

EWORA Conference: Gender Equality in the Academy is Fragile: Is Values-Led Leadership the Answer?

26-27 June, 2025

Venue: Universidade Católica Portuguesa (UCP), Lisbon
Faculty of Human Sciences – Auditorium 1
Palma de Cima, 1649-023 **Lisbon**



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Program

THURSDAY, JUNE 26, 2025 (Conference Day 1)

13:00 - 13:15 **Registration and Welcome Coffee**

13:15 - 14:00 **Opening Remarks**

Moderator: **Maria Inês Romba**, Head of the Office of Development and Media Relations, UCP

Prof. Isabel Gil, Rector, Universidade Católica Portuguesa

Prof. Kerstin Tham, President, EWORA & Former Vice-Chancellor, Malmö University

Arne Flåøyen, President, NordForsk

14:00 - 15:30 **Session 1: "Securing and Sustaining Women's Leadership in Higher Education"**

Moderator: **Isabel Gil**, Rector, Universidade Católica Portuguesa

Prof. Kerstin Tham, President, EWORA & Former Vice-Chancellor, Malmö University

Pamela Gillies, Former Vice-Chancellor, Glasgow Caledonian University

Eva Martha Eckkrammer, President, Trier University

Elvira Fortunato, Universidade NOVA de Lisbon

Session 1 will offer unique insight and practical guidance on the promotion of senior academic leadership development with academic and democratic values, human rights, and social impact at the core of the proposition. Few would argue against the need to close the prevailing and persistent gender gap in senior leadership, research, and overall decision-making in Universities across Europe and beyond. We will discuss how we can secure and sustain female leadership in Higher Education.

15:30 - 15:45 **Break**

15:45 - 17:15 **Session 2: "How to Narrow the Gender Disparity in Artificial Intelligence (AI)"**

Moderator: **Sondan D. Feyiz**, Rector, Kadir Has University (Vice President, EWORA)

Eva Akesson, Former Vice Chancellor, Uppsala University

Lucyna Wozniak, Vice Rector, Medical University of Łódź

Federica Rosetta, Vice President, Academic & Research Relations, EU Elsevier

Vanesa Daza, Vice-Rector, Universitat Pompeu Fabra

AI will completely change the way we work and communicate in and outside academia. This presents huge challenges for management and female leadership. Session 2 will discuss the need for careful consideration of the impact and gender imbalance in the use of AI. The imbalance could exacerbate biases in AI systems and limit innovation, and there is a need for leadership strategies in higher education.

18:00 - 19:30 **Welcome Reception at UCP**

FRIDAY, JUNE 27, 2025 (Conference Day 2)

09:00 - 10:30 **Session 3: "How Can We Promote Senior Academic Leadership amongst Women and Why Is It Important?"**

Moderator: **Pamela Gillies**, Former Vice-Chancellor, Glasgow Caledonian University

Pamela Habibovic, Rector Magnificus, Maastricht

Elif Nur Firat Karalar, Associate Prof., Koc University

Devorah Liberman, Former Rector, University of La Verne, IAUP representative

Paulo Jorge Ferreira, Rector, University of Aveiro

There is still a gender gap in leadership positions, in research, and in general decision-making at universities in Europe. In light of current political developments, there is even a risk that previous achievements are jeopardised. In this session, we will look at how gender parity can be advanced, the barriers to improvement, and why it is an important goal for universities, colleges, and research organisations to achieve.

10:30 - 11:00 **Coffee Break**

- 11:00 - 12:30** **Session 4: "Breaking the Fragility Circle: Is Values-Led Leadership a Path to Strengthening Gender Equality in Academia?"**
Moderator: **Inga Žalėnienė**, Rector, Mykolas Romeris University
David Lock, Secretary General, Magna Charta Observatory
Mia Rönmar, Vice-Chancellor, Malmö University
Hermínia Vasconcelos Vilar, Rector, Evora University
Expert Discussant: **Caroline Parker**, Emeritus Professor & Former Assistant Vice Principal Values, Glasgow Caledonian University
- Session 4 will focus on the fact that the position of female academic leadership is always fragile. Although research shows that women leaders are critical to the development of our universities, beyond issues of fairness or social justice, there is evidence that gender equality in leadership positions brings the following benefits: better decision-making and the adoption of values-led strategies prioritizing inclusivity and introducing service-oriented approaches to communities.
- 12:30 - 14:00** Lunch Break
- 14:00 - 15:00** **Session 5: "Looking Ahead in Difficult Times: Conference Wrap-up and Closing Remarks"**
Moderator: **Birgitt Riegraf**, Former President, Paderborn University
- EWORA** Board of Directors:
Inga Žalėnienė, Rector, Mykolas Romeris University
Isabel Gil, Rector, Universidade Católica Portuguesa
Kerstin Tham, Former Vice-Chancellor, Malmö University (President)
Lucyna Woźniak, Vice-Rector, Medical University of Łódź
Pamela Gillies, Former Principal and Vice-Chancellor, Glasgow Caledonian University
Sondan D. Feyiz, Rector, Kadir Has University (Vice President)
- 15:00 - 16:30** **EWORA General Assembly (GA)** - Room Ernest & Young, Building CLSBE
- 19:30** **Conference Dinner & Honorary Award Ceremony** at Museu do Oriente
Welcome Remarks – **Prof. Isabel Gil**
Keynote Speech – **Carlos Moedas**, Mayor of Lisbon, Portugal
EWORA Honorary Award Ceremony – Presentation by **Prof. Kerstin Tham**
Remarks by the Awardee – **Prof. Manuela Veloso**
Closing Toast – **Prof. Isabel Gil & Prof. Kerstin Tham**