

Third European Conference on Gender Equality in Higher Education

University of Genoa April 13th-16th 2003



University of Genoa

Equal Opportunity Committee
in cooperation with
the European Network
for Gender Equality
in Higher Education



Patronage

With the higher patronage of Presidenza della Repubblica

and the patronage of

Presidenza del Consiglio



Provincia di Genova

Regione Liguria



Comune di Genova

Committees

HONORARY COMMITTEE

Sandro Pontremoli

Rettore Università di Genova

Sandro Biasotti

Presidente Regione Liguria

Alessandro Repetto

Presidente Provincia Genova

Giuseppe Pericu

Sindaco di Genova

Paolo Odone

Presidente CCIAA

University of Helsinki

Katharina von Salis

ETH Zurigo

Rosanna Muratori

University of Genoa

Irène Hill

Oxford Brookes University

Liz Doherty

Oxford Brookes University

Judith Secher

Oxford Brookes University

Assessore Provincia di Genova

Rita Falaschi

Responsabile del Centro P.O.

Provincia di Genova

Anna Castellano

Assessore Comune di Genova

Roberta Morgano

Assessore Comune di Genova

Patrizia De Luise

Giunta CCIAA Genova

Presidente C.I.F.

SCIENTIFIC COMMITTEE

Valeria Maione

University of Genoa

Simonetta Manfredi

Oxford Brookes University

Renata Livraghi

University of Parma

Chiara Saraceno

University of Turin

Liisa Husu

PROMOTING COMMITTEE

Nicola Abbundo

Assessore Regione Liguria

Maria Teresa Marras

Consigliera Regionale di Parità

Rossella D'Acqui

Presidente Commissione

speciale P.O. Regione Liguria

Elisabetta Sannazzari

ORGANIZING COMMITTEE

Antonella Ferrando

Raffaella Gallini

Augusta Molinari

Michela Parodi

Mariangela Ripoli

Walter Riva

Emma Scrivani

Rita Tanzi

Patrizia Trucco

Alessandra Villa



Scientific program

Sunday 13th April 2003

16.30-18.00 OPENING SESSION

Sala delle Grida
Palazzo della Borsa
Via XX Settembre, 41

Registration

Welcome address

Sandro Pontremoli

Rector of the University of Genoa

Stefania Prestigiacomò

(to be confirmed)
Minister for Equal Opportunities

Sandro Biasotti

President Regione Liguria

Giuseppe Pericu

Mayor of Genoa

Alessandro Repetto

President Provincia di Genova

General information
about the conference

Valeria Maione

Chair of the Equal Opportunity
Committee, University of Genova

18.00-19.00 Welcome Cocktail

Monday 14th April 2003

MORNING SESSION

Università degli Studi di Genova
Facoltà di Architettura
Aula Magna San Salvatore
Piazza Sarzano

9.00-9.30 Registration

Welcome address

Annalisa Calcagno Maniglio

Dean of Architecture Faculty

Plenary session

9.30-10.00 Against discrimination or for
equality. Different approach to
anti-discrimination law in Europe.

Prof. Kevat Nousiainen

University of Helsinki, Finland

10.00-10.30 Bioethics in gender perspective.

Prof. Luisella Battaglia

University of Genoa, Italy

10.30-11.00 New career opportunities for
women in higher education in
Central Eastern Europe.

Prof. Renata Simienska

University of Warsaw, Poland

11.00-11.15 Questions

11.15-11.40 *Coffee Break*

11.40-12.10 The problem of Socio-cultural
Cloning: (White) Masculinities,
Preference for Sameness and
durable Inequalities in Higher
Education.

Prof. Philomena Essed

University of Amsterdam, Netherlands
University of California, USA

12.10-12.40 Gender Equality in Scientific
research: what does the European
Commission?

Prof. Nicole Dewandre

DG Research European Commission

12.40-12.55 Questions

12.55-14.30 *Lunch*



AFTERNOON SESSION

Convento Domenicani
Santa Maria di Castello
Salita Santa Maria di Castello, 15

TRACK 1

Mainstreaming Gender Equality in Higher Education

Room 1

Chairs Prof. Joyce Hill and
Dr. Judith Secker

- 14.30-15.50** [1.1] Institutional policies and strategies to promote Gender Equality in HE
- 1. Milka Metso** (France)
The national survey on the institutionalisation of womens studies in France; results and perspectives.
 - 2. Sara Hunter** (Ireland)
Mainstreaming Gender Equality in HE.
 - 3. Engela Petrorius** (South Africa)
Fighting from within: mainstreaming Gender Equality at a South African University.
 - 4. Jenny Neale and David Mackay** (New Zealand)
Equity, Management and practice.

15.50-16.20 *Coffee Break*

- 16.20-18.00**
- 5. Sharon Bell** (Australia)
Anti-discrimination laws in Australia and New South Wales.
 - 6. Leslye Hayes** (Australia)
Women at the Australian National University.
 - 7. Neal Abraham and Meryl Altman** (USA)
Transforming Institutional culture: programs plus policies.
 - 8. Pamela Agbor** (Cameroon)
Experiences in the University of Buea.

Parallel session

14.30-18.00

TRACK 2

Students and the curriculum

Room 2

Chairs Prof. Katherina Von Salis
and Dr. Irène Hill

- 14.30-15.50** [2.1] Women in Science: positive actions
- 1. Felizitas Sagebiel** (Germany)
Attracting Women for Engineering: Potentials of interdisciplinary degree courses in Germany.
 - 2. Ganna Gerasymenko** (Ukraine)
Women among scientists in Ukraine: present state and trends.
 - 3. Christine Charreton** (France)
The French association "Women and science" and Gender in HE.
 - 4. Glynis Wattus** (Austria)
Strategic repositioning to achieve gender equity in programs considered non-traditional for women.
 - 5. Eileen Drew and Michelle Gallagher** (Ireland)
Breaking the mould?: Gender Differences in the study of Science, Engineering and Technology in Ireland.

15.50-16.20 *Coffee Break*

- 16.20-18.00** [2.3] Initiatives to increase gender equity in HE
- 6. Tania Walloshke and Bernd Remmele** (Germany)
The gender gap in educational media - or can the media be gapped?



7. Jane Miller and A. Durndell (UK)
Gender and Computer-Mediated
Communication in Campus-Based
HE.

8. Gabrielle Griffin (UK)
The impact of Women's Studies
Training on Women's Employment in
Europe: A Comparative Analysis.

9. Smolyar Lyudmyla (Ukraine)
Women and Gender Studies
Centers: an effective way to Gender
Equality in HE.

10. Jane M. Wood (USA)
Survivor to Assimilator: the progres-
sive cycle in women's and gender
studies students.

TRACK 3 **Careers in Higher Education: achieving a gender balance**

Room 3

Chair **Dr. Liz Doherty**

14.30-15.50: [3.1] Women's position in the HE
hierarchy

**1. Jerome De Henau and Daniele
Meulders** (Belgium)

The Representation of Women in
Research among the University
Institutions of the French
Community of Belgium.

2. Ann Almegard (Sweden)
No Leaky Pipeline in Academic
Medicine in Sweden.

3. Jim Berry, John Chandler (UK)
and Elisabeth Berg (Sweden)
Gender and the managerial turn in
higher education: Biographical
accounts from England and Sweden.

16.10-16.40 *Coffee Break*

16.40-18.00 [3.2] Barriers to Women's
Progression

4. Ludmila Popkova (Russia)
Women's Professional Career in
Russian Higher Education:
Obstacles and Opportunities.

5. Patricia Barker and Katy Monks
(Ireland)
Women in Senior Academic
Positions: Two Case Studies.

6. Martha Foschi (Canada)
Gender and the role of standards in
competence assessment experi-
mental research and policy implica-
tions.

TRACK 4 **Continuing Education from a gender perspective**

Room 4

Chair **Prof. Rosanna Muratori**

14.30-15.50 **1. Helene Schiffbaenker and Birgit
Woitech** (Austria)

The ICT sector as a challenge for
Gender Equality and what HE can
contribute.

2. Craig Walters (Ireland)
Beating the negative self-esteem
barrier, overcoming the "I can't do
it" mentality.

**3. Angelina Volovik, Alexei A.
Romanov and E. Romanova** (Russia)
Rural young women's education
equity act.

4. Alla Kuvatova (Tajikistan)
Some of the aspects of mainstre-
aming Gender Equality issues in
Tajikistan.

15.50-16.20 *Coffee Break*



16.20-18.00 5. National coordination CPO of University (Italy)
Gender in men and women's education.

6. Daniel Cazés Menache (Mexico)
An Experience in Continuing Education on Gender Equality among Men in Latin America.

7. Katy Monks and Patricia Barker (Ireland)
Women - only education: equalising opportunities for the individual and the organisation?

TRACK 1
Mainstreaming gender equality in Higher Education

Room 5

Chair **Dr. Simonetta Manfredi**

14.30-15.50 [1.3] Resistance against the promotion of Gender Equality in HE

1. Felicity Hunt (UK)
Mainstreaming Gender Equality: resistance to the promotion of Gender Equality in HE.

2. Barbara Bagihole (UK)
One step forward and two steps back: a case study of a strategy to promote Gender Equality in a UK university and the resistance it encountered.

3. Annik Houel (France)
Strategies and Resistances in promoting Gender Equality.

15.50-16.20 *Coffee Break*

16.20-17.00 [1.1] Institutional policies and strategies to promote gender equality in HE

4. Sigrid Michel (Germany)
The Application of Gender-Mainstreaming at the University of Applied Sciences Dortmund.

TRACK 3: Careers in Higher Education: achieving a gender balance

Room 5

Chair **Dr. Liisa Husu**

17.00-18.00 [3.3] Measures to Improve Women's Representation at Higher Levels in HE

5. Marlis Mirbach (Germany)
Breaking the Glass Ceiling for Female Scientists in the Max-Planck- Society: Strategies and Outcomes.

6. Pratibha Ray (India)
Walking on a tight rope (Experience based case studies).



Tuesday 15th April 2003

MORNING SESSION

Università degli Studi di Genova
Facoltà di Architettura
Aula Magna San Salvatore
Piazza Sarzano

Plenary session

9.30-10.00 Mainstreaming a gender perspective in the curricula. Not only an equal opportunity.

Prof. Chiara Saraceno
University of Turin, Italy

10-10.30 Facing the challenge in UK Higher Education.

Prof. Joyce Hill
Challenge Unit, UK

10.30-11.00 Three years of Federal Swiss Gender Equality programme for universities: facts and figures.

Prof. Maya Widmer
University of Bern, Switzerland

11.00-11.15 Questions

11.15-11.40 *Coffee Break*

11.40 -12.10 Women's careers in Higher Education from a comparative perspective: Italy and the UK.

Dr. Valeria Maione
University of Genoa, Italy
Dr. Simonetta Manfredi
Oxford Brookes University, UK

12.10-12.40 Positive action on gender at the University of Oxford.

Dr. Judith Secker
University of Oxford, UK

12.40-12.55 Questions

12.55-14.30 *Lunch*

AFTERNOON SESSION

Convento Domenicani Santa Maria di
Castello, Salita Santa Maria di
Castello, 15

Parallel sessions

14.30 to 18.00

TRACK 1

Mainstreaming Gender Equality in Higher Education

Room 1

Chairs Prof. Joyce Hill and Dr. Judith Secker

14.30-15.50 [1.2] Gender perspectives

1. Reynaldo Gacho Segumpan
(Malaysia)

Women empowerment and work performance in the academe: how are they with men?

2. Anissa Lardjane (France)
Women Organisation of
Mediterranean and European for a
democratical Law in the Academic
world.

3. Anu Pylkkanen and Karin Ågren
(Finland)
Promoting Feminist Legal scholar-
ship in the Nordic countries.

15.50-16.20 *Coffee Break*

16.20-18.00 **4. Kate White** (Australia)
Surviving or thriving in academia:
women, teaching, research and pro-
motion in Australian universities.

5. Sylwia Bukowska and Evi Genetti
(Austria)

On the way to Gender Equality in HE:
strategies and experiences in
Austria.

6. Magda Michielsens (Belgium)
Mainstreaming Gender Equality at
the University: theory and practice.



TRACK 2 **Students and the curriculum**

Room 2

Chairs Prof. Katherina Von Salis and
Dr. Irène Hill

- 14.30-15.50** [2.2] Improving Gender Equality through the teaching and learning environment
- 1. Corinne Konrad** (France)
Assessment of the practices of mainstreaming in the HE: the case of the local observatories of the studying life in France.
 - 2. Tove Mattsson and Madelaine Engstrom** (Sweden)
Students gender-evaluate their education.
 - 3. Simone Biondi** (Italy)
Students and girl students or psyche without body? Double voices thoughts about a reaffirmation path.
 - 4. Kirsten Gomard and Kirsten Reisbi** (Denmark)
Barriers and Careers: PhD students in Chemistry and the Humanities in Denmark.
- 15.50-16.20** *Coffee Break*
- 16.20-18.00** **5. Susan Harwood** (Australia)
Mainstreaming Gender Equality through the curriculum.
- 6. Pirjo Putila and Mari Knuutila** (Finland)
Some examples of action to improve gender balance in the department of Electrical and Communications Engineering at the Helsinki University of Technology.
 - 7. Glynis Wattus** (Australia)
Strategic repositioning to achieve gender equity in programs considered non-traditional for women.

TRACK 3 **Careers in Higher Education: achieving a gender balance**

Room 3

Chair Dr. Liz Doherty

- 14.30-15.50** [3.2] Barriers to Women's Progression
- 1. Collen Chesterman, Margaret Peters and Anne Ross-Smith** (Australia)
Soaring above the Ceiling: Are the Cultures of Management in HE Altered when Women Reach Senior Management?
 - 2. Michelle Wallace** (Australia)
Female Academic Managers: Issues of "Becoming" and "Being" in a Changing Tertiary Education Context.
 - 3. Gabriela Delgado-Ballesteros** (Mexico)
Situation of Women Academics at the National Autonomous University of Mexico.
 - 4. Nina Toren** (Israel)
The Persistence of Gender Inequality in Academia.
- 15.50-16.20** *Coffee Break*
- 16.20-18.00** **5. Stefanie Ernst** (Germany)
The Construction of Gender and Leadership; Figurational Approaches to organization development.
- 6. M.L.M. Brouns** (Netherlands)
Mainstreaming Gender in Quality Assessment.
 - 7. Thora Thorvaldsdottir** (Iceland)
Gendered Dimensions in University Evaluation Reports.
 - 8. Simone Berweger** (Switzerland)
Understanding the gender imbalance in higher academic positions:



predictors of the career development of doctoral students.

TRACK 3 Careers in Higher Education: achieving a gender balance

Room 4

Chairs **Dr. Simonetta Manfredi and
Prof. Adele Maiello**

14.30-15.50 [3.3] Measures to Improve Women's Representation at Higher Levels in HE

1. Jutta Dalhoff (Germany)
"Anstoss zum Aufsteig" - Career Strategies for Women in Science.

2. Anita Devos (Australia)
Mentoring, women and the constitution of academic identities.

3. Marianne Kriszto (Germany)
Goal Contracts between Universities and Faculties/Departments
Implementation of a New Instrument to achieve Gender Equality in German Universities.

15.50-16.20 *Coffee Break*

16.20-18.00 **4. Nicole Rockliff and Jane Fielding** (Greece)
"Moving Up", the University of Surrey Athena project.

5. Inken Lind and Andrea Lothar (Germany)
Gender Differences in Science Careers and Interventions for Women in Higher Education in Germany.

6. Pia Etter (Switzerland)
WIN - women into industry, a cross mentoring-program for female (post-) graduate students and post docs.

7. Susan Koch, Barbara Lounsberry, Julia Wallace and Beverly Kopper (USA)

Phantoms at the Gate: Revisiting and Revising Virginia Woolf's "Professions for Women".

TRACK 2 Students and the curriculum

Room 5

Chair **Prof. Rosanna Muratori**

14.30-15.50 [2.2] Improving Gender Equality through the teaching and learning environment

1. Anina Mischau and Bettina Langfeld (Germany)
Single-sex study-reform concepts at colleges and Universities in Germany – Expectations and Experiences.

2. Alina Zvinkliene (Lithuania)
Discourse of equality and attitudes towards quotas in academia.

[2.3] Initiatives to increase gender equity in HE

3. Judith Abrahami-Einat (Israel)
Crossing traditional boundaries – males and females responding to the study of gender issues.

4. Reghina Dascal (Romania):
Gender Studies in Romania: between Subversiveness and Conservatism.

15.50-16.20 *Coffee Break*



**TRACK 5
Tackling Subtle Sexism, Racial Harassment
and Bullying in Higher Education**

Room 5

Chairs Dr. Liisa Husu

16.20-18.00 **5. Anne-Marie Morhed, Fredrik Bondestam and Gunilla Carstensen** (Sweden)

Exploring the Dynamics of Sexual Harassment in Swedish Academia.

6. Gunilla Carstensen (Sweden)

After all he never tried to rape her –women PhD- candidates understandings and strategies when dealing with experiences of sexual harassment.

7. James W. Messerschmidt (USA)
College athletes, masculinities, and varieties of violence against women.

8. Karen Ross (UK)

Tackling Subtle Sexism, Sexual, Racial Harassment and Bullying in HE (video).

20.00 *Conference Dinner*

Wednesday 16th April 2003

MORNING SESSION

Università degli Studi di Genova
Facoltà di Architettura
Aula Magna San Salvatore
Piazza Sarzano

Plenary session

9.30-10.30 Feedback from the Chairs of the tracks

Debate

10.30-10.50 *Coffee Break*

10.50-12.20 Round table discussion and questions:

Prof. Laura Balbo
Prof. Carmela Decaro
Prof. Ginevra Conti Odorisio
Prof. Renata Simienska
Prof. Nicole Dewandre
Prof. Maya Widmer
Prof. Joyce Hill

12.20-12.40 Farewell

Nicola Abbundo
Assessore Regione Liguria

Elisabetta Sannazzari
Assessore Provincia di Genova

Roberta Morgano
Assessore Comune di Genova

Claudio Montaldo
Assessore Comune di Genova

12.40-13.10 **Dr. Liisa Husu**
Prof. Katherina Von Salis
Dr. Valeria Maione
Proposals for IV Conference



General Information

Dates & Timing	April 13, 2003 Sunday	
	16.30-18.00	Opening Session Registration Welcome address
	18.00-19.00	Welcome Cocktail
	April 14, 2003 Monday	
	9.00-9.15	Registration
	09.15	Plenary session
	14.30 -18.00	Parallel sessions
	18.30	Santa Caterina Fieschi - Drama setup by Teatro di Ateneo
	19.30	Buffet: tastes and flavours of Liguria
	April 15, 2003 Tuesday	
	9.30	Plenary session
	14.30 -18.00	Parallel sessions
	20.00	Conference Dinner in Villa Spinola
	April 16, 2003 Wednesday	
	9.30	Plenary sessions
13.00	Conference closing	
15.00	Guided tour in some Genuenses museum	
Venue	Opening Session: Sala delle Grida Palazzo della Borsa Via XX Settembre, 41	
	Plenary Session: Aula San Salvatore P.zza Sarzano (Zona Carignano)	
	Parallel Session: Convento Domenicani Santa Maria di Castello Salita Santa Maria di Castello, 15	
Registration fee	300 € Accompanying person 75 €	
Certificates of Attendance	Attendance certificates will be issued on request to all regularly registered participants at the Secretariat desk at the end of the Meeting.	
Language	The official language of the meeting is English. Simultaneous translation (Italian-English) is provided in plenary sessions.	



**Acknowledgements
for the support to
the Conference**

Assessorato alla formazione istruzione e lavoro Regione
Liguria
Consigliera di parità Regione Liguria
Assessorato alle pari opportunità Provincia di Genova
Assessorati alle politiche del lavoro e alle pari opportunità
Comune di Genova
Camera di Commercio, Industria e Artigianato di Genova

Sponsor



FONDAZIONE
CASSA DI RISPARMIO
DI GENOVA E IMPERIA



A special thank to

Elisa Scapolla and Nicoletta Gregoris, trainees, for there
contribution in processing abstract.
Serena Giordano for t-shirt design.

**Organizing
Secretariat**

Studio Viale von der Goltz
Via Goito 26/7 • 16122 Genova
Tel. 010 839 84 62 • Fax 010 831 82 46
studioviale@studiovialevondergoltz.it
www.studiovialevondergoltz.it