

# Centre for Women's and Gender Research SKOK, Strategy 2020 - 2022

## Primary objectives

- SKOK will be a leading gender and sexuality research environment and an attractive and visible partner for collaboration nationally and internationally as well as within the University of Bergen.
- We will contribute to a deeper understanding of foundational questions in the sciences and humanities and of societal challenges.
- Research, teaching and knowledge dissemination will reflect the center's theoretically informed, critical, historical and global approaches.
- Research, teaching and knowledge dissemination will be strategic areas for SKOK to excel at in order to strengthen the Centre's position at the University and secure priority in the allocation of new permanent positions.

## Research

### *Objectives*

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- SKOK will conduct independent, critical and long-term research of high international quality. Our research will be theoretically informed and anchored in critical, historical and global approaches.

- SKOK will be a resource for and actively contribute to the integration of gender perspectives in research and promote its relevance.
- SKOK will increase research production and rate of publications within the strategy plan.

### *Actions*

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- Publish research in respected international and Norwegian publication channels.
- The Research groups, *Foundational Questions in Gender and Sexuality Research* and *Gender, Migration and Inequality* will be active in developing and reach our objectives for research, such as publication through co-writing articles.
- Develop the interdisciplinary profile areas Medical Humanities and Gender, Migration and Inequality further.
- Increase external financing by means of strategic and long-term development of high quality applications.
- Contribute to the development and integration of gender perspectives into research projects and interdisciplinary strategies at the University.
- Actively promote the relevance of gender research through the National Academic Council for Gender Research.

## **Education**

### *Objectives*

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- SKOK will provide high quality, research-based teaching at all levels.
- We will have a distinct teaching profile with emphasis on the fundamental issues in gender and sexuality research, critical and theoretical modes of thought and historical and global approaches.

- We will educate students who can apply this knowledge to their professional lives as well as to their further studies and academic careers.
- We will have a strong, engaged and vibrant environment for our students to learn and be active at SKOK in their student life.
- We will be a resource for the development and integration of gender and sexuality perspectives into teaching at the UiB.
- We will strengthen the productivity of degrees in gender studies of high quality.

### *Actions*

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- Through our strategy on education we will strengthen recruitment and increase the program completion rate, by further developing the program for student reception, collaborate and listen to the student council.
- Strengthen the position of a student mentor as way to connect students and academic staff, support students in acquiring learning skills and keep students motivated to complete their studies.
- Arrange focus group meetings early every semester to understand the student perspective on quality, drop-out rate and further strengthen students feeling of community with SKOK.
- Work to develop a program for Gender Studies at the master's level in collaboration with other disciplines at the UiB.
- Have yearly teaching seminars to develop varied and innovative methods of teaching and evaluation and to exchange ideas.
- Every staff meeting will have a slot specifically to talk about teaching in order to coordinate efforts and share experience throughout the semester.
- Work systematically to strengthen the study programs and teaching methodologies in dialogue with other Norwegian institutions and international partners.
- Actively engage students discovering the relevance of gender and sexuality research in different careers, through i.e. work shadowing.
- Arrange relays for bachelor and master students writing with a gender perspective.

- Promote internationalization by expanding the offer for SKOK bachelor's students for studying abroad.

## **Researcher training**

### *Objectives*

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- SKOK will create conditions for theoretical, critical, global and historical modes of thought, and will provide an environment where PhD candidates will be trained to contribute to the international research front.
- We will contribute to the development and integration of gender and sexuality perspectives into the training of researchers at the University of Bergen.

### *Actions*

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- Create a strong academic environment for PhD candidates by means of the research groups. Increase supervision skills and collaboration among supervisors.
- Facilitate international research visits through exchange agreements with top international universities.
- Further enhance the quality of the thesis submitted by organizing final seminars.
- Plan the duty-work in such a way that it provides insight into various aspects of academic work and strengthens researcher training.
- Encourage and support PhDs in organizing various collective initiatives and academic events.
- Further develop teaching at the PhD level through SKOK's own PhD courses and in collaboration with the National Research School.

- Organize interdisciplinary meeting places and annual meetings for PhD candidates with an interest in gender research, such as the PhD Relay.
- Develop courses that may be included in relevant parts of the University's training of researchers.
- The management and the administrative staff will support the centre's core activities in research training.

## **Dissemination**

### *Objectives*

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- SKOK will contribute to public debate through the dissemination of knowledge to, and in dialogue with, society.
- SKOK will strive towards accountability in research through making our research available to stakeholders, including to those who are affected by our research.
- We will uphold our unique responsibility for promoting interdisciplinary gender and sexuality research and dialogue between researchers and students at the UiB.

### *Actions*

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- Disseminate and discuss gender and sexuality research's distinctive contributions to scholarly and public debates.
- Utilize a variety of media and communication channels to reach out to a larger audience, e.g. the yearly SKOK-debate.
- Facilitate and encourage publishing, e.g. through internal seminars and the yearly InPrint event.

- Strengthen digital and media competence of employees through courses, media training and participation in public debates.
- Work actively to strengthen the awareness and knowledge of gender and sexuality perspectives and their relevance to foundational questions in the disciplines and interdisciplinary research areas, including debates about societal challenges and Sustainable Development Goals (SDG's).
- Organize meeting places for researchers who work with gender and sexuality issues at UiB's various departments and faculties, e.g. through the research groups at SKOK.

## **Management, administration and HSE**

### *Objectives*

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- SKOK will have a generous, inclusive and stimulating work environment characterized by trust and well-being, where professional development is crucial.
- SKOK will contribute to UiB's efforts to increase diversity
- Our management and administrative staff will support the centre's core activities in research, education and dissemination.
- We will have good routines and a good flow of communication between the academic and administrative staff in regards to research, teaching, dissemination and innovation.
- SKOK will contribute to UiB efforts to become more sustainable
- SKOK will contribute to UiB efforts to create a working environment free from bullying, harassment and discrimination.

### *Actions*

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- Incorporate routines for different work areas and clarify expectations and the division of labor by means of SKOK's Research and Teaching Committee.

- Develop clear, regular and effective internal communication through regular staff meetings and internal seminars.
- Prioritize necessary support and infrastructure for academic staff to effectively carry out research, teaching, dissemination and innovation.
- Take into consideration diversity in recruitment processes and collaborations, including seminar participation.
- Support competence building and career planning for the administrative staff.
- Facilitate and encourage Skype meetings, use of train/bus instead of air-travel and cars, and keep up serving vegetarian food for meetings, seminars and social gatherings.
- Raise awareness, at SKOK and University wide, of harassment and discrimination.
- Have social meetings every month, e.g. Tuesday staff lunch and end- of the week gatherings.
- Offer all employees annual employee appraisal.
- Have yearly HSE-seminars

## **Interdisciplinarity, internationalization and innovation**

### *Objectives*

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- SKOK will be a resource in the efforts to advance interdisciplinarity at the UiB and its strategic areas by promoting quality in research and teaching, as well as investigation into new areas of research.
- We will have an international profile in research, teaching and dissemination.
- We will critically engage in rethinking innovation in academia. The field of gender study is innovation itself in academia. SKOK will be a strong advocate for this perspective.
- We will stimulate innovation in research across UiB by facilitating the integration of gender perspectives.

### *Actions*

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- Follow up the efforts to map the status of gender research in all academic fields at the UiB and to ensure continuity invite various academics to dialogue meetings and collaboration.
  - Further develop internationalization through keeping close relationships with selected networks and foreign teaching and research institutions. Like our academic agreements with RINGS – The International Research Association of Institutions of Advanced Gender Studies, New Tools project, the university of Berkley and Duke and Barnard College.
  - Use recruitment strategically to promote interdisciplinarity and internationalization.
  - SKOK will stimulate critically informed innovation in teaching and evaluation methodologies, for example through teaching seminars on feminist pedagogies.
  - Advocate UiB's double language policy (Norwegian/English).
  - Support incoming international staff, and develop a 'buddy' system for new employees at SKOK.
  - Develop research and teaching collaboration with The Queer Archives.