

Conference Program



8th European Conference
on Gender Equality in Higher Education

September 3-5, 2014 · Vienna University of Technology, Austria

<http://gender2014.conf.tuwien.ac.at>

Conference Program

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8th European Conference on Gender Equality in Higher Education



It is a great pleasure that the “**8th European Conference on Gender Equality in Higher Education**” takes place at the Vienna University of Technology. The conference brings together researchers, university teachers, administrators, policy makers, practitioners and students and offers a discussion platform on working cultures, family & career, recruitment policies and international perspectives on gender equality at university level.

Almost 20 years after the World Conference on Women in Beijing and after 15 years of Gender Mainstreaming in the European Union gender equality at universities remains an unfulfilled promise. Women continue to be in the minority among researchers. Four out of five professors in Europe are men, as are nine out of ten of the heads of European universities.

Despite these unsatisfactory facts at present, there is a strong political commitment to promote gender equality in higher education. Therefore, it is time to reflect critically on the status quo of women in higher education and to develop new strategies for the future. Hopefully this conference will mutually reinforce the European countries to move forward together in achieving this target and all the participants will give input!

I want to thank the TU Vienna, the other stakeholders and the European network for the preparation of the conference and wish you a fruitful exchange of experiences!

Gabriele Heinisch-Hosek
Austrian Federal Minister of Education and Women Affairs

Welcome Message



The European conference „Gender Equality in Higher Education” makes an exchange on gender equality in the European higher education and research area possible. The bringing together of the participating countries’ scientific findings and varied practical expertise promises to result in practice-oriented measures, which enable the development of measures in higher education.

The conference title “Building Futures – Equality Challenges in Higher Education: Encouraging Theory and Practise Dialogues” – selected in cooperation with national and international experts, is meant to direct our focus to the future.

To shape a gender-equitable future, we need trend-setting positioning, as well as concerted European strategies for the advancement of gender equality. The European Commission and the EU-Member States are well on track to gender equality with their established practices (ERA priorities, Horizon 2020).

The current challenges reflect the conference’s core themes: “Leaky Pipeline”, the promotion of young scientists, recruiting processes, quality assurance of academic achievements, the implementation of gender dimensions in research and research-oriented teaching, work-life balance, and the academic working culture.

The Austrian Federal Ministry of Science, Research and Economy will follow the conference contributions with great interest and we expect to receive valuable inspirations for the further development of our work towards gender equality.

Elmar Pichl

Director General of the Higher Education Sector,
Austrian Federal Ministry of Science, Research and Economy



For almost 200 years, the Vienna University of Technology – TU Wien – has been a place of research, teaching and learning in the service of progress. In recent years, a new agenda – equal treatment, equal opportunities and equal access for all genders – has entered the scene. Likewise, questions regarding the integration of Gender Studies into curricula and debates on the gender dimensions in research arose. TU Wien has made serious efforts to establish itself as a “women-friendly” university. The Office for Gender Competence at TU Wien was established in January 2005. It is a service facility with two basic fields of activity: promoting women on the one hand and, on the other hand, initiating, strengthening and institutionalising women and gender studies and research at the TU Wien.

We are gratified that the Federal Ministry of Science, Research and Economy has now acknowledged these efforts by charging TU Wien with hosting and organizing the 8th European Conference on Gender Equality in Higher Education. TU Wien gladly takes this opportunity to send a visible signal that gender equality is still high on our agenda. I would therefore like to warmly welcome all participants of the Conference at TU Wien and wish you productive and inspiring discussions.

Sabine Seidler
Rector of Vienna University of Technology

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CONFERENCE ORGANISATION

THE INTERNATIONAL ADVISORY BOARD

- **Alison Woodward**, Free University Brussels, Belgium
- **Lars Jalmert**, Stockholm University, Sweden
- **Marcela Linkova**, the Academy of Sciences of the Czech Republic
- **Anke Lipinsky**, CEWS Centre of Excellence Women in Science, Germany
- **Maya Widmer**, Swiss National Science Foundation, Switzerland
- **Kari Wærness**, University of Bergen, Norway
- **Liisa Husu**, Örebro University, Sweden, and European network on gender equality in higher education

THE NATIONAL CONFERENCE BOARD

- **Ulrike Alker**, University of Applied Sciences FH Campus
- **Regine Bendl**, Vienna University of Economics and Business
- **Andrea Braidt** (ÖGGF), Gender Studies Association Austria, Academy of Fine Arts Vienna
- **Christa Brüstle** (Genderplattform), University of Music and Performing Arts Graz
- **Sylwia Bukowska** (Genderplattform), University of Vienna
- **Alexia Bumbaris** (FFG), The Austrian Research Promotion Agency
- **Edith Goessnitzer** (AGRE GLUNA), University of Graz
- **Karin Gutierrez-Lobos**, Universities Austria – Gender Task Force
- **Sabine Haubenwallner** (FWF), Austrian Science Fund
- **Bettina Heimbucher**, Federal Ministry of Education and Women's Affairs
- **Johanna Hofbauer**, Vienna University of Economics and Business
- **Roswitha Hofmann** (übergrenzendenken)
- **Bente Knoll** (Büro für nachhaltige Kompetenzentwicklung)
- **Sabine Köszegi**, Vienna University of Technology
- **Brigitte Ratzer**, Vienna University of Technology
- **Bettina Rutensteiner**, Austrian Council for Research and Technology Development
- **Birigt Sauer**, University of Vienna
- **Roberta Schaller-Steidl** (BMWf), Federal Ministry for Science and Research
- **Helene Schiffbänker** (Joanneum Research)
- **Angela Wroblewski** (IHS), Institute for Advanced Studies

ORGANISING COMMITTEE

- **Brigitte Ratzer**, Vienna University of Technology
- **Bettina Enzenhofer**, Vienna University of Technology
- **Natascha Stengg**, Vienna University of Technology
- **vereint Vereins- und Konferenzmanagement GmbH**

SOCIAL PROGRAM

—> Please note that it is necessary to register for ALL social programmes.

- **Reception at Town Hall**

The big evening-reception at Vienna Town Hall will be on 3rd September at 20:00. **Please bring your name badges to enter!**

- **Conference Dinner**

The conference dinner is scheduled at 4th September. Busses will take all participants to a lovely Viennese Heuriger (=wine tavern). Meeting place: at the registration desk of the conference. **In order to secure enough busses and seats please register in advance!**

2nd September

- **Theatre:**

Curie_Meitner_Lamarr_undividable is a one-woman stage play that portrays three scientists and inventors from different historical periods. As different as their biographies are, there are also similarities between them, be it the refusal of acknowledgement or be it conflicts with a restrictive female role model. The play is scheduled for 2nd September and starts at 20:00.

3rd September

- **Guided Tour from TU Wien to Town Hall**

A guided tour for those who want to take a walk to the reception in the Town Hall. The focus of the walk will be on urban planning from a feminist perspective. The walk will take about 90 minutes and is guided by planners from TU Wien and the Vienna University of Natural Resources and Life Sciences. Meeting time: Wednesday 3rd September at 18:45, Meeting Place: at the registration desk of the conference.

4th September

- **Guided Tour of famous painting Gallery**

The Paintings Gallery of the Academy of Fine Arts is one of the three internationally most important collections of Old Master Paintings in Vienna. Situated on the first floor of the Academy of Fine Arts, the museum shows treasures such as the *Last Judgement* by Hieronymus Bosch, masterpieces by Cranach the Elder, Titian and Rubens and Rembrandt. During the guided tour some of the pictures will be analysed from a feminist perspective. The Academy is within a 10 minute walking distance from the conference venue. Meeting time: Thursday 4th September at 13:15, Meeting Place: at the registration desk of the conference.

Conference Program

4th September

- **Guided Tour on Women's history in Vienna City Center**

A guided tour of the Vienna city centre that takes you along women's places and reports about famous women and their (often forgotten) achievements. The tour will take about 90 minutes. Meeting time: Thursday 4th September at 13:30, Meeting Place: at the registration desk of the conference.

5th September

- **Guided Farewell-Tour – sneak city walk**

This guided tour will take you to well-known and to unknown places in Vienna. Wait and see what happens! Meeting time: Friday 5th September at 15:30, Meeting Place: at the registration desk of the conference.

PROGRAM

Tuesday, September 2, 2014

15:00 – 19:00 REGISTRATION

**17:00 – 19:00 JOINT MEETING: INTERNATIONAL ADVISORY
BOARD – NATIONAL CONFERENCE BOARD**
Room: Nelson's Cafe

20:00 SOCIAL PROGRAM
Room: Margarete Schütte-Lihotzky

**STAGE PLAY: ANITA ZIEHER:
CURIE_MEITNER_LAMARR_UNDIVIDABLE**

WELCOME ADDRESS: ANNA STEIGER, VICE RECTOR TU WIEN

Tuesday, September 2, 2014

Conference Program

CONFERENCE PROGRAM

Wednesday, September 3, 2014

08:00 — 18:30 REGISTRATION

09:00 — 10:30 PARALLEL SESSIONS WED 1 — 7

WED1 Room: Margarete Schütte-Lihotzky

Explorations & Interventions in Work-Life-Balance and Academic Working Cultures

Chair: Barbara Hey

Rapporteur: Evangeline Adler-Klausner

Tanja Paulitz, Susanne Kink, Bianca Prietl: How to tackle methodologically implicit gender norms in academic working cultures? Challenges for Gender Studies in Higher Education

Renate Ortlieb, Silvana Weiss: Work-life Balance and Career Aspirations of Junior Faculty

Tanja Paulitz, Melanie Goisauf, Sarah Zapusek: Gendered relations of work and life in academia: Findings from a qualitative study at the University of Graz

Barbara Hey: Reflecting a research-based intervention in academic work-life-balance

WED2 Room: Marilda Azulay

Gender Studies in Engineering and Planning Faculties. Spotlights from Austria, Germany and Netherlands

Chair: Doris Damyanovic, Bente Knoll

Rapporteur: Alaleh Fadai

Bente Knoll: Gender Studies at Engineering Faculties in Austria

Doris Damyanovic, Britta Fuchs: Gender Studies in Planning Processes – examples from Austria

Petra Hirschler, Gesa Witthöft: Gender Studies in Spatial Planning

Dörte Kuhlmann: What's wrong with the Fountainhead?

WED3 Room: Inés Novella

Family and Career

Chair: Marita Haas

Rapporteur: Martina Hartner-Tiefenthaler

Isabella Buber-Ennser: Childbearing ideals and intentions of female researchers

Susann Kunadt: Family Friendliness at German Higher Education Institutions: About the Effectiveness of Strategies and Measures for the Reconciliation of Science and Care

Marta Vohlídalová: Once children come, it puts sand in the wheels of career opportunities

Florian Holzinger, Sybille Reidl: Organisational Practices of Paternity Leave

Wednesday, September 3, 2014



WED4 Room: Brigitte Nieße

Recruitment Policies

Chair: Karin Gutiérrez-Lobos

Rapporteur: Kirstin Eckstein

Pat O'Connor, Clare O'Hagan: Excellence into Managerialism: Will it go?

Susanne Achterberg, Jennifer Dahmen: How much gender equality policies fit into the university? – A case study from Germany

Mathias Wullum Nielsen: Limits to meritocracy? Gender in academic recruitment and selection processes.

Yves Jeanrenaud: Generation BeSt – Investigation of gender-neutral and gender-sensitive academic recruiting strategies

WED5 Room: Alison Brooks

Gender Didactics

Chair: Sigrid Schmitz

Rapporteur: Veronica Lion

Lisa Mense, Eva Wegrzyn: Frustrating, but fruitful frictions

Bettina Jansen-Schulz: “Integrative Gendering-Diversity” – A Strategy for Universities Structures, Teaching and Higher Education Didactics

Marion Kamphans: Including Gender and Diversity in Teaching or About the Gradualness of Implementation – Empirical Findings of a Process in Slow-Motion

Margarete Maurer: Progress & perspectives of Gender Studies in Science & Engineering curricula: For what, for whom, how, & with which aims & perspectives, challenges, risks, & chances do we teach Gender Studies in S & T?

WED6 Room: Theresia Oedl-Wieser

Gender-sensitive teaching at school – a basis for a successful college career?

Chair: Angela Wroblewski

Rapporteur: Dagmara Seta

Ilse Bartosch: STEM Gender Bias in Austria – the result of a segregated Educational Schooling System and an exclusive masculine STEM Culture?

Lorenz Lassnigg, Petra Wejwar: Quantitative Information about sex and gender issues in the Austrian National Education Report – overview and assessment

Maria Ettl: Gender Mainstreaming as Instrument of School Development - Reflections on a long-standing Practise at the Herta Firnberg Schools for Business and Tourism (HFS) using the example “Computer Science Management”

Ingrid Schwarz: Gender, geography and global education – challenges and implication

WED7 Room: Eva Maria Álvarez

Women's Participation in Turkish Higher Education (Workshop)

Chair: Gülsün Sağlamer

Rapporteur: Nina Fritsch

Gülsün Sağlamer: Comparative Analysis of Quantitative Data on Gender Equality in Higher Education

Hülya Caglayan: Assessment of Qualitative Data on Gender Equality in Higher Education: Online Questionnaires and In-Depth Interviews

Mine G. Tan: Conclusions, Recommendations and Gap Analysis between Turkey and other European countries

10:30 – 11:00 COFFEE BREAK

11:00 – 12:30 Room: Sibylla Zech

Welcome Session

Welcome Addresses:

Máire Geoghegan-Quinn
EU-Commissioner for Research, Innovation and Science

Gabriele Heinisch-Hosek,
Austrian Minister of Education and Women Affairs

Elmar Pichl,
Austrian Federal Ministry of Science, Research and Economy

Sabine Seidler, Rector of Vienna University of Technology

Liisa Husu, GEXcel, Örebro University,
European Network on Gender Equality in Higher Education

Keynote: Loukas Balafoutas: Using experiments to evaluate affirmative action policies.

Chair: Brigitte Ratzer

12:30 – 13:30 LUNCH

13:30 – 15:00 PARALLEL SESSIONS WED 8 – 13

WED8 Room: Margarete Schütte-Lihotzky

Recruitment Policies

Chair: Anna Steiger

Rapporteur: Kerstin Jagsits

Ylva Färltholm: Gender aware recruitment and promotion practices at Luleå University of Technology

Nina Steinweg: Obstacles to the recruitment of female scientists for leadership positions? – Theory and reality of recruiting policies aimed at increasing the number of female scientists in non-university research institutions in Germany

Helen Peterson: Finding the Right Woman for the Job? A Study of Vice Chancellor Recruitment Policies and Practices in Swedish Higher Education



WED9 Room: Marilda Azulay

Academics without borders? (Workshop)

Rapporteur: Dagmara Seta

Åsa-Karin Engstrand

Stina Backman

WED10 Room: Inés Novella

Creating Gender Equal Workplaces in Academia – Different Approaches for a Common Goal. Examples from 4 European Projects

Chair: Jennifer Dahmen, Sarah Barnard

Rapporteur: Ursula Offenberger

Sarah Barnard, Barbara Bagilhole, Andrew Dainty, Tarek Hassan:

The gendered experience and impact of academic culture in the UK, reporting from the GenderTIME project

Anne Pépin, Eileen Drew, Virginija Šidlauskienė, Anke Lipinsky:

Fostering Gender Equality in Research Institutions through Transformational-Gender Action Plans (INTEGER project)

Andrea Wolfram: Gender Implications of Perceptions of Excellence at European Universities: Experiences from the FESTA-Project

Uduak Archibong, Nazira Karodia: GENOVATE – Transforming Organisational Culture for Gender Equality in Research and Innovation

WED11 Room: Brigitte Nieße

Early Career

Chair: Andrea Braidt

Rapporteur: Melanie Letschnig

Nadine Kegen: Cohesive subgroups in academic networks: Unveiling clique integration of female and male top-level researchers

Anja Zwingenberger: Admission Test for the First Year: Empirical Evidence from a European Business School

Sarah Oberkrome: Gender Inequality during the Doctoral Phase – The Influence of Bourdieu's Capital Forms

Ilona Horwath, Nicole Kronberger: Impact of social discomfort and academic self-doubt at high performance levels

WED12 Room: Alison Brooks

Gender Didactics

Chair: Ulrike Alker

Rapporteur: Ursula Weilenmann

Conference Program

Wednesday, September 3, 2014

Angelika Schmidt, Regine Bendl, Monika Heinrich: Constructivist didactics, gender and diversity and complexity management: What gender and diversity oriented didactics do we need to increase the employability and qualifications of business studies' bachelor graduates in Austria?

Mario Conci: Exploring genderization of math as a way to reduce gender stereotypes

Elisabeth Anna Günther: Subtle modes of exclusion. Lecturers' image of the ideal STEM student

WED13 Room: Theresia Oedl-Wieser

Integrating mentoring into academic HR management / staff development: potential and pitfalls for gender equality

Chair: Helene Föger, Julia Grünenfelder, Dagmar Höppel

Rapporteur: Beate Tremel

Martina Schmohr: One Step Further – Mentoring as Integral Part of Academic Staff Development

Philipp Dubach: Career development of former mentees at Swiss universities – implications for mentoring programs and gender equality policies at universities

Ella Gosh: TITEL FOLGT NOCH

Audrey Mouton, Rebekka Steiner: Evaluation of a mentoring program: The example of Starting Doc.

15:00 – 15:30 COFFEE BREAK

15:30 – 17:00 PRESENTATION AND DISCUSSION WED 14

WED14 Room: Inés Novella

Projects

Inés Novella: genderSTE – introduction to a European network of policy makers and experts

15:30 – 17:00 POSTER SESSIONS WED 15 – 16

WED15 Room: Inés Novella

Institutions

Chair: Birgit Buchinger

Rapporteur: Angelika Striedinger

Marjan Van Aerschot: Gender action plan KU Leuven: towards a cultural shift through integrated gender policy

Barbara Ehrenstorfer, Silke Preymann, Regina Aichinger, Stefanie Sterrer: Women in Academia at the University of Applied Sciences Upper Austria: Impressions, Developments and Perspectives

Meike Hilgemann: Gender Equality in the Gendered Institution of



the German University: Female and Male Experiences, Oppositions and Contradictions on the Road to a Professorship

Alexandra Krüner: Evolution of guidelines for successful and sustainable female employees retention by gender management in companies of the German steel industry

Nicole Sagmeister: Strategies for achieving acceptance of gender mainstreaming at the University of Applied Sciences Technikum Wien

Margarethe Hochleitner: How to get gender into Medical Universities

Margarethe Hochleitner: How can we support women's careers in medicine?

Marion Habersack: Scientific Proficiency in the framework of Medical University Admission Tests

Alexandra Brazinova: Gender equality strategy at Trnava University

WED16 Room: Cristina Alonso

Countries

Chair: Regine Bendl

Rapporteur: Lisa Scheer

Karolina Lendák-Kabók: The road to success for Hungarian women in the Serbian higher education system

Doris Kiendl-Wendner: Training and Mentoring programmes to enhance gender equality and women empowerment in higher education institutions: An example of Latin American countries in the EQUALITY project

R. Aceng, D. Ofuyuru: Twelve Years Down the Road (2002 – 2014): How Have the Women Fared Genderwise in Gulu University?

Silvana Badaloni: Gender Based Segregation in Education: New and Old Behaviors

Orsolya Kereszty: Gender Inequality and Social Science Careers – a snapshot from Hungary

Felizitas Sagebiel: Academic Women Leaders in STEM and their Potentials as Change Agents of Segregation

Yvette Huet: Growing Careers for Women and Minority Faculty: Mentoring at Multiple Career Stages.

Inma Pastor: How to manage gender equality in HEI. A case study of 18 universities of Latin America

Anja Vervoorts: Precarious Working Conditions: Does Gender Really matter?

Gabriela Obexer-Ruff, Yvonne Jänchen: The two Swiss National Equal Opportunity at Universities and Universities of applied Sciences Programs 2013 – 2016



17:00 — 18:30 PARALLEL SESSIONS WED 17 — 22

WED17 Room: Margarete Schütte-Lihotzky

Research Funding

Chair: Sabine Haubenwallner

Rapporteur: Nicole Schaffer

Barbara Hartung: Evaluation of Gender Research in Lower Saxony

Inger Jonsson: Success rates in research funding – gender and networking? A case study of a Swedish research council

Anne Pépin: The “Défi Genre” (Gender Challenge Program) at CNRS

Helene Schiffbänker, Peter van den Besselaar: Gendered dimensions in ERC grant selection

WED18 Room: Marilda Azulay

International Perspectives

Chair: Friedrich Faulhammer

Rapporteur: Nicole Sagmeister

Emidia Vagnoni: Gender diversity and Governance: an explorative study of Italian Universities

Hilary Winchester: Gender equality in academia: a critical reflection

Julie Cwikla: Building a Critical Mass of Women in Science: Four Gulf Coast Institutions Partner

WED19 Room: Inés Novella

Gendered careers in managerial universities: Challenges for theory and equality policy

Chair: Angela Wroblewski

Rapporteur: Anna Palienko

Elisabeth Berg, Jim Barry, John Chandler: Gender and Management in Academe: “Open highways, Blind alleys and Dangerous bends”

Ilse Costas, Céline Camus and Stephanie Michalczyk: Gender Effects of New Public Management on Subjectification: A Qualitative Analysis of German and French Academics

Johanna Hofbauer, Katharina Kreissl, Birgit Sauer, Angelika Striedinger: Institutional complexity and careers. Gender challenges in Austrian universities

WED20 Room: Brigitte Nieße

Early Career

Chair: Wolfgang Meixner

Rapporteur: Kerstin Jagsits



Act as if
you're free!



Martina Schraudner, Angelika Trübswetter: How scenarios and role models can foster scientific careers – a cross-national perspective

Brigitte Bönisch-Brednich: Gendered Mobility: the twists and turns of academic migration

Petra Wejwar, Angelica Grabher: Gendered study paths. Perspectives on the selectivity of higher education aspirations

WED21 Room: Alison Brooks

Challenging the leaky pipeline in faculties of medicine and Life sciences – action plans and strategies in Swiss universities

Chair: Stefanie Brander, Elisabeth Maurer

Rapporteur: Ursula Offenberger

Frauke Müller: Promoting the academic career of female researchers and clinicians at the University of Geneva Medical Faculty

Beatrice Beck-Schimmer: Can we fill the gap?

Winship Herr: How to set gender equity on a faculty's agenda: the action plan AGIR pour l'égalité at the Lausanne faculty of biology and medicine

Sibil Tschudin: Which is the most efficient strategy? Experiences with mentoring and part-time work during the last decade at the Basel faculty of medicine

WED22 Room: Theresia Oedi-Wieser

Gender equality management in higher education in Germany: Results of the Research Project EQUISTU – Equality Implementation Standards for Universities

Chair: Melanie Roski

Rapporteur: Kirstin Eckstein

Ingrid Schacherl: Innovations on equal Treatment in Controlling Systems – Types of Gender Equality Management Systems

Melanie Roski: The modernization of Universities – Effects on the Work of Equal Opportunities Commissioners in German Universities

Birgit Erbe: Gender Mainstreaming in Public Financing of Universities: Central Findings for Germany

Annemarie Mlakar: The Effects of Gender Equality Management in Higher Education Institutions (HEI) – The Implementation of a Gender & Diversity Controlling at Goethe University Frankfurt am Main

18:45 **SOCIAL PROGRAM**
GUIDED TOUR

20:00 **SOCIAL PROGRAM**
RECEPTION AT TOWN HALL

Wednesday, September 3, 2014

Conference Program

CONFERENCE PROGRAM Thursday, September 4, 2014

08:00 — 18:30 **REGISTRATION**

09:00 — 10:30 **PARALLEL SESSIONS THU 23 — 28**

THU23 Room: Margarete Schütte-Lihotzky

International Perspectives

Chair: Lars Jalmert

Rapporteur: Nina Fräser

Rachelle Heller: The Status of Slovenian Women in Science

Núria Serret: Usefulness, difficulties and risks in gender plans of European and Latin American Higher Education Institutions

Eleanor Ramsay, Judy McGregor, Di McCarthy: New Zealand's experiment: closing the gender gap in higher education leadership through cumulative cultural change

THU24 Room: Marilda Azulay

Deconstructivist understandings of gender in STEM: research-led approaches to critical literacy

Chair: Sigrid Schmitz

Rapporteur: Nicole Schaffer

Sigrid Schmitz: Breaking up Nature/Culture Dichotomies: Chances and Challenges of the Epigenetic Case

Corinna Bath: Gender studies for engineering students: Disciplinary cultures and institutional settings

Waltraud Ernst: Shifting Norms of Gender in Higher Education in Science and Engineering

Petra Lucht: Inquiry-based study projects on gender in STEM

Baerbel Mauss: Gender Studies for STEM students – GENDER PRO MINT at TU Berlin

Kerstin Palm: The role of science history for changing the self-image of science

THU25 Room: Inés Novella

Cultural change in academia: starting points, challenges and success factors

Chair: Liisa Husu

Rapporteur: Anna Palienko

Heike Kahlert: The Attractiveness of an Academic Curriculum Vitae or: Gatekeepers as Agents of Stability and/or Change in the Organisational Culture of Academia

Jennifer De Vries: Chasing our tails: First mentoring, now sponsorship, what next?

Thursday, September 4, 2014

Angela Wroblewski: Cultural change – a neglected goal in equality policies in academia?

Julia Grünenfelder: Work-life balance: Insights from recent scientific findings and their implications for academic gender equality practice

THU26 Room: Brigitte Nieße

Early Career

Chair: Sabine Schindler

Rapporteur: Beate Tremel

Anita Thaler, Birgit Hofstätter: Promoting women researchers' careers. An evaluation of measures in life sciences and ICT

Katerina Cidlinská: Attrition from science – not only free choice, even in Czech Republic

Marita Haas: Caught between Restrictions and Freedom at a Technical University – The Case of Sonja B.

Kate Quinn Winter: Exploring the Role of Gender in the Experiences, Perceptions, and Career Intentions of Future Medical Faculty

THU27 Room: Alison Brooks

Gender Didactics

Chair: Katrin Lasthofer

Rapporteur: Evangeline Adler-Klausner

Sabine Ludwig: A systematic approach to integrate gender and sex-related perspectives and dimensions during the planning and implementation phase of an outcome-based medical curriculum

Anina Mischau, Bettina Langfeldt: Gender Competence in Mathematics Teacher Training: Course Concept and Experiences

Eszter Zsófia Tóth: "My work, my family, my car" – using individual life experiences of women during the socialist period

Mary Ann Danowitz: Becoming a Gender Scholar: A Case of an Innovative PhD Program

THU28 Room: Theresia Oedl-Wieser

STEM

Chair: Bente Knoll

Rapporteur: Carina Karner

Laura Ravazzini: Impact of Gender Politics on Female Labour Force Participation and Sex Segregation in STEM Professions

Lisa Scheer: Balancing the imbalance – can sport sciences learn from STEM?

Jennifer Niegel: Reducing Vertical and Horizontal Segregation in Higher Education – Academic Career Paths Experiences of STEM Professors in Germany

Respect!



Conference Program

Thursday, September 4, 2014

10:30 — 11:00 **COFFEE BREAK**

11:00 — 12:30 **Room: Sibylla Zech**

Keynote

Elizabeth Pollitzer: Changing the Meaning of Normal Science

Chair: Lars Jalmert

12:30 — 13:30 **LUNCH**

13:30 — 15:00 **Room: Sibylla Zech**

Panel Discussion: Gender Matters in Research Funding

Panelists: Lise Christensen: Research Council of Norway

Sabine Haubenwallner: Austrian Science Fund

Sabine Mayer: Austrian Research Promotion Agency

Maya Widmer: Swiss National Science Foundation

Alison Woodward: Free University of Brussels, Institute for European Studies

Moderation: Oliver Lehmann

13:30 — 15:00 **SOCIAL PROGRAM**

GUIDED TOURS

15:00 — 15:30 **COFFEE BREAK**

15:30 — 17:00 **POSTER SESSIONS THU 29 — 30**

THU29 Room: Inés Novella

Content

Chair: Elisabeth Günther

Rapporteur: Lisa Scheer

Idoia Muñoz: Communication Strategy in International R&D Projects: Integrating Gender Dimensions

Eva Álvarez: Building the gap between gender knowledge production and gender knowledge use: “Learning to Tweet” experience

Miriam Damrow: Perceptions of Gender Equality from the inside

Elke Szalai: Intellectual Capital Report a tool to support gender issues in teachers training on the PH Burgenland

Rosario López Giménez: Integrating of Gender in Medical Education. A proposal from School of Medicine of Autonomus University of Madrid

Mario Conci: “The FESTA project at school”: a pilot study on students’ perception about gender and mathematics

Ilenia Picardi: Transforming academic culture for gender equality in research and innovation: the UNINA's case study

Stefanie Leinfellner: Dual career families searching for keys to balance life and academic work – A case study at German universities

Yuwei Lin, Manuela Schmidt: A Gender-Informed Curriculum for Teaching Volunteered Geographic Information

THU30 Room: Cristina Alonso

Projects

Chair: Katrin Lasthofer

Rapporteur: Katharina Kreissl

Marion Habersack: Gender Gap in Medical University Admission Test

Claudia von der Linden: Change Management - From Affirmative Action to Cultural Change

Anne Pépin: GENDER-NET: Promoting gender equality in research institutions and the integration of the gender dimension in research

Katerina Cidlinska: Mentoring program for secondary school female students with an interest in technical and natural sciences

Jörg Müller: GenPORT – An Internet Portal for sharing knowledge and inspiring collaborate action on gender and science

Margarethe Hochleitner: Women doctors at Innsbruck Medical University, Austria. Does affirmative action for women help to break the glass ceiling?

Marion Habersack: Situational Judgment Test as an additional tool in a medical admission test

Angelika Hoffer-Pober: Mentoring in Higher Education: Medical Career Development as part of a gender-equal human resources development International Conference Mentoring in the Medical Sciences – a working group of Forum Mentoring e.V.

Anne Pépin: Project INTEGER: Driving Research Excellence through Transformational Gender Action Plans

Inés Novella: genderSTE - Gender in Science, Technology, Environment

17:00 – 18:30 PARALLEL SESSIONS THU 31 – 36

THU31 Room: Margarete Schütte-Lihotzky

Working Conditions

Chair: Jennifer de Vries

Rapporteur: Celine Camus

Andrea Löther: Gender aspects of precarious working conditions in German universities

Daniela Zanini-Freitag: “Science” as a profession – a diverse field study, shedding more light on working and career perspectives of third party funded researchers vs. university positions



Conference Program

Karen Stout: Understanding (Under) Representation in a University Shared Governance System: Building the Future of an Equitable Institution

THU32 Room: Marilda Azulay

A Swedish Smorgasbord of Gender Equality Projects in Higher Education: a Review of a Major Governmental Initiative (Workshop)

Rapporteur: Veronica Lion

Stina Backman

Fredrik Bondestam

Liisa Husu

Alexandra Sjöstrand

THU33 Room: Inés Novella

Strategies for Institutional Change: A Dialogue Across Universities, National Contexts, and Sites of Intervention

Chair: Donald Hall

Rapporteur: Angelika Striedinger

Dirk Schulz: Demanding and In Demand: A Centre for Gender and Queer Studies and Its Consequences

Britt Dahmen: The Power of Gender Equality Players in Times of Changing Universities

Donald Hall: Creating Change: Administrative Strategies in the American University Context

Diane Hyland: Interdisciplinary Mentoring to Build Community beyond Academic Departments and Retain Women STEM Faculty

THU34 Room: Brigitte Nieße

Realizing Gender Equality in fields of Sustainability Science needs Gender sensitive Competencies and Organisations and the ethical frame "Self-in-Relation" (Workshop)

Rapporteur: Nina Fräser

Katharina Moths

Anja Thiem

Katharina Berndt

Christine Katz

Thursday, September 4, 2014

THU35 Room: Alison Brooks

Gender Content in Disciplines

Chair: Kerstin Palm

Rapporteur: Carina Karner

Heidi Siller: Gender in Research: An Example drawn from Research on Posttraumatic Stress Disorder

Elvira Scheich: Diversity in the Cultures of Physics – A European Summer School Project for Women Physicists

Ana-Maria Simionovici: On a century of the invisible

Sybille Reidl: The challenges and potentials of gendered innovation projects: an interdisciplinary perspective – a field report

THU36 Room: Theresia Oedl-Wieser

Gender Equality Indicators

Chair: Andrea Leitner

Rapporteur: Nicole Sagmeister

Mathias Wullum Nielsen: Gender consequences of the Danish Bibliometric Indicator: New pieces in an old puzzle

Angela Genova, Barbara De Micheli: Gender Budgeting: pilot experiences to make structural changes in scientific organisations in Europe

Kirstin Eckstein: From Gender Reports to Gender Budgeting – On the Way with Meaningful Gender Equality Indicators

20:00

SOCIAL PROGRAM

CONFERENCE DINNER

Just think of ...



Thursday, September 4, 2014

Conference Program

CONFERENCE PROGRAM

Friday, September 5, 2014

08:00 – 13:00 REGISTRATION

09:00 – 10:30 PARALLEL SESSIONS FRI 37 – 42

FRI37 Room: Margarete Schütte-Lihotzky

ADVANCing Women Science, Technology, Engineering and Mathematics (STEM) Faculty: A Showcase of Promising Practices from National Science Foundation Funded Institutions

Chair: Gretalyn Leibnitz

Rapporteur: Manuela Schmidt

Yolanda Moses: Moving FORWARD for Women in STEM Fields at UC Riverside: Not by Policy Alone

Yvette Huet: Utilizing Faculty Climate Surveys to Drive Institutional Change

Samantha Howe: Enhancing the Role of Chairs and Deans in Higher Education Culture Change

Marci Levine: ADVANCE Grants as Leverage for Culture Change in a Private Mid-Sized, Research Intensive American University

Autumn Reed: Tackling the Gendered Organization: ADVANCing Women Leaders in STEM at the University of Maryland, Baltimore County

FRI38 Room: Marilda Azulay

Gender equality check: Vincible roadblocks in implementing gender equality in higher education institutions!?

Chair: Renate Buber, Katharina Chudzikowski, Edeltraud Hanappi-Egger

Rapporteur: Nina Fritsch

Katharina Chudzikowski, Verena Aichholzer: Careers and career development at Austrian universities from a gender perspective

Renate Buber, Silvia Mille: Carrying out gender-equitable recruitment: The interplay between legal requirements and management decisions at universities

Renate Buber, Lena Warczewski, Marion Zeger: Plans for the advancement of women in higher education institutions: How do they contribute to successful gender equality work at Austrian universities?

Katharina Mader, Angelika Schmidt: Feminist activism and gender equality – Where has feminist activism in higher education institutions gone?

FRI39 Room: Inés Novella

Change Processes

Chair: Roswitha Hofmann

Rapporteur: Waltraud Ernst

Anke Lipinsky: The gendered organisation as narrative – patterns of appropriation, justification and renunciation of gender equality action during evaluations

Uta Klein: Gender Equality and Diversity Politics in Higher Education: Conflicts, Challenges and Requirements for Collaboration

Uduak Archibong: From “Greening” Transformation to Gender Diversity Change Programme: University of Bradford’s Experience

Doina Balahur: Promoting the “co-operation paradigm” for gendering the universities and science organization. A built-in reflective practice model of real transformation to achieve gender equality in science.

FRI40 Room: Brigitte Nieße

Senior Career

Chair: Anita Thaler

Rapporteur: Celine Camus

Hebe Gunnes, Agnete Vabø: The adjunct professor (professor II) position in Norwegian higher education institutions – a strategic mean to obtain gender balance?

Jenny Neale, Kate White: Working from the margins: An atypical approach to becoming senior women academics in Australasia

Bettina Langfeldt, Anina Mischau: Change and persistence of influential factors on gender disparities in the occupational career of mathematicians and physicists in Germany

FRI41 Room: Alison Brooks

STEM

Chair: Corinna Bath

Rapporteur: Elisabeth Günther

Martina Erlemann: Dynamics in the entanglements of gender cultures and disciplinary cultures in science as a key for gender equality: the case of the physical sciences

Coleen Carrigan: Combating Gender Harassment in Academic Science, Technology and Engineering

Marcela Linkova: Gender in a Trading Zone: Implementing a Cultural and Institutional Change Project at a Czech University

Fabio Gaspani: “Oh, Be a Fine Girl: Kiss Me” *. Gender and Careers in Astrophysical Science.

Conference Program

Friday, September 5, 2014

FRI42 Room: Theresia Oedl-Wieser

Creating an e-gateway to gender and science resources for research, policy and action – GenPORT (Workshop)

Alexandra Bitusikova

Liisa Husu

Rachel Palmén

10:30 – 11:00 COFFEE BREAK

11:00 – 12:30 Room: Sibylla Zech

Keynote: Angelika Paseka: Bringing gender into the mainstream of schools: On crises, learning individuals and learning organisations.

Chair: Alison Woodward

12:30 – 13:30 LUNCH

13:30 – 15:00 Room: Sibylla Zech

Panel Discussion: Gender Equality in Higher Education: Next Steps to Go

Panelists: Elmar Pichl: Director General of the Higher Education Sector, Federal Ministry of Science, Research and Economy, Austria

Fredrik Bondestam: Swedish Secretariat for Gender Research and NIKK – Nordic Information on Gender, Sweden

Caroline Bélan-Ménagier: Equal Opportunities and Anti-Discrimination Office/Ministry for Higher Education and Research, France

Eva Blimlinger: Rector of Academy of Fine Arts Vienna, Austria

Petr Pavlik: Department of Gender Studies, Charles University/ Advisor to the Czech Minister of Education, Czech Republic

Viviane Willis-Mazzichi: European Research Council

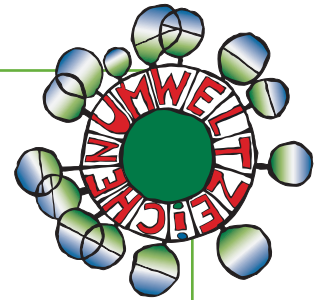
Moderation: Elke Ziegler

15:00 – 15:30 FAREWELL SESSION

**THEATRE WORKS: REWIND & FAST FORWARD
GENDER EQUALITY: TO BE CONTINUED**

15:45 SOCIAL PROGRAM

GUIDED TOUR



GREEN MEETING

This conference complies with the criteria of the Austrian Eco-label “Green Meetings/Events”.

Let us think about the environment and our future – act sustainable:

Thank you for your help!

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- If possible, choose an eco-labelled hotel (Austrian Eco-label, European Ecolabel, EMAS or others).
- Make use of the environmentally benign offers of your hotel (change of towels and bedlinen only when needed or the like).
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- We only print the most essential documents.
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- Our catering includes sustainable criteria such as regionality, seasonality and organic quality.
- We only use reusable dishes.

Conference Program

SPEAKERS



Loukas Balafoutas

Loukas Balafoutas was born in 1981 in Athens, Greece. He studied Banking and Financial Management before earning his M.Sc. and Ph.D. in Economics from the University of Edinburgh in 2008 and his habilitation from the University of Innsbruck in 2013. He has taught economics in Edinburgh, Athens and Innsbruck and worked as a visiting scholar at the University of Athens, Brown University, University of California at San Diego and Georgetown University School of Foreign Service in Qatar. In addition to his academic career Prof. Balafoutas has worked for the OECD Development Centre, where he co-authored a book on the economies of the countries in the Black Sea and Central Asia region and in particular on labor market conditions and policies.

During that time he was involved in policy discussions with many of the region's countries. Prof. Balafoutas is currently Professor of Experimental Economics at the Department of Public Finance, University of Innsbruck. His research focuses mainly on behavior in tournaments and labor markets, on the provision of public goods, on credence goods, and on social norms and social preferences. He uses mainly experimental methods in his research, both in the laboratory and in the field, often combined with concepts from game theory and insights from social sciences other than economics. He is the author or co-author of several publications in highly-ranked academic journals. His research has attracted considerable media attention from outlets mostly in the German-speaking world but also in Britain, Greece and Italy.



Caroline Belan-Menagier

Ms. Belan-Menagier has been in charge for three years of Gender in Higher Education and Research in the Equal Opportunities and Anti-Discrimination Office at the Ministry of Higher Education and Research in France (since April 2014: Department for Strategy on Human Resources, Equality and the Fight against Discriminations, Secretary of State for Higher Education and research, Ministry for Education). She is more particularly in charge of European strategy for research and education.

Ms Belan-Menagier is a French representative to the Helsinki Group on Women in science, the advisory group to DG Research at the European Commission and to the European Research Area Committee. She is the French gender expert for the

Strategic Committee of Horizon 2020 – the European-funded research framework programme. She is in charge of defining French policy positions on Gender and research in European and International contexts (OECD, CEDAW, etc.) She has devised and is leading the strategic work package of the EU-funded Gender-Net era-net, a tool that is meant to network all active Member States in order to analyse, recommend and implement transnational gender policies within the network and beyond to fasten and reach a critical mass of research institutions in Europe with efficient gender policies.

Ms Bélan-Ménagier is also the Vice-Chair of a EU-funded network of 33 countries, COST genderSTE (gender in science, technology and the environment; <http://www.genderste.eu/>). This network is a policy and research tool that aims at fostering the implementation of gender policies in research as well as the integration of the gender dimension in environment-related issues (energy, climate, transport, cities, etc.) The main networking tools gather more and less advanced countries in order to trigger cooperation and awareness-raising and allow for short term missions to make best practice exchange concrete and more efficient in the long run.

When she was a Teaching and Research Temporary Attaché, She was involved in research in cooperation with two research centers on Anglophone studies in France: CERCLES (Rouen University) and GRAAT (Tours University). As such she has directed an on-line publication, “Defining Americanization ; 19” in March 2008 and has given many papers on American religion (notably Puritanism and well as the character of the Devil in the Bible) at the French Association of American Studies (AFEA). She has also been invited, in the framework of scientific popularization, to speak at the Beaux-Arts Museum of Rouen and in the local Prison.

She has completed a Master’s Degree in American civilization, and done research on religion in American Culture. Thanks to EU-funded Erasmus programme, she has studied at Goldsmith’s College, University of London (UK) and at the University of Oklahoma, Oklahoma State (US). After two years as a teacher of English in High School in France she was recruited at the University of ROUEN, Normandy to teach American Civilization and to create and implement e-learning and work placement trainings in the Department of Applied Languages. After 8 years in Rouen she was recruited at the University of TOURS, Loire Valley to settle multimedia language resource centers.



Eva Blimlinger

Personal details

Born in Vienna in 1961

1979 Final exam (Matura) at the Wirtschaftskundlichen RG (secondary school focusing on cooking, design and psychology) in Possingergasse, Vienna

German Philology, History and Social Studies at the University of Vienna (teacher training certificate)

1990 graduation (Magister der Philosophie, MA, teacher's certificate)

Work experience

- 1988 – 1991: clerk in a tobacconist's (while studying)
- March – October 1991: Young Graduates' training at the "Österreichisches Filmbüro" (Austrian Film Office), Vienna
- November 1991 – August 1992: Equal Opportunities Advisor /Compliance Officer of the Austrian Rectors' Conference
- August 1992 – Februar 1999: Head of the PR Department at the School of Applied Arts (today University of Applied Arts) in Vienna
- 1997: Civil Service exam for Remuneration Group A for editing services (summa cum laude in all 7 subjects)
- February 1999 – February 2004: Research coordinator for the Historical Commission of the Austrian Republic. Support and concept development for the Historical Commission Committee (6 Members, 3 Permanent Experts), coordination of more than 50 research projects involving a total workforce of 150 researchers in Austria, Germany, USA, Israel, GB
- 2002 – 2004: Managing Director of the scholarship program "Premiere" for graduates of the University of Applied Arts in Vienna (European Social Fund ESF and Federal Ministry of Education, Science and Culture, two-year pilot scheme, contract for work and services), concept development, budget planning and administration
- 2004 – 2011: Head of the department of project coordination and process management geared to the promotion of art and research at the University of Applied Arts Vienna; knowledge and project management.
- Since 2008: Scientific Coordinator of the Commission of Provenance Research of the Federal Ministry of Education, Science and Culture
- Since 2006: member, since 2008 vice chair of the Federal Advisory Board for Art Restitution
- Since 2011: Rector of the Academy of Fine Arts, Vienna



Fredrik Bondestam

I have a doctorate in sociology (2004, Uppsala University) on gender equality in higher education, and has since then done research on gender and higher ed in different respects, foremost on critical and feminist pedagogy and teaching, sexual harassment and violence, implementation of gender equality and gender mainstreaming, etc. My research spans other fields as well, for example risk, organisation and masculinities, gendered teaching in elementary schools, the role of feminist theory in sociological research, etc.

I also have experience from positions as Senior Advisor in the Swedish public sector on gender and gender mainstreaming, Head of unit for research and development at the Swedish Equality Ombudsman, and as CEO at Opoconax Gender Consulting. Currently I'm working as Research Coordinator at the Swedish Secretariat for Gender Research and NIKK – Nordic Information on Gender.



Lise Christensen

Lise Christensen, Mag.Art in Sociology, special adviser at The Research Council of Norway (RCN), and primary contact person of RCN policy on gender equality and gender perspectives in research and innovation .

Christensen has formerly done social research and worked as a gender equality adviser at the University of Oslo (UoO) and been in charge of several gender action plans for gender equality at the UoO.

Christensen is the Norwegian representative at the Helsinki Group on gender in research and innovation. She is heading the Norwegian team involved in ERA-NET GENDER-NET.

She is also the RCN representative in Science Europe expert group on gender and diversity.



Sabine Haubenwallner

Sabine Haubenwallner, PHD in Biology, National & International Research Experience as well as Experience in the Pharmaceutical Industry, since 2003 Scientific Operating Officer and Programme Manager at FWF – the Austrian Science Funds – responsible for Gender Mainstreaming Strategies and Priority Research Programmes.



Sabine Mayer

Education

- 1983 – 1992 University of Technology, Vienna: Urban and Regional Planning
- 1992 – 1998 **PhD**, University of Technology, Vienna. Master Thesis: „Relationale Raumplanung: Ein Beitrag der Institutionenforschung.“
- 2001 **Rudolf Wurzer Award** for „Relationale Raumplanung – Ein institutioneller Ansatz für flexible Regulierung“, Metropolis, 1999.

Work Experience

- 2011 – **Austrian Research Promotion Agency (FFG), Strategy Unit**
Selection procedures, international experience exchange, evaluation, internal projects, gender in research Representative of FFG in
 - TAFTIE, the Network of European Innovation Agencies (Executive Working Group)
 - Austrian Plattform for Research and Technology Policy Evaluation fteval (Managing Board)
 - DeGEval Gesellschaft für Evaluation
- 2011 – Member of Research Council Salzburg
- 2010 – Member of European Network of RTD Evaluators
- 2008 – 2011 **KMU Forschung Austria (Austrian Institute for SME Research) – Senior Researcher**
Management of several evaluations and studies in the field of RTDI funding policies and entrepreneurship (list of projects see below),
- 1999 – 2008 **Austrian Research Promotion Agency (FFG)**
Strategy unit at the division of Structural Programmes (focus on programme development, evaluation, quality management)
Trainer for programme management at the FFG-Academy(2007 – 08)
Head of programme management FHplus 2002 bis 2007
Development of funding programmes for the responsible federal ministries
Maternity Leave 1999/2000
- **1996 – 1999 Business Park Development ltd (WEG)**
Project Management – Development of and feasibility studies for regional impulse centers funded by the federal government.
- 1995 – 1998 **Research unit for Socio-Economic Research at the Austrian Academy of Sciences**
Research fellow
- 1992 – 1995 **Institute for Finance and Infrastructure Policy, University of Technology, Vienna**
Research fellow



Angelika Paseka

Angelika Paseka is a Full Professor for Educational Science with a bias on school education and professionalism at the University of Hamburg. She was born in Vienna in 1957. She studied Mathematics and Geography at the College of Teacher Education in Vienna and became teacher in a Secondary School. She continued with studies in Sociology and Education at the University of Vienna. Angelika Paseka holds a doctorate in Sociology from the University of Vienna and has a post-doctoral lecture qualification (Habilitation) in Educational Science. After 17 years lecturing at the College of Teacher Education in Vienna and the Universities of Vienna and Linz she changed to the University of Hamburg in 2010.

Her current research interests are teacher professionalism, family-school-partnership, school-development (with a focus on Gender Mainstreaming) and qualitative methods in educational research.

Angelika Paseka was member of the national working group EPIK (Entwicklung von Professionalität im internationalen Kontext, Development of professionalism in an international context), installed by the Federal Ministry of Education, Austria. Currently she is council-member in the ÖFEB (Austrian Society for Research and Development in Education) and the EERA (European Educational Research Association). She is co-editor of the “Zeitschrift für Bildungsforschung” as well as author and co-author of several publications.



Petr Pavlík

Ing. Petr Pavlík, Ph.D., currently serves as the director of Institute of Masters Studies and deputy chair of the Department of Gender Studies of the Faculty of Humanities, Charles University, Prague. His research interests include implementation of gender-equality policies in the Czech Republic. Apart from academic interests, he participates in activities focused on promoting gender equality and gender education of state officials. He is a member of the Government's Council on Equal Opportunities of Women and Men and a chair of its Committee on Institutional Support for Equal Opportunity Policy.



Elmar Pichl

Born 1973 in Graz, married, one son

Study of Law in Graz

1997 until 1999 occupations at the University of Graz / Institute for Austrian, European and Comparative Public Law, Political Science and Administration Law

1999 Head of Office in Tetovo (FYROM) / Prishtina (Kosova) for World University Service Austria

2000 until 2007 occupations in the headquarter of the Austrian People's Party (last: Political Director)

2007 until 2010 Chief of Cabinet for the Federal Ministers for Science and Research Johannes Hahn, Beatrix Karl and – 2011 intermistically – Karlheinz Töchterle

2010 until 2013 Deputy Director General of Section I in the Federal Ministry of Science and Research (Universities, Universities of Applied Sciences, Private Universities)

Since 2010 Chairman of the Board of the Austrian Agency for International Mobility and Cooperation in Education, Science and Research (OeAD GmbH)

Since 1. August 2013 Director General of Section IV in the Federal Ministry of Science and Research (Universities, Universities of Applied Sciences, Private Universities) [since 2014 Federal Ministry of Science, Research and Economy]

Since 2013 delegate in the High Council of the European Institute in Florence

Lecture and publication activities i.a. in the ambit of higher education management, law and governance

Fields of competences / focal points:

- Higher Education – legal matters
- Higher Education – management and governance
- European developments in Higher Education
- Communications & Campaigning
- Non-Profit Management



Elizabeth Pollitzer

Elizabeth Pollitzer has been director of Portia since 2001. Portia was set up by a group of women scientists at Imperial College London to promote actions improving women's place in science, as well as understanding of gender issues affecting quality of research and innovation. Until 2005 she was working at the Department of Computing at Imperial. Since then, through Portia, she focused on projects that bring scientists, gender scholars, and policy makers together to assess research evidence and arrive at a consensus on the actions that must be taken to make science fair, effective, and responsive to societal needs – women's and men's. The most significant of these efforts was the FP7 funded project genSET, which Portia coordinated, and which involved science leaders in considering gender research and advising science

institutions, including the European Commission, on what were the common gender problems in science and what must be done to correct them. This advice "from science leaders for science leaders" led to the formation in 2011 of Gender Summit as a platform where scientists, gender scholars and policy makers, as well as other stakeholders in science, can discuss new gender research and assess how it can be used to improve quality of research and innovation, and make science institutions better. The 2012 Gender Summit took place at the European Parliament, during the debate on Horizon 2020 budget, and, with the efforts of other groups, helped ensure that gender was included in Horizon 2020 as a criterion of success. In 2013 the Gender Summit was introduced to North America, under the leadership of NSF, and in 2015, it will be introduced to Africa and to Asia, and then in 2016 to Latin America. In 2011, she was member of the EC Expert Group on structural change. In her lecture she will review the key advancements on gender issues in science that have been made in Europe in the last few years and consider if sustainable change is at last happening, and if soon the "leaky pipeline" will be committed to history.



Maya Widmer

Maya Widmer is in charge of gender equality in the research funding process at the Swiss National Science Foundation SNSF. After graduating in German and English studies at the University of Zurich, she worked as scientific assistant, editor and education expert. She lectured, among others, at the universities of Zurich and Basel. Maya Widmer is member of the steering committee of the "Federal Programme for Gender Equality at Swiss Universities", which she coordinated between 2001 and 2004 on national level. She has been member of the Helsinki Group since 2004, and she chaired the expert group on "Women in Research Decision Making" established by the European Commission 2006-2007.



RTD-B7

Viviane Willis-Mazzichi,

Head of Sector "Gender", DG Research & Innovation,
European Commission

The Sector "Gender" develops the strategy on Gender Equality in the European Policy for Research and Innovation and coordinates its implementation. The strategy encompasses three objectives:

- Equal participation of female and male scientists at all levels
- Equal participation of women and men in decision-making
- Integration of sex and gender analysis in research content and programmes

It is implemented within the European Framework Programme Horizon 2020 and the European Research Area in collaboration with the Member States, Associated Countries and research institutions.

Most recent publications:

- SHE Figures 2012
http://ec.europa.eu/research/science-society/document_library/pdf_06/she-figures-2012_en.pdf
- Structural change in research institutions
http://ec.europa.eu/research/science-society/document_library/pdf_06/structural-changes-final-report_en.pdf
- Gendered Innovations
http://ec.europa.eu/research/science-society/document_library/pdf_06/gendered_innovations.pdf
- Gender equality Policies in public research – released on 1st September 2014



Alison Woodward

Alison E. Woodward (Ph.D. University of California, Berkeley) is Research Professor at the Free University of Brussels (VUB) and co-director of RHEA, the Center for Gender Studies and Diversity Research. She is a Senior Associate of the Institute for European Studies at the VUB. She worked for 15 years in Sweden at Kungliga Tekniska Hogskolan and Uppsala University and has had guest positions at Ruhr University, Wayne State, the Science Center (WZB) in Berlin and other institutions.

In recent years she has been active in scientific evaluation as chair of the Social Science Expert Panel of the Flemish Scientific Research Fund (FWO) and member of the Standing Committees on Social Sciences of the European Science

Foundation and Science Europe. Her recent publications include (with J.M. Bonvin and M. Renom, eds.) *Transforming Gendered Well-Being in Europe: The Impact of Social Movements* (Ashgate, 2011) and "From Equal Treatment to Gender Mainstreaming and Diversity Management" in *Gendering the European Union* (J. Mushaben and G. Abels, eds. Palgrave Macmillan, 2012) "Gender and European Politics" in *Routledge Handbook of European Politics* (J. M. Magone, forthcoming) and work on the impact of austerity on civil society (*Open Citizenship* 2013-4:1 12-21). Working as a policy consultant she has assisted the European Commission, the Council of Europe, the United Nations and the Flemish government, and is frequently relied upon for expert contributions relating to social exclusion, gender and politics.

Conference Program

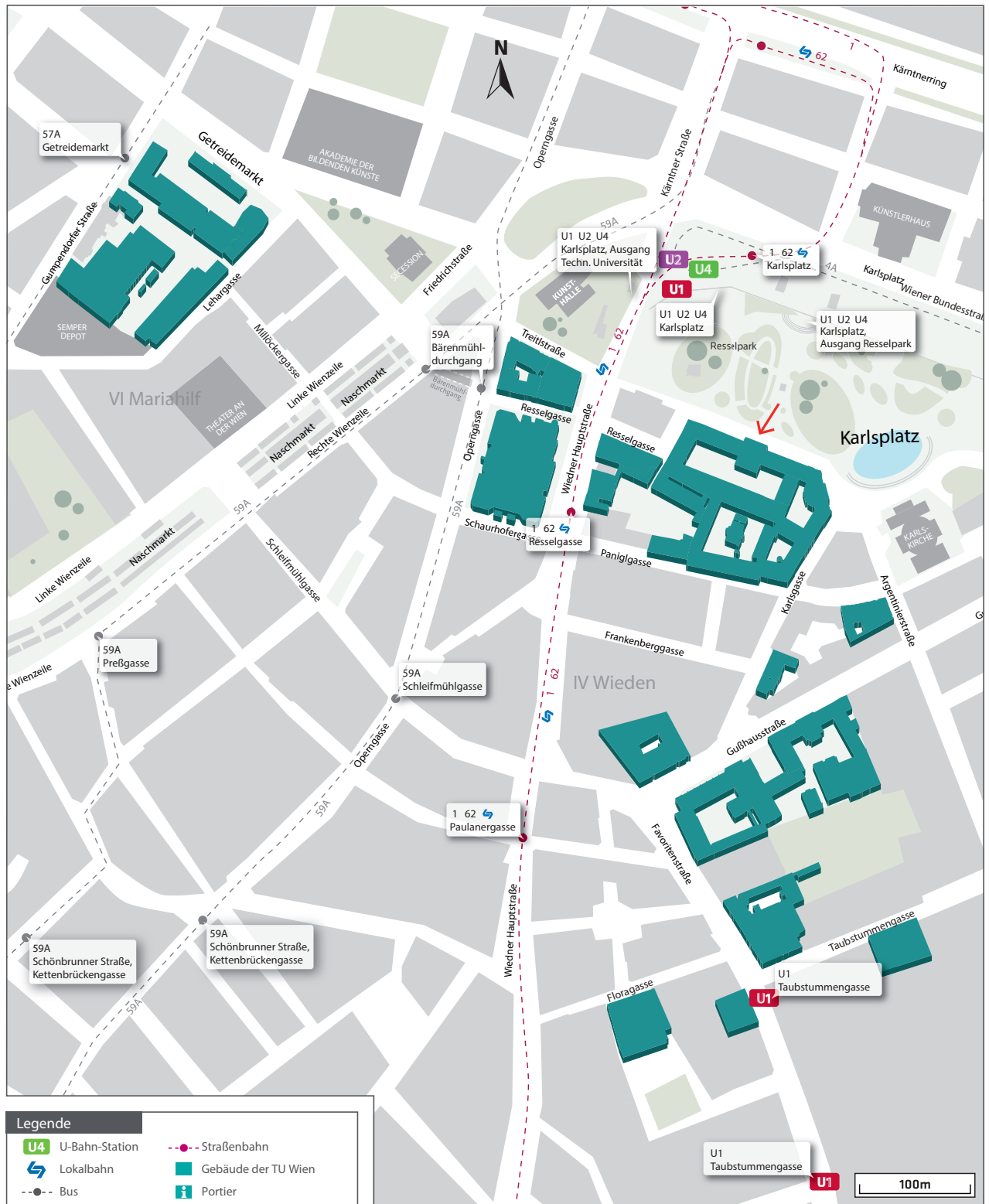


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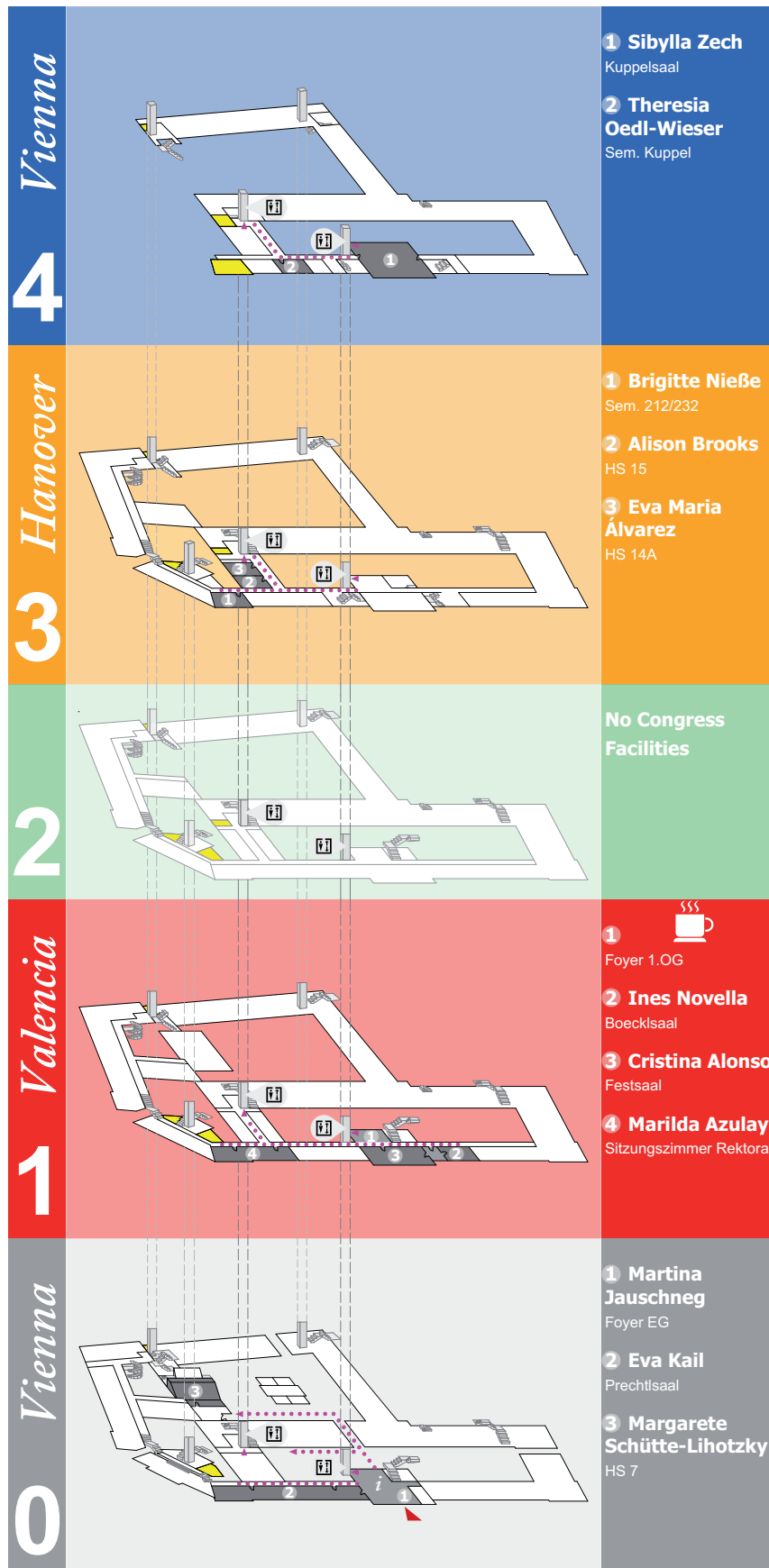
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FLOORPLAN

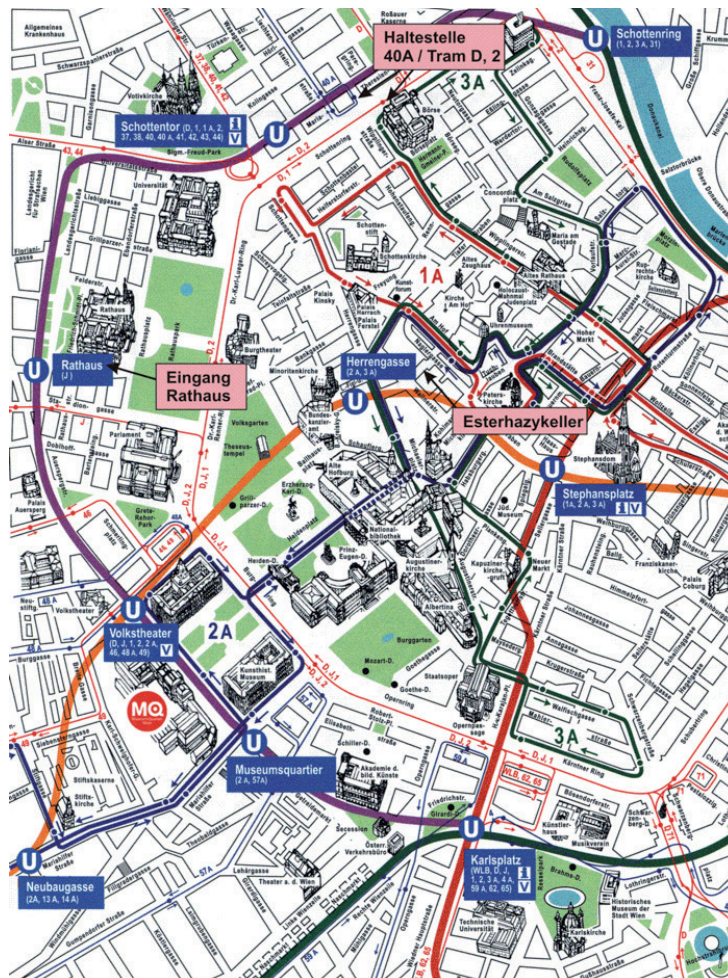
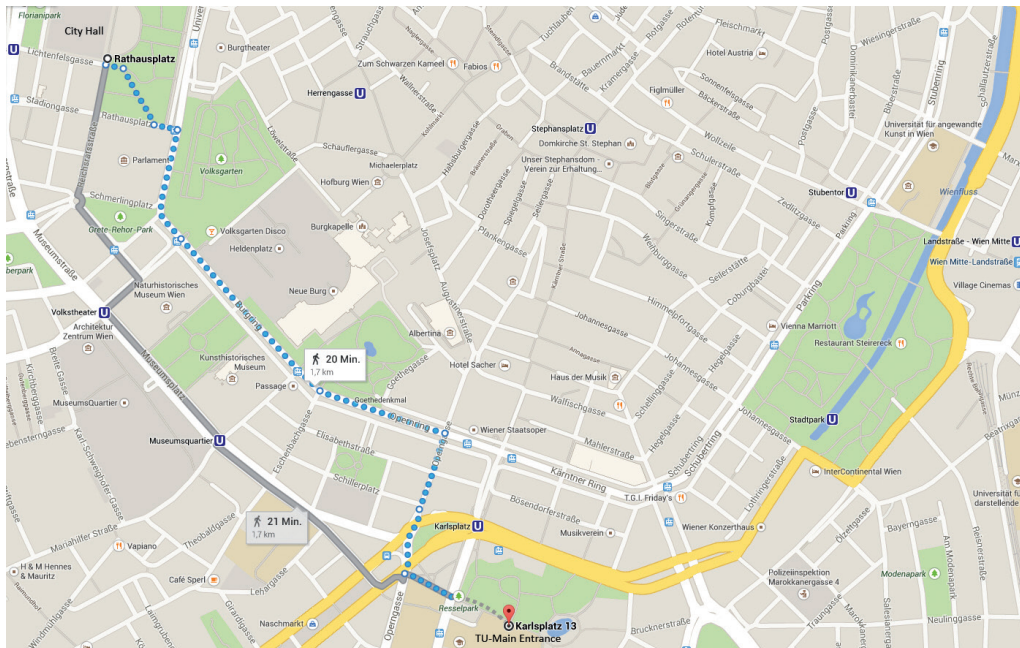


Map Legend:

Main Entrance Karlsplatz
 Barrier-free
 Toilets

Conference Program

MAPS



Maps

NOTES

IMPRINT

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Brigitte Ratzer, Bettina Enzenhofer

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