



SINTEF

Curriculum vitae with track record

*PERSONAL INFORMATION

*Family name, First name:	Tkalich, Anastasiia		
*Date of birth:	20.11.88	*Sex: F	
*Nationality:	Russian		
Researcher unique identifier(s) (ORCID, ResearcherID, etc.):	0000-0001-7391-4194		
URL for personal website:	https://scholar.google.no/citations?user=3IQNJ1EAAAAJ&hl=en		

EDUCATION

	Name of faculty/department, name of university/institution, country
2018-2020	Master of Psychology, Work and Organizational Psychology, NTNU Norway
2017	Exchange semester in Aalborg University, Denmark
2015-2018	Bachelor of Psychology, NTNU Norway
2009-2011	Bachelor of Film Studies, St. Petersburg, Russia
2007-2009	Upper Secondary School, St. Petersburg, Russia

POSITIONS (academic, business, industry, public sector, national or international organisations)

Current Position

	Job title/name of employer/country
2024-ongoing	PhD student in Software Engineering, Department of Software Engineering, Blekinge Institute of Technology, BTH Sweden <ul style="list-style-type: none">Work in the SERT-project¹
2020-ongoing	Research Scientist (part-time), SINTEF AS, Department of Software Engineering, Safety and Security; Norway

¹ <https://rethought.se/>



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- Work in the projects 10xTeams² and Digital Class³

Previous positions held (list)

	Job title/name of employer/country
2018-2020	Teaching assistant (25%), NTNU
2019	Intern, Kantega, Norway
2019	Summer intern (100%), Safetec, Norway
2017-2018	Learning assistant (25%), NTNU (Experts in Team)

FELLOWSHIPS, AWARDS AND PRIZES

	Name of institution/country
2021	Nominated to best paper award, Hawaii International Conference on System Sciences (HICSS) – for the paper <i>“Psychological safety in agile software development teams: Work design antecedents and performance consequences”</i>
2023	Nominated to best paper award, Journal of Systems and Software – <i>“Changes in perceived productivity of software engineers during COVID-19 pandemic: The voice of evidence”</i>

SUPERVISION OF GRADUATE STUDENTS AND RESEARCH FELLOWS

	No. of	Master’s students/ Ph.D./Postdocs	Name of faculty/department/centre, name of university/institution/country
2022-	2	Master's	Department of Education, UiO, Norway

² <https://www.sintef.no/en/projects/2020/10xteams-third-generation-large-scale-method-for-software-innovation-in-autonomous-teams/>

³ <https://www.sintef.no/en/projects/2020/digital-class/>



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TEACHING ACTIVITIES

	Teaching position – topic, name of university/institution/country
2020-2022	Guest lecturer at PK6400 Practical project management, NTNU

ORGANISATION OF MEETINGS (if applicable)

	Role and name of event/number of participants/country
2023	Member of the program committee of the Research Summit on Software Engineering, 33 participants, Norway (organized by the Gemini centre)
2022	The host of "Temadag: Datadeling" (SINTEF) with 30 participants, Norway
2022	Speaker at webinar "Temamøte: Hybrid arbeid" with 1160 participants, Norway
2021	Host and presenter of webinar "Onboarding in virtual teams" with 60 participants, Norway
2021	Host of webinar "Temamøte" (SINTEF) with 160 participants, Norway

COMMISSIONS OF TRUST IN ACADEMIC, PUBLIC OR PRIVATE ORGANISATIONS

Scientific advisory board/review board/review panel member/editorial board/scientific advisory board/reviewer/scientific evaluation/etc.

	Name of university/institution/country – and role
2024	External sensor, IØ6901 1 Organization and management master thesis (NTNU)
2024	Reviewer, Business & Information Systems Engineering (BISU)
2023	External sensor semester thesis, TDT4140 Software Engineering, Department of Computer Science (NTNU)
2021	Reviewer, ECIS 2021, Texas
2021	Reviewer, XP 2020, Denmark

Track record

In the track record, please provide:

1. The total number of publications during the career: 16



2. Publications in international and national journals and conferences:

- a. Tkalic, A., Klotins, E., Sporse, T., Stray, V., Moe, N. B., & Barbala, A. (2024). User Feedback in Continuous Software Engineering: Revealing the State-of-Practice. *Empirical Software Engineering*. (In press).
- b. Tkalic, A., Moe, N. B., Andersen, N. H., Stray, V., & Barbala, A. M. (2023, October). Pair programming practiced in hybrid work. In *2023 ACM/IEEE International Symposium on Empirical Software Engineering and Measurement (ESEM)* (pp. 1-7). IEEE.
- c. Sporse, T., Hatling, M., Tkalic, A., & Stol, K. J. (2023, April). Knowns and unknowns: An experience report on discovering tacit knowledge of maritime surveyors. In *International Working Conference on Requirements Engineering: Foundation for Software Quality* (pp. 309-323). Cham: Springer Nature Switzerland.
- d. Ulfesnes, R., Mikalsen, M., Tkalic, A., Moe, N. B., & Conboy, K. (2023). Digital Transformation—A Flow Perspective. In *Proceedings of the 56th Hawaii International Conference on System Sciences* (p. 4264).
- e. Tkalic, A., Smite, D., Andersen, N. H., Moe, N. B. (2023). What happens to psychological safety when going remote? *IEEE Software*.
- f. Smite, D., Moe, N. B., Tkalic, A., Hanssen, G. K., Nydal, K., Sandbæk, J. N., ... & Holte, M. (2022). Half-Empty Offices in Flexible Work Arrangements: Why Are Employees Not Returning?. In *International Conference on Product-Focused Software Process Improvement* (pp. 252-261). Springer, Cham.
- g. Smite, D., Tkalic, A., Moe, N. B., Papatheocharous, E., Klotins, E., & Buvik, M. P. (2022). Changes in perceived productivity of software engineers during COVID-19 pandemic: The voice of evidence. *Journal of Systems and Software*, 186, 111197.
- h. Tkalic, A., Edison, H. (2022: in press) On the definition of Internal Software Startups. *Proceedings of the 13th International Conference on Software Business (ICSOB 2022), November 08-11, 2022*.
- i. Buvik, M. P., & Tkalic, A. (2022). Work Engagement in Agile Teams: The Missing Link Between Team Autonomy, Trust, and Performance?. In *International Conference on Agile Software Development* (pp. 131-147). Springer, Cham.
- j. Tkalic, A., Ulfesnes, R., & Moe, N. B. (2022). Toward an Agile Product Management: What Do Product Managers Do in Agile Companies?. In *International Conference on Agile Software Development* (pp. 168-184). Springer, Cham.
- k. Buvik, M. P., & Tkalic, A. (2022). Psychological Safety in Agile Software Development Teams: Work Design Antecedents and Performance Consequences. *Hawaii International Conference on System Sciences (HICSS 2022)*.

