

**Evaluation of Centre for Women's
Studies and Gender Research (SKK),
University of Oslo**

December 2007

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I Summary

In general, the evaluation committee is of the opinion that SKK has been successful in attaining its mandate. Its many different activities are thoroughly documented in the self-evaluation report *SKK 1996-2006 – status and self-evaluation*. On the basis of the information available, the committee considers SKK a stimulating research environment both for the academic staff and for visitors, and the umbrella projects link both internal and external researchers to the Centre, as well as international researchers. SKK has taken advantage of contemporary trends in Gender Research with their umbrella projects, including perspectives such as multiculturalism, queer theory and masculinity research. Also, SKK has an extensive dissemination strategy – both through the seminars, through the magazine *Bulletine*, through the staff's participation in various media and through their publication activity. The seminars are important meeting points for internal and external gender researchers, and SKK's external partners judge the Centre very positively.

All in all, SKK has functioned successfully as an interdisciplinary, innovative and energetic agent, both in regard to its own research organization, and in regard to “connecting people” inside and outside of UiO. However, there are some problems as well which have not been solved since the last evaluation. The organizational and administrative problems related to interfaculty cooperation were a recurring theme in the interviews and this was also an issue in the last evaluation of SKK. In our view the administrative structures of UiO and the faculties' may impede new interdisciplinary initiatives and thus impede the possibility for SKK to achieve its mandate. Another problem is that although the number of permanent staff has been increased since the last evaluation, there is still a high proportion of temporary positions. In the following recommendations, we suggest ways to solve these and other problems.

SKK

- A realistic goal of cooperation between faculties regarding Gender Research should be formulated. All faculties should be part of this cooperation. The extent of the cooperation between SKK and the different faculties will change during time and it is natural that there is more cooperation with some faculties than with others. However, the Centre should make a deliberate effort to improve its cooperation with faculties other than the Faculty of Social Sciences and the Faculty of Humanities and the

gender researchers there. Especially the contact with the Faculty of Medicine should be strengthened.

- Seminars and umbrella projects should continue to be utilized as a strategy for linking SKK with gender researchers at the faculties. SKK, in collaboration with the faculties, might also consider implementing ‘visiting grants’ for gender researchers at UiO, allowing them to spend half a year at SKK. This could be a strategic tool to develop contact and cooperation with researchers from all parts of the University.
- Several faculties offer courses for SKK’s BA programme (SER, page 59-62). The only faculties not involved are the Faculty of Medicine and the Faculty of Dentistry. The BA programme has been a successful strategy in relation to the faculties involved. However, this strategy should be considered also for students from the Faculty of Medicine and for the Faculty of Dentistry. Especially for Medicine gender perspectives should be more integrated in the educational offer. The Faculty of Medicine, the Faculty of Dentistry, the Faculty of Law, the Faculty of Psychology, the Faculty of Education and the Faculty of Theology all provide education in programmes of professional study. Here gender perspectives could be made mandatory.
- SKK could consider the possibilities to develop an MA and a PhD programme. This should be done through a close dialogue between SKK and the UiO, since such a strategy would imply that SKK be granted more resources.
- In cooperation with UiO, SKK should develop a strategy for future recruitment. The Centre must establish a conscious plan for securing a generational shift within a period of ten years.
- A strategy for funding the new professor in masculinity studies after the initial three-year period is necessary.
- SKK should improve the international publication activity.
- SKK should continue to work strategically to encourage students to study abroad, and international students to study at SKK. In addition, active recruitment of incoming exchange students from other departments to a course at SKK is needed.
- SKK should develop more systematic contact with other universities abroad, which in fact means continuing the processes SKK has already begun, by taking part in international research and education networks, inviting international researchers to take part in SKK’s umbrella projects and giving lectures at seminars.

UiO

- UiO should maintain the current organizational placement of SKK; that is; the Centre should be placed in line under Rector.
- The faculties should recognize the importance of cooperation with SKK, and contribute to a more active contact with SKK.
- 20% positions have proven to be an important tool for increased contact with other universities and research environments. The committee recommends that the UiO increase the possibility of mobility between faculties by providing a couple of new 20% positions at SKK for UiO staff /Professor II. In addition, the UiO could consider providing 'visiting grants' (for example half a year) for gender researchers at some of the faculties (this could also be implemented by the faculties themselves, for example by the use of small research funding (småforskmidler)).
- The faculties should give SKK responsibility for a mandatory course in critical Gender Research as part of the PhD education (similar to the newly established mandatory courses in ethics). A prerequisite is necessary funding for this initiative.
- A change in the SKK board might be considered. The evaluation committee suggests that the board be strengthened with representatives from other faculties. Thus, the representatives could build bridges between SKK and their faculties. Furthermore, a committee with representatives from most faculties could be established in order to define a common strategy for interfaculty contact, exchange, and education in areas of Gender Research.
- The gender equality policy of the UiO is manifested in the *Action Plan for Gender Equality 2007-2009*. Therefore, the UiO should consider the potential of having the largest research environment for critical Gender Research in the Nordic countries within their setting.
- The UiO should continue the policy of allocating PhD grants to SKK.
- If SKK is expected to retain and even extend its activities, more working space is requisite. In order to have a reasonable broad interfaculty coverage in its umbrella projects and thematic groups – and thus to achieve its mandate – SKK needs more offices within 2008.
- The current localization of SKK represents a barrier for SKK in its effort to serve as a meeting place for gender researchers from the whole University. The current

localisation might have contributed to a distinct identity for SKK, and for independent action, but it hampers the daily contact with researchers at the faculties. In order to fulfill its interfaculty and interdisciplinary obligations, SKK should be moved closer to the main campus area.

Suggestions for changes in the by-laws of SKK

In order to implement the suggestions above, the evaluation committee suggests the following changes in SKK's by-laws.

§1:

The panel suggests that the verb 'to initiate' in §1 be changed to simply 'to stimulate', because SKK does not have a mandate to initiate research elsewhere. New research elsewhere can be stimulated by activities at SKK, but only initiated by those researchers themselves.

§ 5: The composition of the board: the evaluation committee suggests that:

- All faculties are represented in the board.
- One PhD fellow or one post doc be included instead of one of the present two student representatives.

II PREAMBLE

1. The committee

On June the 19th 2007, the Rector of the University of Oslo (UiO) appointed the following committee to conduct the evaluation of the Centre for Women's studies and Gender Research (SKK):

- Lotte Hedeager, Professor, Department of Archaeology, Conservation and Historical Studies, UiO (chair).
- Kari Tove Elvbakken, University Director, University of Bergen.
- Palle Rasmussen, Professor, Department of Education, Learning and Philosophy, Aalborg University.
- Bente Rosenbeck, Associate Professor, Department of Scandinavian Studies and Linguistics, University of Copenhagen.

Katrine Fangen, post doc, Department of Sociology and Human Geography, UiO, has served as Scientific Secretary and Andreas Rosenberg, Senior Executive at the Department of Research Administration, has acted as Administrative Secretary for the committee. In the later phase of the process adviser Helga Skarbøvik at the Department of Research Administration took over as Administrative Secretary. In addition, Head of Section Elin Kaurstad at the Department of Research Administration provided valuable help. Adviser Magnus Otto Rønningen and Senior Adviser Steinar Johannessen, both at the Department of Research Administration, provided statistical material on publication activity, staff and budget.

2. The mandate

On June 19th 2007, the evaluation committee was given the following mandate by the Rector of the University of Oslo:

1) *To what extent has SKK managed to fulfill its mandate?*

- Regarding research.
- Regarding teaching.

- Regarding application of knowledge.

2) *What has SKK added to the UiO, through Women's Studies and Gender Research as a distinct research field and as perspective in the research?*

3) *What is SKK's international and national reputation and position within the field of Women's Studies and Gender Research?*

- How does SKK cooperate internationally and nationally?
- What potential of development has SKK?

4) *How has the Centre initiated and stimulated Women's Studies and Gender Research at UiO's units?*

- Has the Centre conducted research within the field?

5) *How have external and internal conditions (including external funding and the possibility and interest in cooperation with SKK internally at the University) influenced SKK's possibilities of fulfilling its mandate?*

6) *Where should SKK be organizationally placed? What alternatives does the evaluation committee see?*

7) *Does the evaluation committee see a reason for suggesting changes in the by-laws of SKK, and if so, what changes?*

The evaluation report will be organized in accordance with this order (chaps. 1-4, with conclusion and recommendations in chapter 5)

3. The evaluation process

The evaluation committee has benefited from SKK's extensive self-evaluation report (vol.1) and the documentation prepared by SKK (vol.2), in addition to the documentation prepared by the Department of Research Administration, UiO. Also two previous evaluation reports (1991 and 1996) have provided important source material.

Documents provided by the Centre, including:

- *SKK 1996-2006. Status and Self-Evaluation of the Centre for Women's Studies and Gender Research at the University of Oslo, vol. I and II.*
- By-laws of the Centre.
- E-mails from the Centre leader.
- The journal *Bulletine*.

As supplementary material, the evaluation committee has been provided with the following documents by the research administration of UiO:

- The Strategic plan of the University.
- Some evaluation reports of other research centres.
- Some scientific publications from SKK (the evaluation committee has not evaluated the research as such).

Later on, we were also provided the following material:

- External reports, newspaper chronicles, book reviews and other material related to external views of the Centre. (This material has provided background information).
- Other relevant documents (see list of documents in the appendix).

In order to supplement the information given in SKK's self-evaluation, the Department of Research Administration at UiO has provided relevant statistics for the evaluation.

- Detailed data on publication points from Frida and DBH.
- Data on SKK's economy.
- Data on staff (from DBH).

During two days, September 5th and 6th, 2007, the committee conducted interviews with the following persons:

- Scientific and administrative staff and members of the SKK board: Professor Harriet Bjerrum Nielsen, Director of SKK; Assistant Professor Hilde Bondevik, SKK; Professor Kjersti Ericsson, outgoing Head of the Board, SKK; Oddrun Rangsæter, Head of Administration, SKK; Associate Professor Anne Birgitte Rønning, incoming Head of the Board, SKK.
- Post doc fellows at SKK Jørgen Lorentzen and Wencke Mühleisen as well as Assistant Professor Elisabet Rogg.
- PhD fellows at SKK Beret Bråten, Knut Oftung, Ingeborg Owesen, Cecilie Thun.

- MA candidates and MA students: Kristin Aukland, Helga Eggebø, Stine Helena Svendsen, and Rolf Tore Thomassen.
- Head of faculties: Professor Karen Jensen, Dean of the Faculty of Education; Professor Jon T. Johnsen, Dean of the Faculty of Law; Professor Asbjørn Rødseth, Dean of the Faculty of Social Sciences; Professor Trine Syvertsen, Dean of the Faculty of Humanities.
- Associate Professor Inga Bostad, Vice-Rector, UiO.
- Solveig Bergman, Head of NIKK [Nordic Institute for Women's Studies and Gender Research], and Maria Grönroos, KILDEN.
- Associate Professor Ingrid Fuglestad, IAKH, UiO; Professor Karin Widerberg, ISS, UiO.
- Professor Merle Leothea Jacob, Head of TIK-Centre, UiO.

The evaluation committee asked for written comments from:

- Senior Adviser Lise Christensen, Responsible for the Gender Research programmes in The Research Council of Norway (RCN).
- Professor Ellen Mortensen, Scientific Leader at The Centre for Women's and Gender Research (SKOK), University of Bergen.
- Agnes Bolsø, Associate Professor, previous leader and Trine Arnfelt, Associate Professor, new leader at The Centre for Women's Studies and Gender Research, NTNU.
- Hanne Haavind, Professor, Vice Dean at the Faculty of Social Sciences, UiO.

On December the 4th, the evaluation committee had its last meeting in Oslo, going through the evaluation report and agreeing on content and suggestions.

III BRIEF OVERVIEW OF SKK AND ITS HISTORICAL BACKGROUND

General background

Women's studies centres were established at North American universities at the beginning of the 1970s. Since then, the research field has developed in regular and interdisciplinary units at universities elsewhere. In Norway, the Research Council of Norway (RCN; *Norges Allmennvitenskapelige forskningsråd; NAVF*) established a Secretariat for Women's Research in 1977. With economic resources from the RCN, the Interdisciplinary Centre for Women's Studies (SFK) was established at the University of Oslo in 1986 as the first interdisciplinary centre within Women's Studies and Gender Research in Norway. In 2001 the name was changed to Centre of Women's Studies and Gender Research (SKK). It is organized as an interdisciplinary centre reporting directly to the University Board and it is governed by its own Board.

Staff

Academic staff

Today, the volume of full time academic staff [FTE] is 13.0 (Source DBH)¹ (including 3 permanent scientific staff positions); in 1996 it was 7.3; including university PhD fellows and researchers with external funding employed by SKK (especially post doc fellows) (cf. Fig.1). A more detailed breakdown (based on SKK's SER) is given in Appendix 1.

¹ The SER, page 15, operates with 14.08, but this number includes part-time staff who are not employed, but only hired on an hourly basis. When these are excluded, the numbers in the SER will be the same as those given in the DBH database.

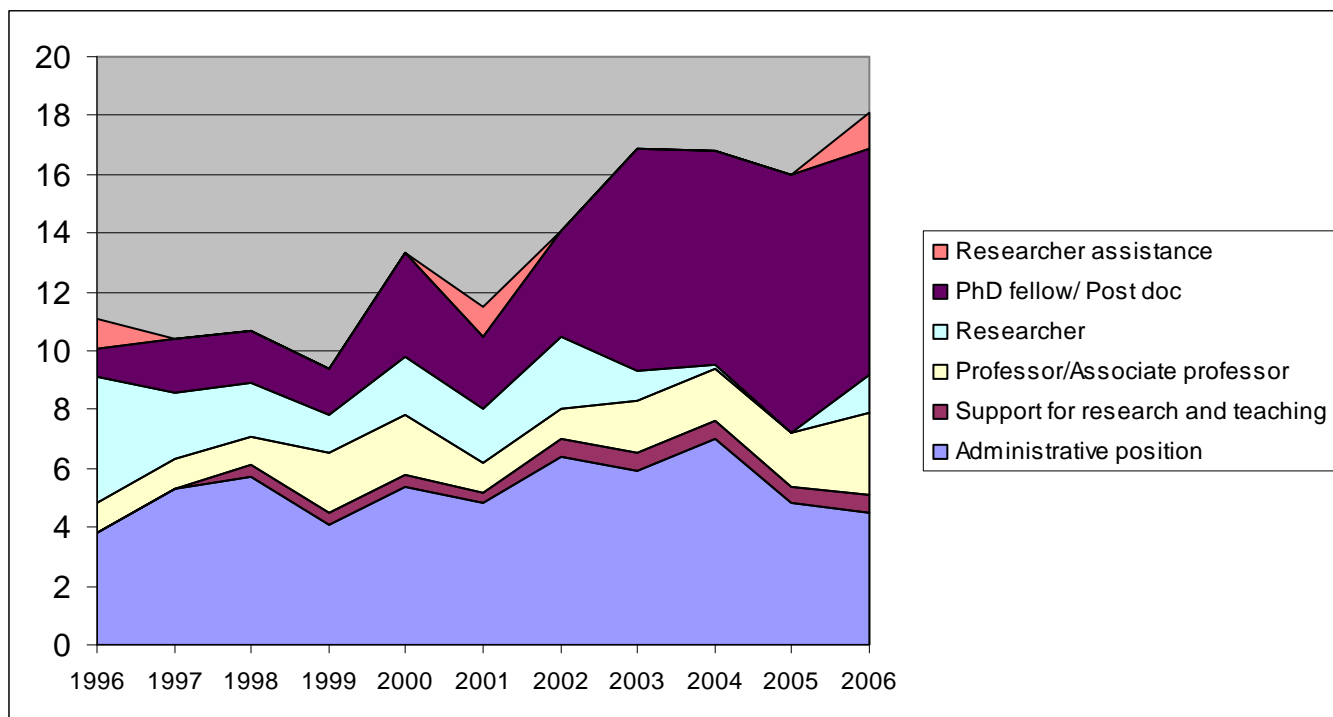


Fig. 1: Composition of staff at SKK 1996-2006. (Source DBH)

Generally speaking, a higher proportion of the academic staff is employed by SKK today than was the case in 1996 when guest researchers were a significant part of the staff. In the composition of staff there has been an increase of recruitment positions compared to researcher positions: The number of PhD fellows has increased significantly since 2001, reflecting a strategic allocation of PhD grants to SKK from the UiO. The increase of PhD fellows also reflects a tendency which has been visible at all universities in Norway during the same period.

SKK is an organization with a high flow of people; a large majority of the researchers are in temporary positions, with workspace at SKK for varying time periods from a few months to 10 years (SER, page 56). Many stay for a year or two, for instance in the interregnum of temporary funding between PhD/post doc and a permanent position, but with the rising number of PhD fellows at the Centre, a four year period has become the norm. Frequently persons apply for a post doc position afterwards and might then stay an additional period. There are at present 3 guest researchers at SKK. In addition to the professor IIs from abroad, these provide an important international link.

If PhD fellows, post docs, and professor IIs (all of which are temporary positions) are included, there are 19 academic staff at SKK (excluding the guest researchers). There are only 3 permanent positions (and one more to come in January). The fourth professor position announced is within the field of masculinity research. The Ministry of Children and Equality will finance this position for a period of three years with expected start at the beginning of 2008.

An important change is that an increasing number of FTEs come from permanent academic staff, PhD fellows and post doc fellows instead of from guest researchers. With a substantial increase in the academic staff, a decline in the numbers of Norwegian and international guest researchers at the Centre might be due to the lack of working space for guest researchers. Although this decline in guest researchers is regrettable, it is encouraging that a considerably higher proportion of the academic staff is employed by SKK today than was the case in 1996.

The staff resources at the Centre as of 1 June 2007²:

Permanent positions

- Three associate/full professors, including the leader (plus one more announced)

Temporary positions:

- Three professor IIs (one vacant). These are financed by other units of the UiO³
- Four PhD fellows with funding from the UiO
- Four PhD fellows with funding from the Research Council of Norway (RCN) or from other sponsors
- Five post doc fellows/researchers/lecturers with external funding
- Three guest researchers with their own funding

Administrative staff:

- Seven persons (5.1 FTEs) in the administration.

Technical and administrative staff

Today the number of full time technical and administrative staff is 4.5. If we include a technical administrative position (engineer) as is done in the SER, the number is 5.1. In 2002 the number was 6.4. Thus, the administrative staff has declined during this period. Today, the

² Here counted as persons, not FTEs. In this list we also include externally funded staff. These are not registered as SKK staff in the DBH database.

³ A professor II is a 20% position, held by someone who has a main position at an external institution.

staff includes an office manager, five part-time executive officers (accountancy/personnel 90%, information 80%, studies 90%, seminars 50%, IT 60% and secretary 50%, SER, page 57).

Total number of FTEs

The total number of FTE years has grown from 18.9 to 24.6 in the period 1996-2006 (source DBH). However, these numbers also include guest researchers. If they are excluded, the number of FTEs is 13.0 in 1996 and 18.1 in 2006, that is, an increase of 5 FTEs in ten years. In the same period the ratio between scientific/academic staff and the administrative FTE has increased from 2.9 to 3.8 (in 1996: 14.16/4.84; in 2006 19.5⁴/5.13). However, these numbers include master students and guest researchers. If these groups are set aside, the ratio will change from 1.9 in 1996 to 2.5 in 2006. The average ratio for the UiO as a whole is 2.1⁵. However, even though the Centre in average has less administrative staff than the average for the UiO, the administration of SKK seems very efficient, seen in relation to the extensive seminar programme, the magazine *Bulletine* published twice a year, a high flow of people (approximately 15 new persons each year), multiple research partners and an interfaculty study programme to coordinate. On the other hand, SKK has not the same amount of teaching and examination duties and study administration as do the disciplinary departments.

Location

Since 1993, SKK has been located at Sognsveien 70, a 15-minute walk from the central campus area. In 1995 the Nordic Institute for Women's Studies and Gender Research (NIKK) was established and co-located with SKK. At the present time SKK has at its disposition 25 offices (however, six are granted only for a limited period). A common room, two seminar rooms, a printer room and kitchen facilities are shared with NIKK. For the entire year there are a total of approximately 45 people with working space at SKK, according to the SER.

In order to have a reasonably broad interfaculty coverage in its umbrella projects and thematic research groups, it is argued in the SER that the Centre needs more offices in the near future (35 offices in total). The SER also argues that in order to fulfill its interfaculty and interdisciplinary obligations, SKK needs a location at or closer to the Blindern campus. The

⁴ SKK gives the number 16.72 here, but this does not include guest researchers.

⁵ SKK gives other numbers here. But the central administration of UiO must be excluded when assessing the average administration of UiO units.

localization of SKK was also an issue in the last evaluation, and nothing has changed regarding this since then.

Economy

SKK had in 2007 a total budget of approximately 13 million NOK; in 1996 it was 4.7 million NOK (fig. 2). Thus, SKK has experienced a strong increase in the budget during the last decade and new research grants have ensured that this development will continue in the following years (compare the need for an increase of working space at SKK). The internal growth has come primarily from the UiO as new permanent academic positions, new university PhD fellows, and during the last years also from study points and publication points as a result of the University's new funding system.

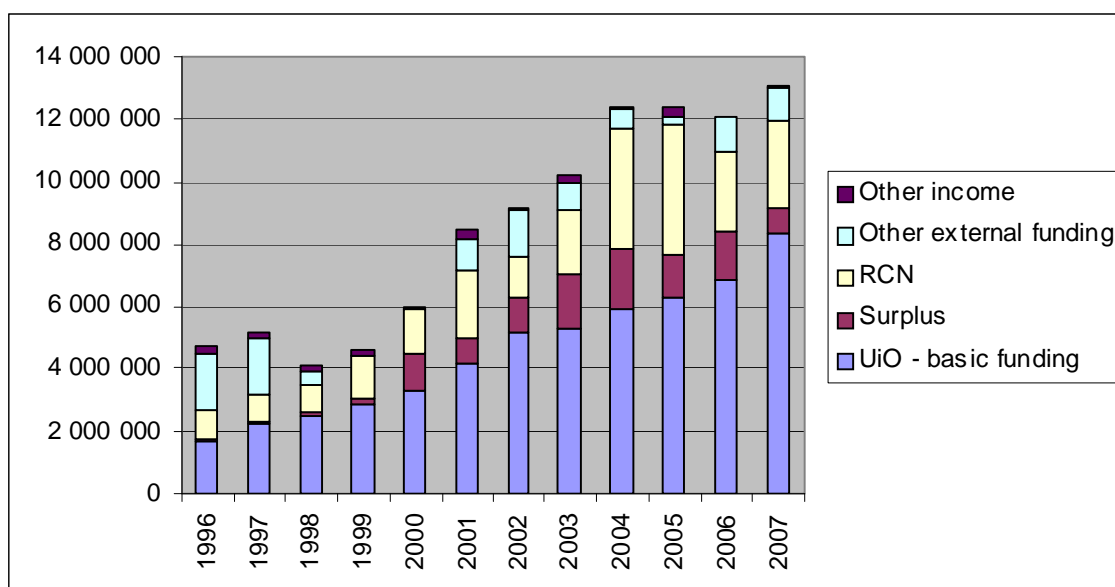


Fig. 2 SKK income 1996-2006 (source SER) (absolute numbers)⁶

We see that the basic funding from the UiO has increased more than the increase in external funding. From 1996 to 2007 SKK has received nearly 35 million NOK in external funding; in 1996 it was 2.8 million, and in 2007 it was 3.9 million NOK (fig. 3). The funding has mainly come from RCN (24.5 million NOK), although also from a range of other institutions. In the 1996 budget 65 % stems from external funding; in 2006 it was 35 %. This reverse ratio between external and internal funding was a recommendation of the 1996 evaluation panel in order to create a more stable academic and economic infrastructure at SKK. This increase has given SKK considerable financial possibilities.

⁶ These numbers do not take into consideration the relative increase of the price index during the same period.

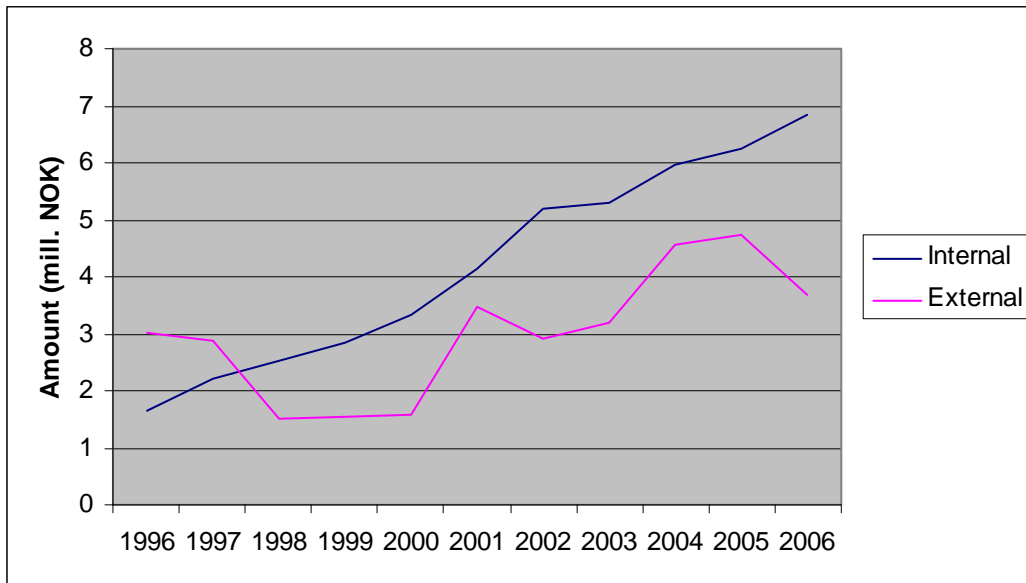


Fig. 3 Amount of internal and external funding 1996-2006. Surplus forwarded from one year to another is not included (source: SER)

For the period 2007-2010 one large EU FP6 project and three RCN financed umbrella projects, representing a total of more than 14 million NOK, will secure SKK's external funding for the near future. In 2008, the external funding for the Centre will be the largest ever, exceeding 5 million NOK.

IV Earlier evaluations

SKK was established during the autumn of 1985 with a trial period from 1987 to 1991. In 1991 an external evaluation committee recommended that the Centre should be continued and be granted permanent status.

On the basis of the evaluation report, the University Board decided to continue the Centre for a period of five years. In 1996 an external evaluation committee concluded that SKK should be continued, with no time limit and gave the following main recommendations:

1. The Centre should be continued without time limit, since:
 - The Centre represents an interdisciplinary and productive research environment within a field that is important for the University.
 - The Centre is important in order for the University to be able to fulfill the goals set in Strategic Plan and in the Action Plan for Gender Equality.
 - There is a significant political interest in maintaining the Centre.

The evaluators gave the following recommendations regarding further activity at the Centre:

- In its activity, the Centre should continue stimulating education and research within Women's Studies and Gender Research in the disciplinary departments.
- The Centre should continue its emphasis on interdisciplinary umbrella projects.
- The Centre should continue its function as host Centre for externally funded researchers who work with projects which are close to the Centre's research field.
- The Centre should maintain its seminar activity with an international profile and link a greater part of the seminars to the umbrella projects.
- The Centre should continue developing its research education courses by its own initiative, in cooperation with the faculties, and in collaboration with centres at other universities.
- The Centre should develop a broader scientific basis and better possibilities to plan by a supplement of more scientific resources, or potentially by establishing temporary scholarships at the faculties.
- The Centre should be continued as a centre linked to the University Board, and if possible localized at the campus at Blindern.

- The University should establish a committee, which should judge needs and level of a possible education programme in interdisciplinary Women's Studies and Gender Research.

The first part is related to the recommendations given to the UiO. The University made decisions on the basis of this evaluation and determined that the SKK should be a permanent unit, reporting directly to the University Board and governed by its own Board.

In our evaluation we will now consider details in what SKK has done since this last evaluation – as described in our mandate.

Chapter 1 SKK's SUCCESS IN ATTAINING ITS MANDATE

1.1 Overall impression

The mandate of SKK is to promote Women's studies and Gender Research by:

- Initiating and stimulating Women's Studies and Gender Research at UiO's units,
- Conducting research within the field,
- Providing teaching, seminars and information/dissemination connected to the Centre's research,
- Being an interdisciplinary and interfaculty research unit,
- Cooperating with similar research units nationally and internationally.

The evaluation committee will consider several of these points later in this report. In general, the committee is of the opinion that SKK has been successful in attaining its mandate. Its many different activities are thoroughly documented in the self-evaluation report (SER) *SKK 1996-2006 – status and self-evaluation*. On the basis of the information available, the committee considers SKK a stimulating research environment both for the academic staff and for visitors, and the umbrella projects link both internal and external researchers to the Centre, as well as international researchers. SKK has taken advantage of contemporary trends in Gender Research with their umbrella projects, including perspectives such as multiculturalism, queer theory and masculinity research. Also, SKK has an extensive dissemination strategy – both through the seminars, through the magazine *Bulletine*, through the staff's participation in various media and through their publication activity. The seminars are important meeting points for internal and external gender researchers, and SKK's external partners judge the Centre very positively.

All in all, SKK has functioned successfully as an interdisciplinary, innovative and energetic agent, both in regard to its own research organization, and in regard to “connecting people” inside and outside of the UiO.

In addition, the SER highlights:

- The good research environment of SKK for the interdisciplinary activity

- ‘Export’ of SKK academics who bring their qualifications with them to other units of the UiO or other research units (we return to this strategy in chapter 6)⁷.
- Ability to focus on new areas and to initiate them at the UiO and in Norway through the seminar programme and conference activity.

The SER also mentions certain problems and challenges (see page 72ff in the SER). We will return to these later, in the relevant chapters.

1.2 Research

In this section we will discuss publication activity and research projects, whereas research themes and PhD fellows /PhD courses will be discussed in chapter 2, since this was also denoted in our mandate.

Publication activity

During the last few years, SKK is among the top-ranked units in Norway in regard to publication points and impact scores. In the recently published statistics from NSD on the most productive institutes in Norway SKK holds a 10th place in 2006, and a 4th place for the period 2004-2006. For the period 2003-2006 considered together, the Level II articles is 28%. (http://dbh.nsd.uib.no/dbh/analyse.jsp?query=topprangerte_institutt_pub).

Table 1: Publication points, publication level, and publication form for SKK in 2005 and 2006. The number of publications on level 1 and level 2 in brackets. (Source DBH)

Unit and year	Publication points	Author shares	Publication level		Publication form		
			Level 1	Level 2	Articles in journals	Articles in anthologies	Monographies
SKK 2006	25,8	23,0	87 % (21)	13 % (3)	22 %	76 %	2 %
SKK 2005	14,4	9,3	68 % (8)	32 % (3)	68 %	32 %	0 %

In the numbers, publications from all academic staff are included, that is, staff in teaching, research and dissemination positions. Publications from guest researchers and professor IIs from all institutes are included in so far as they have registered the publication as written at SKK. The same holds for numbers given from other units of UiO (and other universities). A publication of a person in a temporary position or guest researcher position is registered as a SKK publication if the researcher used SKK as the address of affiliation in the publication.

⁷ The term ‘export model’ is used many places in SKK’s self-evaluation report. In the SER (see for example page 9), the term both is both used to refer to academics who are employed at the departments of UiO after having had a temporary position at SKK, or the term is used to refer to the export of research topics to other units at UiO (for example through the seminar programme).

Since SKK is a centre with many guests and temporary positions, there might be some uncertainty with the numbers.

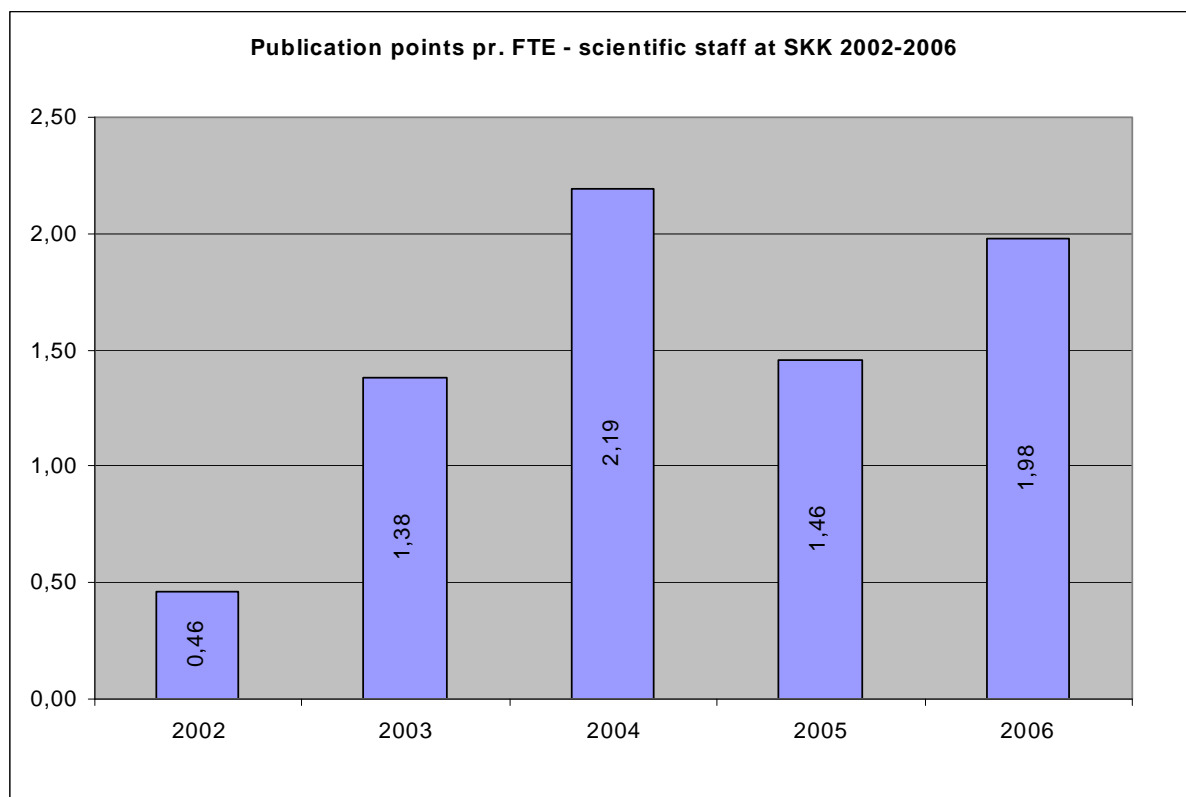


Fig. 4 Publication points per FTE at SKK⁸

Norwegian universities had on average 0.81 publication points per academic staff in 2006.

The University of Oslo is above average with 0.94 points.⁹ SKK was above average with 1.98 points in 2006. There was an increase from 1.4 points in 2005.¹⁰

⁸ In 2002 and 2003 there was less awareness of publication activity as an indicator for the financial system. There might therefore have been an underreporting during these years.

⁹ Deans and department leaders are not included in this category, and other statistics show a somewhat lower publication level.

¹⁰ The Research Administration at UiO regards the quality of the data for the universities in 2005 and 2006 as high. There are several possible faults in the registration system, however, such as if one researcher registers his or her publication several times, for example every time a book is published in a new edition, without considerable revisions, or categorizes the publication wrongly (as when a paper for a conference is registered as a scientific article). A researcher employed at several institutions, as is the case for several of the employees at these centers, also presents a challenge. There are routines for securing the data, for example it is the responsibility of the heads of the departments (and the centre leaders) to check that all publications registered, are registered correctly.

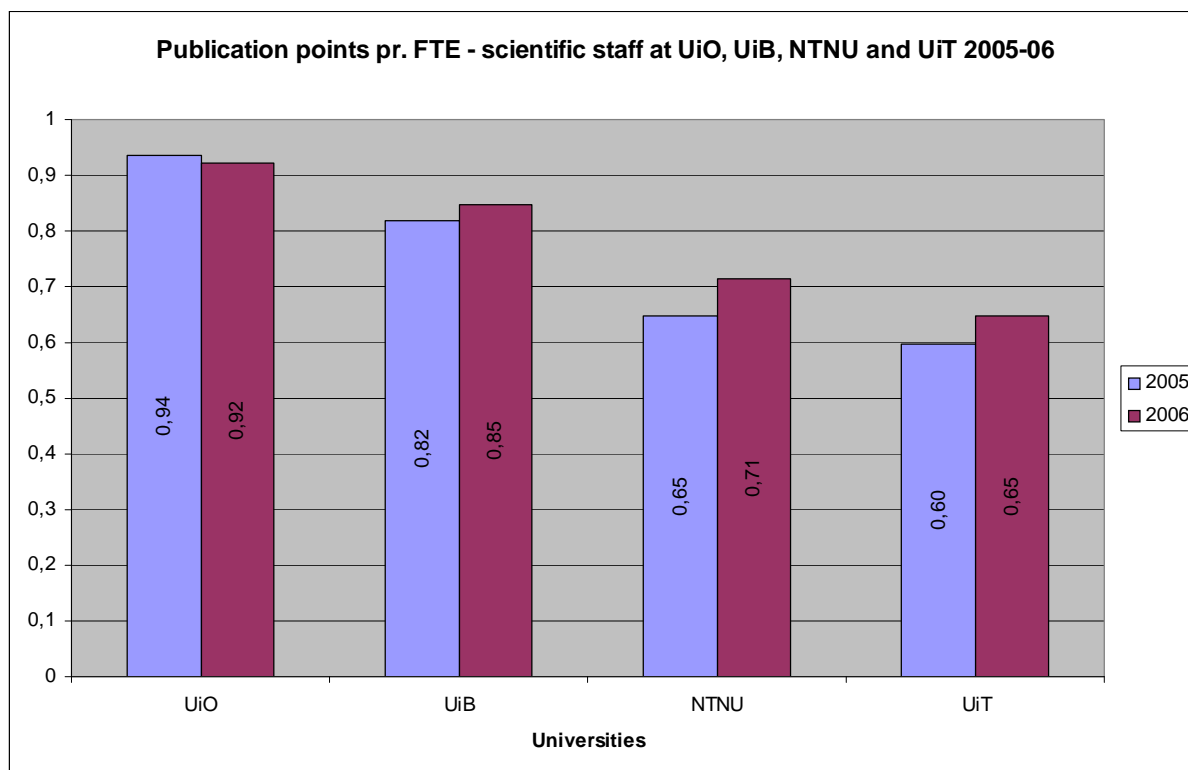


Fig. 5 Publication points for academic staff 2005-2006 at UiO, UiB, NTNU and UiT

For 2005 and 2006, the evaluation committee can see the following:

- In 2005, SKK published more points per staff in education, research and dissemination positions than the average for UiO. SKK published equally as much as certain relevant departments the evaluation committee has compared with from the Faculty of Humanities and the Faculty of Social Sciences (Department of Sociology and Human Geography, Department of Anthropology, Department of Philosophy, Classics and History of Art and Ideas and Department of Literature, Area Studies and European Languages: see the statistics for these departments below).
- In 2006, SKK published more points per staff in education, research and dissemination positions than the average for UiO, and also more than certain relevant departments the evaluation committee has compared with, from the Faculty of Humanities and the Faculty of Social Sciences.

The statistics for certain relevant departments from the Faculty of Humanities and the Faculty of Social Sciences are as follows):

Table 2 Publication points pr FTE; average 2004-2006 (Source: DBH)

	Publication points pr. FTE (average 2004-06)
SKK	1,88
SV/ISS	1,34
SV/SAI	1,27
HF/IFIKK*	1,51
HF/ILOS*	1,30

* For these two departments we have taken the average for 2005-2006, as they did not exist in 2004 due to reorganization.

The result for the Centre for Women's and Gender Research at the University of Bergen was 4.0 points in 2005 and 1.7 points in 2006¹¹. 4.0 points is four times higher than the average for UiO. The Centre for Women's Studies and Gender Research at the NTNU (Trondheim) is located within the Department of Interdisciplinary Cultural Studies. The DBH (database for statistics of higher education) has only data for the level of departments. Thus, it has only been possible to provide data for this Centre at the aggregated level of the department it belongs to. The Department of Interdisciplinary Cultural Studies has respectively 0.6 points (2005) and 0.7 points (2006).¹²

¹¹ It should be noted that for small units such as SKK and SKOK in Bergen, there are huge variations in publication frequency and thus publication points from one year to another. This mirrors a problem in evaluating publication frequency at small academic units such as the centers. In order to determine statistical significance regarding differences in publication activity between the units, they must be calculated on at least a five-year basis. However, due to difficulties in registration of publication points before 2005, when a better data qualification system was introduced, the evaluation committee can only consider carefully publication frequency from 2005 and onwards.

¹² It has not been possible to identify publication points for the Centre for Women's Studies and Gender Research at the University of Tromsø or for the Network for Feminist Theory and Gender Research at the University of Stavanger in DBH's database.

*International publications***Table 3: Share of international publications 2003-2006 (Source: The Frida database)**

	Share of international publications (%)	Number of publications
Centre for Women's Studies and Gender Research	31	64
SV/Department of Sociology and Human Geography	52	229
SV/Department of Social Anthropology	57	107
HF/Department of Literature, Area Studies and European Languages *	69	167
HF/Department of Philosophy, Classics, History of Arts and Ideas *	40	160

* For these two departments the figures are from 2005-2006, as they did not exist in 2003-2004 due to reorganization.

We see that SKK has a lower international publication rate than these departments. SKK has also fewer publications listed in the ISI database.

Based on the quoted numerical and statistical analysis, the evaluation committee concludes that SKK has fulfilled its commitment as regards publication activity, with a publication rate above that of comparable units. Generally however, the international publication activity is not overwhelming.

Research projects

There has been an increase in SKK's record in obtaining RCN funds since 2003. In the period 2000-2007, 28 projects received funding from RCN, whereas 22 applications were rejected (see appendix). The funding from RCN varied from 1,244 million NOK per year (2002) to 4,545 millions NOK per year (2005). There was a decline in RCN funding in 2006, but during this year, SKK instead received money from the EU project FEMCIT.

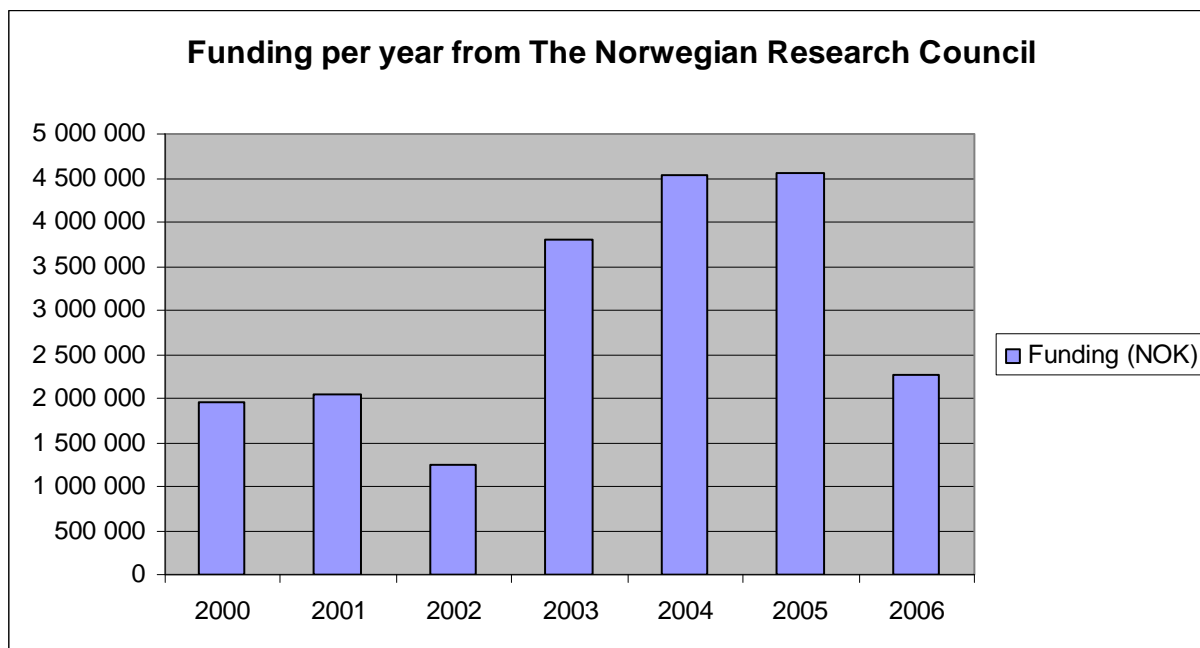


Fig. 6 Funding per year by the Research Council of Norway (Source RCN)¹³

In appendix 2, we show the amount of RCN funding from different kinds of programmes. There we see that the majority of the RCN funding stems from the basic funding programmes (grunnforskningsprogrammene). The Gender Research programmes in RCN have had two periods when no funding was given. The varying amount of funding from RCN to SKK might be due to such external conditions as well, in addition to varying number of applications sent to RCN or applications accepted by RCN.

In the period 1996-2007 the Centre hosted 14 umbrella projects, 8 networks, and 175 individual projects (SER, page 7). The individual projects comprise: 44 subprojects of the umbrellas, 43 single research projects, 37 smaller projects, and 51 student projects. Among the subprojects/single research projects there are 32 doctoral students with working space for shorter or longer periods at SKK. During the same period 19 dissertations have been completed. Seven of the PhD fellows spent their entire doctoral period at SKK, while the rest had SKK as their workplace for parts of the doctoral period. In 2007, of the 13 ongoing PhD projects, nine have SKK as their main affiliation. Four new PhD positions at SKK are currently being advertised.

¹³ SKK operates with different numbers, but does not refer to the source the numbers are based on.

Umbrella projects are clusters of subprojects with common funding, combined with a comprehensive and interdisciplinary research topic. The basic idea of an umbrella project is that an umbrella can reach out from the Centre and include researchers at other units. SKK's idea with these projects has been to create research groups and qualification arenas that include different generations of researchers, seniors, as well as doctoral and master students. The umbrellas are also meant to provide a good anchorage point for seminars at SKK, ensuring some of the funding for the seminars, their academic quality, and reciprocity in relation to invited international guests. Finally, an element of "export" philosophy also lies behind the time limitation of the umbrellas: after some years of development at SKK the idea is that the research theme might be exported by 'returning' people to other research units while the Centre can initiate new themes (SER, page 20).

Most of the umbrella projects have brought in some external funding for seminars, conferences and networks. In addition, these projects are good arenas for networks, seminars, undergraduate teaching, and media contributions. The initiative for the different umbrellas has come either from SKK staff or from external researchers who have regarded SKK as a well-suited organization to anchor this kind of interdisciplinary and interfaculty/interinstitutional research project. SKK has either alone or in collaboration with others applied for the funding, and in most cases, has also been in charge of the academic management and coordination.

The main activity of the networks of SKK has been to organize seminars in SKK's open seminar programme. In some cases the networks have had funding from the umbrella projects or they have applied for funding on their own. In addition they have been supported financially and administratively by SKK.

SKK is an interdisciplinary unit, but the research themes considered as a whole most often reflect perspectives from humanities and the social sciences. However, it is the view of the evaluation committee that faculties other than Social Sciences and Humanities are important to include in the umbrellas. The gender perspective should for example be very important in medicine, and the 'export' of Gender Research to the Faculty of Medicine is thus equally important as the export to the two main faculties of collaboration with SKK.

There are 23 research projects at SKK, according to the SER; 20 PhD research projects, and 37 smaller projects. At least half of the research projects and the PhD projects are from the

humanities, while a majority of the remaining projects are within the social sciences. However, also researchers at the Faculty of Theology and the Faculty of Medicine/Health Studies are present at SKK.

Even though the evaluation committee has not evaluated the quality of the research, we are of the impression that the quality is high. The Centre has been effective at obtaining external funding, and not only from strategic funding. One example of this is the project of the Centre leader, which received 6.4 mill. NOK from basic research project funding from RCN (frie midler). Overall, we find that it is a wise and productive strategy to have much of the research activity organized in interdisciplinary umbrella projects. SKK has initiated interdisciplinary anthologies and thematic issues of scientific journals in addition to the individual research publications and the PhD theses. Umbrella projects might also be considered a strategy for further internationalization.

1.3 Education

Undergraduate teaching

In 1998 the University Board gave its permission to establish a small interdisciplinary study programme in women's and gender studies organized as a joint study programme with five faculties: the Humanities, Social Sciences, Theology, Law, and Mathematic/Natural Sciences. This cooperation succeeded with the 1999 course model where SKK offered an interdisciplinary introductory course (fig.8, page 44 SER), which the faculties could extend to a half or a full semester's programme by adding their own courses. In addition, a total of 14 independent half-semester courses were announced, including two at SKK. Most of these courses could be taken both at the BA and MA level. In all, 158 students passed exams in the period 2000 to 2003. All credits went to the faculty where the student concluded the semester programme.

The full BA programme, *Gender, Feminism and Equality* (KFL), launched in 2003 was part of the major Norwegian study reform (Kvalitetsreformen 2001). It is organised under the Faculty of Humanities with the management given to SKK. Eight 10 credit courses are today offered by SKK in the KLF programme. SKK cooperates with 16 subject areas/units and has made specific agreements with all of them concerning majors or minors for KFL students (see Appendix 7.2 in the SER for a list of cooperating subject areas). SKK also hosts a one-year programme in interdisciplinary gender studies (from 2005). Both the general bachelor

programme and the one-year programme are in Norwegian. In 2007, the bachelor programme was renamed *Tverrfaglige kjønnsstudier* (TKS; Interdisciplinary Gender Studies) (see SER, page 12).

The students can take either 80 credits in gender and 40 credits in another subject area – or vice versa. Thus, the programme combines gender studies with a major or a minor in another subject area (fig. 10 SER, page 46). An important condition set by SKK for including a subject area among the possible majors of the KFL programme is that 20 of the 80 credits which constitute a major in another discipline must have a gender perspective. The subject area programmes can offer this as either a 20 or a 10 credit course. In the latter instance, the Integration course (KFL2041) must be accepted as the last 10 “gender” credits in the major subject. In this course the assignment is to write an essay that uses the curriculum in the obligatory course KFL2010 in the chosen subject area (see the self-evaluation of the bachelor programme KFL, 2006, and the Periodical Report from the one-year course KFL, 2006). Consequently, an array of new courses with gender perspectives was initiated with the KFL programme.

SKK has developed a teaching book in gender studies, which is used in the BA courses (*Kjønnsforskning* (2006), edited by Jørgen Lorentzen and Wenche Mühleisen, and with several contributors from SKK). Some researchers from other research institutes have also contributed to this book.

Most of the BA students have taken other subjects previously, or have some subjects or other relevant experience from outside the University. The bachelor students must have a project semester at the Faculty of Humanities, which is a subject, denoting contact with NGOs or with the private or public sector. The one-year programme is intended for students who have previously taken other subjects. The application rates have been stable throughout the first four years of the programme’s life, according to the SER. The programme admits 25 students per year (and 10 in the one year programme) (see page 46 in the SER), however there are on average 30 primary applicants and 370 secondary applicants to the BA programme. These numbers show that there are enough students who want to enroll in the KLF programme (as a first choice) and there are many who see the programme as a good second choice.

Table 4: Number of Bachelor Students at the KLF Programme (Source FS at UiO)

Program	Year	Frame	Primary	Secondary applicants
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			applicants	
BA	2004	25	39	431
BA	2005	20	30	388
One year programme	2005	10	29	529
BA	2006	25	26	334
One year programme	2006	10	47	539
BA	2007	25	32	351
One year programme	2007	10	34	507

According to numbers provided by FS, there were 16 KFL graduates the first three years (3 in 2004, 4 in 2005 and 9 in 2006). These numbers seem to not be updated, since SKK has registered 24 KFL graduates (7 in 2004, 3 in 2004 and 14 in 2006). The small numbers reflect the fact that the BA programme started in 2003, so many students would normally not graduate before 2006. Students from other programmes also enrolled in the gender courses.

There are few male students. Of the total of 128 KFL students, 11 are men (8.6%). Of the 73 current KFL students, 71 are women. Many students drop out before completing the programme. However, this is a tendency seen in the BA programmes in general at Norwegian universities. When comparing the KFL programme with three other BA programmes at UiO, we see the following:

Start H04:

	H04	H05	%	H06	%
HFB-KFL	29	23	21	18	38
SVB-	71	47	34	41	42
KULKOM					
HFB-LIT	127	90	29	60	53
SVB_SOS	175	108	38	83	53

Start H05:

	H05	H06	%	H07	%
HFB-KFL	28	23	18	23	18
SVB-	68	53	22	36	47
KULKOM					
HFB-LIT	133	82	38	50	62
SVB_SOS	174	110	37	70	60

The figures indicate that after one year, the drop out rate is 20-40 %. On comparing these four subjects, KFL is clearly the best one with a drop out rate of 20 %. After two years, there are huge differences between these programmes. For the autumn of 2005 the drop out is 18%, whereas the usual drop out percentage, according to FS is about 50 %. Students starting on KFL during autumn 2004 drop out more often, but still less often than the other three subjects we compare it with here. The conclusion, on looking at these numbers, is that KFL has significantly less drop-outs than the programmes we compare it with here, both after one and after two years. This holds especially true after two years. There are fewer students on the KFL programme than on the other programmes above. This could have implied more drop-outs than from the other subjects. But we see the opposite. It is not uncommon with a drop out percentage of 50%. Many students choose to change subject after having enrolled in one BA course.

One of the entrance qualifications for master's programmes is 80 credits in the specific subject area. Thus, students who take 80 credits in gender must either extend the 40 credits in the subject area by using their 40 free-choice credits, or apply to a master's programme in gender at other universities since UiO has no master's programme in gender studies.

Most of the students continue at the Faculty of Social Sciences, but a considerable number continue at the Faculty of Humanities. In the model from 2003, SKK receives the study points, but other departments may offer their 80 groups to SKK's programme students if they themselves offer a 10-point unit in gender studies. The programme and SKK's units belong administratively to the Faculty of Humanities, but SKK receives credit for the study points¹⁴. This is the economical background for the third professor position at SKK.

The Centre leadership discerns a challenge in making the programme visible to new students. It has not been easy to announce the BA as an interdisciplinary programme, since according to the practice at the UiO it must either be a programme from the Faculty of Social Sciences or one from the Faculty of Humanities. But the Centre manages to some extent to advertise independently of these two faculties.

¹⁴ Programmes belong to faculties, whereas topics (emner) belong to units (grunnenheter)

The strategic goal of SKK in the development of the 1999 course programme as well as the 2003 BA programme was to implement previous cooperation on teaching in order to introduce and promote gender perspectives at the faculties. The idea in both instances was to create a model where the Centre's and the faculties' contributions would be interdependent, leading to a mutually binding agreement over time (SER, page 43).

SKK clearly fulfils this goal. The result of this strategy for future research and further education needs to be considered after some time.

MA

SKK does not offer an MA programme, but provides workspace for 4-6 master students from different disciplines (mainly from the Faculty of Social Sciences, and some from the Faculty of Humanities). They are included in the research environment and normally stay at the Centre for a year (SER page 34). In addition to originality and the expected academic value of the project, SKK attempts to select a group of students with similar topics, but from different subject areas. Also, students that fit into the umbrella projects or research themes are prioritized. In all 51 MA theses have been produced in the period 1996 – 2007 by students with workspace at the Centre.

The master students represent an important link to the faculties of UiO. By writing theses on gender, they bring these theoretical perspectives back to their respective disciplines, supervisors and fellow students. Each year, SKK awards a prize for the best research done by MA students. A study of the prize winners revealed that many of the students who had received this accolade continued with research and completed a PhD.

SKK has a deliberate strategy when concentrating their teaching resources on a BA programme. It could be argued that the more advanced interdisciplinary education should be offered at a later level of an educational career (the model of the TIK centre). An argument for retaining the current solution is that the BA is based on disciplinary subjects as well, securing some basic disciplinary knowledge. However, including an MA programme as well, would secure a more comprehensive education offer. On the other hand, an MA programme requires resources far beyond the current capacity of the Centre. In close dialogue with UiO, SKK could consider the possibilities of including an MA programme. Another way to provide

an MA programme in gender studies could be to consider cooperation with the other centres of women's studies and gender research in order to attain a full gender education in Norway.

PhD

Although SKK does not offer a separate PhD programme, it does offer research courses in feminist theory to PhD fellows from other programmes (including SKK's own PhD fellows). In addition to supervision of individual PhD fellows by the permanent staff, the Centre has mainly worked with this in three ways:

- By offering PhD courses at the Centre or by organizing the research seminars and symposiums such that they can be accepted as PhD courses in the different programmes.
- By organizing PhD courses with other units at UiO that have PhD programmes. The Centre has, for instance, organised PhD courses in collaboration with the Faculty of Theology, the Faculty of Medicine/ISH, and the Faculty of Social Sciences/ISS.
- By initiating and organizing PhD courses with Gender Research units outside of UiO.

In 1997 the Centre took the initiative to establish an annual national PhD course in feminist theory/gender studies with the other three Norwegian Gender Research centres at NTNU, UiB, and UiT. The "Vatnahals courses" arranged in 1998, 1999 and 2001 became a focal point among researcher generations. Many seniors participated and they also attracted many PhD fellows from outside the centres. In 2004 the Vatnahals courses were succeeded by the new *Nordic Research School in Interdisciplinary Gender Research*, initiated by NIKK, funded by NordForsk, and directed by Professor Nina Lykke at Tema Genus, Linköping University. In this area, SKK is one of 36 partners from the Nordic and Baltic countries and northwestern Russia organizing four annual research courses. In 2005 SKK arranged the PhD course on *Post-modern Thinking and Feminist Research: Feminism, Methodology, and Change*. The development of the Nordic Research School has been very important for securing a regularly updated and high-quality PhD programme in Gender Studies, and not least, establishing it as a Nordic collaboration has been very valuable in terms of connecting young researchers in the next generation.

UiO has allocated a number of PhD grants to SKK. This has been successful. Nine of the ten PhD fellows at SKK have submitted their thesis, seven of them within three years. Of all PhD fellows who have submitted their thesis, 7 stayed the whole PhD period on SKK, whereas 13 stayed at SKK only temporarily (according to appendix 5.3 in the SER).

The Nordic Research School terminates in 2009, and it is uncertain what will happen next. This is a challenge that SKK could take up in cooperation with NIKK as well as with the other centres in Norway and the Nordic countries. The decision not to offer a PhD programme of its own is a deliberate strategy of SKK. SKK regards it as contradictory to their 'export model' (and their mandate) to be an explicit education unit. However, the Centre still considers it an important task to offer research courses in feminist theory to PhD students from other programmes (including SKK's own PhD fellows). There seems to be an interest by some of the other Gender Research centres in Norway to collaborate with SKK in developing a research school. A national collaboration in relation to a research school or a PhD programme in gender studies would be a fruitful strategy for the future. Another strategy to consider is for the faculties to give SKK responsibility for a mandatory course in critical Gender Research as part of the PhD education (similar to the newly-established mandatory courses in ethics).

1.4 Knowledge in use

Knowledge in use is not a central part of SKK's mandate. Despite this, in its SER the Centre documents that it has been active in this regard in several different ways. SKK has been involved on behalf of Norwegian gender researchers in research policy issues (see SER 65-66), for example NOU 2000:14 (Mjøsutvalget); St.meld. no. 20, 2004-05 concerning the Norwegian research system and priorities in the next decade (*Forskningsmeldingen*); the relation to RCN in general, initiating new RCN programs in 1996, 2001 and 2007; the re-organizations in 1996 and 2005 of the national machinery on gender equality policies. SKK related staff also contributed to NOU 1999:13 on women's health. SKK has written 25 statements and other research policy proposals to RCN, the ministries and other public authorities in the period 1996-2006.

SKK has been very active in the media (SER App. 8.3). In the period 2005 to 2006 in all 155 instances have been reported on the webpage "SKK in media", which presents all major media participations of SKK staff.

SKK has participated internally at UiO in regard to research/university policies and organization: 26 statements (høringsuttalelser) have been sent to the central administration at

UiO during this period. In addition to this, SKK has participated in a number of *ad hoc* committees. According to the SER, SKK is participating in the preparation of UiO's 200th anniversary, which will coincide with SKK's 25th anniversary. SKK also participates in the mentor programme, and maintains close contact with the gender equality adviser at UiO. In 2007 UiO and the Centre co-arranged a March 8th celebration. SKK's staff has lectured on gender equality issues at different faculties and has also provided information about the "UiO model" at other Norwegian Universities, at RCN/UHR (The national committee for integration – women in research) and at international conferences about gender equality in research and higher education.

The University of Oslo has a new strategy plan for gender equality for the period 2007-2009 (*Handlingsplan for likestilling mellom kjønnene 2007-2009*). Mainstreaming of gender equality policy means that gender equality must be promoted and integrated at all levels of UiO's ordinary activities. A further goal is to achieve gender balance at all levels of the university system.

In the Coordination Group for Gender Equality, the Centre leader of SKK, Harriet Bjerrum Nielsen, is the representative from the Gender Research field. Other representatives come from all the different faculties, from the student parliament and from the University leadership. The SKK staff has been actively involved during the whole process of the strategic plan (SER, page 63).

The Action Plan for Gender Equality states that the general competence in gender and gender equality (kjønnskompetanse og likestillingskompetanse) must be increased in the administration and in the leadership of UiO. It should be noted in this respect that SKK has the required expertise, which is crucial if UiO is to actually meet its goal of gender equality.

The panel has not evaluated the effects of SKK's efforts here, since this aspect is not central in SKK's mandate. However, we refer to different activities the Centre itself mentions in the SER.

Chapter 2 SKK's CONTRIBUTIONS TO UiO THROUGH WOMEN'S STUDIES AND GENDER RESEARCH AS A DISTINCT RESEARCH FIELD AND AS PERSPECTIVE IN THE RESEARCH

2.1 Overall impression

In the SER (page 58), SKK charts its connection to other units inside and outside of UiO. SKK's collaborations and interactions are versatile. The collaboration with other units includes:

- *Research collaborations*: joint projects, participation in umbrellas.
- *Research contacts*: cooperation with other projects, guest researchers, networks, joint applications and research meetings.
- *Co-organization of seminars*.
- *Invitations to lecture at seminars*.
- *Activities of SKK's professor IIs*.
- *PhD fellows at SKK*.
- *Master students at SKK*.
- *Undergraduate teaching*.
- *Organizational issues / Research policy*.
- *Information and services*.

We have previously discussed most of these types of connections in chapter 1. In general, the committee is of the opinion that SKK has been successful in attaining the main tasks of their mandate, both internally at UiO and as seen from the outside. Gender research in Oslo is the largest Gender Research centre in the Nordic countries. SKK's collaborations and interactions to other units inside and outside of UiO are versatile.

In the present chapter we will focus on some supplementary themes, including the relevance of SKK's thematic profile and the centre's seminar program.

2.2 Research themes

The Centre has chosen (see page 19 in the SER) to concentrate most of its research in a limited number of research themes at any one time. The themes have been interdisciplinary in their formulation and perspectives and established for a defined period of time (usually 4-5 years, depending on the funding). The aspiration has been (according to the SER, page 20) that the research themes considered as a whole, should present a reasonable balance of

perspectives from humanities, social sciences and medicine/technology. Because this goal has not been possible to fulfill at all times, a number of single projects have also been included to broaden the research profile. An informal division of work between the four Norwegian centres of Gender Research has also been taken into consideration.

From the early 1990s the research of the Centre was organised in three comprehensive themes (cf. the 1996 self-evaluation report).

- Research on sexualized violence.
- Experiences of the body – women's health.
- Gender and modernity.

After 1997 the themes more and more came to be defined directly by the on-going umbrella projects. In 2006 the research activities at the Centre had multiplied so much and had become so complex that a return to the organization in research themes, now coined thematic research groups, was seen as the most viable solution. There are five such groups:

- Children, youth and gender.
- Citizenship, gender and minorities.
- Feminist philosophy and history of ideas.
- New intimacies and sexualities.
- Masculinity studies.

The health perspective, which was very central in the previous period, is no longer a distinct research theme at SKK, neither is sexualized violence. The evaluation committee's view is that there is a wide breadth of research themes at SKK. The men's and masculinity research is interesting and important to an understanding of gender and should be continued at the Centre. Some areas could always be better focused: The evaluation committee is of the opinion that the issues of health/body/medicine should again be strengthened.

It is the opinion of the evaluation committee that SKK has a very broad thematic profile, if we regard both the seminar programme and all the different umbrella projects. Those themes most focused upon might vary over time. The researchers at the Centre can not cover all themes at any one time. SKK's strategy is to secure the breadth by a flux of researchers (the export model as well as continuous change in guest researchers) and also in the use of professor II positions and last but not least in the seminar programme. The evaluation committee is of the opinion that the export model might secure a breadth in research themes,

but at the same time makes the composition of staff and the future generational shift at SKK more insecure.

The SER (page 74) states that there is a need for competence-building at SKK in a longer perspective (regarding innovation, research recruitment, qualification and researcher mobility), and that this should be met by anchoring the thematic groups with the permanent staff. The evaluation committee agrees with SKK on this point. However, this demands more explicit weight on some distinct fields and also requires more permanent researchers.

2.3 Seminars

Each year, SKK offers a range of open seminars, workshops and lectures with Norwegian and international scholars. The Centre is also involved in organizing co-sponsored cultural and academic events at UiO.

SKK has an extensive open seminar programme. “Seminar” is a label used by the SKK (page 37 in SER) as a common denominator for a wide range of formats from large international conferences with more than a hundred participants and parallel workshops, to a string of 2-3 hour sessions within a specific field held during a semester or more, to the Centre’s New Year’s celebration which includes a public lecture. The most typical format throughout the year for the Centre’s seminar programme, however, is the one or two-day research seminar on a specific theme or topic where the Centre’s researchers discuss their work with other researchers in the same field, or where international guests are invited to present new perspectives in feminist/masculinity theory and Gender Research.

From 1996-2006, an impressive number of 401 open seminars were held at SKK. On average there were 36 arrangements each year comprising 100 lecturers and an audience of 1000 (SER, page 38). The average number of audiences per year has been fairly stable – the high numbers of audience in 1996, 1997, 2003, 2005 and 2006 reflect the fact that these years had one large arrangement that assembled 200-500 people (SER, page 41). The seminars provide an important meeting place for gender researchers internal and external to the Centre, and many of the seminars have an international profile. There is a breadth in the seminar themes. Some of the meetings are held in relation to projects going on at the Centre (umbrella projects and networks). Multicultural themes have been extensive at the seminars during the later years, and there has also been much attention to the issues of masculinity and queer research.

In general, international research symposiums attract many people, whereas it is more difficult to predict the attendance at research and theme seminars. The seminar initiators have noted that the work and time pressure has increased for UiO's researchers in later years. The seminar series typically assembles 10-20 people, who often follow the series on a more regular basis. However, the physical distance from the Blindern campus is a mental and practical barrier for the gender researchers in other UiO units and for many students based on campus. Despite the distance, some of the seminars have had many participants.

2.4 Dissemination

In general, SKK has made itself very visible within the University dissemination system. Until 2000, SKK published its own report series: *Arbeidsnotater fra SKK* (working papers from SKK). From 1996 until it was discontinued, 19 issues were published. From 2000 this series was replaced by web publications including reports, seminar papers and media comments. The web site has – at SKK as elsewhere – gained increasing importance as a channel for internal and external information. The web pages were given a new design in 1999 and 2002. Personal web pages for the researchers were set up in 2004, and English web pages for SKK as well as for each researcher, in 2005.

Today, SKK transfers 70,000 NOK a year to the University Library to purchase gender-research books, and also provides suggestions for relevant literature.

The only hard-copy information that SKK publishes now is the Centre's brochures and the biannual magazine *Bulletine*, which has come out uninterrupted since 1988. *Bulletine* is a channel for popular dissemination of the Centre's own research. The magazine also contains information about other ongoing activities at the Centre, comments on research and gender policy issues, information about Gender Research in general and news from UiO and the Centre. The 19 volumes of *Bulletine* represent a unique source of the Centre's history, development and activities. The magazine is free, and the number of subscribers – in Norway and other Nordic countries – in 2006 was 1500.

In 2004 a committee established in order to develop an information strategy for SKK concluded that *Bulletine* had developed a "too-diffuse" profile. It was suggested to replace it by a short newsletter or net-based information only, or to develop it more as a magazine of

research dissemination. After a reader survey it was decided to do the latter. *Bulletine* was redesigned in 2007, and the group of subscribers was reduced to 1500. The number is however increasing again, which could indicate that the new format is gradually being accepted and approved of by the readers. A new brochure – with the same design as the new *Bulletine* – was produced for the Centre’s 20th anniversary in September 2006.

SKK’s purchase of books and journals also plays an important role in dissemination and information. As a consequence of UiO’s decision to unite all Humanistic and Social Science institute libraries in the new university library on campus, the Centre’s library was discontinued. In 2000 the university library appointed one of its librarians to also have the responsibility for gender studies.

In SER (page 52, note 80) a five-item strategy for information was adopted by SKK in 2005 to:

- 1) Give first priority to net information.
- 2) Make individual plans for research dissemination for all new researchers.
- 3) Announce the seminar programme in electronic lists.
- 4) Publish issues of *Bulletine* twice a year.
- 5) Create a new leaflet for the Centre (see the plan for dissemination, SKK 2005).

The evaluation committee’s view is that SKK’s current and planned dissemination strategies are good, and it is positive that SKK plans to improve them even more in the future. With the seminars and the journal *Bulletine*, the Centre openly invites dialogue and scientific disputes¹⁵.

2.5 Potential for improvement of contribution to UiO

The evaluation committee sees several possibilities for improvement of the contribution to UiO. We see the need for more explicit contact with UiO’s basic units in addition to the Faculty of Social Sciences and the Faculty of Humanities. The inclusion of new 20% positions is one way to strengthen this contact. The committee therefore recommends that

¹⁵ Some examples of this are: “Feminism in Nordic cross fire” in the Annual Report 2006, “Post-structuralism in the cross fire” *Bulletine* 2007. Also the seminar programme in 2006: “Gender and biology: The understanding of gender in biology”, and “Biology, biotechnology and gender”.

UiO increases the possibility of mobility between faculties by providing a couple of new 20% positions at SKK for UiO staff/Professor II.

A more central localization is another way to increase contact between academic staff at the disciplinary departments and SKK. Furthermore, an increase in the education offers (including MA and/or PhD education) would lead to more contact, but this strategy must be developed in a close dialogue between SKK and UiO, because it requires that SKK is granted more resources.

Chapter 3 SKK'S INTERNATIONAL AND NATIONAL REPUTATION AND POSITION WITHIN THE FIELD OF WOMEN'S STUDIES AND GENDER RESEARCH

3.1 SKK's national cooperation

SKK is quite visible within the Norwegian context. The Centre is of course well-known among Norwegian gender researchers. The different national centres in Gender Research all regard SKK as an important partner and some of them also refer to SKK as a role model.

In general, SKK is visible to a relatively high extent in the public. The Centre receives a good deal of attention from the media, and the researchers themselves are active in writing columns, chronicles and comments to the newspapers. A rough estimate (according to the SER) is that SKK's 15-20 researchers have a total of approximately 100 media contributions each year (see page 52 in the SER).

Many of SKK's academic networks function on the national level: Network for Research on Sexualized Violence, Men and Masculinities (Nettverk for forskning om menn), The Queer group, and the FEMM network. The extensive relations to other units outside UiO have also led to many co-arrangements of seminars, approximately 60 in the period under evaluation. Four national PhD courses in 1998-2002 were organised with the Centres of Gender Research at UiB, NTNU, and UiT. The most frequent co-organizers outside UiO have been ISF (12), NOVA (11), and Centre for Gender Equality (8). In addition, SKK has organised seminars on research or gender policies and has collaborated with organizations as RCN, FOKK, KILDEN, Fokus, and Network for Research on Men, Reform, FETT, Ladyfest, Ministry of Children and Equality, the Centre for Gender Equality/LDO, and The National Association of Migrants.

An important strategy for SKK's national collaboration is the umbrella projects. The umbrellas connect UiO researchers with gender researchers from other institutions. Four umbrellas were initiated in collaboration with staff at research centres outside of UiO. More than 40 of approximately 100 external participants in the umbrellas come from Norwegian research institutions outside of UiO (SER, page 64). National researchers with subprojects in SKK's umbrellas come from 12 research institutions and four health organizations. The strongest research bonds outside UiO have been with the research institutes in the social

sciences in Oslo: ISF, NOVA and AFI, as well as with the Centre for Gender Studies at NTNU (SER, page 64).

The seminars also play an important role in connecting UiO's Gender Research within a broader national research context. The seminar series are central arenas for connecting to on-going projects at the different research institutes in Norway. 272 persons from Norway outside of UiO have lectured at SKK's seminars (SER, page 73). More than 100 of these were practitioners, civil servants, politicians, artists, journalists or people representing different organizations. The remaining came from Norwegian research institutions.

KILDEN is an important medium for SKK's national collaboration. KILDEN is a service organ for Gender Research in Norway. In addition, it has tasks of documentation. There has always been one representative from SKK in KILDEN's board. KILDEN has to a certain extent helped SKK with their web presentation.

One of SKK's recommendations is to improve its information strategies in cooperation with KILDEN, not least in regard to the open seminar programme (SER, page 82). SKK could also (according to SER) use KILDEN more actively to disseminate information about projects and to renew the contact with female members of the Norwegian Parliament. SKK also recommends itself (SER) to take the initiative to establish an annual seminar with KILDEN to discuss and organize relations with the media. The SER states that SKK's staff represents an active voice in the media already, but that SKK also might - in areas where the Centre has important research contributions - influence the public agenda to a greater degree regarding gender issues.

It is the view of the evaluation committee that SKK has a good cooperation at the national level. SKK offers possibilities for cooperation with other gender researchers, and those who wish to take part in seminars are welcome. However, SKK should consider ways to improve the national cooperation as well, not only through the use of umbrella projects, but also through a possible development of a graduate school in Gender Research studies together with relevant units in Norway. Nordic cooperation could be improved by inviting new guest researchers from other Nordic countries to stay at the Centre for a period of time.

3.2 SKK's international cooperation

SKK's international cooperation partly goes through contact with specific persons involved in the umbrella projects, partly through exchange agreements with other universities and through participation in international networks. The Centre is of course well-known by its own international partners. Most of these partners are individuals who are involved in the umbrellas or individual projects, or who have workspace at SKK as guest researchers for a period of time. Some lines of cooperation function on an institutional basis as well, such as participation in international networks, associations and exchange agreements.

Many international researchers are invited as guest researchers and guest lecturers at SKK. However, in the SER it is stressed that they could be better connected to the umbrellas and to more continuous collaborations. This is the case for the West Balkan projects and the new EU project FEMCIT. For more nationally-rooted umbrellas, Michael Kimmel's position as a supervisor for umbrella 10, and Sasha Roseneil's (before she became a professor II at SKK) connection to umbrella 9 could be examples of a direction to pursue. Another model is represented by umbrella 14, which has established contact with similar projects in the UK and Sweden and has set up a 4-year plan for collaboration on seminars and conferences.

SKK has started the process of developing continuous international cooperation by inviting international researchers to join their umbrella projects. Other ways to achieve this have been to include some international professor II positions and to invite international researchers as guest researchers. SKK has had five professor IIs from outside Norway altogether, thus benefiting their national and international networks in planning the activities at the Centre or finding cooperation partners for the umbrellas and single researchers (SER, page 68).

SKK is member of some international networks, such as WISE (Women's International Studies Europe) and AOIFE (The Association of Institutions of Feminist Education and Research in Europe). There might however be a potential for SKK to develop the cooperation with the ATHENA (Advanced Thematic Network in European Women's Studies) network (this network is concerned with education). Since SKK's education activity is larger than previously, this cooperation line has become more relevant during the last years. SKK contributes to a text book in European gender equality, which is part of the cooperation with ATHENA (see Annual Report for 2006, page 26).

Recently SKK has entered into exchange agreements with Humboldt University in Berlin and Queen's University in Canada (see SKK's Annual Report for 2006, page 26). They also have a student exchange agreement with the NORDPLUS network NorFem+. SKK offers a BA course for international students, taught in English. This course (KFL 2060), however, attracts exchange students who come to UiO to study for a limited period of time and who want to know more about "the Scandinavian model" – not least regarding gender equality politics. As of 2007 this course was also given at *The international summer school* at UiO on a permanent basis. So far, the recruitment has been good (SER, page 48).

Although Humboldt University has a well-acknowledged Gender Research education, there have been difficulties recruiting students to go abroad. Problems with mastering the German language at an academic level might be one reason for this, since Humboldt requires a language test for exchange students. Another reason might be that while taking the BA, the students are early in their educational career and are not sufficiently acquainted with the possibilities offered here.

According to the SER, Nordic, Baltic and European contacts in particular could be further developed. NORDPLUS has now opened for cooperation with Baltic countries. To a great extent Gender Research is dominated by North America (16 of 36 guest researchers at SKK during this period came from North America, for instance). The SER (page 10) sees possibilities of raising the Nordic area as another point of gravity in Gender Research. This could be pursued by an extended collaboration with SKK's closest neighbor, NIKK (*Nordic Institute for Women's Studies and Gender Research*). The cooperation with NIKK is already established, but could, as pointed out by the SER, be more strategically developed.

The evaluation committee also sees NIKK as well as the *Nordic Research School in Interdisciplinary Gender Studies* (2004-2009) as especially important regarding Nordic cooperation. NIKK and Tema Genus collaborate in arranging graduate seminars and NIKK is co-located with SKK (since autumn 1995). The cooperation between SKK and NIKK is both informal (joint lunches) and formal (the EU funded FEMCIT project). Although the cooperation is not extensive, NIKK has been an important channel for SKK regarding the connection with the European associations for Gender Research and the EU system. SKK also takes part in the network 'Men and Masculinities', initiated by NIKK.

In SER (page 82), SKK argues that it should cooperate more systematically with NIKK in order to strengthen and elaborate the Nordic identity in Gender Research. Researchers at NIKK are, however, already part of the FEMCIT. There is a potential for cooperation between SKK and NIKK on research political issues. The continuation of the Nordic Graduate School is a point in case. NIKK has organised a new Nordic research policy network for Gender Research, and SKK could relate more actively to this, for instance by hosting the network's conference in 2008.

SKK's recommendations regarding improvement of international cooperation are the following (SER, page 82): SKK should work for more stable cooperative relations, especially within the European research area and in connection with the thematic research groups. An obvious candidate, according to the SER, would be the *Birkbeck Institute for Social Research* at the University of London, where Sasha Roseneil (professor II at SKK) has recently been appointed the director. The establishment of a Marie Curie network with Birkbeck, Humboldt and SKK should further be considered. The evaluation committee supports these suggestions. In addition, we suggest that SKK utilizes the agreement with Humboldt for teacher exchanges as well.

SKK's board adopted an agenda for internationalization in 2006:

- Improving the Centre's competence and position in relation to the EU research system (especially FP7).
- Supporting the individual researchers to set up plans for research periods abroad.
- Conference participation and international publications.
- Encouraging the research group supervisors to include younger researchers in their international networks.
- Improving the routines for receiving international guest researchers.
- Improving the incentives for international publications.
- Developing further the students' exchange agreements to also include research cooperation.
- Using WUN to establish international networks.
- Following up Nordic and Europeans research policies in cooperation with NIKK and European associations for Gender Research (AIOFE, Athena).

The evaluation committee considers this a wise strategy that should be further developed. SKK provides a space for guest researchers, and international researchers are involved in several of the umbrellas. Through umbrella projects, international professor IIs and student exchange agreements, SKK has provided good links with Germany, UK and Canada. SKK should continue to develop their strategy for encouraging students to study abroad. Since SKK's education activity is larger than previously, this cooperation line has become more relevant.

3.3 SKK judged by its external partners

SKK is regarded as the largest and broadest environment for Gender Research in Norway, as an important cooperation partner and as a role model for some other centres. Gender researchers underline the role of the Centre as inspiring and supportive of Gender Research at the UiO, and as an alternative anchor point for those who experience a marginalization of Gender Research at the disciplinary departments. Partners also underline SKK's role of exporting impulses and ideas to gender researchers throughout Norway. Many gender researchers from the disciplinary university departments regard SKK as a vital milieu for them (although there are also some who say they do not see SKK as a relevant milieu).

Several partners state that they are impressed by the work done at SKK, especially regarding publication activity. They point out that SKK has expanded extensively, both regarding the number of positions and regarding resources in general. The other Norwegian centres for Gender Research have fewer resources than SKK. All partners stress the importance of SKK's independent position within the University structure to fulfill its mandate and remain the leading environment for Gender Research in Norway.

The partners we talked with (or received written comments from) also pointed out some possible improvements. One was that the Centre should to a greater degree invite Nordic guest researchers. Another point mentioned was that the staff should improve their international publication activity.

Thus, in a national as well as a Nordic context, SKK is quite visible. They are improving their international reputation by a well-planned internationalization strategy.

3.4 Potential for developing international cooperation and position

The evaluation committee has identified the following possibilities for improvement:

- SKK should try to establish more systematic contact with other universities abroad, which in fact means continuing the processes it has already begun, by taking part in international research and education networks, inviting international researchers to take part in SKK's umbrella projects and to give lectures at seminars.
- SKK should improve its international publication activity.
- SKK should continue to work strategically to encourage students to study abroad, and international students to study at SKK, and in addition active recruitment of incoming exchange students from other departments to a course at SKK.

Chapter 4 EXTERNAL AND INTERNAL CONDITIONS INFLUENCING SKK'S POSSIBILITIES OF FULFILLING ITS MANDATE

4.1 Internal and external funding

SKK has experienced a strong increase in the budget during the last decade, even when accounting for the relative increase in the price and income index during the same period (cf figure 2 and 3). The growth has come partly from an increase in externally funded projects, partly from the new permanent academic positions and the new university PhD fellows, and finally from the relative advantage the Centre has experienced with the new funding system based on results (study points and publication points). The income from study point constitutes the economic foundation for the third academic position at SKK.

The increase in internal funding has exceeded the increase in external funding, which has given SKK a more stable financial situation than was the case in 1996. While 65 % of the budget came from external funding in 1996, the figure for 2006 was 35 %. To reverse the ratio between external and internal funding was a recommendation of the evaluation committee in 1996, and this goal has been achieved. Thus, this achievement means, for instance, that SKK now has access to some “seed money” for securing external funding.

Table 5 Sponsor institutions 1996-2007 (Source SER page 18)

RCN - the Research Council of Norway	24 626 000
The NHO - Confederation of Norwegian Enterprise	1 922 000
The Ministry of Health and Care Services	1 677 000
Telenor	1 557 000
Joint Committee for Nordic Research Councils for the Humanities and the Social Sciences (NOS-HS)	1 332 000
EU	667 000
Ministry of Children and Equality	574 000
The Norwegian Centre for International Cooperation in Higher Education (SIU)	560 000
Ministry of Foreign Affairs	543 000
World Scout Bureau	459 000
Norsk Hydro	245 000
Oslo krisesenter (Oslo Women's Shelter)	158 000
The Minister of Local Government and Regional Development	150 000
The Norwegian Confederation of Trade Unions (LO)	100 000
The Norwegian Women's Public Health Association (NKS)	95 000
Minister of Justice and the Police	5 000
Total	34 764 000

The largest external source for funding is RCN (table 5). In the period 1996-2007 SKK has received almost 25 million NOK. Thus nearly two thirds of the external resources have in these years come from RCN. In addition, SKK has received funding from many different sponsor institutions, Norwegian as well as Nordic, private as well as public (table 5). The funding from EU has until this year been limited; less than 1 million NOK has come to SKK during the period 1996-2007.

SKK has received a large EU-funding with the project FEMCIT (2007-2010) in joint cooperation with *Stein Rokkan Centre for Social Studies*, UiB. It is coordinated from UiB. The project has received nearly 4 million € from EU and SKK's part of this is 300,000 €.

Thus, SKK has worked diligently and successfully to attract grants from relevant research programmes, national, Nordic and – to a lesser degree – international [EU]. The high rate of success is even more remarkable in the light of the size of the academic staff during this period. This also serves as an important quality indicator.

To fulfill its obligations as an interdisciplinary research unit SKK has put much effort into the seminar programme (chapter 2:3). Such an extensive programme requires considerable administrative resources. The more stable financial situation with a higher internal funding (mostly as positions) during the last years constitutes a stable basis for this strategy.

4.2 Organizational structure of SKK

Since 1997 SKK has had a board of ten, of which two are external members, and four representing academic staff from different faculties at UiO (one from the Faculty of Social Sciences, one from the Faculty of Humanities and the remaining from two of the other faculties). In addition, there is one representative from the permanent or temporary academic staff at SKK, one from the administrative staff, and two students (see Appendix 2 in the SER for a full overview of board members). The board meets four times a year and deals with strategic issues, annual plans and reports, budget and appointment of staff (SER, page 55; SKK's by-laws § 4). In other words, SKK presents its budget for the SKK board, and it is this board which determines the budget. It is also the board that advertises and appoints positions. The chair and co-chair of the board is appointed by the University board or by Rector. The chair and co-chair are appointed for four-year periods. The chair of the board has contact with SKK throughout the year in addition to the four regular board meetings.

The director and the administrative leader are in charge of the daily activities of the Centre, with extensive authorization from the board in most areas. SKK has an appointed director and research-led management, and this has made it possible to combine a flat organizational culture with a clear mandate and authority in leadership/management. The rapid growth in number of people, funding and teaching responsibilities in recent years has required a more professional organization. Work on strategies and plans has been intensified, routines have had to become more formalized. This process has also been encouraged by the general changes in university management during this period.

From 2006 the position as director is given for four-year terms, and a maximum of two terms (SER, page 55). Since 2003 SKK has appointed a study director who is in charge of the management of courses and study programmes. The director and the study director, selected from members of the permanent academic staff, are both appointed by the board. Except for some instability connected to periods of transition in the positions of the director/administrative leader, the leadership of the Centre – from the start and until today –

has been stable, according to the SER. The core of the administration has also been stable. SKK argues in the SER (page 56) that they have maintained good relations with the leadership/management of UiO.

SKK clearly has an organizational model that so far has functioned well. In the future it might be necessary to adjust the model according to the organizational model in the UiO structure and according to the size and obligations attached to SKK. The board members that are recruited from the academic staff of gender researchers at the different faculties are an important link to the University as a whole and underline the interdisciplinary scope of SKK. Those individuals do not, however, represent their faculties *as such*. They have no mandate to promote interfaculty initiatives or projects.

4.3 Temporary staff

Although the number of permanent staff has been increased there is still a high proportion of temporary positions. SKK handles the problems related to a high flux of people by providing routines meant to secure a stable internal environment (SER, page 57). These routines include regular meetings for staff at different levels, such as the weekly 'house meeting' for all staff and guests, academic lunches every second week, weekly team meetings for the administration group and monthly researchers' lunches where issues related to the research environment, research policies and the plans for the Center's academic activities are informally discussed. Once a year the academic leadership and the administration leave for a two-day seminar: every autumn the entire Centre is invited to the annual seminar where strategies of SKK are discussed. A monthly research seminar where articles and chapters in progress are submitted and commented on by the group is offered to researchers and master students. Academic staff from NIKK are also invited to join this seminar. Good routines for receiving new people have been established.

In 1991 the faculties of the Humanities and the Social Sciences each decided to allocate a professor II to the Centre. In 1994 the Faculty of Medicine, and in 2001 the Faculty of Natural Sciences did the same. These positions are paid directly by the faculties, thus they are not in SKK's budget. The allocation of the professor II position from the Faculty of Natural Sciences was limited to the period 2001-2006. The professor II position from the Faculty of Medicine was vacant from 2000-2005 due to uncertainty at the faculty concerning how to

organize the position. It has again been vacant since 2007, and at the present time it is uncertain when it will be announced (SKK's self-evaluation, page 14).

SKK has developed strategies for handling the continuous flux of people, securing import of new and dynamic researchers. The vacant professor II position from the Faculty of Medicine is an important tool to strengthen the consciousness of gender perspective in both fields, at SKK and at the Faculty of Medicine, and will hopefully be filled in the nearest future.

4.4 SKK's cooperation within UiO

SKK's internal cooperation with the faculties was also an issue for the last evaluation committee to consider. Since this last evaluation, SKK has collaborated with all faculties at UiO, with the exception of the Faculty of Dentistry. Approximately 30 of the nearly 100 external participants in the umbrellas come from UiO, and 130 persons from UiO (SKK staff not included) have given a total of 256 lectures at SKK seminars, according to the SER.

SKK has most contact with gender researchers at the Faculty of Humanities and the Faculty of Social Sciences, in particular researchers at the Department of Sociology and Human Geography. The ongoing umbrella project *PLUREQ* (13, SER page 30) is affiliated with the Faculty of Law and the Faculty of Theology, as well as the Faculty of Social Sciences.

SKK's collaboration with researchers at the Faculty of Humanities and the Faculty of Social Sciences mirrors the fact that a majority of the gender researchers at UiO come from these faculties. SKK's umbrella projects have a bias towards social sciences, and the coverage of medicine and natural sciences has declined when these faculties do not assume responsibility for allocating these professor II positions.

SKK clearly does not require equal contact with all faculties at UiO: It is natural that the contacts with the Faculty of Humanities and the Faculty of Social Sciences are stronger since these are the "human" sciences, where Gender Research has a broader position. However, a minimum of contact with other faculties should also be guaranteed and could also add interesting and essential perspectives to the Gender Research field. Compared to the situation in 1996, when SKK had a professor II in medicine, and plans to get others in other areas as well, the situation today is less encouraging. One allocated professor II position is vacant, one is withdrawn, and there is no defined strategy as to how this should be resolved. Either SKK

should not be required to have this broad mandate, since it is difficult to gain the commitment of other faculties, *or* a plan for how to implement this should be formulated.

The seminar programme is an important meeting point for connection between gender researchers at the faculties and those located at SKK. During a year, many researchers from UiO deliver lectures at the seminar, or join the seminars as visitors. The seminars are widely announced. However, they mainly attract researchers from the Faculty of Humanities and the Faculty of Social Sciences, thus the contact with other faculties is not necessarily strengthened by the seminars. There might, however, be a potential for extended connections with the remaining faculties. Therefore, SKK considers using the seminar programme strategically to make the themes relevant to a broader audience (SER, page 38). Joint book projects and umbrella projects might develop from this.

Chapter 5 FUTURE MANDATE AND ORGANIZATION

5.1 Overall impression

The evaluation committee has reached the conclusion that SKK has been very successful in attaining its mandate. SKK is a stimulating and productive research environment, for the academic staff, for visitors, and for PhD fellows and students. SKK's extensive and wide-ranging umbrella projects link internal and external researchers to the Centre, as well as international researchers. The Centre has developed a BA programme with a productive 'export model' strategy for students and researchers that works well. SKK is highly profiled in the media and with the biannual magazine *Bulletine* they reach more than 1500 subscribers (and certainly even more readers) in the Nordic countries. SKK is among the top 10 ranged academic units on the Norwegian DHB-list for publication points (2004-2006). SKK has worked hard and successfully to attract grants from relevant research programmes, national as well as international. This high rate of success is even more remarkable in the light of the size of the academic staff during this period. This also serves as an important quality indicator.

In addition, SKK's choice to pursue the 'export model', where academics are expected to return to their own disciplines, or to academic positions elsewhere (see list in the appendix 9.2 to the SER of the different places that former staff members have been exported to) is reasonable. The 'export' model has especially been used in the umbrella projects. According to SER, the export is either connected to researchers moving on from SKK or to external participants who extend and develop their gender perspectives through participation in an umbrella.

Thus, SKK fulfils its obligations both through the export model of researchers and research influence, and also because the educational offers at the Centre must be considered as a substantial contribution to UiO. However, developing new professor II positions and guest researcher positions for UiO staff should strengthen the integration of Gender Research in UiO's profile.

The period since the previous evaluation has brought with it significant changes for SKK. SKK has developed an education programme – the interdisciplinary and interfaculty bachelor programme and a one-year study programme. UiO has also increased the permanent funding and thus made the future of the Centre less dependent on external income. The Centre has

thus gained supplementary scientific resources by an increase in the number of permanent positions. The suggestion of the previous evaluation committee to develop temporary scholarships at the faculties has not been implemented, however. SKK has also not moved to a location at or closer to the Blindern campus such as the evaluation committee of 1996 suggested. The other recommendations of this previous committee state that the Centre should continue what it already is doing, that is, continue its seminar activity, continue its emphasis on umbrella projects, continue to stimulate Gender Research at UiO and continue to host externally funded researchers, all of which has been satisfactorily followed up by SKK.

A major problem that has not been satisfactorily handled since last evaluation, despite the recommendation of the last evaluation committee, is the interfaculty cooperation. It could have been better. The professor II strategy for securing the interfaculty dimension is also not as good today, as it has been in some earlier periods. Either new professor II positions or temporary scholarships for UiO staff at SKK could be used to strengthen the interfaculty dimension. Other strategies could also be considered in order to formalize the contact between SKK and the different faculties. Some research themes could also be strengthened again, especially the health/medicine/body issue. In 2010, the current Centre leader period finishes. Two of the professors at the Centre (including the current Centre leader) will have to retire within the next ten years. A strategy for future recruitment should therefore be considered.

5.2 SKK's future organization

SKK is organised as an interdisciplinary centre reporting directly to the University Board and governed by its own Board. By establishing a separate Centre for Women's Research in 1986, UiO supported this new field of research in its own right, and promoted the integration of Women's Studies and Gender Research perspectives in the disciplines. Organizationally SKK would facilitate the connecting of women's researchers within and outside the UiO, recruitment of students, and improving the quality, the development and implementation of the competence within the field. Recruitment of women to research in general was also determined to be part of the first mandate. Today, SKK is also important in relation to the UiO's policy for gender equality.

SKK is a research centre that has developed educational programmes as part of a conscious strategy to bring the gender perspective into the basic units of the UiO. The evaluation committee recommends only one main option, based on fact that SKK has been greatly

successful in fulfilling its mandate as a respected interdisciplinary research and education unit. In addition, the committee sketches out other possibilities.

Option I: Prolongation of SKK in its current form

The main recommendation of the evaluation committee is to remain SKK as a distinct organization unit reporting directly to the University Board. Thus, the committee agrees both with the staff at SKK and with most of its external partners. With its seminars and some of its umbrella projects, SKK supports and strengthens the implementation of gender perspectives, internal at the University as well as external. The current organizational placement might be the best way to continue to implement a Gender Research perspective at the faculties.

The University has an on-going process regarding centres and special units. The major policy is to place all units in line (under a faculty or a department) and the reasons put forward during the interviews were solely administrative. However, this policy is a topic of discussion within the University. According to the University leadership, the current organizational placement of SKK might lead to SKK losing information and sometimes being ignored in processes of resource prioritizing etc. It is nonetheless also clearly possible to be ignored as a research centre when placed under a faculty. Often faculties will have a different idea of interdisciplinary activity, and centres must fight for recognition and resources. It might also become more difficult to maintain and develop the broader UiO integration. Further, it is noted that responsibility for both allocation of resources as well as representation in relevant committees is in fact a responsibility of the leadership of UiO, regardless of how a unit in UiO is organised.

The evaluation committee sees no reason for suggesting changes in the organizational placement of SKK. The current model was initially chosen in order to strengthen the contact with the faculties. However, this contact is still not as good as it ideally should be. Ways to improve this contact should be formalized.

Option II: SKK in a faculty structure - Alternative options

SKK must keep its broad mandate to be in a position where it can act independently, internally at UiO as well as externally, to implement UiO's current policy. This might be difficult to retain if SKK were to be placed within a faculty or – even more difficult – within a department.

If the University chooses to place SKK within a faculty, it is essential that the Centre Board has regular meetings with the faculty dean and research dean, as also recommended by the evaluation committee of the EMBIO Centre¹⁶. If the Centre is placed within the ordinary structure, it is also necessary to decide whether SKK should be maintained as a research unit offering limited education, or whether it should be normalized and offer a full education package (BA and MA); that is, offer an independent programme in gender studies.

Among the different faculties, an organizational placement within the Faculty of Social Sciences seems most fruitful, since this is where there currently is most cooperation. One possible problem with this solution is that the Faculty of Social Sciences consists of large units and the faculty has gender researchers in many departments, too. Thus, SKK might not be able to continue to develop its activity as independently as it has to now and there might be a potential conflict area between gender researchers within the faculty concerning money, education etc. The Centre could also be placed within the Faculty of Humanities, since this faculty presently administrates study points and payment. At this faculty SKK would probably be placed within an existing department, since the faculty has a policy of rescinding or of incorporating all its research centres into the other departments. This could, however, make it difficult for SKK to maintain its requisite interdisciplinary profile, and not least possibilities of independent action regarding budget. Organizational placement within the Faculty of Law might also be a plausible solution. There is already an established Gender Research environment at the Centre for Women's Rights, and also at the Department of Criminology and the Sociology of Law. If incorporated in this faculty, it might be within the Department of Criminology. An argument in favor of this solution is that the Faculty of Law is a 'neutral' base, in comparison to the Faculty of Social Sciences and the Faculty of Humanities. It might be easier to maintain an interdisciplinary profile and activity at the Faculty of Law. However, there could be a lack of common scientific interests. There might also be problems in maintaining resources if the unit is seen as less relevant for the Faculty of Law's activity. The Faculty of Law is also geographically far from the Faculty of Social Sciences and the Faculty of Humanities, where SKK has most of its cooperation. An organizational placement within The Faculty of Education might not be the best one for the Centre (since Gender Research is

¹⁶ Steering board for research in molecular biology, biotechnology and bioinformatics at the University of Oslo.

not as central here as it is at the Faculty of Social Sciences or at the Faculty of Humanities), although this faculty might benefit from having the Centre within its structure.

Chapter 6 ASSESSMENTS AND RECOMMENDATIONS

The previous analysis has clearly revealed the strengths and the weaknesses of the Centre structure and its research strategy. SKK has a high score on almost each point concerning its mandate. There are several reasons for this. Some are due to SKK's strategy, others to policies of the remaining faculties, and yet others to the organization structure at UiO. However, there are some problems as well which have not been solved since the last evaluation. The organizational and administrative problems related to interfaculty cooperation were a recurring theme in the interviews and this was also an issue in the last evaluation of SKK. In our view the administrative structures of UiO and the faculties' are detrimental to new interdisciplinary initiatives and thus impede the possibility for SKK to achieve its mandate. Another problem is that although the number of permanent staff has been increased since the last evaluation, there is still a high proportion of temporary positions. In the following recommendations, we suggest ways to solve these and other problems.

SKK

- A realistic goal of cooperation between faculties regarding Gender Research should be formulated. All faculties should be part of this cooperation. The extent of the cooperation between SKK and the different faculties will change during time and it is natural that there is more cooperation with some faculties than with others. However, the Centre should make a deliberate effort to improve its cooperation with faculties other than the Faculty of Social Sciences and the Faculty of Humanities and the gender researchers there. Especially the contact with the Faculty of Medicine should be strengthened.
- Seminars and umbrella projects should continue to be utilized as a strategy for linking SKK with gender researchers at the faculties. SKK, in collaboration with the faculties, might also consider implementing 'visiting grants' for gender researchers at the UiO, allowing them to spend half a year at SKK. This could be a strategic tool to develop contact and cooperation with researchers from all parts of the University.
- Several faculties offer courses for SKK's BA programme (SER, page 59-62). The only faculties not involved are the Faculty of Medicine and the Faculty of Dentistry. The BA programme has been a successful strategy in relation to the faculties involved. However, this strategy should be considered also for students from the Faculty of Medicine and for the Faculty of Dentistry. Especially for Medicine gender

perspectives should be more integrated in the educational offer. The Faculty of Medicine, the Faculty of Dentistry, the Faculty of Law, the Faculty of Psychology, the Faculty of Education and the Faculty of Theology all provide education in programmes of professional study. Here gender perspectives could be made mandatory.

- SKK could consider the possibilities to develop an MA and a PhD programme. This should be done through a close dialogue between SKK and the UiO, since such a strategy would imply that SKK be granted more resources.
- In cooperation with the UiO, SKK should develop a strategy for future recruitment. The Centre must establish a conscious plan for securing a generational shift within a period of ten years.
- A strategy for funding the new professor in masculinity studies after the initial three-year period is necessary.
- SKK should improve the international publication activity.
- SKK should continue to work strategically to encourage students to study abroad, and international students to study at SKK. In addition, active recruitment of incoming exchange students from other departments to a course at SKK is needed.
- SKK should develop more systematic contact with other universities abroad, which in fact means continuing the processes SKK has already begun, by taking part in international research and education networks, inviting international researchers to take part in SKK's umbrella projects and giving lectures at seminars.

UiO

- UiO should maintain the current organizational placement of SKK; that is; the Centre should be placed in line under Rector.
- The faculties should recognize the importance of cooperation with SKK, and contribute to a more active contact with SKK.
- 20% positions have proven to be an important tool for increased contact with other universities and research environments. The committee recommends that the UiO increase the possibility of mobility between faculties by providing a couple of new 20% positions at SKK for UiO staff /Professor II. In addition, the UiO could consider providing 'visiting grants' (for example half a year) for gender researchers at some of

the faculties (this could also be implemented by the faculties themselves, for example by the use of small research funding (småforskningsmidler)).

- The faculties should give SKK responsibility for a mandatory course in critical Gender Research as part of the PhD education (similar to the newly established mandatory courses in ethics). A prerequisite is necessary funding for this initiative.
- A change in the SKK board might be considered. The evaluation committee suggests that the board be strengthened with representatives from other faculties. Thus, the representatives could build bridges between SKK and their faculties. Furthermore, a committee with representatives from most faculties could be established in order to define a common strategy for interfaculty contact, exchange, and education in areas of Gender Research.
- The gender equality policy of the UiO is manifested in the *Action Plan for Gender Equality 2007-2009*. Therefore, the UiO should consider the potential of having the largest research environment for critical Gender Research in the Nordic countries within their setting.
- The UiO should continue the policy of allocating PhD grants to SKK.
- If SKK is expected to retain and even extend its activities, more working space is requisite. In order to have a reasonable broad interfaculty coverage in its umbrella projects and thematic groups – and thus to achieve its mandate – SKK needs more offices within 2008.
- The current localization of SKK represents a barrier for SKK in its effort to serve as a meeting place for gender researchers from the whole University. The current localisation might have contributed to a distinct identity for SKK, and for independent action, but it hampers the daily contact with researchers at the faculties. In order to fulfill its interfaculty and interdisciplinary obligations, SKK should be moved closer to the main campus area.

Suggestions for changes in the by-laws of SKK

In order to implement the suggestions above, the evaluation committee suggests the following changes in SKK's by-laws.

§1:

The panel suggests that the verb ‘to initiate’ in §1 be changed to simply ‘to stimulate’, because SKK does not have a mandate to initiate research elsewhere. New research elsewhere can be stimulated by activities at SKK, but only initiated by those researchers themselves.

§ 5: The composition of the board: the evaluation committee suggests that:

- All faculties are represented in the board.
- One PhD fellow or one post doc be included instead of one of the present two student representatives.

Appendix 1 Staff and funding at SKK

Oversikt over ansatte ved SKK

Alle finansieringskilder

	1998	1999	2000	2001	2002	2003	2004	2005	2006
Administrative stillinger	5,7	4,1	5,4	4,8	6,4	5,9	7	4,8	4,5
<i>Kontorstillinger</i>	0,8	0,8	0,8	0,8	1,6	0,2	0,2		
Sekretær	0,8	0,8	0,8	0,8	1,6	0,2	0,2		
<i>Mellomlederstillinger</i>	1	0,8	1	1	1	1	1	1	1
Avdelingsleder	1								
Kontorsjef		0,8	1	1	1	1	1	1	0,5
Seksjonssjef (1211)									0,5
<i>Saksbehandler/utrederstillinger</i>	3,9	2,6	6,6	3	3,8	4,8	5,8	3,8	3,5
Konsulent (1065)						1	1,6	1	0,5
Førstekonsulent (1067)	3,9	2,6	3,1	2,5	2,5	2,7			
Førstekonsulent (1408)							3,2	2,8	3,1
Rådgiver			0,5	0,5	1,3	1,1	1		
Støttestillinger for undervisning, forskning og formidling	0,4	0,4	0,4	0,4	0,6	0,6	0,6	0,6	0,6
<i>Ingeniør</i>	0,4	0,4	0,4	0,4	0,6	0,6	0,6	0,6	0,6
Overingeniør	0,4	0,4	0,4	0,4	0,6	0,6	0,6	0,6	0,6
Undervisnings-, forsknings- og formidlingsstillinger	4,6	4,9	7,5	7,3	7,6	10,4	9,2	10,6	13
<i>Undervisnings- og forskerstillinger</i>	2,8	3,3	4	3,8	3,5	2,8	1,9	1,8	4,1
Førsteamanuensis			1		1	1	0,1		0,8
Professor	1	2	1	1		0,8	0,8	1,8	2
Forsker (1108)	0,8		1		1				0,5
Forsker (1109)	1	0,8		0,8	1	1	0,1		0,8
Forsker (1183)		0,5	1	1	0,5				
Universitetslektor				1					
<i>Rekrutteringsstillinger</i>	1,8	1,6	3,5	2,5	3,6	7,6	7,3	8,8	7,7
Post doktor			1			3	3,3	5	2,8
Stipendiat	1,8	1,6	2,5	2,5	3,6	4,6	4	3,8	4,9
<i>Hjelpestillinger for undervisning, forskning og formidling</i>				1	0,5				1,2
Vitenskapelig ass. (1020)				1					1,2
Total	10,7	9,4	13,3	12,5	14,6	16,9	16,8	16	18,1

	1998	1999	2000	2001	2002	2003	2004	2005	2006
Administrative position	5,7	4,1	5,4	4,8	6,4	5,9	7	4,8	4,5
Support for research and teaching	0,4	0,4	0,4	0,4	0,6	0,6	0,6	0,6	0,6
Professor/Associate professor	1	2	2	1	1	1,8	1,8	1,8	2,8
Researcher	1,8	1,3	2	1,8	2,5	1	0,1		1,3
PhD fellow/ Post doc	1,8	1,6	3,5	2,5	3,6	7,6	7,3	8,8	7,7
Researcher assistance				1					1,2

(source SER)

Appendix 2 Oversikt over publiseringspoeng samt oversikt over NFR-prosjekter

Tabell: Publikasjonspoeng per ansatt i undervisnings-, forsknings- og formidlingsstillinger (2006)

Gjennomsnitt (veid)	0,81
Universitetet i Oslo	0,94
Universitetet i Bergen	0,86
Universitetet for miljø- og biovitenskap	0,79
Norges teknisk-naturvitenskapelige universitet	0,72
Universitetet i Tromsø	0,67
Universitetet i Stavanger	0,61

Kilde: <http://dbh.nsd.uib.no/> 20.09.07

NFR-prosjekter ved SKK

Antall prosjekter og tildeling pr. år 2000-2006

År	2000	2001	2002	2003	2004	2005	2006
Ant. aktive proj.	7	11	5	9	9	9	7
Tildeling	1 953 800	2 043 295	1 244 000	3 790 000	4 539 500	4 545 000	2 270 000

Antall prosjekter og tildeling 2000-06 fordelt på hovedaktivitet

Hovedaktivitet	Antall prosjekter	Tildeling
Grunnforskningsprogrammer	13	11 820 300
Fri prosjektstøtte	7	5 127 295
Handlingsrettede programmer	7	2 838 000
Andre frittstående prosjekter	1	500 000
Internasjonale nettverkstiltak	1	100 000

Appendix 3 Oversikt over kjønnsforskere ved UiOs enheter

Til evalueringspanelet

Fra seniorkonsulent Andreas Rosenberg/ FA

Blindern 24.09.07

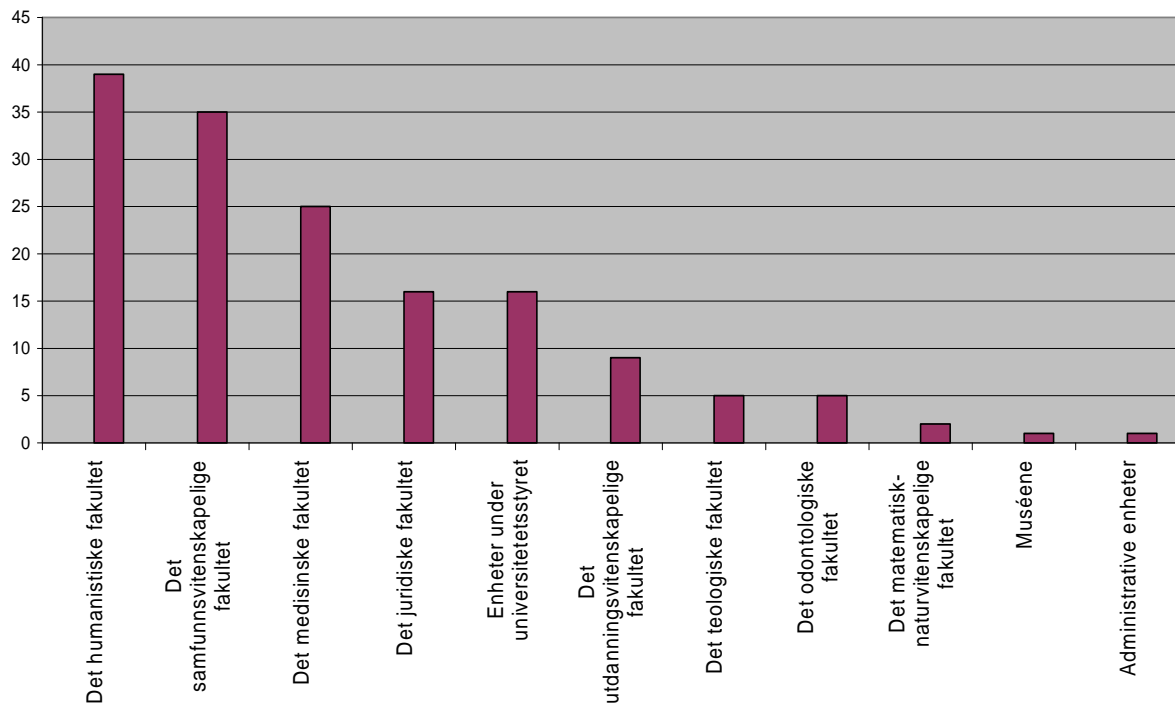
Det har blitt gjort et søk i forskerbasen (<http://forskerbasen.no/> 24.09.07) etter personer som har registrert "Universitetet i Oslo" som arbeidsgiver i Delbase for kvinne- og kjønnsforskning. Dette har gitt treff på 170 personer. Det har vært mulig å knytte 154 disse til fakulteter eller andre enheter ved UiO.

- Figuren illustrerer at størs antall er tilknyttet Det humanistiske fakultet (38) og Det samfunnsvitenskapelige fakultet (35).
- Det er 25 personer knyttet til Det medisinske fakultet.
- Det er 16 personer knyttet hver til Det juridiske fakultet og Enheter under universitetsstyret (derav 15 til SKK)
- Samtlige fakulteter er representert i KILDENs database.

Det er viktig å poengtere at forskerbasen ikke inneholder en fullstendig og helt oppdatert oversikt over alle kjønnsforskere ved Universitetet i Oslo. Grunnen til dette er at registrering i basen er frivillig og basert på at forskerne selv oppdaterer profilene sine når de for eksempel tiltrer en ny stilling. I følge KILDEN mangler det blant annet en del stipendiater.

Undertegnede har ved gjennomgangen av listen har undertegnede rettet opp foreldede navn på enheter. Den synes å gi en god illustrasjon over hvor vi finner kjønnsforskere ved UiO, til tross for en del feil (det er for eksempel mindre enn 15 ansatte ved SKK).

Antall personer registrert i KILDENs forskerbase



Appendix 4 Dokumenter utlevert av FA

Til SKK's evalueringspanel

Fra seniorkonsulent Andreas Rosenberg, Forskningsadministrativ avdeling, UiO, 29. juni 2007

1) Dokumenter sammenstilt av Forskningsadministrativ avdeling, UiO

- Evalueringspanelets mandat
- Tidsplan
- Tentativ plan for møte 5. og 6. september
- Notat om Senter for kvinne og kjønnsforskning 28.2.07

2) Beslutningsdokumenter fra Universitetsstyret/kollegiet

- Vedtekter for Senter for kvinne- og kjønnsforskning, vedtatt av rektor 14.2.06
- Protokoll fra møte 7/2005 i Universitetsstyret (inneholder strategisk plan)
- Protokoll fra møte 3/1997 i Det akademiske kollegium
- Protokoll fra møte 11/1996 i Det akademiske kollegium

3) Dokumentasjon fra SKK

- Status an Self-evaluation of the Centre for Women's Studies and Gender Research at the University of Oslo, Oslo, June 2007
- Appendices, June 2007
- Årsrapporter f.o.m. 2000 t.o.m. 2007
- Strategi for SKK 2005-2008
- Årsplan for 2006 og 2007
- Periodisk programrapport årsenhet i kjønn, feminisme og likestilling (2005-2006)
- Periodisk evaluering av Bachelorprogram for Kjønn, feminisme og likestilling (2003-2006)
- Statusrapport 1992-1996

4) Informasjonsmateriale fra SKK

- Brosjyrer (tre ulike)
- *Bulletine* 1/96 til 1/07 (to nummer per år)

5) Tidligere evalueringer av SKK

- Evalueringsutvalgets rapport 1996
- Rapport fra organisasjonsgruppe 1996 (et av grunnlagene for evalueringsrapporten 1996)
- Evalueringsutvalgets rapport 1991

Til SKK's evalueringspanel

Fra seniorkonsulent Andreas Rosenberg, FA, UiO, utlevert fra FA 4. / 9. 2007

- 1) Skjema (oppdatert 4. september)

- 2) Visuell oversikt over programmet
- 3) Kontoopplysningsskjema (kun for de som ikke er ansatte ved UiO).
- 4) Dokumentasjon over rektoratets styringsdialog med SKK.

Samlingen inneholder følgende dokumenter:

- Foreløpig ikke godkjent protokoll styringsdialogmøte 11. juni 2007. (Gis til evalueringspanelet under forutsetning om at de blir orientert om dokumentets status).
- Referat fra styringsdialogmøte 27. mars 2006
- Tilstandsvurdering SKK 2006 (27. februar 2006)
- Referat fra styringsdialogmøte 19. april 2005
- Referat fra styringsdialogmøte 10. april 2002
- Referat fra styringsdialogmøte 30. mai 2000
- Referat fra styringsdialogmøte med senterforum 15. mai 1998
- Referat fra styringsdialogmøte med senterforum 19. august 1997

Til evalueringspanelet

Fra Andreas Rosenberg/FA. utlevert 5. september 2007

1. Rå-notater fra møter og intervjuer onsdag 5. september
2. Handlingsplan for likestilling mellom kjønnene 2007-2009
3. Drøftingssak om grunnlaget for akademisk frihet (finder ikke endelig rapport pr. idag) inkl. pressemelding (Forskningskomiteen 06/4-06)
4. Sakskart faglig prioritering (møte Universitetsstyret 5/2007)
5. Fremleggsnotat
6. Sakskart Hovedprinsipper for organisering av UiOs institusjonelle satsninger (møte Universitetsstyret 4/2007)
7. Fremleggsnotat
8. Reiseregning (kun relevant for eksternt tilreisende).

Appendix 5 Plan for SKK's evalueringspanel 5. og 6./9. 2007

Onsdag 5. september

- 0830-1010 Innledende møte i panelet. Sted: Stort møterom, 10. et., Administrasjonsbygningen
- 1010-1030 Spasertur til SKK (1500 meter)
- 1030-1230 Gruppeintervju med ledelsen ved SKK. Sted: Møterom, 4. et., SKK
Senterleder Harriet Bjerrum Nielsen
Universitetslektor Hilde Bondevik
Styreleder Kjersti Ericsson
Kontorsjef Oddrun Rangsæter
Påtroppende styreleder Anne Birgitte Rønning
- 1230-1330 Lunsj: Evalueringspanelet og ledelsen for SKK
- 1330-1415 Gruppeintervju med ledere for forskningsprosjekter. Sted: Møterom, 4. et., SKK
Postdoktor Jørgen Lorentzen
Postdoktor Wencke Mühleisen
Universitetslektor Elisabet Rogg
- 1415-1445 Gruppeintervju med stipendiater. Sted: Møterom, 4. et., SKK
Beret Bråten
Knut Oftung
Ingeborg Owesen
Cecilie Thun
- 1445-1515 Gruppeintervju med masterstudenter. Sted: Møterom, 4. et., SKK
Kristin Aukland (Ma-student)
Helga Eggebø (levete i mai 2007)
Stine Helena Svendsen (levete i mai 2007)
Rolf Tore Thomassen (Ma-student)
- 1515-1600 Spasertur til Administrasjonsbygningen (1500 meter)
- 1600-1700 Gruppeintervju med dekaner. Sted: Stort møterom, 10. et., Administrasjonsbygningen
Dekan Karen Jensen, UV
Dekan Jon T. Johnsen, JUSS
Dekan Asbjørn Rødseth, SV
Dekan Trine Syvertsen, HF
- 1700-1800 Intervju med viserektor Inga Bostad. Sted: Stort møterom, 10. et., Administrasjonsbygninge
- 1930 Middag: Theatercaféen, Stortingsgaten 24/26

Torsdag 6. september

- 0830 Start
- 0900-1000 Gruppeintervju med eksterne organisasjoner. Sted: Lite møterom 1, 10. et., Admin.bygningen¹⁷
Direktør Solveig Bergman, NIKK
Daglig leder Maria Grønroos, KILDEN
- 1000-1110 Gruppeintervju med vit. ansatte ved UiO. Sted: Lite møterom 1, 10. et., Admin.bygningen
Førsteamanuensis Ingrid Fuglestedt, IAKH, UiO
Professor Karin Widerberg, ISS, UiO
- 1130-1200 Intervju med senterleder Merle Jacob, TIK. Sted: Lite møterom 1, 10. et., Admin.bygningen
- 1230-1330 Lunsj
- 1530 Avslutning

¹⁷ Seniorrådgiver Lise Christensen, NFR, meldte avbud grunnet trafikkproblemer.

