

GENder perspectives on
Physical/Hybrid/Digital
working practices at NTNU (GEN-PHD)

Fremtidens Campus conference, 21.11.2023

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Why this topic?

- Dept KULT-HF = Gender + Science Tech & Society

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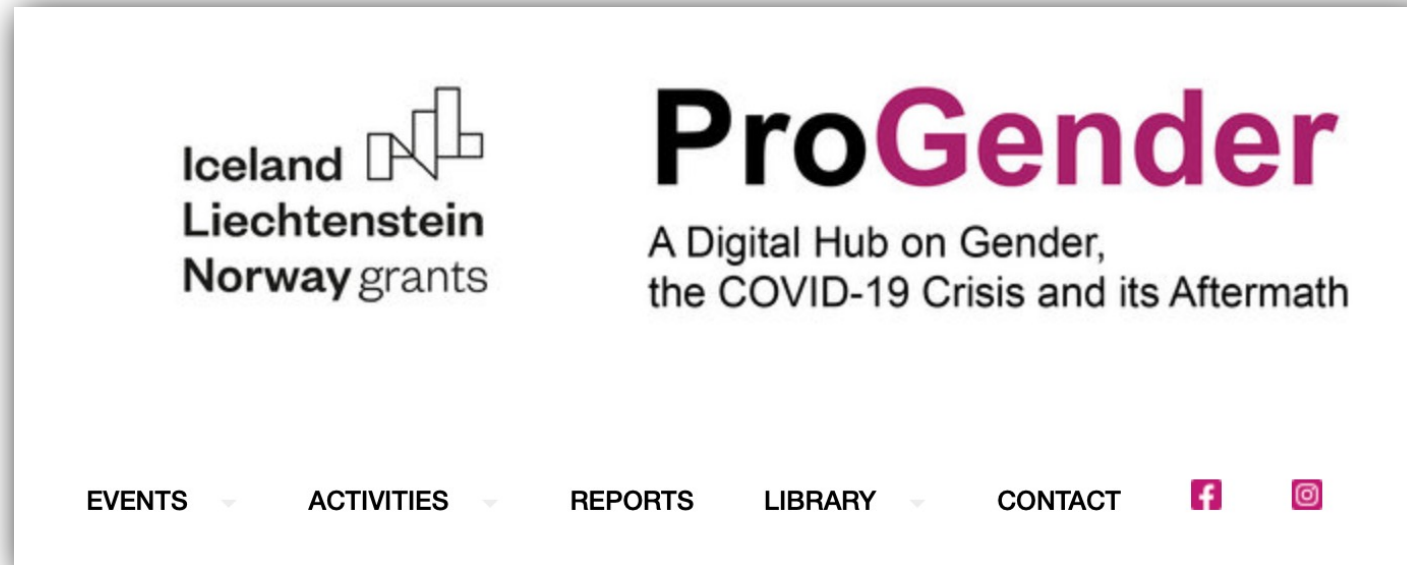
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Focus on the future



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GEN-PHD project: interviews

Questions

- Remote work practices and travel practices: “new normals”
- Sense of agency
- Boundary management in physical and remote settings
- Sense of inclusion
- The future university (including “university utopia and dystopia”)

Informants

Name	Campus	Gender	Norwegian?	Age	Kids
1	Gløshaugen	Man	Norwegian	50s	Teens (custody)
2	Dragvoll	Man	Norwegian	60s	Grown up
3	Gjøvik	Woman	Norwegian	60s	Grown up
4	Kalvskinnet	Woman	Not Norwegian	40s	Young
5	Øya	Woman	Not Norwegian	40s	No
6	Øya	Man	Not Norwegian	40s	No
7	Dragvoll	Woman	Norwegian	60s	Grown up
8	Dragvoll	Woman	Not Norwegian	40s	No
9	Kalvskinnet	Woman	Not Norwegian	40s	Teens (shared custody)
10	Gløshaugen	Man	Norwegian	30s	Small
11	Gløshaugen	Man	Not Norwegian	40s	Small
12	Ålesund	Man	Norwegian	50s	Teens (shared custody)

Preliminary analysis

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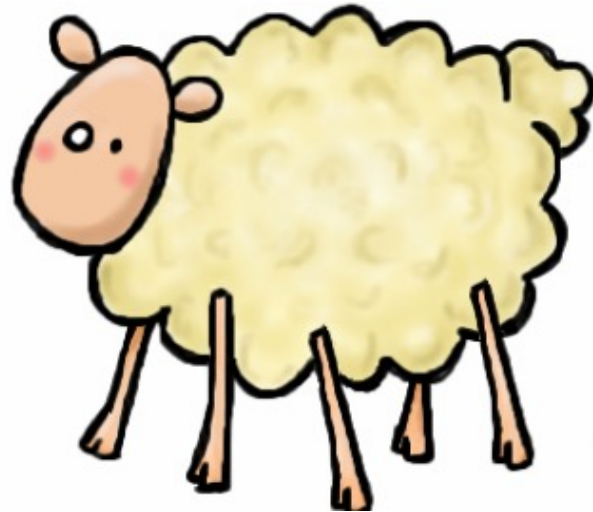
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The “sheep with five legs” metaphor
(Van den Brink & Benschop 2011)

Preliminary analysis

- “New normal”, but no radical change
- Beyond “the ideal academic” (Lund 2012, Thornton 2013)
- “The freedom you have also bites you back”: “flexibility” and its complex interplay with agency

Preliminary analysis

- “New normal”, but no radical change
- Beyond “the ideal academic” (Lund 2012, Thornton 2013)
- “The freedom you have also bites you back”: “flexibility” and its complex interplay with agency
- Gender, “work-life balance” and boundary management practices in physical and digital settings (Rafnsdóttir & Heijstra 2013, Rosa 2022)

INTERVIEW GUIDE

1. **[BACKGROUND]**
 - Gender
 - Age
 - Field, job title (e.g. "associate professor"), how long working in academia & at this institution
 - Nationality and career history, esp. career-related relocations
 - Where are your loved ones? (Can be multiple places)
 - o Partner, career of partner
 - o Children and other dependents
 - Home situation (house, apartment, share, alone)
 - Office situation (where, share, alone, comfort)
2. **[JOB SATISFACTION]** What gives you joy in your job? What sucks out the joy instead? (Why are you in this career?)
3. **[REMOTE WORK]** Compared to before the pandemics, have you changed your habits when it comes to remote work? Is there a "new normal" for you. (This is not pandemics research. I am not looking at the lockdown situation, but at: before the pandemics vs now.)
 - If yes, tell me about the change.
 - o Do you feel it is good or bad for you? Why?
 - o Do you work more from places other than your physical office at the campus?
 - o Where do you work from? Can you describe your typical remote work situation (room, people present...)
 - o Where is remote work in your everyday work routine?
 - o Do you work overtime? (= in Norway, more than 37.5 hours/week)
 - o What kind of tasks do you perform remotely?
 - Research?
 - Teaching?
 - Meetings? Have your meetings shifted from physical to digital even when you are in your office?
 - Which digital platforms do you use when working remotely? (Example: schedule appointment, disseminate information...)
 - Which ones do you use the most? How do you feel about them? (Keep question conversational, follow-up)
 - Which ones do you use only every now and then? How do you feel about them?
 - Do you feel your remote work habits and your health affect each other?
 - Do you feel your remote work habits and your relationship with your loved ones affect each other?
 - When you look at your colleagues and collaborators (locally and internationally), do you think their remote work habits have changed (compared to before the pandemics)? Is there a "new normal" for them?
4. **[TRAVEL]**
 - Do you like to travel for work?
 - Do you like some types of (work-related) travel more than others?
 - o What kind of travel do you like?
 - o What kind of work-related travel do you dislike?
 - Have your work-travel routines changed, compared to before the pandemics? Is there a "new normal" for you?
 - o If yes: tell me about the change.
 - Where do you travel to?
 - When? How often?
 - What for? Conference? Etc.
 - Who do you travel with?
 - Do you combine travel private/work?
 - o Do you feel the change is good or bad for you? Why?
 - Do you feel your travel habits and your health affect each other?
 - Do you feel your travel habits and your relationship with your loved ones affect each other?
 - When you look at your colleagues and collaborators (locally and internationally), do you think their travel habits have changed (compared to before the pandemics)? Is there a "new normal" for them?
5. **[SENSE OF AGENCY & BOUNDARY MANAGEMENT]**
 - Do you feel in control of your remote work routines and travel patterns?
 - o If yes: In what ways?
 - o If not: Who (which people) or what (what circumstances) decide/control your remote work routines and travel patterns, and how?
 - How do you signal availability (and lack thereof), when in-office and when working remotely? (Availability to work partners AND to people who are physically located where you are, e.g. family)
 - o How effective are your signals? How do others take them into account?
 - o What do you do when you feel your signals are not taken into account?
6. **[INCLUSION]**
 - Tell me about the main scholarly communities you want to belong to. Which ones are most meaningful to you? (PROMPT: There are many possible answers here: your local or international research group; your Department; local, national or

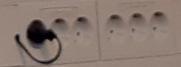
- international societies or groups in your scholarly field; or possibly a group of scholars that do research with particular approaches or on particular themes without being bound by any formal partnership... or something else.)
 - o What does it mean to you, as a scholar, to be "included" in those professional communities that are most meaningful to you? Give me an example of inclusion and one of exclusion, drawing from your direct experience.
 - o What has helped and what has hindered your inclusion?
 - When it comes to remote work?
 - When it comes to travel patterns?
- 7. **[FUTURES & UTOPIA/DYSTOPIA]**
 - If you could design your ideal physical/remote work and travel routine, that works perfectly for you (assuming you can do exactly as you wish), what would it look like?
 - In reality, what do you think your own remote work and travel routines will be in 5 years from now? And in 10 years from now?
 - When you look at your colleagues and collaborators (locally and internationally), how do you think their remote work and travel habits will change in 5 years from now? And in 10 years from now?
 - Finally: if you could make the rules, and design the future of higher education institutions (not just for yourself): you get to decide what "normal" remote work routines / travel routines are. What is the best and worst scenario you can imagine? The "utopia" and the "dystopia"?



Espen Solberg (aktuell)

Guðbjörg Linda Ragnadóttir - HI (aktuell)

Maja Urbanczyk



Kick-off hybrid workshop, GEN-PHD project

GENder perspectives on the future of Physical/Hybrid/Digital working practices at NTNU

1 March 2023, 9.00-12.30 – Dragvoll, Bygg 6 Nivå 4 6440 (810_6440)



Project keywords

Scientific employees in higher education institutions; Continuity and change in digital working practices; Gender divide and in/equalities; Other intersectional forms of divide and in/equalities; Work-life balance; Futures and **long-term** expectations and preferences, **beyond the pandemics**; Hopes & fears; “New normals”; “Lessons learned”.

Workshop goals

Knowledge-gathering. The speakers will present selected themes and findings from their own research (the focus will be kept on content directly relevant for GEN-PHD). The participants will contribute to the collective discussion (based on their expertise that builds on their earlier projects in gender & work, gender & technology, epistemic justice, and infrastructures).

Fine-tuning of the interview guide. It will be circulated among participants on Monday 13 February. There is no other advance preparation required from the participants.

Discussion of roles in the project.

Program for the day

9.00-9.40	Sofia Moratti presents the GEN-PHD project & round of introduction of participants
9.40-10.20	Linda Rafnsdóttir presents her research (digital) (including 10 min Q&A)
10.20-10.30	Break
10.30-11.10	Espen Solberg presents his research (digital) (including 10 min Q&A)
11.10-11.30	Kaja Indergård presents her research (physical) (including 5 min Q&A)
11.30-12.30	Lunch (catering), discussion of the interview guide & ways forward for the project

Speakers’ bios with links and list of participants with expertise area

Guðbjörg-Linda Rafnsdóttir (Linda) is Professor of Sociology at the Faculty of Sociology, Anthropology and Folkloristics of the University of Iceland. She currently leads the NORDICORE work package “[Research careers and family](#)”.

Her publications include:

- Hjalmsdóttir AS & Rafnsdóttir GL (2022). [Gender, doctorate holders, career path and work life balance within and outside of academia](#). *Journal of Sociology*.
- Rafnsdóttir GL & Júlíusdóttir Ó. (2018). [Reproducing gender roles through virtual work: The case of senior management](#). *International Journal of Media and Cultural Politics* 14(1), 77-94.
- Rafnsdóttir GL & Heijstra TM. (2013). [Balancing work-family life in academia: The power of time](#). *Gender, Work & Organization* 3(4), 283-296.
- Heijstra TM & Rafnsdóttir GL (2010). [The Internet and academic’s workload and work-family balance](#). *The Internet and Higher Education* 13(1), 158-163.

Espen Solberg is Head of Research at NIFU (Nordisk Institutt for studier av Innovasjon, Forskning og Utdanning – Nordic Institute for the study of innovation, research and education).

He currently leads the RCN-funded project [Investigation of the effects of the pandemic on the Norwegian research system](#), carried out by NIFU in collaboration with Statistics Norway. The reports for the project are available on the project webpage.

Kaja Indergård is a PhD researcher supported by the *NTNU Future Campus* initiative. She is the author of:

- Indergård K, Hansen GK & Collins D (2022). Academic Work - Something Else?. *Proceedings of the 3rd Transdisciplinary Workplace Research Conference*. Milan, Italy: TWR Network.
- Indergård K. (2022). Interdisciplinarity in light of Actor-Network Theory. *Proceedings of the 3rd Transdisciplinary Workplace Research Conference*. Milan, Italy: TWR Network.

Confirmed participants	Expertise area
Kristine Ask	Gender & technology
Priscilla Ringrose	Gender & work
Thomas Berker	Infrastructures
Govert Valkenburg	Epistemic justice
Camilla Sanna	NTNU Fremtidens Campus
Siri Sørensen	Gender & HE work

How to read a Professor's door

Closed



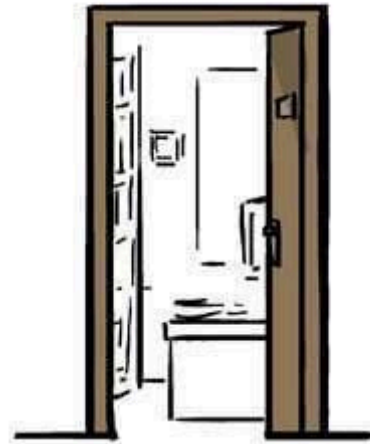
"I may or may not be on this continent."

Half-open



"I'm probably in a meeting."

Wide Open



"I just walked in to get a few things before I have to run to my next meeting."

Slightly ajar



"Proceed with caution."

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ZOOM CALL!**



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OTHER ROOM! I
SAID GO IN THE
OTHER ROOM!**



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MARRIED
SOUNDS
FUN.**



**I CAN
STILL
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Thank you

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