

INTERVIEW GUIDE

1. [BACKGROUND]

- Gender
- Age
- Field, job title (e.g. “associate professor”), how long working in academia & at this institution
- Nationality and career history, esp. career-related relocations
- Where are your loved ones? (Can be multiple places)
 - o Partner, career of partner
 - o Children and other dependents
- Home situation (house, apartment, share, alone)
- Office situation (where, share, alone, comfort)

2. [JOB SATISFACTION] What gives you joy in your job? What sucks out the joy instead? (Why are you in this career?)

3. [REMOTE WORK] Compared to before the pandemics, have you changed your habits when it comes to remote work? Is there a “new normal” for you. (This is not pandemics research. I am not looking at the lockdown situation, but at: before the pandemics vs now).

- If yes, tell me about the change.
 - o Do you feel it is good or bad for you? Why?
 - o Do you work more from places other than your physical office at the campus?
 - o Where do you work from? Can you describe your typical remote work situation (room, people present...)
 - o Where is remote work in your everyday work routine?
 - o Do you work overtime? (= in Norway, more than 37.5 hours/week)
 - o What kind of tasks do you perform remotely?
 - Research?
 - Teaching?
 - Meetings? Have your meetings shifted from physical to digital even when you are in your office?
 - Which digital platforms do you use when working remotely? (Example: schedule appointment, disseminate information...)
 - Which ones do you use the most? How do you feel about them? (Keep question conversational, follow-up)
 - Which ones do you use only every now and then? How do you feel about them?
- Do you feel your remote work habits and your health affect each other?
- Do you feel your remote work habits and your relationship with your loved ones affect each other?
- When you look at your colleagues and collaborators (locally and internationally), do you think their remote work habits have changed (compared to before the pandemics)? Is there a “new normal” for them?

4. [TRAVEL]

- Do you like to travel for work?
- Do you like some types of (work-related) travel more than others?
 - o What kind of travel do you like?
 - o What kind of work-related travel do you dislike?
- Have your work-travel routines changed, compared to before the pandemics? Is there a “new normal” for you?
 - o If yes: tell me about the change.
 - Where do you travel to?
 - When? How often?
 - What for? Conference? Etc.
 - Who do you travel with?
 - Do you combine travel private/work?
 - o Do you feel the change is good or bad for you? Why?
- Do you feel your travel habits and your health affect each other?
- Do you feel your travel habits and your relationship with your loved ones affect each other?
- When you look at your colleagues and collaborators (locally and internationally), do you think their travel habits have changed (compared to before the pandemics)? Is there a “new normal” for them?

5. [SENSE OF AGENCY & BOUNDARY MANAGEMENT]

- Do you feel in control of your remote work routines and travel patterns?
 - o If yes: In what ways?
 - o If not: Who (which people) or what (what circumstances) decide/control your remote work routines and travel patterns, and how?
- How do you signal availability (and lack thereof), when in-office and when working remotely? (Availability to work partners AND to people who are physically located where you are, e.g. family)
 - o How effective are your signals? How do others take them into account?
 - o What do you do when you feel your signals are not taken into account?

6. [INCLUSION]

- Tell me about the main scholarly communities you want to belong to. Which ones are most meaningful to you? (PROMPT: There are many possible answers here: your local or international research group; your Department; local, national or



international societies or groups in your scholarly field; or possibly a group of scholars that do research with particular approaches or on particular themes without being bound by any formal partnership... or something else.)

- What does it mean to you, as a scholar, to be “included” in those professional communities that are most meaningful to you? Give me an example of inclusion and one of exclusion, drawing from your direct experience.
- What has helped and what has hindered your inclusion?
 - When it comes to remote work?
 - When it comes to travel patterns?

7. **[FUTURES & UTOPIA/DYSTOPIA]**

- If you could design your ideal physical/remote work and travel routine, that works perfectly for you (assuming you can do exactly as you wish), what would it look like?
- In reality, what do you think your own remote work and travel routines will be in 5 years from now? And in 10 years from now?
- When you look at your colleagues and collaborators (locally and internationally), how do you think their remote work and travel habits will change in 5 years from now? And in 10 years from now?
- Finally: if you could make the rules, and design the future of higher education institutions (not just for yourself): you get to decide what “normal” remote work routines / travel routines are. What is the best and worst scenario you can imagine? The “utopia” and the “dystopia”?