and research** *(Chair: Jörg Müller, Universitat Oberta de Catalunya, Spain)*
- Sophie Lhenry (USPC Université Paris Diderot, PEFH, TRIGGER), Researchers and Work-Life Balance - Parenthood impact on men and women career paths
- Sanja Cukut Kričić, Duška Knežević Hočevar (ZRC SAZU, Slovenia), Balancing precarious work and family responsibilities in the academy: A comparative study
- Viviana Meschitti (Birkbeck, University of London, UK), Gender Cultures in Academia: How Careers Develop in a Gendered Environment

**B4 Session: Structural change or gender mainstreaming?** *(Chair: Marcela Linkova, Czech Academy of Science, Czech Republic)*
- Eileen Drew, Claire Marshall (Trinity College Dublin, Ireland), Creating Systemic Action for Gender Equality
- Helen Peterson (University of Gothenburg, Sweden), Jennifer Dahmen (University of Wuppertal, Germany), From Sisyphus Sisters To Atlas Amazons: Stories About Up Hills and Battles Won In A Gender Change Project
- Kajsa Widegren, Ulrika Helldén (University of Gothenburg, Sweden), Negotiating knowledges and meaning in gender mainstreaming

**B5 Session: Mentoring and Leadership** *(Chair: Geneviève Sellier, Université Bordeaux Montaigne, France)*
- Doris Czepa, Michaela Gindl (Danube University Krems, Austria), Mentoring III – part of an internal gender equality plan – and its impact on structural change
- Inger Lökvrona (Lund University, Sweden), Attracting more women to academic leadership positions – the AKKA program
- Ilenia Picardi, Maria Carmela Agodi (University of Naples Federico II, Italy), Realistic evaluation of the first Mentoring Programme in an Italian University

**B6 Session: The impact of gender equality policies on women’s careers** *(Chair: Suzanne de Cheveigné, Centre National de la Recherche Scientifique, France)*
- Beate Scholz (Scholz consulting training coaching, Germany), More than impact factors: How to get more women to the top in research
- Anke Lipinsky, Andrea Lüther (GESIS, Leibniz Institute for the Social Sciences, Germany), Evidence does (not) tell-Behind the scenes of monitoring data
- Marina Cacace, Luciano d’Andrea, Giovanna Declich (ASDO, Italy), Activating structural change: recurrent dynamics and different organisational profiles

**C2 Session: Resistances towards the teaching of gender** *(Chair: Nicky Le Feuvre, Université de Lausanne, Switzerland)*
- Brigitte Ratzer (TU Wien, Austria), Do Engineering Studies serve as Male Initiation Rites?
- Vera Regitz-Zagrosek (Charité - Universitätsmedizin Berlin, Germany), George Kararigas, Ute Seeland (Institute of Gender in Medicine (GiM), Germany), Gender in Medical Education at Charité - Universitätsmedizin Berlin
- Soumaya Belhabib (Ibn Tofail University, Morocco), Teaching Gender Today: Facing Gender Bias and Religious Skepticism
14h10-15h40

A5 Session: Top positions in academia: a persistent glass ceiling (Chair: Ana Puy, Ministry of Economy and Competitiveness, Spain)

- Cecilia Castaño (Faculty of Political Science and Sociology (UCM), Spain), Susana Vázquez-Cupeiro (Faculty of Education, Spain), José L. Martínez-Cantos (Internet Interdisciplinary Institute (UCM), Spain), Gendered distribution of positions in management and academic leadership
- Marcela Linkova (Institute of Sociology of the Czech Academy of Sciences, Czech Republic), Equal But Different: Examining the cultural and institutional barriers to women’s leadership positions
- Christine Min Wotipka, Mana Nakagawa (Stanford University, USA), A Cross-National Analysis of Women Faculty in Higher Education, 1970-2012

A6 Session: Influence of political systems and reforms on women researchers’ careers (Chair: Maxime Forest, Sciences Po Paris, France)

- Kadri Aavik, Triin Roosalu, Marion Pajumets, Maariv Raudsepp (Tallinn University, Estonia), Gendered mobility in the neoliberal academia: institutional discourses on gender and women’s career paths in Estonian universities
- Heike Kahlert, Niels Spilker, Sarah Zapusek (Ruhr University Bochum, Germany), Gender Equality Policies in Alliance with Academic Excellence? A Case Study on German Scientific Organizations
- Marta Vohlídalová (Czech Academy of Science, Czech Republic), “In many respects I don’t envy the young ones”: The Work Paths of Women scientists and researchers under state socialism and today

B7 Panel: Standing Conferences for Equality and Diversity Officers within Higher Education and Research Institutions in Europe: the cases of Austria, France, Germany and Switzerland (Chair: Katrien Maes, League of European Research Universities, Belgium)

- Barbara Hey (GenderPlattform and Universität Graz, Austria)
- Isabelle Kraus (CPED and Université de Strasbourg, France)
- Marion Wöllki (Federal Conference of Gender Equality Officers in Higher Education in Germany - BuKoF and Universität Konstanz, Germany)
- Brigitte Mantilleri (Conference of Equality Delegates for Swiss Universities and Higher Schools – CODEFUHES/KOFRAH, Université de Genève, Switzerland)

B8 Panel: Improving gender equality in working environments to improve gender equal careers. Experiences from the FESTA project (Chair: Pat O’Connor, University of Limerick, Ireland)

- Minna Salminen-Karlsson, Nina Almgren, Ulrike Schnaas (Uppsala University, Sweden)
- Gülsün Saglam, Hülya Caglayan, Mine Tan (Istanbul Technical University, Turkey)
- Pat O’Connor, Clare O’Hagan (University of Limerick, Ireland)
- Liv Baisner, (University of Southern Denmark, Denmark)

C3 Session: Teaching gender and diversity: (Chair: Lars Jalmert, Stockholm University, Sweden)
Sandra Winheller (Technische Universität Braunschweig, Germany), Conception of E-learning Teaching Units in Gender Studies
Anna Isaksson (Halmstad University, Sweden), Design as a tool for norm-critical teaching and learning
Federica Giardini (Università Roma Tre, Italy), Heike Pantelmann (Freie Universität Berlin, Germany), Sławomira Walczewska (Feminist Institute for Research and Education at efKa Academia Feministyczna, Poland) Transnational and trans-sectoral Teaching in the field of Gender and Diversity

C4 Session: Integrating gender in research funding (Chair: Maya Widmer, Swiss National Science Foundation, Switzerland)

Wen-Ling Hong, Jr-Ping Wang (National Kaohsiung Marine University, Taiwan) Yi-Ting Lu (National Kaohsiung Normal University, Taiwan), Looking for the Fruits – First Decade of Gender, Science and Technology Research Support in Taiwan
Amy Norton (Senior Higher Education Policy Advisor at the Higher Education Funding Council for England), Harnessing public funding to advance equality and diversity in English higher education
Angela Wroblewski (Institute for Advanced Studies, Austria), Integration of gender in research content – different ways to deal with gender concepts, gender norms and gender expertise in research projects

15h50-17h20

A7 Session: Recruitment and early career: (Chair: Rebecca Rogers, Université Paris Descartes, France)

Channah Herschberg, Yvonne Benschop, Marieke van den Brink (Radboud University, the Netherlands), The Gendered Construction of Excellence in Recruitment and Selection Practices of Early Career Researchers
Hennette Ullmann, Ayla Satilmis (University of Bremen, Germany), Mind the Gap! – Interrogating Gender and Diversity Policies in Academia
Helene Schiffbänker, Sybille Reidl (Joanneum Research, Vienna, Austria), Gender trainings tailored for research leaders: gender sensitive recruiting strategies

A8 Panel: Global academia? Gender, race and place in international academic mobility (Chair: Ella Ghosh, Norwegian Committee for Gender Balance and Diversity in Research, Norway)

Elisabet Ljunggren (The Norwegian Committee for Gender Balance and Diversity in Research, Norway)
Paula Mählick (Stockholm University, Sweden)
Parminder Bakshi-Hamm (Internationale Berufsakademie, University of Cooperative Education, Germany)
Gary Loke (Equality Challenge Unit, UK)
Rapporteur: Heidi Holt Zachariassen (The Norwegian Committee for Gender Balance and Diversity in Research, Norway)

B9 Session: Gender equality indicators and toolkits (Chair: Florian Holzinger, Joanneum Research, Austria)

Kirstin Eckstein (University of Graz, Austria), Gender equality indicators
Anne-Sophie Godfroy (Université Paris Est Créteil, France), Measuring Gender Equality in the Academia: How to capture the gendering of research in the making?
Barbara Limanowska (European Institute for Gender Equality, Lithuania), Gender Mainstreaming Platform
Finnborg S. Steinþórsdóttir, Thamar M. Heijstra, Þorgerður Einarsdóttir & Gyða M. Pétursdóttir (University of Iceland, Iceland), *Research funding within the 'excellent university' and its gendered effects and using the master’s tools to dismantle the master's policies: A toolkit for gender budgeting within European academic institutions*

**A9 Panel: Taking into account sexual harassment, gender-based violence and sexist behaviour in higher education and research (Chair: Sylvie Cromer, GIS Institut du Genre, France)**

- Sabrina Sebti (CPED and Université d'Angers, France)
- Marta Vohlidalová (Institute of Sociology, Czech Academy of Science, Czech Republic)
- Lorenza Penni, Silvana Badaloni (Department of Information Engineering, University of Padua, Italy)
- Inés Sánchez de Madariaga, Inés Novella Abril (Polytechnic University of Madrid, Spain)

**B10 Session: Which careers for women in academia in STEM and medicine? (Chair: Rossella Palomba, National Research Council, Italy)**

- Karine Chevreul, Corinne Alberti, Coralie Gandré, Jeanne Gervaix, Julien Thillard, (USPC Université Paris Diderot, INSERM, France), Dominique Meurs (EconomiX Université Paris Ouest-Nanterre la Défense, France), *The effects of gender on the evolution of medical doctors' career in academic settings*
- Isabelle Kraus (Université de Strasbourg, France), Nassira Hedjerassi (Université de Reims Champagne-Ardenne, France), *France/Germany: academic career development of physicists*
- Natalie Lerch-Pieper, Beatrice Beck Schimmer (University of Zurich, Switzerland), *“Search for Women Excellence”: A project to appoint more women professors in medicine*
- Lesley Shannon (Simon Fraser University, Canada), Catherine Mavriplis (University of Ottawa, Canada), *Canada's Chairs for Women in Science and Engineering Program: 20 years of Strategies to Increase the Participation of Women*

**C5 Session: Gender studies for change (Chair: Sandra Laugier, Centre National de la Recherche Scientifique, France)**

- Pia Garske, Melanie Bittner (Freie Universität Berlin, Germany), *Gender and diversity in academic teaching: a toolbox for change*
- Elizabeth Hedrick (University of Texas, USA), *The Challenges of Writing Disciplinary History: A U.S. Perspective on Women’s Studies*
- Heike Kahlert (Ruhr University Bochum, Germany), *Connections between gender mainstreaming and gender studies in universities under conditions of academic governance*

17h30-19h00: Poster Session
20h00: Conference Dinner (Boat Tour on the River Seine, sponsored by L’Oréal)
Wednesday September 14th, 2016

9h-10h30

A10 Session: Barriers to the careers of women in IT and engineering (Chair: Claudine Hermann, Association Femmes & Sciences, France, and European Platform of Women Scientists)

- Heidi Gautschi (Ecole Polytechnique Federale de Lausanne, Switzerland), Fatma Ramdani (USPC Université Paris 13, France), Laure Bolka (University Lille 3, France), Gendered Representations of Computer Science and IT-Related Professions: A Cross-Cultural Analysis
- Chantal Morley, Martina Mc Donnell, Carmen Gordon-Nogales (Institut Mines-Télécom/Télécom École de Management, France), An experimental online course for teaching Gender & IT to business and engineering students
- Katrina Uhly (USPC Sciences Po Paris, France), Integration According to the Polytechnicien Ideal – Hegemonic Masculinities and Higher Education Internationalization in France

B11 Panel: Why simply adding women doesn’t work: Some evidence-based solutions to promote gender-equality in science (Chair: Naomi Ellemers, Utrecht University, The Netherlands)

- Naomi Ellemers, Klea Faniko (Utrecht University, the Netherlands),
- Romy Van der Lee (Institute of Psychology, Leiden University, the Netherlands),
- Joseph Sweetman, Manuela Barreto (University of Exeter, United Kingdom),
- Geneviève Guinot (Diversity Programme Leader, CERN, Switzerland),
- Brigitte Julia Mantilleri (Leader of Equal Opportunities Office, University of Geneva, Switzerland)

C6 Panel: Integrating of the sex and gender analysis into research content: Ready for Dialogue? Preconditions and Suggestions for Take-off (Chair: Maren Jochimsen, University of Duisburg-Essen, Germany)

- Brigitte Mühlenbruch (European Platform of Women Scientists, Germany)
- Sabine Haubenwallner (Chair of the Science Europe Working Group on Gender and Diversity)
- Ineke Klinge (Chair of the Horizon 2020 Advisory Group on Gender)
- Katrien Maes (Chief Policy Officer at the League of European Research Universities-LERU)
- Isabelle Vernos (Chair of the Working Group on Gender Balance at the European Research Council-ERC)
- Commentator : Britta Thomsen (Copenhagen Business School, Denmark), former member of the European Parliament

10h50-12h20: Rapporteur Session

One rapporteur for each of the three overarching themes:

A: Barriers to women’s careers in higher education and research
   Rapporteur: Gary Loke (Head of Policy, Equality Challenge Unit, UK)

B: Public policies and gender equality initiatives
   Rapporteur: Liisa Husu (Professor, Gender Studies, Co-Director of GEXcel Collegium for Advanced Transdisciplinary Gender Studies, School of Humanities, Education and Social Sciences, Örebro University, Sweden)

C: Gender research and teaching
Rapporteur: Brigitte Ratzer (Head of the Office for Gender Competence, Vienna University of Technology, Austria)

12:20 - 14:00 Lunch

14:00-19:00 Introduction to the afternoon Round Table with National and European policy-makers (including MENESR) and Academic Leaders Closing Ceremony (room to confirm)