

CV Anna Wahl, Professor

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Masters degree: 1980 MSc in Business Administration, Stockholm School of Economics. Specialized in Management and Organization.

Doctoral degree: 1992 PhD in Business Administration, Stockholm School of Economics.
Title "Könsstrukturer i organisationer".

Docent: 1998, in Gender, Organization and Management, HHS.

Professor: 2008 in Gender, Organization and Management KTH.

Present employment:

Chair, Professor Gender, organization and management, Department of Industrial Economics and Management, KTH.

Previous employment:

2012-2014 Guest Professor, Tema Genus, Linköping University.

2004-2005 Guest Professor, Department of Business Administration, Karlstad University.

1998-2005 Associate professor, Department of Management and Organization, Stockholm School of Economics.

1992-1998 Assistant professor, Department of Management and Organization, Stockholm School of Economics.

1983-1992 Doctoral Student and teacher, Department of Management and Organization, Stockholm School of Economics.

Supervision: Head supervisor; Pia Höök (2001), Charlotte Holgersson (2003), Sophie Linghag (2009), Cecilia Åkerblom (2011), Klara Regnö (2013), Åsa Johansson Palmkvist (2023), Gabriella Fägerlind (ongoing), associate supervisor: Jenny Lantz (2005). Member of supervisors group at Tema Genus, Linköping university (2012-2014). Associate supervisor Ruth Brändvall (2018).

Assignments as expert on boards and councils:

2017 - 2022 Vice president Gender equality and Core values, KTH.

2021 - Member Scientific committee Swedish Gender Equality Agency (Jämställdhetsmyndigheten)

2020 - 2022 Member Steering committee for project IDUN, NTNU's Faculty of Computer Science and Electrical Engineering

2020 - 2022 Chair Steering committee for Research and collaboration program against Gender-based violence and sexual harassment in academia (Karolinska Institutet coordinator)

2019- Member of Strategic council; School of Science, KTH

2018 Chair Commission against sexual harassment in the Performing Arts

2018 - 2022 Chair, committee for Gender, diversity and Equality, KTH (JMLA)

2017- 2022 Chair, Equality Office, KTH

2017- 2022 Member of Strategic board and Board of deans, KTH

2015- 2018 Member of committee for Future Faculty, FFA, at KTH.

2015- 2017 Member of committee for Career development, STYRKA, at KTH.

2014- 2022 Member of Gender Equality Commission, Swiss National Science Foundation

2014- 2017 Member of Expert Council, Swedish Secretariat for Gender Research, Gothenburg University

2014-2016 Member of Advisory board, EC Network, Karolinska Institutet.
2012-2014 Member of executive board of Gexcel International Collegium for Advanced Transdisciplinary Gender Studies.
2012-2014 Chair of Gender Academy (Genusakademi), Linköpings universitet.
2010 -2013 Chair of expert group on gender, The Swedish Research Council
2011-2012 Vice Dean, School of Industrial Technology and Management
2011-2012 Chair of Women professors at KTH network
2010-2011 Member of Committé for new faculty positions, KTH
2009-2012 Vice chair of the board, Swedish association for gender research
2008-2012 and 2015-2016 Advisor to Prof. Gustav Amberg, Vice-President responsible for Faculty Development and Gender Equity, KTH
2008-2012 Member of council for gender equality, Swedish National Agency for Higher Education
2007-2009 Member of expert group Vinnmer, VINNOVA, Research for innovation and sustainable growth
2004-2006 Member of expert group of gender and equality, VINNOVA, Research for innovation and sustainable growth
2004-2005 Member of University Board at Royal Institute of Technology
2001-2006 Member of Gender committé, The Swedish research council
2001-2003 Chair of board, Swedish secretariat for gender research
1997-2001 Member of board, Swedish secretariat for gender research
1998-1999 Member of expert and evaluation group, RALF
1995-1998 Chair of scientific council, Näringslivets ledarskapsakademi
1995-2000 Chair of Gender equality committé, Stockholm School of economics
1984-1992 Member of board, Forum for feminist research in Stockholm

Faculty opponent, PhD dissertations:

2015, Monica Wirz, University of Cambridge, UK.
2010, Ulrica Jansson, Karlstad university.
2007 Annelie Andersson, Uppsala university.
2006 Annika Vänje, Luleå university.
2005 Marjut Jyrkinen Hanken School of economics, Helsinki.
2003 Barbro Schauman, Åbo Akademi.

Assignments on Evaluation committees PhD dissertations:

2014 Karin Staffansson Pauli, ABE-skolan, KTH.
2014 Ann-Charlotte Callerstig, Tema Genus, Linköping university.
2013 John Sjöström, Tema teknik och social förändring, Linköping university.
2009 Eva Amundsdotter, Luleå university.

Other assignments as external expert:

2015 Seminars with Evaluation committees on Gendered bias in evaluations at Swiss National Science Foundation.
2015-2016 Seminars and workshops on Gender Equality work with Heads of Programs in education and Executive groups at KTH.
2015- Assignment as Gender expert for Faculty development at KTH, and integrating gender in education at KTH, in cooperation with Professor Gustav Amberg, vice rector, KTH.
2014 Design of Workshop for gender mainstreaming in committees and boards at Swedish Science Foundation (Vetenskapsrådet).
2011 External expert, evaluation of professorship in Organisation, at Aalto University, Finland
2010 External expert, evaluation of professorship in gender at Karlstad University.
2008 External expert, evaluation of assistant professor position at Linköping University, Tema Teknik.

2013-2014 Head of government commissioned inquiry on women on management positions in business SOU 2014:80.

2003 Head of government commissioned inquiry on women on management positions in business SOU 2003:16.

1993-1994 Member of government commissioned inquiry on women on management positions in business SOU 1994:3.

Research grants:

2021-2027 Men in focus, research program. (Män i fokus - att utforska homosociala kulturer i organisationer och utveckla metoder och åtgärder för att motverka sexuella trakasserier) FORTE 17.3 million sek.

2020-2022 Scientific advisor, Projekt FRONT 2, Oslo University

2013-2015 Eivor och Mai: Forsknings- och utvecklingsprojekt för jämställdhet med maktperspektiv (Eivor and Mai: Research- and development project GE from a power perspective) VINNOVA, 3 100 000 sek.

2012 Pilot project Swedish Film Institute, *The gendering of film directing*, 50' sek.

2008-2013 Chfeskaps könsmärkta villkor (The gendered conditions of management) VINNOVA. Total SEK 6 million.

2008-2010 Gender and equality in Sandvik. Total SEK 3 million.

2005-2006 Second wave of integration. Swedish council for higher education. Total SEK 700'.

2000-2006 Research programme Gender and organization/ Fosfor, VINNOVA. Total SEK 10.5 million.

2004 Women to the top, EU- project, Jämo. Leader of one part of the project.

2001 European observatory on best practices to remove the glass ceiling. EU-project.

1983-1990 Career development of female engineers and MBA's (doctoral thesis) Riksbankens Jubileumsfond.

Publications (selection):

Peer reviewed articles and book chapters

Snickare, L., & Wahl, A (05 Feb 2024) Still blaming the women? Gender equality work in academic organizations. NORA – Nordic journal of Feminist and Gender research DOI: 10.1080/08038740.2024.2310535

Wahl, A., & Holgersson, C (2022). When Agnes has your back. On separatist methods in gender equality work. Previously published in Swedish in the journal *Tidskrift för Genusvetenskap/Journal for Gender Studies*: 42(1), 55-76.

Wahl, A., & Holgersson, C. (2021). Med Agnes i ryggen: Om separatistiska metoder i jämställdhetsarbete. *Tidskrift för Genusvetenskap*, 42(1), 55–76.

Carvalho, Ines, Carlos Costa, Nina Lykke, Analia Torres & Anna Wahl (2018) Women at the Top of Tourism Organizations. In *Journal of Human Resources in Hospitality & Tourism*, VOL. 0, NO. 0, 1–26 <https://doi.org/10.1080/15332845.2018.1449551>

Holgersson, Charlotte & Wahl, Anna (2017) Sweden: Work for change and political threats. In Seierstad C., Gabaldon P., Mensi-Klarbach H. (eds.) *Gender diversity in the boardroom, Volume 2 Multiple approaches beyond quotas*. London: Palgrave Macmillan, pp 129-157.

Wahl, Anna (2016) Att synliggöra det osynliggjorda. In Lantz Jenny and Linda Portnoff (eds.) *179 år av ensamhet* (pp. 73-96) Stockholm: Albert Bonniers Förlag.

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

Benschop, Yvonne, Mareike van den Brink, Charlotte Holgersson, Anna Wahl (2015) Future Challenges for practices of diversity management in organizations. In Bendl, Regine, Inge Bleijenbergh, Elina Henttonen, and Albert J. Mills (eds.) *The Oxford Handbook of Diversity in Organizations* (pp. 553-574). Oxford: Oxford University Press.

Wahl, Anna (2014) Male managers challenging and reinforcing the male norm in management. *NORA, Nordic Journal of Feminist and Gender Research*, Vol. 22 (2), pp.131-146.

Holgersson, Charlotte, Höök, Pia & Wahl, Anna (2014) Women as power resources: Putting theory into practice. In Bilimoria, Diana & Lord, Linley (eds.) *Women in STEM Careers. International perspectives on increasing workforce participation, advancement and leadership*. (pp. 127-145) Cheltenham: Edward Elgar Publishing Ltd.

Wahl, Anna, Holgersson, Charlotte, Linghag, Sophie & Regnö, Klara (2014) Chefskapets könsmärkta villkor. I Kunze, Astrid & Thorburn Karin (eds.) *Yrke, karriär och lön – kvinnors och mäns olika villkor på den svenska arbetsmarknaden*, SOU 2014:81 (pp. 165-187). Forskningsrapport för Delegationen för jämställdhet i arbetslivet. Stockholm: Fritzes.

Wahl, A. (2013) Gendering management. In Sandberg, Åke (ed.) *Nordic lights. Work, management and welfare in Scandinavia*. Stockholm: SNS förlag.

Wahl, A. and C. Holgersson (2013) Paralysis and fantasy – handling resistance when conveying feminist knowledge. In: Sofia Strid and Liisa Husu (Eds.), *Gender paradoxes in changing academic and scientific organisation (s): GEXcel work in progress report, Volume XVIII* (pp. 187-200). Örebro University and Linköping University.

Holgersson, C., Höök, P., Linghag, S., Regnö, K. och Wahl, A. (2013) Könsmärkta villkor styr synen på kvinnligt och manligt chefskap. I: Kreuger Martin, Crevani, Lucia, Larsen, Kristina (red.) *Leda mot det nya. En forskningsantologi om chefskap och innovation*. Stockholm: Vinnova.

Wahl, A., Holgersson, C., Linghag, S. och Regnö, K. (2013) Chefskap, jämställdhet och etik. I: Brytting, Tomas (red.) *Chefsarbetets etik*. Lund: Studentlitteratur.

Wahl, A. (2012). Kritisk, meriterad och tillfreds?: Frispel. *Tidskrift för Genusvetenskap* (1-2), 68-73.

Wahl, A., Holgersson, C., Linghag, S. & Regnö, K. (2012) Chefskap, jämställdhet och etik. Brytting, Tomas (red.) *Chefsarbetets etik*. Stockholm: SNS förlag.

Wahl, A. (2012). Re-considering complicit masculinity. In: Jeff Hearn and Alp Biricik (Ed.), *Gendered sexual transnationalisations, deconstructing the dominant: Transforming men, 'centres' and knowledge/policy/practice: GEXcel work in progress report, Volume XVI* (pp. 79-86). Linköping: Tema Genus, Linköping university.

Wahl, A. (2011) Kön, makt, nation. Sainsbury, D. & M. Soinen (eds.) *Vänbok till Maud Eduards*. (Gender, power, nation.)

Wahl, A. (2011) Men and women of the corporation by Rosabeth Moss Kanter. Jensen, T. & T. L. Wilson (eds.) *On The Shoulders of Giants*. Lund: Studentlitteratur.

Wahl, A. (2010) The impact of gender equality on management and leadership: reflections on change and resistance. In Husu, L., J. Hearn, A.-M. Lämsä & S. Vanhala (eds.) *Leadership through the gender lens*. Helsinki: Hanken research reports.

Wahl, A. & P. Höök (2007) Changes in working with gender equality in management in Sweden. *Equal Opportunities International*, 26, 5.

Books

Wahl, A., C. Holgersson, P. Höök & S. Linghag (2018) *Det ordnar sig. Teorier om organisation och kön*. Lund: Studentlitteratur. (It will be in order. Theories on organization and gender. 3^d revised edition).

Wahl, Anna, Holgersson, Charlotte, Linghag, Sophie & Regnö, Klara (2014) *Ökad medvetenhet men långsam förändring – om kvinnor och män på ledande positioner I svenskt näringsliv*. SOU 2014:80, Forskningsrapport för Delegationen för jämställdhet I arbetslivet. Stockholm: Fritzes.

Wahl, Anna and S. Linghag (2013) *Män har varit här längst. Jämställdhet och förnyelse i industriella organisationer*. Lund: Studentlitteratur.

Wahl, A., C: Holgersson (2013) *Det ordnar sig alltid. Arbetsbok kring frågor om organisation och kön*. Lund: Studentlitteratur. [It will always be in order. Working exercises around organization and gender issues. 2nd revised edition].

Wahl, A., M. Eduards, C. Holgersson, P. Höök, S. Linghag & M. Rönnblom (2008) *Motstånd och fantasi - Historien om F*. Lund: Studentlitteratur. (Resistance and Fantasy - The Story of F).

Book reviews

Wahl, Anna (2013), Book review: *Women on Corporate Boards and in Top Management. European Trends and Policy*, by Colette Fagan, Maria C. González Menéndez and Silvia Gómez Ansón (eds.) *Journal of European Societies*.

Reports and popular science presentations:

Wahl, A., & Engstrand, Å-K (08 Feb 2024) *Dubbel diskriminering av kvinnor. En rapport om genusbaserad utsatthet för ohövlighet och sexuella trakasserier på KTH*. KTH och KTH Equality Office.

Wahl, A., Engstrand, Å-K (08 Feb 2024) *Double discrimination against women. A report on gender-based violence in the form of incivility and sexual harassment at KTH*. KTH and KTH Equality Office.

Forsknings-och samverkansprogrammet (2022) *Enkätstudie om genusbaserad utsatthet och sexuella trakasserier i svensk högskolesektor*. Stockholm: Karolinska Institutet, KTH, Malmö Universitet, Nationella sekretariatet för genusforskning.

Wahl, Anna & Khakee, Carin (2018) (reds.) *Ett tillfälle att ta vara på för att skapa förändring*. Rapport från Kommissionen mot sexuella trakasserier inom scenkonsten. Stockholm: Svensk Scenkonst och Teaterförbundet.

Wahl, Anna (2017) medverkan i Pascalidou, Alexandra (red.) *Metoo, Så går vi vidare. Röster, redskap och råd*. Stockholm: Lava förlag.

Höök, Pia, Anna Wahl & Jenny Lantz (2009) *Minnen av jämställdhet* (documentary film on the early gender equality work in three large, male dominated organizations).

Wahl, Anna (2012) Inför obligatoriska genuskurser. I Eduards, Maud m fl (Eds.) *Det heter feminism – 20 anspråksfulla förslag för att förändra världen*. Stockholm: Hallongrottan och Feministiskt Perspektiv.

Wahl, Anna & Otilia Wahl (2016) *No sexism please – we're Swedish. A study of gender equality in the film industry*. Ellen Tejle and Helene Granqvist (eds.) Stockholm: WIFT (Women in film and television Sweden).

<http://www.wift.se/ny-skrift-om-representation/>