



University of
Zurich ^{UZH}

Gender Equality

14 November 2016

Conference Women and Leadership in Academia

Women remain underrepresented in top academic leadership positions in Switzerland, Europe, and beyond. According to the "She Figures" 2015, women are gaining ground as Heads of Institution, yet parity exists in only in two out of the almost 30 "She Figures" countries. Switzerland is not one of them.

Noting that women are also underrepresented in leading political and business positions, the University of Zurich is underlining its commitment to gender equality at all levels of the University with this half-day conference that brings together researchers, university administrators, and policy-makers.

The conference marks the end of the UZH Gender Equality Action Plan 2013–16 and also serves as an outlook on the years 2017–20 and the second UZH Gender Equality Action Plan. Leadership in academia remains a core theme in both plans.

Conference Location: University of Zurich, Rämistrasse 59, 8001 Zurich, Switzerland

Program 1

- 12:30 **Arrival, Registration, Buffet Lunch**
- 13:30 – 14:00 **Welcome**
Conference moderator: Prof. Tatiana Crivelli Speciale, President
Gender Equality Commission UZH
- Welcome Address**
Prof. Michael O. Hengartner, President UZH
- Welcome Address**
Government Councilor Dr. Silvia Steiner, Canton of Zurich
- 14:00 – 15:30 **Research Perspectives**
Session moderator: Prof. Tatiana Crivelli Speciale
“Women as Leaders: Do They Make a Difference?”
Prof. Alice Eagly, Northwestern University
**“Women Advancing to the Top: Empirical Evidence and
Practical Recommendations”**
Prof. Claudia Peus, Technical University of Munich
- 15:30 – 15:45 **Gender Action Plan UZH: Outcomes and Outlook**
Dr. Christiane Löwe, Gender Equality Officer UZH
- 15:45 – 17:00 **Refreshments and Poster Session**
Exhibition of gender action plan projects
- 17:00 – 18:15 **Panel**
Session moderator: Prof. Gabriele Siegert, Vice President for Arts
and Social Sciences UZH
Panelists: Prof. Ulrike Beisiegel, President Georg-August University
Göttingen, Germany; Prof. Andrea Schenker-Wicki, President
University of Basel, Switzerland; Prof. Sarah Springman, Rector ETH
Zurich, Switzerland; Prof. Eva Wiberg, Deputy Vice-Chancellor
University of Lund, Sweden
- 18:15 – 20:00 **Reception at the Lichthof, Rämistrasse 59**

Prof. Alice Eagly
**Women as Leaders:
 Do They Make a Difference? 1**

As women gain more powerful leadership roles in higher education and other institutions in many societies, researchers are inquiring how and why their presence may affect group and organizational outcomes. In addition to gains for social justice from the inclusion of women, their presence may make a difference in other ways. Women's leadership may offer more participative and collaborative leader behavior as well as more compassionate, other-oriented, and egalitarian attitudes and values. To the extent that women leaders display these attributes, groups and organizations may be more effective under some conditions, and they may gravitate toward new goals.

Prof. Claudia Peus
**Women Advancing to the Top:
 Empirical Evidence and
 Practical Recommendations**

Although the number of women leaders in business and academia has been steadily increasing over the last 30 years, women are still underrepresented in leadership positions. As a consequence, the question as to why this is still the case has been posed frequently, especially in the past five years. This presentation highlights factors that have been empirically shown to contribute to women's underrepresentation in leadership positions at different career stages. Specifically, it distinguishes between factors impacting women's intentions to apply for leadership positions, their success in being selected for them, and whether they receive adequate evaluations. In doing so, the presentation acknowledges the peculiarities of academic careers and provides recommendations for practice.



Professor Ulrike Beisiegel
President of the Georg-August University Göttingen

Professor Ulrike Beisiegel, D. Sc., a biochemist, took office as President of the Georg-August University on 1 January 2011. In 2015, she was confirmed for a second term to commence on 1 January 2017. The President represents the University of Göttingen and its foundation internally and externally, chairs the Presidential Board and sets the board's agenda. She is furthermore responsible for the university's strategic development and operations, and oversees the management of the university's buildings and grounds.

Professor Beisiegel earned her PhD at the University of Marburg in 1979, followed by a habilitation at the University Hospital Hamburg-Eppendorf. Before being elected President at Göttingen, she was Director of the Institute of Biochemistry and Molecular Biology at the University of Hamburg from 2001 to 2010.



Professor Tatiana Crivelli Speciale
President of the Gender Equality Commission of the University of Zurich

Tatiana Crivelli Speciale is President of the Gender Equality Commission at the University of Zurich. She was appointed professor of Italian literature at the University of Zurich in 2003, after research and teaching stays in Italy (Padua, Rome, Florence) and in the United States (Chicago, visiting professor at the University of Michigan). As the vice president of the Swiss Committee for Italian (Forum per l'italiano in Svizzera), she actively promotes Switzerland's third national language and its culture. For her commitment in this field, she was honored Knight of the Italian Republic in 2004.

A specialist in modern Italian literature – with particular emphasis on the 18th and 19th century, gender and cultural studies – she has published 16 books (monographs and edited publications) as well as numerous articles on different subjects. She is the director of the online journal *altrelettere* (Italian literature and gender studies) and, from 2004 until 2014, was in charge of the Centre for Renaissance Studies at the University of Zurich.

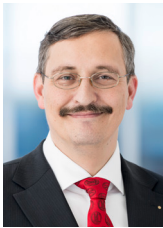


Professor Alice Eagly

Northwestern University

Alice Eagly earned her PhD at the University of Michigan in 1965 and is professor of psychology and of management and organizations, James Padilla Chair of Arts and Sciences, and Faculty Fellow at the Institute for Policy Research, all at Northwestern University.

Professor Eagly's research interests include gender, feminism, attitudes, prejudice, stereotyping, and leadership. She is the author of several books and over 200 articles and chapters in edited books and has received several awards for her contributions, including the Distinguished Scientific Contribution Award from the American Psychological Association and the Eminent Leadership Scholar Award from the Network of Leadership Scholars of the Academy of Management.



Professor Michael O. Hengartner

President of the University of Zurich

Michael Hengartner, a Swiss-Canadian citizen, was born in St. Gallen, Switzerland in 1966 and grew up in Québec City, Canada, where he studied biochemistry at the Université Laval. After earning his PhD at the Massachusetts Institute of Technology under Nobel laureate H. Robert Horvitz, he was head of a research group at the Cold Spring Harbor Laboratory in the United States from 1994 to 2001. In 2001, he was appointed professor of molecular biology at the newly created Ernst Hadorn Chair at the Institute of Molecular Life Sciences, University of Zurich. From 2009 to 2014, he acted as Dean of the Faculty of Science.

Michael Hengartner holds an Executive MBA from IMD Lausanne and is the recipient of several awards for his groundbreaking research on the molecular basis of apoptosis, among them the Swiss National Latsis Prize. In 2010 he was awarded the Credit Suisse Award for Best Teaching at the University of Zurich.



Doctor Christiane Löwe

Gender Equality Officer of the University of Zurich

Christiane Löwe studied chemistry at the University of Constance and received her doctorate in the same discipline in 1988. A postdoc stay at the University of Zurich followed. Afterwards, Christiane Löwe worked at Empa Materials Science and Technology, where she was

group leader in the area of polymers and composites. Dr. Löwe's research interests included the development of functional polymers with specific optical, electrical, or mechanical properties as well as the exploration of long-term aging behavior of plastics. She became Delegate for Equal Opportunities at Empa in 2011, which received the Prix Balance ZH in 2014 for its activities in work-life integration. Christiane Löwe was appointed head of the Office for Gender Equality at the University of Zurich in 2015.



Professor Claudia Peus

Technical University of Munich

Claudia Peus holds the chair of research and science management at Technical University Munich and is Vice Dean of Executive Education at the TUM School of Management. She earned her PhD at the Ludwig Maximilian University in Munich (LMU). Afterwards, she was visiting scholar at the Sloan School of Management (Massachusetts Institute of Technology) and a postdoctoral fellow at Harvard University. In her research, Professor Peus focuses on effective leadership and leadership development, research and science management, and international human resource management. In addition to her research work, she conducts training and coaching sessions for executives of both for-profit and non-profit organizations worldwide.



Professor Andrea Schenker-Wicki

President of the University of Basel

Andrea Schenker-Wicki holds a master's degree in food engineering from ETH Zurich and a master's degree in business administration from the University of Zurich. In 1990, she earned her doctoral degree at the University of Freiburg in the field of operations research and information technology. She completed her habilitation in 1996 at the University of St. Gallen with a thesis on the measurement of academic performance.

Professor Schenker-Wicki held a professorship in business administration at the University of Zurich from 2001 to 2015 and also acted as Vice President for Law and Economics 2012 to 2014. On 1 August 2015, she became President of the University of Basel.



Professor Gabriele Siegert

Vice President for Arts and Social Sciences of the University of Zurich

Professor Siegert earned her doctorate in social sciences at the University of Augsburg in 1992 and her habilitation at the University of Salzburg in 2001. The same year, the University of Zurich appointed her professor of communication science with a special focus on media economics. She acted as Vice Dean of the Faculty of Arts and Social Sciences from 2008 to 2012 and as director of the Institute of Mass Communication and Media Research from 2009 to 2013. Gabriele Siegert became Vice President for Arts and Social Sciences in 2016.



Professor Sarah Springman

Rector of ETH Zurich

Sarah Springman assumed her duties as Rector of ETH Zurich in January 2015. She is a member of the ETH Executive Board and responsible for the area of teaching. This concerns the organization and management of study-related matters, including admissions, the examination process, and lifelong learning. As Rector, Sarah Springman also issues invitations to visiting professors and academic guests. She is responsible for cooperation with secondary schools and for agreements on inter-university programs and student exchange.

Professor Springman studied engineering science at the University of Cambridge and earned her doctorate at the same institution in 1989. She became professor of geotechnical engineering at ETH Zurich in 1997.



Doctor Silvia Steiner

Government Councilor of the Canton of Zurich

Silvia Steiner studied law at the University of Zurich and earned her PhD from the University of Lausanne with a thesis on domestic violence. She worked as a court clerk, district examining magistrate, and within the police force before she became head of the Zug Criminal Investigation Department in 2005. Up to 2015, Dr. Steiner acted as a public prosecutor and head of section, specializing in human trafficking cases as lead prosecutor.

Silvia Steiner represented the Christian Democratic People's Party of Switzerland in the Cantonal Parliament of Zurich 2007–2015, before being elected to the Government Council of the Canton of Zurich. As Head of the Department of Education, she presides over the Board of the University of Zurich. Silvia Steiner is also member in several national executive bodies in the area of higher education and research policy.



Professor Eva Wiberg

Deputy Vice-Chancellor of Lund University

Eva Wiberg is in charge of first, second and third-cycle education and the associated quality assurance at Lund University. She is also responsible for international affairs and chairs the Education Board at Lund University and is an external member of the Board of Kristianstad University. In addition, Professor Wiberg is Executive Director of the Global University Network Universitas 21, member of the LERU Rectors Assembly and of the Steering Group for the LERU Community Vice-Rectors for Teaching and Learning.

Eva Wiberg is a professor of Italian. Her research concerns second-language acquisition and bilingualism, with a focus on Italian. She was named Dame of Stella della Solidarietà Italiana (Order of the Star of Italian Solidarity) for her outstanding contribution to the development of Italian at Lund University.

Conference Location

University of Zurich, Rämistrasse 59, 8001 Zurich, Switzerland

Directions from Zurich Central Station

Streetcar 10 toward Zurich Flughafen,
at “ETH/Universitätsspital” change to streetcar 9 toward Zurich Triemli,
at “Kantonsschule” exit streetcar

Directions from Zurich Airport

Streetcar 10 toward Zurich Bahnhofplatz,
at “ETH/Universitätsspital” change to streetcar 9 toward Zurich Triemli,
at “Kantonsschule” exit streetcar

Information and Registration

<http://tiny.uzh.ch/xr>



In cooperation with

SVA	Schweizerischer Verband der Akademikerinnen
ASFDU	Association Suisse des Femmes Diplômées des Universités
ASL	Associazione Svizzera delle Laureate
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