

## Beate Sløk-Andersen

Postdoctoral Researcher

### Copenhagen Business School

Department of Organization  
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Military organizations  
Ethnographic fieldwork  
Cultural analysis

Recruitment and selection  
Gendered organizations  
Norm critique and feminist theory

Qualitative methods  
Gender equality and diversity  
Organizational culture

### ACADEMIC DEGREES

- 2019            **PhD in Ethnology** University of Copenhagen, Denmark  
2010            **Master's degree in European Ethnology** University of Copenhagen, Denmark  
2008            **Summer Institute on Sexuality, Culture & Society** at University of Amsterdam, The Netherlands  
2007            **Bachelor's degree in European Ethnology** University of Copenhagen, Denmark

### RESEARCH EXPERIENCE

- 2019 –            **Copenhagen Business School // Postdoc & Work Package Leader**  
Currently part of the Nordic research project *Gender Equality, Diversity and Societal Security* funded by NordForsk (2018-2021). The work package I am responsible for explores obstacles to diversity at entry-level in the Danish military.
- 2019            **University of Oslo // Visiting Fellow**  
A two week stay at the cross-disciplinary Centre for Gender Research.
- 2018            **University of Colorado, Boulder // Visiting Fellow**  
A four month stay at the College of Media, Communication and Information.
- 2017            **Linköping University // Visiting Fellow**  
A two week stay at the cross-disciplinary department Tema Gender.
- 2015 – 2018    **University of Copenhagen // PhD Student**  
PhD dissertation: *The Becoming of Good Soldiers. An Ethnographic Exploration of Gender and Other Obstacles in the Military Borderland*. This project was based on an ethnographic fieldwork (observations, participation, interviews) carried out at Danish military camps.
- 2014            **Natural History Museum of Denmark // Gender Equality Officer**  
Employed as part of strategic aim to increase the percentage of female scientists. Analysis based on interviews and statistics, then summarized in a report with recommended actions.
- 2013            **The Royal Danish Defence College // Researcher**  
Responsible for a research project about how women gained access to military careers in Denmark. This was summarized in a now frequently quoted research paper.
- 2013            **Dark Cosmology Centre, University of Copenhagen // Researcher**  
Development of a project idea about gender bias in EU research funding.
- 2011 – 2012    **Aarhus University // Project Manager**  
Responsible for a multi-method study on student flow on three different master's programs.
- 2009            **University of Copenhagen // Research Assistant**  
Fieldwork for an EU-funded research project at the Department of Educational Science.

**TEACHING EXPERIENCE**

2018 –	External evaluator on various academic degrees at The Royal Danish Defence College
2017	Teaching ‘Thesis Seminars’ on the graduate programs in European Ethnology and Applied Cultural Analysis, University of Copenhagen
2017	Guest lecturer on the Master of Military Studies at Royal Danish Defense College
2016 – 2017	Thesis supervisor on the graduate program in European Ethnology and Applied Cultural Analysis, University of Copenhagen
2016	Teaching the course ‘Communication and Dissemination of Research to the Public’ on the undergraduate program in European Ethnology, University of Copenhagen
2016	External evaluator on the course ‘The Formation of Modern Denmark: Gender Studies’ on the program Danish Culture Course, University of Copenhagen
2015	Guest lecturer on the Master of Military Studies at Royal Danish Defense College

**ASSOCIATIONS AND NETWORKS**

2019 –	DareGender // Board Member
2019 –	Diversity and Difference Platform, Copenhagen Business School // Member
2017 –	The GEXcel International Collegium Visiting Fellowship Program // Member
2016 – 2019	Transformations in European Societies PhD network // Member
2014 – 2018	Cross Field: Military Anthropology // Member
2012 – 2017	Ethnological Forum // Member of steering committee
2012 – 2015	The National Committee for Gender Research // Member
2012 – 2014	The KRAKA Award Committee // Chair
2010 – 2015	The Association for Gender Research in Denmark // Board Member & Chair (2012-2014)
2009	The Danish AIDS Foundation // Project Manager during World OutGames
2006 – 2010	The University of Copenhagen Student Union // Board Member

**HONOURS & GRANTS**

2019	Mobility grant from ReNEW – a consortium under NordForsk (19.626 DKK)
2017	Grant from The Fulbright Commission (50.000 DKK)
2017	Travel grant from Christian & Otilia Brorsons Rejselegat (15.000 DKK)
2017	Travel grant from Augustinus Foundation (17.200 DKK)
2017	Travel grant from Knud Højgarrds Fond (15.000 DKK)
2017	Travel grant from The Foundation for Danish-Swedish Collaboration (5.000 DKK)

**MEDIA CONTRIBUTIONS**

Various contributions to Danish media since 2013, primarily through interviews concerning gender issues, sexual harassment and conscription in the Danish military.

- Interviewed for articles in Danish news media; *Weekendavisen*, *Altinget.dk*, *Ugebrevet A4*, *Lederne Skibsfart*, *JyllandsPosten*, *Politiken*, *Ritzau*, *Berlingske*, *Videnskab.dk* as well as the military-specific journals *Soldaten* and *Forsvarsavisen*.
- Participation in radio programs seven times since 2015, including the Danish Broadcasting Corporation’s program *P1 Morgen* and Radio 24Syv’s *AK 24Syv*.
- Interviewed on *Deadline* on Danish Broadcasting Corporation’s DR2 and the evening news on TV2 in 2019.

**PUBLICATIONS****Peer-reviewed**

- Lilleaas, Ulla-Britt; Dag Ellingsen & Beate Sløk-Andersen (2020) Humorens tvetydige funktion. Hva kjennetegner humor kan fungere ekskluderende i tradisjonelle mannsbastioner? *Tidsskrift for Kjønnforskning*, 44(1): 8-22.
- Sløk-Andersen, Beate (2019) The Butt of the Joke? Laughter and Potency in the Becoming of Good Soldiers. *Cultural Analysis*, 17(1): 25-56.
- Sløk-Andersen, Beate (2018) *The Becoming of Good Soldiers. An Ethnographic Exploration of Gender and Other Obstacles in the Military Borderland*. PhD dissertation, Faculty of Humanities, University of Copenhagen.
- Sløk-Andersen, Beate (2018) How Good Soldiers Become-with their Uniforms: An Exploration of Uniformity in Practice. *Ethnologia Scandinavica*, 48: 7-25.
- Muhr, Sara L. & Beate Sløk-Andersen (2017) Exclusion and Inclusion in the Danish Military: A Historical Analysis of the Construction and Consequences of a Gendered Organizational Narrative. *Journal of Organizational Change Management*, 30(3): 367-379.
- Sløk-Andersen, Beate (2011) Den uintenderede kønskontrol. *Kvinder, Køn & Forskning*, 3: 63-72.
- Sløk-Andersen, Beate (2011) Køn som infrastruktur. *Kvinder, Køn & Forskning*, 2: 22-30.

**Other publications**

- Sløk-Andersen, Beate (2019) Forsker: Gør som Norge og Sverige og indfør kønsneutral værnepligt. Invited opinion piece on *altinget.dk*, October 10<sup>th</sup> 2019.
- Bennike, Kathrine Bjerg; Sebastian Mohr & Beate Sløk-Andersen (2018) Gender, War, and the Military. On the Complexities, Conceptualizations, and Lived Realities of Militarized Sociality. *Women, Gender & Research* 2-3: 3-11.
- Sløk-Andersen, Beate; Kaitlin Busse & Sara L. Muhr (2019) *Gender Issues in the Danish Defence*. Case for workshops held at Copenhagen Business School, Mar 8<sup>th</sup> and Apr 2<sup>nd</sup> 2019.
- Sløk-Andersen, Beate (2017) Researching the Body – the Body in Research. Reflections on a Participatory Fieldwork in the Danish Army. *Kuckuck. Notizen zur Alltagskultur*, 2: 28-33.
- Sløk-Andersen, Beate (2014) *Science and Gender Equality. How to Affect Gender Ratios at the Natural History Museum of Denmark*. Report for The Natural History Museum of Denmark, University of Copenhagen.
- Sløk-Andersen, Beate (2014) *Kvindernes trinvis adgang til det danske forsvar*. Research report published by the Royal Danish Defence College. Forsvarsakademiet Forlag.
- Co-authored a chapter for the book *Kvinde, kend din krop*. Copenhagen: Tiderne Skifter.
- Sløk-Andersen, Beate (2013) Myten om meritokratiet lever videre. *Universitetsavisen*. June 19<sup>th</sup> 2013.
- Sløk-Andersen, Beate (2012) *Studie(in)aktivitet. Undersøgelse af barrierer for studieaktivitet*. Report done for the Department for Education, Aarhus University.
- Blog posts about contemporary gender research on the website for The Danish Association for Gender Research, [www.koensforskning.dk](http://www.koensforskning.dk), and contributions to hearings on gender equality policies, gender mainstreaming strategies, and research policy in Denmark as well as the EU, 2010-2014.

**PEER-REVIEWS**

- *Ethnologia Europaea* – European journal for ethnology
- *Kulturstudier* – Danish journal for ethnology and history
- *Dansk Sociologi* – Danish journal for sociology
- *Kvinder, Køn & Forskning* – Danish journal for gender studies

**PRESENTATIONS – INVITED SPEAKER**

- 'Krænkelser og eksklusion i et hverdagsperspektiv' at LederForum in the Danish Emergency Management Agency, Kastellet, Nov 20<sup>th</sup> 2019.
- 'Armstrækkere, krop og køn i det danske forsvar' at Etnologisk Forum, University of Copenhagen, Denmark, October 4<sup>th</sup> 2019.
- 'Køn og professionalisme i det danske forsvar' at the Danish Emergency Management Agency, Birkerød, Denmark, Sep 10<sup>th</sup> 2019.
- Part of a panel entitled 'Køn i kamp' at the *People's Meeting (Folkemødet)*, Bornholm, Denmark, Jun 13<sup>th</sup> 2019.
- 'Den gode soldat. Et oplæg om køn og professionalisme i det danske forsvar' at The Association for Women Veterans, Copenhagen, Denmark, Jun 1<sup>st</sup> 2019.
- 'The Becoming of Good Soldiers. An Ethnographic Exploration of Gender and Other Obstacles in the Military Borderland' at the Centre for Gender Research, University of Oslo, Norway, Apr 25<sup>th</sup> 2019.
- 'Beyond the uniform: Exploring the becoming of Danish soldiers through everyday routines' at the Department of Communication, University of Colorado Boulder, USA, Mar 7<sup>th</sup> 2018.
- 'Værnepligt og køn. Erfaringer fra en dansk kaserne' at the public seminar *Fra baktropp til fortropp. Kjønnsligestilling i Forsvaret*, University of Oslo & Oslo and Akershus University College of Applied Sciences, Norway, May 10<sup>th</sup> 2017.
- 'Militære organisationer og forsvarsarbejde fra et kønsforskningsperspektiv' at the research seminar *Military History and Gender*, The Royal Danish Defence College, Denmark, Mar 27<sup>th</sup> 2017.
- Uniformer og disciplin i det danske forsvar: Tanker fra et feltarbejde' at *Etnologisk Forum*, University of Copenhagen, Denmark, Oct 28<sup>th</sup> 2016.
- 'How gender becomes relevant in a science context' at the annual meeting in the Danish Network for Women in Physics, Sandbjerg, Denmark, Jun 18<sup>th</sup> 2013.
- 'Køn som infrastruktur' at *Etnologisk Forum*, Museum of Copenhagen, Denmark, Sep 16<sup>th</sup> 2011.
- 'Kønsregistreringens grænser' at a hearing about transgender rights in Denmark at the Danish parliament, Mar 14<sup>th</sup> 2011.
- 'Ved kønnes grænser: CPR-nummeret som kønsregulering i den danske velfærdsstat' at the event *Vækstlaget – nyt fra kønsforskningen*, KVINFO and The Association for Gender Research in Denmark, Feb 24<sup>th</sup> 2011.

**PRESENTATIONS – CONFERENCES AND SEMINARS**

- 'Negotiating women's inclusion in the Danish Defence' at seminar with the reference group for the *Gender Equality, Diversity and Societal Security* research project, Oslo, Norway, Nov 14<sup>th</sup> 2019.
- 'The affects of gendered security work' at the conference *Affects. Borders. Biopolitics*, University of Copenhagen, Denmark, Aug 22<sup>nd</sup> 2019.
- "'A soldier is a soldier first and foremost": an ethnographic study of the silenced barriers to equality in the Danish military' at the NORA conference *Border Regimes, Territorial Discourses and Feminist Politics*, University of Iceland, Iceland, May 23<sup>rd</sup> 2019.
- 'The Becoming of Good Soldiers. An Ethnographic Exploration of Gender and Other Obstacles in the Military Borderland'. PhD defence at the Faculty of Humanities, University of Copenhagen, Denmark, Mar 15<sup>th</sup> 2019.
- "'A good soldier always sleeps whenever he can!" The Becoming of Good Soldiers in the Danish military' at the conference *Militaries and Militarization: The Turn to Resilience* at The Danish Institute for International Studies, Denmark, Dec 14<sup>th</sup> 2018.
- 'How good soldiers become-with their uniform' at the Military Anthropology Research Network, University of Copenhagen, Denmark, Dec 5<sup>th</sup> 2017.

- 'Making use of *recognition* as an analytical tool' at seminar in the network Transformations in European Societies, Ludwig-Maximilian University Munich, Germany, Oct 26<sup>th</sup> 2017.
- 'Challenging the uniform. Exploring paradoxes of homogeneity in the Danish army' at the seminar *Uniforms in Practice*, University of Copenhagen, Denmark, Sep 14<sup>th</sup> 2017.
- 'Studying the construction of Danish soldiers' at network meeting about the research project *The New Psychology of War*, Danish Institute of International Studies, Denmark, Oct 9<sup>th</sup> 2017.
- 'Beards in the military: An empirical exploration of the interconnections between masculinity, men and the military,' at the conference *Men and Masculinities: Politics, Policy, Praxis*, Örebro University, Sweden, Jun 15<sup>th</sup> 2017.
- 'Military service in the 21<sup>st</sup> century: The construction of *good soldiers*' at research seminar at Tema Gender, Linköping University, Sweden, Jun 7<sup>th</sup> 2017.
- 'The male subject and the Danish military' at the annual conference in the Danish Association of Gender Research, Aalborg University, Denmark, Apr 28<sup>th</sup> 2017.
- 'At udforske praktiseringen af maskuliniteter i uniform' at the annual conference in the Danish Association of Gender Research, Aalborg University, Denmark, Apr 27<sup>th</sup> 2017.
- 'Den gode soldat. En materiel-diskursiv analyse af køn, disciplinering og idealer'. Guest lecture for MA students in European Ethnology, University of Copenhagen, Denmark, Mar 7<sup>th</sup> 2017.
- 'The body as a tool: Auto-ethnography as an approach to ethnographic military research' at *Warring relations: methodological and ethical challenges of ethnographic research on soldier and veteran sociality*, Aarhus University, Denmark, Dec 9<sup>th</sup> 2016.
- 'The good soldier: A contemporary analysis of discipline, gender and bodies in the Danish military' at seminar in the network Transformations in European Societies, Ludwig-Maximilian University Munich, Germany, Oct 6<sup>th</sup> 2016.
- 'Women as soldiers. Gendered perspectives on being a good soldier' at the conference *Women in Modern Wars*, New University of Lisbon, Portugal, Sep 28<sup>th</sup> 2016.
- 'Military service, gender, and citizenship in the Scandinavian countries' at the conference *Universal and equal suffrage conference*, University of Stockholm, Sweden, Aug 18<sup>th</sup> 2016.
- 'Disciplin, køn og krop i det danske militær. Højdepunkter fra et aktivt feltarbejde' for the Military Anthropology Research Network, University of Copenhagen, Denmark, Jun 10<sup>th</sup> 2016.
- 'Den danske soldat. En materiel-diskursiv analyse af pligt, ret, disciplinering og standarder' at research seminar at The Saxo Institute, University of Copenhagen, Denmark, Jan 14<sup>th</sup> 2016.
- 'How to affect gender ratios at the Natural History Museum of Denmark' at the Natural History Museum of Denmark, University of Copenhagen, Denmark, Apr 8<sup>th</sup> 2015.
- 'Hvordan kvinder fik adgang til det danske forsvar' at the event *Kvinder i uniform: Kvinders rolle i det danske forsvarsarbejde*, KVINFO, Denmark, Nov 24<sup>th</sup> 2014.
- 'The question of gender in an excellent world' at the conference *Voices in Nordic Gender Research*, Roskilde University, Denmark, Nov 5<sup>th</sup> 2014.
- 'The role of gender in a military organization' at the annual conference in The International Society for Military Studies. The Royal Danish Defence College, Denmark, November 13<sup>th</sup> 2013.