

# **GenderChange in Academia: Re-mapping the fields of work, knowledge, and politics from a gender perspective**

## **International Conference at the Georg-August-Universität Göttingen**

In cooperation of the Georg-August-Universität Göttingen,  
the Johannes Kepler Universität Linz and the Universität Bielefeld

Friday, 13<sup>th</sup> to Sunday, 15<sup>th</sup> February 2009,  
Paulinerkirche, Papendiek 14, D – 37073 Göttingen

## **Conference Program**

<b>Friday, February 13<sup>th</sup>, 17.00 – 22.00</b>
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### **17.00 – 18:00 Conference Opening by Words of Welcome**

Prof. Dr. Kurt von Figura,  
President of the Georg-August-Universität Göttingen

Dr. Josef Lange,  
Secretary of State, Ministry for Science and Culture of Lower Saxony

Dr. Wilhelm Krull,  
Chairman of the Foundation Council of the Georg-August-Universität Göttingen

PD Dr. Birgit Riegraf  
Maria-Goeppert-Mayer Gastprofessur, Georg-August-Universität Göttingen

Prof. Dr. Brigitte Aulenbacher  
Johannes Kepler Universität Linz

Prof. Dr. Ursula Müller  
Universität Bielefeld

*Chair: Dr. Edit Kirsch-Auwärter, Georg-August-Universität Göttingen*

## **18:20 – 19:20 Opening Speeches and Discussion**

Dr. Edit Kirsch-Auwärter, Georg-August-Universität Göttingen  
University of excellence and excellence in gender politics: The case of Göttingen

Prof. Dr. Mary Osborn, Max-Planck-Institut für biophysikalische Chemie, Göttingen  
and Georg-August-Universität Göttingen  
Making Change happen: A European perspective

*Chair: PD Dr. Birgit Riegraf Georg-August-Universität Göttingen*

*19.30 Dinner*

<b>Saturday, February 14<sup>th</sup>, 9.00 – 19.00</b>
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## **Panel I: Work and Careers**

### **9.00 – 10.30 Plenary**

Prof. Dr. Dana Britton, Kansas State University  
Universities as gendered organizations: Theory in practice

Prof. Dr. Louise Morley, Centre for Higher Education and Equity Research,  
University of Sussex  
Momentum and melancholia: Gender equity in higher education

*Chair: PD Dr. Ilse Costas, Georg-August-Universität Göttingen*

*10.30 – 11.00 Break*

### **11.00 – 13.00 Discussion Groups**

#### **Discussion Group 1: Gender, Appointment Procedures, and Careers**

Dr. Liisa Husu, Svenska handelshögskolan, Helsinki  
European perspectives on gender and excellence in research funding and research  
careers

Dipl. Soz. Stephanie Zuber, Universität Hamburg  
Women in cutting-edge research - Gender equality in the German excellence initiative

PD Dr. Ilse Costas, Georg-August-Universität Göttingen  
Careers and the reorganisation of university and research systems in  
France and Germany

Prof. Dr. Brigitte Liebig, Fachhochschule Nordwestschweiz  
Balancing work and life in academia – The case of fathers

*Chair: Prof. Dr. Ursula Müller, Universität Bielefeld*

## **Discussion Group 2: Gender, Work and Organizational Development**

Prof. Dr. Elisabeth Berg, Luleå tekniska universitet  
Grasping the poisoned chalice: Managers and identity struggles in higher education

Prof. Dr. Sylvia Wilz, FernUniversität in Hagen  
What makes organizations change – Strategies, decisions, social practices

Prof. Dr. Brigitte Aulenbacher, Johannes Kepler Universität Linz, and PD Dr. Birgit Riegraf, Georg-August-Universität Göttingen  
Marketizing and (de)gendering university: Approaches to an analysis of rationalization

Prof. Dr. Jim Barry, University of East London  
Gender and managerial change: Reconfiguring autonomy in academe?

*Chair: A.o. Univ. Prof. Mag. Dr. Johanna Hofbauer, Universität Wien*

*13.00 – 14.00 Lunch*

## **Panel II: Knowledge Production about Gender**

### **14.00 – 15.30 Plenary**

Prof. Dr. Ilse Lenz, Ruhr-Universität Bochum  
Contemporary challenges in feminist social sciences in the context of transnationalism

Dr. Jutta Weber, Maria-Goeppert-Mayer Gastprofessur, Technische Universität Carolus-Wilhelmina, Hochschule für Bildende Künste und Fachhochschule Braunschweig/Wolfenbüttel  
Contemporary challenges in feminist techno science studies

*Chair: Prof. Dr. Sabine Hark, Universität zu Köln*

*15.30 – 16.00 Break*

### **16.00 – 18.00 Discussion Groups**

#### **Discussion Group 3: Gender Knowledge, BA/MA-Studies, and PHD-Programs**

Prof. Dr. Gudrun Ehlert, Hochschule Mittweida  
From feminist social work-projects to gender and diversity modules?  
Gender in social work BA- and MA-curricula at universities of applied sciences

Prof. Dr. Karin Gottschall, Universität Bremen  
Promoting women in postgraduate studies - PhD programs in Germany as a reform model?

Prof. Dr. Gabriele Griffin, University of York  
Gender Studies as a profession

*Chair: Dipl. Dolm. Ursula Wepler-Brahm, Georg-August-Universität Göttingen*

## **Discussion Group 4: Gender Knowledge in Contexts**

Dr. Karin Zimmermann, Institut für Hochschulforschung Halle/Wittenberg  
Gender knowledge in the making – The case of European Union research policy

Prof. Dr. Ineke Klinge, Maria-Goeppert-Mayer Gastprofessur,  
Georg-August-Universität Göttingen  
Innovative changes in biomedicine: integration of sex and gender aspects in research  
and clinical practice  
Gender as norm and practice.

Prof. Dr. Sabine Hark, Universität zu Köln, and Prof. Dr. Angelika Wetterer,  
Karl-Franzens-Universität Graz  
Gender studies in entrepreneurial universities: Conditions and resources

Dr. Hildegard Matthies and Sandra Matthäus, Wissenschaftszentrum Berlin für  
Sozialforschung  
Science between profession and organisation: Reframing gender boundaries?  
Reflections on research assessment

*Chair: PD Dr. Birgit Riegraf, Georg-August-Universität Göttingen*

*18.00 Scientific Walk through the historical Göttingen (guided by Ursula Weppeler-  
Brahm, Georg-August-Universität Göttingen)*

*19.30 Dinner*

<b>Sunday, February 15<sup>th</sup>, 9.00 – 13.30</b>
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## **Panel III: Gender Politics and Diversity Management**

### **9.00 – 10.30 Plenary**

Prof. Dr. Sue Rosser, Georgia Institute of Technology, Atlanta  
Strategies for institutional transformation

Distinguished Prof. Virginia Valian, Hunter College and the Graduate Centre of the  
City University of New York and School Visiting Professorial Fellow, School of  
Advanced Study, University of London  
What works and what doesn't: How to increase the representation of women in  
academia and business

*Chair: Dr. Heike Kahlert, Maria-Goeppert-Mayer Gastprofessur,  
Zentrum für Interdisziplinäre Frauen- und Geschlechterstudien, HAWK Hochschule  
für angewandte Wissenschaft und Kunst Hildesheim/Holzminden/Göttingen und  
Universität Hildesheim*

*10.30 – 11.00 Break*

### **11.00 – 13.00 Discussion Groups**

## **Discussion Group 5: Gender Mainstreaming and Diversity Management**

Dr. des. Elisabeth Maurer, Universität Zürich  
Practical experience within the field of gender equity politics

Prof. Dr. Mary Ann Danowitz, University of Denver and Vienna University of Economics and Business Administration  
Inclusive excellence by gender mainstreaming and diversity management

Prof. Dr. Katrin Hansen, Fachhochschule Gelsenkirchen  
Diversity politics and diversity management in organizations

Dr. Iris Koall, Technische Universität Dortmund  
Managing gender and diversity - Assumptions, connections, and challenges for theory development

*Chair: Prof. Dr. Brigitte Aulenbacher, Johannes Kepler Universität Linz*

## **Discussion Group 6: Gender Discourses and Rhetorical Modernization**

Dr. des. Tove Soiland, Universität Zürich  
Gender politics: Behaviour therapy for the two sexes or structural critic of economic relations?

Dr. Heike Kahlert, Zentrum für Interdisziplinäre Frauen- und Geschlechterstudien, Hochschule für angewandte Wissenschaft und Kunst Hildesheim/Holzminde/Göttingen und Universität Hildesheim  
Gender-Alliance for the German science system: Promoting (e)quality and excellence in science politics and universities

Prof. Dr. Michael Meuser, Technische Universität Dortmund  
Gender discourses and organizational change

Prof. Dr. Ursula Müller, Universität Bielefeld  
Institutional thematization of gender and individual dethematization of discrimination

*Chair: Prof. Dr. Angelika Wetterer, Karl-Franzens-Universität Graz*

## **13.00 – 13.30 Perspectives and Farewell**

Dr. Edit Kirsch-Auwärter, Georg-August-Universität Göttingen