### Program

**16th September**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8.30</td>
<td>Registration desk opens</td>
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<tr>
<td>9.00-10.00</td>
<td>Welcome Addresses &amp; Introductory Remarks</td>
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<tr>
<td>10.00-11.00</td>
<td><strong>Plenary</strong>&lt;br&gt;Marijke van den Brink&lt;br&gt;Towards the Inclusive University</td>
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<tr>
<td>11.00-11.30</td>
<td>Coffee break</td>
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<tr>
<td>11.30-13.15</td>
<td>Parallel sessions: A1, B1</td>
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<tr>
<td>13.15-14.15</td>
<td>Lunch</td>
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<tr>
<td>14.15-16.00</td>
<td>Parallel sessions: A2, B2, C1</td>
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<tr>
<td>16.00-17.00</td>
<td><strong>Plenary</strong>&lt;br&gt;Marcela Linková&lt;br&gt;Challenges and ways forward for gender equality policy in research in the EU</td>
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<tr>
<td>17.00-19.00</td>
<td><strong>Round table</strong>&lt;br&gt;Inclusivity in Academia:&lt;br&gt;Suggestions from Research for Effective Action Plans</td>
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<tr>
<td>19.00-21.00</td>
<td>Networking Dinner</td>
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### 17th September

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<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Speaker/Title</th>
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<tr>
<td>9.00 - 10.00</td>
<td>Registration</td>
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<tr>
<td>10.00-11.00</td>
<td>Plenary</td>
<td>Maria Bustelo <em>Structural Gender Change in European Universities: Resistances, alliances and windows of opportunities</em></td>
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<tr>
<td>11.00-11.30</td>
<td>Coffee break</td>
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<tr>
<td>11.30-13.15</td>
<td>Parallel sessions: A3, B3, C3</td>
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<tr>
<td>13.15-14.15</td>
<td>Lunch</td>
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<tr>
<td>14.15-16.00</td>
<td>Round table (C4)</td>
<td>Mentoring - how to strengthen its potential</td>
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<td>14.15-16.00</td>
<td>Parallel session: A4</td>
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<td>16.00-16.30</td>
<td>Coffee break</td>
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<tr>
<td>16.30-17.30</td>
<td>Plenary</td>
<td>Annalisa Murgia <em>Gender and Precarious Careers in Academia</em></td>
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<tr>
<td>17.30</td>
<td>Concluding remarks and outlook</td>
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### 18th September

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<tr>
<th>Time</th>
<th>Event</th>
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<tr>
<td>9.00 - 11.00</td>
<td>eumnet-General Assembly, an open meeting</td>
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<tr>
<td>11.00-11.30</td>
<td>Coffee break</td>
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<tr>
<td>11.30-14.30</td>
<td>eumnet-General Assembly, a meeting for members</td>
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**Tracks:**

A) Techno-scientific governance in academia and their impact in terms of gender and diversity  
B) Inclusivity and gender equality practices in academic and research institutions  
C) Mentoring in academia – individual and institutional impact

**Session A1:**

**Chair:** Maria Carmela Agodi (University of Naples Federico II)

- **Adversaires complices in the neoliberal academia: women feeding the “machine of privileges”**  
  Marco Pitzalis, Emanuela Spanò (University of Cagliari)
- **Gendered impact of new techno-scientific governance on scientific trajectories**  
  Ilenia Picardi (University of Naples Federico II)
- **University for the 99%. Some suggestions**
Marialuisa Stazio (Università di Napoli Federico II), Davide Borrelli (Università degli Studi Suor Orsola Benincasa)

- **Academic representation and reality: a discriminatory binary circle**
  Sara Arroja-Schürmann (University of Geneva)

- **Why are we going in the opposite direction than we expected? The no active opposition policy in the Czech academia**
  Katerina Cidlinska (EUMENT-NET; Czech Academy of Sciences, Centre for Gender & Science)

**Session A2**
**Chair: Ilenia Picardi (University of Naples Federico II)**

- **A recipe for change: towards a decolonized academia**
  Davide Borrelli (Università degli Studi Suor Orsola Benincasa), Emanuela Spanò (University of Cagliari)

- **What professors at German universities know and think about gender equality in higher education**
  Eva Wegrzyn, Ute Klammer, Lara Altenstädter (University of Duisburg-Essen)

- **The gendered effect of university transformations: the case of academic life-sciences**
  Camilla Gaiaschi (University of Milan)

- **Vertical segregation in Italian academic system. A case study on Sociology disciplines in Italy, before and after the reform of the national scientific qualification**
  Maria Cristina Antonucci (Italian National Research Council, IRPPS)

- **Gender and crowdfunding: How role congruity affects the attraction of local and distant backers**
  Vincenzo Butticè, Cristina Rossi-Lamastra (Politecnico di Milano, School of Management)

**Session A3**
**Chair: Maria Rosaria Pelizzari (University of Salerno)**

- **The University of Milano-Bicocca and gender equality: What progress in 2019?**
  Elisabetta Ruspini, Noemi Novello (University of Milano-Bicocca, ABCD-Interdepartmental Center for Gender Studies)

- **Gender and scientific careers in the Italian academia: the case of the University of Turin between progresses, persistences and emerging criticalities**
  Rosy Musumeci (University of Turin)

- **‘Being good isn’t good enough’: Gender discrimination in the Italian academia**
  Silvia Pasqua (University of Turin)

- **The underrepresentation of female and non-tenured researchers in editorial membership. Analysing equity in the affiliation network of Italian sociology journals’ boards**
  Marco Serino, Ilenia Picardi (University of Naples Federico II)

- **Network of academic collaboration in the department of social sciences**
  Ilaria Marotta, Fabio Corbisiero (University of Naples Federico II)
• Working conditions and gender discrimination in the Hard Sciences sector: the case of National Institute of Nuclear Physic in the South of Italy
Federica D’Isanto (University of Naples Federico II), Maria Rosaria Masullo (- National Institute for Nuclear Physics - Infn), Grazia Barone (free lance researcher)

Session A4
Chair: Assunta Viterritti (University of Rome Sapienza)

• Gender wage gap among PhD holders in Italy
Giuseppe Lucio Gaeta (University of Naples L’Orientale), Vincenzo Alfano (University of Naples Federico II), Lorenzo Cicatiello (University of Naples L’Orientale), Mauro Pinto (University degli Studi della Campania Luigi Vanvitelli)

• Hiring more women on professorships: Experiences and best practices at the University of Lausanne
Sabine Kradolfer, Carine Carvalho, Pierre Simon-Vermot (University of Lausanne)

• The gender perspective of work-family relations among college teachers
Ina Ben-Uri, Hana Himi (Beit-Berl college)

• Gendered choices: bridging the gap in training at University. The STEM case
Francesca Marone, Anna Cucca (University of Naples Federico II)

Session B1
Chair: Rita Biancheri (University of Pisa)

• Role of HR professionals in academic and research institutions: an empirical study
Federica De Luca (Fondazione Bruno Kessler)

• Contrasting gender gaps in research organisations: from explanations to actions
Cristina Solera, Francesca Tomatis (University of Turin & Collegio Carlo Alberto)

• The inclusive function of the educational counsellor in higher education
Maura Striano, Alfonso Gentile, Stefano Maltese (University of Naples Federico II)

• Academic communities and gender equality. The best practices of anti-discriminazione section
Anna Lisa Amodeo, Claudio Cappotto, Arianna D’Isanto, Camilla Esposito, Daniela Scafaro (University of Naples Federico II)

Session B2
Chair: Evelyn Rusdea (Albert-Ludwigs-University Freiburg)

• The process of gender budgeting: fostering equality in Italian academia. A case from the University of Trento
Annalisa Dordoni, Alessia Tuselli (University of Trento)

• Dealing with resistances: An analysis of the first steps of the development of a brand new gender equality plan at the University of Cagliari, Italy
Ester Cois, Clementina Casula, Cristina Cabras, Luigi Raffo, Silvia Balia, Barbara Barbieri, Paola Carboni, Paola Fadda, Francesco Mola, Simona Scalas, Giovanni Sulis (University of Cagliari)

- Are gender equality plans or reports suitable tools for monitoring gender (in)equality?
  Anja Vervoorts (Heinrich-Heine-University Dusseldorf)

- Sustainability and resistance. Some lessons learned from GenderTime at UNIPD
  Silvana Badaloni, Lorenza Perini (University of Padova)

- Fair appointment procedures and hiring processes - a permanent challenge for structural change at universities
  Dagmar Hoeppel, Patricja Kielbus (EUMENT-NET - University of Stuttgart)

Session B3
Chair: Fabio Corbisiero (University of Naples Federico II)

- Student’s perceptions of university climate and academic development: preliminary data from an Italian Higher education context
  Anna Lisa Amodeo, Concetta Esposito, Dario Bacchini (University of Naples Federico II)

- Evaluation framework for promoting gender equality in research and innovation: How to define suitable indicators to evaluate gender equality effects in R&I systems?
  Susanne Buehrer, Merve Yorulmaz (Fraunhofer Institute for Systems and Innovation Research)

- Implementing GEP at the University of Žilina in the framework of international project H2020: CHANGE
  Veronika Mešková (University of Žilina)

- The “discipline specific” gender inequality: the GENERA Data Set
  Lucio Pisacane (Italian National Research Council)

- PinKamP: Recruitment in STEM subjects begins with high school girls
  Antinisca Di Marco, Laura Tarantino (University of L’Aquila)

Session C1: Cultural change in academia through mentoring
Chair: Ekaterina Masetkina (Heinrich-Heine-University Dusseldorf)

- Mentoring as practice: a sociomaterial perspective
  Assunta Viteritti, Mariacristina Sciannamblo (University of Rome Sapienza)

- From traditional structures promoting early career researchers to culture change – using the example of the “Margarete von Wrangell-Habilitationsprogramm für Frauen”
  Dagmar Hoeppel, Patricja Kielbus (EUMENT-NET - University of Stuttgart)

- Thinking big of mentoring in academia vs. “You have just a small project for women”
  Ekaterina Masetkina (EUMENT-NET - Heinrich-Heine-University Dusseldorf)

- Mentoring alumni as agents for cultural change in universities?
  Stefanie Wittich (Philipps-University Marburg)

- Thinking ahead, beyond the gender bias the INFN mentoring path
  Maria Rosaria Masullo, Sabina Pellizoni (National Institute for Nuclear Physics – Infn)
Session C2: Specific mentoring programs in academia - impacts and challenges
Chair: Dagmar Dagmar Hoeppel, University of Stuttgart

- The Austrian Program Career_Mentoring III – developments, impacts and challenges
  Michaela Gindl (EUMENT-NET, Danube University Krems)
- When mentoring matters in France and in science
  May C. Morris, Julie Batut, Marina Kvaskoff (University Montpellier)
- Role-Modeling the future: the INFN mentoring to amplify the power of women in an environment with low female-to-male ratio
  Anna Ceresole, Giulia De Bonis (National Institute for Nuclear Physics - INFN)
- kite-mentoring – the program supporting women in STEM disciplines at University Freiburg
  Evelyn Rusdea (EUMENT-NET, Albert-Ludwigs-University Freiburg)

Session C3: Good practices in mentoring – methods and practical recommendations
Chair: Olivia Och (University of Geneva)

- Factors of success for mentoring: Example of the Réseau romand de mentoring pour femmes
  Claudia Möri (University of Fribourg, Gender Equality Office)
- REBECA: Researchers beyond academia mentoring programme
  Xavier Eekhout, Gracia, Cristina, Lacunza Izaskun (Fundacion Española para la Ciencia y la Tecnología - FECYT)
- Identity, timescapes and networking in a gender-sensitive mentoring for researchers in Physics: a methodological approach
  Emanuele Madonia, Ilenia Picardi (University of Naples Federico II)
- Academic paths and women’s empowerment strategies
  Caterina Arcidiacono, Stefania Carnevale (University of Naples Federico II)
- Mentoring programs as instruments for cultural change. A comparison between 3 programs at Kiel University
  Marta Chiarinotti (EUMENT-NET- Christian-Albrechts-Universität zu Kiel)

Round table (B4): Inclusivity in Academia: Suggestions from Research for Effective Action Plans
Chair: Paola Inverardi
Contributions of: Maria Carmela Agodi (University of Naples Federico II), Rita Biancheri (University of Pisa), Arianna Montorsi (Polytechnic University of Turin), Maria Rosaria Pelizzari (University of Salerno), Patrizia Tomio (National conference of Italian universities’ equal opportunities bodies)

Round Table (C4): Mentoring: how to strengthen its potential
Chair: Katerina Cidlinska
The moderated discussion session for mentoring program coordinators will be opened by introduction of the EUMENT-NET (Katerina Cidlinska, Dagmar Hoeppel) and Forum Mentoring Association (Annette Ehmler and Isolde Drosch) Mentoring programs in Germany supported by the Forum Mentoring Association