Programme
Promoting Diversity at AU

13 March

09:30 - 09:40  Welcome and introduction to the work of Promoting Diversity at AU
   By Rector Brian Bech Nielsen
   Venue: Main Hall (Aula)

09:40 - 10:15  Professor Jo Silvester, Loughborough University Business School
   "Navigating the labyrinth: Seeking gender equality in research"
   Venue: Main Hall (Aula)

   Despite important advances over recent years, it is still apparent that women face significant challenges in their efforts to progress to senior leadership roles. This is particularly true in universities and research. Drawing on evidence from business, politics and higher education, the presentation will explore why the academic world is different, key barriers experienced by women and what is being done to tackle them, as well as some of the ‘sticky’ challenges that remain.

   Jo Silvester is a Professor in Psychology at Loughborough University, School of Business and Economics. Prior to that, she was deputy dean at University of Exeter Business School, and she held a position as deputy dean and professor of psychology at Cass Business School, City University of London. Jo Silvester is an organisational psychologist who specialises in the assessment and development of leaders in public, private and political organisations. For the past decade, professor Silvester has studied political leaders and predictors of political effectiveness. Other research interests include diversity and leadership emergence in investment banking, leadership and political effectiveness, and cognitive and behavioural predictors of empathy judgements.

10:15 - 10:50  Professor Jens Hjorth, University of Copenhagen
   "Bias, Diversity and Leadership"
   Venue: Main Hall (Aula)

   Jens Hjorth is a Professor in Astrophysics at the Niels Bohr Institute, University of Copenhagen. He was the center leader of the Dark Cosmology Centre, funded by the Danish National Research Foundation, for a decade and now is a VILLUM Investigator. Jens Hjorth studies the origin of elements (metals, solids, and dark matter) in the universe, with special emphasis on time variable sources, such as those originating in cosmic explosions. He strives to make his research teams gender balanced. He is also leading a new talent development program at the University of Copenhagen, aspiring to foster a new generation of research leaders.

10:50 - 11:25  Improving Diversity: What is the role of management?
   Interview with rector Brian Bech Nielsen and prorector Berit Eika
   Venue: Main Hall (Aula)
   Moderator: Nynne Bjerre

11:25 - 11:30  Closing remarks
   By Prorector Berit Eika
   Venue: Main Hall (Aula)

11:30 - 12:30  Lunch break
   Stakladen
12:30 - 14:30 **Arts Breakout Session**  
Venue: Richard Mortensen Stuen - Studenternes Hus  
12.30-12.45: Opening and presentation of "Kajplads 114"  
By Dean Johnny Laursen and Professor Dorte Staunæs, Danish School of Education  
12.45-13.00: Being a Manager  
By Professor Mary Hilson, School of Culture and Society  
13.00-13.15: A year in the life of the Arts Diversity Committee  
By Associate Professor Lone Kofod, School of Communication and Culture  
13.15-13.30: Backlash against #MeToo  
By Associate Professor Camilla Mehring Reestorf, School of Communication and Culture  
13.30-13.45: Rethinking diversity in education  
By Associate Professor Iram Khawaja, Danish School of Education  
13.45-14.30: Questions and open debate  
Facilitated by Dean Johnny Laursen and Professor Dorte Staunæs, Danish School of Education

12:30 - 14:30 **Aarhus BSS Breakout Session**  
Venue: Mogens Zieler Stuen - Studenternes Hus  
12.30-12.45: Opening and introduction  
By Jacob K. Eskildsen, Head of department, Department of Management, Member of the AU Committee for Diversity and Equality  
12.45-13.00: Should I stay or should I go?  
By Mathilde Cecchini, assistant professor, Department of Political Science  
Female junior scholars’ reflections on whether or not to pursue an academic career.  
Summary: In discussions about diversity in recruitment we often discuss implicit (or explicit bias) in assessment committees. However, if we want to increase diversity in the academy and more specifically increase the share of women scholars, it is also necessary to understand why many female early career scholars self-select out of academia. In this presentation, Mathilde Cecchini reflects on what is at stake when female junior scholars decide on whether to pursue a career in research or opt out of academia  
13.00-13.15: The right time to join? Organisational imprinting and Women’s Careers in Public Service  
By Sarah Maria Lydal Krøtel, assistant professor, Department of Management  
Women in public service organisations encounter occupational segregation and precarious conditions symbolised by ‘glass ceiling’ and ‘glass cliff’ effects. Theories of imprint-organisation fit indicate that organisational munificence at the time of appointment may be an important influence on individual careers. Prosperous conditions at the time of hire might generate confidence and capability, whilst scarcity may prompt resourcefulness and resilience. This presentation discusses how scarcity at time of appointment is related to enhanced career outcomes, and that the influence of conditions at the outset is more pronounced for women with lower levels of human capital.  
13.15-13.30: Diversity in recruitments in a variety of dimensions  
By Niels Haldrup, Head of department, Department of Economics and Business Economics  
Summary: The presentation addresses the recruitment experiences and current and future plans for recruitment practice of The Department of Economics and Business Economics in terms of gender, nationality and other diversity dimensions. What can we do in terms of recruiting in fields that are dominated by a particular gender? What are the challenges when we recruit internationally? Why should Aarhus BSS have a strategic focus on the sources that affect diversity imbalance?  
13.30-14.30: Questions, open debate and closing remarks  
Facilitated by Jacob K. Eskildsen

12:30 - 14:30 **Health Breakout Session**  
Venue: M2 - Conference Center  
12.30 - 12.45: Welcome by Dean Lars Bo Nielsen  
Introduction by Head of Department Siri Beier Jensen & Professor Ebbe Bødtkjer  
12.45-14.25:  
Workshop on recruitment facilitated by Pernille Bandholm Jacobsen from Bird-In-Hand  
Participants will be invited to reflect on habits, test ideas and identify avenues of action on diversity.  
14.25-14.30:  
Closing remarks by Head of Department Siri Beier Jensen & Professor Ebbe Bødtkjer
12:30 - 14:30  
**Natural Sciences and Technical Sciences joint Breakout Session**

**Venue:** Preben Hornung Stuen - Studenternes Hus

- 12.30-12.35: Welcome  
  by Dean Eskild Holm Nielsen, Technical Sciences

- 12.35-13.05: Gender diversity in leadership  
  By Chief HR Specialist Ulla Gran, GRUNDFOS

- 13.05-13.15: Questions

- 13.15-13.45: Gender equality and diversity in research team leadership (tentative title)  
  By Professor Jens Hjorth, University of Copenhagen


- 13.55-14.30: Discussion, ideas and feedback for the Nat-Tech faculty managements, and closing remarks  
  By Vice Dean Jes Madsen

Moderator: Vice Dean Jes Madsen