

## **Course analysis**

### **ME2075 Leadership and power in industrial organisations: perspectives of gender and diversity**

Period 4, Spring 2022

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#### **1. *The evaluation process***

The course evaluation took place at the final seminar of the course. The students filled in answers to three questions in the class room, and they could use the time needed. The students left anonymous answers on a desk for the teacher to pick up. The next step was that everyone sat down with the teacher in a circle in the classroom and shared preferred parts of their answers to the group. Each of the three questions were focused and reflected on. JML aspects are included both in content (a gender theory course) and in form. At the first seminar students formulated a code of conduct for participating in the course and in classroom discussions, which was followed up continuously to ensure an inclusive and safe atmosphere.

#### **2. *Meetings with students***

At the first seminar a code of conduct was formulated based on students input from group discussions. The code of conduct was continuously followed up to ensure an inclusive and safe atmosphere. At the final seminar a joint reflective evaluation was performed.

#### **3. *Course design***

The course draws on research mainly regarding gender, but also ethnicity, class, age, nationality and sexuality in organizations. Knowledge is related to theories on feminism, gender in organizations according to structure and culture, leadership, change, gender equality and diversity. Lectures and reflective seminars take place at KTH on eight occasions, including guest lectures. In addition, there are four pre-recorded lectures on canvas. Students are expected to study the literature between lectures. The lectures and seminars help the students to understand the literature. They offer possibilities to discuss and reflect on the literature and the different theories. Students are expected to actively participate in discussions to learn and practice. The development since last year was mainly to expand the number of reflective seminars and exercises, and to actively work with code of conduct for the course.

#### **4. *Students time in relation to credits***

The students time and effort is in line with the credits.

#### **5. *Students results***

Most students passed the two examinations. Two students were required to make a re-exam. This is similar to previous courses.

#### **6. *Open questions and answers***

Students answers to questions follows:

**A) What is the most important thing/valuable learning in the course?**

Learning about intersectionality and tokenism. How equality effects a company's growth and innovation rate. Interesting to hear about gender equality from guest lectures.

How to tackle resistance to DEI work, and to bring these questions into the light. The Swedish way of ignoring issues does not work.

Inequality issues will not solve themselves; they reproduce. Only by challenging and changing the norm we can improve equality.

The topic of intersection was interesting to me and is something I will carry with me. How to identify discrimination and gender inequality is the most valuable thing I learned. It is something I believe I can utilize to contribute to a more open work environment.

Be aware of gendered processes; tokens, glass escalator, intersectionality of inequalities. And understand how it works is going to be interesting for me in the future. To understand a situation and set a strategy.

That discrimination/gender/harassment issues are never simple or superficial as companies want them to seem. They stem from a gendered company culture and originate from discriminatory actions that were acceptable many decades ago. The quote I got from the course is "if people are doing something it does not mean it is necessarily the right thing to do".

To learn more in-depth about the subject and some of the tools that can be utilized to drive change. To hear about different perspectives from different students regarding the issue.

Before the course started, I would have considered myself engaged and pro the topics of the course. However, I never had the real knowledge and facts when discussing these topics with e.g. friends. Now that I've read the papers and gained knowledge, I feel more informed and encouraged bringing up the topics.

Feeling better educated and by that better prepared for upcoming inequalities and discrimination situations.

I think all of it was valuable, and I really like to read all the articles. I think the guest lectures was the most interesting. To hear about how it is in the "real" world (from Pia).

The most valuable learning is the insights of how different people in different countries and organizations experience discrimination etc. And how you can work for a more inclusive culture.

That it might be hard to make a change within an organization. It may seem easy but there will always be people resistant to change. I found the articles very interesting. I learned a lot from them.

Awareness about organizational structure and how equality varies. It has opened my mind to see and reflect why and how it looks like today in organizations and management positions.

If you are ignoring the problem, then you are a part of the problem. But, also several concepts such as "token" and "the elevator effect".

There are various gender related courses (not just KTH), but it was quite dense and interesting to learn from industrial organization perspective, which I personally did not have a chance to think of.

Tokenism. It has been so interesting to learn about how minorities are affected by especially incivility, and invisibility.

Att man blev så mycket mer upplyst än vad jag trodde. Jag trodde att jag redan hade mycket kunskap i ämnet, men det var så lite jag visste insåg jag snart efter att jag börjat kursen.

**B) How did you experience the learning environment (literature, online lectures, classroom situation etc)?**

A combination of online and classroom lectures was great. I liked the seminars where we could take part of other student's point of view. Summarizing articles was a good way of learning them in depth.

Great literature and classroom situation. I'm not a fan of online lectures in general, I much prefer classrooms.

Very inclusive! It became a very safe environment. The online lectures are good for planning

It was a good mix of self-studying and lectures. The articles that you were supposed to read before the seminars set a good pace for the course.

Some papers were really interesting and clear (glass escalator, Men and women of the corporation), but some other were quite difficult. I sometimes did not understand the aim of the paper.

Interesting and participative classes.

Information in pre-recorded lectures seems to be really close to other in-person lectures.

Very interactive environment, interesting literature and guest lectures.

Open environment, engaging. Interesting literature. Much appreciated for the reasonable amount of course load.

I felt safe and pleasant during seminars.

Really good. Everyone in the group participated and code of conduct was carefully followed. Anna, you created a good environment and most of lectures and seminars was good.

I think it was good, and I liked the combination with both recorded lectures and live lectures in the classroom. It was really interesting with the guest lectures also, those I really enjoyed. I liked the literature, it was interesting.

I think it was very good to have different kinds of learning activities. In my opinion it gets quite boring if you only having the teacher talk all the time. And it is also fun to meet and talk to everyone from different countries etc.

Nice and open climate in the classroom. Good literature. Nice with recorded lectures.

Good! I found the literature interesting and the classroom discussions were relatable to what I've read. I did not watch the online lectures actually. I liked the discussions a lot.

Good! The workload of the course is perfect and you learn a lot by continuously learning a little each week.

Readings were a little heavy (maybe since I work full-time and don't have much time to spare for study). Online style helped a lot, I can watch when I have time. It would be helpful or interesting if the class is more diverse in terms of major, where you are coming from etc.

Mostly good. It feels like we focused more on our experience than the literature on the seminars.

Bra! Super-bra blandning av online videos, eget arbete, föreläsningar och seminarier. Gillar att seminarier inte kändes så tuffa, vilket inte skapade ångest inför dem.

## **7. *Summary of student's evaluations***

The students were very satisfied with the course. They were very positive regarding both content and form. Many of them suggested that this course should be mandatory at KTH and that they would personally recommend it to friends and other students:

Very interesting course that all engineers should take.

Should be mandatory at KTH.

Best and most valuable course so far! Thank you!

I think this course should be a part of all programs to some extent.

Please make this course mandatory for us, plus PhDs. The students will certainly support such action.

This course is so different in comparison to my other courses. I really liked the change of perspective, and way of learning/teaching.

Thank you!

Really good course! I think everyone should take it to see a new perspective.

I have really enjoyed this course.

Very fun and interesting course. Will recommend my friends to take it next year.

Thank you! Very glad I took this course.

I want to encourage friends to take the class.

Tycker verkligen denna kurs borde vara obligatorisk för alla program på KTH och andra skolor. Tipsar alla jag känner som har valfria kurser att läsa denna. Stort tack för att jag fick lära mig.

## **8. *Summary***

The changes this year were very rewarding as the students appreciated the increased numbers of reflective seminars and the work with a code of conduct for the course.

9. **Analysis**

Most students were very satisfied with the course and did not suggest any changes. A few students thought the literature was demanding and would have wanted more time during seminars to discuss particular articles. Most students liked the mix of online lectures and classroom activities. Some students prefer one to the other. The guest lectures were appreciated, and some students suggested that there could be room for a few more.

**C) Improvements that could be done in the course?**

Can't think of any, very happy with it!

Write a summary of the article to be discussed before the seminar. So that everyone has properly absorbed the literature. Maybe longer seminars as well?

Might reduce number of articles by one or two, to make it more likely that participants will keep up.

Have a group project instead of home exam, it would provide more opportunities for discussion.

Talk more about the articles and papers during classes. Verify the understanding of concepts.

Introduce study cases with real situations.

Talk more about strategies to avoid inequalities.

Invite more GE specialists, like on actual consultant sharing real word experiences.

Maybe provide more tools to drive change within organizations. Maybe give insights of issues from outside Sweden, although we got some through the international students.

The information about the assignments and expectations were not always clear to me. This could maybe be improved with better/clearer communication (maybe on canvas). The connection between the guest lectures and the literature was not always clear to me.

I felt like the majority of literature has been quite old. Since the topic of this course is fast-changing, I'd love to have access to some more up-to date literature.

More discussion about the literature during the seminars. It felt like we did not discuss it much at all.

I don't think there could be any improvements.

I would have loved to have more guest lectures. Those were very good.

I don't know really. Maybe more guest lectures? It would be nice to know how I did on the first assignment in order to know what to improve. I felt that the feedback I received was very general. And as the second assignment is the one giving the final grade, I would have liked deeper feedback. Maybe even a "fake" grade.

I would not change anything.

More guest lectures to learn the actual companies cases or make the guest lecture to be more opened, then students not taking this class might also have a chance to think above topic.

I would have liked to have questions in advance to prepare for the seminars. I rather not have prerecorded lectures, though it was good they had a time slot in the schedule.

I online-föreläsningar är det lätt att man zoomar ut när man bara tittar på en ppt med text.

#### **10. Prioritized development**

The design with reflective seminars and work with code of conduct should be repeated next year, as it was successful. A possible change would be to increase time in seminars to articles in course literature that might be considered difficult.