

Preface to the English edition

The cover of this book shows Arnold Haukeland's sculpture "Air", made in 1961, embodying the free spirit of science. The sculpture stands in the middle of the campus at the University of Oslo. This is where staff and students from different faculties meet daily. This book is written in the interdisciplinary spirit of "Air".

The book is a revised and translated version of the Norwegian anthology *Likestilling i akademien* (2021). The text is adapted for international readers with more detail on the case context (Norway) where needed. Arguments are clarified and connected to international research debate, along with an update of sources.

Why is the top level of academia still often dominated by men? Why is this difficult to change? This book offers an in-depth study of why gender equality in academia is hard to achieve – and a study of actions and measures that work. It is based on a broad range of evidence from a multi-method approach including surveys, interviews and action research.

Despite Norway being on the frontline of global gender equality developments the prevalence of men at top levels in academia persists, according to the results of the new study. However, in this "experimental zone" of increasing gender equality, both the resistance and barriers, and the potentials and possibilities, take on new forms. The book includes models of these new forms and mechanisms recreating gender inequality, as well as ways they can be countered. Thus, it is relevant for a wider global community searching for better paths forward to realizing gender equality.

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