



European Network of Mentoring Programmes
for the Advancement of Equal Opportunities
and Cultural and Institutional Change
in Academia and Research

International Conference

Mentoring – Potentials for the advancement of female careers in European academia and research and Gender Equality Plans

02. – 03. September 2024, Constanța Maritime University, Romania

VENUE: Universitatea Maritimă din Constanța (Constanța Maritime University)
Str. Mircea cel Bătrân nr. 104, postal code 900663, city center of Constanța

Contact of the organizers: cristinadragomir.umc@gmail.com, masetkina@hhu.de

710 – Conference Room (Main Room, 7th floor)

709 – Meeting Room (Catering Room, 7th floor)

Monday

02.09.2024 10:00 – 17:00

- 09:00-10:00 Registration and Welcome Coffee
- 10:00-10:35 Opening Remarks
[Prof. Gabriel Raicu, RO](#), Rector of Constanța Maritime University
Prof. Dr. Eng. Remus Zăgan, RO, President of the Senate of CMU
Dr. Ligia Deca, RO, (TBC) Romanian Ministry of Education – Gender Equality approach in Romanian education and science policy
Prof. Daniela Burghilă, RO - General Director in Romanian Ministry of Education
[Dr. Cristina Dragomir, RO](#) – President of European Center for Social Responsibility, Host
[Ekaterina Masetkina, DE](#) – Eument-net Chair, University of Duesseldorf
- 10:35-10:55 [Kateřina Svičková, European Commission](#), DG Research & Innovation Gender Sector – Gender Equality Plans as an eligibility criterion in Horizon Europe
- 10:55-11:15 *Coffee Break*
- 11:15-11:45 **Dr. Luminița Popescu, RO**, Secretary of State, National Agency for Equal Opportunities between Women and Men (ANES), Romanian Government
[Ramona Mihailă, RO](#), Head of the Secretary of State’s Office at the National Agency for Equal Opportunities (ANES), Romanian Government
[Dr. Csaba Ferenc Asztalos, RO](#), Director of National Council for Combating Discrimination (CNCD)
[Alexandru Dinu, RO](#), Executive Agency for Higher Education, Research, Development and Innovation Funding
- 11:45-12:30 Keynote: [Prof. Marieke v.d. Brink, NE](#)
Gender Equality in Academia: Challenges and Pathways to Progress
Radboud University Nijmegen
- 12:30-13:30 *Lunch break (Catering)*

- 13:30-15:15 Keynote: [Prof. Eileen Drew, IR](#)
Meeting the Challenges and Providing the Winning Strategies for
Structural Change for Gender Equality
Trinity College Dublin
- Keynote: [Prof. Laura Grünberg, RO](#)
Romanian Gendered Contexts - (Dis)Advantages for Gender Equality Plans
University of Bucharest
- Keynote: [Prof. Roxana Marinescu, RO](#)
Approaching Gender Equality Plans in Universities from an Intercultural
Communication Perspective
Bucharest University of Economic Studies
- 15:15-15:35 *Coffee Break*
- 15:35-17:00 Panel Talk and Discussion – Moderator: [Michaela Gindl, AT](#)
[Dr. Claudia Berghazan-Gyarmath, RO](#), Professional Association of
Experts in Equal Opportunities
[Prof. Marieke v.d. Brink, NE](#), Radboud University Nijmegen
[Prof. Eileen Drew, IR](#), Trinity College Dublin
[Prof. Laura Grünberg, RO](#), University of Bucharest
[Dr. Aynur Gursoy, RO](#), Women’s Department Representative and
Coordinator (ADVU)
[Prof. Roxana Marinescu, RO](#), Bucharest University of Economic Studies
- Closing Remarks** [Dr. Cristina Dragomir, RO](#) – President of European Center for Social
Responsibility, Host

Conference Facilitator: [Emma Mark, UK](#)

19:30 **Conference networking dinner** (self-payment)
Restaurant THE VIEW <https://theview.vip/>
Regina Elisabeta nr. 2A, 900733 Constanța

Tuesday

03.09.2024 10:00 – 16:00

09:30-10:00

Welcome Coffee

10:00-13:00

Professional Exchange Session (I): Resilient Mentoring Programs – Strategies to Overcome Challenges

Marieke v.d. Brink, NE - Input and guidance

[Kateřina Cidlinská, CZ](#): Institutional Challenges for the Establishment, Development and Sustainability of Mentoring Programs – Czech case.

[Dagmar Höppel, DE](#): Challenges Stemming from Inadequate Financing and Resource Allocation.

Inês Crisostomo, Skerdi Zanaj, LU: Strategies to Support Mentoring Conversations within Mentoring Programs.

Kati Korst, Evelyn Ruşdea, DE: Challenges in Mentoring after the Pandemic: How to Reengage Participants and their Commitment.

Maria Bostenaru, RO: Mentoring Programs as a Way for Inclusivity in Research in Architecture and Urbanism - Compared Mentorship Schemes.

13:00-14:00

Lunch Break

14:00-15:30

Professional Exchange Session (II):

Michaela Gindl, AT: *Career_Mentoring III* – an Intersectional Approach of the University for Continuing Education Krems.

Steffi Wittich, DE: From the Advancement of Women to Diversity? Opportunities and Obstacles in the Intersectional Opening of Mentoring Programs – ‘ProMotivation’ Mentoring Program at Marburg University.

Katarina Mitić Minić, Dragana Jevtic, RS: ‘Creative Mentorship’: Empowering Women through Mentorship in the Arts, Culture, and Media – Cross-sectorial Mentoring in Serbia and across Europe.

Julia Schreiner, DE: Focus ‘Visibility of Women in Science’ Anchored in the GEP of Kiel University.

Theresa Krinke, Charlotte Brenn, DE: ‘HAWKarriere’ - a Cross-University Mentoring Program at the Universities of Applied Science in Baden-Württemberg.

Angela Bonehill, UK, Maria Jordan, UK: Mentoring – Challenges as Opportunities to Grow.

15:30-16:00

[Ekaterina Masetkina, DE](#) – Eument-net Chair, University of Duesseldorf: Wrap-up of the conference, next steps and closing