



# ANNUAL REPORT 2019

NORDICORE – NORDIC CENTER OF EXCELLENCE  
FOR RESEARCH ON GENDER EQUALITY IN  
RESEARCH AND INNOVATION



# NORDICORE 2019

NORDICORE has been up and running since 2017. Our Nordic Center of Excellence has developed into a vibrant research environment where gender balance in academia is studied in context of the Nordic labor market in a broad sense.

We have participated at conferences and seminars – scholarly, as well as with stakeholders. Ongoing and highly stimulating research policy debates are keeping us alert, emphasizing the important gender aspects of research policies.

This report is based on NORDICORE's annual report to Nord-Forsk and is available for anyone interested in keeping updated on NORDICORE's research and activities.

*Mari Teigen & Liza Reisel*

Center Director and Deputy Director

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# 1 | ABOUT NORDICORE

## QUICK FACTS



### 32 RESEARCHERS

NORDICORE consists of 32 leading researchers from all the Nordic countries.



### 4 NORDIC COUNTRIES

NORDICORE conducts comparative research in Norway, Sweden, Iceland and Finland.



### FIVE-YEAR PROJECT

NORDICORE started in 2017 and will end in 2022.

## A CENTRE OF EXCELLENCE

NORDICORE is a single-site Nordic Center of Excellence located at the Institute for Social Research (ISF) in close collaboration with researchers at partner institutions across the Nordic countries (Finland, Iceland, Norway and Sweden).

The center is funded by NordForsk and led by Mari Teigen and Liza Reisel.

NORDICORE is organized around six work packages targeting different research questions concerning male dominance and gender balance in academia.

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## 2 | GENDER BALANCE IN ACADEMIA

Despite the fact that the Nordic countries have comparatively strong gender equality records, major challenges exist regarding gender balance and equality in research and innovation.

**NORDICORE** studies key issues to help us understand and explain what promotes and inhibits gender balance and gender equality within research and innovation.

### NORDICORE AIMS TO ...



.. Establish new knowledge about the Nordic gender equality paradox in research and innovation and about the mechanisms producing, maintaining and changing gender inequalities.



.. Establish an open access database of equality and diversity policies in the Nordic countries.



.. Identify and distinguish which challenges to gender balance and equality are specific to academia and which are related to general aspects of the Nordic labor markets.



.. Disseminate our findings to stakeholders and policy-makers in the Nordic countries, as well as engage in knowledge-exchange processes.



.. Establish knowledge about the benefits and challenges of Nordic family and welfare policies for gender differences in academic careers, which is important to the international debate on work-life balance.



.. Stimulate international collaboration and research mobility, as well as utilize the excellent competence of NORDICORE's Expert Advisory Board.

# OUR WORK PACKAGES

Our research design combines quantitative and qualitative methods, as well as observational and experimental data. Thus, it allows us to pinpoint specific mechanisms behind gender inequalities. NORDICORE's data are acquired from a wide range of sources, including questionnaires, field experiments, administrative registers, documents and interviews.

## #1 EVALUATION OF GENDER EQUALITY POLICIES

**MAIN OBJECTIVE:** To examine the relationship between gender equality policies and the composition of research and teaching staff over time.

**METHOD AND DATA:** Establishing a database of institutional gender equality policies and match the development with institutional-level data on gender balance in top research positions. Mapping policies through surveys of Human Resource (HR) and Chief Executive Officers in Norway, Finland and Sweden.

## #2 GENDER EQUALITY FROM BELOW

**MAIN OBJECTIVE:** To develop a better understanding of equality measures at a departmental level and in that way contribute to the development of more inclusive cultures.

**METHOD AND DATA:** Interviews with researchers at all levels at the Norwegian University of Science and Technology (NTNU), and follow different departments and their work on gender balance.

## #3 RESEARCH CAREERS AND FAMILY

**MAIN OBJECTIVE:** To study gender differences in research careers and alternatives to such careers in the public and private sectors in the Nordic countries. Central questions are: How does the research careers of women and men diverge? How do men and women perceive and experience the possibilities and constraints of work-family dynamics in relation to the demands and opportunities inside and outside of academia?

**METHOD AND DATA:** Longitudinal register data and in-depth interviews in Iceland, Sweden and Norway. Mapping research careers and analyzing the impact of age and family situation on career progressions.

## **#4 GENDERED PATTERNS OF COMPETENCE AND HIREABILITY**

**MAIN OBJECTIVE:** To examine whether gender inequality can be explained as the result of systematic differences in the perception of women's and men's competence and hireability.

**METHOD AND DATA:** Survey experiment among tenured academic staff in Iceland, Norway and Sweden.

## **#5 EVALUATIVE CULTURES**

**MAIN OBJECTIVE:** To analyze how meritocratic ideals plays out by examining how academic gatekeepers perceive scientific excellence and how evaluative practices vary across organizational contexts. What do we learn by studying recruitment through a gender lens?

**METHOD AND DATA:** Interviews and following all recruitment stages from vacancy to the final hiring decision in three disciplines (history, biology and political science).

## **#6 LABOR MARKET AND POLICY CONTEXTS: COMPARISONS ACROSS SECTORS**

**MAIN OBJECTIVE:** To compare and synthesize main findings in all work packages in light of existing knowledge about the mechanisms producing, maintaining and changing gender segregation in different parts of the Nordic labor markets.

**METHOD AND DATA:** Drawing on all the work packages. Moreover we do comparative analysis of cross-sector differences in attitudes to gender equality, emphasizing the academic elite in light of the situation in other sectors.

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## 3 | WHO ARE WE?

We are 32 researchers from all the Nordic countries who contribute to NORDICORE's research objectives.



**MARI TEIGEN**

Role: Director of NORDICORE

Research professor, Director of CORE – Centre for Research on Gender Equality, Institute for Social Research, NORWAY.



**LIZA REISEL**

Role: Deputy Director of NORDICORE

Research Director, Equality, integration, migration, at the Institute for Social Research, NORWAY.



**CHARLOTTE SILANDER**

Role: Principal investigator

Senior lecturer, Deputy Head of Department, Department of Pedagogy and Learning, Linnæus University, SWEDEN.



**IDA DRANGE**

Role: Researcher

Senior Researcher, Centre for Welfare and Labour Research, OsloMet – Oslo Metropolitan University. NORWAY.



**MARIA PIETILÄ**

Role: Postdoctoral Fellow

Department of Political and Economic Studies, University of Helsinki, FINLAND.



**TURO VIRTANEN**

Role: Advisor

University lecturer, Department of Political and Economic Studies, University of Helsinki, FINLAND.





**VIVIAN ANETTE LAGESEN**

Role: Principal investigator

Professor of Science and Technology Studies,  
Department of Interdisciplinary Studies of Culture,  
NTNU. NORWAY.



**SIRI ØYSLEBØ SØRENSEN**

Role: Researcher

Associate Professor, Department of  
Interdisciplinary Studies of Culture, NTNU,  
NORWAY.



**KNUT HOLTAN SØRENSEN**

Role: Researcher

Professor of Science and Technology Studies,  
Department of Interdisciplinary Studies of Culture,  
NTNU, NORWAY.



**GURO KORSNES KRISTENSEN**

Role: Researcher

Associate Professor, Department of  
Interdisciplinary Studies of Culture, NTNU,  
NORWAY.



**SOFIA MORATTI**

Role: Postdoctoral Fellow

Department of Interdisciplinary Studies of  
Culture, NTNU, NORWAY.



**GUÐBJÖRG LINDA RAFNSDÓTTIR**

Role: Principal investigator

Professor of Sociology at the Faculty of Social  
and Human  
Sciences, University of Iceland, ICELAND.



**SIGTONA HALRYNJO**

Role: Researcher

Senior Research Fellow, Institute for Social  
Research, NORWAY.



**KARIN HALLDÉN**

Role: Researcher

Associate professor, Swedish Institute for Social  
Research, Stockholm University, SWEDEN.



**CHARLOTTA MAGNUSSON**

Role: Researcher

Associate professor, Swedish Institute for Social  
Research, Stockholm University, SWEDEN.



**MARJAN NADIM**

Role: Researcher  
Senior Research Fellow, Institute for Social Research, NORWAY.



**KJERSTI MISJE ØSTBAKKEN**

Role: Researcher  
Senior Research Fellow, Institute for Social Research, NORWAY.



**ANNE GRØNLUND**

Role: Researcher  
Professor at Department of Social Work, Umeå University, SWEDEN.



**FREDRIK SNELLMANN**

Role: Researcher  
Senior lecturer at Department of Social Work, Umeå University, SWEDEN.



**MAYA STAUB**

Role: Doctoral Graduate Student  
Faculty of Social and Human Sciences, University of Iceland, ICELAND.



**ARNFINN H. MIDTBØEN**

Role: Principal investigator  
Senior Research Fellow, Institute for Social Research, NORWAY.



**MAGNUS CARLSSON**

Role: Researcher  
Associate professor, Department of Economics and Statistics, Linnæus University, SWEDEN.



**JULIA ORUPABO**

Role: Principal investigator  
Senior Research Fellow, Institute for Social Research, NORWAY.



**HENNING FINSERAAS**

Role: Researcher  
Research Professor, Institute for Social Research, NORWAY.



**MARTE MANGSET**

Role: Researcher

Postdoctoral Fellow, Centre for the Study of Professions, OsloMet – Oslo Metropolitan University, NORWAY.



**MATHIAS WULLUM NIELSEN**

Role: Advisor

Assistant Professor, Department of Political Science, Aarhus University, DENMARK.



**HANNAH LØKE KJOS**

Role: Research assistant

Project Advisor and Research Assistant, Institute for Social Research, NORWAY.



**SARA SEEHUUS**

Role: Research assistant

PhD Candidate, Centre for the Study of Professions, OsloMet – Oslo Metropolitan University, NORWAY.



**RUTH EVA JØRGENSEN**

Role: Project Coordinator/Research Assistant

Project Coordinator/Research Assistant, Institute for Social Research, NORWAY.



**AURORA BERG**

Role: Research assistant

Research assistant, Institute for Social Research, NORWAY



**ANDREA S. HJÁLMAUSDÓTTIR**

Role: Doctoral Graduate Student

Faculty of Social and Human Sciences, University of Iceland, ICELAND.



**SIMON ROLAND BIRKVAD**

Role: Research assistant

Research assistant, Institute for Social Research, NORWAY

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## 4 | RESEARCH HIGHLIGHTS



NORDICORE's work packages, and the different projects within the work packages, are all in process. Some are at their final stages, finalizing articles and disseminating findings, while others are still in the process of collecting data and analyzing results.

In the following, we will present some preliminary findings from our ongoing research.



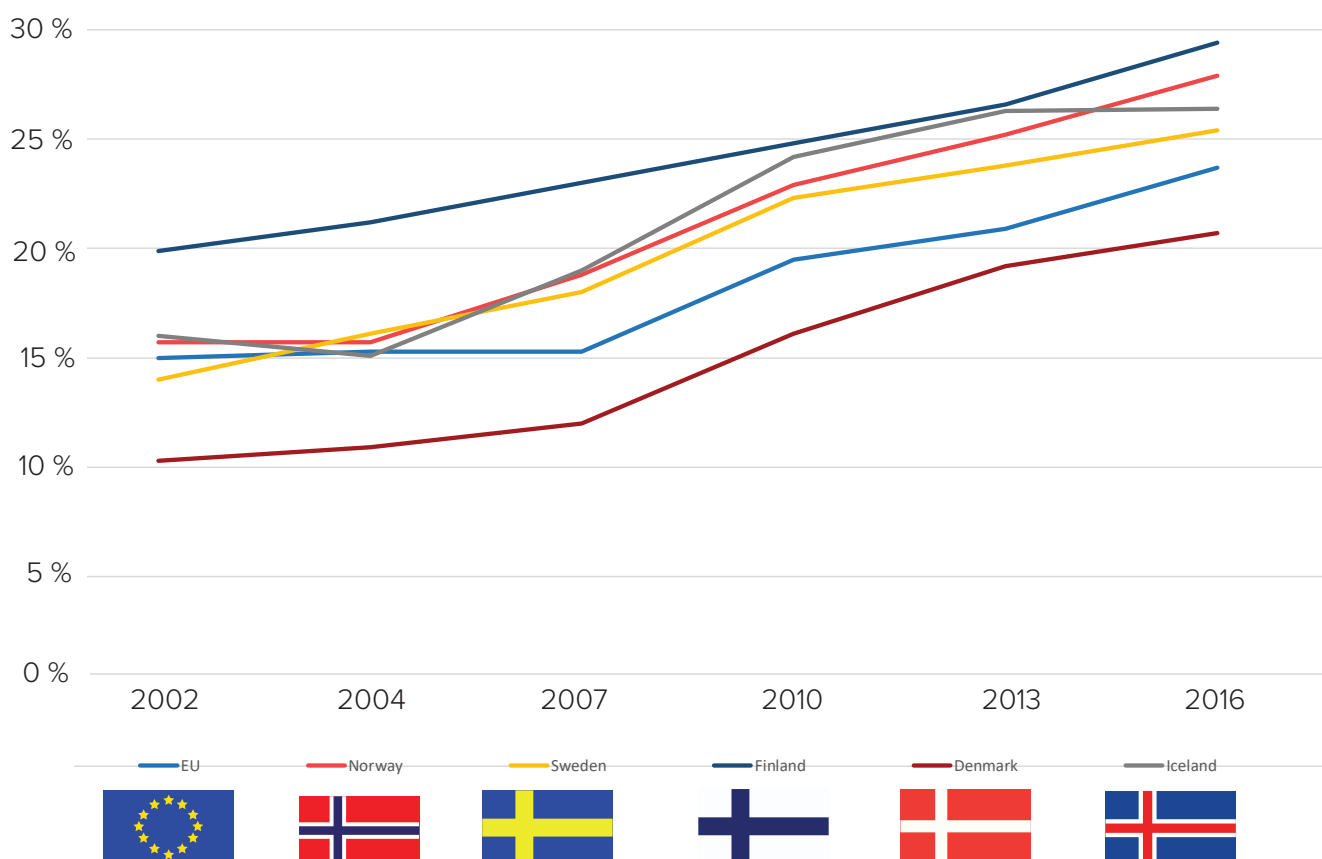
## RESEARCH HIGHLIGHTS FROM:

# THE RELATIVE SUCCESS OF GENDER BALANCE IN ACADEMIA IN THE NORDIC COUNTRIES

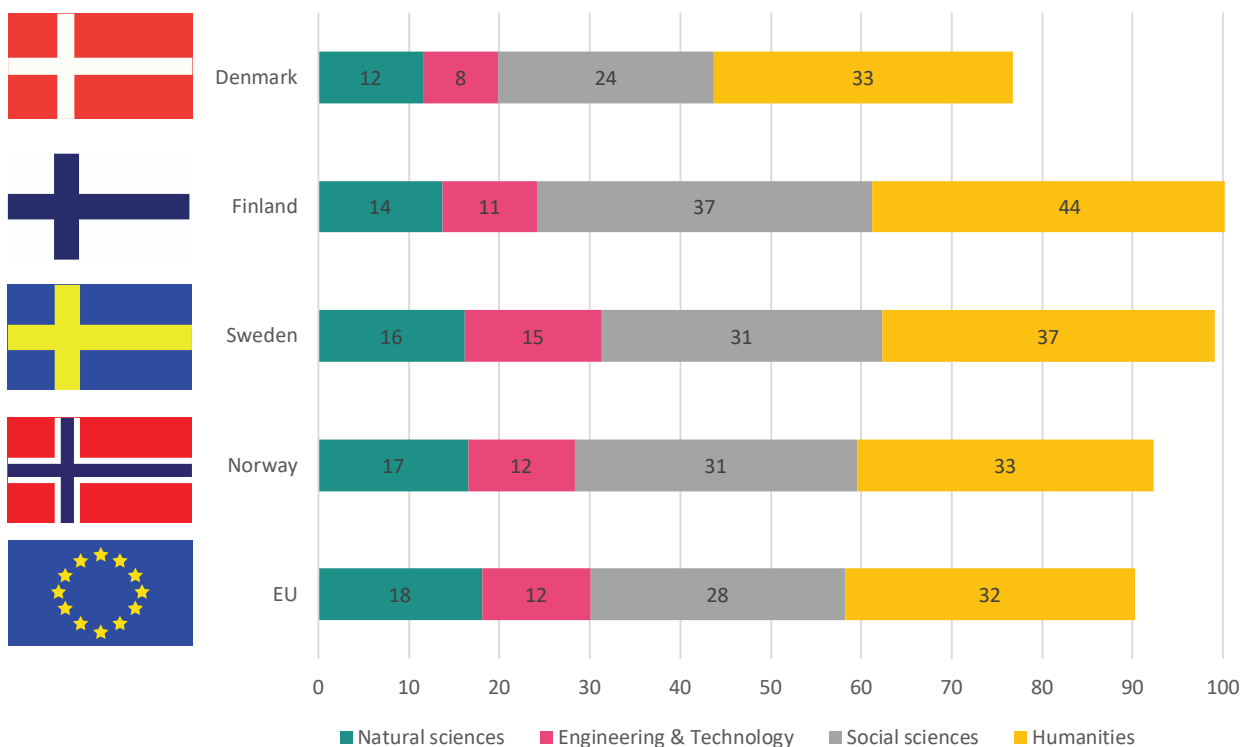
An important departure point for NORDICORE is to examine the mechanisms that are producing, maintaining and changing gender inequalities in academia. The most recent **She Figures** from 2018 demonstrates the average performance of the Nordic countries as regards gender balance in top academic positions. The Nordic gender equality paradox is illustrated by the high scores of the Nordic countries on international indexes ranking countries on the bases of their gender equality advancements, which stand in sharp contrast to their poor achievements in regard to gender balance in top positions in academia and in the business sector.

Gender balance has been achieved at the PhD-level, while in the top academic positions (full professors/Grade A) change comes slower. Women only make up one fourth across academic fields. Still, the share of women professors is increasing in all the Nordic countries. Finland has the highest share of female professors. In Norway, Sweden and Iceland the trend has been steadily positive, and all these countries have now passed the EU-average. Denmark, on the other hand, lags behind with the lowest share of female professors among the Nordic countries. They are also below the EU-average.

Share (%) of women in professor positions, by country, She Figures 2018



Share (%) of female professors, by field, 2016, *She Figures 2018*



Among the 33 countries covered by *She Figures 2018*, the share of female professors vary considerably. However, in more than half of the countries, women constitute between 20 to 39 percent of the professors, including all the Nordic countries. We find the highest representation of female professors in Romania, Bosnia-Herzegovina, Latvia, Malta and Lithuania. Contextual reasons for variation is a topic NORDICORE will look further into.

Gender imbalance is not only prevalent across countries, but also across academic fields. Norway and Sweden have the highest share of female professors in the STEM-fields (Science, Technology, Engineering & Mathematics). However, in the STEM-fields, all the Nordic countries are placed below the EU-average, except for Sweden in Engineering & Technology.

Furthermore, variation across academic fields show that Finland’s “lead” is the result of a high share of female professors in humanities and social sciences. The share of women in STEM in Finland has shown little change over time, while in Sweden and Norway, there have been a relatively strong increase in the share of female professors in STEM.

RESEARCH HIGHLIGHTS FROM:

## EVALUATION OF GENDER EQUALITY POLICIES

Evaluation of gender equality policies and their impact for gender equality advancements is a central objective for examination at NORDICORE. We aim at better understanding the potential for change through introduction and implementation of gender equality policies. In a comparative project we study how the Nordic countries, Norway, Sweden and Finland, promote gender equality in academia and which instruments and strategies they use to reach gender equality.



We find important similarities in policies, especially related to the comprehensive legislation for gender equality and anti-discrimination in all three Nordic countries. A main reason for the similarity is that the EU member countries, Sweden and Finland, as well as Norway (through the EEA-agreement) are subject to the same European Union legal framework.



However, the similarities across the Nordic countries also results from processes of path-dependency through the diffusion of ideas and peer-learning, dating back to the development of gender equality legislation and policies from the 1970's and onwards (Borchorst et al. 2012).

Furthermore, the Nordic countries use a mix of instruments, and various strategies are operating simultaneously through different measures. In Finland, institutional autonomy has been the strongest, and the state has been less active in policy making on gender equality. Norway and Sweden have implemented more measures that target the lack of gender equality in higher education, and, consequently, regulation of recruitment



and promotion at the national level is more comprehensive in these countries compared to Finland. Norway stands out with strong regulation of hiring and promotion at the national level. Moreover, in Norway, radical positive action – earmarking of full professor and post doc positions – were practiced for a shorter period, however dismissed after the ESA-judgement stating that such procedures were in contravention with the Equal Treatment Directive.



In recent years, the underlying gender equality strategy has moved from ‘including the women’ towards an intention to remove gendered structures at the universities. However, our study indicates that the instruments instituted to remove gender structures – the “fix the system” approach – are weaker and rarely accompanied by incentives and sanctions. While the instruments aiming to include more women – the “fix the women” approach – is stronger and accompanied with incentives and sanctions.



RESEARCH HIGHLIGHTS FROM:

# THE IMPORTANCE OF FAMILY CONCERNS FOR EXIT FROM ACADEMIA



Family concerns and strains have been put forward as a main reason for gender differences within academia, and for women's exit to occupations outside academia, and is hence a central question to address by NORDICORE. In a qualitative interview-study with 32 men and women who hold a PhD degree, the aim is to explore their considerations around remaining or leaving academia, their aspirations, opportunities and constraints. The main aim is to get to closer grips with whether and how considerations of remain/exit is related to work-family situations and strategies.

This study finds that work-family constraints offer a too simplistic understanding of exit-considerations. The women and men appeared equally strongly committed to their academic career, still they wanted to combine their academic career with having children. To cope with everyday constraints and work-family reconciliation challenges, they applied a range of combination strategies. The female "stayers", those who aimed to stay in academia, applied strategies of minimizing family interference, as i.e. limiting parental leave periods, transfer care-responsibility to their partner, etc. The male "stayers" perceived work-family balance to be a hindrance to their academic careers. For female and male "leavers", family concerns clearly was a prominent reason for exit from an academic career, however for men and women alike.

In addition, job (in)security was an important concern in the assessment of remain/exit. Typically, the choice to leave academia was considered a relatively attractive option of high-quality jobs with permanent contracts. An academic career is not considered easily reconcilable with family responsibilities, yet more gender equal sharing of family responsibilities offer opportunities for women, and involved fatherhood-aspirations imply work-family constraints to men as well.

## RESEARCH HIGHLIGHTS FROM:

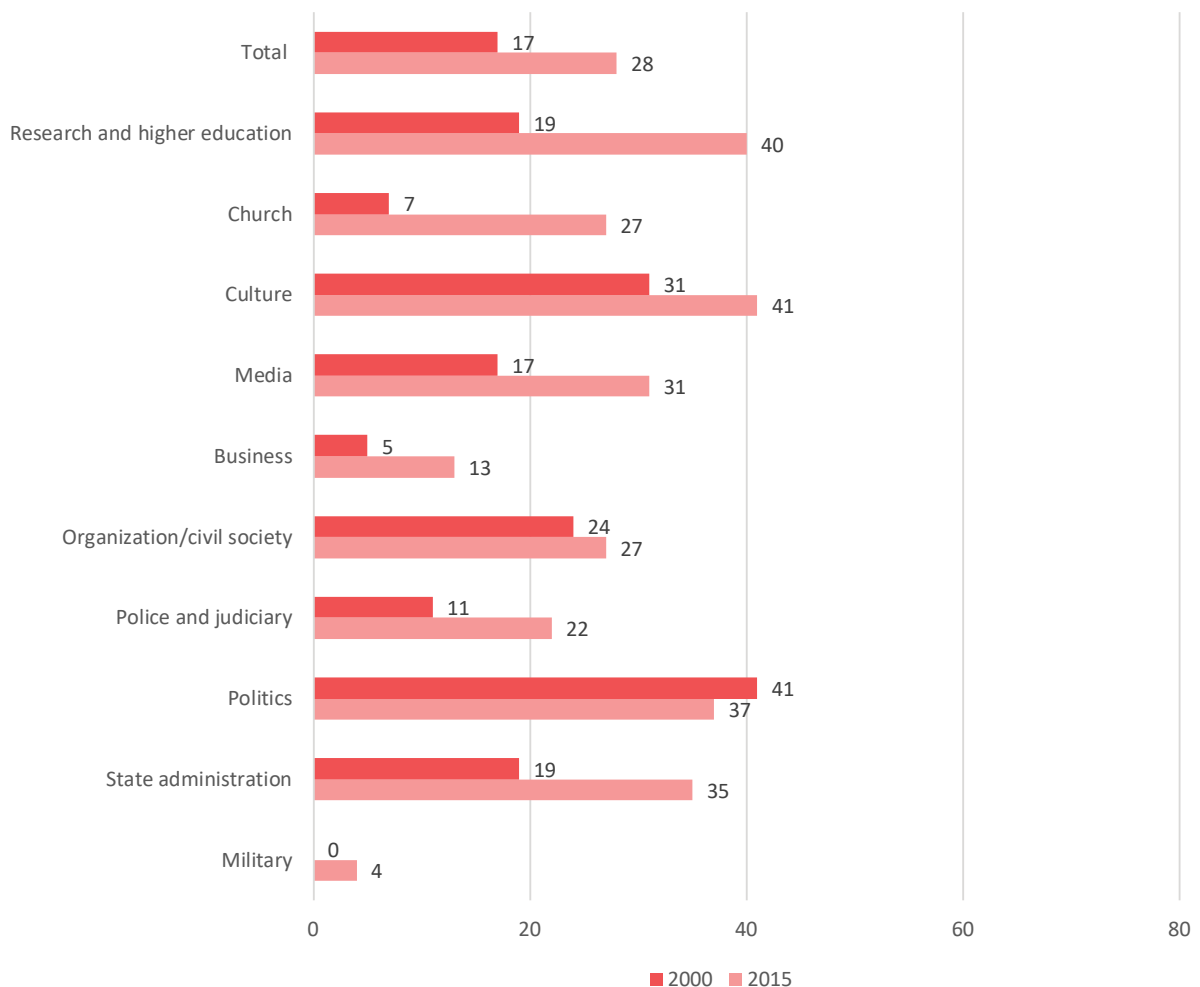
# COMPARING GENDER EQUALITY ATTITUDES ACROSS LABOUR MARKET SECTORS

The Norwegian Leadership Studies 2000 and 2015 provide a unique data material to analyze and compare the situation across elite groups in different sectors of society and their attitudes to various themes, like attitudes to gender equality. The elite is defined as the people in top administrative positions in ten different sectors.

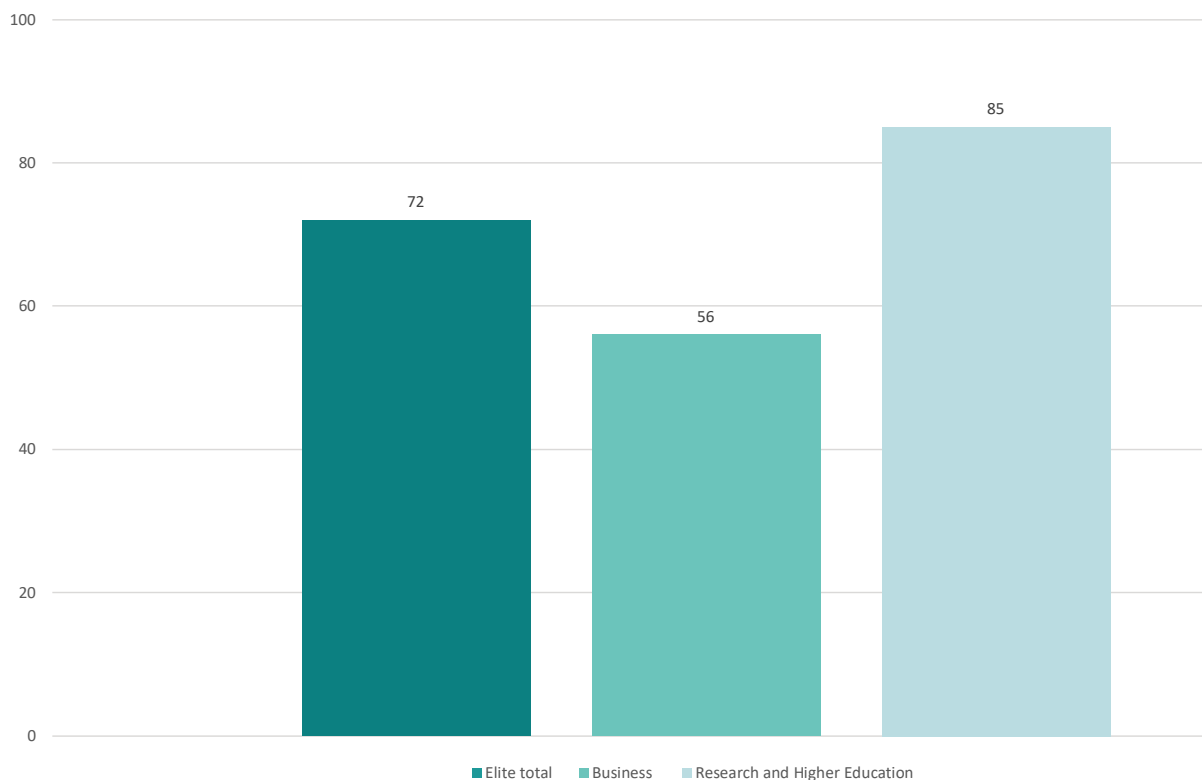
Norwegians elites are, as in elites everywhere, highly male dominant. However, there has been important movements over the last couple of decades. Only in two sectors: the culture elite and in the top of research and higher education, women have reached the “magic target” of 40 percent in top positions. The research and higher education and the church elite are the elite groups where the percentage of women have increased the most from 2000 to 2015.

### The Norwegian Leadership Studies 2000 and 2015: Men dominate in elite positions in Norway

Percentage of women by elite groups, *The Norwegian Leadership Study 2000 and 2015*



Support (%) for gender quotas in corporate boards in the business elite, the research and higher education elite, and in the elite in total, *The Norwegian Leadership Study 2015*



A comparison of the elite groups in The Norwegian Leadership Study 2015 shows that the strongest support for gender quotas for corporate boards is among those in top positions in the Research and Higher Education-sector. Corporate board quotas gained the least support in the business elite (and the military elite, 52 %).

In general, gender equality policies tend to gain stronger support among women, as is also the case in the Norwegian Leadership Studies. We find that women more often than men support gender quotas for corporate boards in all elite groups. In Research and Higher Education 92 % of the women support such quotas. In the Business elite, differences in support for gender equality policies between men and women are very large: while 88 % of the women in the business elite support gender quotas for corporate boards, only 44 % of the men do the same.

Analysis of the data and cross-sector comparisons are presented in:

Teigen, Mari, Hege Skjeie, and Rune Karlsen (2019). [Framing and feedback: increased support for gender quotas among elites](#). *European Journal of Politics and Gender*. 2(3): 399-418.

Teigen, Mari and Rune Karlsen 2019. [Influencing Elite Opinion on Gender Equality through Framing: A Survey Experiment of Elite Support for Corporate Board Gender Quotas](#). *Politics & Gender*.

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## 5 | OUTPUT AND DISSEMINATIONS 2019

It is a central aim for NORDICORE that our assessments and analyses of barriers to and opportunities for gender balance in Nordic academic institutions will inform ongoing policy and equality work.

We regularly communicate our findings and insights to the public and relevant stakeholders so that the knowledge we produce can be applied by policy-makers and institutions in their pursuit to change, develop and improve gender equality measures.





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## 2019

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# DISSEMINATIONS AND EVENTS

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**2019**

ARE INTERNATIONALIZATION AND EXCELLENCE POLICIES BAD FOR WOMEN?

GENDER EQUALITY IN ACADEMIA UNDER PRESSURE?

ENDELIG LIKESTILLING I AKADEMIA?

KVINNELIGE PROFESSORER GJØR SAKTE INNTOG I NORDEN



## **2018**

LIKESTILLING KREVER GOD FORSKNINGSPOLITIKK

MERITTER TELLER, KJØNN FORSTYRRER

MANGFOLD I AKADEMIA – HVA ER PROBLEMET?

HVORFOR ER TOPPEN AV AKADEMIA SÅ MANNSDOMINERT?

## **2017**

INTRODUCING OUR NEW NORDIC CENTRE OF EXCELLENCE:  
NORDICORE

THE GENDER EQUALITY PARADOX IN AKADEMIA

GENDER BALANCE IN AKADEMIA ON THE AGENDA

FLYING START FOR RESEARCH ON GENDER BALANCE IN  
AKADEMIA

ARBEID FOR ET MANGFOLDIG AKADEMIA FORTSETTER

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# MEDIA APPEARANCES

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**2019**

## MENNENE PÅ TOPPEN

Forskerforum, Mari Teigen, Marte Mangset og Julia Orupabo, 17.01.19

## FORTSATT FLEST MENN PÅ TOPPEN

Kilden Kjønnsforskning.no, Mari Teigen og Julia Orupabo, 12.02.19

## NIFU: KVINNER OG MENN HAR LIKE SJANSER TIL Å GJØRE KARRIEREHOPP I AKADEMIA

forskerforum, Kjersti Misje Østbakken, Julia Orupabo og Marte Mangset, 15.08.19

## KONKURRANSEN OM TALENTER I AKADEMIA

Khrono, Kjersti Misje Østbakken, Julia Orupabo og Marte Mangset, 03.09.19

## DISKRIMINERING ER ET REELT PROBLEM

Morgenbladet, Erdal, MB, Knutsen, CH & Midtbøen AH, 13.09.19.

## ENDELIG LIKESTILLING I AKADEMIA

Nyhetsmorgen, Mari Teigen i samtale med Svein stølen, 08.10.19

## ROS OG RIS TIL FORSKNINGSRÅDETS NYE PLANER FOR KJØNNBALANSE OG KJØNNSPERSPEKTIVER

Kilden Kjønnsforskning.no, Marte Mangset, 18.09.19

## ROS OG RIS TIL FORSKNINGSRÅDETS NYE PLANER FOR KJØNNBALANSE OG KJØNNSPERSPEKTIVER

Kifinfo.no, Marte Mangset, 20.09.19

## ENDELIG LIKESTILLING I AKADEMIA?

Aftenposten, Mari Teigen og Marte Mangset, 06.10.19

## 70 %

Dagens Perspektiv, Mari Teigen og Marte Mangset, 11.10.19

## ENDELIG LIKESTILLING? IKKE HELT

Forskerforum, Mari Teigen og Marte Mangset, 11.10.19

## 8. MARS I AKADEMIA: HER ER DE VIKTIGSTE SEIRENE - OG KAMPENE FREMOVER

Kifinfo.no, Julia Orupabo, 08.03.19

## NY MANGFALDSFORSKING MOTTAR STØTTE FRÅ BALANSE-PROGRAMMET

Kifinfo.no, Julia Orupabo, 21.05.19

## - VI MÅ TA I BRUK KVINNER OG MENNS TALENTER, UAVHENGIG AV ETNISK BAKGRUNN

Kifinfo.no, Julia Orupabo

### **2018**

## FLERE KVINNER BETYR IKKE MER KJØNNSPERSPEKTIV

Kjonnforskning.no & kifinfo.no, Sørensen, 21.09.2018.

## INTERNASJONALISERING I AKADEMIA – HVA ER PROBLEMET?

Morgenbladet, Midtbøen, 14.01.2018.

## DET MANGFOLDIGE AKADEMIET

Khrono.no, Midtbøen, 06.11.2018.

## WHY DIVERSITY HELPS TO PRODUCE STRONGER RESEARCH

Nature, Nielsen 10.13.2018.

## WANT BETTER STEM RESEARCH? ADD MORE WOMEN TO YOUR TEAM

World Economic Forum. Nielsen 10.10.2018.

## BEYOND THE NUMBERS ON GENDER AND RESEARCH

Inside Higher Ed. Nielsen 10.10.2018.

## GENDER DIVERSITY IS LINKED TO RESEARCH DIVERSITY

Phys.org. Nielsen 10.05.2018.

## MEET THE WOMAN HELPING TO FIX THE GENDER GAP IN WOMEN'S HEALTH

Forbes. Nielsen 09.26. 2018.

## STOP FUNDING RESEARCH THAT IGNORES SEX AND GENDER, SAYS EXPERT

Times Higher Education. Nielsen 04.04.2018.

## INTERNATIONAL WOMEN'S DAY 2018: GENDER BIAS IN MEDICAL RESEARCH IS PUTTING WOMEN'S HEALTH AT RISK

Metro.co.uk. Mathias W. Nielsen 03.08.2018.

## MER LIKESTILT FORSKERSTAB GA BEDRE MEDISINSK FORSKNING

Kjonnforskning.no. Nielsen 01.15.2018.

## MANGFALDSFORSKAR: LØNNER SEG Å VERE KVIT PÅ CAMPUS

Khrono, Orupabo & Midtbøen, 28.10.18.

## MENN ER BEST PÅ TELLEKANTER

Khrono, Julia Orupabo, 18.04.18

## KJØNN OG KVALITET SKAPER KONFLIKT VED ANSETTELSE

Kifinfo, Kjos, 25.10.18.

## **2017**

### – STOPP LIKESTILLINGSPRATEN!

Kifinfo.no, Teigen, 08.03.2017

### KVINNER I SAKSA

Forskerforum, Teigen, 08.03.2017

### – AKADEMIKERE ER KONSERVATIVE OG BAKSTREVERSKER

Forskerforum, Teigen, 08.03.2017

### ETNISK MANGFOLD UTFORDRER AKADEMIA

Kifinfo.no, Midtbøen, 21.06.2017

### ETHNIC DIVERSITY CHALLENGES AKADEMIA

Kifinfo.no, Midtbøen, 21.06.2017

### PODCAST: CAN GOOD LEADERSHIP SOLVE AKADEMIA'S GENDER AND DIVERSITY PROBLEMS?

Kifinfo.no, Midtbøen, 29.11.2017

### PÅ TIDE MED KARAKTERER FOR LIKESTILLINGSARBEID?

Kifinfo.no, Teigen, 30.11.2017

## WOMEN ARE MORE LIKELY THAN MEN TO CONSIDER THE EFFECTS OF GENDER AND SEX IN MEDICAL RESEARCH

Nature, Wullum Nielsen, 04.01.2018

## WHY WE NEED TO PUT WOMEN ON RESEARCH TEAMS

World Economic Forum, Wullum Nielsen, 10.11.2017

## WHY GENDERED MEDICINE CAN BE GOOD MEDICINE

The New Yorker, Wullum Nielsen, 06.11.2017

## FEMALE RESEARCHERS PAY MORE ATTENTION TO SEX AND GENDER IN MEDICINE

Medical Express.com, Wullum Nielsen, 07.11.2017

## “GENDER PERSPECTIVES” IN NATURE’S “CAREERS” SECTION.

Nature, Wullum Nielsen, 04.01.2018

# CONFERENCE PRESENTATIONS



## 2019

### GENDER QUOTAS FOR CORPORATE BOARDS, GEPP (GENDER EQUALITY POLITICS AND PRACTICE)

Mari Teigen presented at Network, Workshop and pre-conference, ECPG conference, Amsterdam. 03.07.2019.

### THE GENDER PAY-GAP IN NORWAY – POLICIES, IMPLEMENTATION AND OUTCOME

Mari Teigen presented at ECPG conference, Amsterdam. 04.07.2019.

### ELITES ON EQUALITY

Mari Teigen presented at ECPG Conference, Amsterdam. 05.07.2019.

### HAR VI LIKESTILLING NÅ?

Mari Teigen participated in a panel discussion about gender equality in academia. 07.11.2019.

### ARE INTERNATIONALIZATION AND EXCELLENCE POLICIES BAD FOR WOMEN?

Mari Teigen held seminar at Institute for social research, 07.11.2019.

### ANTI-FEMINISM

Mari Teigen participated in a panel discussion at Kjønnforskning NÅ! at UiT The arctic University of Norway. 14.11.2019.

### UNDERSTANDING STABILITY AND CHANGE IN THE GENDER SEGREGATED LABOUR MARKET

Liza Reisel & Mari Teigen respectively, lead and participated at seminar at Litteraturhuset, Oslo. 09.12.2019

### ETHNIC MINORITIES IN HIGHER EDUCATION

Julia Orupabo, Invited talk, Oslo Extra Large and She conference, Oslo Mars 2019

### HANDLING DIVERSITY, BUT STRIVING FOR EXCELLENCE: OPENING THE 'BLACK BOX' OF ACADEMIC RECRUITMENT

Julia Orupabo, Invited talk, The Committee for Gender Balance and Diversity in Research and Universities Norway, Oslo September 2019

### DEN IDEELLE AKADEMIKER - OM SPENNINGEN MELLOM EKSELLENS OG LIKESTILLING I REKRUTTERING TIL VITENSKAPELIGE STILLINGER

Julia Orupabo, invited talk, The Norwegian Research Council, Oslo, December 2019



## COMPARATIVE STUDIES OF KNOWLEDGE AND POWER. BUREAUCRATIC ELITES, ACADEMIC DISCIPLINES, EVALUATION AND VALUATION

Marte Mangset, Invited speaker, at seminar The Comparative Study of Evaluation, Weatherhead Center, Harvard University, Cambridge, USA. 27.03.2019.

## AKADEMISK KVALITET I KONTEKST

Marte Mangset, Invited speaker, Historiedagene 2019, Tønsberg, Norway. 15.06.19

## REPRODUCING ELITES THROUGH DIVERSITY TALK. JUDGING MERIT IN APPOINTMENTS TO PROFESSORSHIPS IN NORWAY

Marte Mangset, Vinterseminaret, Norwegian Sociological association. 01.02.2019

## KONSTRUKSJONEN AV DEN KOMPETENTE AKADEMIKER. OM SPENNINGEN MELLOM EKSELLENSE OG LIKESTILLING I REKRUTTERING TIL AKADEMISKE STILLINGER

Marte Mangset, invited speaker, seminar Endelig likestilling i akademien?, Institute for Social Research, Oslo. 09.10.2019

## REKRUTTERING TIL AKADEMIA STEG FOR STEG

Marte Mangset, invited speaker. Meeting with faculty leadership at Faculty of Law, University of Oslo, 13.03.2019.

## HANDLING DIVERSITY, BUT STRIVING FOR EXCELLENCE

Marte Mangset, seminar Is internationalization and excellence policies bad for women? 07.11.2019

## INTERNATIONALIZATION AND DIVERSITY IN ACADEMIA: ATTITUDES, PRACTICES AND EXPERIENCES AMONG YOUNG RESEARCHERS IN NORWAY

Midtbøen, AH (2019): Foredrag, NTNU i Trondheim, 18. juni.

Mathias W. Nielsen, Invited speaker. 17th Gender Summit – Europe, Amsterdam. 04.10.2019.

## THINK GENDER, THINK DIFFERENT

Mathias W. Nielsen, Invited speaker. European Research & Innovation Days, (European Commission). 25.09.2019.

## YOU CAN'T THINK OUTSIDE THE BOX IF YOU'RE LOCKED INSIDE IT

Mathias W. Nielsen, Invited speaker. Webinar by Science Magazine, Washington DC, US. 22.08.2019.

## WORKSHOP ON MERITOCRACY IN ACADEMIC RECRUITMENT AND SELECTION FOR THE LEADERSHIP

Mathias W. Nielsen, invited speaker. 2-hour workshop on Meritocracy in academic recruitment and selection for the leadership at Lund University. 10.04.2019.

## GENDER IN RECRUITMENT AT SELECTION

Mathias W. Nielsen, invited speaker. WINGS Seminar on Gender in Recruitment at Selection (invited speaker). Lund University. 10.04.2019.

## ACADEMIC GLASS CEILING STILL A BARRIER? ETERNAL QUESTIONS OF WOMEN RESEARCHERS, CAREER PROGRESSION

Maria Pietilä, Invited speaker. Seminar för Progressiva Vetenskapsförbundet rf 10.4.2019

## JÄMSTÄLLDHET OCH KUNSKAP - NORDENS TRIUMPH I EUROPA

Charlotte Silander. Forskartorget på Bokmässan i Göteborg, 27.09,2019.

## ÅTGÄRDER FÖR ÖKAD JÄMSTÄLLDHET I HÖGSKOLAN (MEASURES FOR GENDER EQUALITY)

Charlotte Silander. Lecture at Swedish University of Agricultural Sciences (SLU) 29 of May 2019, Uppsala.

## WORKSHOP ON GENDER MAINSTRAMING

Charlotte Silander, Participant in workshop on gender mainstraming 14th of November 2019 at Linnaeus university, Växjö.

## GENDER EQUALITY – WHAT WORKS?

Charlotte Silander, Presentation of Gender equality – what works? At higher seminar on Gender issues Linnaeus university, 04.04.2019.

## LEGAL FRAMEWORKS FOR GENDER EQUALITY POLICIES IN NORDIC HIGHER EDUCATION

Charlotte Silander, Liza Reizel, Maria Pietilä & Ida Drange (2019). Paper presented at the annual Conference for Swedish Network for European Studies, April 11-12 2019.

## NORDIC RESEARCH ON GENDER EQUALITY AMONG STAFF IN HIGHER EDUCATION : A LITERATURE REVIEW

Lindberg, L., Haake, U., Silander, C., Riis, U. (2019). Paper presented at the annual Conference for Swedish Network for European Studies, April 11-12 2019.

## THE EFFECT OF GENDER, AGE AND FAMILY TYPE ON CAREERS AMONG DOCTORAL HOLDERS IN ICELAND

Staub M and Hjálmsdóttir A.S. “Áhrif kyns, aldurs og fjölskyldugerðar á starfsferla meðal doktorsmenntaðra á Íslandi.“ Hólar 13. ráðstefna um íslenska þjóðfélagið. May 16th – 17th, 2019.

## A MARATHON WITHOUT FINISH LINE. HOW FAST CAN WE RUN TOWARDS GENDER EQUALITY?

Hjálmsdóttir A.S. Keynote speaker at 19th of June Women’s right day celebration by Alcoa Fjarðarál, Reyðarfirði, June 19th 2019.

## HOW IN HELL CAN I FIT THAT IN, THERE IS NO EXTRA TIME FOR MATH TEACHING AT HOME. EVERYDAY FAMILY LIFE IN MODERN ICELAND

Hjálmsdóttir A.S. Presentation at the Social Science Forum, University of Akureyri, October 30th 2019.

## GENDER, AGENCY, AND TIME USE AMONG DOCTORATE HOLDERS: THE CASE OF ICELAND

Staub M. PhD Conference. University of Iceland. October 18th, 2019

## AGE, GENDER AND FAMILY. CAREER DEVELOPMENT AMONG DOCTORATE HOLDERS IN ICELAND

Staub M. Aldur, kyn og fjölskyldugerð. Starfsferilspróun doktorsmenntaðra á Íslandi. Reykjavík. Þjóðarspegillinn XX. November 1st, 2019

## GENDER, AGENCY, AND TIME USE AMONG DOCTORATE HOLDERS: THE CASE OF ICELAND

Staub M and Rafnsdóttir G.L. Oslo NORDICORE seminar. November 7th -8th 2019,

## MISSION POSSIBLE? OUTCOMES OF SOCIAL POLICIES TARGETING GENDER EQUALITY IN THE NORDIC COUNTRIES

Halldén K. Keynote speaker at the Future of Inequality at Turku Center for Welfare Research (TCWR) Åbo Akademi University Finland the 13 th of December 2019

## MINDING THE CARE GAP. PUBLIC DAY-CARE USAGE AND THE NEGOTIATION OF WORK AND FAMILY AMONG SWEDISH MOTHERS AND FATHERS

Grönlund A. 8th International Community, Work & Family Conference, Malta 23-25 May 2019.

## GENDER, AGENCY, AND TIME USE AMONG DOCTORATE HOLDERS: THE CASE OF ICELAND

Staub M. IX. conference of the European society for the study of symbolic interaction. The University of Iceland 3rd – 6th July 2019

### **2018**

## NATIONAL FRAMEWORKS FOR GENDER EQUALITY IN NORDIC HIGHER EDUCATION

Silander, Reisel & Pietilä presented at the Nordic Working Life Conference. Oslo June 13-15.

## MEASURES FOR INCREASED GENDER EQUALITY IN HIGHER EDUCATION

Silander presented at the Swedish National Conference for Equality Work” Linnaeus University. November 2018.

## GENDER EQUALITY POLICIES IN NORDIC ACADEMIA

Pietilä presented at the Finnish Work Life Conference. Tampere, November 2018.

## EVALUATION OF GENDER EQUALITY POLICIES

Pietilä presented from WP1 and her doctoral dissertation at NIFU and at University of Agder, February 2019.

## NORDIC WORK LIFE CONFERENCE

Reisel organized (with Armi Mustosmäki) the session “Women’s labour market (dis)advantage in Nordic welfare states”, Oslo June 13-14 2018.

## DEPARTMENT HEADS AS CATALYST IN GENDER BALANCE REFORMS IN ACADEMIC INSTITUTIONS

Lagesen presented at the Annual meeting for the Society for the Social Studies of Science, Sydney Australia. August-September 2018.

## HOW TO INCLUDE AND SUSTAIN WOMEN IN STEM

Lagesen held invited keynote at the International symposium on women in STEM, Nara University, Nara, Japan. November 2018.

## THE TOOL BOX FOR GENDER EQUALITY

Lagesen held invited talk at *Instituttseminar*, Institutt for musikk, NTNU, August 2018 Trondheim.

## GENDER, EQUALITY, DIVERSITY

Lagesen was a part of an invited panel in 'Knowing music, Musical knowing. International Music Research School, Dokkhuset, Trondheim. October 2018.

## INSTITUTTLEDERE SOM ENDRINGSAGENTER I ARBEID MED KJØNNSBALANSE

Lagesen and Sørensen (Siri) held invited talk at *Midtveiskonferanse*, Balanseprogrammet, NFR. NTNU. March 2018.

## MAKING GENDER BALANCE FROM BELOW: STIMULATING GENDER EQUALITY AMONG UNIVERSITY PROFESSORS

Sørensen (Knut) held lunch seminar at NTNU. December 2018.

## MAKING GENDER BALANCE FROM BELOW: STIMULATING GENDER EQUALITY AMONG UNIVERSITY PROFESSORS

Sørensen (Knut) held Gender equality workshop at the Department of biology in September 2018, NTNU and a lunch lecture on the same topic in June 2018, both at NTNU.

## THE IMAGINED WOMAN TECHNOSCIENTIST: REFLECTIONS ON FEMINIST TECHNOSCIENCE STUDIES

Pietilä presented at the Finnish Work Life Conference. Tampere, November 2018.

## MYTER OG REALITER OM KJØNNSBALANSE.

Sørensen (Siri), SFI CASA girl's night, NTNU. April 2018.

## SHOULD I STAY, OR SHOULD I GO? HOW EARLY CAREER RESEARCHERS IMAGINE THE (IM)POSSIBLE FUTURE IN ACADEMIA

Sørensen (Siri) and Kristensen at Researchers night, NTNU. September 2018.

## ARTICULATING ALTERNATIVES - THE ROLE OF FEMINIST ORGANIZATION STUDIES

Sørensen (Siri) presented at the Gender, Work & Organization conference. June 2018.

## KJØNNSKVOTERING I UTDANNING OG ARBEIDSLIV

Sørensen (Siri) at Debate-meeting LOs youth committee, Trondheim. October 2018.

## HOW DOES GENDER, AGE AND FAMILY DYNAMICS INFLUENCE PEOPLE'S CAREER PATH DEVELOPMENT?

Staub at the ISI409 COST Action, Gender and health impacts of policies extending working life in western countries, Galway, Ireland. November 2018.

## GENDER DIFFERENCES IN ACADEMIC CAREERS

Halldén held invited speak on a workshop arranged by Stockholm University, Faculty of Social Sciences. November 2018.

## INTERNATIONALIZATION OF THE NORWEGIAN ACADEMY – WHAT’S THE PROBLEM?

Midtbøen held invited talk at National Network Conference, University of Bergen. Bergen, April 2018.

## DIVERSITY MANAGEMENT IN ACADEMIC INSTITUTIONS – WHAT’S THE PROBLEM?

Midtbøen held invited talk at National Network Conference, University of Bergen. Bergen, April 2018.

## DIVERSITY PROBLEMS IN THE ACADEMY

Midtbøen held invited talk at the University of Oslo. Oslo, August 2018.

## THE DIVERSE ACADEMY. CONCEPTS, MEASURES AND PROBLEMS

Midtbøen held invited talk at The Norwegian Research Council. Oslo, August 2018

## DIVERSITY IN ACADEMIA – FROM CONCEPTS TO ACTION

Conference organized by Arnfinn H. Midtbøen in cooperation with Marta Bivand Erdal, The Young Academy of Norway and the Committee for Gender Balance and Diversity in Research (KIF). Oslo, November 2018.

Orupabo presented “Race – a *hidden concept* in academia” at the conference. Teigen also participated in the conference.

## DIVERSITY IN ACADEMIA

Orupabo presented at a diversity seminar for the top management at the University in Oslo. August 2018.

## GENDER SEGREGATION IN THE LABOR MARKET AND IN ACADEMIA

Teigen talk at the balance-conference (BALANSE-prosjektet), University of Oslo.

## GENDER EQUALITY IN STEM

Teigen participates in the closing conference for the FRONT-project. The mathematical- and natural science department at the University of Oslo.

## GENDER BALANCE AND GENDER PERSPECTIVES IN RESEARCH AND INNOVATION

Teigen presents for the Norwegian Research Council's Executive Board.

## GENDER IN HEALTH

Mathias W. Nielsen holds invited speak at Canadian Gender in Health Promotion Consultation meeting. January 2018.

## ORGANIZATIONAL LEARNING AND EDUCATIONAL INSTITUTIONS

Mathias W. Nielsen holds invited presentation at SCANCOR 30th Anniversary Conference, Stanford University. November 2018.

## GENDER AND MEDICAL SCIENCE

Mathias W. Nielsen presents at the 18th International Symposium on Staphylococci and Staphylococcal Infections. University of Copenhagen. August 2018.

## GENDER EQUALITY IN HIGHER EDUCATION

Mathias W. Nielsen holds keynote on the 10th European Conference on Gender Equality in Higher Education. August 2018.

## AARHUS INSTITUTE OF ADVANCED STUDIES

Mathias W. Nielsen holds afternoon talk at Aarhus Institute of Advanced Studies, Aarhus University. May 2018.

## GENDER EQUITY IN PRACTISE

Mathias W. Nielsen holds invited presentation at the Seminar for Gender-Equality Practitioners at Danish Universities. June 2018.

## GENDER DIVERSITY IN SURVEY DESIGN

Mathias W. Nielsen holds invited presentation at a research workshop at the University of Gothenburg. December 2018.

## GENDER EQUALITY AT THE UNIVERSITY

Mathias W. Nielsen holds invited presentation at Kick-off Symposium – Gender Equality at SDU, University of Southern Denmark. December 2018.

## 2017

## CREATING A COMPETITIVE EDGE THROUGH DIVERSITY

Teigen presented “The Equality Paradox in academia”. Midtbøen and Rafnsdóttir participated in panel discussions.

## LIESEL BECKMANN SYMPOSIUM 2017: EVALUATION AND DIVERSITY IN SCIENCE AND SCHOLARSHIP

Wullum Nielsen presented “Scientific performance assessments through a gender lens”. Reisel participated in a panel discussion.

## INTERNATIONAL WORKSHOP ON GENDER IN ACADEMIA

Wullum Nielsen as keynote with: "Limits to Meritocracy? Gender in academic recruitment and selection"

## DO CORPORATE DIVERSITY PROGRAMS WORK?

Teigen presented: “The efficacy of gender quotas for corporate boards in light of top-managers support of gender equality measures”. Reisel: “A reflection on the relevance of US findings on diversity measures in the Nordic context”.

## ANNUAL MEETING, SOCIETY FOR SOCIAL STUDIES OF SCIENCE

Lagesen & H. Sørensen: Becoming a university professor. Men and women’s strategies.

H. Sørensen: The uneven development of gender balance among university professors.

Øyslebøe Sørensen: Managing gender balance. How heads of departments deals with challenges of equal opportunities.

Korsnes Kristensen & Øyslebøe Sørensen: Should I stay, or should I go? How young researchers imagine the (im)possible future in academia.