

Excellent men and ambitious women

Introduction to Gender and Excellence:
Challenges
in Research Funding
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Gendered evaluations

Man

- Profound
- Extensive
- Excellent
- Strong network

Woman

- Narrow
- Shallow
- Ambitious
- Dependent

Men are discussed longer than women

The gendering of 'potential' - young managers

- Women are evaluated based on what they already accomplished
- Men are evaluated in relation to what they will achieve in the future
- Women have hopes and men have expectations for future careers



Academic cultures

Inclusion

- To fit in
- To feel welcome
- To be acknowledged
- To have a voice



Homosociality

- Male bonding
- Competition and identity
- Process over time
- Exchange of favours
- Results in inclusion (specific men) and exclusion (women and 'other' men)



Workshops in evaluation

Committees (VR and SNSF)

Exercise: Gender Equality Index 1-10

- Make an GEI evaluation on the scale 1-10
- Explain why
- How can the score increase?

Ref: Wahl, Anna (2015) The gender equality index and reflective role-plays: Introducing gender in management education. In Flynn, Patricia M, Kathryn Haynes and Maureen A Kilgour (eds.) *Integrating gender equality into business and management education: Lessons learned and challenges remaining*. (pp. 314-325) Sheffield UK: Greenleaf Publishing Ltd.



Some critical reactions

“This is too old”

“It is not about gender, it is about family”

“Gender balanced groups causes trouble to women”

“The problem is not research funding, but university structures”



Positive reactions

“Gender awareness is crucial, we need to discuss more”

“Power relations within the groups are important, not only numbers”

“The role of the chairperson is important”

“Excellence calls has reinforced male researchers and male dominated groups”

