

Wednesday 29 August 2012

Thursday 30 August 2012

Friday 31 August 2012

Chair: Pro Rector Berit Rokne

**09:30 – 10:30 Registration
Welcome!**

**10:30 – 10:45
Opening session**

- Rector Sigmund Grønmo, UiB
- Professor Gerd Bjørhovde, KIF Committee
- Professor Liisa Husu, European Network on Gender Equality in Higher Education

Chair: Professor Ellen Mortensen

**09:00 – 09.15 Good morning!
The Grieg Academy**

09:15 – 10:45 Keynote speakers

- 09:15 – 10:00 Cordelia Fine:**
The new "neurosexism" - What it is, and why we should care
- 10:00 – 10:45: Renata Siemienska**
No Quality without Equality in Academia

Chair: Associate Professor Inga Berre

**09:00 – 11:00
Parallel sessions**

- [Workshop 11](#)
- [Workshop 12](#)
- [Workshop 13](#)

11:00 – 12:30 Keynote speakers

- 11:00 – 11:45 Alexandra Bitusikova**
Gender equality in higher education challenged: a view from Central Europe
- 11:45 – 12:30: Kathrin Zippel**
Gender in the Globalizing Academic World

	10:45– 11.15 Coffee Break	
<p>10:45- 12:15 Keynote speakers</p> <p>10:45 – 11:30 Mari Teigen <i>Gender Equality: Problems, Strategies and Solutions</i></p> <p>11:30 – 12:15 Curt Rice <i>Do the smart thing! How focusing on gender can make universities better.</i></p>	<p>11:15 – 12:30 Panel discussion II <i>Experiences from EU-projects</i> Chair: Anke Lipinsky Alexandra Bitusikova Jeff Hearn Alison Woodward Viviane Willis-Mazzichi</p>	
<p>12:15 – 12:30 Exhibition presentation Marie Storaas</p>		
12:30 – 13:30 Lunch	12:30 – 13:30 Lunch	12:30 – 13:30 Lunch
<p>13:30 – 15:30 Parallel sessions</p> <ul style="list-style-type: none"> - Workshop 1 - Workshop 2 - Workshop 3 - Workshop 4 - Workshop 5 - Workshop 6 	<p>13:30 – 14:30 Panel discussion III <i>Excellence vs. gender equality</i> Chair: Marcela Linkova Cordelia Fine Renata Siemienska Curt Rice Maya Widmer</p>	<p>13:30- 14:30 Panel discussion IV <i>The financial crisis and changing conditions for research</i> Chair: Lars Jalmert Kathrin Zippel Alexandra Bitusikova Kari Wærness Agnete Vabø</p>

<p>15:30 – 15:45 Coffee Break</p>	<p>14:30 – 16:30 Parallel sessions</p> <ul style="list-style-type: none"> - Workshop 7 - Workshop 8 - Workshop 9 - Workshop 10 	<p>14:30 – 15:15 Summing up – visions of the future <i>Liisa Husu & Gerd Bjørhovde</i></p>
<p>15:45 – 16:45 Panel discussion I <i>Practitioners panel</i> Chair: <i>Curt Rice</i> <i>Svandis Benediktsdottir</i> <i>Jan Petter Hansen</i> <i>Gül Bekcioglu</i> <i>Lise Lyngsnes Randeberg</i> <i>Mari Teigen</i></p>		<p>15:15 – 15:30 Closing speeches/ End of conference</p>
<p>16:45 – 17:30 Poster presentations</p>		
<p>17:30 – Reception given by the municipality of Bergen Radisson Blu Royal Hotel</p>		
<p>18:30 Buffet Radisson Blu Royal Hotel</p>	<p>19:00 - Conference dinner/banquet Radisson Blu Royal Hotel</p>	

PARALLEL SESSIONS – WORKSHOPS

WEDNESDAY 29 13.30 -15.30		THURSDAY 30 14.30 – 16.30		FRIDAY 31 09.00 – 11.00	
<p>Room 1 13.30 – 14.30</p>	<p><i>1. The financial crisis in the world and changing conditions for research and higher education. How will it affect gender equality in academia?</i></p> <p>6: Gender equality in research leadership: opportunity for change Browning, Lynette Thompson, Kirrilly, Dawson, Drew</p> <p>32: Science, gender and society: on the need to intersect scientific education and research. Mangia, Christina, Colella, Patrizia</p> <p>40: Women on Top as Gendered Organisational Change Agents in Higher Education with growing External Economic Expectations Sagebiel, Felizitas</p> <p>Moderator: Lars Jalmert</p>	<p>Room 1 14.30 – 16.30</p>	<p><i>7. Autonomy reforms in higher education and gender equality</i></p> <p>3: Managing the academia in times of New Public management – new possibilities for women? Blätzel-Mink, Birgit; Merkator, Nadine; Kloke, Katharina; Krücken, Georg; Schneijderberg, Christian</p> <p>42: Gender Equality Management at German Universities: Examples of Good Practice Schacherl, Ingrid</p> <p>57: Rectors as change agents for equality: requirements and challenges in autonomous universities Wroblewski, Angela</p> <p>45: Soft law as an instrument to foster gender equality in appointment procedures? –Adaption strategies to the shift of autonomy in Higher Education in Germany Steinweg, Nina</p> <p>51: Professionalization of Gender Equality Staff in the Course of New Public Management Reforms Vollmer, Lina</p>	<p>Room 1 09.00 – 11.00</p>	<p><i>11. Autonomy reforms in higher education and gender equality</i></p> <p>4: More autonomy – less equality The Norwegian Committee for Gender balance: Rustad, Linda Marie, Marcela Linkova, Ingrid Scharcherl, Kerstin Alnebrett</p> <p>Moderator: Gerd Bjørhovde</p>

			<p>43: Feminist Activism at Managerial Universities Schmidt, Angelika; Bendl, Regine</p> <p>Moderator: Solveig Bergman</p>		
<p>Room 1 14.30 – 15.30</p>	<p><i>2. Excellence and research policy in relation to equality and diversity</i></p> <p>39: The DFG's Research-Oriented Standards on Gender Equality / Interim report Reichwein, Eva</p> <p>58: Two Steps Forward, One Step Back: European Research Councils and Experience with Gender Balance Policies Husu, Liisa, Woodward, Alison</p> <p>Moderator: Maya Widmer</p>	<p>Room 2 14.30 – 16.30</p>	<p><i>8. Gender mainstreaming in universities: challenges and successes</i></p> <p>22: From liberal feminist to social constructionist approaches – four gender equality interventions at Luleå University of technology Källhammar, Eva; Fältholm, Ylva</p> <p>26: Constructing equality in academia or reproducing inequalities Kradolfer, Sabine; Fassa, Farinaz:</p> <p>7: Increasing gender diversity in Dutch academia: a major social challenge Buitendijk, L.E.</p> <p>38: A reflection on the impact of equality actions in Spanish universities Ponton, Paloma, Pastor, Inma:</p> <p>16: Equality as an element of Quality Management: the Dialog Initiative in lower Saxony Hartung, Barbara</p> <p>Moderator: Liisa Husu</p>	<p>Room 2 09.00 – 11.00</p>	<p><i>12. Gender mainstreaming in universities: challenges and successes</i></p> <p>1: Gender Equality, gender mainstreaming and equal opportunities – how to establish a sustainable model? In an interactive workshop representatives from three different organizations will share knowledge and experience from the work with gender integration in Linköping University Backman, Stina: G</p> <p>Moderator: Stina Backman</p>

<p>Room 2 13.30 – 14.30</p>	<p>3. Gender mainstreaming in universities: challenges and successes</p> <p>11: How to measure gender equality at universities Eckstein, Kerstin</p> <p>36: Implementing gender equality strategies in scientific organizations Nielsen, Mathias Wullum</p> <p>23: Gender equality between acceptance and resistance – results of agency oriented research about gender mainstreaming in universities Kamphans, Marion</p> <p>Moderator: Anke Lipinsky</p>	<p>Room 3 14.30 – 16.30</p>	<p>9. Gender equality interventions and measures</p> <p>8: From Evidence to Consensus, Recommendations, and Standards: lesson from the genSET project Dale, Henrietta; Pollitzer, Elizabeth:</p> <p>14: At the heart of a Swiss scientific research network NCCR MUST: an initiative in physics and chemistry to promote, support and network women scientists Garry, Anna; Keller, Ursula:</p> <p>41: I got back five years - the impact of an equality fellowship scheme at University of Sidney Scahill, Anne</p> <p>17: Gender sensitive research? A reality check on the consideration of gender aspects in EU-funded research Heller- Genath, Nadine</p> <p>49: Single-sex education as a way to reach gender equality in engineering? Thaler, Anita:</p> <p>52: With interdisciplinarity towards a more inclusive, diverse and sustainable engineering education Waechter, Christine</p> <p>Moderator: Mari Teigen</p>	<p>Room 3 09.00 – 11.00</p>	<p>13. Gender equality interventions and measures</p> <p>13: But does the policy work? Barriers to promotion for female academics Ferguson, Kerry</p> <p>31: The impact of programs on women's involvement in STEM: Systematic review of evaluation studies. Löther, Andrea</p> <p>27: The ADVANCE program for Institutional Transformation Kramer, Laura</p> <p>59: Ascent through mentoring Höppel, Dagmar</p> <p>9: Scenario Building Method as a tool for Supporting career Decisions in Science: Comparing Germany and Israel Pollitzer, Elizabeth; Schraudner, Martina; Breman, Adina</p> <p>30: Young people need good role models! The RENATE centre Lundeby, Borghild; Landsem, Lovise; Rørvik, Guro; Sæther, Hanne Mari</p> <p>Moderator: Kari Wærness</p>
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<p>Room 2 14.30 – 15.30</p>	<p><i>4. Gender mainstreaming in universities: challenges and successes: A panel of members of the UWE from the Nordic countries.</i></p> <p>Challenges and successes in Gender Mainstreaming. A panel of members of the UWE from the Nordic countries. Hestholm, Grethe Nina; Rønning, Anne Holden; Asserson, Anne</p> <p>Moderator: Anne Asserson</p>	<p>Room 4 14.30 – 16.30</p>	<p><i>10. Gender and career trajectories</i></p> <p>24: Informal networks in science: Differences between perceived and realized embeddedness of female and male researchers. Kegen, Nadine; Beaufays, Sandra:</p> <p>20: Assessing Achievement Relative to Opportunity: The need to reward academic performance fairly. Hill, Beverley</p> <p>53: An intervention to empower mid-career university staff White, Kate</p> <p>34: Can we afford NOT to pay attention to Gender Equity? McQuillan, Julia; Hill, P.W; Falci, C; Watanabe, M; Holmes, M.A.</p> <p>56: Careers against all odds: Career pathways of highly skilled female migrants at German universities Wolffram, Andrea</p> <p>47: Barriers inhibiting girls to apply to technology higher education programmes – results from Hungarian qualitative study Szekeres, Valeria; Vicsek, L.; Tacàcs, E.</p> <p>Moderator: Marcela Linkova</p>		
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Room 3
13.30 – 15.30

**5. Gender equality
interventions and measures:
teaching gender**

**29: Integration of Gender-related
knowledge and skills into the new
modular medical curriculum at
Charité Berlin**

Ludwig, Sabine;

**15: Teaching gender in Science and
Science Education: Challenges and
Successes**

Götschel, Helene

**48: Gender-Sensitivity in Academic
Teaching – between Normative
Demands and Routine Practice**

Teichmann, Franziska Bütow, B.
Opielka, M.

**55: “Gender-responsive Pedagogy”
- A Theoretical and Practical
Model for Educationalists**

Winheller, S.

**46: Virtual education of gender in
EES**

Suarez, Magdalena

**Moderator: Alison
Woodward**

<p>Room 4 13.30 – 15.30</p>	<p>6. Gender and career trajectories</p> <p>2: Equal in Academia? Career trajectories of men and women Backman, Stina</p> <p>12: Gender, time and career Egeland, Cathrine, Bergene, Ann Cecilie</p> <p>37: Gender neutral ‘family policies’ and gendered ‘equal opportunities policies’: career and non-career jobs in context Nilsen, Ann</p> <p>5: Effects of Family Friendly Measures in the German Higher Education Area Brodesser, David</p> <p>10: Support for dual career couples: a privilege of the elite or the norm? Dubach, Philipp</p> <p>50: Women and men in top academic positions and research management: State of the art Vabø, Agnete; Gunnes, Hebe; Tømte, Cathrine</p> <p>Moderator: Renata Siemienska</p>				
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