



UNIVERSITY
OF BERGEN

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Director, The Faculty of
Mathematics and Natural
Sciences

WELCOME TO THE CITY OF BERGEN
AND UIB

May 7, 2024



BERGEN



UNIVERSITY OF BERGEN

- Established in 1946, rooting back to 1825
- International research university
- Wide range of academic disciplines across 7 faculties and the University Museum
- Academic freedom and European university values
- A classical knowledge- and culture-bearing institution

UIB STRATEGY 2023-2030

UiB will push the boundaries of knowledge and contribute to a sustainable and democratic future through strong research within and across disciplines over a broad academic span.

Strive to be an attractive and inclusive place of study and work

KNOWLEDGE THAT
SHAPES
SOCIETY

KEY FIGURES

19 900

students

4 200

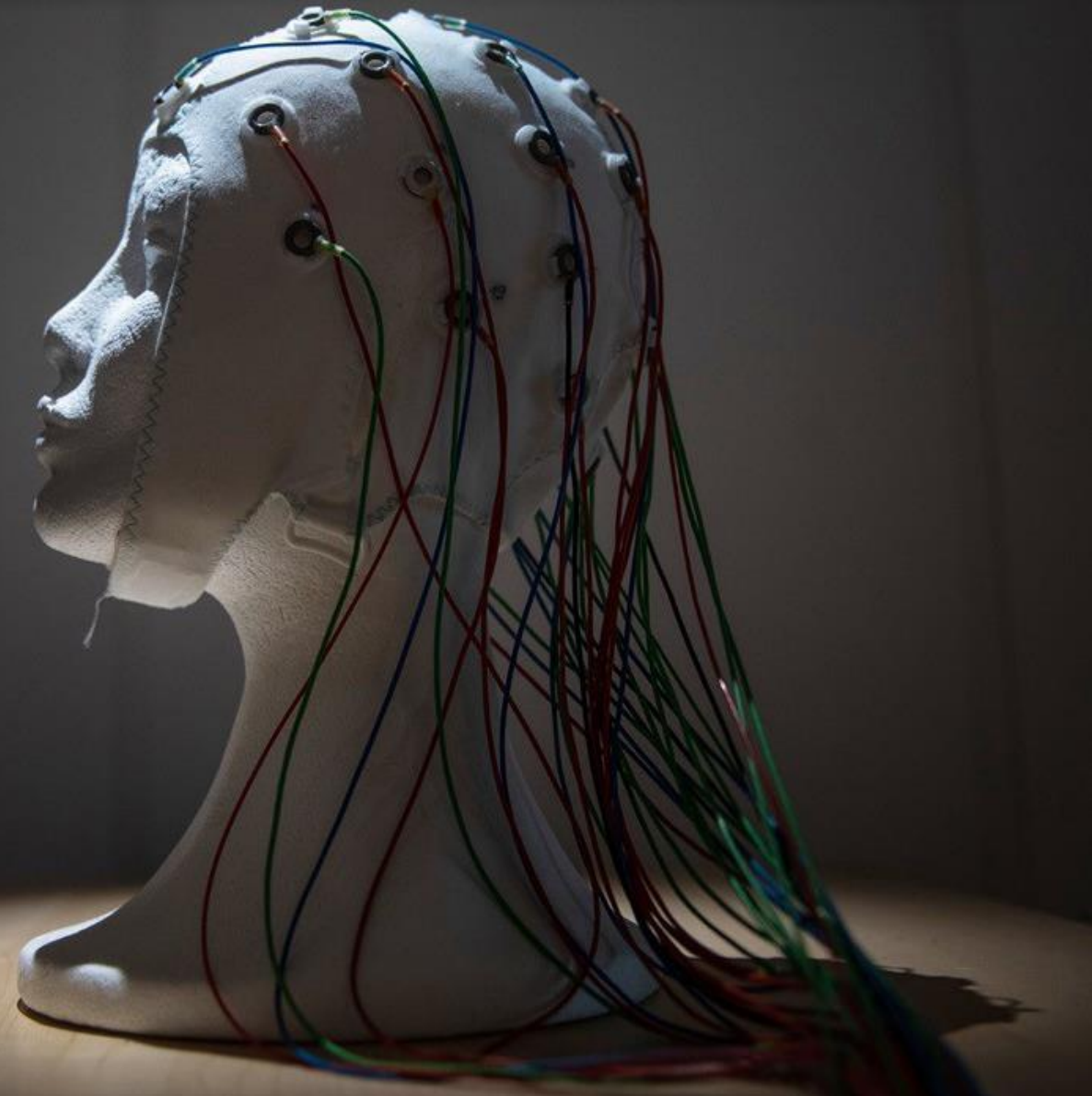
work years

90

nationalities

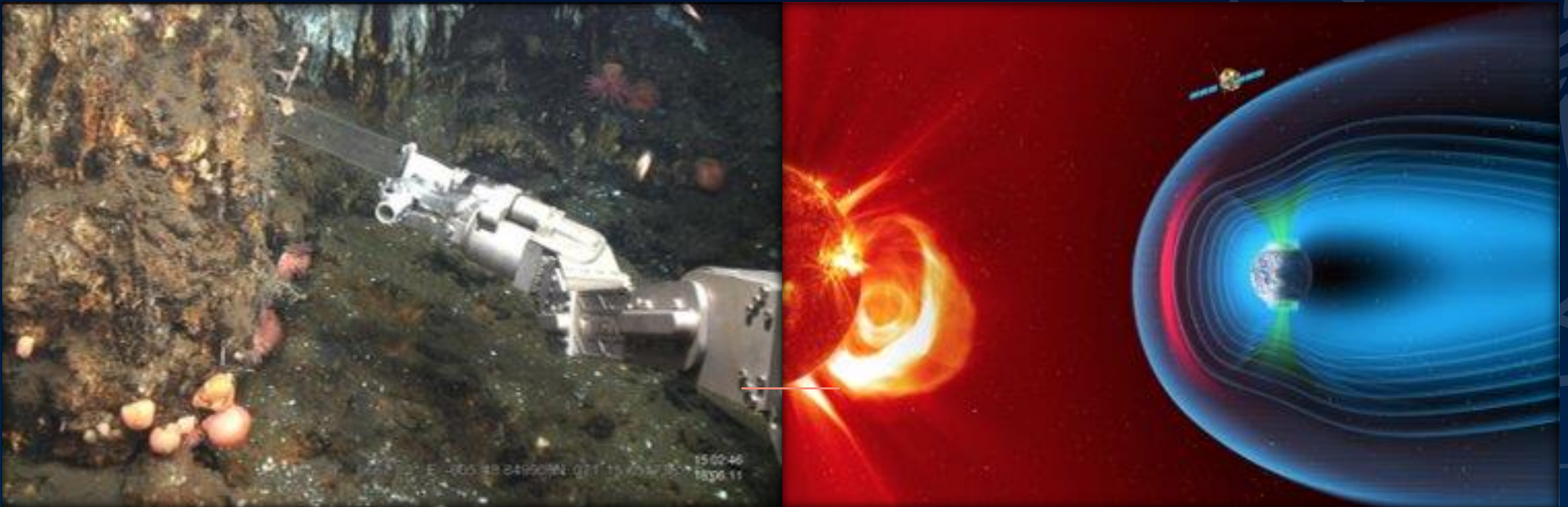
€ 500 million

total budget



Welcome to the Faculty of Mathematics and Natural Sciences

From the Deep Sea to the Outer Space



DEPARTMENTS

Geo-physical
Institute



Dept of
Physics
and
Technology



Dept of
Mathe-
matics



Dept of
Earth
Science



Dept of
Infor-
matics



Dept of
Biological
Sciences



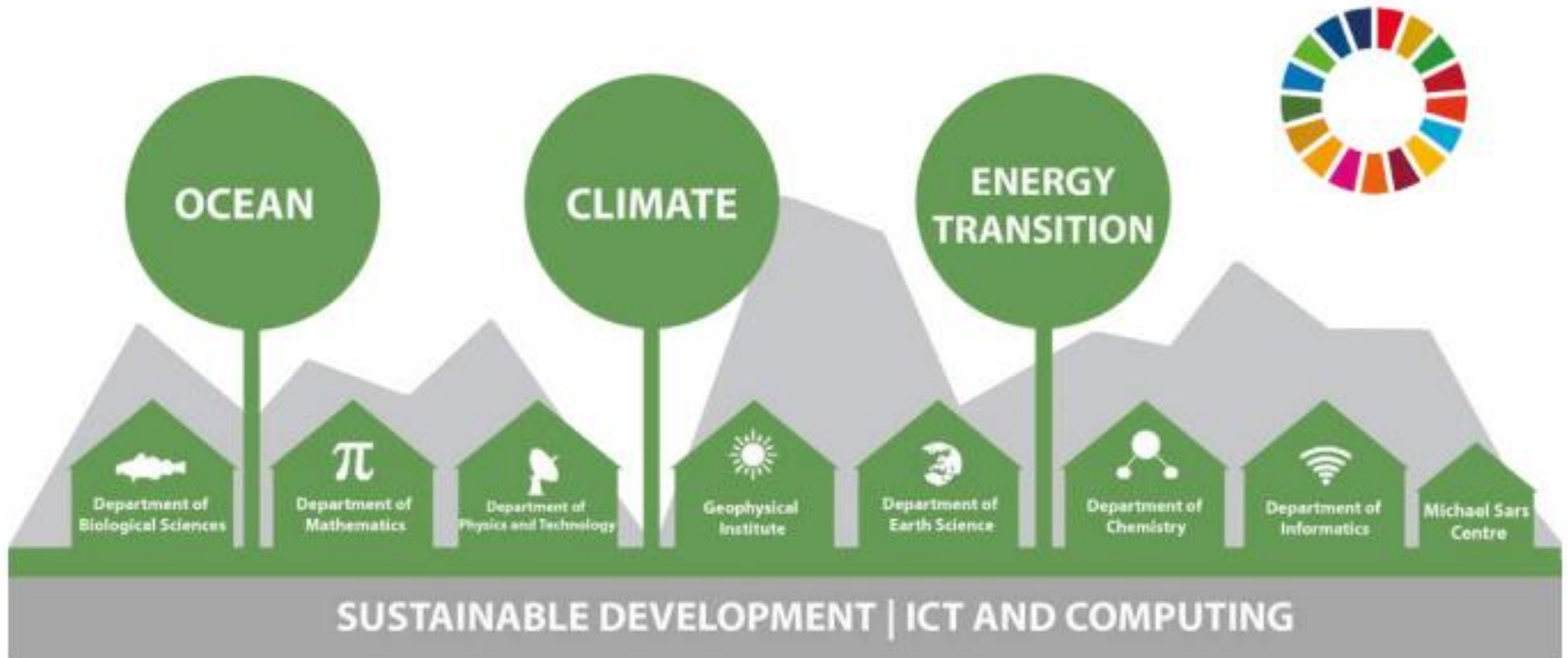
Dept of
of
Chemistry



Michael
Sars
Centre



STRATEGY 2023-2030: *KNOWLEDGE THAT SHAPES SOCIETY - A NATURAL SCIENCE POWERHOUSE*



UIB'S POWERHOUSE IN SCIENCE AND TECHNOLOGY

- *We contribute to a sustainable development by top-quality scientific **research***
- *We educate **candidates** to take on the challenges of a changing world*
- *Our **powerhouse in science and technology** creates future-oriented solutions*
- *We **share knowledge** for a sustainable society*
- *We have an **attractive and diverse** working environment*



KNOWLEDGE THAT SHAPES SOCIETY

A NATURAL SCIENCE POWERHOUSE

STRATEGY 2023 - 2030 // UNIVERSITY OF BERGEN
FACULTY OF MATHEMATICS AND NATURAL SCIENCES



STRATEGY 2023-2030 KNOWLEDGE THAT SHAPES SOCIETY - A NATURAL SCIENCE POWERHOUSE

Realising UiBs strategy

- *We contribute to a sustainable development by top-quality scientific **research***
- *We educate **candidates** to take on the challenges of a changing world*
- *Our **natural science powerhouse** creates future-oriented solutions*
- *We **share knowledge** for a sustainable society*
- *We have an **attractive and diverse** working environment*



KNOWLEDGE THAT SHAPES SOCIETY
**A NATURAL SCIENCE
POWERHOUSE**
STRATEGY 2023 - 2030 // UNIVERSITY OF BERGEN
FACULTY OF MATHEMATICS AND NATURAL SCIENCES



THE WORKPLACE



1. Doctoral promotion

Every year, new PhD candidates graduate from within all of our academic fields and a high percentage of these have an international background.

3. Health and Safety in research and teaching

Our technical staff and safety representatives are important contributors and ensure that all employees and students have good procedures in place for all work processes.



2. Administrative services

Our administration are committed and professional. They provide administrative service for studies, HR, finances, research administration and general operations.



4. Digital everyday life

Our everyday digital work life requires that continuous competence development is available for all employee groups and that everyone follows good routines for data security.

DURING THE STRATEGY PERIOD, WE WILL:

- *Strengthen and develop the Faculty and UiB's reputation as an attractive employer*
- *Develop effective, high-quality recruitment processes*
- ***Raise awareness about diversity and gender equality among our employees and students and lower barriers to equal opportunities***
- *Work systematically and purposefully with management tools, data security, research ethics and HSE*
- *Develop future-oriented and climate-neutral working and learning spaces*



GENDER BALANCE & DIVERSITY IN RESEARCH

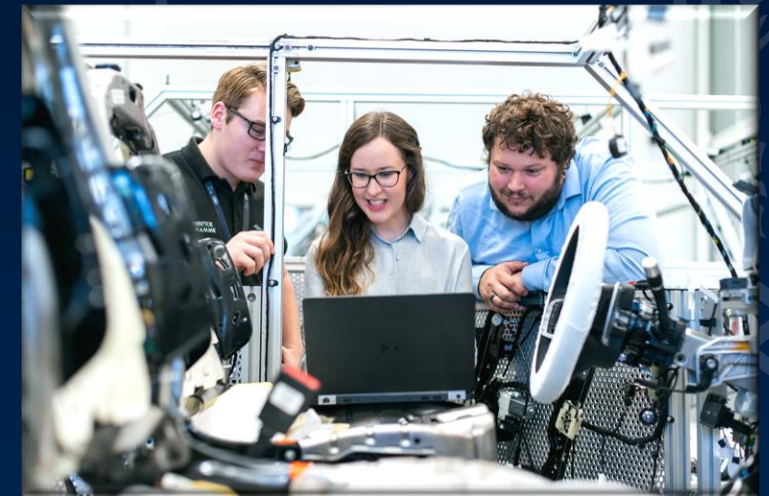
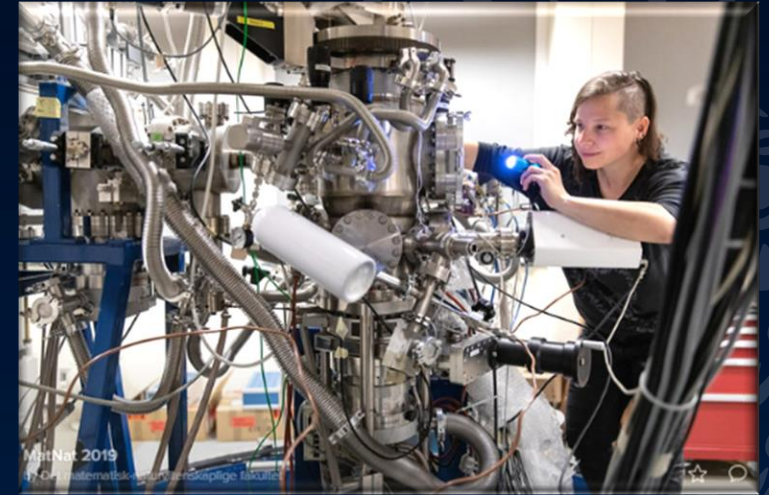
A democratic question

Attracting and retaining talent from the entire population

Fair distribution of resources and opportunities

Gender balance and diversity secure a better and more robust research system

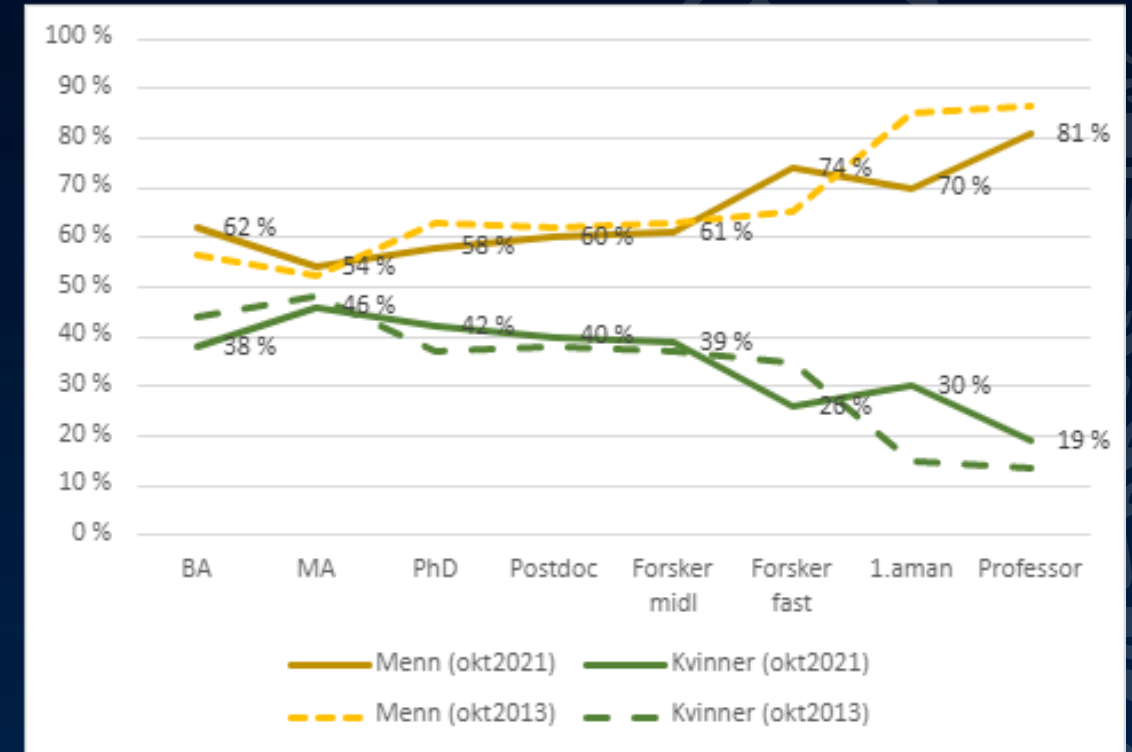
Gender balance and diversity in academia is actually about who defines the premises of future research



Cooperation
between
UiB
and
partners
in

GENDER BALANCE WORK - HITTING OFF

- Recognize (and admit) that we had a challenge
- Create a common set of language
- Meet the need for competence
- Set goals and establish measures
- Promote a culture of inclusion, justice and belonging



“If we are to make a real change, we must do things differently from what we do today”

nature

Explore content ▾ About the journal ▾ Publish with us ▾ Subscribe

[nature](#) > [career.column](#) > article


CAREER COLUMN | 26 August 2020

If you want more women in your workforce, here's how to recruit

Academic departments and institutions must show candidates that they welcome people from all backgrounds.

[Emma Pierson](#), [Elissa M. Redmiles](#), [Leilani Battle](#) & [Jessica Hullman](#)

[Twitter](#) [Facebook](#) [Email](#)



ACTION PLAN FOR GENDER BALANCE, EQUALITY AND DIVERSITY

- Increase knowledge among managers and in the academic communities about the structural and cultural reasons why women remain in academia to a lesser extent than men
- Managers at all levels are jointly responsible for improving the gender balance
- Improved gender balance is a primary goal in all future recruitment work



GENDERACTION 2022-2023

“Towards **Gender** Balance through Knowledge Based Cultural Change and **Actions**”

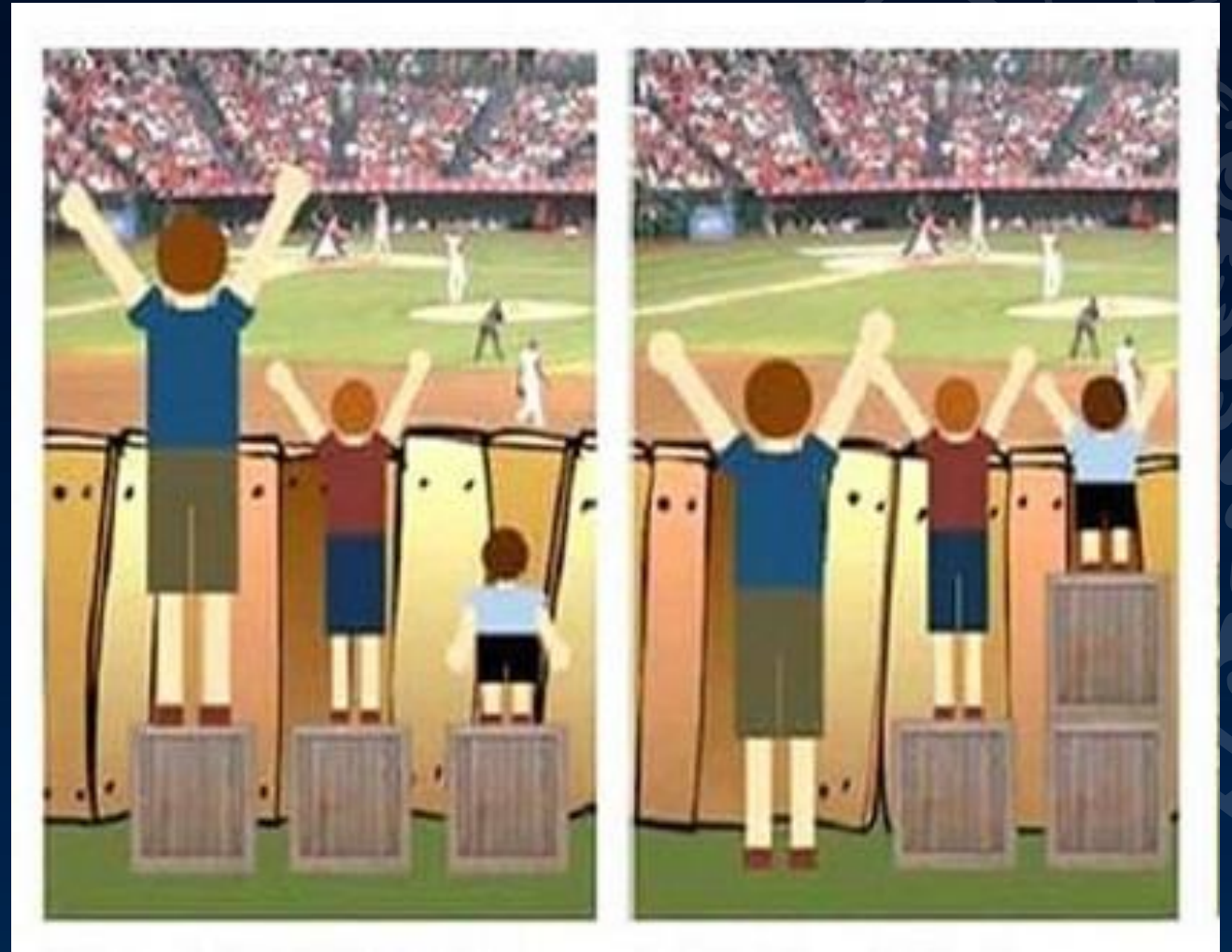
A Knowledge based Project for Cultural Change to obtain Gender Balance

Partly funded by
the Research Council of Norway



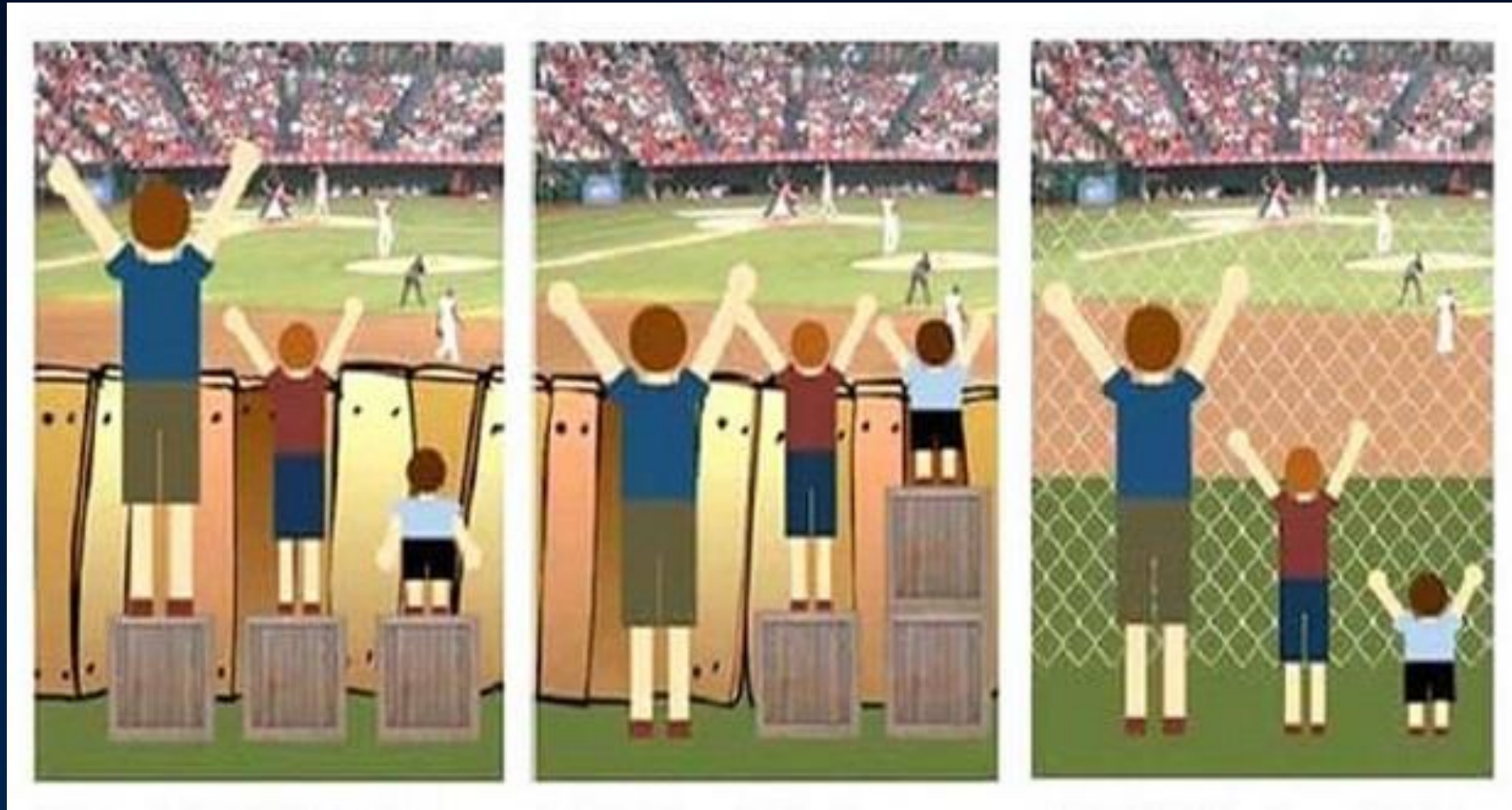
WHAT AND HOW

Actions which
create real change



Source: Siri Øyslebø Sørensen

WHAT AND HOW



Source: Siri Øyslebø Sørensen



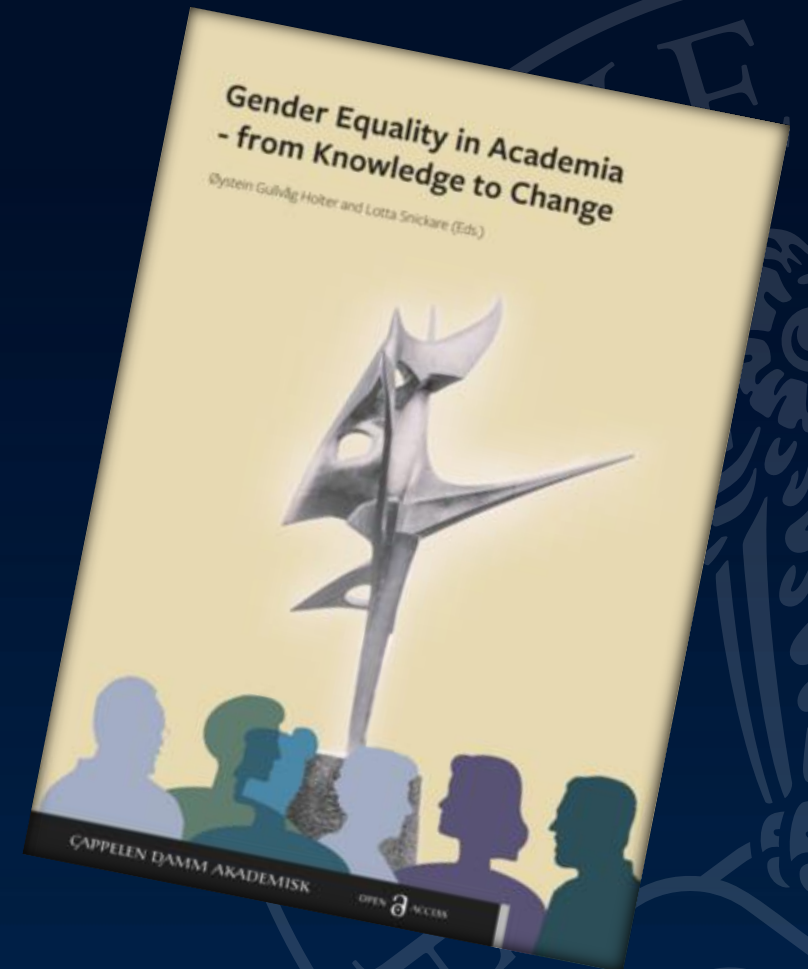
MAIN GOAL

- Through knowledge and actions achieve cultural changes which provide **longstanding and sustainable gender balance** for the faculty in its entirety
- Contribute to establish equal career opportunities for women and men
- How?
 - Ensure broad participation in this knowledge-based change and development work at all levels



RESEARCH BASED

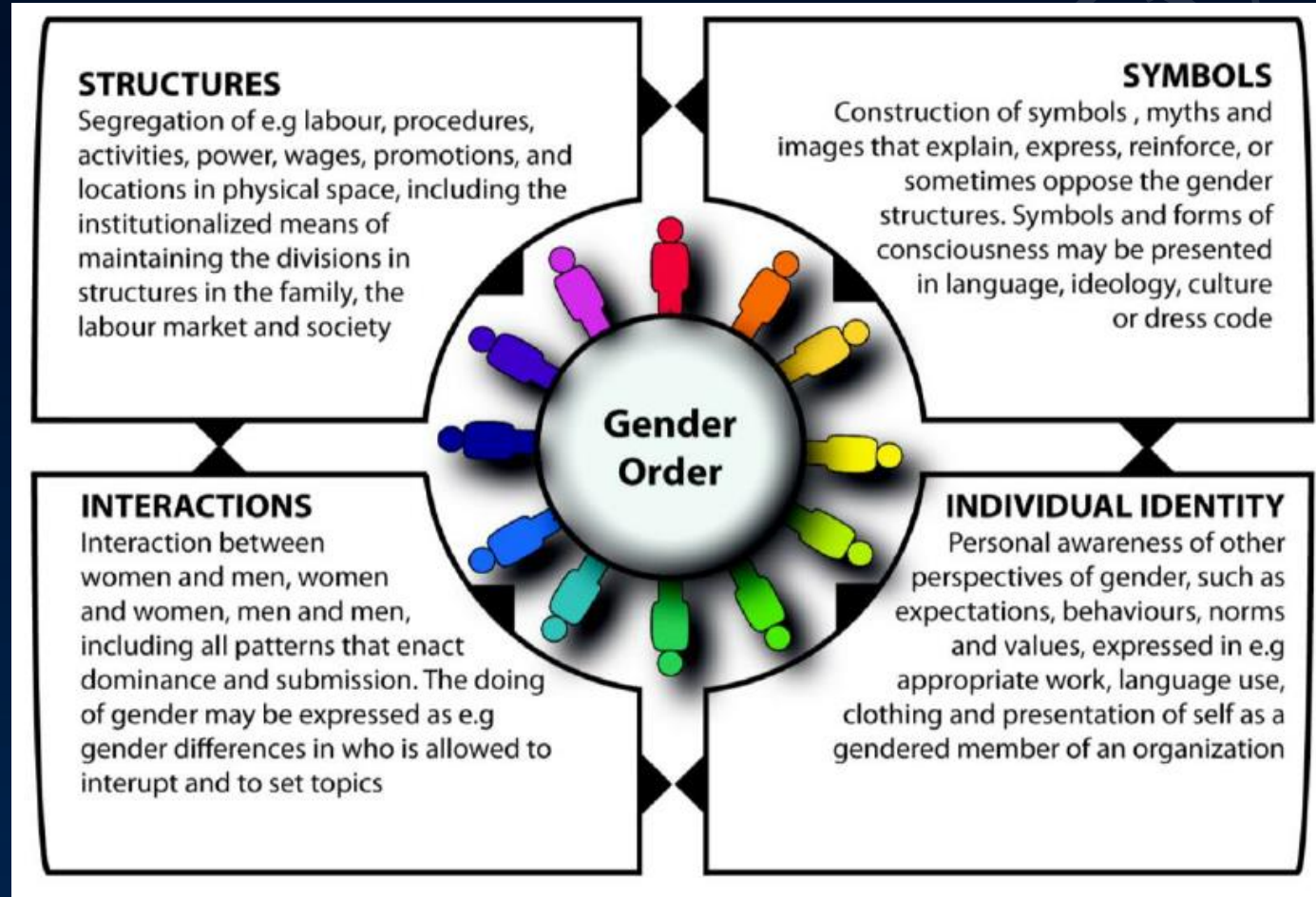
- **Accumulation of disadvantages**
- Not one single factor which pushes women away: “Micro events” – events that may seem trivial
- As much as it relates to what takes place, it relates to what does not take place
 - Not being seen, heard or read
 - Not being included, cited, encouraged
 - Lack of support
- Consistent tendency for women to experience problems or “setbacks”
 - Creating a pattern, not just a more or less random occurrence



Source: Valian (1999), Husu (2001, 2005a, 2005b), Holter, Ø. G., Snickare, L. & Liestøl, K. (2021). Bøygen: Hypotesen om akkumulering av ulempe. I Ø. G. Holter & L. Snickare (Red.), Likestilling i akademien – fra kunnskap til endring

RESEARCH BASED

Gender and organizations:
What patterns do we discover when we view our organization with a gender perspective?



Acker, Joan. (1999). „Gender and Organizations“, in J. Saltzman Chafetz’s (ed). Handbook of the Sociology of Gender, pp. 177-194. New York: Kluwer Academic

Illustrasjon fra Källhammer, E. 2022. Innovation: change initiated by a design and gender approach.

MEASURES - EXAMPLES

- *Leader program – build competence and raise awareness*
- *Early career researcher's program – support and competence*
- *Top researcher's program – support and competence*
- *Recruitment processes: routines, awareness, templates...*
 - *E-learning course for recruiting committees*

MatNat > Sider > Introduksjon

Heim
Modular
Mine videoar

Introduksjon

Velkommen til dette korte e-læringskurset om kjønnsbalanse og ubalanserte arbeidsforhold med rekrutteringsprosesser.

Du skal være med å vi vitenskapelig stilling. I forbedret kjønnsbalanse minutter på å få innspill relevante i denne sammenheng en kort film som vi beviser.

Dette kurset er en del for kulturrendring og k minuttet.

MatNat > Sider > Hvorfor jobber vi med kjønnsbalanse?

Hvorfor jobber vi med kjønnsbalanse?

Arbeidet med kjønnsbalanse i akademia har som mål å hente fram talenter fra hele befolkningen og å sørge for rettferdig fordeling av muligheter og ressurser. Et rettferdig forskningssystem er samtidig et godt og robust forskningssystem.

I ytterste konsekvens dreier det seg om både

MatNat > Sider > Handlingsplan for kjønnsbalanse, likestilling og mangfold

Heim
Modular
Mine videoar

Handlingsplan for kjønnsbalanse, likestilling og mangfold

For å jobbe målrettet med likestilte karrieremuligheter og bedret kjønnsbalanse ved fakultetet, har fakultetsstyret vedtatt en handlingsplan for kjønnsbalanse, likestilling og mangfold. I handlingsplanen slås det fast at «... bedret kjønnsbalanse er en overordnet målsetting i all rekrutteringsarbeid» og «spørsmål om kjønnsbalanse skal adresseres i alle steg i rekrutteringsprosessen».

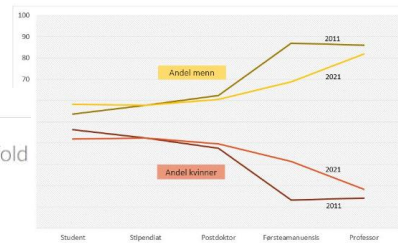
Du som skal vurdere søkere er en nøkkelperson i dette arbeidet.

Handlingsplanen inneholder også andre konkrete tiltak knyttet til ansettelsesprosessen. Blant annet er det fastslått at vitenskapelige stillinger kan måtte lyne ut på nytt hvis:

- det ikke er søkere av begge kjønn.
- dersom ingen kvinner er vurdert som kvalifiserte etter at sakkyndigvurdering, intervjuer og referanseinnhenting er gjennomført.



Lenke: [Tiltaksplan for kjønnsbalanse, likestilling og mangfold 2021-2023](#)



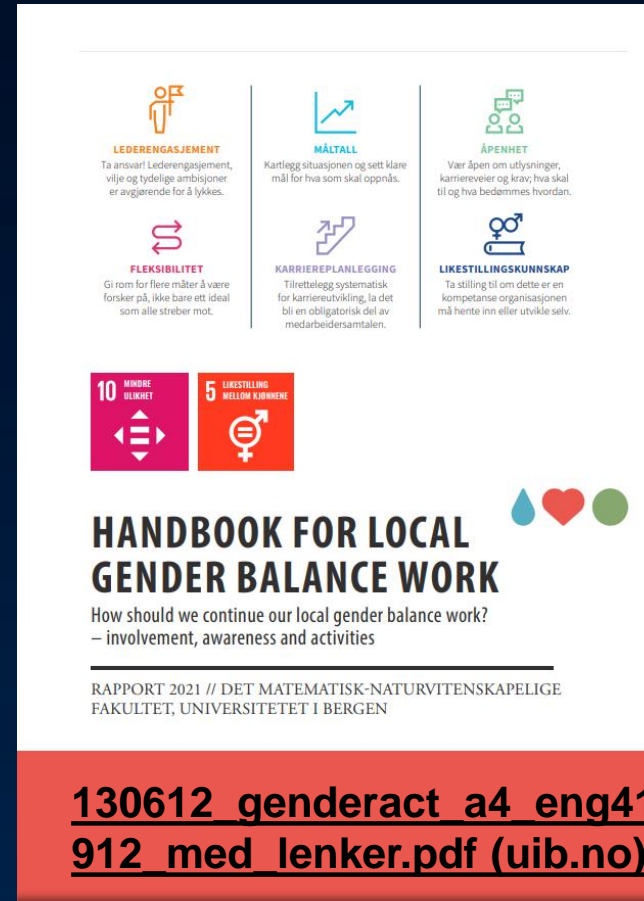
r: Andel menn og kvinner i vitenskapelige stillinger ved Det matematisk-naturvitenskapelige fakultet ved UiB i 2011 og 2021. Kilde: DBH



MEASURES – SOME EXAMPLES

Local Gender Balance Work - contextualizing the work

- *What are the challenges in your department?*
- Investigate, then make the local gender balance plan with locally relevant measures



The image shows the cover of a handbook titled "HANDBOOK FOR LOCAL GENDER BALANCE WORK". The cover is white with a red footer. It features six icons representing different measures: LEADERENGASJEMENT (Leadership), MÅLTALL (Metrics), ÅPENHET (Openness), FLEKSIBILITET (Flexibility), KARRIEREPLANLEGGING (Career Planning), and LIKESTILLINGSKUNNSKAP (Equality Knowledge). Below these are two boxes: "10 MINDRE ULIKHET" (10 Less Inequality) and "5 LIKESTILLING MELLOM KJØNNENE" (5 Equality between Genders). The title "HANDBOOK FOR LOCAL GENDER BALANCE WORK" is in bold black text, followed by the subtitle "How should we continue our local gender balance work? – involvement, awareness and activities". At the bottom, it says "RAPPORT 2021 // DET MATEMATISK-NATURVITENSKAPELIGE FAKULTET, UNIVERSITETET I BERGEN". The footer is red with white text: "130612 genderact a4 eng41 912 med lenker.pdf (uib.no)".

LEDERENGASJEMENT
Ta ansvar! Lederengasjement, vilje og tydelige ambisjoner er avgjørende for å lykkes.

MÅLTALL
Kartlegg situasjonen og sett klare mål for hva som skal oppnås.

ÅPENHET
Vær åpen om utlysninger, karriereveier og krav; hva skal til og hva bedømmes hvordan.

FLEKSIBILITET
Gi rom for flere måter å være forsker på, ikke bare ett ideal som alle streber mot.

KARRIEREPLANLEGGING
Tilrettelegg systematisk for karriereutvikling, la det bli en obligatorisk del av medarbeidersamtalen.

LIKESTILLINGSKUNNSKAP
Ta stilling til om dette er en kompetanse organisasjonen må hente inn eller utvikle selv.

10 MINDRE ULIKHET

5 LIKESTILLING MELLOM KJØNNENE

HANDBOOK FOR LOCAL GENDER BALANCE WORK

How should we continue our local gender balance work?
– involvement, awareness and activities

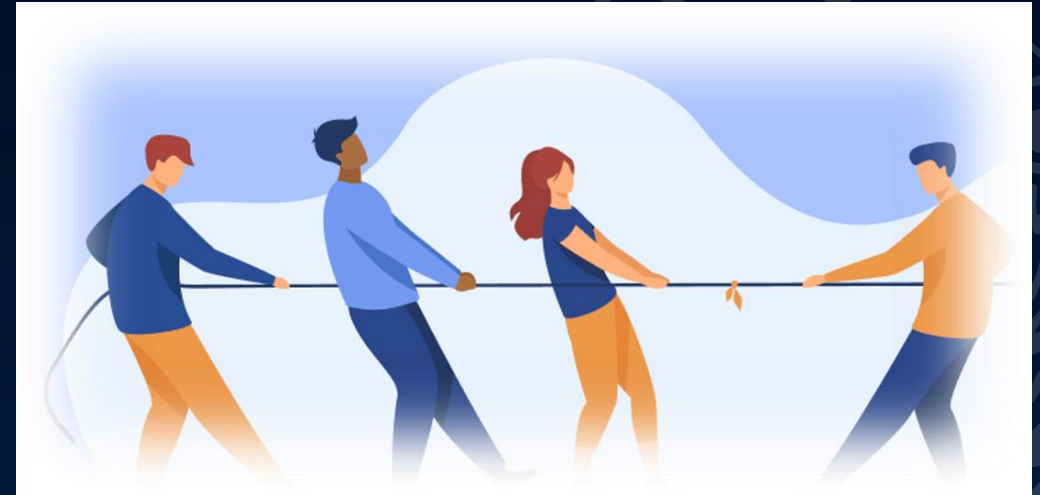
RAPPORT 2021 // DET MATEMATISK-NATURVITENSKAPELIGE FAKULTET, UNIVERSITETET I BERGEN

130612 genderact a4 eng41 912 med lenker.pdf (uib.no)



WHAT DID WE LEARN?

- Change creates uncertainty
 - Resistance is part of any change process
 - We met open resistance and subtle expressions of resistance
- How can we understand and effectively address resistance to achieve the wanted cultural change?
- How can we
 - identify resistance (passive, hidden...)?
 - understand the underlying reasons behind the resistance?
 - find ways to deal with resistance?



Knowledge is needed!

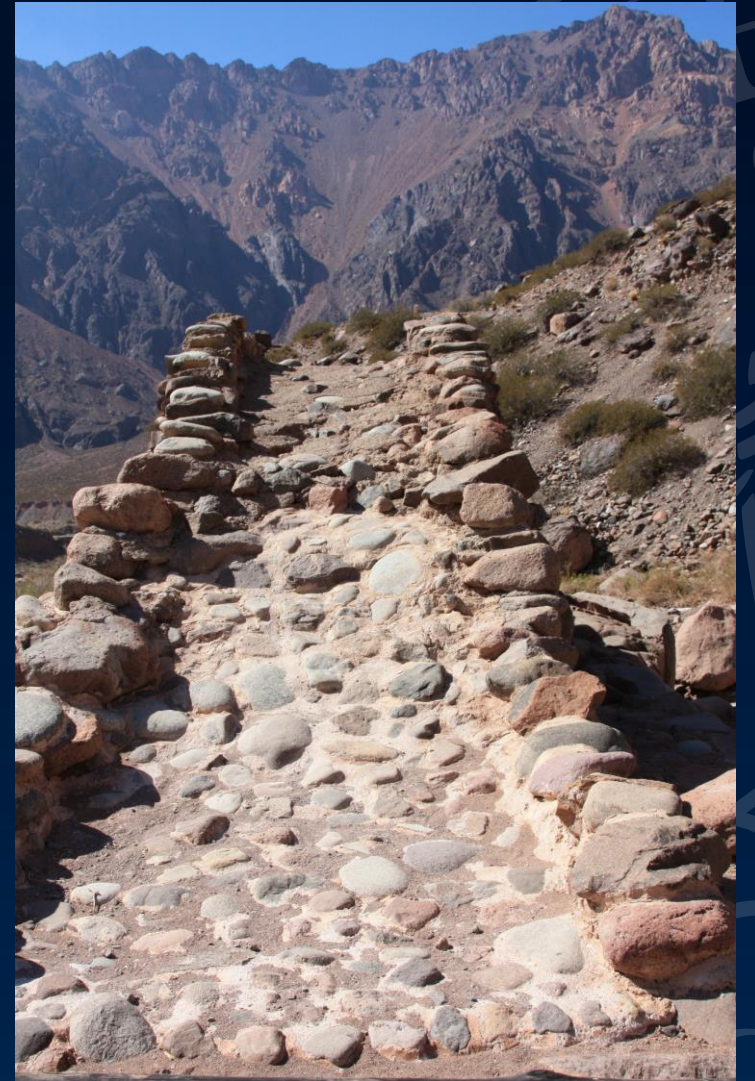
- Workshop about resistance
- New project application

GENDERACT 2 2024-2026

“Towards Gender Balance through Knowledge Based Cultural Change and Actions”

Strategies for dealing with Resistance in Gender Equality work

Partly funded by the
Research Council of Norway



2024 AND ONWARDS

Work package I

Managing Resistance through Leadership Development and Evidence-Based Practice

- Strengthen leadership competence in recognizing and addressing resistance by leveraging research-based knowledge and methodological skills
- Leadership workshops complementing the ongoing work within faculty and departments



2024 AND ONWARDS

Work package II

Cultural Renewal in Research Environments through Competence development for Research Leaders

- Research leaders are pivotal to foster a genuine and sustainable gender-equal research culture
- Research Leader Program
 - increase their knowledge base rooted in research and insights into aspects, perspectives, and effects related to gendered organizational culture and also resistance



REVISING PROCESS: ACTION PLAN FOR EQUALITY, INCLUSION AND DIVERSITY

- Suggested vision and overarching goal:
 - Improve equality, inclusion and diversity among staff and students
- *The faculty is a place where students, staff and guests feel welcome and are included on equal terms, independent of gender, sexual orientation, nationality, age, religion, disabilities, gender identity, gender expression, economic/social status or any other background*



REVISING PROCESS: ACTION PLAN FOR EQUALITY, INCLUSION AND DIVERSITY

- Knowledge based approach
 - Suggested two prioritized areas:
 - Multicultural background
 - LHBTQ+
- Suggested three main themes:
 - Overarching measures for leaders: leader program to increase competence, particular focusing on diversity
 - Gender balance and gender equality (ref GenderAct 2)
 - Diversity and inclusion



THANK YOU!



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