



INSTITUT FÜR HÖHERE STUDIEN
INSTITUTE FOR ADVANCED STUDIES
Vienna

Research Seminar:

Practicing Gender in Professorial Recruitment

Date: Monday, May, 14th, 2012

Time: 2.00 p.m. – 5.00 p.m.

Place: Institut für Höhere Studien, Stumpergasse 56, 1060 Wien, Seminarraum Soziologie

Practicing Gender in Academic Networking:

The role of Gatekeepers in professorial recruitment

Dr. Marieke van den Brink

Institute for Management Research, Radboud University Nijmegen

This presentation will discuss the networking practices in the recruitment for professorial positions in relation to women's underrepresentation in the upper echelons of universities. Organizational network theory and critical men's studies is drawn upon to show how gatekeepers in academia influence and counter the (re)production of gender inequality. Exclusion is mainly brought about by male and female gatekeepers mobilizing masculinities by preferring male candidates due to perceived similarity, and the strong male support networks. These networks produce advantages for insiders only, and demarcate organizational insiders from outsiders. On the other hand, by explicit searches women candidates are included. Interestingly, mobilizing femininity in networking was found to be more problematic in comparison with mobilizing masculinity. Whereas mobilizing masculinity is rather unreflected and hardly scrutinized by men or women, mobilizing femininity is marked because the explicit search for women is constructed as challenge to the meritocratic principle.

Keywords: networking, gender practices, feminist theory, gatekeeping, academia

Marieke van den Brink is Assistant Professor Strategic Human Resource Management at the department of Business Administration. She received her Master degree in Organizational Anthropology at the Free University Amsterdam and her PhD in Management Sciences at the

Radboud University Nijmegen. She researches the place and functioning of gender and diversity in organizations (especially recruitment and selection) and the possibilities and impossibilities of organizational change. Her PhD research 'Behind the Scenes of Science: Gender practices in recruitment and selection for full professors' focused on the various gender practices tied in with professorial recruitment and selection, such as gatekeeping, micropolitics, male networks and the construction of scientific excellence. It was awarded the prestigious 'Studieprijs Premium Erasmianum 2009' for exceptional thesis in the humanities and social sciences. In 2011 she received a grant from the national science foundation (NWO) to conduct a large scale case study research on organizational learning and change towards diversity. This research will analyze the strategies, networks and resources used by change agents at the micro-processual level to develop the capacity of an organization to change.

She has been a visiting scholar at the University of British Columbia in Vancouver, Northeastern University in Boston, University of Massachusetts Amherst, Institute of Technology in Stockholm Sweden, and University of Örebro, Sweden. She is a member of the Editorial Board of the *British Journal of Management* and an Associate Editor of *Gender Work and Organization*. She reviews for *Human Relations*, *Organization*, *Science Studies*, *Equality, Diversity & Inclusion*, and *Gender Work and Organization*.

Transparency and gender-neutrality in appointment procedures for full professors: Practices at Austrian universities

Dr. Angela Wroblewski

Institute for Advanced Studies, Vienna

The Austrian Universities Act 2002 provides a framework for appointment procedures for full professors which also includes specific regulations to increase transparency. Examples for such regulations are the duty to advertise all positions publicly and the assessment of all applicants in a comparable way. To avoid gender bias in appointment procedures the equal opportunities working party has to be involved in the procedure and 40% of committee members have to be female. In the political as well as scientific discussion a lack of transparency is identified as one of the main barriers for women on their way into top positions in academia. As a consequence one could assume that attempts to increase transparency also contribute to an increase in the share of female full professors.

However, the implementation of such transparency regulations differs between universities as well as their impact on practices in appointment commissions (e.g. in selection processes, in hearings). The presentation will start with a discussion of the concept of transparency. Following that I will give an overview of the broad variety of approaches taken by universities to increase

transparency in appointment procedures. Following that I will discuss the implications these approaches have for gender equality by referring to selected examples. The analysis reveals that transparency doesn't lead automatically to gender neutrality. Experiences universities made with tools to increase transparency show that a real shift towards transparency requires a fundamental reorganisation and reflection of traditional practices. If gender aspects are explicitly addressed in that context, there is a chance to use the potential of the change process to reduce barriers for women.

Angela Wroblewski is senior researcher at the Institute for Advanced Studies. Her main areas of research are social inequalities in education and labour markets, gender studies and evaluation research. She worked on several evaluation projects dealing with measures to promote women in academia and the implementation of gender mainstreaming. During the last years she was involved in the evaluation of "excellencia – a high potentials programme for Austrian universities".