## Programme

**How do we improve gender balance amongst researchers at AU?**

**8 Mar 2019**

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<tr>
<th>Time</th>
<th>Event</th>
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<tr>
<td>10:00-12:10</td>
<td><strong>PRELIMINARY PLENARY SESSION</strong></td>
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<td><strong>Aula</strong></td>
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<td>10:00-12:10</td>
<td>10.00-10.10: Welcome and opening remarks</td>
<td>By rector Brian Bech Nielsen</td>
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<td>10:00-12:10</td>
<td>10.10-10.30: Four lightning talks</td>
<td>By Bjarke Paarup, AR, Tine Sommer, Aarhus BSS, Ida Vogel, HE and Klaus Mølmer, ST</td>
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<td>10:00-12:10</td>
<td>10.30-11.00: Experiences from CBS: Gender Diversity - Common Sense or Ideology?</td>
<td>By Per Holten-Andersen, former rector of Copenhagen Business School</td>
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<td>10:00-12:10</td>
<td>11.00-11.15: Break</td>
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<td>10:00-12:10</td>
<td>11.15-11.40: Gender Balance - what's the fuss?</td>
<td>Lynn Roseberry, Consultant &quot;On the agenda&quot;</td>
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<td>10:00-12:10</td>
<td>11.40-12.10: Panel debate</td>
<td>With Brian Bech Nielsen, Per Holten-Andersen and Lynn Roseberry</td>
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<td>12:10 - 12:55</td>
<td>Lunch break</td>
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<td>Stakladen</td>
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<td>13:00-15:00</td>
<td><strong>BREAK OUT SESSIONS</strong></td>
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<td>Conference Centre</td>
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13:00 - 15:00  
Session 1: Arts  
13.00-13.15: Why focus on gender and career?  
By Dean Johnny Laursen and Vice-dean Anne Marie Pahuus  
13.15-13.30: How Can Universities Get Ahead?  
By Associate Professor Christina Flig, School of Culture and Society  
13.30-13.45: Does teaching have a gender?  
By Head of Studies Lars Kiel Bertelsen, School of Communication and Culture  
13.45-14.00: Women in temporary positions at AU  
By Postdoc Sara Kier Prim, Centre for Science Studies  
14.00-14.15: Management as an active choice  
By Deputy Head of School Unni From, School of Communication and Culture  
14.15-14.30: Everyday life at AU - some experiences with gender  
By Associate Professor Marie Vejrup Nielsen, School of Culture and Society  
14.30-15.00: Questions and discussion with the five presenters  
By Vice-dean Anne Marie Pahuus  

13:00 - 15:00  
Session 2: Aarhus BSS  
13.00-13.10: Welcome and introduction  
By Vice-Dean for Research and Talent Per Baltzer Overgaard  
Vice-Dean Per Baltzer Overgaard initiates the Aarhus BSS session by high-lighting selected focus areas from the action plan for “More Women in Research” and performance targets. The numbers indicate that we can do better at Aarhus BSS.  
13.10-14.00: Five faculty members give short presentations on the topic: How can we achieve a better gender balance at Aarhus BSS?  
Professor Nabanita Datta Gupta, Department of Economics and Business Economics  
Associate Professor Natalie Videbæk Munkholm, Department of Law  
Assistant Professor Anne Odile Peschel, Department of Management  
Professor and Director of Studies Bo Sandemann Rasmussen, Department of Economics and Business Economics  
Professor Anne Skorkjaer Binder-krantz, Department of Political Science  
14.00-14.15: Break  
14.15-14.50: Panel discussion with department heads  
14.50-15.00: Closing remarks and next step  
By Dean Thomas Pallesen  

13:00 - 15:00  
Session 3: Health  
13.00-13.05: Welcome  
By Dean Lars Bo Nielsen  
13.05-13.30: Unconscious bias is often mentioned as a barrier to achieving gender equality goals and diversity in organizations. But what do we actually know about unconscious bias from the newest research from sociology and psychology? Where does unconscious bias come from, how do we become aware of it and how can it affect career tracks?  
By Lynn Roseberry, Consultant “On the agenda”  
13.30-13.55: Conceptualization and contextualization of unconscious bias in the research world. Examples of how unconscious bias may influence academic recruitment and selection processes.  
By Mathias Wullum Nielsen, Assistant Professor at the Danish Centre for Studies in Research and Research Policy (CFA)  
13.55-14.05: Coffee break  
14.05-14.45: Mitigating the effects of unconscious bias - Individual and group exercises.  
By Lynn Roseberry  
14.45-15.00: Reflections and Wrap-up  
By moderator Mathias Wullum Nielsen
13:00 - 15:00  **Session 4: Science & Technology**

13.00-13.05: Welcome  
By Vice Dean Jes Madsen

13.05-13.20: Theatre about problems, dilemmas, prejudices, and taboos  
By Actors Pernille Bandholm Jacobsen and Thomas Biehl

13.20-13.35: Reflections and comments

13.35-14.00: Identifying and addressing hidden structural and cultural inequalities in the workplace  
By Associate Professor Evanthia K. Schmidt (Danish Centre for Studies in Research and Re-search Policy, AU)

14.00-14.15: Reflections and questions

14.15-14.45: Starting up a new department, based upon principles of inclusiveness and diversity  
By Reader Tamara Rogers (School of Mathematics, Statistics and Physics, Newcastle University)

14.45-15.00: Wrap-up and interview  
By moderator Lone Frank and Vice Dean Jes Madsen

15:00 - 17:00  **Closing Plenary**  
Stakladen

15.00 - 17.00  **15.10-15.30: Next step on the four faculties**  
Dean Johnny Laursen, AR, Dean Thomas Pallesen, BSS, Dean Lars Bo Nielsen, HE, Vice Dean Jes Madsen, ST and Lone Frank

15.00 - 17.00  **15.30-17.00: Informal reception and live music by Velvet Volume**