

Contributors

Kelvin Baadsgaard is Senior Researcher at the Institute of Political Science. His research areas include labour market, implementation and policy delivery, industrial relations and codetermination and professionalism. He is associated with the Centre for Labour Market Research (CARMA) and Research for Evaluation (FCE) at Aalborg University, Denmark. Publications include (together with Iben Nørup, Henning Jørgensen and Søren Peter Olesen): *Jobcentre og klemte kvalifikationer [Jobcentre and Qualifications under Pressure]*, Aalborg Universitetsforlag (2014); (together with Iben Nørup, Henning Jørgensen and Søren Peter Olesen): 'Fra klientorienteret arbejde til administrativt arbejde. Ændringer i den faglige praksis og kvalificering på det beskæftigelsespolitiske område' ['From client orientated work to administrative work – changes in the professional practice and qualification in the employment system'], *Tidskrift for Arbejdsliv*, **14** (4), (2014); (together with Emmett Caraker, Henning Jørgensen and Mogens Ove Madsen): 'Representation without co-determination? Participation and co-determination for semi-professional shop stewards in the collective participation system in Denmark', *Economic and Industrial Democracy*, **35** (3), (2014).

Viola Burau holds a PhD in Political Science from the University of Edinburgh, Scotland, and a Masters in Social Science from the Ruhr-University, Germany. She is Associate Professor in Public Policy at the University of Aarhus, Denmark, and Senior Researcher at the Centre for Public Health and Quality Improvement (CFK), centre for applied health services research, also in Denmark. She was Visiting Professor at McGill University, Canada (2014), and previously worked as Lecturer at Brunel University, England (1998–2003). Her research interests include comparative studies of health policy and governance, the organization of health care services, health professions and their governance as well as methods of cross-country comparison. She has published widely on these topics in journals like *Current Sociology*, *European Societies*, *Health Economics, Policy and Law*, *BMC Health Services Research* and most recently (with Lotte Bøgh Andersen) in *American Journal of Economics and Sociology* (2014) on 'Professions and professionals. Capturing the

changing role of expertise through theoretical triangulation'. She is co-author (with Robert H. Blank) of *Comparative Health Policy* (4th edition, 2014).

Flavio A. Ceravolo is a member of the Centre for Study and Research on Higher Education Systems at the University of Pavia, Italy. He is Assistant Professor of Sociology and Methodology at the Department of Social and Political Sciences. He is member of the Consortium of Higher Education Researchers. Ceravolo's main research interests focus on the relations between education, social stratification and migration. With Michele Rostan he recently published 'Crossing the borders. Investigating social and economic forces shaping international academic mobility' in the volume *Global Challenges, Local Responses in Higher Education* (2014) (Rotterdam: Sense Publishers).

Bastian Jantz holds a Masters in Administrative Science and is a Researcher at the Chair for Political Science, Administration and Organization at the University of Potsdam, Germany. His research focuses on dynamics of accountability, steering and control in welfare state reforms which are studied from a comparative perspective. Recent publications include (together with Tanja Klenk, Flemming Larsen and Jay Wiggan): 'Marketisation and varieties of accountability relationships in employment services: comparing Denmark, Germany and the UK', *Administration & Society*, doi:10.1177/0095399715581622; (together with Vanesa Fuertes, Tanja Klenk and Ronald McQuaid): 'Between cooperation and competition: the organisation of employment service delivery in the UK and Germany', *International Journal of Social Welfare*, **23**, issue supplement 1, S71–86; and (together with Werner Jann), 'Mapping accountability changes in labour markets administration: from concentrated to shared accountability', *International Review of Administrative Sciences*, **79** (2), 227–248.

Henning Jørgensen is Professor in Political Science at the University of Aalborg, Denmark, former Director of ETUI (European Trade Union Institute) in Brussels, Belgium, and Director of the Centre for Labour Market Research (CARMA) at Aalborg University, Denmark. His research areas include: labour market and social policies, welfare state reforms, implementation and policy delivery, industrial relations, flexicurity, corporatism and codetermination, professionalism, changes in wage earners values and interests, and trade union revival. Publications include: *Consensus, Cooperation and Conflict: The Policy Making Process in Denmark* (2002) (Edward Elgar); *Flexicurity and Beyond: Finding a New Agenda for the European Social Model*, (2007) DJØF Forlaget, Copenhagen; (edited with Per Kongshøj Madsen), *The Nordic Approach*

to Growth and Welfare: European Lessons to be Learned?, ETUI-REHS, Brussels; (together with Lars Magnusson and Jon Erik Dølvik), 'From a beautiful swan to an ugly duckling: the renewal of labour market policy in Denmark since 2003' in *European Journal of Social Security*, **1** (2010); 'Leaving the Nordic path? The changing role of Danish trade unions in the welfare reform process', *Social Policy and Administration*, **45** (2), 206–219 (2011); 'Delivering activation: the perpetual reform of public employment services in Europe' (forthcoming 2015 with J. Timo Weishaupt and Alexander Nunn).

Tanja Klenk holds a PhD in Political Science and is a Senior Researcher at the Chair for Political Science, Administration and Organization at the University of Potsdam, Germany. From 2011 to 2012 she was an interim professor at the Faculty of Economic and Social Sciences at the University of Potsdam, in the academic year 2013–2014 she served as an interim professor at the German University of Administrative Sciences Speyer. Her research focuses on institutional and organizational changes in the governance of the welfare state, which are studied from a comparative perspective. Currently she is particularly interested in the topic of accountability, democracy and management in welfare state reforms. Recent publications include a special issue on the 'Governance of welfare markets', *Journal for European Policy Analysis*, (1) 1; (together with Bastian Jantz, Flemming Larsen and Jay Wiggan): 'Marketisation and varieties of accountability relationships in employment services: comparing Denmark, Germany and the UK', *Administration and Society*, forthcoming; (together with Vanesa Fuertes, Bastian Jantz and Ronald McQuaid): 'Between cooperation and competition: the organisation of employment service delivery in the UK and Germany', *International Journal of Social Welfare*, **23**, issue supplement 1, S71–86; and 'The rise of a for-profit hospital industry. Ownership changes in the German hospital industry', *Policy Studies*, **32** (3), 263–275.

Ellen Kuhlmann holds a PhD in Sociology and a Masters in Public Health from the University of Bielefeld, Germany, and received her German *Habilitation* from the University of Bremen, Germany. Currently, she is a guest researcher at the Medical Management Centre, Karolinska Institutet, Sweden with a grant from the Swedish Research Council. In the academic year 2014–2015 she was Interim Professor at the Faculty of Rehabilitation Science at TU University Dortmund, Germany. She also was Senior Lecturer at the University of Bath, England (2007–2012), and Guest Professor at the University of Aarhus, Denmark. Her research interests include comparative health care policy and governance; the organization and management of health care; health professions and workforce governance; and gender and public health. She is the lead editor of *The*

Palgrave International Handbook of Healthcare Policy and Governance (2015) and *The Palgrave Handbook of Gender and Healthcare* (2nd edition, 2012) and has published in journals such as *Current Sociology*, *Health Policy*, *BMC Health Services Research* and most recently (with Mia von Knorring) in *Journal of Health Policy and Research* (2014). Currently she is preparing a special issue of *Health Policy* on 'Health Workforce Governance in Europe'.

Roberto Moscati is Professor of Sociology of Education, at the University of Milano-Bicocca, Italy, in the Department of Sociology and Social Research. His main research interests lie in the comparative analysis of higher education systems, education policy, teaching and learning activities, student life, education and development, as well as civic culture and national identity. He is member of the internal evaluation unit at the IULM University, Italy, and at the University of Milano-Bicocca. He is member of the Italian 'Bologna Promoters'. His recent publications include 'How growing pressure to be competitive at national and international level affects university governance: some preliminary remarks from a comparative analysis of fifteen European universities' (with Stefano Boffo) (2011), in Pedro N. Teixeira and David D. Dill (eds), *Public Vices, Private Virtues? Assessing the Effects of Marketization in Higher Education*, Rotterdam, Sense, pp. 141–155; 'University governance in changing European systems of higher education' (2012), in Adrian Curaj, Peter Scott, Lazăr Vlasceanu and Lesley Wilson (eds), *European Higher Education at the Crossroads*, part 2, pp. 599–612 (Heidelberg: Springer); 'Autonomy for what? The university mission in a centralised higher education system: the case of Italy' (2014); and in Michael Shattock (ed.), *International Trends in University Governance. Autonomy, Self-government and the Distribution of Authority*, Abingdon: Routledge, pp. 89–104.

Mirko Noordegraaf is Full Professor of Public Management at the Utrecht School of Governance (USG), Utrecht University, the Netherlands. He studies organization and management issues in public domains, with particular emphasis on public managers and public professionalism. Most specifically, he analyzes the reconfiguration of public professionalism against the background of shifts in governance, changing organizational contexts and transitions in professional fields and services. He has published papers in *Organization Studies*, *Public Administration*, *Administration and Society*, *Public Management Review*, *Journal of Professions and Organization*, *Current Sociology*, *Comparative Sociology*, *Journal of Management Studies*, and *International Journal of Public Sector Management*. He published chapters such as 'Organizations and occupations. Towards hybrid professionalism in professional service firms'

(with Ian Kirkpatrick), in the *Oxford Handbook of Professional Service Firms*, 2015). He published books such as *Observing Government Elites* (with R.A.W. Rhodes and Paul 't Hart, 2007), *Working for Policy* (with Hal Colebatch and Robert Hoppe, 2011), *Professionals under Pressure* (with Bram Steijn, 2013) and co-edited *Public Professions and Professionalism. A Routledge Research Handbook* (with Justin Waring). He was a member of the editorial board of *Public Administration Review* (PAR). He is Associate Editor of the *Journal of Professions and Organization* (JPO).

Iben Nørup holds a Masters in Political Science and a PhD at the Department of Political Science, Aalborg University, Aalborg, Denmark. Her primary research interests are social and activation policy and social marginalization. Her research focuses on the implementation of social and activation policy in the frontline and on the professional practice among frontline workers as well as on the individual consequences of activation policies targeting marginalized citizens. Recent publications include *Arbejde og Sygdom – og om at være en del af fællesskabet* [*Work and Disability*], Aalborg Universitetsforlag (2014); (together with Kelvin Baadsgaard, Henning Jørgensen and Søren Peter Olesen): *Jobcentre og klemte kvalifikationer* [*Jobcentres and Qualifications under Pressure*], Aalborg Universitetsforlag (2014); (together with Kelvin Baadsgaard, Henning Jørgensen and Søren Peter Olesen): 'Fra klientorienteret arbejde til administrativt arbejde. Ændringer i den faglige praksis og kvalificering på det beskæftigelsespolitiske område' ['From client orientated work to administrative work – changes in the professional practice and qualification in the employment system'], *Tidskrift for Arbejdsliv*, **14** (4).

Emmanuele Pavolini is Associate Professor of Economic Sociology and Social Policy at the University of Macerata, Italy. His research focuses on health care policies, social care policies and the transformation of the Italian welfare state in a comparative perspective. Among his recent books there are *Public Health Care Systems Between Restructuring and Retrenchment* (edited with A.M. Guillén), London: Palgrave (2013); *Reforms in Long-term Care Policies in Europe* (edited with C. Ranci), Berlin: Springer (2012); *The Italian Welfare State in a European Perspective. A Comparative Analysis* (edited with U. Ascoli), London: Policy Press (2015).

Thorsten Peetz holds a PhD in Sociology and is Postdoctoral Researcher at the Chair for Social Theory/Societal Differentiation and Governance-Regimes at the University of Bremen, Germany. His research focuses on processes of economization in educational organizations and the sociology of evaluation. He is currently preparing a research project on evaluative practices in organizational publics. Recent publications include 'Wirtschaftssoziologie

als Gesellschaftstheorie', in: *Berliner Journal für Soziologie*, 23 (2013), 287–304; (with Karin Lohr and Romy Hilbrich): 'Die Kritik der Reform. Zur Konstruktion von Personen in Bildungsorganisationen im Umbruch', in: *Schweizerische Zeitschrift für Soziologie*, 39 (2013), 293–313; *Mechanismen der Ökonomisierung. Theoretische und empirische Untersuchungen am Fall 'Schule'*. Konstanz: UVK (2014).

Michele Rostan is Director of the Centre for Study and Research on Higher Education Systems at the University of Pavia, Italy. He is an Associate Professor of Economic Sociology at the Department of Social and Political Sciences. He is a member of the Consortium of Higher Education Researchers and the editorial advisory boards of the journals *Higher Education* and *Studies in Higher Education*. He was responsible for the Changing Academic Profession Survey in Italy and edited the Italian CAP Report (*La professione accademica in Italia. Aspetti, problemi e confronti nel contesto europeo*, 2011). He recently co-edited *The Internationalization of the Academy: Changes, Realities and Prospects* (2014, with F. Huang and M.J. Finkelstein).

Uwe Schimank has a Chair for Sociological Theory at the University of Bremen, Germany. His main research interests are sociological theory, theories of modern society, organizational sociology, science and higher education studies. Recent publications include: 'Modernity as a functionally differentiated capitalist society', *European Journal of Social Theory* forthcoming (with Frank Meier); 'Cluster-building and the transformation of the university', *Soziologie*, 43, 139–166 (2014); 'Reforming the German university system: mindful change by double talk', in: Guido Becke (ed.), *Mindful Change in Times of Permanent Reorganization* (Heidelberg: Springer, 209–224, 2014); 'Gesellschaft' (Bielefeld, 2013: transcript).

Alberto Stanchi holds a degree in economics and is a researcher at the Regional Observatory for Universities and Student Support in Piemonte, Italy. His research focuses on higher education policies, governance, academic profession and the relationships between higher education and employment. Main publications include (together with Anna Laura Trombetti) a study that has compared HE systems in seven European countries: *L'università italiana e l'Europa* (2010), Rubbettino Editore; and a book on graduates' access to the labour market: *Laurea e lavoro* (2006), Il Mulino; 'The academic career: traditional schemes and new challenges' (2010), in *Informe CYD 2009*, Fundación CYD, Barcelona. He has collaborated with a main Italian HE think tank, carries out an annual report regarding graduates' employment conditions, and works with the University of Turin, Italy, focusing on funding mechanisms and

recruitment. Currently he is particularly interested in the topic of distance education.

Christine Teelken works as an Associate Professor at the VU University Amsterdam, the Netherlands. Her main research focus involves comparative research in higher education, particularly managerialism and accountability, and lately she has been focusing on academic careers of postdoctoral researchers. She has published widely in higher education journals and public sector journals, most recently in *Public Administration* (2015) under the title of 'Hybridity, coping mechanism and academic performance management: comparing three countries'. She has been chairing the European Group for Organizational Studies (EGOS) Standing Working Group 'Organising the Public Sector' since 2007, in cooperation with Ewan Ferlie, Jean-Louis Denis, Haldor Byrkjeflot, Heidi Houlberg Salomonson and Nicolette van Gestel. Since 2015 she is link-convenor of the higher education network of the European Conference of Educational Research. Her work has been published in *Public Administration*, *Studies in Higher Education*, *Higher Education*, *Journal of Change Management*, and the *European Educational Research Journal*, among others.

Hildegard Theobald, holds a D.Phil in Political Science and Habilitation in Sociology and is Professor of Organizational Gerontology at the University of Vechta, Germany. Her research area comprises international comparative research on long-term care policies, governance, professionalization, care organizations and the situation of care workers. Currently, her comparative research focuses on multi-level governance and the interplay of restructured long-term care policies on care organizations and care workers in Europe, Asia and Canada. Recent publications include (together with Emmanuele Pavolini) 'Long-term care policies', in Ellen Kuhlmann et al. (eds), *The Palgrave International Handbook of Healthcare and Governance*, Basingstoke: Palgrave Macmillan, forthcoming; 'Care policies and the intersection of inequalities in care work: Germany and Sweden compared', *Soziale Welt*, Special Issue, **20**, 345–378 (2014); (together with Sarah Hampel) 'Radical institutional change and incremental transformation: long-term care insurance in Germany', in Costanzo Ranci and Emmanuele Pavolini (eds), *Reforms in Long-term Care Policies in Europe*, Heidelberg, New York: Springer, 117–138 (2013); 'Combining welfare mix and new public management: the case of long-term care insurance in Germany', *International Journal of Social Welfare*, **21**, Supplement (Special Issue), 61–74 (2012); (together with Kristine Kern) 'The introduction of long-term care policy schemes: policy development, policy transfer and policy change', *Policy and Politics*, **39** (3), 325–342 (2011).

Marian Thunnissen, PhD, has 20 years of experience as a researcher and a consultant in the field of human resource management (HRM). Since 2008 she is a lecturer at the HU University of Applied Sciences Utrecht, the Netherlands. Her teaching and research concentrate on issues like talent management, employability and HRM in public organizations and in Dutch higher education. Thunnissen wants to make a positive contribution to the knowledge transfer between scholars in these academic fields and practitioners. Recent publications include (together with Marieke Van den Brink and Ben Fruytier) 'Talent management in academia: performance systems and HRM policies', *Human Resource Management Journal*, **23** (2), 180–195; and (together with Pleun van Arensbergen) 'A multidimensional approach to talent: an empirical analysis of the definition of talent in Dutch academia', *Personnel Review*, **44** (2), 182–199.

Matteo Turri holds a PhD in Management. Currently, he has the position of Associate Professor of Public Management at the Department of Economics, Management and Quantitative Methods (DEMM), Università degli Studi di Milano, Italy. Research and relevant scientific production by Turri have centred on two principal areas: first, evaluation and control systems in European public administration, with a focus on the organizational effects of their implementation (the use of output, organizational consequences and degeneration); second, management aspects in the higher education sector with particular reference to quality assurance, governance systems, funding, change and the relationship between government bodies and universities. Turri's work has been published in the following journals, among others: *Research Policy*, *Higher Education*, *Quality in Higher Education*, *Critical Perspectives on Accounting*, *Higher Education Policy*, *Journal of Further and Higher Education* and *Tertiary Education and Management*.

Massimiliano Vaira holds a PhD in Sociology and is Researcher at the Department of Political and Social Science at the University of Pavia, Italy. He is a member of the Interdepartmental Centre of Researches and Studies on Higher Education Systems (CIRSIS) at the same institution, and a member of the Consortium of Higher Education Researchers (CHER). His research interests are focused on reform policies and organizational change dynamics of higher education systems and institutions from national and comparative perspectives, on the academic profession and on university third mission. His publications include 'Globalization and higher education organizational change: a framework of analysis', *Higher Education*, **48** (4), (2004); 'Towards unified and stratified systems of higher education? Systems convergence and organizational stratified differentiation in Europe', in B. Khem and B. Stensaker (eds), *University*

Rankings, Diversity, and the New Landscape of Higher Education, Rotterdam, Sense Publisher (135–153, 2009); ‘Faltering effects of market-driven reform’ (with M. Rostan), in P. Teixeira and D. Dill (eds), *Public Vices and Private Virtues? Assessing the Effects of Marketization in Higher Education*, Rotterdam: Sense Publishers (327–342, 2011); M. Rostan and M. Vaira (eds), *Questioning Excellence in Higher Education. Policies, Experiences and Challenges in National and Comparative Perspective*, Rotterdam: Sense Publishers (2011); ‘The permanent liminality. transition and liminal change in the Italian university. a theoretical framework and early evidences’, in J. Branković J., M. Klemenčič, P. Lažetić and P. Zgaga (eds), *Global Challenges, Local Responses in Higher Education*, Rotterdam: Sense Publishers (191–208, 2014); ‘Women’s place in academia: comparing Swiss and Italian cases in the European context’ (with G. Goastellec), in H. Eggins (ed.). *The Changing Role of Women: Academic and Leadership Challenges*, Dordrecht: Springer (forthcoming).