

**PROGRAM Conference “Diversity as a Higher Education Policy Challenge”**

November 29, 9:30 AM – 5:00 PM, University of Potsdam, Griebnitzsee, Building 1, Lecture Hall 9

**9:30 AM – 10:00 AM** Welcome by  
Prof. Dr. Andrea Liese, Dean of the Faculty of Economic and Social Sciences, University of Potsdam  
Prof. Dr. Maja Apelt and Dr. Matthias Schneider, University of Potsdam

**Special Presentations and Discussion**

**10:00 AM – 10:45 AM** **“Do Faculty Diversity Programs Work? Evidence from 600 U.S. Universities Across 20 Years”**  
Prof. Dr. Frank Dobbin, Harvard University

**10:45 AM – 11:00 AM** Break

**11:00 AM – 11:45 AM** **“Revising How Professors Think Nineteen Years Later: Diversity in Evaluation”**  
Prof. Dr. Michèle Lamont, Harvard University

**11:45 AM – 1:00 PM** Lunch Break

**1:00 PM – 2:00 PM** **“Comments on Diversity in the German Higher Education Landscape & Open Discussion”**  
Prof. Ph.D. Kathrin Zippel, FU Berlin  
Prof. Dr. Andrea Dorothea Bührmann, University of Göttingen

**2:00 PM – 2:30 PM** Break

**Panel Discussion**

**2:30 PM – 5:00 PM** **“Diversity as an Organizational Challenge for Science – Opportunities and Risks”**  
Opening by  
Prof. Dr. Oliver Günther, President of the University of Potsdam  
Prof. Dr. Birgitt Riegraf, President of the University of Paderborn  
Prof. Dr. Martina Schraudner, Head of the Fraunhofer Center for Responsible Research and Innovation

**Participants on the Panel**

Dr. Annette Steinich, Head of the Department for “Equality of Opportunity and Diversity in Science and Research” at the BMBF  
Prof. Dr. Angela Ittel, Vice President of HRK focusing on “International Affairs, Equality, Diversity”  
Dr. Inka Spang-Grau, Head of the Excellence Strategy

Department of the German Council of Science and Humanities  
Dr. Arn Sauer, Director of the Federal Foundation for Equality  
Christina Wolff, Board Member of Bukof and Equality Officer at  
the University of Potsdam