

Public Administration in The Netherlands

Prepared for the Steering Committee
of the Sub-Project on Public Administration
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Political Science and Public Administration

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Introduction

This overview of public administration programs, including information both on curricula and research, has been compiled from a variety of sources. In the past three years several of such overviews have been published and/or compiled. With respect to the development of Dutch public administration we have drawn from three sources (Kickert, 1996; Raadschelders, 1998 and Thomassen, 1996). The overview of the programs presented is based on the Studyguides we have requested from the institutions that were selected for the curriculum evaluation performed by the Maes-committee (see below), as well as on a report by Coolsma et al. (June 1995). At the time that this report was completed the Maes-committee (1998) evaluation was, however, not yet available. The research section rests upon the nation-wide evaluation carried out by the Hoogerwerf-committee (1995), the research program of the Netherlands Institute of Government (1996), an article by Kickert (1996) and a report by Möhring and Plug of Berenschot Consultants on the state of the art of public administration research in The Netherlands (prepared for the Ministry of Social Affairs and Employment, 1997). Information on the section about training is based on an OECD-paper by dr. F.M. van der Meer (1996).

We have the most complete information about those institutions that have been evaluated by both the Hoogerwerf- (research, 1996) and Maes-committees (curricula, 1998). These include:

1. Department of Public Administration, University of Leiden;
2. Department of Public Administration, University of Rotterdam;
3. Department of Public Administration and Management Science, Catholic University of Nijmegen;
4. Faculty of Public Administration and Public Policy, University of Twente;

These are also the four programs that were incorporated in the Thomassen-report. The Hoogerwerf-committee also collected information on research programs at the following institutions:

5. Department of Political Science, University of Amsterdam;
6. Department of Political Science and Public Administration, Free University of Amsterdam;
7. Delft University of Technology, Section of Public Administration.

Two departments were evaluated only by the Maes-committee:

8. Department of Public Administration, University of Brabant;
9. The Open University in Heerlen;

Three programs were not included in the either one of these evaluations:

10. The University of Utrecht, Center for Policy and Management;
11. The Department of Public Administration in Groningen.
12. Department of Policy, Economics and Organization of Care, University of Maastricht.

The Berenschot-report provided information on the research programs, with a special focus on social welfare research, of the departments listed under numbers 1-7, 11 and 12 above.

We are grateful for the support that mrs. S.L. Kuipers provided, especially with respect to the annexes 2 and 3.

An article written by dr. F.M. van der Meer (Leiden Department) and dr. F.K.M. van Nispen on training for the Dutch civil service is separately added to this report, providing more background to the information of section 8 of this report.

1. Development of Public Administration

The first steps toward the development of public administration programs were taken in the slipstream of the enormous growth of local government services, personnel and expenditure from the 1880s onward. In view of these expanded demands upon local government officials, the town clerks (*gemeentesecretarissen*) took up the challenge to develop course material aimed at enhancing the expertise of the civil service. Characteristic for their work was a practical orientation, hence the study of public administration was strongly rooted in practice. Courses were developed and offered as in-service training for both entry-level as well as for mid-career civil servants. Given that most town clerks, and certainly those of the larger municipalities, had completed a law degree (often at the University of Leiden) the approach was one characteristic for state and administrative law. The administrative law orientation is still visible in the programs at e.g. the universities of Groningen, Leiden and Utrecht.

The challenge to develop an independent curriculum and academic study of public administration was taken up in the decade following the First World War. This proceeded along two avenues. First, upon the initiative of professor C.W. de Vries an extraordinary chair in public administration was created at the Economic Academy (later University) of Rotterdam in 1928. Its first incumbent was professor Van Poelje, who, before and during the First World War had been actively involved in the development of training programs focused on municipal employees. Van Poelje would occupy this post until 1933, when he was appointed as director-general at the Ministry of Education. His successor was mr. A. Koelma, town clerk of Alkmaar from 1923-1946 and mayor of Alkmaar from 1946-1948. Hence early Dutch public administration at the university was also closely linked with practice, and especially with local government. Following the Second World War dr. Van Poelje was instrumental in the creation of the Institute for Administrative Sciences (*Instituut voor Bestuurswetenschappen*) in 1946, of which the activities were closely linked to the *International Institute of Administrative Sciences* created in the same year. Second, the interbellum witnessed the advent of the study of administrative law at universities. This was evident in the publication of some studies and in the creation of an Association of Administrative Law (*Vereniging voor Administratief Recht*) in 1939. The first extraordinary chair in this field was occupied by professor Vegting (1946). The distinction between public admini-

stration and administrative law then was not as strong as it is nowadays.

With the exception of the chair occupied by Van Poelje, all chairs in public administration were established in the postwar period. During the formative years, i.e. those in which no independent department of public administration existed, 11 chairs in public administration were created.

Year	University	Disciplinary Affiliation
1928	Economic Academy (Rotterdam)	Economics
1953	Institute of Social Studies in The Hague	Social (developmental) sciences
1961	Free University (Amsterdam)	Political Science
1966	Erasmus University Rotterdam	Sociology
1969	University of Utrecht	Law
1970	University of Amsterdam	Political Science
1971	Technical University of Delft	Law
1972	University of Leiden	Law and political science
1973	Catholic University Nijmegen	Political Science
1976	Interuniversity Institute Delft	Business Administration
1976	University of Groningen	Law

Source: Kickert, 1996.

Independent programs for public administration were established from the 1970s onward, starting at the University of Twente (1976) and the Universities of Leiden and Rotterdam (1984). Since 1976 the number of chairs in public administration has increased substantially. This growth of programs and chairs was basically a consequence of the growing need for wide-ranging scientific insight and training in light of the growth of the welfare state.

Different from the prewar period, public administration since 1945 has roots in both the study of law and in several of the social sciences. In terms of curriculum the University of Twente adopted a multidisciplinary approach,

where public administration program was clustered around the disciplines of law, economics, political science and sociology. The Leiden and Rotterdam universities, on the other hand, have adopted a more integrated approach to the study. This is reflected in the curriculum. The number of students enrolled in the various programs increased sharply in the 1970s and 80s and declined since 1993 (1385 students in 1986, 3675 in 1991, 2454 in 1995).

2. Institutional Setting

Public administration is taught at a variety of institutions. At the universities we have a total of 12 programs that provide predominantly pre-entry training and are concluded with a MA-diploma. The University of Twente is the only one where public administration is organized as a separate faculty.¹ All the other programs are organized as departments within a faculty.

University	Institutional Position
1. University of Leiden	Faculty of Social Sciences, Faculty of Law
2. Erasmus University	Faculty of Social Sciences
3. Catholic University Nijmegen	Faculty of Policy Sciences
4. University of Twente	Faculty of Public Administration and Public Policy
5. University of Amsterdam	Faculty of Social Sciences
6. Free University (Amsterdam)	Faculty of Social-Cultural Sciences
7. Delft University of Technology	Faculty of Systems Engineering, Policy Analysis and Management
8. Catholic University Brabant	Faculty of Social Sciences, Faculty of Law
9. Open University (Heerlen)	Faculty of Business and Policy Sciences
10. University of Utrecht	Faculty of Social Sciences, Faculty of Law
11. University of Groningen	Faculty of Law

Source: Kickert, 1996 (the University of Maastricht missing in Kickert's overview).

Four out of the remaining 11 departments are rooted in the social science faculties (University of Amsterdam, Free University of Amsterdam, Nijmegen, Rotterdam; three out of 11 are rooted in both a law and a social science faculty

¹ In The Netherlands 'faculty' refers to an organizational unit that usually encompasses a number of related departments. Thus the University of Leiden consists of 8 faculties.

(Brabant, Leiden, Utrecht); and one is based in the faculty of law (Groningen). Public administration at the universities of Delft, Heerlen and Maastricht is part of a larger faculty partially outside the law and social sciences.

Pre-entry training at BA-level is provided by the Thorbecke Academy (Leeuwarden), and is a school for higher vocational education in public administration. Also offering BA-level coursework are the Schools for Higher Economic and Administrative Education, where 'government' is one among the specializations offered.

3. Positioning vis-à-vis other Academic Programs

In general the goal of all academic programs is to train researchers in public administration, even though only a fairly small number of the graduates will eventually pursue an academic career (15%). While many programs provide courses focused on professional practice, the curricula are not aimed at 'training' future civil servants.

The Twente program was interdisciplinary from the start. Given the fact that its faculty-members were drawn from the 'mother'-disciplines a clear influence of these (law, economics, political science, sociology) was visible from the beginning. There is not really one discipline that dominates. The Twente faculty has made a name especially with the development of the policy sciences. This is an angle that has also been adopted by the public administration department of the Catholic University of Nijmegen

The Leiden/Rotterdam interuniversity department was also interdisciplinary from the start, but there the idea was espoused that public administration is a core discipline around which the 'mother'-disciplines provide courses in the curriculum (introductions in law, economics, political science, and sociology in the first year and in-depth courses in these disciplines in the second year). Here too, one cannot say that one discipline particularly dominates. Little is left of the early focus in Rotterdam (a sociology of government, *bestuurssociologie*) and in Leiden (political science, law and government). Characteristic for the Leiden and Rotterdam departments is a traditional focus on structure and functioning of government.

At the Free University of Amsterdam the origin in the sociology of government/administration (*bestuurssociologie*) is still visible.

The dominant approach in the development of public administration programs has been interdisciplinary in the larger programs. In the smaller programs the relation to the 'mother'-disciplines (especially law and political science) is maintained. A sociological (Free University Amsterdam) and managerial approach (Open University, Tilburg) exists in some places. The programs that provide a public administration specialization within a law faculty (Groningen, Leiden, Tilburg, University of Amsterdam, Utrecht) are clearly linked to the study of law.

4. Comparative Analysis of Public Administration Programs

All academic programs are concluded with an MA-degree (*doctoraal diploma*) allowing the graduate to adopt the title of *doctorandus* (drs.). In the case of public administration programs offered in a law faculty, the candidate can either graduate in law with a specialization in public administration, the academic degree being that of *meester in de rechten* (mr.) or graduate as a drs.

Generally students are enrolled that have successfully completed the *Atheneum* or *Gymnasium*, the two most advanced types of secondary school in The Netherlands. Some students, however, have completed another type of secondary school (the *Hoger Algemeen Voortgezet Onderwijs*, HAVO) which provides them entry into the higher vocational schools (the *Hoger Beroepsonderwijs*, HBO). If the first year of a higher vocational school is successfully completed it gives the student the right to enroll at university. In both these cases the MA-degree can be obtained after a period of four to five years. All curricula (with the exception of that provided by the Open University) are based on four-year programs. Several programs have now started with short curricula of one to two years for those who already have a) completed a relevant academic study, b) a relevant degree from an institute of higher vocational education or c) professional experience. These programs also offer a full MA-degree.

A distinction needs to be made between those programs that provide a full-fledged public administration degree (Twente, Leiden, Rotterdam, University of Amsterdam and the Open University) and those that provide a public administration specialization within a law degree (Groningen, Utrecht, Leiden in the Law faculty, Tilburg, and University of Amsterdam).

The full-fledged public administration programs show remarkable comparativeness in the first two years. Substantial differences do not occur until the third and fourth year of the study. All students receive introductory courses in law, economics, political science and sociology as well as in philosophy of science and in methods and techniques of research. More in-depth courses in the 'mother'-discipline are also part of the program, e.g. state and administrative law (law), public finance (economics), political theory and democracy (political science), and the development of the welfare state and intertwinement of society and state (sociology).

With respect to those programs provided within a law faculty the mandatory juridical courses are more or less comparable. The theoretical part of the public administration courses is also quite the same. Amsterdam and Groningen leave a lot of room for electives, while Utrecht hardly has electives. The emphases vary slightly: in Amsterdam juridical-administrative, in Groningen administrative science, in Utrecht management and organization, in Leiden public administration with a political science emphasis, and in Tilburg a focus on informatization. In all five programs much attention is given to administrative skills (writing, speaking, making contact, negotiation etc.).

The departments of Nijmegen and of Tilburg provide so-called 'problem-oriented' and 'student-oriented' curricula. Since problems or themes are taken as a starting point for curriculum building the 'mother'-disciplines are much less visible than in the other programs.

5. The European and Comparative Dimension

The European and comparative dimension of the public administration programs was generally established in the 1980s. We assume that the number of courses offered in this area has grown steadily in the 1990s, but is still not impressive.

The six departments compared by the Maes committee (see also annex 3) are all mainstream public administration departments in social science faculties. The largest number of classes in comparative administration are offered at the Universities of Leiden, Twente and the Open University. Not surprisingly, these three offer specializations concerning Europe and European integration in the third and fourth year. Together they offer 35 out of a total of 38 courses. Seven of these can be regarded as courses about (an aspect of) the political-administrative system of Europe; six are predominantly concerned with Europe in a comparative perspective; and four have an exclusive European comparative perspective. European law and European economics are each served with seven courses. In view of the information provided in annex 2 we can thus conclude that public administration curricula in The Netherlands are predominantly concerned with public administration in general, theories in the study of public administration, and with Dutch public administration.

The majority of the more introductory 'European' courses are offered by members of a department of public administration. The exception to this rule are (in Leiden and Nijmegen) classes in European law (law faculty), European economics (law faculty), and European political systems (political science faculty). The Twente faculty of public administration is so large that it has all 'mother-disciplines' (law, economics, sociology, political science) within its organization. Hence, all European courses in Twente are taught by public administration faculty members. In Twente some courses are offered as regular courses in the first and second year of the curriculum, mandatory for all students and thus aimed at providing some basic knowledge about Europe. Upon this basis students can opt for the 'European' courses in the third and fourth year, open to those who have indicated a desire to specialize in European and international public administration.

Together with the department of political science the public administration department in Leiden offers a special program: *Political Administrative Studies*

of Europe. In the first two years this program overlaps with the regular public administration curriculum. From the second year onward, however, the 'European' angle becomes more prominent. In the second year with one courses on European history, followed in the third and fourth year with several specialized courses.

The Open University also provides a specialization with attention for Europe. Their focus, however, is international rather than 'European'. Some courses concern 'Europe' (law, European economic integration, nationalism in Europe), but the emphasis is on international respectively global affairs (international economics, international law, environmental policy in international context etc.).

In the public administration departments/sections of law faculties (Groningen, Utrecht, Leiden, Tilburg, and the University of Amsterdam) the European dimension is much less prominent, with the exception of European law and international law classes.

6. Research in Public Administration Departments

Research in Dutch Public Administration departments is varied, as is illustrated by the following listing which only provides the general labels of the research programs:

1. Department of Public Administration, University of Leiden

Human Resource Management; Political-Administrative Decision Making; International and Comparative Administration.

2. Department of Public Administration, Erasmus University Rotterdam

Appreciation in and of Government; Public Management, Strategies and Complex Networks (i.a. cultural change, technological innovation, informatization).

3. Department of Public Administration and Management Science, Catholic University of Nijmegen

New forms of Governance and Governing Capacity; Government and Society in Comparative Perspective.

4. Faculty of Public Administration, University of Twente

Generic Research Program: Public Administration and Society
Department of State and Politics: Legitimacy, Democracy and Social *Rechtsstaat*;
Department of Administration and Policy: Institutional Design and Policy;
Department of Organization and Finance: Institutions, Organizations and Societal Effects of Government.

5. Section Public Administration in Department of Political Science, University of Amsterdam

Policy Management in Administrative Optimization.

6. Department of Political Science and Public Administration, Free University Amsterdam

Political Institutions and Actors (i.a.: intergovernmental relations and governance; supervision; interaction regimes; local self-government; lobbying and interest representation).

7. *Faculty of Technical Public Administration, Technological University of Delft*

Decision Making Processes; Institutional Design; Supporting Strategic Decision Making.

8. *Department of Administrative Law and Public Administration, Catholic University Brabant*

Informatization in and of Government.

9. *Public Administration, Open University*

No specific research program, but an active research faculty.

10. *Center for Policy and Management, University of Utrecht*

11. *Department of Administrative Law and Public Administration, University of Groningen*

(Policy)Instruments; Public Organizations.

12. *Department of Policy, Economics and Organization of Care, University of Maastricht*

Innovation, Evaluation and Comparative Studies of Health Care Programs.

Since June 1996 much of the research effort in The Netherlands has been channelled into the Netherlands Institute of Government (NIG), a research school and training institute for PhD-students (supported by the Royal Academy of Sciences) in which the departments of Delft, Leiden, Rotterdam, Twente, Brabant, and Free University Amsterdam participate. Central topic of the NIG-program is *Government Institutions: Effects, Changes and Formation*. This overall program is divided into three subprograms:

- Effects of Institutions on a) Public Policy and Decision Making (emphasis on policy networks) and on b) Public Organizations and Management (emphasis on strategic and financial management);
- Changes of Institutions: a) changes in state-society relations, b) changing nature of administrative systems, c) institutional innovation in organization and management, d) institutional change and information technology;
- Formation of Institutions: a) normative approaches to institutions, b) reorga-

nizing institutions.

There are some non-University institutions that do research in the field of public administration, namely the European Institution of Public Administration in Maastricht (mainly social science approach) and the Asser Institute in The Hague (mainly approached from law).

The comparative angle is now and then visible in some of the work done in Twente, Leiden, Rotterdam and Delft. Much research is focused on Dutch government. The European dimension is limited to say the least. Much of the (Dutch) literature on European integration is produced by scholars working in the fields of political science and/or international relations. With respect to public administration, a lot of missionary work needs to be done before European topics are a 'normal' part of the research programs. Still, at present the situation is better than a decade ago. General introductions to the history of European integration have become available (Kool and Olie, 1997; Weerdenburg, 1997; Hermans, 1997). Prof. Tromm from the Asser Institute (see above) published a large volume on European integration in the various policy areas in 1993. Edited volumes have appeared on the EU and democracy (Wolters, 1992), on subsidiarity (Bekkers, 1995), on EC-regulations in The Netherlands (Bekkers, 1993), and on fundamental rights in the EC (Burkens, 1993). PhD-thesis have been published on the coordination of Dutch policy in Brussels (Van den Bos, 1991, Utrecht), on European integration in insurances (Duykersloot, 1996), on policy evaluation of structural funds of the EU (Van der Knaap, 1997, Rotterdam), and on reform of the European agricultural policy (De Groot, 1997, Leiden). In recent years the Leiden department has paid special attention to provinces in The Netherlands in European perspective (Hendriks, Raadschelders, Toonen), European agriculture (De Vries, Hoetjes), federalism in Europe (Hoetjes, Toonen), and Dutch interest groups in Brussels (Dijkstra, Van der Meer).

The best way to contact researchers is through the departments. The faculty-members mentioned in annex 4 are able to establish such contacts with relevant researchers in their departments, and could also establish contact with researchers outside the departments.

7. Relation and Interaction with the Profession

Public administration graduates are generally appreciated. It is difficult to provide information on all institutions regarding employment of graduates. Detailed data are available from an investigation conducted by the departments of Leiden and Rotterdam concerning the 1988-1995 period (see below).

	%	Total %
Central government	24,2	
Provincial government	1,2	
Municipalities	14,9	
Public utilities	0,4	
Teaching/Research University	11,7	
Waterboard	0,8	
Other	6,9	
Subtotal government		60,4
Industry	2,1	
Services	17,1	
Organization Advice Bureaus	8,3	
Other	9,0	
Subtotal private sector		36,5
Abroad		2,5
Other		0,6

This table is by no means representative for the rest of the programs. However, many students made a conscious choice for studying public administration since the labor market perspectives were rather good. Most students in the Leiden-Rotterdam program had a job within 6 months after completing their studies. This is a general pattern in the country, and thus very favorable in comparison to e.g. graduates with an arts and literature degree.

By tradition there is much interaction between the academic disciplines and the field, visible in e.g. consultancy of faculty members in specific government projects, as well as in membership of faculty members in political bodies

(municipal council, provincial council, Member of Parliament, undersecretary of state) and/or in advisory councils (social-economic council, scientific council for government policy; council for home affairs etc.). Every department has faculty members involved in consultancy activities for government. Together they cover a wide variety of subjects: local amalgamation, European integration and home affairs, social welfare state, fire protection, disaster management, police reorganization, reorganization of government departments, reorganization at subnational government etc.

8. In-service Training and Staff Development

In the course of the 20th century the need for post-entry training for local and provincial civil servants was provided by the Public Administration Academies (*Bestuursacademies*) that were situated in almost every province. For both central as well as subnational governments courses were provided by the National Training Institute (NTI) (*Rijksopleidingsinstituut*, ROI). The NTI offers a wide range of courses, including on Europe. Special training programs were developed for graduates of law who aspired a career in the judiciary (*Rechterlijk Ambtenaar in Opleiding*) and for those who aspired a diplomatic career (courses offered by the Ministry of Foreign Affairs in cooperation with the International Institute Clingendael). Special programs and schools were also established for the military and the police. Some programs offer post entry pre-service training (in the case of the judiciary and the diplomatic service), others provide in-service training (the P.A. Academies, the NTI, the military programs). In the case of the police the various institutions together offer post entry pre-service as well as in-service training.

In the 1980s the number of training programs proliferated. Also, at least two new independent institutions were created, the Netherlands School of Government in The Hague (*Nederlandse School voor Openbaar Bestuur*) and the Master of Business Administration program at the University of Rotterdam. Both these institutions provide in-service training to mid-career professionals.

The public administration element in the programs offered ranges from general introductions into public administration to highly specialized courses in human resource development, computerization, management development, personal skills (e.g. negotiating, coordinating), financial management, administrative law, policy analysis etc. Many of these programs are focused on the practice in the field and prepare participants for particular positions and/or are focused on enhancing general capabilities. It is only since the 1990s that courses have been developed with a focus on European integration (especially at the NTI).

Government in The Netherlands is increasingly purchasing particular courses from academic institutions. Thus, by way of example, the Leiden Department of Public Administration has increasingly been involved in the development and teaching of programs for national and foreign civil servants (see annex 5).

9. Conclusion

Rooted in the study of state and administrative law, attention for public administration shifted was supplemented with a social scientific approach from the 1950s onward. At first this was embedded in sociology and political science programs, but from the middle of the 1970s independent departments were created.

Public administration in The Netherlands is generally approached as a multi-disciplinary field of inquiry, especially in the social sciences. Some schools attempt a more integrating approach preserving the integrity of Public Administration as an academic discipline. Its focus is 1) on mainstream public administration (theories, models etc. on policy- and decision making, organization, human resource management) and on insights from other disciplines that also have an interest in the study of government such as political science, sociology, law and economics, and 2) on the structure and functioning of Dutch government at large. Next to serving the regular student body (full-time and day-time students) special evening programs and special streams have been developed.

The comparative and European angle in the curricula is mainly developed from the 1980s onward, and is especially elaborated in the programs of the departments in Leiden, Twente and the Open University. With respect to research, the number of studies is growing (especially in the 1990s) but could certainly be expanded. The interest in European administration, particularly the comparative component (i.e. cross-national analysis of administrative systems in the member states) and the implementation and enforcement of European policies at the grass-roots level should attract much more attention.

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Annex 1. Public Administration Programs

1. Department of Public Administration, University of Leiden

P.O. Box 9555

2300 RB Leiden

tel.: 31-71-5273888

fax: 31-71-5273979

2. Department of Public Administration, Erasmus University Rotterdam

P.O. Box 1738

3000 DR Rotterdam

tel: 31-10-4082094

fax: 31-10-4527842

3. Department of Public Administration and Management Science, Catholic University of Nijmegen

Thomas van Aquinostraat 3

6525 GD Nijmegen

tel: 31-24-3612044

fax: 31-24-3611845

4. Faculty of Public Administration, University of Twente

P.O. Box 217

7500 AE Enschede

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fax: 31-53-4891150

5. Section Public Administration in Department of Political Science, University of Amsterdam

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6. Department of Political Science and Public Administration, Free University Amsterdam

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tel: 31-20-4446805

fax:

7. Faculty of Technical Public Administration, Technological University of Delft

Jaffalaan 5

2628 BX Delft

tel: 31-15-2787100

fax: 31-15-2784811

8. Department of Administrative Law and Public Administration, Catholic University Brabant

Warandelaan 2

5037 AB Tilburg

tel: 31-13-4662302

fax: 31-13-4668149

9. Public Administration, Open Universiteit

Valkenburgerweg 167

6419 AT Heerlen

tel: 31-45-5762383

fax: 31-45-5762103

10. Center for Policy and Management, University of Utrecht

Muntstraat 2a

3512 EV Utrecht

tel: 31-30-2538101

fax: 31-30-2536156

11. Department of Administrative Law and Public Administration, University of Groningen

Oude Kijk in 't Jatstraat 26

9712 EK Groningen

tel: 31-71-3635674

fax: 31-50-3637250

12. Department of Policy, Economics and Organization of Care, University of

Maastricht

Universiteitssingel 50

6229 ER Maastricht

tel: 31-43-3615046

fax: 31-43-3670960

Annex 2. Public Administration Courses

1. University of Leiden - Public Administration

First Year

- Introduction to Public Administration 1
- Introduction to Public Administration 2
- Introduction to Public Administration 3
- Introduction to Political Science
- Introduction to Sociology
- Methods of Social Research 1
- Methods of Social Research 2 (statistics)
- Introduction to Economics
- Introduction to Law
- Introduction to Statistics

Second Year

- Foundations of Public Administration
- Organization of Government
- Methods of Social Research in Practice
- Policy Sciences 1
- Comparative Analysis of Political Systems
- History of Political Theories
- Sociology of Social Change
- Constitutional and Administrative Law
- Public Finance

Political Administrative Studies of Europe

- European History
- Comparative Public Administration: The Netherlands - Europe

Third Year

- Methods of Social Research: Knowledge, Research, and Policy
- Introduction to Informatics
- Administrative Informatics
- Policy Sciences 2
- Public Management and Governmental Steering
- Comparative Public Administration
- Organizations in Comparative Perspective

- Law and Policy
- Social Security: (initial) Development, Problems, and Modernization
- Public Finance: Economics of the Public Sector
- Tolerance and the Multicultural Society
- Genderdilemma's in the Welfare State

Political Administrative Studies of Europe

- Introduction to European Integration
- European Union Law
- National Government and the European Community

Final Year

- Internship
- MA-thesis
- Specialization Organization and Management
 - a) Strategic Management
 - b) Management of Change
 - c) Labor Relations and Human Resource Management
 - d) Literature-Module
 - e) Macro-theories of Organization and Administration
 - f) Economical Aspects of Public Management
 - g) Health Care Systems in International Perspective
- Specialization Political Administrative Management
 - a) Political Administrative Management
 - b) Crisismanagement
 - c) Media, Information Service and Public Management
 - d) Security Management
 - e) Decision making in the Corporative Economy
 - f) Toplevel Bureaucrats in Privatized Public Services
 - g) Police and Judicial Authorities: Accountability and Supervision
 - h) Literature-Module
- Specialization Administrative Relations
 - a) Domestic Public Administration: Parts and Systems
 - b) The Relation Citizen - Government
 - c) Literature-Module
- Specialization Comparative and International Administration
 - a) Administrative Systems in International and Comparative Perspective
 - b) European Integration: Administration and Policy
 - c) Administration in Developing Countries
 - d) Administration in Non-Western Areas

e) Literature Module

Political Administrative Studies of Europe

- Comparative and European Administration seminar 1
- Comparative and European Administration seminar 2

2. Erasmus University Rotterdam

First Year

- Introduction to the Science of Public Administration 1
- Introduction to the Science of Public Administration 2
- Introduction to Sociology
- Introduction to the Science of Law
- Methods of Social Research 1
- Methods of Social Research 2
- Micro-Economics
- Macro-Economics and Public Finance
- Political Science
- European Politics
- Mathematics

Second Year

- Administrative Informatics
- Organization Theory
- Political Theories
- Economics of the Public Sector
- Integral Policy Administration
- Practical Experience Weeks
- Constitutional and Administrative Law
- Policy and Politics
- Proto Policy Workshop
- Decision Making and Collective Action
- Social Dynamics and Political Steering in the Classical Administrative Thought
- Public Private Management
- Market, Hierarchy and Interdependency
- Public Private Management
- Operations Management

Third Year

- Policy and Management
- Policy and Politics
- Argumentation in Policy
- Regulation, Allocation and Distribution
- Policy Workshop
- Public Private Management
- Module Interdependency
- Strategy and Strategic Alliances
- Public Partnership
- Module Management
- Information Management
- Financial Management
- Business Administration Courses
- Marketing
- Quality Management

Final Year

- Public Administration in Practice
- Main Subject Policy and Politics
- Social Dynamics and Policy Programs
- The Citizen, Social Connections and the State
- Rhetorics and Symbolics of Policy
- Policy Workshop (incl. Internship and MA thesis)
- Public Private Management
- Module Interdependency
- Private Performance of Public Tasks
- Public Private Partnership Projects
- Module Management
- HRM and Organization Development
- Public Accountability
- Internship
- MA thesis

3. Catholic University Nijmegen - Administrative and Organization Sciences

First Year

- Policy: System and Process
- Introduction to the Science of Administration and Organization
- Research and Intervention Methodology
- Philosophy

- Communicative Skills, incl. Computer Application
- Organization and Decision Making
- Administration: Organization and Functioning of Public Management
- Statistics
- Organization: Management-Issues

Second Year

- Introduction to Law
- Introduction to the Philosophy of Science
- Inductive Statistics
- Introduction to Policy-Oriented Economy
- Science of Public Administration 1: Main Subjects and Themes
- Research-design
- Introduction to Political Science: National Politics
- Organization Science 1: Main Subjects and Themes
- Analysis and Design of Policy
- Introduction to Sociology
- Administrative Dynamics: Local and Regional Authorities
- Integration-Seminar 1:
- Management-Issues in Policy-Arena

Third Year

- Constitutional and Administrative Law
- Public Management
- Methods of Policy Analysis
- Organization Science 2: Strategy
- Methods of Administrative and Organization Science
- Financial Management of Public Organizations
- Science of Public Administration 2: Policy Networks
- Administrative Dynamics 2: Informatization and Public Administration
- Administrative Ethics
- Integration-Seminar 2: Advise and Intervention

Final Year

- Administrative Dynamics 3: Internationalization and Public Administration
- Excursion
- Integration-Seminar 3: Preparation Graduate Project
- Internship
- MA-thesis

4. University of Twente - Public Administration

First Year

- Introduction to Law
- Law, Politics and Society
- Methods of Social Research 1
- General Administrative Sociology 1
- Political Science 1
- Constitutional and Administrative Law 1
- General Economics 1
- Statistics 1
- Policy Processes 1
- Management/Steering
- Organization Sociology 1
- Public Finance 1
- Quantitative Methods 1
- Orientation Course Public Administration
- Technical Public Administration
- a) Orientation Course Technical Public Administration
- European Public Administration
- a) German Language Course
- b) Orientation Course European Public Administration
- Applied Communication Science
- a) Applied Communication Science
- b) Language and Communication

Second Year

- Policy Processes 2
- Methods of Social Research 2a
- Constitutional and Administrative Law 2
- General Economics 2
- Political Science 2
- Introduction to Law
- General Administrative Sociology 2
- Public Finance 2
- Organization Sociology 2
- Quantitative Methods 2
- Written Communication for Public Administration
- Methods of Social Research 2b (statistics)
- Project Public Administration

- Informatics
- European Public Administration
- Social Economic Developments of Europe
- French Language Course
- Political and Juridical Developments of Europe
- Project European Public Administration
- Technical Public Administration
- Ecological Design Studies
- Cost-Benefit and Decision Analysis
- Database Design
- Environment Technology
- Informatics
- Quantitative Methods 3
- Project Informatization
- Tele-informatics
- Project Environment

Third and Fourth Year

- Philosophy
- General Methodology
- Internship
- MA thesis
- 9 specializations:
 - a) Structure of Government
 - b) Policy Studies
 - c) Organization and Financial Management
 - d) Public Administration Research and Theory
 - e) National Government and European Integration
 - f) International Relations and European Integration
 - g) Infrastructure
 - h) Environmental Studies
 - i) Informatization

Courses in these Specializations:

- Economical Organization Theory
- Political Science and Administrative Organizations
- Administrative Organization Law
- Reorganization Domestic Administration
- Regional Economics
- Legitimacy of Democracy
- Comparative Public Law

- Institutional Reform of the Public Sector
- Economical Theories of Political Decision Making
- Budgetpolicy and Budget Cycle
- Government and Citizen in the Welfare State
- History of Political Theories
- Artificial Persons Law
- Law and Regulation
- Economical Policy and Budgetpolicy
- Policy Conceptions
- Methods of Policy Analysis
- Policy Law
- Industry and Technology Policy
- Workshop Policy Analysis
- Organization, Policy and Regulation
- Environment Law
- Institutional Law Theory
- Economics of Social Security Systems in Europe
- Environment Policy
- EU-policy
- Higher Education Policy
- International Public Law
- Comparative Public Law
- Organization and Functioning of the Health Care System
- Business-Economics of the Public Sector
- Public Management
- Financial Management in the Public and Non-Profit Sector
- Organization Theory and Management Models
- Informatization and Public Administration
- Organization Problems: Diagnosis and Analysis
- Supportive Systems for Decision making
- Methods of Empirical Research
- Research Workshop
- Institutional Law Theory
- Introduction to Multivariate Analysis
- Specific Methods of Science of Public Administration
- Public Finance and European Integration
- International Relations Studies
- EU-Law
- Welfare States and Social Policy
- International Economical Relations and the European Union

- Transformation Processes in Central and East European Countries
- Aspects of the Science of Public Administration in Developmental Issues
- Political Science of the European Cooperation
- Mechanics
- Information Providing in Bureaucratic Organizations
- Economics of the Infrastructure
- Constructionwork
- Traffic
- Water
- Introduction to Logistic Science
- Dynamic Traffic Management
- Civil Environment Technics
- Operations Research
- Production Management
- Fluid Mechanics
- Technology-Assessment
- Environmental Economics
- Foundations Clean Technology
- Corporate Environment Care
- Energy Technology
- Public Management
- Financial Management
- Government Computerization from an Economical Perspective
- Government Computerization from an Juridical Perspective
- Government Computerization from an Sociological Perspective
- Integration Project Administrative Informatization
- Financial Information Systems
- Applications Information Technology
- Workshop Informatization Problems
- Information Retrieval and Knowledge Management
- Philosophy of Administration
- Governability
- Criminal Justice 1
- Criminal and Procedural Law
- Police-Studies
- Risk Management
- Communication in Organizations
- Criminal Justice 2
- Social Psychology

8. Catholic University Brabant: Policy and Organization Sciences

First Year

- Introduction to the Science of Organization
- Social Geography of the Netherlands
- Introduction to the Methods of Scientific Research
- Introduction to the Empirical-Theoretical Sociology
- Introduction to the Social Philosophy
- Strategic Management
- Introduction to General Economics
- Statistics
- Introduction to Social Psychology
- Trainingproject incl. Computer Practical

Second Year

- Policy Science: Theory and Practice
- Sociology of Labor and Organization
- Epistemology/Philosophy of Science
- Workshop Communicative Skills
- Workshop Strategic Policy Analysis
- Workshop Organization-Research
- Methods of Practical Research
- Causal Analysis

Third Year

- Enterprising in a Social Context
- Management of Change in Organizations
- Public Service in a Social Context
- Strategic Decision making
- Policy Specialization:
 - a) Workshop Policy Evaluation
 - b) Exploring the Future of Policy
 - c) Policy Communication
 - d) Foundations of Policy Science
 - e) Workshop Policy and Strategy Development
- Organization Specialization
 - a) Computerization and Organizing
 - b) Labor, Technology and Employment
 - c) Relations and Networks of Organizations
 - d) Ethics and Enterprising

e) Workshop Planning/Designing Organizations

Final Year

- Management of Change in Organizations
- Government specialization
- a) Workshop Policy Planning and Implementation
- b) Graduate Project
- Enterprise Specialization
- a) Internationalization of the Entrepreneurship
- b) Graduate Project

9. Open University

First Year

- Introduction to Dutch economics
- Introduction to Political Science
- Policy Science
- Statistics 1
- Government in the Netherlands in Comparative Perspective
- Methods of Social Research 1
- Introduction to Law

Second and Third Year

- Economics of the Public Sector
- Local Government Studies
- Government and Enterprise
- International Political Relations
- Public Sector Management
- Introduction to Constitutional law
- Introduction to Administrative law
- Argumentation and Public Administration
- Group Decision Making in Management and Administration
- Europe Studies
- Methods of Social Research 2
- Statistics 2
- Project Management
- Epistemology
- Classics of Public Administration
- Policy documents

Final Year

- Management Game
- Public-Oriented Writing and Speaking
- Introduction into Philosophy
- MA thesis

Electives:

- Law and Public Administration
- European Law
- Sociology of Law
- Philosophy of Law
- History of Law
- Administrative Law
- Constitutional Law Central Government
- Decentralization
- Economics and Public administration
- Economics of the Public Sector
- The Working of the Dutch Economy: Analysis and Prognosis
- Macro-Economics: Learning by Doing
- Market-Economics: Types of Economical Organization
- Monetary Economy and Monetary Policy
- Balance, Profit-and-Loss-Account, and Administrative Processes
- International Economic Institutions
- Balance, Profit-and-Loss-Account and Internal Reporting
- Balance, Profit-and-Loss-Account and External Reporting
- Organization, Management and Public Administration
- Steering of Change
- Management of Environmental Conflicts
- Organization Diagnosis
- Future Exploration in Organizations
- Leadership in Labor-Organizations
- Organization-Design
- Personnel Management
- Introduction to Industrial and Organizational Psychology
- Individual and Organization
- International Aspects of Public Administration
- The Dutch Foreign/International Policy
- Changing Borders: Nationalism in Europe 1919-1989
- Introduction in International Economics

- European Law
- Environmental Policy in an International Context (2 modules)
- International Economic Institutions
- Introduction to International Law
- European Economic Integration

Annex 3. **International and Comparative Courses**

1. University of Leiden

Comparative Analysis of Political Systems

This course is an introduction to comparative political science focused on the political systems of Italy, France, the UK, Germany and the United States. Attention is paid to democratic mechanisms and structures, such as party-systems, coalitions, elections, cleavages, parliaments and governments. The course is part of the regular program in the second year.

European History

This course concentrates on the history of Europe since 1800. It aims to develop understanding of current changes and developments of European states by studying their previous history, cultures and political systems. Attention is paid to the social, economical, cultural and political dynamics of the various states in relation to each other. This course is part of a specialization program, called *Political Administrative Studies of Europe* starting in the second year of the Public Administration study. Many courses of this specialization have a political science signature and can be followed instead of certain regular Public Administration courses.

Comparative Public Administration

This course is focused on comparative analysis of various administrative systems in Western Europe. It concentrates on differences and similarities of institutional structures, strengths and weaknesses in relation to the process of European integration, reorganizations and public sector reform in comparative perspective. This is a regular course in the third year.

Comparative Public Administration: the Netherlands - Europe

Students doing the *Political Administrative Studies of Europe*-program have to follow the same course as the regular one described above, plus a workshop on the theme 'The Netherlands - Europe'. They also have to write a special paper.

Introduction to European Integration

This course is focused on European administrative and political integration, manifest in EU-policy and institutions. The course highlights the following themes: political dynamics and history of European integration, role and power of the EU-institutions, administration and policy of the European Union and political and administrative theories of integration. The course is part of the *Political*

Administrative Studies of Europe-specialization in the third year of the Public Administration study.

European Union Law

This course concentrates on the foundations of the European Law, the Treaties, and the decisions based upon these Treaties. The special juridical structure of the European Communities is examined, the competencies of the EU governmental institutions and the impact of European Law on the politics and administration of the Member States. This course is also part of the *Political Administrative Studies of Europe*-program in the third year.

National Government and the European Economy

The course focuses on the economical-political aspects of governmental policy in the European Union, especially on policy objectives and pre-conditions, cost-benefits analysis of integration, EMU and EU public finance. This course is also part of the third year *Political Administrative Studies of Europe*-program.

Health Care Systems in International Perspective

This course studies trends of convergence of health care systems in Europe in the direction of macro- and micro efficiency, against the background of social security systems reform and developments in many western countries. The study also pays attention to the objectives of the European Union regarding health care and social security and the principle of subsidiarity for implementation of the directives. This course is an elective in the final year of the Public Administration Study and part of the *Organisation and Management*-specialization.

Administrative Systems in International and Comparative Perspective

This course creates a basis for comparative analysis of administrative systems in a Public Administration perspective as well as knowledge of the developments of European integration. It will pay attention to the legitimation of comparative science and analysis and to the beginning and development of the European cooperation in the 20th century. This course is an elective, part of the *Comparative and International Administration*-specialization, in the final year of the Public Administration Study. This specialization seminar is mandatory for students of the *Political Administrative Studies of Europe*-program.

European Integration: Administration and Policy

This course examines the administrative systems of the EU-Member States, the various European Institutions and their external organizations. Attention is paid to cross-border relations of national and sub-national governments and to the role and

position of European institutions in the European Administrative Network. This course is an elective in the final year of the Public Administration Study, as part of the *Comparative and International Administration*-specialization. This specialization seminar is also mandatory for students of the *Political Administrative Studies of Europe*-program.

2. Erasmus University Rotterdam

European Politics

This course focuses on organizational geography of the EU, the decision making processes, the backgrounds and developments and the meaning of the European Union for a national society such as the Netherlands. This course has a comparative dimension, but concentrates exclusively on Europe. This is a first year regular course.

3. Catholic University Nijmegen

Administrative Dynamics : Internationalization and Public Administration

This course pays attention to: a) internationalization: integration theories and development of international organizations; regional-economical development and the cultural and Public Administration dimension; b) Globalization: recent theories about this process; c) Europeanization: political and juridical organization of the EU; local governments and Europe; EU-regions, regionalization of Europe. The course has a comparative dimension, and concentrates predominantly on Europe from a public administration perspective. This is a regular course in the final year of the program.

4. University of Twente

Orientation Course European Public Administration

This multi-disciplinary course concentrates on the unity as well as the diversity of the developments of the public sector in several West-European States. Attention is paid to the comparative methodology, the European 'meta-structures', the relation to the national systems, the similarities and differences of the various constitutions and political systems in Europe, and the relations between the various authorities. This is a first year course aimed at acquainting students with the basics of the *European Public Administration* specialization.

Social Economic Development of Europe

This course pays attention to an economical and a sociological approach of European Integration. In the economical approach the economical effects of the European integration will be examined from a neo-classical perspective. In the sociological approach there are two central questions. Is it possible to create one European social-economic policy, given the specific institutional specifics of each European country? Second, which specific institutional pattern on European level has to be developed for integrated social economic policy making? Two different perspectives, pluralism and corporatism, are studied. This is a second year course preparing students for the *European Public Administration* specialization.

Political and Juridical Development of Europe

This course concentrates on the outlines of the history of European cooperation and integration since 1945 from a political science and juridical perspective. The objectives of the course are to discuss the interaction between law and politics at the creation of the EU, and to explain the integration by studying the doctrine of international relations and the principles of international law. This is also a second year course preparing students for the *European Public Administration* specialization.

Project European Public Administration

This is an interdisciplinary project with a five-day excursion to several European Institutions (differs each year). Based on the excursion and the prescribed literature two additional essay-questions will be given at the exam of the course 'Political and Juridical Development of Europe'. This is a second year project preparing students for the *European Public Administration* specialization.

Economics of Social Security Systems in Europe

This course concentrates on the economic aspects of the health care system in the Netherlands, compared to those of other West- and Eastern European Countries. This course is a specialization elective in the two final years.

EU-policy

This course aims to provide insight into the realization of EU-policy and to train students in design and negotiations on EU-policy and to examine a part of the EU-policy and its implementation in a member state. This course is also a specialization elective in the two final years.

International Public Law

This course pays attention to some important aspects of International Public Law: territory acquisition, treaty law, sources of international public law, human rights,

state responsibility and use of violence by National States and the United Nations. Thus an attempt is made to bridge the gap between theory and the practice of international law. The course is also a specialization elective in the two final years.

Comparative International Law

This course follows the course 'Public Organisation Law' and concentrates on the choices which are made in the design of the Dutch decentralized-unitary state, compares the similarities and differences with other systems. This course is also a specialization elective in the two final years.

Public Finance and European Integration

This course aims to acquire knowledge of the public finance in various European countries and the EU-finance in Brussels. It pays attention to economic integration, financial relations between member states and Brussels, institutional aspects of the EU-budget, national and regional doctrines on public finance, decision making and regulation aspects. This course is also a specialization elective in the two final years.

International Relations Studies

This course concentrates on the framing of theories on International Relations, concrete examples and historical context. Central theme is how, by means of international authority, the role of the use of violence in international politics could be reduced. This course is also a specialization elective in the two final years.

EU-Law

This course is a sequel to the courses 'Constitutional and Administrative Law' and 'Political and Juridical Developments of Europe'. The knowledge acquired in these courses will be studied in depth and, from a juridical-theoretical and constitutional perspective, attention will be paid to the legal order of the European Union. This course is also a specialization elective in the two final years.

International Economical Relations and the European Union

This course concentrates on the monetary aspects of European integration. Attention will be paid to various sectors of EU-policy, the developments of the EMU and the Dutch points of view on this. This course is also a specialization elective in the two final years.

Transformation processes in Central and East European Countries

This course examines the economical, juridical, political and sociological aspects of the transformation processes from statism to market economy. Attention will be paid to: structural conditions for the creation of a market-economy, institutional coherence between the development of the democratic system and the organization of the market economy, role of the state during and after the transformation process from a public administration perspective, relation between peace and security on the one hand and integration of CEEC's in the international political and economical system on the other hand and the role of the international financial institutions (OESO, IMF, EG, EIB, etc.) in the transformation process. This course is also a specialization elective in the two final years.

Political Science of the European Cooperation

This course aims to analyse the current cooperation problems and conflicts in Europe, with attention to the empirical and potential role of EU-policy to this. The course also concentrates on specific context, structural factors of decision making processes, theoretical frames, various points of view on political cooperation and security issues and the network of international organizations where these points of view are being debated. This course is also a specialization elective in the two final years.

8. Catholic University Brabant

Internationalization of the Entrepreneurship

This course has an economical-sociological and an organization-scientific signature. The study concentrates on the border-crossing processes, European and world-wide, of economical and technological development, the initial development of international business systems and the social and societal conditions and effects. The course only partly has a comparative dimension (it explores the context of social and political diversity of enterprises by comparative analysis) and is also only partly oriented on Europe. The course is part of the *Enterprise*-specialization in the programs final year.

9. Open University

Government in the Netherlands in Comparative Perspective

This course offers an introduction to the various aspects of the Dutch political system by placing it in comparative perspective. Comparing the Dutch governmental system to Germany, France, Great Britain and the United States, the course concentrates on subjects as decentralization, democratic principles, the Welfare

State, the civil service, relations to citizens and interest groups. This is a first year regular course.

International Political Relations

This course aims to acquire insight in the history and development of international political relations, analysis of international interests, and the expansion and meaning of international institutions like the European Union. The study is divided in three periods: 1495-1945, 1945-1989 and 1989 until now. The course is a regular part of the second and third year of the program.

Europe Studies

This course is an introduction to the formal-juridical and political-administrative aspects of European integration. It is focused on the backgrounds of the European unification, the rules of the European Institutional Law and the dynamics of the Communautarian decision making. This course is also a regular part of the second and third year of the program.

European Law

The impact of the supra-national European Law on the National Law is increasing. This course is an introduction to European Law and provides a base for acquiring knowledge on the effects of the European decision making on the national law. This course is a part of the *Law and Public Administration*-specialization in the final year.

International Economic Institutions

This course concentrates on the history, functioning, position, competencies, objectives, future and importance of various international economic institutions, like the Bretton-Woods system, the GATT, the IMF, the World Bank, etc. Attention is paid to the effects of these institutions on trade, financial markets, and political relations of governments and companies. This is a seminar of the *Economics and Public Administration*-specialization in the final year.

The Dutch Foreign/International Policy

This course aims to provide understanding of the interests and values which the Dutch government tries to defend in the international political system and the supportive and interfering factors to this. It concentrates on the outlines of the Dutch foreign policy and the developments that influenced it. The course is part of the *International Aspects of Public Administration*-specialization in the final year.

Changing Borders: Nationalism in Europe 1919-1989

This course studies the developments of nationalism between the two World Wars, the extremism in Germany and Italy until the end of the Second World War, the Cold War, and since the end of the 1980s the desintegration of the Soviet Union and countries in Eastern Europe and the extensive supra-national cooperation in Western Europe. The course is part of the *International Aspects of Public Administration*-specialization in the final year.

Introduction in International Economics

This course seeks to provide insight in the economical aspects of internationalization. Attention is paid to: international trade theories, trade politics, stabilisation problematics, functioning of WTO and other international trade agreements, the European integration, the international monetary fund, etc. This course is part of the *International Aspects of Public Administration*-specialization in the final year.

Environmental Policy in an International Context (2 modules)

This course concentrates on environmental problems in international perspective to discuss possibilities for a world wide approach. The concept of enduring development is a strategy for change. The course also pays attention to environmental problems as a source of conflict between interests of different nations or economical sectors and to the restrictions and possibilities of managing environmental problems at an international level. This course is part of the *International Aspects of Public Administration*-specialization in the final year.

Introduction to International Law

This course is an introduction to the juridical organization of the international community. It examines the role, function and realization of international law in this community. Also the history of the international law and the position of the international organization and the individual in it are examined. This course is part of the *International Aspects of Public Administration*-specialization in the final year.

European Economic Integration

This course examines the history of European economic cooperation starting with the Rome Treaty of 1956, the developments leading to the Maastricht Treaty of 1992 and the most recent developments. It studies several economic integration theories, with attention to the institutional aspects of integration as well as the economic analysis of it, the consequences of the integrated European economic policies and the conditions for the success of a PanEuropean integration with the constitution of the EMU as its first step. This course is also part of the *Interna-*

tional Aspects of Public Administration-specialization in the final year.

Annex 4. **Academics in Research**

1. Department of Public Administration, University of Leiden

Mr.dr. G.S.A. Dijkstra

Dr. B.J.S. Hoetjes

Dr. F.M. van der Meer

Prof.dr. Th.A.J. Toonen

Dr. J. de Vries

2. Department of Public Administration, Erasmus University Rotterdam

Prof.dr. W.J.M. Kickert

Prof.dr. A.B. Ringeling

3. Department of Public Administration and Management Science, Catholic University of Nijmegen

Mrs. Prof.dr. M.L. Bemelmans-Videc

Mrs.dr. I. Tömmel

4. Faculty of Public Administration, University of Twente

Prof.mr. D.W.P. Ruiter

Prof.dr. J.M.A. Thomassen

Prof.dr. F.A. van Vught

5. Section Public Administration in Department of Political Science, University of Amsterdam

Dr. H. de Graaf

6. Department of Political Science and Public Administration, Free University Amsterdam

Prof.dr. F. Fleurke

7. Faculty of Technical Public Administration, Technological University of Delft

Prof.dr.mr. E.F. ten Heuvelhof

8. Department of Administrative Law and Public Administration, Catholic University Brabant

Dr. V.J.J.M. Bekkers

Prof.dr. P.H.A. Frissen

Dr. F. Hendriks

9. *Public Administration, Open Universiteit*

Prof.dr. A.F.A. Korsten

10. *Center for Policy and Management, University of Utrecht*

Prof.dr. Ph.A. Idenburg

Prof.dr. B.F. van Waarden

11. *Department of Administrative Law and Public Administration, University of Groningen*

Prof.dr. M. Herweijer

12. *Department of Policy, Economics and Organization of Care, University of Maastricht*

Prof.dr. J.A.M. Maarse

Annex 5. Special Programs for Higher Civil Servants, Leiden Department

The following programs have been developed by the Department of Public Administration of the University of Leiden: Netherlands School of Government; Curriculum for civil servants of the Ministry of Defense; Curriculum for civil servants of the Ministry of Home Affairs; Curriculum for the Swedish Agency of Government Employees; Curriculum for personnel of the Army; Higher Military Academy; Masters of European Public Administration.

In all of these programs faculty of the department of public administration in Leiden teach courses and/or have been involved in the development of one or more programs. It is not possible to provide information on faculty involved per program, since that varies from year to year. All of these programs, though, are continuous.

Netherlands School of Government: The Hague

Started in 1989 as an activity of the combined departments of public administration in Leiden and Rotterdam upon request of the Dutch central government. The NSG offers a two-year MPA-curriculum in public administration for civil servants with an academic background and at least five years of experience in the public service. Of those selected to participate in this program (20 students per year) it is expected that they will proceed into the top civil service. As a consequence of the success of this program the NSG has also developed special stream programs upon requests of various ministries, for instance for the Ministries of Economic Affairs, of Home Affairs, and of General Affairs (the department of the prime minister). These special stream programs range from 3 to 15 days. So far 150 students have graduated in this program.

Curriculum for civil servants of the Ministry of Defense: The Hague

This program started in September 1996 upon request of the Royal Army as an in-company training facility. It comprises an eight-month program covering such issues as political-administrative relationships, decision-making, policy evaluation, and administrative skills. The program is intended for both the higher military and civil personnel employed by the Ministry of Defense. The program is based on the high-interactive education concept and is open to 15 participants per annum.

Curriculum for civil servants of the Ministry of Home Affairs: Leiden

Started in 1994 as an activity of the department of public administration in Leiden upon request of the Ministry of Home Affairs. This program consists of a one-year curriculum in public administration for higher civil servants in the Ministry. So far

30 civil servants have graduated from this program.

Curriculum for the Swedish Agency of Government Employees: Leiden

Started in October 1997 as an activity of the department of public administration in Leiden upon request of the Swedish central government. The Leiden department offers a two-week course in Public Administration and European Integration for Swedish top civil servants with an academic degree and a minimum experience of 5 years in the public service. This course fits in a two-year program that is coordinated by the University of Lund.

The Leiden department also offers a four-week program (together with the European Institute of Public Administration in Maastricht) as part of a two-year program for higher civil servants (coordinated by the Stockholm Centre for Organizational Research). Each of these two programs are attended by some 30 participants.

Higher Military Academy: Leiden

Started in 1991 as an activity of the department of public administration in Leiden upon request of the Royal Army. This program consists of a two-year MPA-curriculum for officers in the Dutch army, in order to enhance the administrative sensitivity of these professionals. So far 80 officers have enrolled in this program and 40 have graduated.

Masters of European Public Administration: Leiden/Leuven/Speyer

This is a joint program of the Department of Public Administration in Leiden, the Department of Public Administration in Leuven (Belgium), and the Hochschule für Verwaltungswissenschaft in Speyer (Germany). It started in 1990 and has been completely remodeled in 1996 (before 1996 it was known as EMPA). This program is open to graduates with an MA-diploma in the social sciences, who wish to enlarge their knowledge and skills in the field of public administration, and is open to participants from both the European Union and from the rest of the world. So far 105 students have graduated from the EMPA-program.