

Biographies of all experts involved



FLORENCE BENECH

Dr Florence Benech is Head of the Skin Bioavailability and Metabolism Unit at L'Oreal – Life Sciences Research. She manages a team of researchers working in skin bioavailability and metabolism. She is involved in international studies to elucidate pathways and mechanisms of transport through the skin. Since 1996, she has been a member of the Percutaneous Absorption task force, created by the European Cosmetic Toiletry and Perfumery Association. She participated in the elaboration of international guidelines for the conduct of in vitro percutaneous absorption studies.



ORNA BERRY

Dr Orna Berry is a venture partner in Gemini Israel Funds and the chairperson of two emerging companies: Riverhead Networks and Lambda Crossing. She serves on six other boards of private and public companies and is Israel's former Chief Scientist and Director of the Industrial R&D Administration in the Ministry of Industry and Trade. Dr Berry was the co-founder of Ornet Data Communications Ltd, a technology firm acquired by Siemens in 1995. She lectures worldwide on the economical leveraging of science and technology.



PIERRE BISMUTH

Pierre Bismuth has been Vice President Personnel, Schlumberger Limited, since January 1994. He has held various positions in Paris (1975-78 and 1980-81), Singapore (1978-80), Tokyo (1982-85), California (1985-89) and New York (since 1989). Prior to working with Schlumberger, he worked for SNECMA (1968-1973). He is a graduate in economics and statistics (E.N.S.A.E. Paris, 1965-1968).



GERTRUD BOHLIN-OTTOSSON

Gertrud Bohlin-Ottosson is Managing Director of Ideon Center AB, in Lund. It manages the Ideon Science Park, offering high-tech companies' opportunities to pursue R&D in close proximity to local universities in areas such as biotechnology, pharmaceuticals, wireless communication and ICT. Previously, she ran her own company. Board memberships include a parent company of ALMI (Regional Development Agency) and subsidiaries of Sydkraft. Chairman of the Board of NUTEK (Swedish Board for Industrial and Technical Development) and Deputy Chairman of the Business Council of the Finn Savings Bank.



NINA BRUNNER

Nina A. Brunner studied biology in Düsseldorf and Bochum and received her doctoral degree in microbiology 1998 at the University of Essen. After a postdoctoral fellowship at the University of Wageningen (NL) in 1999, she entered pharmaceutical research at Bayer, Wuppertal. Currently her focus is antibacterial drug discovery.



SARA CARTER

Professor Sara Carter, of Strathclyde Business School, University of Strathclyde has undertaken a number of large-scale studies of women in business. Her most recent reports on women entrepreneurs include *Unequal entrepreneurs* (Industrial Society, 2001) and *Restricted access* (Prowess, 2002).



SUSAN CROFT

Susan Croft is an international public speaker, corporate trainer and author. She is founder and partner of ASC Training & Consulting where she is responsible for communications, management and marketing training. She is also a consultant for the international PR firm, Hill & Knowlton. She plays an active role in public life in both the UK and USA focusing on women's issues in the workplace.



NINA DANKFORT-NEVEL

Nina Dankfort-Nevel is Director of General Electric Corporate Learning Services in Brussels, and member of the executive committee of the GE Women's Network in Europe, the goal of which goal is to increase the number of women in leadership positions. She has a BSc in Mathematics and has served in various HR roles in the company.



ROSANNA D'ANTONA

Rosanna D'Antona has been the President and CEO of Europe Edelman srl Milan since July 1999. She founded Gruppo D' Relazioni Pubbliche in 1987, which became Edelman Gruppo D' in 1991 and Edelman Public Relations Worldwide in 1997. Her extensive experience includes consumer marketing, corporate reputation management and crisis management. She has a degree as interpreter in English and French from the Haut Institut d'Interpretariat in Milan, and received training in PR at Boston University, Massachusetts.



ANDREW DEARING

Dr Andrew Dearing is Secretary General of the European Industrial Research Management Association. With a doctorate in chemistry from Oxford University, he spent much of his career as a research scientist, in research management and in corporate strategy with Shell. From 1998-2000, seconded to the World Business Council for Sustainable Development, he worked on the contribution of industrial innovation and technology development to sustainable development.



ELLEN DE BRABANDER

Dr. Ellen de Brabander studied chemistry at Leiden University and MIT. She is in charge of R&D of DSM Fine Chemicals (300 staff at eight sites across Europe and USA). She was manager of the DSM project 'Women & DSM' in 1998. This project made an extensive overview of the quantitative and qualitative position of women in the company and made proposals for improving the gender balance. She is also a board member of various Dutch scientific societies related to chemistry and applied science, and a member of EURAB.



DIANA DIACONU

Diana Diaconu studied at the Polytechnical University of Bucharest. In 2000, she did an ERASMUS exchange with the Automation department of the Institut National Polytechnique de Grenoble, France. She continued her studies at Ecole Polytechnique. Now she is studying finance at Ecole Nationale de la Statistique et de l'Administration Economique. This specialisation is integrated into the Ecole Polytechnique.



GUY HÆMERS

Guy Haemers is Executive Vice President of the Bekaert Group and spent his career in technology, R&D, Advanced Materials and Mergers & Acquisitions. His is Chairman or Board member of several companies in Europe, USA and Japan, a member of EURAB, past President of EIRMA and President of Groupe Permanent Recherche-Développement de Louvain (a Belgian R&D association). He is also member of the Consulting Body to the Technology and Applied Science Faculty of the Universities of Leuven and Ghent.



LOUISE HEERY

Louise Heery has a BA (Hons) in Modern European Studies and an MSc in Computer Science. She has 12 years' experience working in information and communication, mostly at the Universities of Kent and Oxford. In 1999, she joined EIRMA in Paris, where she is IT and Programme Manager. She co-ordinates the EIRMA Special Interest Group for Human Resources Managers.



CHRISTINE HELLER

Christine Heller del Riego lectures in Electric Machines at the Escuela Técnica Superior de Ingeniería (ICAI), Universidad Pontificia Comillas (UPCO) Madrid. She received her Ph.D. from the Université Pierre et Marie Curie (Paris VI) funded under the EC Human Capital Mobility Programme. She has been active in science policy as a Board member of the Marie Curie Fellowship Association, and of EuroScience.



JENNIFER HOLMES

Dr. Jenny Holmes is R&D, Diversity Director for the pharmaceuticals company, AstraZeneca. She has extensive experience of all aspects of the pharmaceuticals business ranging from basic research (with a PhD in Immunology), via regulatory affairs, to corporate manufacturing/clinical/laboratory compliance and hence has expertise in all stages of drug development. She worked for some years for AstraZeneca in the US.

**MARIA JEPSEN**

Maria Jepsen holds a PhD in Economics and a Masters in Econometrics. She works at the ETUI as a senior researcher and coordinator of labour market research. Formerly, she worked at the Red Cross Liaison Bureau in Brussels and at the Applied Economics Department at the Free University of Brussels (DULBEA). She is Danish, and a member of EURAB.

**ANNIKA JOELSSON**

Annika Joelsson has a BA in Political Science & East European Studies from the Universities of Lund & Uppsala. She joined Schlumberger in 1994 and since 1998, has been Diversity Manager for Europe, Africa, Asia & Middle East based at Schlumberger Limited Paris. She focuses on gender diversity, touching all issues related to the recruitment, retention and career development of women, including managing geographical mobility and dual careers.

**JACQUES LECLAIRE**

Dr. Jacques LeClaire is Director of Life Sciences Research, Advanced Research L'Oréal. At University, he studied the interface between chemistry and biology. In the following 19 years he reached a responsible position in the top management of Life Sciences Research, a sector characterised by a high participation of women.

**SÉVERINE LEMIÈRE**

Dr. Séverine Lemière has a PhD in economics on 'Wage discrimination between men and women: an analysis from firms' wage practices'. She is an Associate Researcher at DULBEA – Free University of Brussels, and is a researcher at MATISSE (University Paris I Pantheon – Sorbonne) and a Lecturer in Human Resources Management at the University of Littoral – Technological University Institute of Calais.

**CHARLOTTE LESTER**

Charlotte Lester won PR Week, Public Affairs Campaign of the Year award in 1997 for the Changing Nation project for National Westminster Bank. In 1998, she went to India and was made CEO of Good Relations India. In 2001, she founded First&42nd in India in Mumbai (Bombay), a communications strategy consultancy. Having returned to Europe in 2002, she now heads Edelman Brussels.

**MERCEDES LÓPEZ REY**

Mercedes López Rey, born in A Coruña (Spain), has a Degree in Law at the Universidad de La Coruña, Master in European Law (Licence Spécial en Droit Européen) at the ULB (Belgium) and a MBA at Krannert Business School, Purdue University (USA). She currently works at Siemens AG in Munich (Corporate Personnel Policies, Legal Issues) and is responsible for Diversity and Business Conduct Guidelines.

**EMMA LORRAI**

Emma Lorrai is manager in charge of co-ordinating Equal Opportunity policy and European Social Dialogue issues at Enel. She presented Top managers and women leaders, the Italian application of the DIAMOND project, a cross mentoring experience (see Catharina Alpkvist & Emma Lorrai [<http://www.ki.se/wistool/>] Women in the Life Sciences, session IIa).

**ERIKA MANN**

Erika Mann has been a Member of the European Parliament since 1994. She chairs the Parliamentary Delegation with EEA countries, and sits on the Committee on Industry, External Trade and Research and the Temporary Committee on Foot and Mouth Disease. She is standing rapporteur for Transatlantic Relations and spokeswoman for World Trade Organisation related matters for the PSE. She also chairs the Transatlantic Policy Network and the European Internet Foundation.



MARIE-GEORGES MAZUR

Marie-Georges Mazur is Commercial Director of the pharmaceutical division for Europe of 3 M Santé, and formerly, Corporate Vice President of Strategic Marketing in Aventis Pasteur.



DAVID MORENO

David Moreno has been a researcher at the CIREM Foundation, Barcelona, since 1994, working on research projects on education, training and labour. His area of expertise is in statistics. He teaches quantitative methods applied to the Labour Sciences at the Open University of Catalonia.



ROGER NEEDHAM

Roger Needham is Managing Director of Microsoft Research Ltd. He joined Microsoft in 1997 after 34 years as an academic at the Computer Laboratory, University of Cambridge. He was Head of the Computer Laboratory 1980-95 and Pro-Vice-Chancellor 1996-98.



JENNIFER NEUMANN

Jennifer Neumann is a founder of Canto. She has been CEO of Canto Software AG since 1993 and Chairwoman and CEO of Canto Inc. since its inception in 1997. She is a director of Canto Software Co. Ltd. She is also a founder board member of Initiative D21, a new German industry-organisation co-led by the German government to help accelerate Germany's migration from the industrial age into the information age. She is a Member of the Innovation Advisory Council of the Federal Ministry of Education and Research and on the Board of Trustees of Women give new Impetus to Technology, Inc.



NIELS CHRISTIAN NEILSEN

Niels Christian Nielsen is the CEO of the Catenas group of companies, consulting in areas such as brand strategy (Prophet), brand expression (Addis), and innovation strategy (the McKenna Group). He sits on numerous boards, including Codan, Jyllandsposten, Unimerco, DAI, and the Learning Lab. He is an internationally recognized expert on the knowledge-based economy. He was previously part of the executive of the Danish Technological Institute.



MARIA PIERDICCHI

Since 1998 Maria Pierdicchi has been working at Italian Exchange, Milan, as Director of Nuovo Mercato (equity market for growth stocks) that was designed, launched and developed by her. From 1991 to 1998 she worked at Premafin SpA, Milan, a financial holding listed on the Italian Exchange, as Director of Strategic Planning and Control. From 1989 to 1991 she worked at Citibank N.A., Milan, as Resident Vice President of the Corporate Finance Group. Other professional experiences include: Consultant at The World Bank, Washington, DC; Researcher and Assistant Professor at Bocconi University and Bocconi Graduate School of Business Administration, Milan.



TERESA REES

Professor Dr. Teresa Rees CBE works in the School of Social Sciences, Cardiff University, Wales, UK. A long-term consultant to the EC on gender mainstreaming, she was the rapporteur for the ETAN report on women and science (Osborn et al, 2000) and the Helsinki Group report on national policies on women and science (Rees, 2002). She was the Equal Opportunities Commissioner for Wales from 1996 to 2002, and was elected Academician of the Academy of Learned Societies for the Social Sciences in 2001.



EVA ROER

Eva Maria Roer spent her early career as an academic at the Universities of Heidelberg and Maryland (US). In 1978, she became President of DT&SHOP GmbH, Europe's largest mail order business for dental laboratories. She holds positions on various boards including being the Chairwoman of the Board of TOTAL E-QUALITY Deutschland e.V. In 1991, she was German Business Woman of the Year. Other prestigious awards include (1997) Medal of the Bavarian State for special merits on the Bavarian Economy and (2001) Cross of the Order of Merit of the Federal Republic of Germany.

**NATHALIE ROSSILHOL**

Nathalie Rossilhol is the Schlumberger Marketing Manager for Central Europe, based in Milan. She is in charge of marketing strategy for clients in over 25 European countries. She brings experiences acquired in the Gulf of Mexico as a Support Manager for Well Service Operations and know-how about new technology development gained in the Technology & Product Development Center of Schlumberger in Clamart, France. She has a Master degree and PhD from the French Petroleum Institute (IFP).

**HELGA RÜBASMEN-WAIGMANN**

Professor Dr. Helga Rübasmien-Waigmann has studied chemistry, did postdoctoral research at the Universities of Cornell, Harvard, Gießen and Cologne. Since 1988, she has been a Professor of Biochemistry, University of Frankfurt. From 1987-94, she was Scientific and Managing Director of the Chemotherapeutical Research Institute Georg-Speyer Haus in Frankfurt, and from 1994-2001, Head of Virology Research at Bayer AG and since 2001, she is Vice President, Head of Anti-infectives Research at Bayer AG. She is a Member of EURAB, and of the Board of the German Chemical Society.

**JOAN SCHORK**

Dr. Joan M. Schork is a chemical engineer specialising in gas separations and process technology. With almost 20 years of industrial experience, she has worked in gas and chemical plant operations, fundamental and applied research, process design, and numerical modeling. She currently manages the Fluorine Technology Center and the Reference Standards Lab within the Electronics Division of Air Products and Chemicals Inc.

**BARBARA SCHWARZE**

Barbara Schwarze is Managing Director of the association 'Women Give Technology New Impulses', and Director of the Government-funded Competence Centre 'Women in the Information Society and Technology'. She is head of the agency of the Information Society's forum of the Ministry for Economy and Technology. She is on the communications board of the initiative D21, as well as being involved in numerous other organisations and activities designed to increase women's participation in engineering in Germany.

**RAGNHILD SOLHBERG**

Dr. Ragnhild Solhberg has numerous qualifications in Economics and Policy Sciences, all from the US. She is Vice President, Corporate Center, Norsk Hydro ASA in Oslo, Norway. She has done research for the US Federal Energy Administration, the Office of the Secretary of Defense (Pentagon) and the National Defense Research Institute in Sweden. For the last 20 years she has been employed by industry in Norway. She has had more than 60 appointments on boards, commissions and so on, focusing on, for example, recruitment to science and technology, women in leadership, and research and higher education.

**FRANÇOISE SOUSSALINE**

Dr. Françoise Soussaline is founder, President and CEO of IMSTAR, a small high-tech company for Life Sciences Research and medical diagnostic. She is a PhD in Physics and Bio-Physics. She was Assistant Professor at the Paris Medical Faculty, and a researcher at the Medical Research and Health National Institute and the Atomic Energy Commission. She is currently Vice-President of the Gen-Homme Network (Research Ministry), President of the Ile de France Biomedical Centre for Innovation and Technology Transfer, and Chevalier de la Légion d'Honneur.

**KRISTINE SPILDO**

Dr. Kristine Spildo, born in 1972 in Norway, holds a PhD in Physical Chemistry from the University of Bergen. In 1999, she worked as a post.doc at the University of Bergen for two years before joining the research division of Norsk Hydro ASA.

**LINDA TAYLOR**

Linda Taylor works in the IBM UK Software Development Laboratory at Hursley, UK. She joined IBM UK as a graduate and held a variety of technical and managerial positions in Software Development before joining the Human Resources team three years ago. In her current role, she has responsibility for Diversity initiatives within the Hursley Laboratory.



CARMEN VELA

Carmen Vela is manager director at INGENASA, a small biotechnology company based in Madrid (Spain). She is a biochemist. She was a member of the second European Science and Technology Assembly (ESTA), the ETAN Group of Women and Science and the EAG of Cell Factory. She is member of the Advisor Committee of the Spanish Minister of Science and Technology and the Advisory Group of Human Mobility and Priority I.



CAMPBELL WARDEN

Campbell Warden is a British accountant, translator and research manager who has spent most of his career abroad. In 1993, he did a Masters in Conference Interpretation (La Laguna University). In 1998, he took up a 3 year position as a Spanish Detached National Expert with the European Commission in Brussels, where he was co-ordinator of Publications, Training, Publicity and Equal Opportunities of the 'Research Infrastructures' activity in DG Research. Since 2001, he has been back at IAC where he is currently responsible for International Relations.



JULIET WEBSTER

Juliet Webster is a researcher and policy advisor on women's employment and equal opportunities, with particular expertise on women's opportunities in the Information Society. Based in the UK, she consults regularly for the European Commission, and is the author of *Shaping women's work: Gender, employment and information technology* and *The information society in Europe*.



JANE WICKMANN

Jane Wickmann is director and member of the Executive Board at the Danish Technological Institute with special responsibility for the division Industrial Development and for the Institute's external relations. Her fields of competence are: entrepreneurs and new enterprises, inventors, local/regional business development, technological development in SMEs and women in leadership.



BURGHILDE WIENEKE-TOUTAOU

Professor Dr. Burghilde Wieneke-Toutaoui is professor for Industrial Engineering at the Department of Mechanical Engineering, University of Applied Sciences, Berlin. She is member of the board of and active within the Association of Engineers (VDI) which has 130,000 members. She is spokeswoman for Women in Engineering. Her areas of research are Rapid Prototyping Technologies.



DARCY WINSLOW

Darcy Winslow is Nike's Global Director for Women's Performance Footwear. During her 14 years with Nike, she has held many positions, including Director of Advanced Research and Development, Global Director for Research, Design and Development, and General Manager of Sustainable Business Opportunities. She has qualifications in Exercise Science, Exercise Physiology and Biomechanics. She is a director of SOLV, an Oregon non-profit and the International Sustainable Development Foundation, and a member of the Board of Councilors for the China-US Center for Sustainable Development.