11 Public Administration Programmes in Norway

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11.1 HISTORICAL FRAMEWORK

Public administration as an academic endeavor in Norway has traditionally meant public law. The legal profession, along with the two other ‘classics’, state church ministers and military officers dominated the public sector throughout the nineteenth century.

As late as 1930 it was a legal requirement for department heads in the central administration to hold a law degree cum laude. Gradually candidates with natural science, including medical degrees, have entered the scene of public administration, most markedly after WW II, other professions, particularly the economists and political scientists have challenged the jurists as the leading profession in the public sector. No particular academic institution have been designated the role of primarily providing education for public administrators. However, the systematic academic study of the subject commenced at the University of Oslo in the nineteen sixties by scholars in sociology of law and political science. Their efforts formed the basis for an educational programme, as part of the then modern version of political science. The political science department at the University of Oslo was transferred from the Faculty of law to the newly established Faculty of social science in 1965. Public policy and administration became one of four fields of specialization and soon became popular. Public Administration emerged as a distinct subject in the late nineteen sixties, but as part of a social science degree with political science as the main discipline. In 1970 a further specialization took place. Scholars from Oslo established themselves within the University of Bergen, offering public policy and administration as a specific degree programme, eventually in a separate department, now called Department of administration and organization theory. In this institution PA is part of a social science degree, (cand. mag. and cand. polit.) awarded on the basis of exams in several disciplines, PA can constitute a major or minor part of the degree.

The reasons for this development may be two: firstly, prominent scholars demonstrated the shortcomings of the legalistic approach by their empirical studies and convincingly argued that political science, sociology and organization theory could provide the most relevant approaches. The other part of the explanation may be that accelerating economic development and growth in the public sector implied some demands for insights and administrative capabilities beyond the traditions of the legalistic approach and economic analyses. Public Administration as an academic subject was thus received with enthusiasm. Demands in the labor market also
facilitated the initial – and continual – success. Part of the success came as a result of the intimate cooperation with American scholars such as Professor James G. March, and the training many young Norwegian academics received in American institutions. Some noticeable results of this cooperation was the launching of the so called ‘garbage can model’ of organizations (Cohen, Olsen and March) and the reintroduction of the so called institutional perspective in political science and public administration (March and Olsen). Professor March in his address to the American Political Science Association in 1997 portrayed Norwegian public administration as empirical, politically relevant and theory informed, (implying that this might not be the case for present day American public administration).

The approach established in the early years, with an emphasis on policies in a political context, and aided in the analysis by organization theory, came to prevail in the forthcoming years and the general model spread to new universities and the regional colleges, established in the nineteen sixties and seventies.

A broader cultural framework may beneficially be applied to understand both the theoretical preconditions and the actual working in the public administration in Norway – and indeed the other Nordic countries and the Netherlands. The Dutch scholar Geert Hofstede has through a multinational study established four dimension along which national cultures can be described and discussed in context. These are: Degree of power distance, individualism collectivism, femininity – masculinity and degree of uncertainty avoidance.

As to power distance the Northern states are markedly more egalitarian than the Southern nations of Europe, particularly the smaller nations exhibit relatively small differences between top and bottom in society and in organizations. This implies for Norway and the others that hierarchies are low, there is relatively little command and authority obedience and relatively more participation and deliberation in public organizations than further south. Norway and the other Nordic countries are moderately high on individualism (US is number one) but only slightly more so than the rest of Europe, with the marked exception of Portugal, which seem to be more collectivistic, similar to Asian and Latin American countries. Individualism, tempered by some collectivistic attitudes indicates the possibility that there is fair amount of independence for individuals combined with social responsibility. (An interesting dimension for description of recent and future trends). For feminism one finds that the smaller Northern democracies are high on that score as opposed to the bigger nations and particularly South European states. Norway is extremely (everything being relative) ‘feminine’ in Hofstedes sense in that men and women have equal access to all sorts of jobs and positions and that allegedly feminine values, embodied in the welfare state and high contributions to development efforts, prevail. Particularly representative politics and the public sector has been ‘femininized’, although the proportion of women business manager is low in absolute terms. Feminism possibly indicates a more service oriented public administration and certainly symbolizes the opportunity and desirability of women to enter public service. The uncertainty avoidance, meaning the degree to which people feel stress in the face of risk and uncertainty is markedly higher in the South than in the North, Norway being placed in the bracket moderate to low, along with the Netherlands and Finland. This indicates a moderate need for rules, conventions and authority,
something which also should have bearing on the development of theories and practices for public administration: Fair cultural conditions for experimentation, outlook and discretion, relatively more trust and relatively less rule-dependency than some other cultures.

For some of the above dimensions, one can discern a differentiation between the Catholic south and the Protestant north, the latter being more feminine, uncertainty-accepting and egalitarian, less bound by grand systems and entrenched in legalistic approaches to public management. This is only to suggest one line of in a complex European pattern of variety, and not to suggest any normative conclusions.

11.2 INSTITUTIONAL SETTING

Public Administration is being taught in the main universities and in the regional colleges. The institutions offer public administration programmes through a department or institute. There is no separate school or faculty in Norway specializing in public administration. The following institutions offer public administration:

- University of Bergen
- University of Oslo
- Norwegian University of Science and Technology (Trondheim)
- University of Tromso
- Sogn og Fjordane College
- Agder College
- Oslo College
- Norwegian School of Management in Oslo (BI)
- North Trondelag College
- Hedmark College
- Finnmark College

(See Annex 11.1 for a list of all the programmes in Public Administration taught in Norway)

11.3 POSITIONING ACADEMIC PROGRAMMES IN PUBLIC ADMINISTRATION IN RELATION TO THE DISCIPLINES TO WHICH THEY ARE MOST CLOSELY RELATED

It has been argued in the introduction that Norwegian public administration in its modern form has been a sub-field of political science and have also been influenced by sociology. It should also be noted that organization theory (American fashion), has provided a major theoretical tool.

- University of Bergen (Department of Administration and Organization Theory)

The department used to be part of the Department of Sociology, which included the present Departments of Comparative Politics, Economics and Information Science. It was established as a separate department in 1980. Public Administration as a separate subject has been taught since 1968. Sociological approaches remained dominant after department became independent.
11.3.2 Political Science and Sociology are still very influential disciplines at the department. Organization theory is considered to be fundamental. Political Science is getting more and more dominant.

Public Administration as a discipline is relatively young in Norway and has not developed its 'own' theories. It is still largely influenced by older disciplines like Sociology and Political Science. Its distinguishing feature is the combination of political and organization theory and its empirical orientation. Public Administration in Norway is not a normative subject. The discipline does not present any best way of organizing or solving problems. Courses are conducted neither as discipline courses nor as practically oriented courses, but as more or less interdisciplinary exercises in analysis and application of different tools and perspectives on a policy area, institution or programme.

- University of Oslo
- Norwegian University of Science and Technology (Trondheim)
- University of Tromso

Public Administration at the Universities of Oslo, Trondheim and Tromso are integrated parts of the Political Science programmes at both the undergraduate and graduate levels. The Department of Political Science in Oslo which was established in 1957 is the oldest among the three. Public Policy and Administration at these Universities is considered a part of Political Science. PA has for decades been the most popular subject within Political Science.

- Sogn og Fjordane College
- Oslo College
- Norwegian School of Management in Oslo (BI)
- North Trondelag College
- Hedmark College
- Finnmark College
- Agder College

Public Administration in some of the regional colleges have the same trend as in the universities. Most of the colleges have a strong emphasis on management approaches to Public Administration in general and to Local Government Administration in particular.

The dominant approach to the development and delivery of Public Administration programmes in Norway is political. Sociology has some influence, but not at the same level as Political Science. Management approaches are dominant in most of the regional colleges.

COMPARATIVE ANALYSIS OF THE CONTENTS OF PUBLIC ADMINISTRATION PROGRAMMES

A student can major in Public Administration as part of the undergraduate degree of cand. mag. or the advanced degrees of cand. polit. or dr. polit.
Grunnfag (Foundation course)
Taken after 2 semesters of full time study. The syllabus includes between 3000 and 4000 pages of reading.

Mellonfag (Intermediate course)
Usually taken as a supplementary exam (mellomfagstillegg) requiring one additional semester of study beyond the grunnfag in the same subject. Students often cover in greater depth, the same topics as in grunnfag, and begins to specialize in a selected area of the field. Approximately 1500 to 2000 pages of reading required.

Hovedfag (Main subject/post graduate level)
Normally requires 4 semesters of study after the mellomfag examination in the same subject.

Hogskolekandidat
This lower level/undergraduate degree usually takes four to six semesters to complete. It is equivalent to a BA. It is only offered at the regional colleges. Credits from this degree can be integrated into the university degrees.

Cand. mag. (candidata/candidatus magistrii)
This lower level/under-graduate degree usually takes seven semesters to complete beyond the time spent on the preparatory programme and examen philosophicum. Formal requirement for combination of course subjects. It is normally awarded after completing examinations in three subject areas – most commonly one mellomfag and two grunnfag.

Cand. Polit. (Candidata/candidatus rerum politicarum)
This higher level/post graduate degree is based on the completion of a cand. mag. or its equivalent. It requires the expansion of a mellomfag into a hovedfag through a minimum of 4 semesters of study, examinations, and a thesis (hovedoppgave) i.e. seven semester specializing within a 12 semester degree program in social science.

Mag. Art. (Magister artium)
This degree is similar to the cand. polit. But is more specialized and less structured at the hovedfag level. This degree is currently being phased out at the various social science faculties in the country.

Master of Philosophy in Public Administration
In the Fall semester 1994, a Master of Philosophy programme was launched at the University of Bergen. The programme was designed with foreign students in mind, but Norwegian students are also eligible. The language of instruction is English. Applicants must provide documentation of English language proficiency.

In order to be admitted to the Master of Philosophy in Public Administration programme, an applicant must have a university degree based on either (a) three years of studies or more from a recognized non-Norwegian university or (b) a cand. mag.-degree or comparable education recognized by the Academic Collegium at the
University of Bergen. These formal entrance requirements are identical to the
minimum requirements that apply for admission to the ‘hovedfag’.

The Master programme is equivalent to four semesters of study after completion
of an undergraduate degree.

**Doctoral degrees (doctor rerum politicarum/doctor philosophiae)**

One of the above doctoral degrees is awarded to candidates who complete a doctoral
programme in public administration. The central element of the programme is
independent work on a scientific dissertation. The dissertation can consist of either of
a single research report or several, smaller pieces of work.

*Department of administration and organization theory, University of Bergen*

The curriculum total is 4200 pages. The curriculum is included in the plan of study.

**Description of Public administration courses**

The course themes are as follows:

- **G1. The Introductory Course (200 pages)**
  This course presents the field within the framework of political science and provides
  a survey of some of the main issues.

- **G2. Political Theory and Regimes I (500 pages)**
  An introduction to political theory and democratic theory is provided. Emphasis is
  placed on different approaches to democracy.

- **G3. Political Theory and Regimes II (500 pages)**
  This course is concerned with the political organization of society at the macro-level.
  Focus is on the size of the public sector, how it is organized, and how it is financed.
  Further, different constitutional arrangements and federal organizational forms, the
  relationship between state and society, between bureaucracy and democracy, and the
  formation of the welfare state are also important issues addressed in the course.

- **G4. Organization Theory I (500 pages)**
  This course provides an elementary introduction to basic approaches and concepts
  in organization theory. The objective is to demonstrate the usefulness of organization
  theory as an important tool in the analysis of public policy and social issues.

- **G5. Organization Theory II (500 pages)**
  This course covers central processes in organizations, such as recruitment, profession-
  alisation, finance, management, legitimization and change. The course will focus on
  the different phases in a political/administrative decision process – from initiative to
  evaluation and learning.

- **G6. Methodology (500 pages)**
  This course provides an introduction to research methodology, stressing quantitative
  and qualitative methods and techniques and the assumptions which underlie them.
  The goal is to provide the students with an adequate understanding of how to apply
  a scientific approach to research in the field.

- **G7. Organizational Forms and Processes I (500 pages)**
This course is focused on political and administrative structures and processes at the national/supranational level. The Norwegian Parliament, government, and central administrative apparatus, as well as their inter-relationships form central themes. The course will also cover corporatist arrangements and international organizations.

G8. Organizational Forms and Processes II (500 pages)
This course is focused on political and administrative structures and processes at the regional/local level. The organs of county and municipal government and their inter-relationships as well as the relationship between the central government and local/regional political and administrative organs form the main themes.

G9. Organizational Forms and Processes III (500 pages)
This course is focused on political and administrative structures and processes that affect actors and groupings in society and their relationship to the political/administrative system. The role of professions and the relation between the public administration and the individual citizen are key themes.

M1. Political Theory and Regimes (600 pages)
This course builds on the 'grunnfag' introduction to political theory and analysis of democratic principles. It stresses a comparative approach to the analysis of political regimes and uses Norway as a point of departure for such analyses. A political-institutional approach is applied to the study of the relationship between state and society. The interaction among states is made clear by emphasizing how various states influence and are influenced by international and supranational structures and processes.

M2. Organization Theory (600 pages)
This course builds upon the organization theory that was taught at the 'grunnfag' level. It stresses analyses of complex sets of organizations; connections between levels of organizations, between organizations and institutions, and the social frameworks of organizations and institutions. Another objective is to discuss organizational models such as the bureaucratic, the professional and the management-based.

M3. Methodology (200 pages)
The primary goal of this course is to assist students in writing the 'mellomfagstillegg' term paper. The course stresses the issues of design, evaluation of data and data sources, practical use of methods, and evaluation of results. Methodological issues are also treated in other courses.

M4. Organizational Forms and Processes I (600 pages)
The purpose of this elective course is to enhance the knowledge and the analytical skills of the student regarding political and administrative structures and processes at the national and supranational levels, especially concerning research in public policy and institutional change processes.
M5. Organizational Forms and Processes II (600 pages)
The purpose of this elective course is to enhance the knowledge and analytical skills of the student concerning political and administrative structures and processes at the local and regional level. Comparisons with other countries, especially other Nordic countries, receive primary attention.

M6. Organizational Forms and Processes III (600 pages)
The purpose of this course is to enhance the knowledge and analytical skills of the student concerning administrative structures and processes that affect and shape actors and groupings in society and their relationship to political and administrative structures. The citizen role is studied with emphasis on participation, rights, access, and social distribution. The services of the welfare state, especially health and social services, receive primary attention.

The 'Mellomfagstillegg' Term Paper
The 'mellomfagstillegg' term paper is intended as an individual effort, though an advisor can grant permission to several students to hand in a paper as a joint effort. The student selects the topic and the paper is to be approximately 5000 words. The student may receive individual advice and guidance on the paper project. The term paper must be submitted to the Department office by May 10th in the Spring and November 10th in the Fall. The topic for the term paper must be approved by a student advisor.

Methodology 1
The aim of this course is to enhance the students' insight in: different research strategies, critical issues in the philosophy of the social sciences, and the methodological basis for conducting social science research. The course will provide an overview of the most important problems associated with different research designs. Emphasis will be placed on qualitative, quantitative and comparative methods.

Organization Theory
The aim of this course is to enhance further the student's knowledge of the structuring and functioning of organizations. The course will address establishment, maintenance, and change of organizations; how organizations interact with their environments; and what the effects of different organizational forms are. Emphasis will be placed on the preconditions for and the effects of the application of different models and perspectives to the study of organizational processes: when and in what situations and contexts they are relevant, how they are devised and structured, and what they mean to the actual conduct of empirical research.

Political Regimes
The primary aim of this course is the study of the state and its institutions, political regimes, and public policy in light of national and international developments and processes. The course will discuss conditions that produce variations in the state's influence on society, as well as variations in societal influence on the state effected by
citizens, societal structures, and political cultures. The course is aimed at providing an overview of central political theories and to present an organization theoretical approach to the study of state-society relations.

Methodology 2
The goal here is to give the student an understanding of and practical experience with the formulation of a research design. Emphasis is put on formulating problems and clarifying the connection between problems, research strategies, analytical methods, techniques for collating data and databases.

The 'Hovedfag' Thesis
The thesis should be about 100 type-written pages, at 1.5 line-spacing and ought not run over 150 pages.

(See Annex 11.2 for a list of courses taught in these degree programmes)

11.5 THE EUROPEAN AND COMPARATIVE DIMENSION

Norwegian universities and colleges have been very slow in establishing centers of European research and providing doctoral courses on European integration. While a few doctoral courses are offered at ad hoc basis, no systematic course structure exists, except at the Agder College. Agder College offers an ‘Advanced programme in Public Administration and Economic – European studies’.

At the University of Bergen, Department of administration and organization theory, one of the electives at the intermediate level used to be ‘Comparative Administration’. The focus was mainly on the administrative systems in Western Europe and North America. This particular course is not offered anymore, but, there are more researchers at the department working with international and EU related problems. The department takes part in the designing and implementation of Joint European modules in two subjects: Local and regional government (Professor Torodd Strand) and Environmental policies in Europe (Professor Alf-Inge Jansen).

Seminar series which brings together scholars, government officials and students working with EU related issues, are organized at most of the universities and research centers. Government officials and researchers in other institutions also participate in such seminars, to present their research or insight into the EU system through their work. These EU seminar series are regular programmes at many of the institutions which offer Public Administration.

The following are responsible for the seminar series on the European and comparative dimension:
– Associate professor Lars Chr. Blichner, Dept. of Adm. & organization theory, Univ. Of Bergen
– Professor Johan P. Olsen, SentralARENA, University of Oslo

The reasons for the scarcity of specific courses on the European and comparative dimension may firstly be the general orientation in Norwegian political science
towards the US. Secondly the Norwegian choice of remaining outside the EU may count as a part of the explanation. The Nordic countries and lately the Baltic states, have been chosen for comparison and cooperation. African countries have also played a role as international partners. Few specific incentives for ‘Europeanization’ have been provided.

11.6 RESEARCH

11.6.1

Research on Public Administration: general overview

Norwegian PA in general is very much research oriented, empirical rather than normative, and analytical in focus rather than problem solving. A major perspective has been to view the administration as a political and problem solving actor-channeling the needs of the population and initiating as well as implementing policies. Thus the decision processes and power play in and around administrative bodies, (for example the role of the professions) have been analyzed, often to demonstrate the agenda forming and distributive consequences of certain administrative arrangements. New policies and administrative reforms have regularly been subjected to analyses, often focusing on obstacles and faulty implementation.

There are few comparative studies and many publications turned out to be situational. That is, they are strongly linked to a specific historical event: the political struggle over Norwegian membership in the European Union and the referendum in 1994.

A new wave of research on European integration is under way in Norway, independent of the political struggle over Norwegian membership. Since this development is rather new, it can be more easily detected in unpublished papers and drafts of doctoral theses than in printed articles and books. Between 1994-97, 186 publications on European integration and cooperation were made. The publications were in the form of chapters in books, monographs, articles and (MPhil) theses (ARENA 12/97).

Research on European integration now attracts people from a variety of political science sub-fields. European integration research in Norway seems to have become a meeting ground for a variety of analytical traditions and approaches.(ibid.)

Main research priorities

University of Bergen

Department of administration and organization theory

Intra and intersectoral policy analyses, institutional development in developing countries, impact of organizational forms on public policies, study of administrative reforms and administrative policies, ‘managerialism’ in Public Administration, relationship between public actors, such as national agencies and local governments. Relationship between knowledge, power and legitimacy in authority structures.

Department of comparative politics

Comparative party systems, comparative political cultures.
**University of Oslo**  
*Department of Political Science*  
Institutional theory applied on public administration, theories of nations states and their development.

**Norwegian University of Science and Technology**  
*Department of Political Science*  
Comparative value systems

**University of Tromso**  
*Department of Political Science*  
Institutionalized forms of organizations and change, the spread of new institutional standards in organizations.

– Sogn og Fjordane College  
– Oslo College  
– Norwegian School of Management in Oslo(BI).  
– North Trondelag College  
– Hedmark College  
– Finnmark College  
– Agder College

The colleges encourage research, but heavy teaching loads forbid extensive activity. Focus is often on local government subject, social and environmental problems.

**LOS Center**  
The LOS Center (Norwegian Center in Organization and Management) is a joint research center between the University of Bergen and The Norwegian School of Economics and Business Administration (NHH). The LOS Center cooperates closely with the Research Council of Norway.

**Objectives**  
The LOS Center's objective is to sustain long-term basic research focusing on change and development in the public sector and the shifting borders between the public and private sectors.  
The basic functions of the LOS Center is linked to research, scholarly collaboration and dissemination of research results. In connection with ongoing research projects, the Center shall also be involved in post-graduate education and in providing supervision for students at the graduate level.  
The LOS Center’s organizational structure shall ensure multidisciplinarity and cross-institutional cooperation. Its ambition is to combine an interest in current issues and developments with an understanding of more general and theoretical issues.

**ARENA**  
*(Advanced Research on the Europeanization of the Nation-State)* at the University of Oslo.
ARENA is a basic research programme on the changes in Europe with a primary focus on the role of the nation-state. The main focus for ARENA is on the effects of a more active Europe on the core institutions of the nation-state. By building coordinated academic networks, ARENA studies the changing implications of the evolving European systems of governance, in particular the European Union, for national policies, institutions and collective identities. Addressing the normative challenges of Europeanization, ARENA also studies the legitimacy of such changes, particularly on the basis of democratic theory.

ARENA is a programme under the auspices of The Research Council of Norway and is organized with a coordinating unit, SentralARENA at The University of Oslo.

**CEAS**
*(Center for European and Asian Studies) at the Norwegian School of Management in Oslo (BI)*

Before its reorganization, the center (CEASE) was called the Center for European Studies. The focus today is more on Asia, as one the main programmes indicates.

**The Change Management Programme**

BI's Executive School offers a tailored master's degree (part-time) to these target groups in addition to in-house training programmes. Furthermore, the Executive School serves as the school's strategic tool in offering training and advisory services. Since 1996, BI has been actively working in China. The activities in Asia aim to establish an Asia-pacific management education and research programme within BI's Center for European and Asian Studies (CEASE). The programme is carried out in cooperation with leading Asian and European universities and business schools.

The teaching programme is designed for multinational, local, private and State companies as well as State and Local government authorities. Training takes place through master's programmes and in-house company programmes. The research projects, focusing on globalization and regional integration, are carried out in cooperation with research centers at partner universities or business schools.

The Change Management Programme is approved by the Norwegian Ministry of Education and aims at teaching modern European management techniques to employees from and in Asia. It is a 2-year programme, and student entry requirements consist of high academic achievement, proven business ability, solid English skills, strong motivation and leadership qualities.

The European comparative dimension in Public Administration

ARENA publications:

94/1  Ulf I. Sverdrup/ Arild Aurvåg Farsund: ‘Norsk forvaltning i FOS-prosessen’.
From Nordisk Administrativt tidsskrift nr. 1/1994

95/1  Lars Mjøset, Ådne Cappelen, Jan Fagerberg, Bent Sofus Tranøy: ‘Norway: Changing the Model’
Halvor Sætre: ‘Tysklands samling, Maastrichtavtalen og sammenbruddet i EMS’

Philip Schlesinger and Gillian Doyle: ‘Contradictions of Economy and Culture: The European Union and Information Society’

Øyvind Østerud: ‘Norwegian Nationalism in a European Context’ – ‘Democracy Between National Government and Supranationality – A Concise Exposition’

Johan P. Olsen: ‘Europeanization and Nation-State Dynamics’


Johan P Olsen: ‘Norway: Slow learner – or Another Triumph of the Tortoise?’

Eli Skogerbø: ‘External Constraints and National Resources. Reflections on the Europeanization of Communications Policy’

Inger-Johanne Sand: ‘En skisse til tre rettslige statsmodeller: Rettsstaten, forvaltningsstaten og nettverksstaten’

Lars Mjøset: ‘Western European Integration: An historical perspective extended into the 1990s’

Elisabeth Bakke: ‘Mot ein europeisk identitet?’

Ola Listhaug: ‘Komparativ offentlig opinion i Europa: En oversikt over nyere forskning’

Beate Huseby/ Ola Listhaug: ‘Identifications of Norwegians with Europe: The Impact of Values and Centre-Periphery Factors’

Andreas Føllesdal: ‘Minority Rights: A Liberal Contractualist Case’

Dag Arne Christensen: ‘The Left-Wing Opposition in Denmark, Norway and Sweden: Cases of Euro-phobia?’

Morten Egeberg: ‘Organization and Nationality in the European Commission Services’

Philip Schlesinger: ‘Fra kulturelt forsvar til politisk kultur?’

Bjørn Otto Sverdrup: ‘Tyskland og Frankrike: Et institusjonalisert samarbeid’

Johan P. Olsen: ‘The Changing Political Organization of Europe: An Institutional Perspective on the Role of Comprehensive Reform Efforts’


Dag A. Christensen: ‘Europautvala i Danmark, Sverige og Noreg: Sandpåstretningsorgan eller politiske muldvægar?’

Johan P. Olsen: ‘Institutional Design in Democratic Contexts.’

Johan P. Olsen: ‘The Changing Political Organization of Europe.’

Ulf Sverdrup: ‘Norway: An Adaptive Non-Member.’

Janne Haaland Matlary: ‘New Bottles for New Wine (Epilogue).’

98/1 Janne Haaland Matlary: ‘Energy Policy: From a National to a European Framework?’
98/2 Johan P. Olsen and Bjørn Otto Sverdrup: ‘Samarbeid og integrasjon i Norden og Europa.’
98/3 Lars Mjøset: ‘Les significations historiques de l’européanisation’
98/4 Erik Oddvar Eriksen and Jarle Weigård: ‘Conceptualizing Politics: Strategic or Communicative Action?’

ARENA Reports:
96/1 Various contributors: ‘Enlargement to the East’. Proceedings from ‘European Thresholds’ – ARENA Conference Series
96/2 Tom Christensen: ‘Adapting to Processes of Europeanisation – A Study of the Norwegian Ministry of Foreign Affairs’
97/1 Jon Erik Dølvik: ‘ETUC and Europeanisation of Trade Unionism in the 1990s’
97/2 Vebjørn Dysvik: ‘The Road to Maastricht. Dynamic and Formative Forces in the EMU Process’
97/3 Frode Veggeland: ‘Internasjonalisering og Nasjonale Reformforsøk. EU, GATT og endringsprosessen i Landbruksdepartementet og jordbrukssektoren.’
97/4 Stig Eliassen og Pål Meland: ‘Nasjonal identitet i statsløse nasjoner. En sammenliknende studie av Skottland og Wales’
97/5 Jon Erik Dølvik: ‘Redrawing Boundaries of Solidarity ? ETUC, Social Dialogue and the Europeanisation of Trade Unions in the 1990s’
98/1 Kjetil Moen: ‘Fra monopol til konkurranse. EØS, norsk legemiddelpolitikk og Norsk Medisinaldepot’
98/2 Heidi Olsen: ‘Europeisering’ av Universitetet: Fullt og helt – eller stykkevis og delt?’

Department of Political Science:


- Willy Østreng: ‘The Legitimacy of the ATS Regimes: Introduction,’ in Olav Schram Stokke and Davor Vidas (eds):
Department of Administration and Organisation theory:

Reports and memos:


Nr. 35 (1996) Thorvald Gran, ‘Er europaunionen et interstatlig sosialdemokratisk regime?’


Department of Comparative Politics


– Karvonen, Lauri: Fragmentation and Consensus. Political Organization and the

- **Larsen, Stein Ugelvik**: ‘Conservatives and fascists in the Nordic countries: Norway, Sweden, Finland and Denmark 1918-45’ i Blink horn, Martin (red.): Fascists and the Conservatives, London: Unwin Hyman 1990.

**Main Researchers**

Researchers involved in research on comparative Public administration and research on the EU as a politico-administrative system.

- Senior Researcher Helene Sjursen, SentralARENA,
- Senior Researcher KDrE Hagen, SentralARENA,
- Senior Researcher Dag Harald Claes, SentralARENA,
- Professor Lars Mjoset, SentralARENA
- Research Director Jon Erik Drivvik, FAFO,
- Research Fellow Bent Sofus Trany, Wissenschaftszentrum Berlin,
- Professor Helge Pharo, Department of History, University of Oslo,
- Research Fellow Anders Jolstad, Department of History, University of Oslo,
- Professor Svein Dahl, Department of History, Norwegian University of Sc. & Tech.
- Associate Prof. Hans Otto Frøland, Dept. of History, Norwegian Univ. of Sc. & Tech.
- Professor Johan P. Olsen, SentralARENA,
- Research Fellow Ulf Sverdrup, SentralARENA,
- Professor Morten Egeberg, Department of Political Science, University of Oslo
- Research Fellow Jarle Trondal, Department of Political Science, University of Oslo
- Professor Trond Nordby, Department of Political Science, University of Oslo
- Research Fellow Frode Veggeland, Department of Political Science,
- Associate Professor Inger Johanne Sand, Dept. Of Law, University of Oslo
- Professor Hans Petter Graver, Centre of European Law, University of Oslo
- Research Fellow Bjørn Otto Sverdrup, SentralARENA,
- Associate Prof. Jon Erik Fossum, Dept. Adm. and org. theory / LOS- Centre, Univ.
RELATION WITH THE PROFESSION

There is no specific Public Administration profession in Norway. Public Administration graduates gain employment in relevant parts of the public sector. That is, jobs in which they could use the knowledge derived from their training. The graduates get employed within 1–2 years after completion. A survey conducted by the Department of Administration and organization theory at the university of Bergen gave a picture of occupational choice for the students who graduated between 1971 and 1990. Sixty-seven percent of 285 former students answered the questionnaire.
Universities and regional colleges absorbed the majority of the graduates, almost one third (see Table 11.1). The second largest group of graduates were employed in the Local governments with about 18 percent. The county administrations and the departments employed about 10 percent each. Totally the public sector gave employment to more than 8 out of 10 graduates from the department, in 1990.

Graduates at the Department of administration and organization theory according to sectors were employed in 1990. Percent. (N=187)

<table>
<thead>
<tr>
<th>Ministry</th>
<th>1971-80</th>
<th>1981-84</th>
<th>1986-90</th>
<th>Total (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ministry</td>
<td>2</td>
<td>17</td>
<td>13</td>
<td>10</td>
</tr>
<tr>
<td>Other central administration</td>
<td>12</td>
<td>12</td>
<td>10</td>
<td>11</td>
</tr>
<tr>
<td>County administration</td>
<td>2</td>
<td>8</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Local government administration</td>
<td>21</td>
<td>20</td>
<td>13</td>
<td>18</td>
</tr>
<tr>
<td>Regional/ local state administration</td>
<td>8</td>
<td>3</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td>Universities / Colleges</td>
<td>33</td>
<td>22</td>
<td>37</td>
<td>31</td>
</tr>
<tr>
<td>Public business activities</td>
<td>8</td>
<td>3</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>Other public affairs</td>
<td>3</td>
<td>2</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Interest organizations</td>
<td>2</td>
<td></td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Industry</td>
<td>5</td>
<td>3</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Consultancy firms</td>
<td>5</td>
<td>3</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Other service sectors</td>
<td>2</td>
<td>5</td>
<td></td>
<td>2</td>
</tr>
</tbody>
</table>

Access to the central and local administration
An estimate of the percentage of Public Administration students who within 1-2 years of completing their studies gain access to employment in:

(a) Central administration: 10 percent
(b) Sub-national administration: 40 percent

The underlying reasons for this are that social scientist generally are in demand in the public services dealing with welfare state related issues, and political science graduates and particularly those with a PA specialization have been seen as useful. Early graduates, having risen to senior positions, have been instrumental in recruiting new candidates with similar educational background.

There been no attempts on the part of the university institutions to modify the public service recruitment policies of Public Administration in Norway

The government purchases research services from academic institutions on a relatively large scale, either as general research within a programme or as specific studies of certain policies or reforms.

IN-SERVICE TRAINING AND STAFF DEVELOPMENT
The Universities do not offer post entry pre-service and in-service training.

CONCLUSIONS

Public Administration is firmly entrenched as an academic subject in Norway and has enjoyed notable success since its introduction in the mid nineteen sixties. PA is not, however, a subject which have been cut loose from the social science disciplines, it is mostly taught within the institutional or disciplinary framework of political science, again inspired by sociology and particularly organization theory. PA has not been developed as a set of instruments, but as a subject for analysis and even criticism of the existing institutions, policies and practices. Enjoying a secure independence from the state apparatus, PA has simultaneously provide input, analyses and graduates for
the public services. Although overwhelmingly ‘Norwegian’ in its thematic scope, PA has not been parochial in its theoretical orientation. The comparative/cross national emphasis has largely been limited to the Nordic and a few other countries. The European dimension has been neglected to a large extent until recently, when a serious recognition of this shortcoming has inspired considerable efforts to enable research and teaching of PA subjects concerning European institutions and cross national comparisons. Norway, with its special location, history and recent experiences with the welfare state and the petroleum resources should possibly provide an interesting comparative case in PA, seen from the standpoint of other nations, European and others.

LIST OF ALL PROGRAMMES IN PUBLIC ADMINISTRATION

A full term load consists of 10 ‘vekttall’ (credit point). One Norwegian ‘vekttall’ is reckoned to be equivalent to 3 ECTS credits.

<table>
<thead>
<tr>
<th>Institution</th>
<th>Programme</th>
<th>Duration</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Bergen</td>
<td>Grunnfag (20 credits),</td>
<td>1 year</td>
</tr>
<tr>
<td></td>
<td>Mellomfag (10 credits) and</td>
<td>6 months</td>
</tr>
<tr>
<td></td>
<td>Hovedfag (40 credits)</td>
<td>2 years</td>
</tr>
<tr>
<td></td>
<td>Mphil (40 credits)</td>
<td>2 years</td>
</tr>
<tr>
<td>University of Oslo</td>
<td>Grunnfag (20 credits),</td>
<td>1 year</td>
</tr>
<tr>
<td></td>
<td>Mellomfag (10 credits) and</td>
<td>6 months</td>
</tr>
<tr>
<td></td>
<td>Hovedfag (40 credits)</td>
<td>2 years</td>
</tr>
<tr>
<td>Norwegian University of Science and Technology</td>
<td>Grunnfag (20 credits),</td>
<td>1 year</td>
</tr>
<tr>
<td></td>
<td>Mellomfag (10 credits) and</td>
<td>6 months</td>
</tr>
<tr>
<td></td>
<td>Hovedfag (40 credits)</td>
<td>2 years</td>
</tr>
<tr>
<td>University of Tromso</td>
<td>Grunnfag (20 credits),</td>
<td>1 year</td>
</tr>
<tr>
<td></td>
<td>Mellomfag (10 credits) and</td>
<td>6 months</td>
</tr>
<tr>
<td></td>
<td>Hovedfag (40 credits)</td>
<td>2 years</td>
</tr>
<tr>
<td>Hedmark College</td>
<td>‘Hoyskolekandidat’ (20 credits)</td>
<td>1 year</td>
</tr>
<tr>
<td>North Trondelag College</td>
<td>‘Hoyskolekandidat’ (60 credits)</td>
<td>3 years</td>
</tr>
</tbody>
</table>
ANNEX 11.2

Oslo College
Local government Management 1 year
Public management (20 credits) ‘Kommunalkandidat’ (60 credits)

Finnmark College
Local government Candidate 3 years
‘Hoyskolekandidat’ (60 credits) Public Management 2 years

Agder College
Public Administration and Economics
Advanced programme in P and Economic (60 credits)
‘Hoyskolekandidat’ (60 credits)

University of Bergen
Advanced programme in P and Economics
European studies (60 credits) 2 years
Hoyskolekandidat (20 credits)
Administration and organization theory 1 year

Sogn og Fjordane College
LIST OF COURSES TAUGHT IN PUBLIC ADMINISTRATION

Degree Programmes

Undergraduate:
- G1. The Introductory Course (200 pages)
- G2. Political Theory and Regimes I (500 pages)
- G3. Political Theory and Regimes II (500 pages)
- G4. Organization Theory I (500 pages)
- G5. Organization Theory II (500 pages)
- G6. Methodology (500 pages)
- G7. Organizational Forms and Processes I (500 pages)
- G8. Organizational Forms and Processes II (500 pages)
- G9. Organizational Forms and Processes III (500 pages)
- M1. Political Theory and Regimes (600 pages)
- M2. Organization Theory (600 pages)
- M3. Methodology (200 pages)
- M4. Organizational Forms and Processes I (600 pages)
- M5. Organizational Forms and Processes II (600 pages)
- M6. Organizational Forms and Processes III (600 pages)

Graduate courses:
- Methodology 1
- Organization Theory
- Political Regimes
- Methodology 2

- Political Theory
- International Politics
- Public Policy and Administration
- Comparative Politics

Undergraduate
- SV POL 103: Public policy and public administration – 4 credits
- SV POL 104: Introduction to political theory and political behavior – 5 credits
- SV POL 105: Introduction to comparative politics and international relations – 5 credits
- SV SOS 102: Elementary research methods – 6 credits
- SV POL 200: Models and theories in political science – 5 credits
- SV POL 203: Project work in political science – 5 credits

Graduate
- SV POL 300: Modern theories of democracy – 5 credits
- SV SOS 301: Multivariate analysis – 5 credits
- SV SOS 302: Methods of interviewing – 5 credits
- SV POL 301: Historical and comparative methods – 5 credits

University of Oslo
- SV POL 340: Political behavior and public opinion – 5 credits
- SV POL 341: Policy-analysis – 5 credits
- SV POL 342: Causes of war – 5 credits
- SV POL 343: International political economy – 5 credits
- SV POL 344: The rise and decline of great powers – 5 credits
- SV POL 345: The welfare state: development and conflicts – 5 credits
- SV POL 346: Political culture and political psychology – 5 credits
- SV POL 347: Environment, technology, and the future – 5 credits
- SV POL 348: Anarchy and the formation of regimes in international relations – 5 credits
- SV POL 349: Game theory – 5 credits
- SV POLX 350: Current topics in political science – 5 credits
- SOS 60: Multilevel analysis – 3 credits
- SOS 62: Scaling and construction of composite
- Political Theory
- Organization theory
- Public Policy and Administration
- International Politics
- Comparative Politics
- Methodology

North Trondelag College

1st year
- Business administration 4 credits
- Organization theory and organization psychology 4 credits
- Information processing 2 credits
- Mathematics 2 credits
- Public administration 2 credits
- Economics I 4 credits
- Statistics 2 credits
- Local government services 4 credits

2nd year
- Local government accounting and budgeting 4 credits
- Public law and local government 4 credits
- Local government planning 2 credits
- Economics I 4 credits
- Public finance 2 credits
- Local government information systems 2 credits
- Local government administration and leadership

3rd year
- Local government and financial management 4 credits
- Strategic management
- Local government law and special legislation 2 credits
- Public policy and economics 4 credits
- Thesis with methodology 6 credits
- Public Management
- Administration and leadership I 4 credits
- Business administration 4 credits
- IT 2 credits
- Administration and leadership II 4 credits
- Economics Project leadership

Local government Candidate

1st and 2nd year
- SV POL 340: Political behavior and public opinion 5 credits
- Business administration with IT 5 credits
- Local government law 8 credits

3rd year
- Specialization course (minimum 3 credits of the following)
- Mathematics 2 credits
<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Politics and society (with methodology)</td>
<td>7</td>
</tr>
<tr>
<td>Local government organization</td>
<td>6</td>
</tr>
<tr>
<td>Local government finance</td>
<td>5</td>
</tr>
<tr>
<td>Economics</td>
<td>4</td>
</tr>
<tr>
<td>Occupational law</td>
<td></td>
</tr>
<tr>
<td>Business Adm. analysis for local governments</td>
<td></td>
</tr>
<tr>
<td>Local government planning and development</td>
<td></td>
</tr>
<tr>
<td>Local government finance II</td>
<td></td>
</tr>
<tr>
<td>Leadership and personnel responsibility</td>
<td></td>
</tr>
<tr>
<td>Organization analysis and change</td>
<td></td>
</tr>
<tr>
<td><strong>1st year</strong></td>
<td></td>
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<tr>
<td>Public Economics</td>
<td>2</td>
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<tr>
<td>Mathematics</td>
<td>2</td>
</tr>
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<td>Organization theory</td>
<td>4</td>
</tr>
<tr>
<td>Social science methods</td>
<td>2</td>
</tr>
<tr>
<td>Basic IT</td>
<td>2</td>
</tr>
<tr>
<td>Public policy and administration</td>
<td>4</td>
</tr>
<tr>
<td>Statistics</td>
<td>2</td>
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<tr>
<td>Elective</td>
<td>2</td>
</tr>
<tr>
<td><strong>2nd year</strong></td>
<td></td>
</tr>
<tr>
<td>Introduction to business administration</td>
<td>2</td>
</tr>
<tr>
<td>Public finance</td>
<td>2</td>
</tr>
<tr>
<td>Law</td>
<td>2</td>
</tr>
<tr>
<td>Economics (Macro and micro)</td>
<td>4</td>
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<tr>
<td>Project</td>
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<tr>
<td>Elective</td>
<td>2</td>
</tr>
<tr>
<td>Resource allocation and trade</td>
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<tr>
<td>Public policy and administration</td>
<td></td>
</tr>
<tr>
<td>II</td>
<td>2</td>
</tr>
<tr>
<td>Elective</td>
<td>4</td>
</tr>
<tr>
<td>Personnel management</td>
<td></td>
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<tr>
<td>Organization development</td>
<td></td>
</tr>
<tr>
<td>Public planning and enterprises</td>
<td>4</td>
</tr>
<tr>
<td><strong>Public Administration and Economics</strong></td>
<td></td>
</tr>
<tr>
<td><strong>First year of study</strong></td>
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<tr>
<td>BE010: Pre-course in accounting</td>
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<tr>
<td>BE113: Introduction to business Adm.</td>
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<tr>
<td>ME200: Research methods in social science</td>
<td>2</td>
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<tr>
<td>SE 110: Microeconomics</td>
<td>2</td>
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<tr>
<td>OR120: Organization theory, management and personnel management</td>
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<tr>
<td>IS131: Information systems</td>
<td>2</td>
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<tr>
<td>MA040: Basic courses in statistics</td>
<td>2</td>
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<tr>
<td>MA0: Pre-course in mathematics</td>
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<tr>
<td>MA030: Basic course in mathematics</td>
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<tr>
<td>OR210: Organization analysis</td>
<td>2</td>
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<td><strong>Second year of study</strong></td>
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<tr>
<td>ST200: Central and local government and Adm.</td>
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<tr>
<td>ME200: Research methods in social science</td>
<td>2</td>
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<tr>
<td>JU230: Topics within public law</td>
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<tr>
<td>ST210: Political theory</td>
<td>2</td>
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<tr>
<td>SE210: Public economics</td>
<td>1 (introduction)</td>
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<td>SE240: Macroeconomics</td>
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<td>Specialization course</td>
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<tr>
<td><strong>Advanced programme in PA and Economics</strong></td>
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<tr>
<td><strong>3 year of study</strong></td>
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<tr>
<td>SE340: Public economics 3, Planning and budgeting</td>
<td>2</td>
</tr>
<tr>
<td>SE381: Macroeconomics and business cycles</td>
<td>2</td>
</tr>
<tr>
<td>SE310: Resource allocation, trade structure and international trade</td>
<td>4</td>
</tr>
<tr>
<td>ME300: Methodology and projects</td>
<td>2</td>
</tr>
<tr>
<td>IS350: Administration and management of and with IT</td>
<td>2</td>
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<tr>
<td>OR320: Strategic management and innovation</td>
<td>4</td>
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<tr>
<td>OR220: Negotiation and conflict resolution</td>
<td>2</td>
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<tr>
<td>JU400: Legislation and management</td>
<td>4</td>
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<tr>
<td><strong>4 year</strong></td>
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<tr>
<td>ST400: Political systems</td>
<td></td>
</tr>
<tr>
<td>OR400: Administrative development</td>
<td>4</td>
</tr>
<tr>
<td>SE430: Public economics 4 – 4 credits</td>
<td>4</td>
</tr>
<tr>
<td><strong>Public Administration and Economics</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Advanced programme in PA and Economics</strong></td>
<td></td>
</tr>
<tr>
<td><strong>4 year</strong></td>
<td></td>
</tr>
<tr>
<td>ST400: Political systems</td>
<td></td>
</tr>
<tr>
<td>OR400: Administrative development</td>
<td>4</td>
</tr>
<tr>
<td>SE430: Public economics 4 – 4 credits</td>
<td>4</td>
</tr>
</tbody>
</table>
- OR310: Economic organization theory
- Thesis 4 credits

*Advanced programme in P and Economics (European studies)*

3rd year

- SE340: Public economics 3, planning and budgeting 2 credits
- SE381: Macroeconomics and business cycles 2 credits
- SE310: Resource allocation, trade structure and international trade 4 credits
- IN300: EU institutions and politics 2 credits
- IN310: Western European politics 2 credits
ANNEX 11.3

- OR320: Strategic management and innovation 4 credits
- ME300: Methodology projects 4 credits
- JU400: Legislation and management
- ST400: Political systems
- OR400: Administrative development 4 credits
- SE430: Public economics 4 – 4 credits
- SE880: Economic policy and economic development in the 20th century 2 credits
- Thesis 4 credits

Europeanization of National Policies

- Introductory Course
- Political Theory and Regimes
- Organization Theory
- Public Organizations and Processes
- Social Science Research Methods

RESEARCHERS INVOLVED IN RESEARCH ON COMPARATIVE PUBLIC ADMINISTRATION AND RESEARCH ON THE EU AS A POLITICO-ADMINISTRATIVE SYSTEM

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EU Relations with Eastern Europe.
Enlargement of the EU.
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Welfare- and employment policies in the EU.
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Europeanization of economic policy.
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Europeanization of Norwegian Petroleum Policy
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University of Tromso
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History of Monetary Integration in Europe
Professor Lars Mjosset
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Atlantic, West-European and Nordic Integration
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FAFO
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European Integration and Adjustment of National Models of Employment Regulation.
Research Fellow Bent Sofus Tranoy
Wissenschaftszentrum Berlin
Tel: 0049-30-25491-0

Europeanization of National Policies
The Politics of Monetary Surrender
Professor Helge Pharo
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Europe and the Marshall Plan
Research Fellow Anders Jaalstad
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Professor Svein Dahl
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West European Integration and the Rise of New Germany
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Europeanization of National Institutions

Europeanization and Institutional Dynamics

European Administrative Policy and Norwegian and Swedish Adaptation

Europeanization and Nordic Cooperation

Research Fellow Ulf Sverdrup
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Europeanization of Governmental Accounting and Budgetary Systems
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Europeanization of National State Administrations
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Europeanization of National State Administrations
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Europeanization and National Parliaments
Research Fellow Frode Veggeland
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University of Oslo
Globalisation and Europeanization of the Veterinarian- and Foodstuff sector
Associate Professor Inger Johanne Sand
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Europeanization, Law and Politics, Judicial and Political Decision Processes within the Nation-State and the EU
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The Adaptations of Norwegian Courts to European Law
Research Fellow Bjørn Otto Sverdrup
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Nordic Cooperation and Europeanization
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Executive Influence, Constitution Building and the Democracy in the European Union
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Identity politics in Europe
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Creating a European Audio-visual Sector – A European Public Sphere
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University of Stirling
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Europe and Britishness
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Identity, Politics, and the Media
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Europe and Britishness
Research Fellow Tore Slaatta
Department of Media and Communication
University of Oslo
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Europeanization of Legitimate Governance

- Normative Political Theory

Both Sides of Oder-Neisse. A study of Germans in Schlesien and Schlesians in Germany
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Democracy in the EU
A Theory of Democracy
A European Public Sphere.
Professor Knut Midgaard
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Tel: +47 22 85 51 65

International Adjustment and European Cooperation

Local and regional government

Environmental policies in Europe