



Context, Identity and Choice: Understanding the Constraints on Women's Career Decisions

Wednesday 30th & Thursday 31st May 2018

University Women's Club, 2 Audley Square, Mayfair, London W1K 1DB



European Research Council
Established by the European Commission

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Programme

Day 1 - 09:00 – 18:00

Wednesday 30th May 2018

An academic medium-group meeting to share and discuss cutting-edge research.

Time	
09:00 – 09:30	Registration and tea/ coffee/ pastries
09:30 – 09:45	Introduction Professor Michelle Ryan, University of Exeter
Session 1 09:45 – 11:00	Theme: Stereotypes and Fit <i>Presentations</i>
11:00 – 11:30	Tea/ Coffee/Posters
Session 2 11:30 – 12:30	Theme: Understanding Choices <i>Presentations</i>
12:30 – 13:30	Lunch
Session 3 13:30 – 14:30	Theme: Responding to Context <i>Presentations</i>
14:30 – 14:50	Tea/Coffee/posters
Session 4 14:50 – 15:50	Theme: Future Directions and Social Change <i>Presentations</i>
15:50 – 16:00	Comfort break
16:00 – 17:00	Key note – Professor Madeline Heilman, New York University
17:00 – 18:00	Networking Drinks/ nibbles

*****Please see pages 6 - 10 for full presentation timings and poster titles*****

Key Note Speaker – Day 1

Professor Madeline Heilman

Madeline Heilman is a Professor of Psychology at New York University and is a leading expert on gender bias in the workplace. Her research is widely recognised and is part of a longstanding program of investigation concerning gender stereotypes and how they bias perceptions of women in work settings.

Evening

18:30 Dinner and networking at the conference venue - The University Women's Club

Day 2 - 09:45 – 16:00

Thursday 31st May 2018

Co-creation event for academics, practitioners, and industry leaders in HR and Diversity and Inclusion.

Time	
09:45 – 10:00	Registration and tea/ coffee/ pastries
10:00 – 11:00	Keynote talk – Professor Michelle Ryan, University of Exeter
Panel Sessions	
11:00 – 11:45	Panel 1: Ambition, Confidence and Imposter Syndrome Panel Members: Chris Begeny (Exeter), Loes Meeussen (Leuven), Paul Deemer (NHS), Claire Hall (Menzi's Aviation). Chair: Floor Rink (Groningen)
11:45 – 12:30	Panel 2: Work-Life Balance and Long Hours Work Culture Panel Members: Renata Bongiorno (Exeter), Claartje Vinkenbergh (VU), Sian Webb (GapSquare) Chair: TBA
12:30 – 13:30	Lunch
13:30 – 14:15	Panel 3: Risk-taking and career decisions Panel Members: Thekla Morgenroth (Exeter), Ruth van Vellen (Utrecht), Jocelyn McDermid (Pfizer), Janet Dawson (Carillion) Chair: Anne O'Brien (Exeter)
14:15 – 15:00	Panel 4: Academics and Industry: Working together Panel Members: Ruth Sealy (Exeter), Janka Stoker (Groningen), Tiina Likki (BIT), Fleur Bothwick (EY). Chair: Michelle Ryan (Exeter)
15:00 – 15:15	Tea/coffee
15:15 – 16:00	Wrap up and close

Key Note Speaker – Day 2

Professor Michelle Ryan

Michelle Ryan is a Professor of Social and Organisational Psychology at the University of Exeter. In collaboration with Alex Haslam, she has uncovered the phenomenon of the glass cliff, whereby women (and members of other minority groups) are more likely to be placed in leadership positions which are risky or precarious. Research into the glass cliff was named by the *New York Times* as one of the ideas that shaped 2008 and the term "the glass cliff" was shortlisted by the Oxford English Dictionary as their word of the year in 2016.



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The Project

Context, Identity and Choice: Understanding the Constraints on Women's Career Decisions

Overview

There has been vast improvement in workplace gender equality, but there remain marked differences in the roles in which women and men work. In our project - funded by the European Research Council and led by Prof Michelle Ryan (University of Exeter) - we argue that contrasting structural barriers with women's choices is unhelpful. Instead, we suggest that women's choices are shaped and constrained by the gendered nature of organisational and social contexts.

We are undertaking a programme of research, across three integrated streams, that investigates how social and organisational structures define identities and shape and constrain women's choices in relation to ambition, work-life balance, and career risk-taking.

Contact us

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Meet the team



Professor Michelle Ryan

Michelle is the lead Investigator on the Context, Identity, and Choice project.

Post-Doctoral Researchers



Dr Chris Begeny



Dr Renata Bongiorno



Dr Thekla Morgenroth

Research Administrator



Sarah White

Presentation and Poster Information

Presentations

Session 1 09:45 – 11:00	
Theme: Stereotypes and Fit	
Presentation titles and presenters	
09:45 – 10:00	<p>The burden of women’s appearance: How morality, competence, as well as attractiveness perceived from women’s faces affect their chances of getting a job</p> <p><i>Sara Pireddu</i> <i>Alma Mater Studiorum, University of Bologna</i></p>
10:00 – 10:15	<p>Women’s pursuit of leadership careers: Testing lack of fit theory for organizational recruitment</p> <p><i>Tanja Hentschel</i> <i>University of Amsterdam, Amsterdam Business School</i></p>
10:15 – 10:30	<p>Predictors of employment decisions: A perfection bias against women?</p> <p><i>Michela Menegatti & Silvia Moscatelli</i> <i>University of Bologna</i></p>
10:30 – 10:45	<p>Linguistic gender bias in personnel selection: The role of competence, morality, and sociability</p> <p><i>Francesca Prati & Monica Rubini</i> <i>Alma Mater Studiorum, University of Bologna</i></p>
10:45 – 11:00	<p>Are women (vs. men) leaders more harshly punished when they do something wrong?</p> <p><i>Ana Leite</i> <i>University of Kent</i></p>

Session 2
11:30 – 12:30

Theme: Understanding Choices

11:30 – 11:45	Women's visibility in academic seminars: Women ask fewer questions than men <i>Gillian Sandstrom</i> <i>University of Essex</i>
11:45 – 12:00	Are women really more risk-averse than men? <i>Thekla Morgenroth</i> <i>University of Exeter</i>
12:00 – 12:15	Perpetuating inequality: Self-group distancing by senior women is not recognized as bias by junior women but affects them negatively. <i>Naomi Sterk</i> <i>University of Leuven</i>
12:15 – 12:30	Why female STEM students opt out: Gender differences in professional identity formation explain STEM students' future career choice <i>Ruth van Veelen</i> <i>Utrecht University</i>

Session 3
13:30 – 14:30

Theme: Responding to Context

13:30 – 13:45	Coping with social identity threat in non-traditional work fields <i>Jenny Veldman</i> <i>Center for Social and Cultural Psychology, University of Leuven</i>
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13:45 – 14:00	<p>How men and women are treated at work: Experiences of distinctive treatment and its implications for individuals' self-concept and career ambitions</p> <p><i>Christopher Begeny</i> <i>University of Exeter</i></p>
14:00 – 14:15	<p>Looking for a family man: Women's partner choices in search of work-family balance</p> <p><i>Loes Meeussen</i> <i>University of Leuven</i></p>
14:15 – 14:30	<p>Through the lens of gender stereotypes: Mommy guilt and its consequences</p> <p><i>Lianne Aarntzen</i> <i>Utrecht University</i></p>
<p>Session 4 14:50 – 15:50</p>	
<p>Theme: Future Directions and Social Change</p>	
14:50 – 15:05	<p>Standing up for whom? Women's different motivations to confronting discrimination</p> <p><i>Anja Munder</i> <i>FernUniversität in Hagen (University of Hagen)</i></p>
15:05 – 15:20	<p>Gender-neutral pronouns as promoters of gender equality in the work place</p> <p><i>Hellen Vergoossen</i> <i>Stockholm University</i></p>
15:20 – 15:35	<p>Understanding the role of men in achieving gender equality in the workplace and beyond</p> <p><i>Helena Radke</i> <i>University of Osnabrück</i></p>
15:35 – 15:50	<p>The promise and pitfalls of 'Male Champions of Change' as advocates for gender equality in Australia</p> <p><i>Renata Bongiorno</i> <i>University of Exeter</i></p>

Posters

Title and presenter(s)
<p>How to get women into engineering? The usefulness of power posture interventions in improving attitudes to STEM subjects – an experimental investigation.</p> <p><i>Magdalena Zawisza, Anglia Ruskin University</i></p>
<p>The incompleted revolution: A study in gender discrimination on personnel selection</p> <p><i>Giulia Buscicchio & Patrizia Milesi, Catholic University of the Sacred Heart, Milan</i></p>
<p>Comparing dynamics of organisational and team identification on well-being and organizational commitment in casual, fixed-term, and permanent workers</p> <p><i>Ilka Gleibs, London School of Economics</i></p>
<p>Fitting in without fitting in: Women in engineering - male dominated workplaces - authenticity.</p> <p><i>Helen Johnson, Loughborough University</i></p>
<p>Gender differences in goal pursuit strategies</p> <p><i>Dinah Gutermuth, Maastricht University</i></p>
<p>Perception of sexism and its impact on the support of gender diversity politics in French-speaking universities in Belgium</p> <p><i>Valerie De Cock, Université libre de Bruxelles</i></p>
<p>Gendered helping: Exploring the causes and consequences of stereotype-restricted prosocial behaviour</p> <p><i>Alyssa Croft, University of Arizona</i></p>
<p>Investigating changes in descriptive and prescriptive gender stereotypes: An analysis of obituaries for female and male leaders from 1974 to 2016</p> <p><i>Miriam Katharina Zehnter, University of Vienna</i></p>
<p>Don't change a winning team – How high organizational identification can buffer the glass cliff</p> <p><i>Anika Ihmels, TU Dresden, Germany</i></p>
<p>The (not so) Changing man: Dynamic Gender Stereotypes in Sweden</p> <p><i>Amanda Klysing, Lund University</i></p>

Posters

Title and presenter(s)
Beyond Mars & Venus: How gender essentialism limits women's latitude in the workplace <i>Lea Skewes, Aarhus University, Interacting Minds Centre</i>
Positive fortune-telling enhances men's financial risk taking <i>Xiaoyue Tan, Department of Experimental and Applied Psychology, VU Amsterdam</i>
Too modest to lead: The role of gender differences in self-presentations for gender biases in leader selection. <i>Torun Lindholm, Stockholm University</i>
Mirror in the brain: An EEG study on the automatic supportive responses among gender categories <i>Ilona Domen, Utrecht University</i>
Anger expression in the workplace : The impact of gender and ethnic group membership on perceived competence and hireability. <i>Silvia Krauth-Gruber, Paris Descartes University</i>

Disclaimer: Any presentations/ posters presented in relation to the Context, Identity and Choice project reflect only the author's view. The European Research Council and the Commission are not responsible for any use that may be made of the information they contain.

Notes

