**5th Equality, Diversity and Inclusion International Conference, 2012, Toulouse, France**

**23-25 July, 2012, Toulouse Business School**

**Conference theme: country and comparative perspectives on equality, diversity and inclusion**

**Stream Proposal of**

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**Deadline for Abstracts/Papers: 1st February 2012**

**Mobility Requirements in Academia and Consequences for Diversity and Inclusion in Higher Education Organisations**

The “expectation of mobility” (Ackers 2010) is a consequence of increasing globalisation and internationalisation of the science labour market. Therefore, consideration of the role that international mobility plays in the careers of scientists becomes essential not only from an individual but also an organisational perspective. These developments mean that researchers and also students become more diverse with regard to their social and cultural backgrounds, talents, targets and needs. This increasing diversity in academia has the potential to significantly expand research questions, approaches and solutions and lead to increased scientific innovation. However, it could also lead to more social inequality in career progression in academia. In general nationality or ethnic background, gender, and religion can become an advantage or disadvantage for researchers in the international scientific labour market. Especially the effects of intersectionality have been rarely investigated in this context yet.

Against this background, important themes are how international competition in science is related with excellence on one hand (in special regions) with brain drain (in other regions). On individual and organisational level different inclusion and exclusion processes can not only be observed under the perspective of mobility but also of migration.

Finally, diversity in relation to leadership positions is a special focus, as academic leadership continues to reflect strong homosociability (Grummell et al 2009, Connell 1987). Networks and networking plays an important role for performance and success in scientific careers. The issue of homosociability and networking seems to be especially relevant in SET subjects. In this respect, the question becomes important if increasing diversity at universities contributes to a breakup of homosocial old-boy networks and therefore, makes academia more inclusive.

Possible topics in this stream from an individual and organisational perspective include:

* theoretical and empirical papers that deal with the intersection of diversity with regard to social (in-)equality in scientific careers against the background of requirements for academia. Especially we are looking for papers which can give information about the different value of regions and countries in international mobility, like mobility in Europe from East to West. Is there any differentiation as to disciplines and subdisciplines?
* From an individual perspective papers should analyse individual diversity characteristics that seem to foster – and hinder - scientific careers; and mobility strategies that researchers use and how these are linked to their social and cultural capital. Do persons in leadership positions include principles of equality and diversity in their leadership style?
* From an organisational perspective, how do organisations deal with the increasing diversity? How will organisational cultures be influenced by more diverse scientists and leaders? Which innovations will come into practice? Which role plays integration in dominant networks? Can alternative networks compensate marginalisation in dominant networks?

**References**

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Connell, R.W. 1987. *Gender and Power.* Cambridge:Polity Press in association with Blackwell.

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