

In 2006 the Swedish Research Council announced funding for "Centres of Gender Excellence" (CGEx). Grants were approved for Centres at the universities of Uppsala, Umeå and Linköping-Örebro in collaboration.

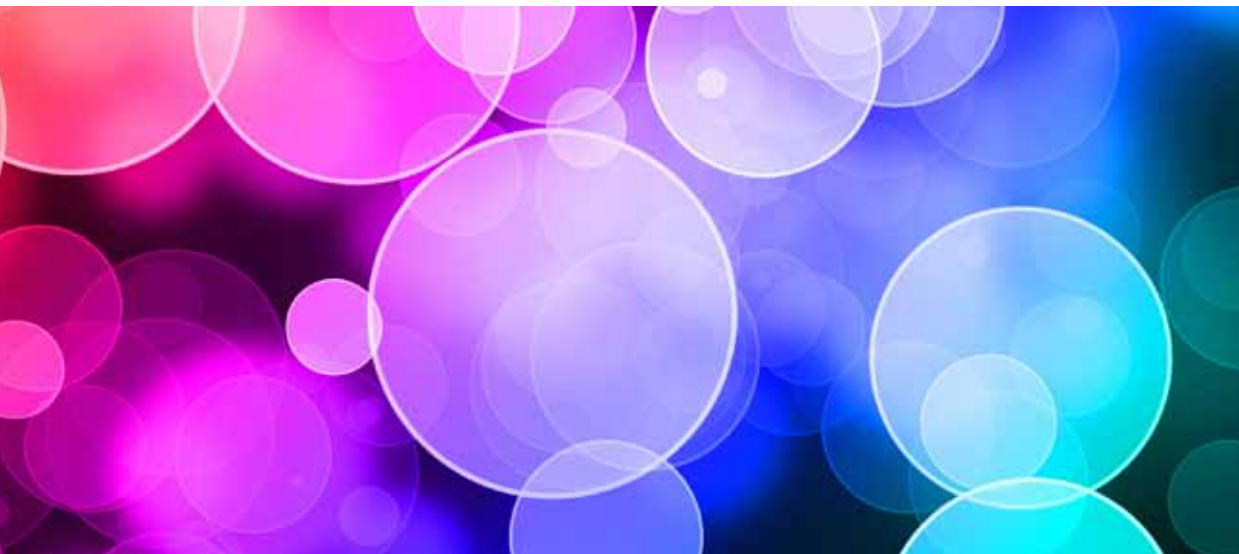
The first evaluation of the Centres was done in 2007/2008, and the report presented here is the result of the second evaluation of the Centres. The evaluation panel concludes that the Centres have established both new and internationally recognized gender research and that the CGEx grants have facilitated research at a higher level of quality and greater international impact than would have been possible through individual research grants.

The evaluation will form a basis for decisions on further calls using Centres of Excellence as a funding instrument.



Vetenskapsrådet

## EVALUATION OF "CENTRES OF GENDER EXCELLENCE"



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The Swedish Research Council is a government agency that provides funding for basic research of the highest scientific quality in all disciplinary domains. Besides research funding, the agency works with strategy, analysis, and research communication. The objective is for Sweden to be a leading research nation.

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**VETENSKAPSRÅDET**

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# FOREWORD

The Swedish Research Council is a government agency that funds research of the highest scientific quality in all disciplines. One of the funding instruments used is support for research environments, either to further develop internationally strong research constellations or to stimulate efforts of groups with the potential to form such constellations. In 2006, the Swedish Research Council announced funding for gender research centres, “Centres of Gender Excellence”. Out of the ten applications that were received, the Swedish Research Council approved, based on the recommendations of an international review panel, three grants for new Centres to be set up at the Universities of Uppsala, Umeå, and Linköping-Örebro in collaboration. A first evaluation was done in 2007/2008 and in 2010/2011, in accordance with the original particulars given in the call for applications; a second and final evaluation was performed.

The report presented here is the outcome of the second evaluation of the three “Centres of Gender Excellence”. The evaluation panel concludes that the overall quality of the research activities ranges from very good to outstanding. They also state that the grants have had an added value and clearly made a difference to the research constellations. The evaluation will form a basis for decisions on further calls using centres of excellence as a funding instrument.

The members of the evaluation panel were Professor Ellen Mortensen (University of Bergen, Norway), Professor Mary Evans (London School of Economics, United Kingdom) and Professor Susanne Ihsen (Technische Universität München, Germany). Professor Dan Brändström, was appointed chairman of the evaluation panel.

The Swedish Research Council would like to express its sincere gratitude to the evaluators for devoting their time and expertise to this evaluation. The Swedish Research Council would also like to thank Professor Dan Brändström for his skilful guidance of the work of the evaluation panel in accordance with the directives. Finally, the Swedish Research Council would like to thank the representatives of the “Centres of Gender Excellence” for providing reports and informative presentations.

For the Swedish Research Council  
Stockholm in June 2011

Mats Ulfendahl  
Secretary General for Medicine and Health



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# EXECUTIVE SUMMARY

In 2006, the Swedish Research Council announced funding for gender research centres, “Centres of Gender Excellence,” at the universities of Uppsala, Umeå and Linköping. An interim international evaluation took place in early 2008. This is the second evaluation of the CGEx grant. The evaluation has had two purposes:

- 1) To assess the value of grants for excellent research environments (compared to individual grants).
- 2) To assess the quality of the research and the development of the supported research environments.

The overall quality of the research from the “Centres of Gender Excellence” was assessed in the evaluation as ranging from very good to outstanding,<sup>1</sup> and the Expert Panel recognizes that the Centres have established both new and internationally recognized gender research. The Evaluation Panel identifies that the CGEx grants have facilitated research at a higher level of quality and greater international impact than would have been possible through individual research grants.

Moreover, the Expert Panel recognizes that the CGEx grants have also had an added value in that they have

- enabled the recruitment and appointment of relevant support staff
- enabled funding of Ph.D. and postdoctoral students
- enabled Centre staff to attend major national and international conferences
- enabled the research environments to host visiting researchers and conferences
- enabled the Centres to improve their research dissemination especially internationally
- enabled the Centres to build strong research communities

The panel would like to state that the evaluation has yielded clear evidence that the grants have been crucial for developing the Centres to the level of excellence that they hold today. Each of the Centres started in a different

<sup>1</sup> The overall scientific quality of research publications has been assessed on a five-grade scale (insufficient, good, very good, excellent and outstanding.)



context and with different conditions, but all three Centres have reached the goals they set by establishing both nationally and internationally renowned environments for gender research. At the same time the panel would like to recognize that five years is a rather short period to achieve a sustainable and international attractive research environment for post-docs and guest scholars. The Centres have done a remarkable job to become established locally, nationally, and internationally. The most immediate and significant challenge for the Centres after the CGEx grant period is most likely to be able to maintain the same level of capability in recruiting Ph.D. students and postdocs.

# INTRODUCTION

In 2006, the Swedish Research Council issued a call for the Centres of Gender Excellence (CGEx) grant. The call was directed towards research environments with the potential to become international leaders in their field of research.

According to the call, the grant was to be given to support “strong research environments” characterized by:

- exclusive research activities
- well-qualified research leaders with international support
- an attractive research environment for postdocs and guest researchers
- potential for renewal and solid anchoring in neighbouring research areas
- researchers that have high and shared ambitions for the research environment
- an ability to accommodate different types of research and disciplines that stimulate each other
- enhanced skills in research communication

An international Expert Panel decided to recommend the applications from the universities in Uppsala, Umeå, and Linköping-Örebro (in collaboration) to receive the grants. These three internationally competitive research environments were awarded SEK 27 million each over a 5-year period starting in 2007.

The call specified that Centre activities should be evaluated twice during the grant period. The first (mid-term) evaluation was done in 2007/2008, only one year into grant period, and focused on assessing whether or not the Centres had started their work according to their plans.<sup>2</sup>

This second evaluation was carried out by an international Expert Panel selected from a list of international experts suggested by the “Centres of Gender Excellence” and the reference group for the evaluation: Professor Dan Brändström (chair), Professor Ellen Mortensen of University of Bergen in Norway, Professor Mary Evans of London School of Economics, in the U.K, and Professor Susanne Ihsen of Technische Universität Munich in Germany. (Short CV’s of the members of the panel are included in Appendix 3.)

<sup>2</sup> Interim Evaluation of “Centres of Gender Excellence” Supported by the Swedish Research Council. Report available at [http://www.vr.se/download/18.325716ea11d7602a6d180003037/gender\\_excellence\\_okt\\_2008.pdf](http://www.vr.se/download/18.325716ea11d7602a6d180003037/gender_excellence_okt_2008.pdf)

In addition, Professor Emerita Bonnie Spanier of the State University of New York at Albany (U.S.A), Professor Smilla Ebeling of Universität Oldenburg (Germany), Professor Susan Phillips of Queens University (Canada), and Professor Sue V. Rosser of San Francisco State University (U.S.A) have participated in the assessment of research quality (see Evaluation Process, below).

The evaluation reference group at the Swedish Research Council consisted of Secretary General of the Scientific Council of Medicine Mats Ulfendahl, Secretary General of the Committee of Educational Sciences Elisabet Nihlfors, Director of Department of Research Policy Analysis Carl Jacobsson, Head of the Evaluation Unit Maud Quist, Analyst at the Department of Research Policy Analysis Kerstin Nordstrand, and Communications Officer Eva Högström from the Department of Communications. The secretariat at the Swedish Research Council consisted of Project Leader Anette Gröjer and Senior Analyst Bo Sandberg.

## The Evaluation Process

This evaluation has two purposes:

- to assess the value of grants targeting excellent research environments (compared to individual research grants)
- to assess the quality of the research and the development of the supported research environments

The result regarding the first purpose has been reported in a memo to the management and board of the Swedish Research Council as input in their decision about what kind of research support to choose in the future. The memo is included in the first section of the evaluation report (below).

The result regarding the second purpose is presented in this report. The assessment could be of use both for the Research Council and for the “Centres of Gender Excellence” for purposes of development and improvement.

The evaluation is based on three types of data:

- 1) Self-assessment by the research Centres
- 2) Assessment of research quality by international experts
- 3) Site-visits and assessment by the Expert Panel

The self-assessment (1) focused on four major themes:

- development of the Centres
- research, results, and collaborations
- added value of the CGEx grant
- future prospects of the research environments

The self-assessment also included an analysis of Strengths, Weaknesses, Opportunities, and Threats (SWOT). The questions were distributed to the “Centres of Gender Excellence” in December 2010, and were due back to the Swedish Research Council in mid-February 2011 (Appendix 1).

As part of the evaluation, assessment of research quality (2) in research publications (i.e. reports or scientific articles) has been performed by both the panel and other international experts. Five publications were selected by each research Centre to represent their “excellent research.” The publications were distributed along with a quality assessment protocol to the panel members and the international experts. Each publication has been read by one expert who has assessed different aspects of research quality (see Appendix 2). The result of the assessment of this research served as extra input to the Expert Panel and the evaluation.

The Expert Panel carried out onsite visits to the Centres from March 23 to 25 in 2011. Each onsite visit lasted for a full workday and included interviews with Centre directors, researchers, and Ph.D. students.

## Evaluation Criteria

The considerable grants given to each Centre (in each case SEK 27 million over a five-year period) came with it the expectation that each Centre would be able to meet the criteria listed by the Swedish Research Council in their original call for bids for funding. Amongst these criteria (based on the assumption that all funding would be directed towards research rather than teaching) were the expectations that the Centres, if funded, would establish a coherent and supportive research environment that could become a focus for the exchange of ideas between researchers such that research of international status and excellence would be generated. It was also part of the funding exercise to expect that Centres, when established, would be inter- and multidisciplinary, with no priority given to any discipline or theoretical perspective.

Before the onsite visits the Expert Panel took note of the expectations of the initial funding exercise and agreed that there would be four main areas for the focus of their discussions and assessments. These would be:

- the extent to which Centres had met the requirement of encouraging and facilitating research
- the professional development of scholars at all career levels
- the effective construction of a research arena
- the effectiveness of a Centre rather than individual-based funding model

In all these cases, the Expert Panel was aware that central importance in their assessment should be attached to the degree of 'value-added' achieved by each Centre and the emergence of a clearly defined co-operative and shared academic context. It is also important to note here that the panel viewed its work as both the assessment of work in the area of gender studies *as well* as the assessment of the success of funding to groups rather than individuals.

# EVALUATION REPORT

To  
The Swedish Research Council

At the request of the Swedish Research Council, we have evaluated the “Centres of Gender Excellence”, funded by the Research Council 2007–2011. We take full responsibility for the judgements and the recommendations given in the report.

Stockholm, June 2011



Prof. Dan Brändström, Chair



Prof. Mary Evans



Prof. Susanne Ihlen



Prof. Ellen Mortensen

## Added Value of the “Centres of Gender Excellence” Grant

In the following, the results regarding the assessment of the value of grants targeting excellent research environments (compared to individual research grants) are summarized. This section of the evaluation were also reported in a separate memo to the management and board of the Swedish Research Council on May 26, 2011.

### Background: the Added Value of Excellent Research Environments

According to a Ministry of Education and Research publication (Ds 2004:21), excellent research environments are characterized by the following:

- high quality research from both a quantitative and a qualitative perspective
- extensive recruitment, teaching, and mentoring of Ph.D. students
- attractiveness to students, young researchers, and international research users
- high visibility both nationally and internationally
- renown outside of academia
- the existence within the excellent research environment, typically, of a leading and influential individual with high status in the research community

Support for Centres of excellence means goal-oriented funding of a coherent research environment, which enables the provision of extra resources for national research of strategic interest to increase its international status, among other goals (Ds 2004:21, see also IVA 2008).

Other forms of added value, from a research policy perspective, of supporting excellent research environments could be to increase their competitiveness in seeking foreign research grants, such as European Union funding. Moreover, excellent research environments are believed to be essential to the creation of highclass and efficient graduate schools. From an academic perspective, examples of added values could be enhanced capability to deal with complex research questions using multiple competences, including inter-disciplinary knowledge, or to give leading researchers more research time by reducing the time and resources they use to apply for individual research grants from multiple research financiers (Ds 2004:21). Examples of the added value of grants to excellent research environments compared with individual research grants are illustrated below (Figure 1).

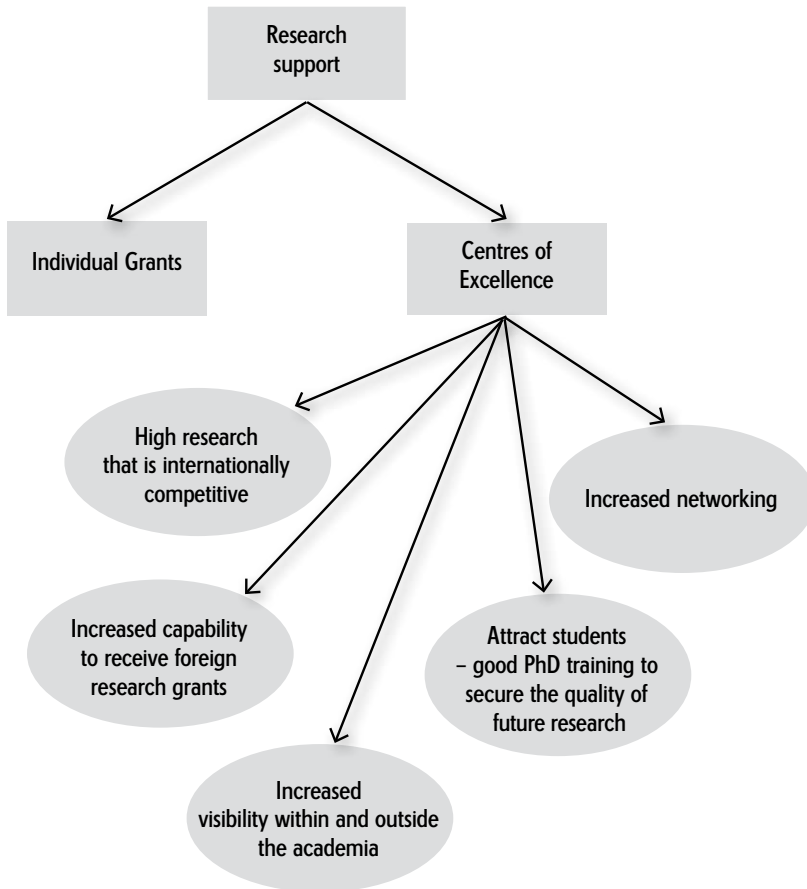


Figure 1. Examples of added value of supporting excellent research in comparison to individual grant. Sources: Academy of Finland (2009) and Ds 2004:21

## The “Centres of Gender Excellence” Grant and its Ambitions

The Swedish Research Council’s call for applications for the “Centres of Gender Excellence” had the purpose of supporting the development of creative, internationalized research groups. The call specifically emphasized that only research groups with the capability and plans to become leading gender research environments in an international perspective would be eligible for the CGEx grant (Swedish Research Council 2006).



## What was the Added Value of the “Centres of Gender Excellence” Grant?

The Evaluation Panel identified that the CGEx grants had enabled research with a higher level of quality and a greater international impact than would have been possible through individual research grants. In short, the panel would like to state that the evaluation has yielded clear evidence that the grants have been critical for developing the Centres to the level of excellence they hold today.

Using the added values listed above (Ds 2004:21) as a benchmark, the Expert Panel find it evident that the grant has created an added value compared to individual research grants, *at least for the CGEx research environments themselves*; we do not know whether the grant form has affected non-CGEx research environments in negative ways (by brain drain for example).

More specifically, the Expert Panel recognizes that the CGEx grants have had an added value in that they has:

- enabled the recruitment and appointment of relevant support staff
- enabled funding of Ph.D. and post-doctoral students
- enabled Centre staff to attend at major national and international conferences
- enabled the research environments to host visiting researchers and conferences
- enabled the Centres to improve their research dissemination, especially internationally
- enabled the Centres to build strong research communities

It should be noted, however, that the panel did not get any clear indication of any increased competitiveness in terms of the research environments' seeking foreign research grants, perhaps with the exception of the GEXcel research environment at Linköping and Örebro University, which has attained a notable position in the international context of gender research. Each of the Centres started in a different context and with different priorities, thereby making the added value of the research grant different for each research environment. Nevertheless, all three Centres have reached their goals set by establishing both nationally and internationally recognized environments for gender research.

## References

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**Academy of Finland (2009):** Impact Evaluation of Finnish Programmes for Centres of Excellence in Research 2000–2005 and 2002–2007. Academy of Finland, Helsingfors.

**Ds 2004:21** Finansiering av starka forskningsmiljöer – en internationell utblick. Regeringskansliet, Stockholm.

**IVA (2008):** Starka forsknings- och innovationsmiljöer i Sverige. Kungliga Ingenjörsvetenskapsakademien, Stockholm.

**Swedish Research Council (2006):** Stöd till starka genusforskningsmiljöer Centres of Gender Excellence, CGEX. Utlysning dnr 315-2006-2552

# Uppsala University: Nature/Boundaries and Trans-Gressive Encounters

## Organization

The Expert Panel was provided with documentation that gave a good account of the management and the organization of Nature/Culture Boundaries and Transgressive Encounters (GenNa) and the Centre for Gender Research (CfGR) at Uppsala University.

Uppsala University is divided into three “Disciplinary Domains” (Humanities and Social Sciences; Science and Technology; Medicine and Pharmacy). The CGEx environment is part of the Faculty of Arts, which is one of the Faculties belonging to the Domain of Humanities and Social Sciences. In addition there are a number of units within the university, with specific tasks and activities. Such units with interdisciplinary educational and/or research activities are called *Centres* and the *Centre for Gender Research* is one of them with the funded topic “Nature/Boundaries and Transgressive Encounters (GenNa).” Within the CfGR researchers are organized in groups with different themes: The Gender & Physics (*GenPhys*) Group, the HumAnimal Group, the Gender and Education group, the Body/Embodiment Group, and the Gender, Organization, Risk, Masculinities, and Action Research group (GORMA).

The impression of the Expert Panel was that the Centre is well established but with low levels of “ring fenced” staff time. For example, we were surprised to learn that the individual in the main leadership position only has 50% working in the Centre, with the other 50% committed to her home faculty. This pattern was replicated in the case of other members of the academic staff, a position that possibly makes them both overburdened and potentially faced with conflicts of interests regarding more than daily management questions. For example, when it comes to financial deliberations for the future of the Centre there might be a conflict of interests.

According to the material submitted to the panel, there were 36 researchers (28 women and 8 men) active in Centre research in 2010 (Ph.D. students excluded). In total, these researchers participated to an equivalent of approximately 16 full time positions.

## Development of the Centre

On the basis of the material submitted to the Panel and the talks during the onsite visit, we conclude that the grant from the Swedish Research Council has enabled the CfGR to develop from a minor Centre to one with a higher profile and an integral part in the university structure.

According to the self-evaluation report the Centre for Gender Research receives SEK 4.6M in annual funding for research from the Faculty of Arts. Two other disciplinary domains contribute SEK 566,000 each for research relating to their fields. These contributions consolidate the Centre as a university-wide unit. The Faculty of Arts also contributes approximately MSEK 2 for undergraduate and graduate education. In 2011 the Centre has an assignment of 59 fulltime equivalent students. Each year during the period of CGEx funding from the Swedish Research Council, the Centre for Gender Research is co-financed by an additional SEK 600,000 from the Vice Chancellor. Today it is in the process of recruiting its first Professor of Gender Studies in 2012.

From the very start in 2003 the Centre initiated co-operation among the disciplinary domains. Today CfGR has a broad conglomeration of appointments, with continuous advertisements (e.g. seminar and training activities) inside the university. The result is a dynamic combination of staff where many researchers have also remained at the Centre, or return regularly for longer or shorter periods of time. The Centre has a number of Ph.D. students situated and affiliated with the Centre, but formally enrolled at other departments. During the funding of the GenNa program, the Centre has recruited guest scientists with dual competence in gender and natural sciences, such as physics, chemistry, neuroscience and evolutionary biology.

The Expert Panel appreciated the very effective work of the research groups, building up new research fields in the university and linking the topics to the international gender research community.

## Internal and External Co-Operation

What characterizes the Centre for Gender Research is the explicit co-operation across nature/culture boundaries and diverse disciplinary fields. This seems to be the main reason for creating the research topics as they are. Their implementation in the university also regulates the main research organization: GenNa hosted 17 national/international workshops and conferences and organized Ph.D. courses on Gender and physics, Human-Animal Studies, and Gender Perspectives on Evolutionary Biology. In addition, the Centre is engaged in several international collaboration projects with universities. The input here has generated new research questions and new project proposals, which have received additional funding.

The research groups are given broad freedom in drawing up their own plans and goals, and managing their own budget. The groups also collaborate, and they all work on applications to secure future funding. Besides conducting their own research, guest researchers are charged with contri-

buting to the Centre of Excellence by participating in GenNa activities. They also develop strategies, bring in their networks, and apply for further funding from national and European research councils.

The Centre has an international advisory board, and the Expert Panel learned that the members were invited individually to bring in their experience and give advice. In the future, it could be fruitful to take questions of quality assessment and international reputation to this board more often than what happens today.

## Issues and Challenges

The Expert Panel noted that the Centre members performed a very good SWOT analysis. The Expert Panel agrees with the analysis, in particular about the Centre's contribution to developing interdisciplinary research within the university. The Expert Panel has also learned from the meetings with senior researchers and Ph.D. students that the Centre is a highly dynamic workplace that attracts researchers from inside and outside Sweden.

The Centre has successfully built a new research field in a traditional discipline-oriented university. It has taken time to develop, and in particular to maintain, a balance between breadth and depth. The Expert Panel agreed that it is a problem for sustainability that no Ph.D. program in gender studies exists yet, although it was recognised that the establishment of this programme would be a major responsibility for the newly appointed Chair in Gender Studies.

The Expert Panel noticed the achievement of long-lasting co-operation across faculties as well as dissemination of gender knowledge and perspectives to different research disciplines, an assignment that would be an important task for a new professor in gender studies to uphold and cultivate.

The Expert Panel agreed that the most important challenge could be a strong and regular self-evaluation on a GenNa level, discussing the international competitiveness of the research groups, and with regard to the development of the other Centres. For the Panel it did not seem realistic to suppose that all groups could do outstanding research. The "gender and physics" and "gender and education" groups could perhaps be linked together to make them stronger, whilst the Embodiment group perhaps needs more orientation and focus on unique research questions. The HumAnimal group could well make a greater international impact, with support. The GORMA group could perhaps use their resources more effectively if they linked their research with the similar group at Linköping.

Considerable discussion was devoted to the tasks of the new professor of gender studies. However, in the view of the Panel it would be unrealis-

tic to expect an individual to be able to make much of an impact within the first two years of appointment, especially if the professor is unfamiliar with the organization of Swedish universities. Thus the high immediate expectations seem overly optimistic from our perspective (developing and installing a Ph.D. programme, becoming more international, getting more funding, coming up with more successful strategies of sustainability).

## Added Value

Interdisciplinary collaborations have been one of the main objectives with the GenNa program and have increased to a great extent within all groups we talked to. This includes the acceptance of Ph.D. students at other departments and sharing their time and costs between that department and the Centre. This Ph.D. model has received increasing requests regarding the possibility of applying for a gender studies doctoral programme, from students both within Sweden and from abroad. Such a strong venture into interdisciplinary research between gender studies and natural sciences would have been impossible to finance without the funding. The CGEx status has certainly increased the visibility and the attractiveness of the Centre, both nationally and internationally, but especially its visibility within its own university.

## Forms of Dissemination

GenNa research is resulting in numerous papers being published, on the one hand, internationally in English and, on the other hand, nationally in Swedish. Regarding international dissemination, the “gender and education” group published successfully in some highly ranked educational journals. Some books coming out of this group are used in teaching internationally. The international outcome of the HumAnimal group and the GORMA group is highly successful.

During the onsite visit the researchers explained their conflicts between, on the one hand, reaching the disciplines and publishing under disciplinary rules and traditions for their own career perspectives and, on the other hand, publishing in cross-disciplinary journals of gender studies. This also lies behind the diverse depth of publications belonging either to (gender studies) specialists or to (disciplinary) generalists.

## Status of Journals and Publishers

During the onsite visit the management explained their publication strategy: special journals still exist; they instituted peer reviews also for their own publications and conference issues. They wish to become more visible among the international networks related to the specialist research fields

(education journals, physics journals, history journals etc.). With this strategy they are already successful, with, for example, papers published in international education and geography journals.

## Language

After reviewing the publication list of the Centre as a whole, the Expert Panel noticed the high rate of publications in the Swedish language. The most international relevant publications were from the HumAnimal group. The other groups publish in both English as well as in Swedish and – in the case of their guest researchers – also in other languages, for example, German. The Centre's publication series have titles in English and Swedish. This may belong to the “grassroots” strategy of the Centre to focus not only on the specialist gender research community but as well on schoolteachers and other relevant groups within the university and outside.

## Assessment

The international experts assessed the research quality at the Uppsala Centre from “very good” to “outstanding”, based on the sample of five research publications selected by the Centre at Uppsala University.

## Onsite Visits

At the beginning and at the end of the one-day visit there was a meeting with the current management board. In terms of sustainability after the end of funding, they explained that the university had started a master's programme and announced a new Professorship in Gender Studies, one proof of the rising awareness of the relevance of gender studies at the university.

The board bemoaned the short funding period for a Centre that started without having a more fully developed initial position. For the Expert Panel it became more than clear that long-term perspectives cannot be fully implemented when the management works in halftime positions and is at the same time involved in management fields at other departments. Thus the expectations on the incoming professor are considerable.

The discussion with the Ph.D. students about their assessment of their research and added values showed that they all felt more than satisfied with their interdisciplinary work and their integration in the Centre. They all had a high degree of autonomy and felt that they were achieving the desired development of their research career. They made it very clear that only in the context of the Centre can interdisciplinary gender research with the necessary depth be achieved. In addition, they all spoke of having learned multiple necessary research and communication skills. However, they felt

a need for more explicit help in developing their writing in the Ph.D. programme.

In the meeting with the senior researchers, the differences in the development of the several research fields played a central role: whereas the HumAnimal group developed into an international innovative research field with research publications in highly ranked journals, the other working groups participated in various (and more local) publications.

The Expert Panel gained the impression of a fully selforganized system with selforganized sub systems, that works very well on a daily basis and in terms of motivating the students. Concerning sustainability for the Centre after funding, the Expert Panel was not presented with a concrete strategy as the researchers focused on explaining their individual “survival” strategies.

## Recommendations

After reviewing the various well-prepared papers and our onsite visit the Expert Panel appreciates the GenNs project and the Centre for Gender Research as a viable and valuable Centre.

It is obvious that the main work done started with the funding grant. Therefore the GenNa members have done impressive work in terms of both university-internal collaboration and international visibility. In particular the international networks built are very important for the university, the Centre, and for the individuals working there. The strong links between gender education and the several disciplines in the form of Ph.D. dual supervision seems to be a clever and successful strategy for a traditional discipline-oriented university. All that is lacking is a curriculum statement specific to the programme.

To create further business and research areas it could be helpful for all disciplinary domains to look also into the fields of applied sciences, gender consulting, and organization development.



# Umeå University: Challenging Gender Program

## Organization

The Expert Panel was provided with documentation that gave an adequate account of the management and the organization of Umeå Centre for Gender Studies (UCGS) at Umeå University. The programme, *Challenging Gender* (CG), which involves Umeå University and Mid-Sweden University (Sundsvall), has been organized into five different research themes, forming five different research groups: Challenging Democracy and Justice (CD&J), Challenging Emotions (CE), Challenging Violence (CV), Challenging Health (CH) and Challenging Normalization Processes (CN). A common forum for all the research themes, the Arena for Reflection and Theoretical Development, has also been established to facilitate communication and collaboration between the research groups on theoretical and methodological questions. In addition to a research leader, a steering group consisting of the theme leaders has been established to secure dialogue and collaboration between the research groups.

From the documentation that was presented to the Expert Panel prior to the onsite visit it seemed that the project was somewhat undermanaged, given the fact that the research leader at the Centre has only held a 25% position for the leadership of *Challenging Gender*, in addition to her appointment as the Dean of Humanities at Umeå University throughout the major part of the program. One consequence of the limited resources reserved for management and academic leadership of such a diverse and large program seems to have been that the theme groups have been given extensive autonomy and have largely organized their respective activities on their own. The Expert Panel noted that the project may have suffered from this lack of overarching leadership.

One of the characteristics of Umeå University that sets it apart from the other two CGEx Centres is that most of the academic staff hold their appointments in their respective disciplines and are only affiliated with the Centre. According to the material submitted to the panel, there were 34 active researchers (32 women and 2 men) active at the Centre in 2010 (Ph.D. students excluded). In total, these researchers participated to an equivalent of approximately 4 fulltime positions.

## Development of the Centre

According to the material submitted to the Panel, the grant from the Swedish Research Council has enabled the UCGS to grow from a fairly small and vulnerable Centre into a vital and strong Centre of international stature.

The Centre has also received significant funds from the Vice Chancellor of Umeå University, who in the period 2007–2011 awarded SEK 750,000 per year to support the activities in conjunction with the project. Moreover, Umeå University has awarded SEK 1,000,000 to the Centre during 2010–2011 to finance an additional research position. But most significantly, with the funding of a full professorship in gender studies, which is currently being announced, Umeå University has expressed a will to make a long-term commitment that will secure the Centre's sustainability. Given the strong institutional support of the Centre from the leadership of Umeå University, the prospects for the Centre's future existence, after the grant money from the Swedish Research Council has ended, are very promising. There seems to be a shared confidence in the Centre's ability to retain its research momentum and to sustain its activities and positions after the funds from the excellence grant ends.

The Expert Panel noted that the main ambition for UCGS was to gain international dissemination of their publication as well as to acquire recognition for gender studies as a research field, both within their own institution and in the eyes of the larger Swedish research community. In the self-assessment, UCGS holds that this ambition to a large extent been fulfilled, given their documentation of a great number of international publications and the fact that they feel that they have acquired greater acknowledgement, both within their own university as well as within the Swedish research community at large.

### Internal and External Co-Operation

Given the strong identification of the gender researchers with their respective disciplines, it seems that the theme groups have maintained their disciplinary identity, even while working in interdisciplinary theme groups. UCGS has not established any internal reference group, but has sought to establish cooperation with researchers within the disciplines at Umeå and Mid-Sweden University. From what the Expert Panel could gather at the site visit, this internal cooperation with their home disciplines has only been partly successful.

There has been a concerted effort, however, to communicate between the groups, primarily through the Arena forum, which held regular sessions throughout the project period. Many of the theme groups emphasized the benefits of these Arena meetings, which challenged the project members and the theoretical and methodological frameworks that they ordinarily worked within. Moreover, CG/UCGS has collaborated on several events with the

other CGEx Centres, as well as with other gender studies scholars belonging to various Swedish universities that are not part in the CGEx project.

In the Panel's discussion with the research groups the researchers mentioned that among the benefits of working in interdisciplinary groups was the possibility of cross-fertilization between disciplines. One example that was highlighted were new methodological insights in conjunction with producing and analyzing quantitative data provided by the demography researchers, insights that were found fruitful to a wider research community, especially in the social sciences.

The generous funding in connection with CGEx has allowed for extensive international cooperation and collaboration. CG/UCGS has established an external International Reference Group that comprises distinguished and well-reputed scholars in gender studies: Gabriele Griffin, Raewyn Connell, Ellen Annandale, Philomena Essed, Joanna Niemi, and Margaret Davis. This reference group was established to work with UCGS and CG to support internationalization and networking. Some of these international researchers seem to have been well integrated into the CG project, such as Gabriele Griffin, Ellen Annandale, Margaret Davis and Joanna Niemi, whereas others, such as Raewyn Connell and Philomena Essed, have been making only sporadic and short-term visits in conjunction with specific workshops or seminars.

In addition to this group, CG has invited a large number of internationally renowned researchers for short visits, such as Naomi Scheman, Susan Edwards, Michael Kimmel, Bronwyn Davies, and others. CG has also been engaged in extensive cooperation with researchers from Europe, South Africa, Australia, North America, and South America. The Expert Panel noted that most of the researchers valued the strong international presence of researchers at Umeå as part of CG and that they all seemed to have benefited from this international profile of the project.

Hence the ambition to connect CG/UCGS to a larger international research community has for the most part succeeded in the course of the project period. Whether or not the outcome is deemed satisfactory in terms of international publications and long-term international cooperation, compared to the investments involved in bringing foreign scholars to Umeå, demands a more thorough investigation that exceeds the scope of this evaluation.

## Issues and Challenges

Even though each of the theme groups have been structured as interdisciplinary theme groups, most of them have retained a strong sense of being

grounded in the disciplines, be it social sciences (CD&J and CV), law (CD&J and CV) or medicine (CH). On the one hand, the strong disciplinary identity of the theme groups may have proven to be an advantage in the publication process, since many of the published works have been disseminated through publication channels connected to the disciplines and not the field of gender studies *per se*. On the other hand, the strong grounding in the disciplines may have contributed to diminished interdisciplinary rewards of the UCGS in comparison to the Centre at Uppsala University.

According to the assessment of the Expert Panel, the most important challenge to CG/UCGS would be the possibility of maintaining the research activity at the same level of quality and quantity at the end of the funding period. However, the Panel noted that none of the members of the management team expresses such worries. In fact, the leadership of CG seems fairly confident in the prospects of maintaining its activities and secure in their belief in the institution's commitment to continued support for the Centre for Gender Studies in the future. The senior researchers also seemed confident in their ability to win future support through various research funds (national and international). The Expert Panel noted that most of the junior researchers were involved in applications for various projects that they hoped would win in the harsh competition for funds. The insecurity connected to the prospects of achieving future financial support seemed a pressing issue for many of these junior researchers.

## Added Value

All of the researchers in the theme groups emphasised the added value of CGEx, a value that was expressed in the following way: the benefits of the international network established, both in relation to the development of their individual projects and in gaining access to international publication channels; the benefits connected to the opportunity for younger researchers to work with senior researchers, both international and Swedish researchers; the benefits of interdisciplinary dialogue across boundaries (especially in regard to theoretical and methodological questions). The opportunity to work on a long-term basis in these larger research groups would not have been possible without the grant, and most of them were very enthusiastic about the rewards of having to be challenged in their habitual research practices and their use of concepts and conceptual frameworks.

Another point that was brought up in the discussions with the Ph.D. students was the value added of being integrated in research groups with senior professors and collaborating with them, something that made it possible for some of them to publish in international journals at this early stage in their

career. They also stressed the fact that they gained substantial institutional insights by being integrated in the application process in joint attempts to gain further research support in the future.

### Forms of Dissemination

In the assessment of the Expert Panel, CG has on the whole succeeded in one of its primary aims, namely to gain access to international, peer-reviewed journals. This is especially true for the theme groups Democracy and Justice, Violence and Health. It seems that the researchers within the disciplines of law and social sciences have had the habit, also prior to receiving the grant, of extensive publishing, and this practice has been intensified during the funding period. The grant has made it possible also to strategically target specific international journals of repute and to integrate younger scholars into this strategy. Some of the other theme groups, like Normalization and Emotion, seem to have had greater difficulties in gaining access to international publishing channels. One obvious reason for this failure is the fact that many of the researchers in these themes work in the humanities. Some of them have anchorage in Scandinavian Studies, and publishing practices in disciplines like literary studies have a tendency to publish monographs instead of articles in journals. In general these publications take longer to complete and often require a more advanced level of command of foreign languages (like English and French) to be accepted for publication. For some of the researchers connected to CG, it is difficult to assess whether their publication activities have altered substantially with the receiving of the grant or whether it is more a question of “business as usual.”

### Status of Journals and Publishers

A good proportion of the publications connected to CG appear in well-reputed international journals, often journal connected to specific disciplines (like medicine, law, and social sciences). A smaller number of publications also appear in interdisciplinary gender studies journals. Anthologies have also been produced (or are in the process of being produced) by the theme Emotion and the theme Normalization. It remains to be seen if these will succeed in finding international publishers and thus gain wide dissemination or if they end up being published in small, local publishers with limited dissemination. The Expert Panel has noted that the publications of the researchers connected to the International Reference Group make up a substantial part of the publication list.

## Language

The majority of publications have been written in English, especially those connected to Theme Democracy and Justice, Theme Violence and Theme Health, whereas a good number of publications appear in Swedish. The Expert Panel has noted that many of these appear in *Provins*, a local journal located in Northern Sweden, with a somewhat limited audience. Needless to say, the Expert Panel acknowledges the linguistic difficulties involved in gaining access to international publication channels and must reward CG for putting considerable effort into the process of enabling researchers to publish in a foreign language. The Panel also recognizes the need for Swedish researchers also to publish in Swedish, especially those connected to the Humanities.

## Assessment of Research Quality

The published material submitted for evaluation is well chosen and gave a representative sample of the kind of research done in conjunction with CG. The international experts assessed the research quality at the Umeå Centre from “good” to “very good,” based on the sample of five research publications selected by the Centre at Umeå University.

## Onsite Visits

The Expert Panel was especially impressed by the Ph.D. students and their expressed satisfaction with the way in which they were being integrated in the CG project and the advantages of working closely with senior researchers. It also seems that UCGS has succeeded in recruiting men to gender studies to a greater extent than the other CGEx Centres. When asked to reflect on the successes and the weaknesses of CG, the researchers highlighted the importance of sustained support in the ability to produce research of high quality, which they had achieved, in their own assessment. Moreover, in hindsight they admitted that they ought to have made greater efforts to integrate their respective disciplines at Umeå and Mid-Sweden University into the project to ensure greater impact of the project at their own universities. The management team also conceded that greater efforts could have been made to facilitate the material submitted to the Expert Panel and that some of the written documentation (self-assessment and publication material) could have been presented in a more accessible and systematic manner. These minor shortcomings did not, however, overshadow the positive impressions that the Expert Panel was left with after the visit to UCGS/CG, which presented itself as a dynamic and exciting research environment of international proportions.

## Recommendations

UCGS provided evidence of a strong belief in its long-term sustainability due to the granting of a full professorship in gender studies to be appointed by the end of 2011. The Centre will retain its structure of being primarily staffed by researchers with tenured positions in the disciplines, a structure which seems to suit Umeå University.

A definite challenge to UCGS in the future is securing positions and funding for the junior researchers without tenure. Along with the Ph.D. students, the junior researchers are in dire need of an expressed commitment on the part of Umeå University to provide local funding – in addition to those external funds gained in competition with other scholars in Sweden and the larger EU research community – in order to sustain the momentum in gender research. The obvious benefits of the CG project are the success in creating a vital research environment of excellence in gender research. In order for this momentum to be sustained UCGS would need the support of not only from the leadership at Umeå University, but also external funding. If this support does not materialize, it would leave “a gaping hole in the institution” to quote one of the Ph.D. students when asked about the prospects of gender studies in a post CGEx era.

# Linköping University and Örebro University: Gendering Excellence

## Organization

Members of the Expert Panel were presented with documentation that gave a clear account of the management and the organization of Gendering Excellence (GEXcel). The Centre has five members on its Board (including Professor Nina Lykke, the Director of the GEXcel). Other members of staff (from the universities of both Linköping and Örebro) provided administrative support for particular activities at the Centre, including that of publications. Our impression is that this structure was effective in taking forward the various strategies and activities of the Centre.

The six fulltime Professors shared responsibilities for the various research themes of the Centre, as well as those activities (such as the appointment of visiting staff) that impacted upon the organization of the Centre as a whole. Although at the time of our visit the activities of the Centre took place primarily in Linköping we were told of plans that were being discussed for future collaboration with the universities of Umeå and Karlstad, as well as more extensive work with Örebro University. We noted the positive views expressed about the Centre by the Rectors of both universities, who were present for the initial stages of our discussion. We also noted that Linköping University was established with a positive commitment to the re-thinking of disciplinary boundaries and that this thinking facilitated the continuation of research and teaching that had an inter- and transdisciplinary form.

The self-assessment submitted to the Expert Panel by GEXcel gave a useful account of its initial aims, and these were then related to the various achievements of the Centre, details of which were provided in the documentation. At this point, it is important to note that the two central aims of the Centre were to establish a Centre of international reputation (drawing from, and contributing to, research in gender research throughout the world) and to provide a clear research framework which would provide scholars, particularly those at a more junior level, with focused support. At the same time, the flexibility of the model of the themes outlined gave sufficient space for individual intellectual development and the crossfertilization of ideas.

According to the self-assessment sent to the Expert Panel, in 2010 there were 73 senior researchers (63 women and 10 men), who participated an equivalent of 13 fulltime positions.



## Development of the Centre

Linköping University and Örebro University have co-funded GEXcel with MSEK 8 during the CGEx grant period.

The twelve designated research themes are organized in such a way as to maximize exchanges between different individual researchers. The management group spoke of the ways in which contact between the various groups was organized and the ways in which all researchers associated with the Centre were able to take part in seminars, conferences, and other more informal academic exchanges. The effectiveness of these arrangements was commented upon by the doctoral students, who stated that although at an early stage in their careers they had been able to fully take part in developing and extending the various research agendas of the Centre.

In the five-year period of the present grant, the management group defined six areas in which the resources available to them had made possible new initiatives and developments: the establishment of a critical mass of researchers both from Sweden and elsewhere and at all career levels, the launching of a series of publications with the international publishing company Routledge, various academic exchanges, the creation of an academic space with a clearly defined concentration on gender, the “internationalization” of scholarly work, and the opportunities afforded younger scholars to work with distinguished researchers. Of particular note here was the recruitment of junior researchers from outside Sweden, individuals who clearly made valuable contributions to the range and expertise of the Centre as a whole. These different attributes had contributed to an innovative form of academic organization that in future could form the basis for the creation of a “think tank” on gender, in which both scholars and those from outside the academy could take part.

## Internal and External Co-Operation

The self-assessment document produced by the Centre listed the various activities and contacts with institutions both within and outside Sweden in which it had taken part. The research environment has had extensive international collaborations with Nordic, European, and international researchers, research environments, and organizations.

The various meetings that the Expert Panel had with colleagues at the Centre made it clear that internal communication was both constant and effective; in particular we would emphasise the on-going co-operation between more junior and more senior scholars and the valued contribution made by the group of Senior Researchers to the Centre, in particular to the work of more junior scholars. This contribution took the form of comment

on individual projects as well as assistance with publishing and access to academic networks. In this context it should be noted that the Centre was fortunate in its excellent administrative support staff. In the evaluations of visiting academics to the Centre, many spoke of the difference that these individuals made to the success of their visit. These comments affirmed the positive impact of high quality administrative support.

## Issues and Challenges

As is the case at the other Centres that have received funding, the GEXcel Centre faces the challenge of maintaining its high level of activity at the end of the funding period. However, the management group had clearly recognized from the initial days of the grant that they would have to plan for a different funding situation. Thus they had put in place both plans for the application of research grants and discussions for funding from central University funds. The self-assessment document gives details of the grants that have been received, and these demonstrate a highly successful trajectory of applications for external funding.

Two areas remain problematic: the support that the Centre can give to Ph.D. students (from Sweden and elsewhere) in terms of bursaries and travel grants and the more general problem of the age structure of GEXcel. This latter question is not one that is confined to GEXcel or one university but is a consequence of appointments made at the point of the expansion of the universities. The holders of these appointments, now senior and distinguished, will soon reach retirement age, and it is thus essential to recognize the need to establish the means of supporting the next generations of scholars.

## Added Value

The “added value” made apparent at the Centre at Linköping had three essential components: the achieved access to international networks and places of publication, the training of junior researchers who had been educated not just in their research area but also in the experience of working in a creative academic environment, and the intellectual resources made available to all those associated with the Centre of lasting forms of intellectual development. In all, the Centre provides a model for forms of academic organization that can further both national and intellectual development.

## Forms of Dissemination

Dissemination in the context of universities is always interpreted in terms of publication, and in this GEXcel had various notable achievements, as the selfassessment report makes clear. A book series with an interna-

tional publisher had been successfully launched, and all members of the Centre were contributing effectively to its publications profile. But in addition to this series (which will be published in English and distributed globally) the Centre had developed other forms of publishing: a series of papers of work in progress, various web publications, and the submission of papers by various scholars to edited collections. All scholars were encouraged to submit papers to established peer-reviewed journals, to contribute conference papers, and to speak to organizations outside the university. One of the most valuable forms of support provided by the Centre was that of the assistance with editing provided by Senior Researchers to more junior researchers. Members of the GEXcel Board recognized the pressure on scholars to publish in peer-reviewed journals whilst at the same time demonstrating that strategies were in place to maintain forms of dissemination outside this model.

### Status of Journals and Publishers

The list of publications submitted to the Expert Panel was impressive in terms of both the quality and the quantity of the publications. The majority of the publications in academic journals were in highly rated international journals, and the Panel noted that the publications were in journals specifically related to gender as well as journals with a more disciplinary focus. The publisher Routledge has a long and distinguished record of academic publishing, and it is a significant mark of the *esteem* in which the work of GEXcel is held that this publisher has become involved with the Centre.

### Language

The Centre is fortunate in that one of its Board members is a native English speaker, with considerable experience of publishing in the Anglo-American academic community. The questions confronting universities outside this community had been fully recognized by the Centre, and this recognition took two forms: the proofreading that is necessary for work by scholars for whom English is not a first language and the ways in which academic communities outside those where English is spoken have to recognize the complexity of translation as an exercise that involves rather more than the literal rendering of one language into another. An example of the way in which this question has been approached at Linköping is the very explicit recognition of different national communities of knowledge, communities in which the epistemological and ontological models that inform any academic exercise may differ.

## Assessment of Research Quality

The papers submitted for assessment were well chosen in that they gave a representative sample of work at the Centre. Other publications of members of the Centre (for example by Dr Kathy Davis and Professor Nina Lykke) are well known internationally. In all, the papers submitted to the panel for evaluation could be rated (collectively) on a continuum from “very good” to “outstanding.”

## Onsite Visits

We were impressed by the way in which the Centre spoke reflectively of its various activities and did not attempt to exaggerate its achievements or emphasize the part played by any one individual. We were thus given a sense of an essentially co-operative and well-co-ordinated group.

## Recommendations

The Centre provided evidence of its long-term sustainability, amongst which the established positions of its senior staff and the success of the Centre in obtaining outside funding are particularly important. At the same time, it should be noted that the Centre (as suggested above) will need to examine questions about recruitment to both the Board and the group of Senior Researchers.

In terms of recommendations for changes in the organization of the Centre, we would suggest that more attention be given to career planning for junior researchers and to the time constraints that an intensely stimulating intellectual environment sometimes imposes upon visiting scholars. A paradox of the lively academic culture of the Centre is that participation in it may impact the completion of individual work. However, the achievement of a *collective research culture* is a demonstrable success and one that illustrates the value of funding sufficient to support, *both intellectually and administratively*, diverse scholarly activity.

# FINAL COMMENTS

Over the course of four days the panel met with members of staff at “Centres of Gender Excellence” at the universities above, all of which had been supported by grants from the Swedish Research Council over a five-year period. Since this grant period is now about to end, an Expert Panel was organized to assess the work of these Centres and to offer recommendations both about the individual Centres and more general issues about the awarding of substantial grants to institutions.

Comments about the individual Centres are contained in the previously presented reports by the Expert Panel. It was agreed at the preparatory meeting in Stockholm on 22nd March 2011 that the final general assessment would be organized in terms of the following questions:

1. The Effectiveness of Large Grants, with particular reference to the questions of (i) the encouragement and the facilitation of research (ii) the professional development of scholars, and (iii) the construction of a creative research arena
2. Final Comments/Recommendations for Future Grants

## The Effectiveness of Large Grants

In the case of all three Centres assessed it was clear that excellent use had been made of the funds made available. In each case, the various developments at the Centres would not have been possible without the support of the funds in question.

These funds made possible the following:

- the appointment of the relevant support staff who could facilitate academic work and meet the day-to-day demands of organizing busy and, in all cases, international Centres
- the funding of Ph.D. and postdoctoral students who will constitute the next generation of trained academic and academic-related staff
- the attendance of staff (at all levels) at major national and international conferences
- the provision of facilities for visiting academics and for the funding of meetings and conferences at the home institution

- the costs of translation and dissemination of the work of Centres, a provision which underpins the contribution of members of the Swedish academic community to the international “global” university.
- the building of academic communities within institutions that can provide support and assistance to individual scholars, particularly those at an early stage in their career.

In the case of all three Centres, the funds had facilitated all the above and provided models of the ways in which scholarly work can be supported and encouraged. We would emphasise that *in our view* the funds had enabled researchers to pursue work that was both of a higher quality and of a greater international impact than work that might have been carried out in a more individualized context. At all the Centres the Ph.D. students who were interviewed by the Expert Panel spoke consistently of the ways in which their careers had been supported and developed by the possibilities made available through the funding. Two examples of this form of assistance were the encouragement with publication and the access, through contact with more senior and visiting scholars, with networks outside Sweden. We thus would emphasize here the contribution that the grants made to the internationalization of both the agenda and the publications of Swedish researchers.

## Final Comments for Future Grants

The Panel had three general comments to make:

- the management of Centres is a crucial issue and in particular the establishment of a management structure such that the named senior manager is able to devote *at least* 75% of her/his time to the management of any Centre. It is extremely difficult for an academic with responsibilities across disciplines and institutional contexts to provide the level of leadership that is essential for both the initial organization of a Centre and its subsequent development.
- it is important that in each Centre there is an individual who is both relatively senior and speaks English with “native speaker” fluency. The internationalization of the excellent work in all the Centres depends upon publication in English-language publications, and the ability to assist in terms of both access to these publications and with a final reading can enhance scholarly impact.
- the model of funding provided through the funding of “Centres of Gender Excellence” is one that offers highly effective and positive ways of

building academic research communities, communities that in turn will offer valuable resources both for teaching and for practice in other aspects of public policy.

# APPENDIX 1: SELF-ASSESSMENT PROTOCOL

## Self-Evaluation Questions

The self-evaluation report should be submitted in pdf-format to [anette.grojer@vr.se](mailto:anette.grojer@vr.se) no later than February 10th, 2011.

### A. Development of the “Centres of Gender Excellence” (CGEX)

- A1. Relate the centre’s development compared to the organization and the goals that were articulated in the original grant application.
- A2. Has the research environment become more attractive...
  - a) ...for PhD students because of the “Centres of Gender Excellence” grant? Specify
  - b) ...for researchers as a result of the “Centres of Gender Excellence” grant? Specify.
- A3. Describe strategies for gender equality: What provisions have been taken to promote increased participation of the under-represented gender...
  - a) ...at the leadership and management level?
  - b) ...at the Post-graduate level (i.e. researchers)?
  - c) ...at the PhD-student level?

### B. Research, results and collaborations

- B1. How would you describe the centre’s position within the research field...
  - a. ...in a Nordic perspective
  - b. ...in a European perspective
  - c. ...in an international perspective
- B2. Describe
  - a) co-operation with different researchers and stakeholders in Sweden
  - b) co-operation with other CGEX in Sweden
  - c) international collaboration, including participation in EU projects (shown in mutual projects, regular exchange of researchers, shorter visits etc.)



- B3. Describe collaborations and outreach activities outside of the academic field.
- B4. Has participation in the CGEX program increased the visibility and attractiveness of your Centre? Specify.

### C. Added value of the CGEX grant

- C1. What is the difference between the present situation for the research group at the CGEX compared to before the CGEX grant?  
When it comes to...
- a. research resources (funding, infrastructures and equipment)
  - b. ability to attract external research funding (apart from VR-funding)
  - c. ability to attract young talented researchers
  - d. ability to attract excellent researchers
  - e. participation in EU projects and other internationally funded projects
  - f. collaboration with internationally leading research groups in your field(s)
  - g. role in making Swedish research in your field(s) internationally visible
  - h. collaboration with industry or other research users
  - i. collaboration with other\* research groups/researchers at your department/institute
  - j. collaboration with other\* Swedish research groups/researchers in your field
  - k. interdisciplinary collaboration
  - l. involvement in PhD education

\*Other = researchers not participating in the “Centre of Gender Excellence”

- C2. What do you consider to be the most important added value of the CGEX funding for your group’s research, and what is the most important added value of the CGEX status?
- C3. What have been the most important benefits with the CGEX grant compared to other forms of grants (i.e. individual project grants)?
- C4. Are there any shortcomings with the CGEX grant compared to other forms of grants?
- C5. If you have other views or experiences relevant for an evaluation of the added value of the CGEX grant, please elaborate.

## D. Future

- D1. What is your strategy for maintaining a strong research environment after the grant period?
- D2. What kind of support is the most important to maintain the level of excellence achieved during the grant period?

## E. SWOT Analysis

Discuss in terms of strengths, weaknesses, opportunities and threats what the CGEX grant has generated.

## F. Appendices

### Appendix 1: Organization of the CGEX

- 1) Describe how the CGEX environment has been organized within the university
- 2) Describe how the CGEX environment has been organized (including leadership and management)

**Appendix 2:** List research publications from the CGEX since the interim evaluation (2008).

**Appendix 3:** List researchers active in the CGEX environment during 2010. The list should include the headings shown below.

| Position | Year of birth | Year of PhD degree | Gender | Starting year at the CGEX | % participation in the CGEX environment | Research area |
|----------|---------------|--------------------|--------|---------------------------|---|---------------|
|          |               |                    |        |                           |   |               |
|          |               |                    |        |                           |   |               |

**Appendix 4:** Budget and financing of the CGEX. The budget should cover the following: Income/received contributions stated in terms of its value in SEK divided into

- a) The CGEX grant
- b) Co-financing by the university
- c) External contributions relevant to the CGEX environment

### Costs

- a) For personnel, including social-security contributions
- b) For equipment
- c) Additional for research (running costs)
- d) For knowledge dissemination – including conference organization
- e) For premises
- f) For university overhead
- g) For administration and other costs – please specify

# APPENDIX 2: RESEARCH QUALITY ASSESSMENT PROTOCOL

Please firmly single-click with the cursor on top of the grey-shaded areas for automatic formatting when you start writing. The shading will then disappear.

## A. Publication Details

Publication title Name of author(s)

Type of Publication (i.e. report, article...)

## B. Reviewer Details

Reviewer's name and affiliation

Reviewer's area(s) of expertise relevant to the publication content

Degree of expertise (scale 1–5; 5 highest) in relation to the research:

Overall confidence level (1–5) in the assessments made in this evaluation report:

## C. Assessment

Please provide written comments addressing the following criteria and place a tick (X) in the far left column next to the appropriate statement and associated mark.

1. Does the publication pose a significant, important research question that can be investigated empirically and that contributes to the knowledge base?

- 1 Insufficient
- 2 Good
- 3 Very good
- 4 Excellent
- 5 Outstanding

Comments:

2. Are research questions linked to relevant theory?

- 1 Insufficient
- 2 Good
- 3 Very good
- 4 Excellent
- 5 Outstanding

Comments

3. Have the methods that best address the research questions of interest been applied?

- 1 Insufficient
- 2 Good
- 3 Very good
- 4 Excellent
- 5 Outstanding

Comments

4 Is the research based on clear chains of inferential reasoning supported and justified by a complete coverage of the relevant literature?

- 1 Insufficient
- 2 Good
- 3 Very good
- 4 Excellent
- 5 Outstanding

Comments

5. Does the publication provide the necessary information to reproduce or replicate the study?

- 1 Insufficient
- 2 Good
- 3 Very good
- 4 Excellent
- 5 Outstanding

Comments

6. Are the study design, methods, and procedures sufficiently transparent and ensure an independent, balanced, and objective approach to the research?

- 1 Insufficient
- 2 Good
- 3 Very good
- 4 Excellent
- 5 Outstanding

Comments

**7. Is sufficient description of the sample, the intervention, and any comparison groups provided?**

- 1 Insufficient
- 2 Good
- 3 Very good
- 4 Excellent
- 5 Outstanding

**Comments**

**8. Does the publication discuss alternative explanations for any findings**

- 1 Insufficient
- 2 Good
- 3 Very good
- 4 Excellent
- 5 Outstanding

**Comments**

**9. Is the possible impact of systematic bias assessed?**

- 1 Insufficient
- 2 Good
- 3 Very good
- 4 Excellent
- 5 Outstanding

**Comments**

9. Is the possible impact of systematic bias assessed?

- 1 Insufficient
- 2 Good
- 3 Very good
- 4 Excellent
- 5 Outstanding

Comments

10. Has the publication been run through a peer-review process?

- Yes
- No
- Don't know

Comments

11. Does the publication adhere to quality standards for reporting (i.e., clear, cogent, complete)

- 1 Insufficient
- 2 Good
- 3 Very good
- 4 Excellent
- 5 Outstanding

Comments



**12. Overall Scientific quality**

- 1 The overall quality of the research is regarded as insufficient
- 2 The overall quality of the research is regarded as good
- 3 The overall quality of the is regarded as very good
- 4 The overall quality of the research is regarded as excellent
- 5 The overall quality of the research is regarded as outstanding

Comments

**D. Optional: Any advice to the project group (via the Panel)**

Comments

Possible comment on any conflicts of interest or other relations with authors of the assessed research report

|  |       |
|--|-------|
| <u>Evaluator's name:</u>                     | _____ |
| Signature for paper<br>(or scanned) version: | _____ |
| Place and date:                              | _____ |
| E-mail address:                              | _____ |
| Telephone:                                   | _____ |

# APPENDIX 3: SHORT CV'S OF THE MEMBERS OF THE EXPERT PANEL

## **Professor Dan Brändström**

Ph.D. in Political Science from the University of Umeå. Former CEO of the Bank of Sweden Tercentenary Foundation 1993–2006. Professor Brändström has many honorary distinctions and is a member of several Swedish and international Academies and learned Societies as well as honorary distinctions.

## **Centennial Professor Mary Evans**

The Gender Institute at the London School of Economics, U.K. **Research interests:** Narratives of class and gender, women writers and, the question of feminism as 'travelling theory', the themes and explanations for the continuity of class and gender inequalities in the UK over the past one hundred and fifty years.

## **Professor Susanne Ihsen**

Gender Studies in Science and Engineering, Technical University of Munich, Germany **Research interests:** Gender and Diversity in organizations and science management, Gender and Diversity in education and professions of science and engineering, Gender and Diversity in technology research.

## **Professor Ellen Mortensen**

Centre for Women's and Gender Research, University of Bergen, Norway **Research interests:** Feminist Theory; Gender Theory; Literature and Philosophy; Literary Theory; Aesthetic Theory; Psychoanalysis; Lyric poetry (French, Anglo-American and Scandinavian after 1850); Modern drama (European & Anglo-American); Modern narrative fiction (Anglo-American, French, Scandinavian).