

Appendix I

Informed Consent

Title of Study: *Thriving despite adversity: Ugandan community nurses' experiences*

Background and Purpose of study:

You have been invited to participate in a study whose main purpose is to understand the experiences of community health nurses who succeed despite adversity in Uganda. The study is being conducted by researchers from the University of Bergen, Norway. We hope that this study will provide vital information on community health nursing practice. Uganda and other governments around the world are trying to build and retain a workforce that will enable them promote and attain population health. The experiences gathered from thriving community nurses in Uganda might be useful to other nurses and health professionals who struggle to deal with work related adversities. Information gathered might help the Ugandan government and the international community in dealing with the human resources for health challenge as these experiences might be useful for the improvement of wellbeing of other nurses and health workers in a bid to build a strong primary health care workforce.

Procedures:

We will obtain information from you in form of an interview. During the interview, the researcher will take notes and the interview will be audio recorded.

Risks:

This study is focussing on success stories therefore, it is hoped that the information you reveal might not necessarily be damaging. However if you at anytime feel uncomfortable about the information you reveal, you are free to let the researcher know. The researcher will not reveal anything you do not want to reveal or anything that the researcher feels is sensitive.

Benefits:

Results of the study might be useful to other nurses and health professionals who struggle to deal with work related adversities. Information gathered might help the Ugandan government and the international community in dealing with the human resources for health challenge as these experiences might be useful for the improvement of wellbeing of other nurses and health workers in a bid to build a strong primary health care workforce.

Confidentiality:

Your name and that of the study site, and all the information you provide to us will be kept confidential and used for this study only.

The study's findings may be published in peer review journals or presented at conferences; however, your identity will not be revealed.

Voluntary Participation:

Your participation is voluntary. After the study's purpose is explained to you and all your questions answered, you can join the study but will be free to withdraw at anytime. If you decide to join the study, you will sign an informed consent form.

Persons to contact

If you have questions or concerns about this study concerning this study you can contact

Pauline Bakibinga: +256 752 662678 or paulabak80@yahoo.com or

Pauline.Bakibinga@student.uib.no

Associate Professor Hege F. Vinje Hege.F.Vinje@hive.no

Professor Maurice B. Mittelmark pspmm@uib.no

Approval of Study:

This study has been approved by:

The Institutional Review Research Board of the University of Bergen

The Norwegian Social Science Data Services

The Regional Committee for Research Ethics in Norway

Uganda National Council of Science and Technology

CONSENT

I am fully informed about the study and the potential risks and benefits of it. My concerns about the study have been satisfactorily answered.

I consent voluntarily to participate in the study and understand that I have the right to withdraw from the study at any time.

Name of participant: _____

Signature

Date: ____/____/____/

Name of Researcher: _____

Signature: _____

Date: ____/____/____

Appendix II

Thematic interview guide with suggestions to questions

Thriving despite adversity: Ugandan community nurses' experience

General information

Age

Working experience in years

Work life stories

Can you tell your 'work life story'?

What was it that made you choose to study nursing?

What was it that made you choose to work in the field (fields) that you do?

If you changed field, could you describe what made you choose a different field to work?

If you have gone for further studies, could you please describe what made you opt to study more or retrain?

Zest for work

What is a good working life for you?

Could you describe situations where you have experienced zest for work?

Can you describe how you feel in mind and body when you experience zest for work?

Could you describe zest for work? – What characterizes it for you?

How do you know that it is zest for work?

Calling

What is it that drives you? What are you passionate about?

What has pulled you to your current (or earlier) working position?

Do you feel that you are in the right place? – How do you know? Could you please describe how it feels?

What is keeping you in your working situation?

If you have been in a crossroad in relation to work – what was the nature of the crossroad experience? How did you feel? How did you manage to deal with it? Could you describe as detailed as possible what has pulled you in the one direction or another?

Why did you opt for that choice?

Vitality

Could you describe concrete situations where you have experienced having a lot of vitality – lot of energy?

Do you have examples of the opposite?

What in your opinion characterizes vitality?

Can you describe how you feel in mind and body when your work is full of energy?

What triggers such energy in you?

Values and meaningfulness

Of what importance to you is it that your work feels meaningful?

What values are important to you that your work gives you the opportunity to realise?

What is the overall goal of your work you see it?
How would you describe your overall understanding about what life is and what it is like to be human?
What in your view is the purpose of life?

Self-care

Could you describe how you care for yourself physically, mentally, socially and spiritually?
What resources do you draw upon to care for yourself? - Family, friends, financial or others?
How easily can you access these resources when you need them?
How would you describe stressful work conditions for yourself? How do you deal with work related stressful events?
What do you think is the relationship between taking care of yourself and caring for others?

Coping/Resilience preparation or training

From where and how did you learn to deal with your work-life situation?

Training institution

Do you feel that you were prepared for nursing practice?
If so, could you please describe how you were prepared for nursing practice?
-Training on coping, leadership and assertiveness, professional identity building-who am I as a nurse?
Is there something that you have learned that you feel should have been taught or told to you while at school? If so, why do you feel it's important?

Workplace

Do you feel that your workplace environment enables you to cope with work-related stressors?
Could you please describe ways in which this is, or not, so?
Are there opportunities for training on coping, sharing with others, teamwork (shared decision-making)?
Have you learned to cope with work related stressors from anyone at your work place or other professional-role model? Could you please describe in what ways have you learned to do so?
If not, is there anything you feel could enable you to cope better with your work situation?

Holistic communication

Describe concrete situations?
Do you have any examples?
Could you elaborate?
What do you think about this?
What feelings does it give you?
I see you are affected – would you describe what is happening?

Suggestion to understanding?

Anything you want to add?
Anything you want to elaborate on?
Anything I have forgotten?
Anything you are wondering about?



Maurice Mittelmark
HEMIL-senteret
Universitetet i Bergen
Christiesgt. 13
5015 BERGEN

Vår dato: 25.06.2009

Vår ref: 22046 / 2 / IBH

Deres dato:

Deres ref:

KVITTERING PÅ MELDING OM BEHANDLING AV PERSONOPPLYSNINGER

Vi viser til melding om behandling av personopplysninger, mottatt 20.05.2009. Meldingen gjelder prosjektet:

22046	<i>Thriving despite Adversity: Ugandan Community Nurses' Experience</i>
Behandlingsansvarlig	Universitetet i Bergen, ved institusjonens overste leder
Daglig ansvarlig	Maurice Mittelmark
Student	Pauline Bakibinga

Personvernombudet har vurdert prosjektet og finner at behandlingen av personopplysninger er meldepliktig i henhold til personopplysningsloven § 31. Behandlingen tilfredsstiller kravene i personopplysningsloven.

Personvernombudets vurdering forutsetter at prosjektet gjennomføres i tråd med opplysningene gitt i meldeskjemaet, korrespondanse med ombudet, eventuelle kommentarer samt personopplysningsloven/-helseregisterloven med forskrifter. Behandlingen av personopplysninger kan settes i gang.

Det gjøres oppmerksom på at det skal gis ny melding dersom behandlingen endres i forhold til de opplysninger som ligger til grunn for personvernombudets vurdering. Endringsmeldinger gis via et eget skjema, http://www.nsd.uib.no/personvern/forsk_stud/skjema.html. Det skal også gis melding etter tre år dersom prosjektet fortsatt pågår. Meldinger skal skje skriftlig til ombudet.

Personvernombudet har lagt ut opplysninger om prosjektet i en offentlig database, <http://www.nsd.uib.no/personvern/prosjektoversikt.jsp>.

Personvernombudet vil ved prosjektets avslutning, 31.08.2012, rette en henvendelse angående status for behandlingen av personopplysninger.

Vennlig hilsen

for
Bjørn Henriksen

Ingvild Bergen Hordvik
Ingvild Bergen Hordvik

Atta Alesha
Kontaktperson: Ingvild Bergen Hordvik tlf: 55 58 32 32
Vedlegg: Prosjektvurdering
Kopi: Pauline Bakibinga, Fantoftvn. 14 E, 5075 BERGEN



Personvernombudet (The Ombudsman for Privacy in Research) finds that the project can be performed as described by the researcher. The assessment is based on the following:

Information about the project will be given in written form to the participants. The Ombudsman finds the letter of information satisfactory, attending to the participants' rights, given that respondents are informed also about the total duration of the project, and what will happen to the data beyond this point (the data will be made anonymous). The respondents will be giving written consent in order to participate.

The Ombudsman finds that the processing of personal data can be carried out pursuant to The Norwegian Personal Data Act section 8 (consent).

When the project is over (August 31st 2012), all direct and indirect personal data will be made anonymous (destroyed or paraphrased).



Uganda National Council For Science and Technology

(Established by Act of Parliament of the Republic of Uganda)

Your Ref:.....

Our Ref:.....HS.721

Date:.....08/01/2010

Ms. Pauline Bakibinga
P.O Box 25225
Kampala

Dear Ms. Bakibinga,

RE: RESEARCH PROJECT, "THRIVING DESPITE ADVERSITY: UGANDAN COMMUNITY NURSES' EXPERIENCES"

This is to inform you that the Uganda National Council for Science and Technology (UNCST) approved the above research proposal on **December 01, 2009**. The approval will expire on **December 01, 2010**. If it is necessary to continue with the research beyond the expiry date, a request for continuation should be made in writing to the Executive Secretary, UNCST.

Any problems of a serious nature related to the execution of your research project should be brought to the attention of the UNCST, and any changes to the research protocol should not be implemented without UNCST's approval except when necessary to eliminate apparent immediate hazards to the research participant(s).

This letter also serves as proof of UNCST approval and as a reminder for you to submit to UNCST timely progress reports and a final report on completion of the research project.

Yours sincerely,

Leah Nawegulo
for: Executive Secretary
UGANDA NATIONAL COUNCIL FOR SCIENCE AND TECHNOLOGY

LOCATION/CORRESPONDENCE

Plot 3/5/7, Nasser Road
P.O. Box 6884
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COMMUNICATION

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WEBSITE: <http://www.uncst.go.ug>

Appendix V

Ebibuuzo n'endagiriro eby'okugoberera

Obukulu mu myaka

Ebbanga lyomazze ng'okola (mu myaka)

1. Ebikwatagana n'emirimu:

-Osobola okumbulira ebikwata kubanga lyomazze ng'okola?

-Kiki ekyakuletera okusalawo okukuguka mu busawo?

-Kiki ekyakuletera okusalawo okukola mu kifo kino?

-Bwoba wakyuusa, osobola okumbulira ekyakukola okukyusa n'okudda mu kifo ky'olimu kati?

-Bwooba nga waddayo okukuguka, osobola okumbulira ekyakukola oddeyo okusoma?

2. Amaanyi n'essanyu mu mirimu gyo:

-Mbeera ki ekuwa emirembe, essanyu n'obulamu obweyagaza nga oliku mirimu gyo?

-Osobola okumbulira embeera z'owuliramu amaanyi, emirembe n'essanyu nga oliku mirimu gyo?

-Mbeera ki mwotela okuwulira essanyu n'amaanyi mu mirimu gyo?

Mu mbeera ezo, wewulira otya mu mwoyo n'emu mubiri?

-Omanyira kuki nti oli mu mbeera ey'amaanyi n'essanyu mu mirimu?

3. Okuyitibwa:

-Mukulabo kwo, kiki muli ekikuwa amaanyi okukola? Kiki kyosinga okwagala oba kyolaba nga kikuwa essanyu mu bulamu?

-Kiki ekya kusika okutuuka ku mulimu guno oba ku ddala lino?

-Mukulaba okukwo, oli mukifo kituufu?

-Olabira kuki oba omanyi otya? Osobola okunungamya ku ngeri gye kiri?

-Kiki ekikukumye wano ku mulimu guno oba mu kifo kino?

-Bwoba nga wali obadde ko musanganzira kubikwatagana ku mulimu-osobola okunungamya ku ki ekyakusika okukola kye wasalawo okukola? Lwaki walonda kye wasalawo?

4. Amaanyi n'obulamu mu mirimu gyo:

Osobola okunambululira mu enfunda ez'enjawulo z'ewali obadde mu nga owulira amaanyi n'obulamu obwensuso mu mirimu gyo?

Olina yo embeera ezawukana ko kwezo?

Osobola okumbulira engeri gy'e wewulira mu mwoyo n'emumubiri nga emirimu gyo ogikwasa maanyi?

Kiki ekireeta amaanyi ago mu gwe?

5. Ebigendererwa n'ebylubirira:

Mukulaba kwo, lwaki emirimu gyo gya ndibadde nga girina okuba n'ekigendererwa?

Biki byolaba nga bikulu emirimu gyo gy'ebikusobozesa okutukuriza?

Mu byonna, kiki ekisinga okubeera ekilubiliro ky'emirimu gyo?
Munsi muno tulimu kukola ki?
Mukulaba kwo obulamu kyeki era kitegeeza ki okubeera omuntu munsi muno?

6. Okwelabirira:

Osobola okumbulira engeri gye welabirira mu mwoyo n'e mu mubiri?
Okozesa ki mukwelabilira? Mikwano? Ab'enju n'enganda zo? Ssente?
Bwoba wetaaga obuyambi okusobola owelabilira, obufuna mu bwangu ki?
Mbeera ki ku mulimu ezikugyako essanyu n'emirembe?
Osobola otya okutereza embeera zino zilyoke zidde mu nteeko?
Mukulaba kwo, olaba nga okwelabilira n'okulabilira abalala bikwatagana oba nedda?

7. Okuguma n'obuvumu:

Wayigira wa era wayiga otya okugumira embeera yo ku mulimu?
Ttendekero
Olaba nga wa tegekebwa okusobola olukola emirimu gyo egy'obusawo?
Osobola okumbulira mu ngeri ki gye wa ttendekewo mu? Okugumira embeera?
Obukulembeze? Kiki kyendi nga omujanjabi oba omusawo?
Olina kyoyize nga olaba nti wandibadde nga wakiyigira mussomero? Lwaki olaba nga kikulu?
Ekifo wokolera
Mukulaba kwo, ekifo kino kyololera mu olaba nga kiku sobozesa okugumira ebizibu ebikwatagana n'emirimu gyo?
Osobola okumbulira mu ngeri ki oba nedda?
Mulina emisomo egikwata ku kugumira embeera y'ensi n'emirimu, okuteesa n'okuyigira ku bano ku mulimu?
Olina omuntu ku mulimu gwoyigide ko okugumira ebizibu byokumirimu? Osobola okumbulira mu ngeri ki?
Oba nedda, olina yo engeri yonna gyo laba nga yandi kuyambye okuggumira n'okufuna obumalirivu ku mulimu?

Endagiriro y'okwekenenya:

Olina yo ebyokulabirako?
Osobola okunambululira mu?
Kiki kyo lowooza ku kino?
Kino kikuwa birowoozo ki?
Ndaba nga kikukyusiza mu mbeera, osobola okumbulira ekigenda mu maaso?
Waliwo kyoyagala okwengerako?
Waliwo kyoyagala okunambululira?
Waliwo kyenerabidde?
Olina kye webuuza ko?

Appendix VI

Examples of meaning units, condensed meaning units, sub-themes and themes from content analysis of interviews about 'calling'

Meaning unit	Condensed meaning unit-description close to the text	Condensed meaning unit-interpretation of the underlying meaning	Sub-theme	Theme
From when I was little, I admired nurses. Seeing them in their uniforms with white caps, I thought that they were so smart. I just admired their smartness. My mother, having realised my interest encouraged me daily. She helped me prepare for this career. She routinely told me that nurses help needy people and had to act fast and efficiently. I learned to appreciate nursing from her. I also helped to look after my younger sisters and brothers. It was good training. I have always known this is what I want to do'	Her admiration for nurses was driving force in choosing nursing and her mother helped her to prepare	Choice influenced by others-role of parents	Guided decision making	Called to serve
'I was encouraged by my parents as they said nursing, as a profession in comparison to others could always offer me a job. I also like helping people. As a child, I babysat my five younger siblings. Therefore, as a choice, it was not so hard. 'I wanted a medical profession from when I was little. I saw it as noble because they provide a vital service to communities.	Her parents helped her to choose nursing-an opportunity to help others and looking after her siblings helped her appreciate her role in helping others	Need for preparation (training)		
'I wanted a medical profession from when I was little. I saw it as noble because they provide a vital service to communities.	She was assured of what she wanted to do early in life	Fulfilling childhood dreams		
I think it is a call from God because I really like to serve. For me, it just felt like the most natural thing for me to do. I like helping people in need	Nursing as a choice was an obvious choice-a call to serve God	Serving God through meeting people's needs	Listening to a higher call-beyond the self; God, need to meet others' needs	

Doctoral Theses at The Faculty of Psychology,
University of Bergen

1980	Allen, H.M., Dr. philos.	Parent-offspring interactions in willow grouse (<i>Lagopus L. Lagopus</i>).
1981	Myhrer, T., Dr. philos.	Behavioral Studies after selective disruption of hippocampal inputs in albino rats.
1982	Svebak, S., Dr. philos.	The significance of motivation for task-induced tonic physiological changes.
1983	Myhre, G., Dr. philos.	The Biopsychology of behavior in captive Willow ptarmigan.
	Eide, R., Dr. philos.	PSYCHOSOCIAL FACTORS AND INDICES OF HEALTH RISKS. The relationship of psychosocial conditions to subjective complaints, arterial blood pressure, serum cholesterol, serum triglycerides and urinary catecholamines in middle aged populations in Western Norway.
	Værnes, R.J., Dr. philos.	Neuropsychological effects of diving.
1984	Kolstad, A., Dr. philos.	Til diskusjonen om sammenhengen mellom sosiale forhold og psykiske strukturer. En epidemiologisk undersøkelse blant barn og unge.
	Løberg, T., Dr. philos.	Neuropsychological assessment in alcohol dependence.
1985	Hellesnes, T., Dr. philos.	Læring og problemløsning. En studie av den perseptuelle analysens betydning for verbal læring.
	Håland, W., Dr. philos.	Psykoterapi: relasjon, utviklingsprosess og effekt.
1986	Hagtvet, K.A., Dr. philos.	The construct of test anxiety: Conceptual and methodological issues.
	Jellestad, F.K., Dr. philos.	Effects of neuron specific amygdala lesions on fear-motivated behavior in rats.
1987	Aarø, L.E., Dr. philos.	Health behaviour and socioeconomic Status. A survey among the adult population in Norway.
	Underlid, K., Dr. philos.	Arbeidsløse i psykososialt perspektiv.
	Laberg, J.C., Dr. philos.	Expectancy and classical conditioning in alcoholics' craving.
	Vollmer, F.C., Dr. philos.	Essays on explanation in psychology.
	Ellertsen, B., Dr. philos.	Migraine and tension headache: Psychophysiology, personality and therapy.
1988	Kaufmann, A., Dr. philos.	Antisocial atferd hos ungdom. En studie av psykologiske determinanter.

	Mykletun, R.J., Dr. philos.	Teacher stress: personality, work-load and health.
	Havik, O.E., Dr. philos.	After the myocardial infarction: A medical and psychological study with special emphasis on perceived illness.
1989	Bråten, S., Dr. philos.	Menneskedyaden. En teoretisk tese om sinnets dialogiske natur med informasjons- og utviklingspsykologiske implikasjoner sammenholdt med utvalgte spedbarnsstudier.
	Wold, B., Dr. psychol.	Lifestyles and physical activity. A theoretical and empirical analysis of socialization among children and adolescents.
1990	Flaten, M.A., Dr. psychol.	The role of habituation and learning in reflex modification.
1991	Alsaker, F.D., Dr. philos.	Global negative self-evaluations in early adolescence.
	Kraft, P., Dr. philos.	AIDS prevention in Norway. Empirical studies on diffusion of knowledge, public opinion, and sexual behaviour.
	Endresen, I.M., Dr. philos.	Psychoimmunological stress markers in working life.
	Faleide, A.O., Dr. philos.	Asthma and allergy in childhood. Psychosocial and psychotherapeutic problems.
1992	Dalen, K., Dr. philos.	Hemispheric asymmetry and the Dual-Task Paradigm: An experimental approach.
	Bø, I.B., Dr. philos.	Ungdoms sosiale økologi. En undersøkelse av 14-16 åringers sosiale nettverk.
	Nivison, M.E., Dr. philos.	The relationship between noise as an experimental and environmental stressor, physiological changes and psychological factors.
	Torgersen, A.M., Dr. philos.	Genetic and environmental influence on temperamental behaviour. A longitudinal study of twins from infancy to adolescence.
1993	Larsen, S., Dr. philos.	Cultural background and problem drinking.
	Nordhus, I.H., Dr. philos.	Family caregiving. A community psychological study with special emphasis on clinical interventions.
	Thuen, F., Dr. psychol.	Accident-related behaviour among children and young adolescents: Prediction and prevention.
	Solheim, R., Dr. philos.	Spesifikke lærevansker. Diskrepanskriteriet anvendt i seleksjonsmetodikk.
	Johnsen, B.H., Dr. psychol.	Brain asymmetry and facial emotional expressions: Conditioning experiments.
1994	Tønnessen, F.E., Dr. philos.	The etiology of Dyslexia.
	Kvale, G., Dr. psychol.	Psychological factors in anticipatory nausea and vomiting in cancer chemotherapy.

	Asbjørnsen, A.E., Dr. psychol.	Structural and dynamic factors in dichotic listening: An interactional model.
	Bru, E., Dr. philos.	The role of psychological factors in neck, shoulder and low back pain among female hospitale staff.
	Braathen, E.T., Dr. psychol.	Prediction of exellence and discontinuation in different types of sport: The significance of motivation and EMG.
	Johannessen, B.F., Dr. philos.	Det flytende kjønnnet. Om lederskap, politikk og identitet.
1995	Sam, D.L., Dr. psychol.	Acculturation of young immigrants in Norway: A psychological and socio-cultural adaptation.
	Bjaalid, I.-K., Dr. philos	Component processes in word recognition.
	Martinsen, Ø., Dr. philos.	Cognitive style and insight.
	Nordby, H., Dr. philos.	Processing of auditory deviant events: Mismatch negativity of event-related brain potentials.
	Raaheim, A., Dr. philos.	Health perception and health behaviour, theoretical considerations, empirical studies, and practical implications.
	Seltzer, W.J., Dr.philos.	Studies of Psychocultural Approach to Families in Therapy.
	Brun, W., Dr.philos.	Subjective conceptions of uncertainty and risk.
	Aas, H.N., Dr. psychol.	Alcohol expectancies and socialization: Adolescents learning to drink.
	Bjørkly, S., Dr. psychol.	Diagnosis and prediction of intra-institutional aggressive behaviour in psychotic patients
1996	Anderssen, N., Dr. psychol.	Physical activity of young people in a health perspective: Stability, change and social influences.
	Sandal, Gro Mjeldheim, Dr. psychol.	Coping in extreme environments: The role of personality.
	Strumse, Einar, Dr. philos.	The psychology of aesthetics: explaining visual preferences for agrarian landscapes in Western Norway.
	Hestad, Knut, Dr. philos.	Neuropsychological deficits in HIV-1 infection.
	Lugoe, L.Wycliffe, Dr. philos.	Prediction of Tanzanian students' HIV risk and preventive behaviours
	Sandvik, B. Gunnhild, Dr. philos.	Fra distriktsjordmor til institusjonsjordmor. Fremveksten av en profesjon og en profesjonsutdanning
	Lie, Gro Therese, Dr. psychol.	The disease that dares not speak its name: Studies on factors of importance for coping with HIV/AIDS in Northern Tanzania
	Øygaard, Lisbet, Dr. philos.	Health behaviors among young adults. A psychological and sociological approach
	Stormark, Kjell Morten, Dr. psychol.	Emotional modulation of selective attention: Experimental and clinical evidence.

	Einarsen, Ståle, Dr. psychol.	Bullying and harassment at work: epidemiological and psychosocial aspects.
1997	Knivsberg, Ann-Mari, Dr. philos.	Behavioural abnormalities and childhood psychopathology: Urinary peptide patterns as a potential tool in diagnosis and remediation.
	Eide, Arne H., Dr. philos.	Adolescent drug use in Zimbabwe. Cultural orientation in a global-local perspective and use of psychoactive substances among secondary school students.
	Sørensen, Marit, Dr. philos.	The psychology of initiating and maintaining exercise and diet behaviour.
	Skjæveland, Oddvar, Dr. psychol.	Relationships between spatial-physical neighborhood attributes and social relations among neighbors.
	Zewdie, Tekla, Dr. philos.	Mother-child relational patterns in Ethiopia. Issues of developmental theories and intervention programs.
	Wilhelmsen, Britt Unni, Dr. philos.	Development and evaluation of two educational programmes designed to prevent alcohol use among adolescents.
	Manger, Terje, Dr. philos.	Gender differences in mathematical achievement among Norwegian elementary school students.
1998		
V	Lindstrøm, Torill Christine, Dr. philos.	«Good Grief»: Adapting to Bereavement.
	Skogstad, Anders, Dr. philos.	Effects of leadership behaviour on job satisfaction, health and efficiency.
	Haldorsen, Ellen M. Håland, Dr. psychol.	Return to work in low back pain patients.
	Besemer, Susan P., Dr. philos.	Creative Product Analysis: The Search for a Valid Model for Understanding Creativity in Products.
H	Winje, Dagfinn, Dr. psychol.	Psychological adjustment after severe trauma. A longitudinal study of adults' and children's posttraumatic reactions and coping after the bus accident in Måbødalen, Norway 1988.
	Vosburg, Suzanne K., Dr. philos.	The effects of mood on creative problem solving.
	Eriksen, Hege R., Dr. philos.	Stress and coping: Does it really matter for subjective health complaints?
	Jakobsen, Reidar, Dr. psychol.	Empiriske studier av kunnskap og holdninger om hiv/aids og den normative seksuelle utvikling i ungdomsårene.
1999		
V	Mikkelsen, Aslaug, Dr. philos.	Effects of learning opportunities and learning climate on occupational health.
	Samdal, Oddrun, Dr. philos.	The school environment as a risk or resource for students' health-related behaviours and subjective well-being.
	Friestad, Christine, Dr. philos.	Social psychological approaches to smoking.

	Ekeland, Tor-Johan, Dr. philos.	Meining som medisin. Ein analyse av placebofenomenet og implikasjoner for terapi og terapeutiske teoriar.
H	Saban, Sara, Dr. psychol.	Brain Asymmetry and Attention: Classical Conditioning Experiments.
	Carlsten, Carl Thomas, Dr. philos.	God lesing – God læring. En aksjonsrettet studie av undervisning i fagtekstlesing.
	Dundas, Ingrid, Dr. psychol.	Functional and dysfunctional closeness. Family interaction and children's adjustment.
	Engen, Liv, Dr. philos.	Kartlegging av leseferdighet på småskoletrinnet og vurdering av faktorer som kan være av betydning for optimal leseutvikling.
2000		
V	Hovland, Ole Johan, Dr. philos.	Transforming a self-preserving "alarm" reaction into a self-defeating emotional response: Toward an integrative approach to anxiety as a human phenomenon.
	Lillejord, Sølvi, Dr. philos.	Handlingsrasjonalitet og spesialundervisning. En analyse av aktørperspektiver.
	Sandell, Ove, Dr. philos.	Den varme kunnskapen.
	Oftedal, Marit Petersen, Dr. philos.	Diagnostisering av ordavkodingsvansker: En prosessanalytisk tilnæringsmåte.
H	Sandbak, Tone, Dr. psychol.	Alcohol consumption and preference in the rat: The significance of individual differences and relationships to stress pathology
	Eid, Jarle, Dr. psychol.	Early predictors of PTSD symptom reporting; The significance of contextual and individual factors.
2001		
V	Skinstad, Anne Helene, Dr. philos.	Substance dependence and borderline personality disorders.
	Binder, Per-Einar, Dr. psychol.	Individet og den meningsbærende andre. En teoretisk undersøkelse av de mellommenneskelige forutsetningene for psykisk liv og utvikling med utgangspunkt i Donald Winnicotts teori.
	Roald, Ingvild K., Dr. philos.	Building of concepts. A study of Physics concepts of Norwegian deaf students.
H	Fekadu, Zelalem W., Dr. philos.	Predicting contraceptive use and intention among a sample of adolescent girls. An application of the theory of planned behaviour in Ethiopian context.
	Melesse, Fantu, Dr. philos.	The more intelligent and sensitive child (MISC) mediational intervention in an Ethiopian context: An evaluation study.
	Råheim, Målfrid, Dr. philos.	Kvinnerens kroppserfaring og livssammenheng. En fenomenologisk – hermeneutisk studie av friske kvinner og kvinner med kroniske muskelsmerter.
	Engelsen, Birthe Kari, Dr. psychol.	Measurement of the eating problem construct.
	Lau, Bjørn, Dr. philos.	Weight and eating concerns in adolescence.

2002

- V Ihlebæk, Camilla, Dr. philos. Epidemiological studies of subjective health complaints.
- Rosén, Gunnar O. R., Dr. philos. The phantom limb experience. Models for understanding and treatment of pain with hypnosis.
- Høines, Marit Johnsen, Dr. philos. Fleksible språkrrom. Matematikk læring som tekstutvikling.
- Anthun, Roald Andor, Dr. philos. School psychology service quality. Consumer appraisal, quality dimensions, and collaborative improvement potential
- Pallesen, Ståle, Dr. psychol. Insomnia in the elderly. Epidemiology, psychological characteristics and treatment.
- Midthassel, Unni Vere, Dr. philos. Teacher involvement in school development activity. A study of teachers in Norwegian compulsory schools
- Kallestad, Jan Helge, Dr. philos. Teachers, schools and implementation of the Olweus Bullying Prevention Program.

H

- Ofte, Sonja Helgesen, Dr. psychol. Right-left discrimination in adults and children.
- Netland, Marit, Dr. psychol. Exposure to political violence. The need to estimate our estimations.
- Diseth, Åge, Dr. psychol. Approaches to learning: Validity and prediction of academic performance.
- Bjuland, Raymond, Dr. philos. Problem solving in geometry. Reasoning processes of student teachers working in small groups: A dialogical approach.

2003

- V Arefjord, Kjersti, Dr. psychol. After the myocardial infarction – the wives' view. Short- and long-term adjustment in wives of myocardial infarction patients.
- Ingjaldsson, Jón Þorvaldur, Dr. psychol. Unconscious Processes and Vagal Activity in Alcohol Dependency.
- Holden, Børge, Dr. philos. Følger av atferdsanalytiske forklaringer for atferdsanalysens tilnærming til utforming av behandling.
- Holsen, Ingrid, Dr. philos. Depressed mood from adolescence to 'emerging adulthood'. Course and longitudinal influences of body image and parent-adolescent relationship.
- Hammar, Åsa Karin, Dr. psychol. Major depression and cognitive dysfunction- An experimental study of the cognitive effort hypothesis.
- Sprugevica, Ieva, Dr. philos. The impact of enabling skills on early reading acquisition.
- Gabrielsen, Egil, Dr. philos. LESE FOR LIVET. Lesekompetansen i den norske voksenbefolkningen sett i lys av visjonen om en enhetsskole.
- H Hansen, Anita Lill, Dr. psychol. The influence of heart rate variability in the regulation of attentional and memory processes.
- Dyregrov, Kari, Dr. philos. The loss of child by suicide, SIDS, and accidents: Consequences, needs and provisions of help.

2004

- V Torsheim, Torbjørn, Dr. psychol. Student role strain and subjective health complaints: Individual, contextual, and longitudinal perspectives.
- Haugland, Bente Storm Mowatt Dr. psychol. Parental alcohol abuse. Family functioning and child adjustment.
- Milde, Anne Marita, Dr. psychol. Ulcerative colitis and the role of stress. Animal studies of psychobiological factors in relationship to experimentally induced colitis.
- Stornes, Tor, Dr. philos. Socio-moral behaviour in sport. An investigation of perceptions of sportpersonship in handball related to important factors of socio-moral influence.
- Mæhle, Magne, Dr. philos. Re-inventing the child in family therapy: An investigation of the relevance and applicability of theory and research in child development for family therapy involving children.
- Kobbeltvedt, Therese, Dr. psychol. Risk and feelings: A field approach.

**2004
H**

- Thomsen, Tormod, Dr. psychol. Localization of attention in the brain.
- Løberg, Else-Marie, Dr. psychol. Functional laterality and attention modulation in schizophrenia: Effects of clinical variables.
- Kyrkjebø, Jane Mikkelsen, Dr. philos. Learning to improve: Integrating continuous quality improvement learning into nursing education.
- Laumann, Karin, Dr. psychol. Restorative and stress-reducing effects of natural environments: Experiential, behavioural and cardiovascular indices.
- Holgersen, Helge, PhD Mellom oss - Essay i relasjonell psykoanalyse.

2005

- V Hetland, Hilde, Dr. psychol. Leading to the extraordinary? Antecedents and outcomes of transformational leadership.
- Iversen, Anette Christine, Dr. philos. Social differences in health behaviour: the motivational role of perceived control and coping.

**2005
H**

- Mathisen, Gro Ellen, PhD Climates for creativity and innovation: Definitions, measurement, predictors and consequences.
- Sævi, Tone, Dr. philos. Seeing disability pedagogically – The lived experience of disability in the pedagogical encounter.
- Wiiium, Nora, PhD Intrapersonal factors, family and school norms: combined and interactive influence on adolescent smoking behaviour.
- Kanagaratnam, Pushpa, PhD Subjective and objective correlates of Posttraumatic Stress in immigrants/refugees exposed to political violence.
- Larsen, Torill M. B. , PhD Evaluating principals` and teachers` implementation of Second Step. A case study of four Norwegian primary schools.
- Bancila, Delia, PhD Psychosocial stress and distress among Romanian adolescents and adults.

2006

V

- Hillestad, Torgeir Martin, Dr. philos. Normalitet og avvik. Forutsetninger for et objektivt psykopatologisk avviksbegrep. En psykologisk, sosial, erkjennelsesteoretisk og teorihistorisk framstilling.
- Nordanger, Dag Øystein, Dr. psychol. Psychosocial discourses and responses to political violence in post-war Tigray, Ethiopia.
- Rimol, Lars Morten, PhD Behavioral and fMRI studies of auditory laterality and speech sound processing.
- Krumsvik, Rune Johan, Dr. philos. ICT in the school. ICT-initiated school development in lower secondary school.
- Norman, Elisabeth, Dr. psychol. Gut feelings and unconscious thought: An exploration of fringe consciousness in implicit cognition.
- Israel, K Pravin, Dr. psychol. Parent involvement in the mental health care of children and adolescents. Empirical studies from clinical care setting.
- Glasø, Lars, PhD Affects and emotional regulation in leader-subordinate relationships.
- Knutsen, Ketil, Dr. philos. HISTORIER UNGDOM LEVER – En studie av hvordan ungdommer bruker historie for å gjøre livet meningsfullt.
- Matthiesen, Stig Berge, PhD Bullying at work. Antecedents and outcomes.

2006

H

- Gramstad, Arne, PhD Neuropsychological assessment of cognitive and emotional functioning in patients with epilepsy.
- Bendixen, Mons, PhD Antisocial behaviour in early adolescence: Methodological and substantive issues.
- Mrumbi, Khalifa Maulid, PhD Parental illness and loss to HIV/AIDS as experienced by AIDS orphans aged between 12-17 years from Temeke District, Dar es Salaam, Tanzania: A study of the children's psychosocial health and coping responses.
- Hetland, Jørn, Dr. psychol. The nature of subjective health complaints in adolescence: Dimensionality, stability, and psychosocial predictors
- Kakoko, Deodatus Conatus Vitalis, PhD Voluntary HIV counselling and testing service uptake among primary school teachers in Mwanza, Tanzania: assessment of socio-demographic, psychosocial and socio-cognitive aspects
- Mykletun, Arnstein, Dr. psychol. Mortality and work-related disability as long-term consequences of anxiety and depression: Historical cohort designs based on the HUNT-2 study
- Sivertsen, Børge, PhD Insomnia in older adults. Consequences, assessment and treatment.

2007

V

- Singhammer, John, Dr. philos. Social conditions from before birth to early adulthood – the influence on health and health behaviour
- Janvin, Carmen Ani Cristea, PhD Cognitive impairment in patients with Parkinson's disease: profiles and implications for prognosis

	Braarud, Hanne Cecilie, Dr.psychol.	Infant regulation of distress: A longitudinal study of transactions between mothers and infants
	Tveito, Torill Helene, PhD	Sick Leave and Subjective Health Complaints
	Magnussen, Liv Heide, PhD	Returning disability pensioners with back pain to work
	Thuen, Elin Marie, Dr.philos.	Learning environment, students' coping styles and emotional and behavioural problems. A study of Norwegian secondary school students.
	Solberg, Ole Asbjørn, PhD	Peacekeeping warriors – A longitudinal study of Norwegian peacekeepers in Kosovo
2007		
H	Søreide, Gunn Elisabeth, Dr.philos.	Narrative construction of teacher identity
	Svensen, Erling, PhD	WORK & HEALTH. Cognitive Activation Theory of Stress applied in an organisational setting.
	Øverland, Simon Nygaard, PhD	Mental health and impairment in disability benefits. Studies applying linkages between health surveys and administrative registries.
	Eichele, Tom, PhD	Electrophysiological and Hemodynamic Correlates of Expectancy in Target Processing
	Børhaug, Kjetil, Dr.philos.	Oppseding til demokrati. Ein studie av politisk oppseding i norsk skule.
	Eikeland, Thorleif, Dr.philos.	Om å vokse opp på barnehjem og på sykehus. En undersøkelse av barnehjemsbarns opplevelser på barnehjem sammenholdt med sanatoriebarns beskrivelse av langvarige sykehusopphold – og et forsøk på forklaring.
	Wadel, Carl Cato, Dr.philos.	Medarbeidersamhandling og medarbeiderledelse i en lagbasert organisasjon
	Vinje, Hege Forbech, PhD	Thriving despite adversity: Job engagement and self-care among community nurses
	Noort, Maurits van den, PhD	Working memory capacity and foreign language acquisition
2008		
V	Breivik, Kyrre, Dr.psychol.	The Adjustment of Children and Adolescents in Different Post-Divorce Family Structures. A Norwegian Study of Risks and Mechanisms.
	Johnsen, Grethe E., PhD	Memory impairment in patients with posttraumatic stress disorder
	Sætrevik, Bjørn, PhD	Cognitive Control in Auditory Processing
	Carvalho, Susana Fonseca, PhD	Prevention of bullying in schools: an ecological model
2008		
H	Brønnick, Kolbjørn Selvåg	Attentional dysfunction in dementia associated with Parkinson's disease.

	Posserud, Maj-Britt Rocio	Epidemiology of autism spectrum disorders
	Haug, Ellen	Multilevel correlates of physical activity in the school setting
	Skjerve, Arvid	Assessing mild dementia – a study of brief cognitive tests.
	Kjønniksen, Lise	The association between adolescent experiences in physical activity and leisure time physical activity in adulthood: a ten year longitudinal study
	Gundersen, Hilde	The effects of alcohol and expectancy on brain function
	Omvik, Siri	Insomnia – a night and day problem
2009		
V	Molde, Helge	Pathological gambling: prevalence, mechanisms and treatment outcome.
	Foss, Else	Den omsorgsfulle væremåte. En studie av voksnes væremåte i forhold til barn i barnehagen.
	Westrheim, Kariane	Education in a Political Context: A study of Knowledge Processes and Learning Sites in the PKK.
	Wehling, Eike	Cognitive and olfactory changes in aging
	Wangberg, Silje C.	Internet based interventions to support health behaviours: The role of self-efficacy.
	Nielsen, Morten B.	Methodological issues in research on workplace bullying. Operationalisations, measurements and samples.
	Sandu, Anca Larisa	MRI measures of brain volume and cortical complexity in clinical groups and during development.
	Guribye, Eugene	Refugees and mental health interventions
	Sørensen, Lin	Emotional problems in inattentive children – effects on cognitive control functions.
	Tjomsland, Hege E.	Health promotion with teachers. Evaluation of the Norwegian Network of Health Promoting Schools: Quantitative and qualitative analyses of predisposing, reinforcing and enabling conditions related to teacher participation and program sustainability.
	Helleve, Ingrid	Productive interactions in ICT supported communities of learners
2009		
H	Skorpen, Aina Øye, Christine	Dagliglivet i en psykiatrisk institusjon: En analyse av miljøterapeutiske praksiser
	Andreassen, Cecilie Schou	WORKAHOLISM – Antecedents and Outcomes
	Stang, Ingun	Being in the same boat: An empowerment intervention in breast cancer self-help groups
	Sequeira, Sarah Dorothee Dos Santos	The effects of background noise on asymmetrical speech perception

	Kleiven, Jo, dr.philos.	The Lillehammer scales: Measuring common motives for vacation and leisure behavior
	Jónsdóttir, Guðrún	Dubito ergo sum? Ni jenter møter naturfaglig kunnskap.
	Hove, Oddbjørn	Mental health disorders in adults with intellectual disabilities - Methods of assessment and prevalence of mental health disorders and problem behaviour
	Wageningen, Heidi Karin van	The role of glutamate on brain function
	Bjørkvik, Jofrid	God nok? Selvaktelse og interpersonlig fungering hos pasienter innen psykisk helsevern: Forholdet til diagnoser, symptomer og behandlingsutbytte
	Andersson, Martin	A study of attention control in children and elderly using a forced-attention dichotic listening paradigm
	Almás, Aslaug Grov	Teachers in the Digital Network Society: Visions and Realities. A study of teachers' experiences with the use of ICT in teaching and learning.
	Ulvik, Marit	Lærerutdanning som danning? Tre stemmer i diskusjonen
2010		
V	Skår, Randi	Læringsprosesser i sykepleieres profesjonsutøvelse. En studie av sykepleieres læringserfaringer.
	Roald, Knut	Kvalitetsvurdering som organisasjonslæring mellom skole og skoleeigar
	Lunde, Linn-Heidi	Chronic pain in older adults. Consequences, assessment and treatment.
	Danielsen, Anne Grete	Perceived psychosocial support, students' self-reported academic initiative and perceived life satisfaction
	Hysing, Mari	Mental health in children with chronic illness
	Olsen, Olav Kjellevold	Are good leaders moral leaders? The relationship between effective military operational leadership and morals
	Riese, Hanne	Friendship and learning. Entrepreneurship education through mini-enterprises.
	Holthe, Asle	Evaluating the implementation of the Norwegian guidelines for healthy school meals: A case study involving three secondary schools
H	Hauge, Lars Johan	Environmental antecedents of workplace bullying: A multi-design approach
	Bjørkelo, Brita	Whistleblowing at work: Antecedents and consequences
	Reme, Silje Endresen	Common Complaints – Common Cure? Psychiatric comorbidity and predictors of treatment outcome in low back pain and irritable bowel syndrome
	Helland, Wenche Andersen	Communication difficulties in children identified with psychiatric problems

Beneventi, Harald	Neuronal correlates of working memory in dyslexia
Thygesen, Elin	Subjective health and coping in care-dependent old persons living at home
Aanes, Mette Marthinussen	Poor social relationships as a threat to belongingness needs. Interpersonal stress and subjective health complaints: Mediating and moderating factors.
Anker, Morten Gustav	Client directed outcome informed couple therapy
Bull, Torill	Combining employment and child care: The subjective well-being of single women in Scandinavia and in Southern Europe
Viig, Nina Grieg	Tilrettelegging for læreres deltakelse i helsefremmende arbeid. En kvalitativ og kvantitativ analyse av sammenhengen mellom organisatoriske forhold og læreres deltakelse i utvikling og implementering av Europeisk Nettverk av Helsefremmende Skoler i Norge
Wolff, Katharina	To know or not to know? Attitudes towards receiving genetic information among patients and the general public.
Ogden, Terje, dr.philos.	Familiebasert behandling av alvorlige atferdsproblemer blant barn og ungdom. Evaluering og implementering av evidensbaserte behandlingsprogrammer i Norge.
Solberg, Mona Elin	Self-reported bullying and victimisation at school: Prevalence, overlap and psychosocial adjustment.
2011	
V	
Bye, Hege Høivik	Self-presentation in job interviews. Individual and cultural differences in applicant self-presentation during job interviews and hiring managers' evaluation
Notelaers, Guy	Workplace bullying. A risk control perspective.
Moltu, Christian	Being a therapist in difficult therapeutic impasses. A hermeneutic phenomenological analysis of skilled psychotherapists' experiences, needs, and strategies in difficult therapies ending well.
Myrseth, Helga	Pathological Gambling - Treatment and Personality Factors
Schanche, Elisabeth	From self-criticism to self-compassion. An empirical investigation of hypothesized change processes in the Affect Phobia Treatment Model of short-term dynamic psychotherapy for patients with Cluster C personality disorders.
Våpenstad, Eystein Victor, dr.philos.	Det tempererte nærvær. En teoretisk undersøkelse av psykoterapeutens subjektivitet i psykoanalyse og psykoanalytisk psykoterapi.
Haukebø, Kristin	Cognitive, behavioral and neural correlates of dental and intra-oral injection phobia. Results from one treatment and one fMRI study of randomized, controlled design.
Harris, Anette	Adaptation and health in extreme and isolated environments. From 78°N to 75°S.

	Bjørknes, Ragnhild	Parent Management Training-Oregon Model: intervention effects on maternal practice and child behavior in ethnic minority families
	Mamen, Asgeir	Aspects of using physical training in patients with substance dependence and additional mental distress
	Espevik, Roar	Expert teams: Do shared mental models of team members make a difference
	Haara, Frode Olav	Unveiling teachers' reasons for choosing practical activities in mathematics teaching
2011		
H	Hauge, Hans Abraham	How can employee empowerment be made conducive to both employee health and organisation performance? An empirical investigation of a tailor-made approach to organisation learning in a municipal public service organisation.
	Melkevik, Ole Rogstad	Screen-based sedentary behaviours: pastimes for the poor, inactive and overweight? A cross-national survey of children and adolescents in 39 countries.
	Vøllestad, Jon	Mindfulness-based treatment for anxiety disorders. A quantitative review of the evidence, results from a randomized controlled trial, and a qualitative exploration of patient experiences.
	Tolo, Astrid	Hvordan blir lærerkompetanse konstruert? En kvalitativ studie av PPU-studenters kunnskapsutvikling.
	Saus, Evelyn-Rose	Training effectiveness: Situation awareness training in simulators
	Nordgreen, Tine	Internet-based self-help for social anxiety disorder and panic disorder. Factors associated with effect and use of self-help.
	Munkvold, Linda Helen	Oppositional Defiant Disorder: Informant discrepancies, gender differences, co-occurring mental health problems and neurocognitive function.
	Christiansen, Øivin	Når barn plasseres utenfor hjemmet: beslutninger, forløp og relasjoner. Under barnevernets (ved)tak.
	Brunborg, Geir Scott	Conditionability and Reinforcement Sensitivity in Gambling Behaviour
	Hystad, Sigurd William	Measuring Psychological Resiliency: Validation of an Adapted Norwegian Hardiness Scale
2012		
V	Roness, Dag	Hvorfor bli lærer? Motivasjon for utdanning og utøving.
	Fjermestad, Krister Westlye	The therapeutic alliance in cognitive behavioural therapy for youth anxiety disorders
	Jenssen, Eirik Sørnes	Tilpasset opplæring i norsk skole: politikers, skolelederes og læreres handlingsvalg
	Johansen, Venke Frederike	Når det intime blir offentlig. Om kvinners åpenhet om brystkreft og om markedsføring av brystkreftsaken.

	Herheim, Rune	Pupils collaborating in pairs at a computer in mathematics learning: investigating verbal communication patterns and qualities
	Vie, Tina Løkke	Cognitive appraisal, emotions and subjective health complaints among victims of workplace bullying: A stress-theoretical approach
	Jones, Lise Øen	Effects of reading skills, spelling skills and accompanying efficacy beliefs on participation in education. A study in Norwegian prisons.
2012		
H	Danielsen, Yngvild Sørebo	Childhood obesity – characteristics and treatment. Psychological perspectives.
	Horverak, Jøri Gytte	Sense or sensibility in hiring processes. Interviewee and interviewer characteristics as antecedents of immigrant applicants' employment probabilities. An experimental approach.
	Jøsendal, Ola	Development and evaluation of BE smokeFREE, a school-based smoking prevention program
	Osnes, Berge	Temporal and Posterior Frontal Involvement in Auditory Speech Perception
	Drageset, Sigrunn	Psychological distress, coping and social support in the diagnostic and preoperative phase of breast cancer
	Aasland, Merethe Schanke	Destructive leadership: Conceptualization, measurement, prevalence and outcomes